

SUMMARY

2023 was a productive year for RECOSA. The 2022 RECOSA Survey provided valuable insight into: 1) how the membership views the organization; 2) what they would like to see in our quarterly events; 3) quality of life activities and future brown bag topics, and; 4) willingness to volunteer. RECOSA continued to work with

the City’s Human Resources Dept. on retiree benefits and other issues, including healthcare premiums, and to communicate that information to retirees. RECOSA also continued to hone online and other digital resources and communications for retirees, and to be good stewards of the generous financial donations we receive – our only source of income.

2023 Board



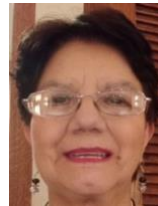
Rebecca Waldman
Chair



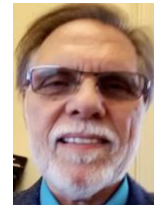
Stephen Haney
Vice-Chair /
Technology Lead



Martha Sepeda
Treasurer



Diana Alcocer
Secretary



Lewis Andrews
Database Lead



Kevin Burton
Online
Communications /
Special Projects
Lead



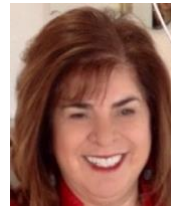
Salvador Garza
Marketing / Special
Events Lead



Michael Trainer
Legislative /
TMRS Lead



Vacant
Board Member



Liz Garcia
Ex-Officio



David Lopez
Ex-Officio

2024 – 2025 BOARD ELECTION

For the 2024 board election, there were a total of four positions with terms that expired Dec. 31, 2023, including an existing vacancy.

(Chair), Rebecca Waldman, and David Lopez solicited statements of interest for board candidates from members. The Nominating Committee recommended the following slate of candidates for the 2024 – 2025 board:

A nominating committee consisting of Liz Garcia

Re-Elected Board Members



Kevin Burton



Stephen Haney

New Board Members



Steve DeLaHaya



Frank Villani

These board members will serve two-year terms, Jan. 1, 2024 – Dec. 31, 2025.

COORDINATION WITH HUMAN RESOURCES

The RECOSA board worked with the City’s Human Resources Dept. staff throughout 2023 to address benefit issues, and retiree questions and concerns. This included:

- briefed by Human Resources in Aug. 2023 regarding the City’s FY2024 proposed budget, which included a 4.5% TMRS cost-of-living adjustment (COLA) for retirees, & no premium increases for 2024 healthcare insurance plans for both pre-65 & post-65 (Medicare Advantage) retirees
- met online quarterly with Human Resources to address issues & questions of concern, & to coordinate the Brown Bag sessions
- contributed the “Words on RECOSA” columns by the RECOSA board chair for publication in the City’s “Retiree Matters” newsletters
- participated in City’s two Pathway to Retirement sessions in Mar. 2023 & Nov. 2023 to assist active employees with pre-retirement planning
- participated in the City’s 2023 Annual Charitable Campaign

BOARD OUTREACH

RECOSA was busy throughout 2023 conducting outreach to retirees through various mechanisms. Some of the highlights were:

- conducted monthly virtual board meetings (except Jul. 2023), as well as a board work session in Dec. 2023 – retirees are always welcome to attend board meetings
- held four in-person Brown Bag sessions:
 - ❖ Mar. 24, 2023 – presentations on heart healthy living & heart disease prevention by representatives from Methodist Healthcare & the American Heart Association
 - ❖ June 16, 2023 – presentation on longevity & aging by Dr. Monica Serra from UT Health San Antonio’s Sam & Ann Barshop Institute for Longevity & Aging Studies. Representatives from AACOG & AARP were also present with information & resources.
 - ❖ Aug. 11, 2023 – presentations by the City’s Budget & Human Resources Depts. on the City’s FY 2024 proposed budget & benefits, as well as

- an Aetna representative to discuss Medicare Advantage plans
- ❖ Nov. 17, 2023 – presentation by San Antonio Mayor Ron Nirenberg on the state of the city. Representatives from the City’s Human Services Dept. also were available with information about San Antonio as an Age-Friendly Community.
- RECOSA’s Annual Meeting was also held on Nov. 17th in conjunction with the Brown Bag session. In addition to the 2024 – 2025 board election, over 40 individual door prizes donated by businesses & individuals were awarded to retirees at the end of the meeting, as well as a silent auction for a pair of Spurs/Lakers tickets.
- for Jan. 1, 2023 – Dec. 31, 2023, 139 new RECOSA members were added for a total of 1,170 active members who are on our email audience list

The primary method RECOSA communicates with retirees is via email. RECOSA doesn’t communicate via mail to avoid postage costs in our solely donation-driven budget. RECOSA encourages all retirees to regularly maintain their contact information with RECOSA by [clicking this link](#), or emailing us at info@recosa.org.

While RECOSA maintains a legacy member list of over 4,500 retirees, few entries have email addresses, and the accuracy of the information cannot be verified due to database age.

ONLINE COMMUNICATION ENHANCEMENTS

RECOSA continuously strives to provide its members and all retirees with timely and thorough communications regarding benefits and other information important to retirees. To this end, RECOSA maintains its website, recosa.org, and sends group email campaigns to retirees via Mailchimp.

For 2023:

- developed 55 email campaigns
- produced 30 website posts
- generated 1,803 website visitors with 5,439 views
- top three viewed RECOSA webpages:
 - Discounts & Offers

- City Contact List for COSA Retirees
- “Retiree Matters” Newsletters

Major technological changes and enhancements in 2023 included:

- published 2022 RECOSA Annual Report in Jan. 2023
- transitioned from Dropbox for file maintenance & Zoom for online meetings to Google Workspace
- communicated via website, email, Facebook (recosa4u), & X (formerly Twitter) (recosa4u)
- reformatted webpages & created new website menu items
- established official board email accounts

FINANCIALS

For the period Jan. 1, 2023 – Dec. 31, 2023, RECOSA’s assets consist of a checking and savings account held at Generations Federal Credit Union (GFCU). GFCU once again made the largest donation to RECOSA of \$4,500, earmarked for RECOSA’s technology and annual meeting lunch costs. In addition, early member George Whitfield continued to generously support RECOSA with his recurring monthly donations.

FINANCIAL REPORT	
Jan. 1, 2023 – Dec. 31, 2023	
BEGINNING BALANCE JAN. 1, 2023	\$17,348
INCOME	
Individual Member Donations	\$1,471
Business Donations	\$4,540
Dividends	\$17
TOTAL INCOME	\$6,028
EXPENSE	
Technology	\$4,188
Administrative	\$487
2023 Annual Meeting Member Luncheon	\$1,467
TOTAL EXPENSE	\$6,142
ENDING BALANCE DEC. 31, 2023	\$17,234
NET INCOME (EXPENSE)	(\$114)

RECOSA ANNUAL MEMBERSHIP MEETING DOOR PRIZES/SILENT AUCTION

RECOSA was again fortunate in 2023 to receive some 40 door prizes from over 15 generous donors to give away at the Nov. 17, 2023, Annual Meeting/Brown Bag Session, held at the Phil Hardberger Park Urban Ecology Center.

The door prizes ranged from individual items to gift cards, some valued in excess of \$100.00

donated by individuals and businesses. RECOSA appreciates the valuable assistance of Human Resources staff, and Salvador Garza – RECOSA’s Marketing/Special Events Lead.

RECOSA would also like to thank the following donors for their door prizes:

2023 RECOSA ANNUAL MEETING DOOR PRIZES

\$50 Amazon Gift Card
FLEX Bank

Spurs Collectibles
Diana Alcocer, Board Member

Wine Basket
Diana Alcocer, Board Member

Frost Bank Golf Kit
Diana Alcocer, Board Member

\$25 Macys/Lowes/Red Lobster Gift Card
Salvador Garza, Board Member

(3) Magik Theatre Family 4-Packs
Magik Theatre

Pair of Suite Tickets for Tina Turner the Musical @ Majestic
Majestic Theatre

SA Collectible Poster
Salvador Garza, Board Member

Backpack Cooler
Dearborn Life Insurance

\$100 Visa Gift Card
Chris Callanen

SILENT AUCTION
Spurs Tickets & Parking
Diana Alcocer, Board Member
 -Pair of Spurs tickets
 -12.13.23 vs LA Lakers
 -Parking Pass
 (\$400 value)



(4) \$50 HEB Gift Cards
Humana

(3) \$50 Bass Pro/Amazon/Home Depot Gift Cards
Wendorf Beward & Partners, LLC

(2) \$25 Dunkin Gift Cards
Wendorf Beward & Partners, LLC

(2) \$25 McDonald's Gift Cards
Wendorf Beward & Partners, LLC

(2) \$25 Whataburger Gift Cards
Wendorf Beward & Partners, LLC

(2) \$25 Target Gift Cards
Blue Cross & Blue Shield of Texas

(3) Methodist Gift Packs
Methodist Healthcare

Igloo Lunch Cooler & Tumblr e Enoteca Gift Card
Salvador Garza, Board Member

- THANK YOU TO OUR SPONSORS -



ACKNOWLEDGEMENTS

RECOSA's success in 2023 would not have been possible without the support and assistance of the City's Human Resources Dept., including: Renee Frieda, Director; Wanda Heard, recently retired Asst. Director; Ted Scholz, Interim Asst. Director; Manny Espino, Benefits Administrator; David Whitt, Wellness Manager, and; other dedicated staff members. In addition to the City, RECOSA greatly appreciates the ongoing support of Generations Federal Credit Union (GFCU), and all those individuals and businesses who made contributions to support the organization.