



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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August 24, 2026

Board Memo 29-2026: 70th National Convention Executive Board Meeting Minutes

Executive Board,

Attached are the 2026 70th National Convention Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

70th National Convention Executive Board Meeting Minutes

August 8, 2026



1. Call to order – AM August 8, 2026, 8:59 AM by Chairman Chuck Lum

Michael Elston Vice President Labor Relations

Ivan greeted Mr. Elston and thanked him for attending our Board meeting.

Mr. Elston congratulated NAPS on their 70th National Convention. He apologized he won't be able to attend the convention as he has another commitment tomorrow and would need to fly out this afternoon. Mr. Elston noted that it was his first opportunity to speak to the board and introduced himself by providing a summary of his personal and professional background. In 2025, he became the VP of Labor Relations. Louis DeJoy and Doug Tulino gave him the position at his request. The issue he has spent the most time on is improvements in the workplace environment, which need to be tackled. Sometimes it is a frustrating job.

Mike came to this position without any preconceived notions of the positions. Over the past 16 months he has experienced NAPS and the USPS don't have a relationship where it should be. Mr. Elston congratulated President Ivan Butts on his retirement from NAPS and stated he will be making a \$100 contribution to PERF in Honor of Ivan's retirement. Unfortunately, we are friendly on a personal basis but neither of the two organizations are not friends. He heard in the past there was a good working relationship. Mr. Elston doesn't know the history of the relationship but wants to move forward and try to build a good working relationship. One belief Mr. Elston has is credibility. Credibility in law is so important. When lawyers prepare briefs, they must be credible. It's unfortunate he has an issue with NAPS when he receives emails and letters from NAPS which just aren't true. Mike quoted two articles from the Postal Supervisor where comments were made are totally false. This affects credibility. Credibility as an organization is important for the organization. These articles harm an organization. Mr. Elston stated that when he receives a 650 case from an association whose credibility has been questioned, he looks into the merits of the case with more scrutiny. Mr. Elston doesn't understand why we have an adversarial relationship. It seems everything is always negative. Mr. Elston believes the existence of NAPS relies on the existence of the Postal Service. He wants to restore a cooperative relationship between our two organizations.

Main issue he hears about is how people are treated in the organization. Doug Tulino stressed the importance of treating people right. He believes if workplace environment will improve, so will service. Mike quoted October 7th memo by Doug Tulino to lead by example, train and coach. Our leaders are stewards of our mission. We are accountable in achieving results and leadership. It's not in the best interest not to have a good work environment. The promotion process has been changed for PCES promotions. There is now a PCES vetting committee. Mike is committed to correcting the workplace environment in the Postal Service. Mike concluded by congratulating Ivan once again on his retirement.

Direct responses then occurred to statements made. The frustration started back with EVA then

70th National Convention Executive Board Meeting Minutes

August 8, 2026



from 2011 through 2013 no raises whatsoever and a 1% in 2014. All this led to the lawsuit. Raises were not keeping up with the cost of living. NAPS has seen accountability by members of leadership being addressed. We have brought postal issues to the Hill on behalf of the Postal Service and Mr. Elston agreed and appreciated it as that is working together. It starts with accountability.

Questions were taken:

The frankness of Mr. Elston's responses was appreciated. Workplace issues need to be addressed and not get to the point where grievances need to be filed. It's an issue in some areas and discipline is immense. At one State Convention a DM said I'm going after anyone that isn't scanning packages. There is an issue why not many are standing in line for a promotion and many of those who are, really aren't qualified. Mr. Elston said theoretically all discipline is supposed to go through Labor Relations. Labor Relations determines if there is just cause. Too many actions are served that do not have just cause. Mr. Elston does not believe in issuing discipline to "send a message." That is wrong. Exception was taken that only certain articles were taken from the Postal Supervisor that many articles written are positive supporting the Postal Service. Concern wasting money on Administrative Leave then bringing them back with no discipline. Need to express that discipline doesn't cure all issues. It should only be used if needed. A better relationship moving forward Mr. Elston believes will correct many of the issues. In the past USPS would come to NAPS with issues and new changes coming where it appears to have stopped. This gives us the opportunity to let the membership know what is on the horizon. Most of the issues are with the middle level managers pertaining to dignity and respect. Places where scanning is an issue instead of helping to correct it, they just issue discipline. They should talk first. Clocking in beginning tours and end tours on scanners outside of one's facility is an issue as this is fraudulent behavior. Blue Collections boxes are an issue. Whitewashing of checks is an issue. Security of collection boxes needs to be addressed.

Mike believes in telling the truth and being upfront. He hopes to build the relationship in the right direction. He is disappointed that we don't have the relationship that once had.

Consultative Meeting – Paulita Wimbush

Responses to follow

2. Invocation – Chuck Mulidore, Executive Vice President
3. Pledge of Allegiance – Ivan Butts, President

70th National Convention Executive Board Meeting Minutes

August 8, 2026



4. Sergeant-At-Arms – Marilyn Walton- Western Region VP, Myrna Pashinski - Rocky Mountain VP
5. Roll call – Warden - All Board members present except Anthony Dallojacono who was excused. Also in attendance was Legal Counsel Bruce Moyer and Parliamentarian Dr. Bruce Bishop.
6. Welcome – Butts, Mulidore, Warden

Ivan: Glad to see everyone made it safely. We had to change the schedule as postal leadership had a different schedule. Glad the Board got to meet Mike Elston. Glad everyone is here and safe and looking forward to seeing everyone on the floor with the membership.

Chuck: Welcome everyone here to San Francisco. It's a beautiful city. Glad folks got to see Mike Elston. Chuck thanked Ivan for his years of dedication to NAPS. Ivan always had membership first.

Jimmy: Jimmy welcomed everyone and said he was glad to see everyone arrive safely. He is looking forward to a productive National Convention as much work needs to be accomplished. This work will determine the direction of NAPS moving into the future. He stated he appreciates all the hard work each Board member does for the membership. Jimmy thanked Ivan for his leadership.

Chairman's Report – Chuck Lum

Chuck welcomed everyone to the 70th National Convention. It was great to see everyone in person. Thanked everyone for their support as Chair of the Board. Thanked the three Resident Officers for their support. The environment has changed. Chuck spends much time protecting members. In Hawaii it was always a family Ohana! That has seemed to change. The culture has changed. Hawaii had their career conference in June. It was depressing seeing UPMA signing craft members. This is something NAPS needs to give serious consideration to. Communicate what NAPS is really all about. We need to get information to folks what NAPS is all about. Chuck loves this organization and will work and fight to make it better.

Minutes of Previous Board Meeting – Warden – A Motion was made Motion # 1 (see Motions) to accept the Executive Board Meeting Minutes from the 2026 Executive Spring Board Meeting

70th National Convention Executive Board Meeting Minutes

August 8, 2026



and the July 9th, 2026 Executive Board ZOOM Meeting as written as they were previously send to the Board and published in the Postal Supervisor Magazine.

Secretary/Treasurer's Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of June 30, 2026, NAPS investments totaled \$ 8,266,315.18. On February 28, 2026, NAPS investments totaled \$7,899,827.86. This is an increase of \$366,487.32 or 5%. Since April of 2025 no transfers of funds from the investments to the checking to cover expenses needed to be made.

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 March 1, 2026, the NAPS General Fund FCU Checking account balance was \$655,069.84, the Signature FCU Money Market account was \$174,662.22 and the Signature Savings Account was \$4,662.98 for a total of \$834,395.04. This is an increase of \$27,996.79 or 3%.

B. NAPS Property Inc.

As of June 30, 2026, NPI has \$78,394 in cash on the balance sheet. There are \$54,347 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), which leaves \$24K 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. As June is the beginning of the new fiscal year, YTD profit sharing with NAPS Property Inc. is \$1,500 higher than budgeted, but this is only for one month. The FY2026 reporting period was under budget on percentage rent from LocalWorks - \$135K budgeted versus \$110K actual.

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. Additionally, the lease Suite 310 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. Total surplus with both unbudgeted lease agreements is projected at \$98,520 for the fiscal year.

70th National Convention Executive Board Meeting Minutes

August 8, 2026



The current cash projections assume continued vacancies 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.

C. Web & Social Media Report

Social Media and Website Insights

1. [Facebook](#) followers as of June 30 – 5,062 followers (up from 4,609 Oct last year: up 9.83%)
 - Posts garner an average of approximately ~500-2,000+ views; the most engaging posts get ~10k–30k+ views organically.
 - A few highlights:
 - The post with the highest reach during 2026 was from 6/25/26 (~31k reach and ~61k views) Note – reach is number of people who saw it and views is the number of times a post was viewed; views count if an individual saw a post multiple times:
 - NAPS Newsbreak - USPS Postmaster EAS-18B FLSA Special Exempt Decision Letter - NAPS HQ received a decision letter from the USPS on June 24, 2026, regarding the Postmaster EAS-18B FLSA Special Exempt. The USPS has decided to proceed with the new position titled Postmaster 18(B). Postmasters will receive an updated PS Form 50 effective June 27, 2026. Also included is a list of affected areas and districts. NAPS secures this agreement with the US Postal Service as part of its recent round of pay consultations. Please find additional information here: https://naps.org/files/galleries/Board_Memo_022-2026_USPS_Postmaster_EAS-18B_FLSA_Special_Exempt_Decision_Letter.pdf
 - The next highest posts/reach:
 - 6/22/26 (~17.4k reach and ~30k views): The USPS Must Eliminate Its Exempt Policy, By Dee Perez, NAPS Northeast Region Vice President If USPS Headquarters cares about their EAS employees, it needs to eliminate its exempt policy this year. I asserted in a previous column that USPS leadership says it cares about its employees, but then requires them to come to work in a blizzard, even though they knew the mail would not be delivered that day. I don't want to beat this horse to death any longer; it's over, we've moved on and, hopefully, it's a lesson learned. But this time, the issue is not local. It is a USPS Headquarters leadership policy that

70th National Convention Executive Board Meeting Minutes

August 8, 2026



continues to disappoint EAS employees nationwide. Read more here:

<https://naps.org/post/The-USPS-Must-Eliminate-Its-Exempt-Policy>

- 3/6/26 (~7.4k reach and ~12k views): On March 5, 2026, NAPS President Ivan Butts addressed the bipartisan Congressional Postal Roundtable to share with the panel the views of postal supervisors, managers and postmasters relating to postal viability and performance, as well as outlining some of the issues that NAPS will bring to Capitol Hill during the its upcoming legislative conference. Pictured from left to right APWU President Jonathan Smith, NALC President Brian Renfroe, and NAPS President Ivan D. Butts. Congressional Postal Caucus Co-Chair Nikki Budzinski is speaking to Smith, Renfroe and Ivan. Read the statement here: <https://naps.org/post/Statement-of-Ivan-D-Butts-March-5-2026>
 - 3/12/26 (~7.2k reach and ~11.6k views): NAPS President Ivan Butts, joins Bob Levi on NAPS Chat to discuss the late-breaking postal news that includes the USPS' hiring of a restructuring and "turnaround" consultant and the nomination of three new individuals to the Postal Board of Governors. In addition, Ivan and Bob talk about the upcoming NAPS legislative conference in Washington and the recent Congressional Postal Caucus round table, at which Ivan participated. Ivan also recounts his legacy as NAPS President, highlighting his success in securing a 20% increase in the median pay for EAS level postal employees and the soon-to-be operational NAPS Training Academy. Listen at <https://naps.org/NAPS-Chat> or search for "NAPS Chat" on Spotify, iTunes, iHeartRadio, or Google Podcasts. #NAPSChat #USPSupdates #LTS #LegislativeTrainingConference #NAPSPresident #Leadership
 - 3/16/26 (~7k reach and ~10.8k views): Is the Postal Service Sustainable? On his Jan. 23 NAPS Chat, Director of Legislative & Political Affairs Bob Levi talked with Government Accountability Office (GAO) Director of Physical Infrastructure David Marroni about key policy decisions Congress must make if the U.S. Postal Service is to be sustainable and continue to provide Americans the essential service to which they are entitled and expect. Marroni, a 22-year veteran of the GAO, discussed choices Congress needs to make and reviewed recent GAO evaluations of the USPS. Among the issues discussed were the agency's universal service obligation and finances. Find highlights of the discussion here: <https://naps.org/post/Government-Accountability-Office-Assesses-the-USPS>
- Competition for organic visibility on Facebook remains high, with organizations, businesses, and individuals all competing for placement in user feeds. Despite these challenges, NAPS continues to achieve strong organic performance, with several posts reaching tens of thousands of people in 2026, including one post that generated more than 60,000 views. Facebook also remains the primary source of social media traffic to the NAPS website, accounting for more than 90% of visits from social platforms. Maintaining a presence on additional platforms such as Instagram and LinkedIn also helps expand overall visibility and reach.
2. [Instagram](#) followers as of June 30 – 535 (up from 525 Oct last year: up 1.9%)
 3. [LinkedIn](#) followers as of June – 1,265 (up from 988 Oct last year: up 28.03%)
 4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of June 30 – 679
 1. Stopped posting per Ivan's direction/email on 11/2/22.

70th National Convention Executive Board Meeting Minutes

August 8, 2026



5. NAPS Website Traffic

The NAPS website was redesigned at the end of 2024, with the project completed during the first quarter of 2025. Because the Google Analytics tracking code was not implemented until March 25, 2025, there is very limited website data for Q1 2025. As a result, year-over-year website comparisons should be interpreted with caution.

From April through June, the website showed a year-over-year decrease in page views and users. However, this comparison is heavily influenced by an unusually large spike in traffic during May 2025, when a single Breaking News article, "[House Oversight Committee Approves \\$50.9 Billion in Federal-Postal Retirement Cuts By 1 Vote](#)," generated exceptionally high website traffic. While page views and users were lower year over year, the May 2025 traffic spike makes the overall comparison less representative of typical website performance.

Ongoing Content Recommendations

Continue using email to drive readers to website content. Email remains a major driver of website traffic and readership. News updates and magazine articles that are published online and distributed through email consistently rank among the website's most visited content. Republishing printed magazine articles on the website gives current and prospective members another way to access the information while also providing the site with fresh, regularly updated content that supports search visibility.

Continue investing in timely online content. Website posts, including both magazine articles and Breaking News updates, represent a significant share of the website's most visited content. During 2026, the highest-performing posts were primarily Breaking News items, demonstrating that timely, relevant news continues to generate the strongest website traffic and member engagement.

Develop an ongoing digital content calendar. Consider creating a structured annual content calendar, organized by quarter, to plan and schedule website and social media content throughout the year. While magazine articles continue to perform well, planning for additional timely updates, member news, and other online content can help maintain a consistent digital presence and increase website traffic and engagement.

Use digital analytics to guide future content strategy. Unlike print communications, digital content performance can be measured. Regularly reviewing website, email, and social media analytics can help identify which topics and content formats generate the greatest interest, allowing future communications to be guided by audience engagement data.

Google Analytics

See Google website data attached (note – the file has 4 tabs for your review; the fifth tab contains notes about where to find the data after the Google GA4 Update that took place in July 2023). (The Board was sent the email containing the attachment tabs)

D. Membership

70th National Convention Executive Board Meeting Minutes

August 8, 2026



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 2026) 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 are 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: Bruce Moyer Legal Services for two years 11/1/2026 through 10/31/2028. Conference Direct to manage the 2030 NAPS National Convention. John Wallace NAPS Accounting and Bookkeeping five (5) years 9/1/2026 – 8/31/2031.

Budget - Warden

Jimmy explained the budget final numbers from F/Y 25/26. This was the first fiscal year NAPS did not have to withdraw funds from the investments to cover expenses. The two major cost factors running over budget were the DDF (Amount of cases were high) and the Postal Supervisor Magazine (Amount of pages per issue and the increase in postage)

Dr. Bruce Bishop – Parliamentarian

Grateful for the opportunity to work with NAPS. It is an honor and privilege. He is contacted by the Resident Officers periodically for input. It's an honor working with Ivan the past couple of years. It will be a challenge for his predecessor. Works with many organizations but NAPS is on top of the list.

Bruce Moyer - Legal Counsel

70th National Convention Executive Board Meeting Minutes

August 8, 2026



Honor to have worked with Ivan these past years. It has always been a pleasure and appreciates the inspiration he has given to the members. Bruce wished everyone luck at the table in pursuit of their aspirations in NAPS.

Bruce spoke on the DDF seeking a new provider. A contract has been drafted with Dellajacono Associates. Presently Tony Dallojacono is obtaining the insurance needed.

The Board then went into Executive Session.

Chuck Mulidore – Disciplinary Defense Fund

NAPS FY26 Total DDF Cases

Total Cases 124 = MSPB Cases – 96 77% DCA Cases – 23 19% ELM 650 Cases – 5 4%

DDF Case Totals = Closed – 67 Pending – 57

DDF Cost Totals = Average Cost Per Case - \$3,867.34

Total Cost of FY26 Cases - \$204,969.24

NAPS FY26 Total MSPB Cases

Total – 96 Win – 8 8% Loss – 6 6% Settled – 37 39% Withdrawn – 5 5% Pending 40 42%

NAPS FY26 Total Debt Collection Cases (DCA)

Total – 23 Win – 5 22% Loss - 0 0% Settled - 1 4% Withdrawn – 2 9% Pending – 15 65%

FY26 NAPS Total ELM 650 Cases

Total – 5 Win - 0 0% Loss – 3 60% Withdrawn – 0 0% Pending – 2 40%

NAPS FY26 DDF Cases By Type

Performance – 48 Finance – 29 Violence – 15 Sexual Misconduct – 11 Falsification – 8
Attendance – 7 Theft – 6

NAPS FY26 Total DDF Cases By Area

Southeast Area – 21 New York Area – 18 Cotton Belt Area – 17 Mideast Area – 12 Capitol Atlantic Area 11 Pacific Area – 10 Michiana Area, Rocky Mountain Area – 5 Pioneer Area, Central Gulf Area, Texas Area – 4 New England Area, North Central Area, Mink Area – 3 Illini Area, Northwest Area – 2

Chuck Mulidore, Executive V.P. – Legislative/SPAC Update

70th National Convention Executive Board Meeting Minutes

August 8, 2026



SPAC donations have decreased in 2024 and 2025. We did see a slight increase in 2026 but not at the amount we achieved in 2023.

Chuck spoke of the 2026 NAPS Legislative Priorities:

Pay & Consultation – Enforce meaningful pay consultation and fair supervisory differential over the ranks we lead.

Service Protection – Defend six-day delivery and strong service standards for every community.

Financial Stability – Support appropriations and reforms that keep the Postal Service solvent self-sustaining.

Workforce & Staffing – Adequate supervisor staffing, training, and career pathways as the network modernizes.

Retirement Security – Protect earned pension and health benefits for current and future postal managers.

A Seat at the Table – Ensure supervisor’s voice in oversight, network planning and operational decisions.

Postal-Specific NAPS Priorities

Public Service – Well-received NAPS proposal weds Universal Service Obligation (USO) appropriation with USPS Accountability.

Financial – Invest Trust Funds in diverse conservative securities, Recalculate CSRS pension liability, Increase USPS borrowing authority

Governance – Nonpartisan, independent, and qualified USPS Governors and PRS Commissioners

Fairness & Security – HR 7600 Postal, Supervisor, Managers and Postmasters Fairness Act HR 1559

Postal Employees Appeal Rights Amendment Act HR 2095 Postal Police Reform Act

Board of Governors & Postal Regulatory Commission

USPS Board of Governors (9)

Currently, 4 Governors – 2 Democrats, 1 GOP, 1 Independent

On July 22, Senate Homeland Security and Governmental Affairs “favorably reported” GOP nominees Jeffrey Brodsky and William Gallo

GOP nominees Robert Steffens and Anthony Lomangino yet to receive hearings

Senator Mike Rounds (R-SD) placed “HOLD” on postal nominees

Postal Regulatory Commission (5)

Currently, 4 Commissioners – 2 GOP, 1 Dem, 1 Ind

Threats & Challenges Ahead

70th National Convention Executive Board Meeting Minutes

August 8, 2026



Privatization Pressure – Proposals to restructure or privatize would put universal service and job security at risk

Service Standard Rollbacks – Slower delivery window can erode public trust and increase frontline strain

Budget & Funding Gaps – Revenue uncertainty threatens staffing, technology, and modernization plans

Eroding Pay Comparability – Compression between supervisors and craft employees undermines recruitment and retention

Grassroots Advocacy – Why NAPS' Voice Impacts Policy

Legislators listen to postal employees who run the operation. When thousands of supervisors speak with one voice, postal policy changes.

Local Credibility – NAPS members are their constituents and postal experts

Strength in Numbers – Coordinated outreach turns individual concerns into mass appeal

Year-Round Presence – Relationships built between elections carry the most weight

NAPS' 2026 Legislative-Political Action Calendar

Winter – Prepared for Battle – Reviewed priorities and shared them with NAPS members at branch, state, area and regional meetings

Spring – Legislative Training Seminar – NAPS members educated about legislative issues and members deliver the message to Capitol Hill in person

Summer – Appropriations Focus, Universal Service & Governance – Weight in budget deliberations, continue to work Congressional Postal Caucus and congressional committees, and monitor Senate confirmation process

Fall – Focus on Political Engagement – Maximize SPAC activity to optimize political impact And legislative success

Chuck spoke on the upcoming elections in November. There are issues voters are looking at which could determine control of the House and Senate. The economy, War with Iran, Presidential approval, Redistricting, the Supreme rulings on mail-in ballots and campaign spending reshape the field, and turnout and enthusiasm.

Motions & Resolutions

Motion # 1 – To accept the Board Meeting Minutes from the 2026 Spring Board Meeting and the July 9th 2026 Executive Board ZOOM meeting as the minutes were previously sent to the Executive Board and also published in the Postal Supervisor Magazine. Presented by Shri Green Second by Marilyn Walton. No one spoke against. Motion Passed

70th National Convention Executive Board Meeting Minutes

August 8, 2026



Motion # 2 – Accept the contract of Bruce Moyer to be NAPS Legal Counsel for 11/1/2026 through 10/31/2028. Presented by Chuck Mulidore Second by Luz Moreno No one spoke against Motion Passed

Motion # 3 – Accept the contract with Conference Direct to manage the 2030 National Convention. Presented by Bobby Bock Second by Jimmy Warden Motion Passed Voting Yes 19 Butts, Mulidore, Warden, Perez, R. Green, Johnson, Elizondo, Walton, Austin, Hughes, Laster, Trayer, Moreno, Mooney, Washington, Bock, Studdard, Davis, Valuet Voting No Griffin, S. Green Absent Excused Dallojacono Absent Pashinski

Motion # 4 – To postpone motion # 3 to the 2026 Fall Board meeting and a copy of the Conference Direct contract be sent to all Board members. Presented by Chuck Mulidore Second by Ivan Butts Motion Failed Voting Yes Butts, Mulidore, Perez, R. Green, Elizondo, Walton, Studdard, S. Green, P. Davis Voting No Warden, Johnson, Austin, Hughes, Griffin, Laster, Trayer, Moreno, Mooney, Washington, Bock, Valuet Absent Excused Dallojacono Absent Pashinski

Motion # 5 – Accept the contract of John Wallace for accounting and book keeping services for 9/1/2026 through 8/31/2031. Presented by Richard Green Second by Bobby Bock No one spoke against Motion Passed

New Business

Fall Board Meeting Arrive Sunday 10/18/26 – Meeting 10/19 – 10/21, leaving Thursday 10/22. New Board members will arrive on Saturday 10/17/26 and have training at NAPS Headquarters on 10/18/26.

Dee Perez thanked everyone for the condolences of his mother's passing.

Kevin Trayer thanked everyone for their concern with his recent health issues.

Dan Mooney quoted Mathew 23 referring to President Ivan Butts "Well done Good and Faithful Servant"

Good of the Association

Troy Griffin thanked everyone saying it was a pleasure working with everyone as he realizes there will be some different members after the convention.

Marilyn Walton wished Ivan well. Marilyn said she seen all three Resident Officers go to the White House twice. The only other President she seen go to the White House was Ted Keating. This team did a great job and she is proud.

Myrna thanked Ivan for his leadership. She realized they always didn't see eye to eye but truly appreciated his leadership and wishes him all the best in his retirement.

Kevin Trayer expressed how the members in Michigan were disappointed Ivan couldn't make the

70th National Convention Executive Board Meeting Minutes

August 8, 2026



Michigan State Convention. They wanted to show their appreciation for all his passion of NAPS. Shri Green stated board members vote on their principals of the matter. We need to look at business in news ways.

Jaime Elizondo thanked Ivan for the job he has done. He recalls running against him in San Diego and he stated Ivan did a great job for NAPS. Jaime stated he never got mad at how a board member voted.

Bobby Bock said we are all family. He learned allot from President Butts. President Butts lead the organization moving forward.

Ed Laster thanked everyone on the Board. Soaking up the knowledge and see how people give themselves to the membership. He appreciates how we stay in their and fight hard for the membership. He thanks Ivan and appreciates him.

Richard Green remembers when he first met Ivan when he attended his local branch meeting. Ivan was a great mentor to him. Ivan has done great work for the organization. He appreciates his leadership.

Final Remarks – Ivan Butts

A tremendous honor to be able to serve the members and work with the Board. Yes we didn't agree on everything but he truly believes everyone on the Board works for the membership and not ourselves. We will always be on top. Looking forward to be on the Board as Past President. Started in 2014 in San Diego and will end in 2026 in San Francisco. Two California cities. As a Resident Officer he is proud to have started in California and will end in California. He loves us all. The Board gave Ivan a standing ovation.

22. Closing prayer – Led by Chuck Lum, Chair of the Board

23. Chair Chuck Lum adjourned the meeting at 3:46 PM

Respectfully Submitted,

James "Jimmy" Warden

NAPS Secretary Treasurer