Agenda Packet for 3905CCN Board Meeting, Nov 8 2025

Board Meeting Agenda 3905 Century Club
08 November 2025

Local Saturday, November 11, 2025,
6pm Pacific /7pm Mountain /8pm Central /9pm Eastern
(November 12, 2025,02:00 UTC)

Zoom meeting to be held at:
https://us02web.zoom.us/j/82083810825?pwd=cnhZMkU4blB6OFVjcmFGNFlrOGpZUT09

Visitors are welcome to attend on Zoom. Visitors, please mute your video and audio until the Q & A time. It is very helpful for the record if everyone uses the Zoom "rename" feature to add your callsign to your name. to do so, click the three dots in the top right corner of your picture block.

Board Meeting Agenda:

1. Call to Order and Attendance roll call

3905 Century Club, Inc.
Board of Directors

AREA	Director	Assistant Area Director
1st	KB1XP – Michael Samulenas	AA1NZ – Tom Bates
2nd	AC2MT – Rich Walbert	N2XTT – Peter Summers
3rd	KE3HAY – Keon Hayes by proxy	KE3UY – Mark Holloway
4th	K9GWS – Gary Slagle	AI4K – David A. Yarbrough
5th	WA6LBU – Clay Mayrose	KM5MS – Dale Casterline
6th	WY6N – Wayne Harris	KJ8O – Joe Miller
7th	KE7RG – Robin Galyan	K7PGL – Randy Hanrahan
8th	W8NET – Gene Marsh	W8JCS– Dan Gallmeyer
9th	W9ROG – Roger Callewaert	W9WWG – Virgil Warren
10th	AA0HF – Eric Johnson	N0PUI – Jay Wieland
DX	VE3CMB – Craig McLoughlin	VA3YKT – John Gadoua
	President	KL7OR – Dean Davis
	Vice President	AA1NA – Kirk Frazier

Proxy Voters: *Submit all proxy appointments, using a member within your call area, to all three: Dean <dean@alpinesoft.com>; Clay Mayrose <Wa6lbu@gmail.com>; "Doug N3VEJ" wittich@comcast.net See bylaws for complete details.*

Visitor Attendance:

4. Minutes: October Meeting
https://www.3905ccn.org/files/board/mins-2025-10-11u.pdf
Are there any corrections?
Accepted by Acclamation. Yes No ?

Board Meeting Agenda 3905 Century Club
08 November 2025

5. Financials:

October Financials

https://www.3905ccn.org/files/board/fin-2025-10.pdf

Are there any corrections or questions?

Accepted by Acclamation. Yes No ?

6. Reports:

a. President's Report – KL7OR
b. Awards Committee (attached)- Ben Goldfarb (not yet available)
c. Bylaws Review Committee Report AA0HF (not yet available)
d. Member Communications and Services Team - K9WGS (not yet available)
e. IT Task Force - K2YS - Matt Taylor (not yet available)
f. Eyeball Event Report - (not yet available)

7. OLD Business – None

8. NEW Business –

A. New Award Fee Motion ID 2025-11-A

Motion: New award fee schedule, starting March 1, 2026 General Fee Schedule • Basic printed award, endorsement, or reprint: $6 • Senior discounted printed award, endorsement, or reprint: $5 • Emailed PDF certificates: $4 (not discountable) There will be no fee changes to the current free awards. (Master's Degrees, Old-Timer Awards, Baker's Dozen Certificates of Appreciation, NCS Awards, First-time 100-Point Award (individuals only), Endorsements submitted at same time as other endorsements or with initial award, Plaques for Clint Wise 48 and Reginald Fessenden 13) Baker's Dozen Certificate of Appreciation will only be sent via e-mail PDF. Fee schedule must be reviewed again in 4 years.
Whereas: The current fee structure is not sustainable. Whereas: Fees were reduced in 2016, however, expenses continue to increase. Postage alone has increased by 67%. Whereas: The Reserve Fund has been reduced to $4,361 in September 2025 from $11,402 in August 2016.

Board Meeting Agenda 3905 Century Club
08 November 2025

<table>
<tr><td colspan="2"></td></tr>
<tr><td>Implementation: Timeline
November 8, 2025: Presentation of Motion to BoD
December 13, 2025: Passage of Motion (if deferred from November)
Immediately after passage of motion (November or December): Announcement to Members (on website and reflectors, giving complete details of fee changes)
February 28, 2025: Update Systems, Website, and Award Applications
March 1, 2026: Cut over to new fees
See attached Award Fee Proposal for more details and financial projections.</td><td>☐☐Constitution
☐☐By-laws
☐☐NCS Guide
☐☐Operations Handbook</td></tr>
<tr><td colspan="2">Moved by K9GWS, 4th area director
Second by
Discussion highlights:
Votes:</td></tr>
</table>

B. Nominations for President

Pursuant to bylaws (Article X, Section D.1.c & d) nominations for President must be made at any BOD meeting by the candidate's area director or assistant director between Nov 1 and conclusion of the December BOD meeting on Dec 13.

Call for Nominations for President:

Information Only:

Nominations for Directors:

(Article X, Section D.1.a). Candidates for Area Director must nominate themselves by announcing their candidacy on one of the Club's scheduled nets and informing the Club President and Chair of the Board

(Article X, Section D.1.b) Nominations for Area Director must be on one of the Club's scheduled nets from November 1st through November 30th.

9. Q & A With the Directors and Officers

10. Adjournment (Without objection, may be granted by chair)

Proposal for Awards Fee Increase

Executive Summary

For nearly a decade, the 3905 Century Club's award fees have remained unchanged while expenses have risen sharply. Postage for a two-ounce large envelope has climbed 67 percent since 2016, and the cost of paper, toner, and software has followed suit. Our analysis shows that at current rates, the awards program operates at a small gross loss, leaving little or nothing to fund essential Club expenses such as hosting, domain registration, and Zoom services. If unchanged, the current fee structure will deplete the treasury within five years, producing an estimated cumulative deficit of about **$5,500**.

The Awards Committee therefore recommends a new fee schedule effective **March 1, 2026**, designed to sustain Club operations through the next five years:

- **Printed awards, endorsements, and reprints:** $6
- **Senior discounted printed awards, endorsements, and reprints:** $5
- **Emailed PDF certificates:** $4 (not discountable)
- **All Baker's Dozen Certificates of Appreciation** to be delivered only by email as PDFs; printed copies available on request of the *recipient* at the standard reprint award fee.
- **Free awards and plaques** (Masters, NCS, Old-Timers, Clint Wise 48, Reginald Fessenden 13, First 100-Point, and same-submission endorsements) will continue unchanged.

This structure aligns award revenue with real Club expenses while preserving fairness and simplicity for members. Under the revised fees, the Club's five-year projection improves from a $5,000-plus cumulative deficit to essentially break even.

The plan also includes a defined **implementation timeline** culminating March 1, 2026, and a mandated **review in Year 4** to prevent future delays in updating fees as increases become necessary.

In short, this proposal restores fiscal balance without eroding member access or Club tradition. It corrects the missteps of 2016, provides a stable financial base, and ensures that the 3905 Century Club can continue recognizing on-air achievement for years to come.

Introduction

A review of our financial statements over the past several years reveals a clear pattern: award fees, our principal source of revenue, no longer cover the Club's expenses. This proposal outlines a new fee structure designed to sustain the Club for the next five years, with built-in safeguards to keep pace with future cost increases. Our award program is central to the Club's purpose and sustaining it ensures that we can continue recognizing achievement without compromising fiscal integrity.

In this document, we chronicle the history of 3905 Century Club award fees, state justification for our recommended increase, add one award policy change, and provide the implementation timeline. **Appendix A** is a five-year P&L projection with the current fee structure, while **Appendix B** projects five years with the updated fee paradigm and other associated changes.

Background

The original 3905 Century Club award fee, in 1977, was $3, which is equivalent to $16.45 in August 2025 dollars. Our current fees top out at $4 with $1 discount for seniors, and $2 for emailed PDF certificates. Clearly, while club expenses have increased over the years, award fees, our main revenue source, have not. Here is a condensed timeline that summarizes the fee trajectory:

- **1977: $3 award fee = $16.45 in 2025 dollars**
- **ca. 1990: Fee raised to $4 (imputed from 2006 motion)**
- **2006: Fee raised to $5 ($4 senior). Motion stated, "15 years without an increase."**
- **2016: Fee cut to $4 ($3 senior) at Eyeball meeting; $2 PDFs introduced. No supporting analysis or plan.**

Fees Reduced but Expenses Continue to Increase

Our most recent fee change, which resulted from a hastily concocted motion from the floor at the 2016 Eyeball, was a *decrease*. Its sponsor used the rationale that we had accumulated a large surplus in the Treasury, which we could return to the members via reduced fees. The hastily passed resolution presented no real analysis or forward projections, just salutary prose. Furthermore, the motion did not provide an implementation plan and had other flaws or omissions in concept and language.

The current fee structure came from that flawed motion. Printed awards currently cost $4, with a $1 discount for members who are over age 65 or handicapped. Printed endorsements are $3, with no senior discounts. Emailed certificates, including endorsements, produced as PDF documents, are $2.

Expenses have increased significantly since the Board approved the current fee schedule. The largest increase is the postage rate. The postage for a 2-ounce large envelope has increased from $1.15 to $1.92, a 67% hike, and the USPS shows no signs of curtailing their six-month upward adjustments. Cost of paper products has increased significantly as well, though not as dramatically, particularly since the pandemic years.

In the following section, we will show that the current fee schedule is unsustainable going forward.

Unsustainable Path with Current Fee Schedule

Even assuming flat award volume and no unplanned expenses, the Club's current fee structure will deplete the treasury within five years. Certain variables, such as Master's Degrees, which cost the club about $120 each, are not predictable, so we followed the Treasurer's current budget assumption of two per year. We did not include contingencies such as profit or loss from the Eyeball event. For simplicity's sake and recognizing that we cannot precisely predict future award volume, award production is assumed to be flat over the five-year period. Our detailed pro-forma P&L projection at the present fee level including our inflation assumptions is presented in **Appendix A**.

As depicted by that presentation, awards fees barely cover basic costs associated directly with awards. When PayPal processing fees are figured into the mix, the awards program runs at a small gross loss. However, the gross profit from awards then must cover all other Club expenses, which have risen substantially and now include added items such as web hosting, domain registration, and Zoom licenses. Thus, our analysis reveals substantial and increasing losses in each of the five years, resulting in a cumulative deficit of $5,470, which would all but wipe out the Treasury.

Recommended Fee Schedule (FY 2026-2027 onward)

General Fee Schedule

In creating this proposal, our goal is to create a sustainable fee structure that will serve the club for the next five years. We must recognize member sensitivity to large fee increases: raising fees too much will reduce demand and produce diminishing returns. Furthermore, the fee schedule must be consistent and understandable by the general membership. We feel that the following structure meets the goals of simplicity, sustainability, reasonableness, and consistency.

Our proposed fee schedule, starting in fiscal year 2026-2027:

- **Basic printed award, endorsement, or reprint: $6**
- **Senior discounted printed award, endorsement, or reprint: $5**
- **Emailed PDF certificates: $4 (not discountable)**

These rates reflect both inflation-adjusted cost recovery and a modest operating margin to support overall Club expenses.

Free awards and endorsements will continue as at present:

- **Master's Degrees**
- **Old-Timer Awards**
- **Baker's Dozen Certificates of Appreciation (see next subsection)**
- **NCS Awards**
- **First-time 100-Point Award (individuals only)**
- **Endorsements submitted at same time as other endorsements or with initial award**
- **Plaques for Clint Wise 48 and Reginald Fessenden 13**

Baker's Dozen Certificate of Appreciation

The free Baker's Dozen Certificate of Appreciation costs the club significant printing and postage expenses. As part of this proposal, we wish to eliminate the expensive printed and mailed Certificate of Appreciation (CoA). We propose that all free CoAs be produced as PDFs, which cost the Club only volunteer labor.

It is the responsibility of the applicant for the Baker's Dozen to ensure that he or she provides a valid email address for the CoA recipient, as we will no longer be issuing paper CoAs. *If no email address is provided, no certificate will be sent.*

The default CoA will be sent *only by email as a PDF. No paper copy will be mailed unless the **recipient** specifically requests one and pays the applicable reprint fee.*

DX Postage

The Club loses additional money on paper certificates sent to DX entities (except Alaska and Hawaii) due to postage expenses. For example, the USPS First Class International postage rate for a 2-oz. large envelope to Canada is currently $3.65. In discussion, the

Awards Committee decided that as an expression of goodwill, it would be beneficial not to surcharge non-U.S. members, thus penalizing them for participation. We view this modest subsidy as a goodwill investment that strengthens our DX participation and provides domestic members with more DX operating opportunities.

So, Why Not Make PDFs $0.50?

While producing PDFs averts many of the direct costs of printed awards, PDFs still incur direct costs in the form of PayPal fees, averaging about $0.50 per award. (About 15% of fees are still paid by cash, check, or money order). Some might ask: Why not make all awards PDFs and charge only $0.50 each? Or maybe $1.00, for a small profit? The answer is simple.

Consider the trivial case where *all* Club awards are produced as PDFs. If our gross profit on awards was zero, how would we pay the rest of the club expenses? The bottom line is that the awards system must run at a reasonable gross margin to support the club. We would still need to collect several dollars for each PDF to sustain the Club.

Furthermore, hams traditionally enjoy printed certificates. Eliminating them would increase the trauma of the proposed changes.

Impact of Proposed Policy Change

Appendix B demonstrates that the award fee and procedure updates we described above convert an accumulated five-year deficit of roughly $5,500 into near break-even results.

Implementation Considerations

As we learned from the hasty, flawed 2016 rate change, significant planning must accompany the introduction of a new fee schedule. Members must receive sufficient notice to soften the impact of another drain on their resources. Additionally, volunteer labor is neither infinitely available nor instantaneous. Changing systems and delivering notifications takes time.

The Committee was initially divided between recommending immediate implementation or scheduling the increase to occur at the beginning of our next fiscal year, namely March 1, 2026. Although it is tempting to stem our ongoing financial drain immediately, we need not repeat the same mistakes made in 2016, which forced volunteers scramble to implement the flawed package over a few short days. The Committee ultimately agreed to recommend the March 1, 2026 implementation time frame.

The Committee debated the notion that when informed of an impending rate increase, members might rush to take advantage of the existing, lower fees. This simply reflects human nature, and it will undoubtedly occur. Yet, it is far better if the awards surge happens over three or four months than if it were a last-second rush that would strain the system, leading to volunteer burn-out.

Simply stated, the Club is not set up like a retail enterprise, where point-of-sale systems easily accommodate price changes. In our club, manual intervention is involved, relying on creaky, makeshift systems and a few dedicated volunteers. Changes take time and frequently run into unexpected pitfalls.

Members deserve advance notice of any fee increase, along with a clear explanation of why it is necessary. The Board or its designated communication operative should use this document as the foundation for communicating those reasons to the members through the website and reflectors, as appropriate, compliant with the timeline below.

Timeline for New Fee Schedule

Proposed Implementation Timeline

- **November 8, 2025: Presentation of Motion to BoD**
- **December 13, 2025: Passage of Motion (if deferred from November)**
- **Immediately after passage of motion (November or December): Announcement to Members (on website and reflectors, giving complete details of fee changes)**
- **Passage of motion – February 28, 2026: Update Systems, Website, and Award Applications**
- **March 1, 2026: Cut over to new fees**

Ongoing Review

We recommend that the Board must require a fee review during Year 4 of the current five-year period, to ensure adequacy of fees for the subsequent five-year period. This may be delegated to the Awards Committee or Finance Committee, as appropriate. If this assessment results in further fee increase, we recommend adhering to the methodology used in this proposal to justify them. By embedding a scheduled review, the Club ensures that future adjustments are data-driven and never again reactive or last-minute.

The five-year cycle with fourth-year review is proactive, yet not burdensome on the club and its membership, as an annual review would be. Maintaining the current surplus or building a but more cushion provides a buffer to smooth out year to year fluctuations during the period. If, in the extreme and catastrophic case, the nation’s economy were to experience Argentina-style runaway inflation, the Board will surely intervene.

In building this requirement into the motion, the Board of Directors provides oversight and guidance throughout the award fee life cycle and a sound plan for systematic review, a vast improvement over past efforts, which were implemented with scant consideration for future needs.

Conclusion

This proposal represents a disciplined, data-driven effort to restore the Club’s financial stability while preserving the spirit and traditions that have sustained it for nearly half a century. The recommended fee structure is grounded in actual costs, tempered by fairness to members, and designed to keep the Club solvent for at least the next five years. It corrects the missteps of 2016 by combining sound fiscal management with adequate implementation time and transparent communication. The Awards Committee believes this approach strikes the right balance between sustainability and accessibility, ensuring that the 3905 Century Club remains healthy, vibrant, and able to continue recognizing achievement well into the future.

Appendix A – Five-Year Projection if Fees Not Changed

	2025 est	Inflation Factor	2026	2027	2028	2029	2030
INCOME							
Awards	1285		1285	1285	1285	1285	1285
Other							
TOTAL	1285		1285	1285	1285	1285	1285
AWARD COSTS							
Plaques	240	3.0%	165	170	175	180	185
Paper	41	3.0%	42	43	45	46	48
Postage	504	4.5%	527	550	575	601	628
Labels		3.0%	21	21	22	23	23
Ink/Toner	125	3.0%	129	133	137	141	145
Envelopes	40	3.0%	41	42	44	45	46
Misc							
Adobe Software	300	3.0%	309	318	328	338	348
TOTAL	1250		1233	1278	1325	1373	1423
GROSS PROFIT	35		52	7	(40)	(88)	(138)
G & A EXPENSES							
Florida Corp Reg	61		61	61	61	61	61
PayPal	223	2.5%	229	234	240	246	252
Domain Reg	70	4.0%	73	76	79	82	85
Hosting Fees	296	4.0%	250	260	270	281	292
Zoom License	171	4.0%	178	185	192	200	208
Postage	30	4.5%	31	33	34	36	37
Pres Awards	160	3.0%	165	170	175	180	185
3905 Cares NetLogger Donation							
Legal							
Other	35						
Eyeball Stipend	1000						
TOTAL	2046		986	1018	1051	1086	1121
NET PROFIT/(LOSS)	(2,011)		(934)	(1,011)	(1,091)	(1,174)	(1,260)
Cumulative			**(934)**	**(1,945)**	**(3,036)**	**(4,210)**	**(5,470)**

(See assumptions on the following page).

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Assumptions

1. Current fees, mix of paid/free awards, mix of paper/PDF certificates based on annualized stats from this fiscal year through October 13.
2. For simplicity, awards production is assumed flat over the five-year period.
3. No allowances for Eyeball profit/loss contingencies.
4. No allowance for Eyeball stipend, which would ordinarily be a balance sheet item, but due to Florida Statutes restrictions, we cannot express it as a loan.
5. Some award expenses occur irregularly, so estimates are used to smooth out projections.
6. As predicting new Master's Degrees is impossible, we have built in two per year, following the Treasurer's lead.
7. Amounts are expressed in 2025 dollars. Inflation factors based on BLS CPI categorical inflation rates as well as some specific information.

Appendix B – Five-Year Projection with Fee Increase and All CoAs as PDF

	2025 est	Inflation Factor	2026	2027	2028	2029	2030
INCOME							
Awards	1285		2249	2249	2249	2249	2249
Other							
TOTAL	1285		2249	2249	2249	2249	2249
AWARD COSTS							
Plaques	240	3.0%	165	170	175	180	185
Paper	41	3.0%	42	43	45	46	48
Postage	504	4.5%	437	455	475	497	519
Labels		3.0%	21	21	22	23	23
Ink/Toner	125	3.0%	129	133	137	141	145
Envelopes	40	3.0%	41	42	44	45	46
Misc							
Adobe Software	300	3.0%	309	318	328	338	348
TOTAL	1250		1143	1183	1225	1269	1314
GROSS PROFIT	35		1106	1066	1024	980	935
G & A EXPENSES							
Florida Corp Reg	61		61	61	61	61	61
PayPal	223	2.5%	247	253	260	266	273
Domain Reg	70	4.0%	73	76	79	82	85
Hosting Fees	296	4.0%	250	260	270	281	292
Zoom License	171	4.0%	178	185	192	200	208
Postage	30	4.5%	31	33	34	36	37
Pres Awards	160	3.0%	165	170	175	180	185
3905 Cares							
NetLogger Donation							
Legal							
Other	35						
Eyeball Stipend	1000						
TOTAL	2046		1004	1037	1071	1106	1142
NET PROFIT/(LOSS)	(2,011)		101	29	(47)	(126)	(207)
Cumulative			**101**	**131**	**84**	**(42)**	**(249)**

(See assumptions on the following page).

Assumptions

1. Current fees, mix of paid/free awards, based on annualized stats from this fiscal year through October 13.
2. Mix of paper vs. PDF certificates adjusted to reflect changes with respect to Baker's Dozen Certificates of Appreciation.
3. For simplicity, award production is assumed flat over the five-year period.
4. All Baker's Dozen Certificates of Appreciation are PDFs, reducing award postage significantly (~$90 in the first year).
5. No allowances for Eyeball profit/loss contingencies.
6. No allowance for Eyeball stipend, which would ordinarily be a balance sheet item, but due to Florida Statutes restrictions, we cannot express it as a loan.
7. Some award expenses occur irregularly, so estimates are used to smooth out projections.
8. As predicting new Master's Degrees is impossible, we have built in two per year, following the Treasurer's lead.
9. Amounts are expressed in 2025 dollars. Inflation factors based on BLS CPI categorical inflation rates as well as some specific information.

Board Meeting 3905 Century Club
11 October 2025   Unapproved Minutes

Local Saturday, October 11, 2025,
6pm Pacific /7pm Mountain /8pm Central /9pm Eastern
(October 12, 2025,01:00 UTC)
3
Zoom meeting to be held at:
https://us02web.zoom.us/j/82083810825?pwd=cnhZMkU4blB6OFVjcmFGNFlrOGpZUT09

Visitors are welcome to attend in person as well as on Zoom. Visitors, please mute your video and audio until the Q & A time. It is very helpful for the record if everyone uses the Zoom "rename" feature to add your callsign to your name.

Board Meeting Minutes:

1. Call to Order and Attendance roll call by WA6LBU at 0100Z

3905 Century Club, Inc.
Board of Directors

AREA	Director	Assistant Area Director
1st	**KB1XP** – Michael Samulenas	AA1NZ – Tom Bates
2nd	AC2MT – Rich Walbert	N2XTT – Peter Summers
3rd	KE3HAY – Keon Hayes	KE3UY – Mark Holloway
4th	**K9GWS** – Gary Slagle	AI4K – David A. Yarbrough
5th	**WA6LBU** – Clay Mayrose	KM5MS – Dale Casterline
6th	**WY6N** – Wayne Harris	KJ8O – Joe Miller
7th	KE7RG – Robin Galyan	K7PGL – Randy Hanrahan
8th	**W8NET** – Gene Marsh	W8JCS– Dan Gallmeyer
9th	**W9ROG** – Roger Callewaert	W9WWG – Virgil Warren
10th	**AA0HF** – Eric Johnson	N0PUI – Jay Wieland
DX	VE3CMB – Craig McLoughlin	VA3YKT – John Gadoua
	President	**KL7OR** – Dean Davis
	Vice President	**AA1NA** – Kirk Frazier Proxy to KL7OR

Proxy Voters: *Submit all proxy appointments, using a member within your call area, to all three: Dean <dean@alpinesoft.com>; Clay Mayrose <Wa6lbu@gmail.com>; "Doug N3VEJ" wittich@comcast.net See bylaws for complete details.*

Visitor Attendance: WF4H Dwight Greenberg

4. Minutes: September Meeting
https://www.3905ccn.org/files/board/mins-2025-9-13u.pdf
Are there any corrections?
Accepted by Acclamation. **Yes**

Revised Document 10/25/2025 4:34 PM DGW
1-Minutes-2025-10-11.docx

5. Financials:

September Financials)

https://www.3905ccn.org/files/board/fin-2025-09.pdf

Are there any corrections or questions?

Accepted by Acclamation. **Yes**

6. Reports:

a. President's Report – KL7OR Nothing to report
b. Awards Committee (attached)- Ben Goldfarb
c. Bylaws Review Committee Report AA0HF
d. Member Communications and Services Team - K9WGS Nothing to add.
e. IT Task Force - K2YS - Matt Taylor (nothing to report.)
f. Eyeball Event Report – Final report from 2025 will be delivered in November

7. OLD Business – None

8. NEW Business – None

9. Q & A With the Directors and Officers

KL7OR reported 29 new members so far this year. 29 total in 2024. Also 3 people going in to NCS training.

The video of the Zoom meeting is online at
https://www.youtube.com/watch?v=ZhM25Eo38Lo&list=PLM65DtrP1FWOqDYTEXA1RheD2BY31gYV-

10. Adjournment (Without objection, may be granted by chair) by WA6LBU at 0108Z

3905 Century Club, Inc.
Balance Sheet
As of October 31, 2025

		Oct 31, 25
ASSETS		
Current Assets		
Checking/Savings		
1010102 · Chase Checking Acct Total		
1010101 · Chase Operation Acct	2,130.35	
1010103 · Eyeball Reserve Acct	373.09	
Total 1010102 · Chase Checking Acct Total		2,503.44
10103 · Chase Reserve		4,360.51
10112 · Paypal Online		251.93
Total Checking/Savings		7,115.88
Total Current Assets		7,115.88
TOTAL ASSETS		**7,115.88**
LIABILITIES & EQUITY		
Equity		
32000 · Unrestricted Net Assets		8,380.59
Net Income		-1,264.71
Total Equity		7,115.88
TOTAL LIABILITIES & EQUITY		**7,115.88**

3905 Century Club, Inc.
Profit & Loss
October 2025

	Oct 25	Mar - Oct 25
Income		
46400 · Other Types of Income		
46440 · Eyeball Reg Fees	0.00	90.00
Total 46400 · Other Types of Income	0.00	90.00
47200 · Awards Income		
47210 · 10th Area Awards Income	103.00	204.00
47211 · 1st Area Awards Income	30.00	142.00
47212 · 2nd Area Awards Income	32.00	120.00
47213 · 3rd Area Awards Income	107.00	135.00
47214 · 4th Area Awards Income	38.00	147.00
47215 · 5th Area Awards Income	17.00	122.00
47216 · 6th Area Awards Income	6.00	15.00
47217 · 7th Area Awards Income	69.00	111.00
47218 · 8th Area Awards Income	28.00	86.00
47219 · 9th Area Award Income	12.00	45.00
47220 · DX Awards Income	20.00	83.00
Total 47200 · Awards Income	462.00	1,210.00
Total Income	462.00	1,300.00
Gross Profit	462.00	1,300.00
Expense		
61500 · Paypal fee Expenses	49.84	165.12
62100 · IT Services		
62102 · Hosting fees expense	0.00	296.10
62103 · Zoom Lic.	0.00	171.09
Total 62100 · IT Services	0.00	467.19
65000 · Awards Secretary Expenses		
65010 · Awards Paper	0.00	40.53
65020 · Awards postage	39.75	387.22
65040 · Awards envelopes	0.00	39.58
65050 · Masters plaques/mounting	0.00	239.63
Total 65000 · Awards Secretary Expenses	39.75	706.96
65100 · Other Types of Expenses		
65160 · Other Costs	0.00	35.00
Total 65100 · Other Types of Expenses	0.00	35.00

3905 Century Club, Inc.
Profit & Loss
October 2025

	Oct 25	Mar - Oct 25
65110 · Administrative Expense		
65111 · Admin Postage	0.00	30.05
65112 · Eyeball Awards	0.00	160.39
Total 65110 · Administrative Expense	0.00	190.44
68300 · Eyeball Stipend	0.00	1,000.00
Total Expense	89.59	2,564.71
Net Income	**372.41**	**-1,264.71**

October 2025
3905-Century Club
Financial Statement Notes

- Awards revenue for this month was significantly about average at $462
- Expenses were lower than normal resulting in a profit of $372 for the month. YTD the club has lost $1,265
- We had three members that paid for their first awards this month.

Gary Slagle
Treasure
K9GWS

AWARDS COMMITTEE

Monthly Report for October 2025

Committee Members

Johnny Allen, KI4WCQ, **Master #52**
Kirk Frazier, DVM, AA1NA, **Master #74**
Ben Goldfarb, AE4NT, **Awards Secretary** (Chair)
Jimmy Richardson, N5OHL, **Master #17**
Peter Summers, N2XTT, **Master #6**

Awards Issued This Period			
Payment Category	No.	Fee	Total
PAID AWARDS:			
Regular Fee	8	$4	$24
Senior/Handicap Fee	29	$3	87
PDF	102	$2	204
PDF + Paper	0	$5	0
PDF + Paper	0	$6	0
Endorsements	7	$3	21
Endorsements	9	$2	18
Plaques	0	$46	0
TOTAL PAID AWARDS	155		**$362**
FREE AWARDS:			
Free First Awards	5	-	-
Free NCS Awards	0	-	-
Free BD CoA	65	-	-
Free Master's Degree	0	-	-
Free Old-Timers Award	1	-	-
Free Endorsements w/ Original	5	-	-
TOTAL FREE AWARDS	**76**		**0**
OVERALL TOTALS	231		**$362**

AWARDS BY AREA	
DX	**23**
First	**27**
Second	**8**
Third	**56**
Fourth	**29**
Fifth	**19**
Sixth	**3**
Seventh	**3**
Eighth	**4**
Ninth	**5**
Tenth	**54**

New Members

Name	Call Sign	QTH
Bryan J. Thompson	KR4CCY	Albemarle, NC
David L. Crawford	K0KSI	Blue Rapids, KS
Juanita E. Moore	KF0PZP	Holden, MO
John P. Brandenburg	KF8CDN	Chelsea, MI
Machan Pavelek	WW3X	Slippery Rock, PA

A Big 3905 Century Club Welcome to Our New Members!

Committee Accomplishments This Month

1) **Produced Award Fee Proposal.** This subject has been kicking around the club since April 2024 and now, it is time to take this bull by the horns. Our current fee structure is unsustainable, given serious increases in expenses. Our last fee update was a decrease in 2016, and we've seen a steady decline in the treasury since then. Postage rates, for example, have nearly doubled over the past ten years, and further increases are coming every six months. While we currently break even or run a small gross loss on awards, awards fees are the only source of revenue for the club, so they must cover general and administrative expenses also, and those have been steadily rising. Our proposal includes a five-year projection with a mandated fourth-year review to reassess fees in advance of the succeeding five-year period. (See Appendix A for proposal to the BoD).

Forthcoming Work in October & Beyond

1) **Revive discussion of CW award.**

2) **Work with webmaster on canonicalizing award names**. When this project is completed, members will be able to sort their award resumes by multiple search criteria and display the needed information is a tailored (Taylored?), human-readable form. This is a long overdue project, now moved forward from the proverbial back burner.

   For example, the display name of a 100-point award earned on 75 meters SSB is now "75 Meter SSB 100 Point", which creates a counterintuitive sort order when awards are displayed by callsign. This dates to the early days of the awards database. Ideally, each award's canonical name will be displayed first, then band and mode, and ultimately, the display will be capable of ordering the list by any award name, band, mode, etc. This might require some change in numbering conventions, but the inconvenience will be worth it for sanity's sake going forward. The Webmaster has initiated the process of analyzing the database. Well-aged Chairman pledges to devote attention to the project post-Eyeball.

3) **Work on awards policy and procedures document.** The Chair has joined the Bylaws Committee with the intention of revamping the awards section of the bylaws, among other things. Much information currently in the bylaws would be better off in an Awards Procedures document, which has been my intent for like forever. This appointment and involvement with the bylaws group will facilitate drafting the long-awaited awards policy and procedures manual.

4) **Consider Any New Business Brought to the Committee.** Your Awards Committee is here to help you!

Summary / Comments

Our major product for October was the fee increase document. Ironically, we had a banner month for award revenue due to a few members playing catch-up.

Respectfully submitted,

Ben Goldfarb, AE4NT
Chair, Awards Committee

Proposal for Awards Fee Increase

Executive Summary

For nearly a decade, the 3905 Century Club's award fees have remained unchanged while expenses have risen sharply. Postage for a two-ounce large envelope has climbed 67 percent since 2016, and the cost of paper, toner, and software has followed suit. Our analysis shows that at current rates, the awards program operates at a small gross loss, leaving little or nothing to fund essential Club expenses such as hosting, domain registration, and Zoom services. If unchanged, the current fee structure will deplete the treasury within five years, producing an estimated cumulative deficit of about **$5,500**.

The Awards Committee therefore recommends a new fee schedule effective **March 1, 2026**, designed to sustain Club operations through the next five years:

- **Printed awards, endorsements, and reprints:** $6
- **Senior discounted printed awards, endorsements, and reprints:** $5
- **Emailed PDF certificates:** $4 (not discountable)
- **All Baker's Dozen Certificates of Appreciation** to be delivered only by email as PDFs; printed copies available on request of the *recipient* at the standard reprint award fee.
- **Free awards and plaques** (Masters, NCS, Old-Timers, Clint Wise 48, Reginald Fessenden 13, First 100-Point, and same-submission endorsements) will continue unchanged.

This structure aligns award revenue with real Club expenses while preserving fairness and simplicity for members. Under the revised fees, the Club's five-year projection improves from a $5,000-plus cumulative deficit to essentially break even.

The plan also includes a defined **implementation timeline** culminating March 1, 2026, and a mandated **review in Year 4** to prevent future delays in updating fees as increases become necessary.

In short, this proposal restores fiscal balance without eroding member access or Club tradition. It corrects the missteps of 2016, provides a stable financial base, and ensures that the 3905 Century Club can continue recognizing on-air achievement for years to come.

Introduction

A review of our financial statements over the past several years reveals a clear pattern: award fees, our principal source of revenue, no longer cover the Club's expenses. This proposal outlines a new fee structure designed to sustain the Club for the next five years, with built-in safeguards to keep pace with future cost increases. Our award program is central to the Club's purpose and sustaining it ensures that we can continue recognizing achievement without compromising fiscal integrity.

In this document, we chronicle the history of 3905 Century Club award fees, state justification for our recommended increase, add one award policy change, and provide the implementation timeline. **Appendix A** is a five-year P&L projection with the current fee structure, while **Appendix B** projects five years with the updated fee paradigm and other associated changes.

Background

The original 3905 Century Club award fee, in 1977, was $3, which is equivalent to $16.45 in August 2025 dollars. Our current fees top out at $4 with $1 discount for seniors, and $2 for emailed PDF certificates. Clearly, while club expenses have increased over the years, award fees, our main revenue source, have not. Here is a condensed timeline that summarizes the fee trajectory:

- **1977: $3 award fee = $16.45 in 2025 dollars**
- **ca. 1990: Fee raised to $4 (imputed from 2006 motion)**
- **2006: Fee raised to $5 ($4 senior). Motion stated, "15 years without an increase."**
- **2016: Fee cut to $4 ($3 senior) at Eyeball meeting; $2 PDFs introduced. No supporting analysis or plan.**

Fees Reduced but Expenses Continue to Increase

Our most recent fee change, which resulted from a hastily concocted motion from the floor at the 2016 Eyeball, was a *decrease*. Its sponsor used the rationale that we had accumulated a large surplus in the Treasury, which we could return to the members via reduced fees. The hastily passed resolution presented no real analysis or forward projections, just salutary prose. Furthermore, the motion did not provide an implementation plan and had other flaws or omissions in concept and language.

The current fee structure came from that flawed motion. Printed awards currently cost $4, with a $1 discount for members who are over age 65 or handicapped. Printed endorsements are $3, with no senior discounts. Emailed certificates, including endorsements, produced as PDF documents, are $2.

Expenses have increased significantly since the Board approved the current fee schedule. The largest increase is the postage rate. The postage for a 2-ounce large envelope has increased from $1.15 to $1.92, a 67% hike, and the USPS shows no signs of curtailing their six-month upward adjustments. Cost of paper products has increased significantly as well, though not as dramatically, particularly since the pandemic years.

In the following section, we will show that the current fee schedule is unsustainable going forward.

Unsustainable Path with Current Fee Schedule

Even assuming flat award volume and no unplanned expenses, the Club's current fee structure will deplete the treasury within five years. Certain variables, such as Master's Degrees, which cost the club about $120 each, are not predictable, so we followed the Treasurer's current budget assumption of two per year. We did not include contingencies such as profit or loss from the Eyeball event. For simplicity's sake and recognizing that we cannot precisely predict future award volume, award production is assumed to be flat over the five-year period. Our detailed pro-forma P&L projection at the present fee level including our inflation assumptions is presented in **Appendix A**.

As depicted by that presentation, awards fees barely cover basic costs associated directly with awards. When PayPal processing fees are figured into the mix, the awards program runs at a small gross loss. However, the gross profit from awards then must cover all other Club expenses, which have risen substantially and now include added items such as web hosting, domain registration, and Zoom licenses. Thus, our analysis reveals substantial and increasing losses in each of the five years, resulting in a cumulative deficit of $5,470, which would all but wipe out the Treasury.

Recommended Fee Schedule (FY 2026-2027 onward)

General Fee Schedule

In creating this proposal, our goal is to create a sustainable fee structure that will serve the club for the next five years. We must recognize member sensitivity to large fee increases: raising fees too much will reduce demand and produce diminishing returns. Furthermore, the fee schedule must be consistent and understandable by the general membership. We feel that the following structure meets the goals of simplicity, sustainability, reasonableness, and consistency.

Our proposed fee schedule, starting in fiscal year 2026-2027:

- **Basic printed award, endorsement, or reprint: $6**
- **Senior discounted printed award, endorsement, or reprint: $5**
- **Emailed PDF certificates: $4 (not discountable)**

These rates reflect both inflation-adjusted cost recovery and a modest operating margin to support overall Club expenses.

Free awards and endorsements will continue as at present:

- **Master’s Degrees**
- **Old-Timer Awards**
- **Baker’s Dozen Certificates of Appreciation (see next subsection)**
- **NCS Awards**
- **First-time 100-Point Award (individuals only)**
- **Endorsements submitted at same time as other endorsements or with initial award**
- **Plaques for Clint Wise 48 and Reginald Fessenden 13**

Baker’s Dozen Certificate of Appreciation

The free Baker’s Dozen Certificate of Appreciation costs the club significant printing and postage expenses. As part of this proposal, we wish to eliminate the expensive printed and mailed Certificate of Appreciation (CoA). We propose that all free CoAs be produced as PDFs, which cost the Club only volunteer labor.

It is the responsibility of the applicant for the Baker's Dozen to ensure that he or she provides a valid email address for the CoA recipient, as we will no longer be issuing paper CoAs. *If no email address is provided, no certificate will be sent.*
The default CoA will be sent *only by email as a PDF. No paper copy will be mailed unless the* ***recipient*** *specifically requests one and pays the applicable reprint fee*.

DX Postage

The Club loses additional money on paper certificates sent to DX entities (except Alaska and Hawaii) due to postage expenses. For example, the USPS First Class International postage rate for a 2-oz. large envelope to Canada is currently $3.65. In discussion, the Awards Committee decided that as an expression of goodwill, it would be beneficial not to surcharge non-U.S. members, thus penalizing them for participation. We view this modest subsidy as a goodwill investment that strengthens our DX participation and provides domestic members with more DX operating opportunities.

So, Why Not Make PDFs $0.50?

While producing PDFs averts many of the direct costs of printed awards, PDFs still incur direct costs in the form of PayPal fees, averaging about $0.50 per award. (About 15% of fees are still paid by cash, check, or money order). Some might ask: Why not make all awards PDFs and charge only $0.50 each? Or maybe $1.00, for a small profit? The answer is simple.
Consider the trivial case where *all* Club awards are produced as PDFs. If our gross profit on awards was zero, how would we pay the rest of the club expenses? The bottom line is that the awards system must run at a reasonable gross margin to support the club. We would still need to collect several dollars for each PDF to sustain the Club.
Furthermore, hams traditionally enjoy printed certificates. Eliminating them would increase the trauma of the proposed changes.

Impact of Proposed Policy Change

Appendix B demonstrates that the award fee and procedure updates we described above convert an accumulated five-year deficit of roughly $5,500 into near break-even results.

Implementation Considerations

As we learned from the hasty, flawed 2016 rate change, significant planning must accompany the introduction of a new fee schedule. Members must receive sufficient notice to soften the impact of another drain on their resources. Additionally, volunteer labor is neither infinitely available nor instantaneous. Changing systems and delivering notifications takes time.
The Committee was initially divided between recommending immediate implementation or scheduling the increase to occur at the beginning of our next fiscal year, namely March 1, 2026. Although it is tempting to stem our ongoing financial drain immediately, we need not repeat the same mistakes made in 2016, which forced volunteers scramble to implement the flawed package over a few short days. The Committee ultimately agreed to recommend the March 1, 2026 implementation time frame.

The Committee debated the notion that when informed of an impending rate increase, members might rush to take advantage of the existing, lower fees. This simply reflects human nature, and it will undoubtedly occur. Yet, it is far better if the awards surge happens over three or four months than if it were a last-second rush that would strain the system, leading to volunteer burn-out.

Simply stated, the Club is not set up like a retail enterprise, where point-of-sale systems easily accommodate price changes. In our club, manual intervention is involved, relying on creaky, makeshift systems and a few dedicated volunteers. Changes take time and frequently run into unexpected pitfalls.

Members deserve advance notice of any fee increase, along with a clear explanation of why it is necessary. The Board or its designated communication operative should use this document as the foundation for communicating those reasons to the members through the website and reflectors, as appropriate, compliant with the timeline below.

Timeline for New Fee Schedule

Proposed Implementation Timeline

- **November 8, 2025: Presentation of Motion to BoD**
- **December 13, 2025: Passage of Motion (if deferred from November)**
- **Immediately after passage of motion (November or December): Announcement to Members (on website and reflectors, giving complete details of fee changes)**
- **Passage of motion – February 28, 2026: Update Systems, Website, and Award Applications**
- **March 1, 2026: Cut over to new fees**

Ongoing Review

We recommend that the Board must require a fee review during Year 4 of the current five-year period, to ensure adequacy of fees for the subsequent five-year period. This may be delegated to the Awards Committee or Finance Committee, as appropriate. If this assessment results in further fee increase, we recommend adhering to the methodology used in this proposal to justify them. By embedding a scheduled review, the Club ensures that future adjustments are data-driven and never again reactive or last-minute.

The five-year cycle with fourth-year review is proactive, yet not burdensome on the club and its membership, as an annual review would be. Maintaining the current surplus or building a but more cushion provides a buffer to smooth out year to year fluctuations during the period. If, in the extreme and catastrophic case, the nation's economy were to experience Argentina-style runaway inflation, the Board will surely intervene.

In building this requirement into the motion, the Board of Directors provides oversight and guidance throughout the award fee life cycle and a sound plan for systematic review, a vast improvement over past efforts, which were implemented with scant consideration for future needs.

Conclusion

This proposal represents a disciplined, data-driven effort to restore the Club's financial stability while preserving the spirit and traditions that have sustained it for nearly half a century. The recommended fee structure is grounded in actual costs, tempered by fairness to members, and designed to keep the Club solvent for at least the next five years. It corrects the missteps of 2016 by combining sound fiscal management with adequate implementation time and transparent communication. The Awards Committee believes this approach strikes the right balance between sustainability and accessibility, ensuring that the 3905 Century Club remains healthy, vibrant, and able to continue recognizing achievement well into the future.

Appendix A – Five-Year Projection if Fees Not Changed

	2025 est	Inflation Factor	2026	2027	2028	2029	2030
INCOME							
Awards	1285		1285	1285	1285	1285	1285
Other							
TOTAL	1285		1285	1285	1285	1285	1285
AWARD COSTS							
Plaques	240	3.0%	165	170	175	180	185
Paper	41	3.0%	42	43	45	46	48
Postage	504	4.5%	527	550	575	601	628
Labels		3.0%	21	21	22	23	23
Ink/Toner	125	3.0%	129	133	137	141	145
Envelopes	40	3.0%	41	42	44	45	46
Misc							
Adobe Software	300	3.0%	309	318	328	338	348
TOTAL	1250		1233	1278	1325	1373	1423
GROSS PROFIT	35		52	7	(40)	(88)	(138)
G & A EXPENSES							
Florida Corp Reg	61		61	61	61	61	61
PayPal	223	2.5%	229	234	240	246	252
Domain Reg	70	4.0%	73	76	79	82	85
Hosting Fees	296	4.0%	250	260	270	281	292
Zoom License	171	4.0%	178	185	192	200	208
Postage	30	4.5%	31	33	34	36	37
Pres Awards	160	3.0%	165	170	175	180	185
3905 Cares							
NetLogger							
Donation							
Legal							
Other	35						
Eyeball Stipend	1000						
TOTAL	2046		986	1018	1051	1086	1121
NET PROFIT/(LOSS)	(2,011)		(934)	(1,011)	(1,091)	(1,174)	(1,260)
Cumulative			**(934)**	**(1,945)**	**(3,036)**	**(4,210)**	**(5,470)**

(See assumptions on the following page).

Assumptions

1. Current fees, mix of paid/free awards, mix of paper/PDF certificates based on annualized stats from this fiscal year through October 13.
2. For simplicity, awards production is assumed flat over the five-year period.
3. No allowances for Eyeball profit/loss contingencies.
4. No allowance for Eyeball stipend, which would ordinarily be a balance sheet item, but due to Florida Statutes restrictions, we cannot express it as a loan.
5. Some award expenses occur irregularly, so estimates are used to smooth out projections.
6. As predicting new Master's Degrees is impossible, we have built in two per year, following the Treasurer's lead.
7. Amounts are expressed in 2025 dollars. Inflation factors based on BLS CPI categorical inflation rates as well as some specific information.

Appendix B – Five-Year Projection with Fee Increase and All CoAs as PDF

	2025 est	Inflation Factor	2026	2027	2028	2029	2030
INCOME							
Awards	1285		2249	2249	2249	2249	2249
Other							
TOTAL	1285		2249	2249	2249	2249	2249
AWARD COSTS							
Plaques	240	3.0%	165	170	175	180	185
Paper	41	3.0%	42	43	45	46	48
Postage	504	4.5%	437	455	475	497	519
Labels		3.0%	21	21	22	23	23
Ink/Toner	125	3.0%	129	133	137	141	145
Envelopes	40	3.0%	41	42	44	45	46
Misc							
Adobe Software	300	3.0%	309	318	328	338	348
TOTAL	1250		1143	1183	1225	1269	1314
GROSS PROFIT	35		1106	1066	1024	980	935
G & A EXPENSES							
Florida Corp Reg	61		61	61	61	61	61
PayPal	223	2.5%	247	253	260	266	273
Domain Reg	70	4.0%	73	76	79	82	85
Hosting Fees	296	4.0%	250	260	270	281	292
Zoom License	171	4.0%	178	185	192	200	208
Postage	30	4.5%	31	33	34	36	37
Pres Awards	160	3.0%	165	170	175	180	185
3905 Cares							
NetLogger							
Donation							
Legal							
Other	35						
Eyeball Stipend	1000						
TOTAL	2046		1004	1037	1071	1106	1142
NET PROFIT/(LOSS)	(2,011)		101	29	(47)	(126)	(207)
Cumulative			**101**	**131**	**84**	**(42)**	**(249)**

(See assumptions on the following page).

Assumptions

1. Current fees, mix of paid/free awards, based on annualized stats from this fiscal year through October 13.
2. Mix of paper vs. PDF certificates adjusted to reflect changes with respect to Baker's Dozen Certificates of Appreciation.
3. For simplicity, award production is assumed flat over the five-year period.
4. All Baker's Dozen Certificates of Appreciation are PDFs, reducing award postage significantly (~$90 in the first year).
5. No allowances for Eyeball profit/loss contingencies.
6. No allowance for Eyeball stipend, which would ordinarily be a balance sheet item, but due to Florida Statutes restrictions, we cannot express it as a loan.
7. Some award expenses occur irregularly, so estimates are used to smooth out projections.
8. As predicting new Master's Degrees is impossible, we have built in two per year, following the Treasurer's lead.
9. Amounts are expressed in 2025 dollars. Inflation factors based on BLS CPI categorical inflation rates as well as some specific information.

Bylaws Review Committee Report

November 1, 2025

<u>Committee Members</u>
Johnny Allen, KI4WCQ, Master #52
Ben Goldfarb, AE4NT
Dwight Greenberg, WF4H, Master #72
Eric Johnson, AA0HF, Master #75 (Chair)

Committee Updates

1. Continuing work on the Committee backlog.

Respectfully Submitted,

Eric Johnson, AA0HF
Chair, Bylaws Review Committee