

Agenda-2025-12-13	2
MINUTES-2025-11-08	6
awards committee MONTHLY report – November 2025	10
Bylaws Review Committee Report 20251201	13
Proposal for Award Fee Increase 2025 (Board)	14
Motion 2025-12-01 AMEND BYLAWS EYEBALL NETS	25

Board Meeting Agenda 3905 Century Club

13 December 2025

Local Saturday, December 13, 2025,
6pm Pacific /7pm Mountain /8pm Central /9pm Eastern
(December 14, 2025,02:00 UTC)

Zoom meeting to be held at:

<https://us02web.zoom.us/j/82083810825?pwd=cnhZMkU4bIB6OFVjcmFGNFIrOGpZUT09>

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: November Meeting

<https://www.3905ccn.org/files/board/mins-2025-11-08u.pdf>

Are there any corrections?

Accepted by Acclamation. Yes No ?

New Document 12/6/2025 1:04 AM DGW
1-Agenda-2025-12-13.docx

Board Meeting Agenda 3905 Century Club 13 December 2025

5. Financials:

November Financials

<https://www.3905ccn.org/files/board/fin-2025-11.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
- c. Bylaws Review Committee Report AA0HF
- 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)
- g. Election Monitors Report

7. OLD 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

13 December 2025

<p>Implementation: Timeline</p> <ul style="list-style-type: none"> • 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, 2026: Update Systems, Website, and Award Applications • March 1, 2026: Cut over to new fees <p>See attached Award Fee Proposal for more details and financial projections.</p>	<p><input type="checkbox"/> Constitution</p> <p><input type="checkbox"/> By-laws</p> <p><input type="checkbox"/> NCS Guide</p> <p><input type="checkbox"/> Operations Handbook</p>
<p>Moved by K9GWS, 4th area director</p> <p>Second by</p> <p>Discussion highlights:</p> <p>Votes:</p>	

8. NEW Business –

MOTION 2025-12-01

Title: AMEND BYLAWS – EYEBALL NETS

Date: November 30, 2025

Sponsor: Eric Johnson, 10th Area Director

Implementation Timeline: January 1, 2026

Impact on Club finances and budget provisions: None

Background: Currently, there are no provisions in the Bylaws for determining ownership and limits for nets during the annual Eyeball. This motion addresses that deficiency.

Summary: This motion proposes updates to two areas of the Bylaws. First, it amends Article VI, General Information, paragraph C, to clarify that all Eyeball-related net operations must be authorized by the Club President. Second, it revises Article V, Club Operations, paragraph A.6., by expanding and reorganizing the rules governing all special nets—including Eyeball QRP nets—providing clearer definitions of allowable nets and strengthening alignment with the procedures outlined in the NCS Guide.

Details:

- The following language is added to Article IV.C:
Nets operating during the Eyeball are subject to Club rules per Article II.A.1.b and Article V.

New Document 12/6/2025 1:04 AM DGW
1-Agenda-2025-12-13.docx

Board Meeting Agenda 3905 Century Club 13 December 2025

- Article V.A.6 is replaced with the following language:
The President authorizes special nets as follows:
 - a. **Special Event Nets.** Special events selected from the list provided in the NCS Guide.
 - b. **Eyeball QRP Nets.** The Eyeball host must obtain authorization from the President before scheduling any QRP net that yields contacts eligible for Club awards.
 - i. The Eyeball host may run up to three CW/digital QRP nets from the following list: 20m CW, 20m RTTY, 20m PSK, 80m PSK, 40m PSK.
 - ii. The Eyeball host may run only the following two QRP SSB nets: 40m SSB and 75m SSB.
 - iii. The Eyeball will not run 160m QRP nets under any circumstances.
 - iv. For maximum efficiency, all participants in the 20m CW QRP net must transmit using mechanical keys.
 - v. The Eyeball host must obtain permission from the President for Eyeball QRP net procedures/protocols.

Other Special Nets. Late late nets, DX nets, etc. require authorization from the President before scheduling.

Moved by AA0HF, 10thth area director
Second by
Discussion highlights:
Votes:

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:

9. Q & A With the Directors and Officers

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

Board Meeting 3905 Century Club

Minutes-Unapproved 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=cnhZMkU4bIB6OFVjcmFGNFirOGpZUT09>

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 Minutes:

1. Call to Order and Attendance roll call by WA6LBU at 0200Z

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@alpinsoft.com>; Clay Mayrose <Wa6lbu@gmail.com>; "Doug N3VEJ" wittich@comcast.net*
See bylaws for complete details.

Visitor Attendance: KU1V, WF4H, AE4NT, W6PNY, N8BF, KB8ESY, KI4WCQ.

4. Minutes: October Meeting

<https://www.3905ccn.org/files/board/mins-2025-10-11u.pdf>

Are there any corrections? None

Accepted by Acclamation. **Yes**

Revised Document 11/15/2025 6:14 PM DGW
1-MINUTES-2025-11-08.docx

Board Meeting 3905 Century Club

Minutes-Unapproved 08 November 2025

5. Financials:

October Financials

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

Are there any corrections or questions? 3 of the new members paid for their first award (the second received).

? from AA1NA – October Eyeball reserve – Should it still be \$373? Ans: Waiting for results from 2025 Eyeball. Also, net income down but income up? Ans: one is for the month, other is YTD.

Accepted by Acclamation. **Yes**

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 3905 Century Club Minutes-Unapproved 08 November 2025

<p>Implementation: Timeline</p> <ul style="list-style-type: none"> • 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, 2026: Update Systems, Website, and Award Applications • March 1, 2026: Cut over to new fees <p>See attached Award Fee Proposal for more details and financial projections.</p>			<input type="checkbox"/> Constitution <input type="checkbox"/> By-laws <input type="checkbox"/> NCS Guide <input type="checkbox"/> Operations Handbook												
<p>Moved by K9GWS, 4th area director Second by VE3CMB Discussion highlights: W9ROG – how do PDF incur costs? Because the award fee costs \$.49 for each paypal transaction, and awards are the only source of income for the club. KE7RG – is this a big enough increase? Ben replied that he thinks it is, with some liberal adjustments in it. It should be a plus for the first four years. W8NET suggested \$7, but that may drive people away. W8NET – We can always increase it again later. Ben replied: there is work to make all the changes, and members are put off by frequent increases. VE3CMB – after five years, the projection is that the club balance would be about what it is now. AE4NT – a new printer cost \$1200, but that is not often. Can't think of any other large expenses. WA6LBU and AA1NA thanked Ben, Gary and Johnnie(KI4WCQ) for all their hard work.</p> <p>Votes:</p> <table border="1"> <tr> <td>1 –KB1XP – Approve</td><td>6 – WY6N Approve -</td><td colspan="2" rowspan="5">DX – VE3CMB Approve - Vice-Pres – AA1NA – Approve President – KL7OR - Approve</td></tr> <tr> <td>2 – AC2MT Approve -</td><td>7 – KE7RG - Approve</td></tr> <tr> <td>3 – KE3HAY Approve -</td><td>8 – W8NET Approve -</td></tr> <tr> <td>4 – K9GWS Approve -</td><td>9 – W9ROG Approve --</td></tr> <tr> <td>5 – WA6LBU Approve -</td><td>10 – AA0HF Approve -</td></tr> </table> <p>Approved – 13, Disapproved – 0, Abstain – 0, N/P – 0 Motion Passed</p>				1 –KB1XP – Approve	6 – WY6N Approve -	DX – VE3CMB Approve - Vice-Pres – AA1NA – Approve President – KL7OR - Approve		2 – AC2MT Approve -	7 – KE7RG - Approve	3 – KE3HAY Approve -	8 – W8NET Approve -	4 – K9GWS Approve -	9 – W9ROG Approve --	5 – WA6LBU Approve -	10 – AA0HF Approve -
1 –KB1XP – Approve	6 – WY6N Approve -	DX – VE3CMB Approve - Vice-Pres – AA1NA – Approve President – KL7OR - Approve													
2 – AC2MT Approve -	7 – KE7RG - Approve														
3 – KE3HAY Approve -	8 – W8NET Approve -														
4 – K9GWS Approve -	9 – W9ROG Approve --														
5 – WA6LBU Approve -	10 – AA0HF Approve -														

B. Nominations for President

Revised Document 11/15/2025 6:14 PM DGW
 1-MINUTES-2025-11-08.docx

Board Meeting 3905 Century Club Minutes-Unapproved 08 November 2025

Call for Nominations for President:

KE7RG nominated KL7OR Dean Davis and Dean accepted.

9. Q & A With the Directors and Officers

W8NET – We need to consider for the upcoming fees change that the numbers were consistent for the last few years. We need to get more checkins and involve more people with the club. We should consider advertisement and promotion for the club. AA1NA & AE4NT mentioned that there are some new awards coming along.

N3VEJ – Many new people check in then do not stick around. Offer mentors to help new people.

W8NET says he does this and all directors do.

W6PNY - Studied the awards increase. There was heartburn for one category, but understand it has to happen. We should have a donate button on the web page and on the awards payment page.

KL7OR said he will move the donate button from where it is to the home page.

N2XTT - new stations have a hard time when they check in near the end of the net. Suggest that new stations get the opportunity to make their first call upon checkin, then the second call when their turn comes in the rotation.

AA0HF – Suggest words different than DONATE since we are not tax-deductible.

VA3YKT – new stations tend not to have a long attention span. Offer them a quick call upon checkin.

Perhaps an “up for grabs”.

W9ROG – Whenever there is a new station, they get lots of calls. AA1NA – Does not always happen, especially if there is another rare station.

K9GWS – When someone calls a new station, then everyone calls that station, and other new stations are ignored.

W9ROG – Calls stations he needs based on state.

VE3CMB – Agree with K9GWS observation. Agree that a new station checking in the middle of the net gets to make a call at that time. K9GWS – Said that many new stations pass on their turn because they want to listen to how it works.

KL7OR – We lose the new stations that come in on the pre-list, and they leave before the net starts because it is boring.

VA3YKT – It’s boring for new stations to not get calls. Do something to get them engaged.

W6PNY Masters to a pretty good job of involving new people. Can’t make people stay around if they are not interested.

W8NET – Agrees with K9GWS, call the new person that is not getting calls. To W9ROG – Not to dis you, but Gene does not worry about the needed contact, as much as making someone feel welcome.

KE3HAY – Wants to work with Doug to come up with an award to help attract experienced operators to work with new people.

KL7OR – Send him ideas, he will work them with an NCS committee.

W9ROG – does anyone have any information on Ginger? Answer: She was on the 40 M net tonight, from IL.

10. Adjournment (Without objection, may be granted by chair). At 0258Z



AWARDS COMMITTEE

Monthly Report for November 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	47	\$4	\$188
Senior/Handicap Fee	9	\$3	27
PDF	27	\$2	54
PDF + Paper	3	\$5	15
PDF + Paper	3	\$6	18
Endorsements	3	\$3	9
Endorsements	0	\$2	0
Plaques	1	\$54	54
TOTAL PAID AWARDS	93		\$365
FREE AWARDS:			
Free First Awards	0	-	-
Free NCS Awards	1	-	-
Free BD CoA	40	-	-
Free Master's Degree	0	-	-
Free Old-Timers Award	2	-	-
Free Endorsements w/ Original	0	-	-
TOTAL FREE AWARDS	43		0
OVERALL TOTALS	136		\$365

AWARDS BY AREA	
DX	14
First	62
Second	1
Third	0
Fourth	20
Fifth	9
Sixth	0
Seventh	7
Eighth	9
Ninth	1
Tenth	13

New Members

Name	Call Sign	QTH
None in November		

Committee Accomplishments This Month

- 1) Announced Award Fee Increase.** The BoD passed the fee increase motion (Inflation Reduction Act of 2025, 3905 Century Club edition), which becomes effective on March 1, 2026. Thus begins the arduous effort to inform membership, which this Committee must drive. Sent announcement to Awards Managers and informed general membership through Awards News. Club website must be updated to feature this forthcoming change and announcements on the general reflectors should be cross-linked with the website. This remains to be done.
- 2) Began Work on Fee Increase Updates.** Award applications and AAM award entry system need tweaking for the new rate structure. Began working on both in November after BoD passed the motion for the fee increase.
- 3) Revived Discussion of CW Award.** One committeeman asserted that Eyeball QRP Net CW contacts should be disallowed; however, the structure of the award requirement precludes use of many such contacts as it disallows contacts previously used for the 100-Point Award. This is a brilliant move to increase year-round participation in the real CW nets, because many members who earn 100-Point Awards in CW and digital modes via the Eyeball QRP Nets never return to the real nets. The idea of this award is to offer and incentive to get people past the “one-and-done” participation philosophy. The discussion left off with an existential debate over the need for a(nother) CW award. The Chair will apply some boot leather to get the ball rolling again.
- 4) Reviewed and Commented on U.S. Semiquincentennial Award.** Holy Moly, how am I going to fit that \$50 word (formerly \$10 words, but like everything else, they’ve succumbed to inflation) onto an award certificate? That’s my problem, I suppose. In any case, the novel award’s author and I have been bouncing ideas off each other and will have something for the committee by January, appropriately delayed to accommodate the “one award at a time” dictum. Whose rule is that? Mine.

Forthcoming Work in December & Beyond

- 1) 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 (Tailored?), 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.

- 2) **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.
- 3) **Consider Any New Business Brought to the Committee.** Your Awards Committee is here to help you!

Summary / Comments

The most momentous event in November was the TENTH ANNIVERSARY of YOUR AWARDS SECRETARY’S tenure in that job. Having received scant congratulations, I’ll avail myself of the opportunity to congratulate myself via this bully pulpit. (Suggestive of delusions of grandeur, as it were).

We hope you all had a Happy Thanksgiving, and we wish you all **Merry Christmas, Happy Hanukkah, or Happy December**, as appropriate.

Respectfully submitted,



Ben Goldfarb, AE4NT
Chair, Awards Comm



Bylaws Review Committee Report

December 1, 2025

Committee Members

Johnny Allen, KI4WCQ, Master #52

Ben Goldfarb, AE4NT

Dwight Greenberg, WF4H, Master #72

Eric Johnson, AA0HF, Master #75 (Chair)

Committee Updates

1. Completed review of Eyeball QRP Net motion.
2. Continuing work on the Committee backlog.

Respectfully Submitted,

Eric Johnson, AA0HF

Chair, Bylaws Review 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.

MOTION 2025-12-01

Title: AMEND BYLAWS – EYEBALL NETS

Date: November 30, 2025

Sponsor: Eric Johnson, 10th Area Director

Implementation Timeline: January 1, 2026

Impact on Club finances and budget provisions: None

Background: Currently, there are no provisions in the Bylaws for determining ownership and limits for nets during the annual Eyeball. This motion addresses that deficiency.

Summary: This motion proposes updates to two areas of the Bylaws. First, it amends Article VI, General Information, paragraph C, to clarify that all Eyeball-related net operations must be authorized by the Club President. Second, it revises Article V, Club Operations, paragraph A.6., by expanding and reorganizing the rules governing all special nets—including Eyeball QRP nets—providing clearer definitions of allowable nets and strengthening alignment with the procedures outlined in the NCS Guide.

Details:

- The following language is added to Article IV.C:
Nets operating during the Eyeball are subject to Club rules per Article II.A.1.b and Article V.
- Article V.A.6 is replaced with the following language:
The President authorizes special nets as follows:
 - a. **Special Event Nets.** Special events selected from the list provided in the NCS Guide.
 - b. **Eyeball QRP Nets.** The Eyeball host must obtain authorization from the President before scheduling any QRP net that yields contacts eligible for Club awards.
 - i. The Eyeball host may run up to three CW/digital QRP nets from the following list: 20m CW, 20m RTTY, 20m PSK, 80m PSK, 40m PSK.
 - ii. The Eyeball host may run only the following two QRP SSB nets: 40m SSB and 75m SSB.
 - iii. The Eyeball will not run 160m QRP nets under any circumstances.
 - iv. For maximum efficiency, all participants in the 20m CW QRP net must transmit using mechanical keys.
 - v. The Eyeball host must obtain permission from the President for Eyeball QRP net procedures/protocols.
 - c. **Other Special Nets.** Late late nets, DX nets, etc. require authorization from the President before scheduling.

FACT SHEET
Bylaws Committee updates- 25 November 2025
Motion 2025-12-01

This motion to change Article VI. General Information, paragraph C. adds language to clarify that Eyeball net operations are subject to authorization by the Club President.

This motion also changes Article V Club operations, paragraph A.6. to expand the existing language concerning all special nets, including Eyeball QRP nets, by adding specificity concerning allowable nets and providing a reference for the NCS Guide.

Article IV.4.C

CURRENT: Volunteers own, manage, and operate the annual Eyeball event. The Eyeball is a physical gathering of Amateur Radio Operators and their guests, promoted by the Club. By approving an Eyeball proposal, the board may provide a promotional amount of up to \$1000 (one thousand dollars) to be used for Eyeball expenses. All surplus Eyeball funds must be returned to the treasury and carried forward in a designated balance sheet line item applicable only to future Eyeballs. The Eyeball host may provide historical cost data to aid future hosts.

PROPOSED (changes in red text): Volunteers own, manage, and operate the annual Eyeball event. The Eyeball is a physical gathering of Amateur Radio Operators and their guests, promoted by the Club. By approving an Eyeball proposal, the board may provide a promotional amount of up to \$1000 (one thousand dollars) to be used for Eyeball expenses. All surplus Eyeball funds must be returned to the treasury and carried forward in a designated balance sheet line item applicable only to future Eyeballs. The Eyeball host may provide historical cost data to aid future hosts. **Nets operating during the Eyeball are subject to Club rules per Article II.A.1.b and Article V.**

ARTICLE V.A.6

CURRENT: With prior authorization by the President and Net Coordinator, NCSs may hold a Special Event selected from the list provided in the NCS Guide.

PROPOSED (changes in red text): Delete current text and replace as below:

V.A.6. The President authorizes special nets as follows:

- a. Special Event Nets.** Special events selected from the list provided in the NCS Guide.
- b. Eyeball QRP Nets.** The Eyeball host must obtain authorization from the President before scheduling any QRP net that yields contacts eligible for Club awards.
 - i.** The Eyeball host may run up to three CW/digital QRP nets from the following list: 20m CW, 20m RTTY, 20m PSK, 80m PSK, 40m PSK.
 - ii.** The Eyeball host may run only the following two QRP SSB nets: 40m SSB and 75m SSB.
 - iii.** The Eyeball will not run 160m QRP nets under any circumstances.
 - iv.** For maximum efficiency, all participants in the 20m CW QRP net must transmit using mechanical keys.
 - v.** The Eyeball host must obtain permission from the President for Eyeball QRP net procedures/protocols.
- c. Other Special Nets.** Late late nets, DX nets, etc. require authorization from the President before scheduling.