



President's Message

Aloha Retirees,

The last article I wrote mentioned that change was nothing to be afraid of because change is inevitable. Life is a series of change, some planned, but most totally unplanned and surprising.

An example of planned change for HSTA-R is the current negotiations for a half-time Office Manager for the HSTA-R office. As mentioned in another article in this newsletter, HSTA-R has grown too big for volunteers to take care of the myriad jobs on a part time basis. Previous HSTA-R officers, and your current officers, handled the many phone calls, paperwork, and other jobs that have to be taken care of for our members. BUT, with over 5,600 members, the work has grown to the point that it is impossible for your officers to properly represent you, especially since, like you, they spend a lot of their time taking care grand-children, their own parents, and other family members.

Unplanned change for HSTA-R occurs when the HSTA-R Board of Directors is scheduled to meet but a flight delay means that the agenda has to be adjusted to account for the delay. It helps to be flexible in a situation like this.

So, change will occur with or without your approval. As the saying goes, "Go with the flow!" This will spare you tremendous amounts of stress and anguish.

HSTA-R now is much changed from when it was first established in 1995. For one thing, there were far fewer members. HSTA-R has had growing pains—like all organizations that grow, norm, storm, and grow again (in training that Joan Lee Husted taught us as the HSTA Executive Director). HSTA-R is still growing, so we can expect the cycle to repeat for many more years.

HSTA-R constantly monitors the legislature, ERS, and EUTF because sometimes change can occur without our knowledge. So, we try to make sure that any change that may occur is not detrimental to our members. If you receive a call/text/letter from your district or state officers asking for help it is because we need your help, either in support or opposition, to change that can affect all of us.

Personally, I like things planned so there are no surprises. However, I have resigned myself to the fact that the best laid plans will go astray in some way. I have never run a meeting that wasn't changed—no matter how much I tried to make sure that there would be no unplanned changes. Oh Well!! Such is life---and change.

Until next time---as my favorite character from Star Trek said, "Live Long and Prosper."

Vaughn Tokashiki, HSTA-R President

2016 – 2017 HSTA-R Dues Increase

The HSTA-R Board of Directors and Delegate Assembly have approved a \$3 increase (\$45 to \$48) in the HSTA-R dues beginning with the 2016-2017 membership year (September 1, 2016 to August 31, 2017).

Members, who pay for HSTA-R and NEA-R dues annually, will pay \$78. Members, who are NEA-R Life Members, will pay \$48 for HSTA-R dues. Members in other membership categories will also pay \$48 yearly.

Members, who have their dues deducted from their pensions by the Hawaii Employee Retirement System (ERS), will have \$6.50 deducted monthly from their pensions, when they pay for HSTA-R and NEA-R dues. Those, who are NEA-R Life Members will have \$4.00 deducted monthly for HSTA-R dues. Members in other HSTA-R membership categories, who have their dues deducted by the ERS, will have monthly deductions of \$4.00.

If you have any questions regarding the dues increase, call HSTA-R at (808) 840-2258.

Why an HSTA-R Dues Increase?

HSTA-R has grown tremendously since its establishment in 1995. There are now over 5,600 members whose interests HSTA-R monitors at the Legislature, the ERS (Employees' Retirement Service), and the EUTF (Employer-Union Health Benefits Trust Fund).

HSTA-R dues were increased for all members by \$3.00, which comes out to 25 cents per month. The dues were increased for the following reasons.

For the past twenty-one years, HSTA-R has relied on volunteer help at the office to answer phone calls from members inquiring about many different issues and to take care of the sometimes large amount of paperwork. Our Office Manager (Justin Wong) has been doing yeoman's duty at the HSTA-R office in HSTA for the past four years. He normally puts in three to four hours at the office every day, and on some days even more when HSTA-R has elections for state officers, directors, and delegates to the HSTA-R Delegate Assembly, HSTA Convention, and NEA.

The HSTA-R state officers answer the phones in the evenings (and many of you have spoken to HSTA-R 1st Vice-President, Linda Tavares, 2nd Vice-President Jeanne Fukuoka, Treasurer Beverly Gotelli—who lives on Kauai, and Secretary Glenn Fernandez). None of these individuals are paid for their time. Usually 3-4 calls nightly, but on occasion over 20 a night. That's a lot of phone calls.

HSTA-R has four Districts and three Community Clubs. The District and Community Clubs have their own councils with their expenditures funded through HSTA-R member dues. The Districts

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Hawaii State Teachers Association-Retired 2016-2017 Amended Budget

INCOME

Dues - NEA-R/HSTA-R (1,224 x \$78)	\$ 95,472.00
Dues - HSTA-R Only (4,559 x \$48)*	\$218,832.00

TOTAL INCOME: \$314,304.00

EXPENSES

NEA-R DUES	\$ 75,000.00
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HSTA-R ACTIVITIES

\$239,304.00

GOVERNANCE:

Executive Committee	\$ 4,500.00
Board of Directors	\$ 3,500.00
Delegate Assembly	\$ 9,000.00

COMMITTEES:

Bylaws (HSTA)	\$ 300.00
Communications	\$ 400.00
Elections (HSTA)	\$ 350.00
Legislative Action Team Activity (Gau)	\$ 700.00
Membership Services (HSTA)	\$ 200.00
Retirement Issues Committee (GR)	\$ 6,000.00
Government Relations (HSTA)	\$ 400.00
Finance	\$ 600.00

DISTRICTS:

District Allocations	\$ 27,000.00
District Newsletters (4 x \$450)	\$ 1,800.00
District Awards	\$ 700.00
Community Clubs (3 x \$50 + \$2 per member)	\$ 850.00
District/Community Club Presidents Meetings	\$ 1,000.00
District/Community Club Grants	\$ 1,500.00
Election Committee	\$ 4,500.00
Membership Committee	\$ 8,000.00
Publications	\$ 10,000.00
Affiliate Dues & Activities (HARA, Conference)	\$ 1,000.00
HSTA Convention	\$ 5,000.00
NEA-R Annual Meeting/NEA-RA	\$ 16,350.00
NEA-R Organizing Conference	\$ 10,000.00
Pre-Retirement Planning Cadre	\$ 6,000.00
Other Activities	\$ 1,000.00
President's Contingency	\$ 1,000.00

ADMINISTRATION:

Administrative Services	\$ 10,700.00
Equipment	\$ 1,300.00
Supplies	\$ 1,500.00
Postage	\$ 500.00
Air Travel	\$ 30,000.00
Auto	\$ 2,000.00
Lodging	\$ 4,654.00
Accounting Services	\$ 5,000.00
Legal Services	\$ 7,000.00
Insurance	\$ 2,500.00
Outside Services	\$ 5,000.00
Miscellaneous	\$ 1,000.00
Training	\$ 10,000.00

HSTA MOA	\$ 20,000.00
Reserve	\$ 16,500.00
TOTAL	\$314,304.00

*Includes grandfathered HSTA-R only members.

Budget and Finance Committee

Thank you for adopting the 2016-17 Budget at the General Assembly, although there were many questions I hope the amended budget will be acceptable.

First of all we have used accurate numbers as of July 1, 2016. This is the actual count of our members who are NEA-R Life Members and those who are cash paying renewals. You will notice the numbers are quite different. I apologize for that, as I've continued to learn about our budgeting process.

Using the current membership numbers we cut various areas to stay within our budget. We will continue to review our budget and expenses throughout the year.

We've outsourced some of our accounting and this has been a great relief to me. Benefit Plans Solution has been of great help in preparing our reports for the Executive Committee, Board of Directors and Delegate Assembly. At the time of this writing we are in talks with BPS to extend the realm of responsibilities to HSTA-R.

The Budget and Finance Committee will be reviewing our Finance Policies to make sure they are in accordance to our guidelines.

It is my intent at the end of my six-year term as State Treasurer to have our finances done digitally and conveniently. To make sure who ever becomes our next treasurer will have an easy time in assuming their role.

Should you have any questions regarding the amended budget please contact me at bgotelli@msn.com or your District Presidents?

Thank you for your continued support and have a great year. **Beverly Gotelli**

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and Community Clubs sponsor activities of interest to their members. They also communicate with their members through printed and/or electronic newsletters. The District Presidents are also represented on the HSTA-R Board of Directors, along with the elected Directors and State officers.

HSTA-R has grown to the point that outside services have been contracted to help HSTA-R represent its members. HSTA-R pays rent for office space and other employee services to HSTA. BPS (Benefit Plan Solutions) is working with the HSTA-R Treasurer to handle finances, to also include budget preparation. Since HSTA-R is now an IRS (Internal Revenue Service) 501 (c) 4 non-profit organization, it also takes its tax information to an accounting firm to file taxes.

Like I said at the beginning of this article, volunteer help has taken care of HSTA-R business at the office, but it is now past time for HSTA-R to have professional help, at least half time, to take some of the burden off of the volunteers. To this end, HSTA-R is in talks with BPS to provide the half time services that need to be taken care of, besides helping with financial services. So, welcome to the new and hopefully, improved, HSTA-R. **Vaughn Tokashiki**

District News From Around The State

Oahu District

Improving Communications, developing/enlisting new leadership, and offering interest group activities are goals the Oahu district has formulated for the upcoming year.

Presently our most effective means of communication is our email system. However, we recently discovered that some of our email members were not receiving information concerning upcoming meetings and service opportunities. If you have email and are not getting emails from us, please check your “trash or spam” bin as our email might have gone there. We also suggest that you add hsta-r-oahu@googlegroups.com to your contacts.

Please regularly check your emails to stay informed. You can go to www.hstaretired.com to view the HSTA-R website and click on Oahu district. In addition, we will be improving the Oahu section of the state’s HSTA-R website with more frequent updating. Tom Aitken, our communications leader, will implement ways to get feedback from you, to better plan and evaluate our activities.

As a way to develop and enlist new leaders, the Oahu council will offer our members a series of leadership opportunities. Our recent Meet and Greet generated interest among new members to join the council and take on possible leadership responsibilities. Mini leadership development sessions are also planned for the year.

Lastly I am excited about the development of interest groups that would connect members according to interest and develop a network of like-minded individuals. Presently we found a strong interest in travel, gardening and music. It is our intent to have one or more of these groups operational by the end of the year. If any of you has an interest in this area, please call me at 623-2354 and leave a message.

As we begin another year, the council and I are energized to bring new experiences to empower, encourage and enrich all of you. *Joanne Ing*

Maui District

Mauai District provided numerous opportunities for our membership to enjoy time together and to learn more about our island and its resources. In June we took an MEO bus from central Maui to Ulupalakua, where we visited the Maui Winery and the General Store nearby. Lots of history and charm in the area. We then had lunch at Kula Hospital, formerly a TB sanitarium for many years. A stop at the farmers market on the way home amazed us by the type and quality of produce grown in the area. Teachers from Hana to Lahaina joined us on this adventure.

In August we sat in the Situation Room in the basement of the Maui County Building and learned how to prepare for emergencies. Very useful and comprehensive information was presented by Charnan Carroll, staff specialist in the Civil Defense Department of the County.

Our District was visible and involved in community events throughout the summer. We continue to attend the monthly meetings of the MEO Planning and Coordinating Council where our Lanai Community Club President, Nora Kawasaki is VP of the P&CC. The 44th Annual Kupuna Aloha Luncheon

sponsored by MEO was held on July 30 in Kaanapali and was attended by many members of our District, some very visible in our blue shirts and others as members of other senior clubs. We will participate in the annual MEO Senior Fair in September. We participated in the Blossoms for the Brave making of lei to be placed on the graves of veterans on Memorial Day sponsored by RSVP where two of our officers serve on their advisory board.

Our District Council met in May to plan for the summer activities and the coming year. Our elected officers attended the training in August which prepared us for the duties and challenges of our offices and to meet other district officers with whom we can share successes and offer help as needed.

Finally, HSTA invited our President and VP to attend their final RA where they recognized the work of school and chapter workers and thank those who are retiring. We made sure each one got a membership application and learned that several had already joined thanks to the Pre-Retirement Cadre’s efforts. Several of our officers assisted at the fundraiser for Representative Joe Souki. *Sharmen Graydon*

Kauai District

HSTA-R Kauai spent the summer planning for the 2016-2017 year. Volunteering started with Special Olympics and Cops on Top in August. A tour of the Hindu Monastery will take place in September. Other activities will be on going throughout the year.

The Kauai HSTA-R Board devoted time to updating our members addresses, e-mail addresses and phone numbers. Communication is our HIGHEST priority. When your information changes, please contact Sandy Gage at sgage808@gmail.com or 808-332-8390.

Congratulations to James Yamamoto, our “Chatter” editor. James was honored by the Kauai Museum as a Living Treasure for Kauai and Ni’ihau for 2016. James was honored for his community service to the Hawaii State Teachers Association-Retired, the Humpback Whale Sanctuary, NOAA/DLNR Kauai Marine Mammal Response Program, Boy Scouts, Lihue Hongwanji Mission, Kauai Museum, Wilcox Hospital, Kauai High School Foundation and the list goes on. He is a very humble and giving person.

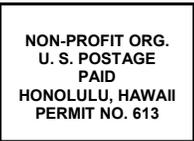
James is indeed a Living Treasure. *Sandy Gage*

Hawaii District

I’m excited and nervous to be serving as President of HSTA-R Hawaii District. I met with the Executive Council on June 23, and we have some exciting activities planned for retirees on the west and east side of the island. More details are forthcoming after we meet in September. I am hoping to have more retirees come out for our activities and community service. Some of the activities we will be helping with are: Hospice of Hilo Angel Tree, Blood Bank, Big Island Marathon, the mail carriers’ annual food drive and a Christmas card making class.

Our HI-Lites newsletter will be sent out about every two months, and our goal is to increase the number of newsletters

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sent out electronically. Presently, we snail mail about 300 newsletters. If you have a change of address (email or physical) or phone number, please let me know.

If anyone has questions or would like to volunteer for any activity, please email me at kimkspringer@gmail.com, call me at (808) 987-9982, or text me. You can also PM me via Facebook messenger. **Kim K. Springer**

News You Can Use

As of July, 2016 HSTA-R has 5,696 members in this wonderful State of Hawaii. That is a lot of retirees walking into rooms and wondering, “What am I here for?” On the good side, every day you’re alive and someone loves you is a miracle. To practice gratitude is to appreciate every moment . . . good, bad, big, or small. Wow! I could have been a Preacher!

If you are nearing the Golden Age of 65 or are a recent Medicare subscriber, be sure to let EUTF know so you can apply for your Medicare Part B reimbursement. Medicare is taken from your Social Security check monthly, and the State reimburses you every three months. It is important to fill out the EUTF Retiree Benefit Plans Reference Guide that is mailed to us January of each year. The EUTF number is 586-1735 or toll-free at 1-800-295-0089. Email: www.eutf.hawaii.com

On a lighter note, I think Snow White had the Right idea . . . she moved in with 7 guys who went to work everyday and all she had to do was whistle to get the birds to do her cleaning.

HSTA’s “Member Matters” has a lot of discounts and alerts that can save you money. HSTA-R members can participate in all these savings. All you have to do is sign up for HSTA’s “Member Matters” email bulletins. Please email: info@hsta.org with the following information: I am an HSTA retiree and would like to subscribe to Member Matters. Here is my personal information: Your full name, retirement date, and the final school or work assignment location. The information is needed to verify that you are indeed a retiree. Please don’t forget that your HSTA-R membership card can also access a lot of Discounts. Follow the directions on the back of card.

In case you’re wondering, I’m on a Nut Free Diet . . . I avoid people who drive me Nuts. **Linda Tavares**

Retirement Issues Committee

The Retirement Issues Committee is working on the 2017 Legislative Priorities so now is the time for you to give us your input. We are interested in hearing from you so please contact your District President.

We are disappointed that HB 2016 was vetoed by Governor Ige. We thank everyone for their help and support in getting this bill written and passed. The Governor voiced his concern on the legislation in his veto message.

We are glad to say that the EUTF is working on getting premiums paid through credit cards, checking accounts or some other means. If you are in this category more information will be coming up in future editions of the Holomua. **Beverly Gotelli**

Focus Group Update

Your Board of Directors recently met and reviewed the input from the Delegate Assembly. There were six questions asked at Delegate Assembly for members to contribute what and how they could improve HSTA-Retired in the area of their question. The questions were:

1. How can HSTA-R improve membership services and benefits?
2. How can HSTA-R improve communications with its members?
3. How can HSTA-R improve member participation in leadership roles?
4. How can HSTA-R increase its membership?
5. How can HSTA-R improve its Pre-Retirement Planning workshops?
6. How can HSTA-R encourage membership volunteerism?

The Board has decided to work on questions 2 and 3 for this year. They will be soliciting assistance from their Districts and hope to develop an action plan at the next Board meeting in November. This is a timely process but we feel it is necessary to get a good end result. We will keep you updated as the action plan is developed.

We would like to thank those who participated in the Focus Groups and Delegate Assembly. **Beverly Gotelli**

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Second V. President:	Jeanne Fukuoka
Secretary:	Glenn Dave Fernandez
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