



# **Sons of The American Legion Detachment Commander Seminar October 2018 – Indianapolis, IN**

**Volume Two of Two — The Detachment Commander Seminar**

This book belongs to

Detachment of

# National Detachment Commanders Leadership Seminar 2018 - 2019 SEMINAR AGENDA

- |          |  |   |
|----------|--|---|
| 9:00 AM  | National Detachment Leadership Seminar<br>- Registration / Sign Up   |   |
| 9:15 AM  | Commander's Workshop – Past National Commanders:<br>- Welcome & Introductions<br>- Goals of the Workshop<br>National Organization<br>- Structure, operations, players<br>- Administrative responsibilities<br>- Committees and Commissions<br>- Role of the N.E.C. | Michael Deacon (IA)<br>Joe Gladden (MD)   |
| 10:30 AM | Roles & Responsibilities – Past National Commanders:<br>- Job descriptions of Detachment Officers  | Michael Deacon (IA)<br>Joe Gladden (MD)   |
| 11:45 AM | Guest Speakers<br>- National Officers  |   |
| 12:00 PM | Lunch / Break<br>- National Vice Commander Regional Round Table  |   |
| 12:15 PM | Sons of The American Legion - Chairmen<br>- Americanism<br>- Children & Youth<br>- Child Welfare<br>- Finance<br>- Resolution<br>- VA & R<br>- Internal Affairs  | - Membership<br>- MTD<br>- Convention<br>- Legislative<br>- Veterans' Employment & Education<br>- Public Media Communications |
| 1:15 PM  | Break – Brain Teaser   |   |
| 1:25 PM  | Administrative Session – Past National Commanders:   | Michael Deacon (IA)<br>Joe Gladden (MD)   |
| 2:30 PM  | Q & A  |   |
| 2:45 PM  | Break – Brain Teaser   |   |
| 3:05 PM  | Parliamentary Procedure  |   |
| 3:55 PM  | Q & A  |   |
| 4:00 PM  | Public Speaking  |   |
| 4:40 PM  | Q & A  |   |
| 5:00 PM  | Congratulations!   |   |

**Volume Two of Two  
The Detachment  
Commander Seminar**

# Commander's Seminar

## Notes

### 2018- 2019 Americanism Commission

**Donald Hall - Chairman**

"The Americanism Commission works to promote programs of American values and ideals along with programs involved in service to our community, state and nation."

### 2018- 2019 Americanism Commission

Programs and areas of responsibility

- Programs that fall under our commission would be Legion Boys State, Legion Oratorical contest, Flag Education, 5 Star and 10 Ideals, Junior Shooting sports, Flag education and etiquette along with many others.

Who does the Americanism Commission report to?

- The NEC of the Sons of The American Legion and the American Legion Americanism Commission

### 2018- 2019 Americanism Commission

#### Goals

- The Commander has asked everyone to work on doing more for our younger members, not just the kids but the 18-30 year members too. We are looking for ways to get the word out to Detachments, Districts and Squadrons on how to use Americanism programs to attract these members and get them involved.

#### How we can achieve our Goals

- We will achieve these by actually putting together a plan on how to get the information out from our commission to the members and sharing plans that we have come up with.

#### Who is Key to Mission Success?

- Every member of our commission, the Detachments NEC members, Detachment Commanders and Squadron members. You are KEY!

### 2018- 2019 Americanism Commission

#### Program Deadlines, and other events

- Each Detachment needs to work its Americanism programs and reach out with the information given and get it to the districts and Squadrons.
- Let everyone know deadlines for the Oratorical contest & Boys State and how to get the schools involved.

# Commander's Seminar

## Notes

### 2018- 2019 Americanism Commission

Why is the Mission and Goals listed previously important to the SAL members?

- Each member of the Sons of The American Legion joined to honor the service of their father or grandfather, each time they help in their community, state, nation, or a SAL program they are showing the pride they have in their family members service.

### 2018- 2019 Americanism Commission

What are the Benefits to the Squadron Members of participation?

- The benefits of participation is self gratification, honoring your family members service, helping your post, squadron. And community become better. You are helping another while honoring yourself and your family

## Notes

### 2018- 2019 Americanism Commission

Gerald Hammerschmidt - [ghammer@eaglecom.net](mailto:ghammer@eaglecom.net)

Donald Allisot - [dallisot@comcast.net](mailto:dallisot@comcast.net)

Jim Borgman - [jaborgman9@gmail.com](mailto:jaborgman9@gmail.com)

Scott Merrill - [merrillscott33@gmail.com](mailto:merrillscott33@gmail.com)

Ernest Laberge - [elaberge@octobercompany.com](mailto:elaberge@octobercompany.com)

Donald Hall, Chairman - [dhall1967@Verizon.net](mailto:dhall1967@Verizon.net)

Conference Calls will be the first Thursday of each month at 7:00pm EST and are open to all. Phone: 515-739-1232, Access Code: 451074

### Children and Youth Committee

**Joseph A. Korba Chairman**

“The mission of the Sons of The American Legion Committee on Children & Youth is to formulate, recommend and implement plans, programs, and activities of Sons of The American Legion.

# Commander's Seminar

## Notes

### Children and Youth Committee

Programs and Areas of responsibility

- Child Welfare Foundation, American Legion Endowment Fund, Temporary Financial Assistance, Say no to Drugs, COTA (Children's Organ Transplant Association), Special Olympics, Ronald McDonald House are just a sample of the programs supported by the American Legion and the Sons of The American Legion.

Who does the C&Y Committee report to?

- The Children and Youth Committee reports directly to the Americanism Commission of the National Sons of The American Legion.

### Children and Youth Committee

Goals

- Promote all the Children & Youth programs of the American Legion. Goal of \$1 per member for CWF and 50¢ per member for TFA.

How we can achieve our Goals

- To achieve Mission and Goals success, we need to get information and goals out to all Detachment Representatives (*NEC's, Commanders and Adjutants*), who then in-turn must get the information out to all our blue cap members (*Squadrons*).

## Notes

### Children and Youth Committee

Program Deadlines, and other events

- April is Children and Youth month. While our programs should be promoted everyday, something special should be planned in April to support one of our many Children & Youth charities.
- Visit [www.legion.org](http://www.legion.org) for more information about all the Children & Youth programs supported by the American Legion.

### Children and Youth Committee

Why is the Mission and Goals listed above important to the SAL members

- Our Mission and Goals are important to all members at the Squadron and Detachment levels. Our Children and Youth are not only the future of our nation, but Squadron and Detachments. As children participate in our programs they learn about the American Legion and The Sons of The American Legion and become potential members and our organizations future.



# Commander's Seminar

## Notes

### Children and Youth Committee

What are the Benefits to the Squadron Members of participation?

- Special Recognition is given to those squadrons that excel in both donations and hours donated. The real benefit to the Squadron Members is not only will these programs help all children of veterans, they will also help children in your community. So, the Squadron will actually give back to the community in which they live.

### 2018- 2019 Children and Youth Committee

John Mejia - [rinatso.mejia@yahoo.com](mailto:rinatso.mejia@yahoo.com)

Kenneth P. Warner - [papdc10kw@yahoo.com](mailto:papdc10kw@yahoo.com)

Phillip Shipley - [filup54@gmail.com](mailto:filup54@gmail.com)

William Clancy - [bill@urbanupkeep.com](mailto:bill@urbanupkeep.com)

Joseph A. Korba, Chairman - [Joemargate@aol.com](mailto:Joemargate@aol.com)

Conference Calls will be as needed. Calls will be EST.

## Notes

### Child Welfare Foundation Committee

#### Mark Nave - Chairman

The Child Welfare Foundation Committee's purpose is to communicate, encourage and raise funding for the Child Welfare Foundation.

Programs and Areas of responsibility

- To encourage raising funds for the Child Welfare Foundation. Promote the foundation with the Legion family and to the outside community. Provide time information to all levels of leadership. Review and provide selections of proposal to be awarded to the Foundation.

Who does the Child Welfare Committee report to?

- The Americanism Commission

### Child Welfare Foundation Committee

Goals for this year

- As the project for National Commander, Greg (Doc) Gibbs our goal is to collect at minimum \$1/member which would get us over the \$8 million dollar collected since inception to date. In the Legion's 100th anniversary, we want to make this the most successful fundraising year ever.

# Commander's Seminar

## Notes

### Child Welfare Foundation Committee

How we can achieve our Goals

- Success is achieved through constant communication about the Child Welfare Foundation and what it is that we do within and outside the American Legion Family. To encourage fundraisers within detachments, districts and Squadrons, while making it fun. Remind how the Foundation makes a difference in the lives of our youth and adheres to one of the four pillars, Children & Youth for which our parent organization stands for.

Who is Key to Mission Success?

- Everyone is key to the Mission Success... from the National Committee to National, Detachment and Squadron leadership and members. This is truly a team effort. You are KEY!

### Child Welfare Foundation Committee

Program Deadlines, and other events

- Encourage Squadron leadership to submit the 100% Per Capita Banner Program Form. To qualify a Squadron must donate at least \$1/member. Membership is based on the level as of June 1, 2018. Forms must be received at National Headquarters by July 1, 2019. The form will be available on the National Sons website.

## Notes

### Child Welfare Foundation Committee

Why is the Mission and Goals listed previously important to the SAL members?

- The missions and goals listed are important to the SAL members at the Squadron and Detachment levels because it shows their commitment to ensure that Sons of the American Legion fully support the children of our nation and that we continue to be the largest contributor to this foundation.

### Child Welfare Foundation Committee

What are the Benefits to the Squadron Members of participation?

- The benefits are knowing that your Squadron is fully committed to supporting programs that support our youth. This support should be communicated outside the Legion family to show the great work being done. In addition, this could serve as positive public relations and as a membership tool when persuading a potential new member into the organization.

# Commander's Seminar

## Notes

### **2018- 2019 Child Welfare Foundation Committee**

Lyle Chapman - LdChapman65@gmail.com

George K Fleming - gflemingjr@ymail.com

Sanford E. Lipman - sandylipman95@hotmail.com

Jeff Evans - vacobblers@cox.net

Mark Nave, Chairman - coolcameo@aol.com

Conference Calls are still to be determined. More information will follow

### **Finance Commission**

The Finance Commission is a low profile but extremely important part of your National Organization. Much of our anonymity is because we do not have long elaborate reports or major action items.

Where we come in to the picture is to provide the financial framework to assure the Sons of The American Legion continues as a viable, high impact organization, which serves our Veterans and the Children touched by the programs, supporting the Four Pillars of the American Legion.

## Notes

### Finance Commission

As with any business or organization, we must budget our funds to provide the maximum bang for the buck.

Overspending our resources will eventually bring us to a point where we are no longer viable. Our budget is set at least one year in advance; however, it may be modified to meet our obligations.

We do not exceed the budgeted expenses as set forth in the adopted budget. When necessary we may move expenses around to reflect our actual expenditures for a better budgeting process in future years. Since we are constantly monitoring income and expenses, we are looking after your best interests to assure our continued existence.

### Finance Commission

While supporting the National organization for this administrative year, our objective is to work with the National Commander and his cadre in insuring we are properly assisting the organization in meeting the fiduciary overview responsibilities of our Commission.

# Commander's Seminar

Notes

## Finance Commission

The core elements of the Commission are to:

- Review and provide the appropriate guidance for new requests for funds via Resolutions, which are not covered by an established approved budget line item. Insuring the resolution fits into the overall funding/budget scheme before it is advanced to other Commissions and Committees for final approval and presentation to the NEC.
- Assist with completion and collection of approved SAL travel vouchers.
- Review financial statements provided by The American Legion with regards to our funds, to ensure proper distribution to allotted accounting line items.

## Finance Commission

The core elements of the Commission are to *(continued)*:

- Conduct Finance Commission meetings at the Fall & Spring National Executive Committee meetings, and to provide a full report to the National Officers and NEC during said meetings.
- The SAL National Finance Commission is charged with the same governance responsibilities for that of any Finance Officer within our organization *[Outlined below]*. The exception being this Commission does not handle the receipt or distribution of any funds.

## Notes

### Finance Commission

National By-Laws, Article I. Duties Of Officers Section 4, Finance Officer:

*"The Finance Officer shall be the custodian of the funds of the organization, he shall be charged with the receiving and disbursing of the funds of the Squadron, intermediate level, or Detachment and shall make reports on the condition of the treasury at each regular meeting, and when called for by the Commander or Executive Committee; provided, however, that all disbursements shall first be approved at the appropriate level of The American Legion. He shall perform such other duties as are usually incident to the office."*

### Finance Commission

Committee Members:

- William "Bill" Hill, Chairman, Hill1062@msn.com
- Dennis Blue, Vice Chairman - bluetatto@hotmail.com
- Robert Thompson - rthomps900@hotmail.com
- Steven Honigfort - shonigfort@yahoo.com
- Keith Murdough - murdobld@comcast.net
- Gregory R. Price - grinnerman@msn.com



# Commander's Seminar

Notes

## Sub Committee on Resolutions

**John T Jennings - Chairman**

An Overview:

The National Sub Committee on Resolutions strives to support all National Committees and Commissions in the development and presentation of resolutions to be submitted to The Sons of The American Legion National Executive Committee or National Convention.

When supporting the National Committee and Commissions in the development of resolution, we are ensuring that the members of the National Executive Committee are getting a properly formatted and properly written resolution so a clear understanding of the resolution can be made before a vote is called for. Good information will help support our future growth and development in The Sons of The American Legion now and into the future.

## Sub Committee on Resolutions

An Overview *continued*:

The Sub Committee on Resolutions is responsible to receive, review and approve the format and or structure of Resolutions. The approval of the resolution itself is done by the National Executive Committee at the Spring and Fall NEC meetings and the Pre-National Convention NEC meeting.

## Notes

### **Sub Committee on Resolutions**

Programs and Areas of responsibility

- All Committee and Commissions of the National Sons of The American Legion

Who does the Sub Committee on Resolutions report to?

- The National Executive Committee (NEC) of the Sons of The American Legion

### **Sub Committee on Resolutions**

Goals

- To Continue to provide the National Executive Committee of the Sons of The American Legion with good information so that they can make good decisions for the organization.

How we can achieve our Goals

- Good communications and provide good information and useful tools

Who is Key to Mission Success?

- You are!
- Good communications
- Good information
- Useful tools

# Commander's Seminar

## Notes

### Sub Committee on Resolutions

Program Deadlines, and other events

- Spring NEC and Fall NEC Meetings and National Convention.

Why is the Mission and Goals listed previously important to the SAL members?

- Guidelines are in place for the submission of Resolutions to give time to have them entered into the registry and for the Resolution Committee to review before they are reviewed and acted on by the NEC.

What are the Benefits to the Squadron Members of participation?

- Better communication and better material for our members.

**2018- 2019**

### Sub Committee on Resolutions

Joseph B. Keiser - keiserjoseph@yahoo.com

Jay E. Marsden - jaymarsden@yahoo.com

David Blair - redskins446@yahoo.com

John Chang - [jpchang100@aol.com](mailto:jpchang100@aol.com)

John Jennings, Chairman - fl.johnjennings@gmail.com

The Sub Committee on Resolutions will not be scheduling *regular* Conference Calls.

## Notes

### **Veterans Affairs & Rehabilitation Commission**

Did you know that The American Legion is older than the US Department of Veterans Affairs?

In fact, in its first decade, The American Legion worked to convince the federal government to consolidate the many bureaus, office and agencies that had been created since the end of the Civil War, into one entity in 1930, The Veterans Administration.

### **Veterans Affairs & Rehabilitation Commission**

Since that time The American Legion has worked tirelessly to make sure that the VA lives up to and follows its motto, "... to care for those who borne the battle, his widow and orphan..." In the decades that have followed The American Legion Family has established itself as the premier advocate for our Veterans and the care they have earned but not always receive.

# Commander's Seminar

Notes

## Veterans Affairs & Rehabilitation Commission

This has been accomplished primarily under the direction and guidance of the Veterans Affairs and Rehabilitation Commission which offers services to help Veterans and their families navigate the red tape of Federal & State VA benefit systems.

More than 2,500 accredited American Legion Service Officers are assisting no fewer than 750,000 veterans at any one time.

## Veterans Affairs & Rehabilitation Commission

Add to this millions of volunteer hours and strong representation before the US Congress and State Legislatures to provide timely health care and other benefits; and you can really understand why the Veteran Affairs & Rehabilitation Commission is considered the 1<sup>st</sup> of the four pillars that American Legion Family was built upon.

## Notes

### **Veterans Affairs & Rehabilitation Commission**

The SAL VA&R Commission continues in the footsteps laid out for us by our past leadership. Our path forward has been progress in the following:

1. We will continue the work to reach the goal of having an SAL Representative and/or Deputy Representative in every VA facility in the nation.
2. We will strive to reach a goal of receiving an applicant for the Charles B. Rigsby Volunteer of the Year Award from every Detachment.

### **Veterans Affairs & Rehabilitation Commission**

3. Assistance and support of all Fisher Houses
4. Continued support for the National Veterans Assistance Day
5. Encourage more donations to Operation Comfort Warrior
6. Continue to push for a full accounting of all volunteer hours and donations to be recorded on the Squadron Consolidated Report Form.

# Commander's Seminar

Notes

## Veterans Affairs & Rehabilitation Commission

In addition to this work we will be working on putting together a training PowerPoint presentation that explains and describes the VA&R Commission, ways to serve, and what this 99 year commission can do and does do for the Veterans of this country.

*Together we make a difference!*

## Veterans Affairs & Rehabilitation Commission

Chairman

Harl "Butch" Ray - butch.ilsal@gmail.com

Vice Chairman

Joe Roberts - azmembership@yahoo.com

Commission Members

Michael L. Lawler - michael@lawlerfarms.org

Brandon Curry - fireman93382000@yahoo.com

Gabriel Cinquegrana - gcinque@rochester.rr.com

Steve Tansel - steven.tansel@yahoo.com

## Internal Affairs Commission

### Action Plan 2018-2019

The National Internal Affairs Commission will continue to oversee and guide as necessary the actions and tasks of the (3) National Committees which report to Internal Affairs (IA)

1. National Convention Committee
2. National Member Training and Development Committee
3. National Membership Committee.

## Internal Affairs Commission

1. To ensure all (3) National Committees have informative reports for Fall and Spring NEC meetings.
2. Review and advise action regarding Resolutions which may come before the Commission.
3. Review and act on all Resolutions submitted by candidates for National offices.
4. Review, coordinate and work with the National Sub-Committee on Resolutions as may be necessary.
5. Coordinate and work with the National Adjutant on issues as may be necessary.
6. Coordinate and work with the National S.A.L. Liaison on issues as may be necessary.
7. Conduct IA Commission meeting at both Fall and Spring NEC meetings and report to the National Executive Committee.
8. Chair and conduct IA Convention Committee meeting at the annual National Convention.
9. Work with National Membership Committee and National Member Training and Development Committee to ensure goals for 2018-2019 are achieved.
10. Ensure National Membership Committee and National Member Training and Development Committees have monthly productive teleconferences.



# Commander's Seminar

Notes

## Internal Affairs Commission

How will the Goals be Achieved?

By communicating with each National Committee assigned to the Commission on a regular basis to ensure each Committee remains focused on their respective goals.

Who is key to the Mission Success?

The Internal Affairs Commission and the National Committees who report to it.

## Internal Affairs Commission

Why is the Mission and Goals listed previously important?

Mission and Goals ultimately affect each member of the National organization in some way. National Membership Committee establishes criteria setting target dates, membership goals, etc. National Member Training and Development Committee works with current and future Detachment Commanders and Officers to make them better leaders and the National Convention Committee is responsible for setting a part of the agenda for the upcoming National Convention in August, 2019 in Indianapolis.

### Internal Affairs Commission

What are the Benefits to the Squadron  
Members of participation?

Better awareness of the National Membership  
Target dates and goals. Squadrons and  
Detachments must understand they are key  
players in the achievement of these goals.

### Internal Affairs Commission

Program Deadlines, and other events

- ✓ National Membership target dates established by the  
National Membership Committee.
- ✓ Detachment Commander's Training - Fall NEC.
- ✓ National Management Institute (NMI) - Spring NEC.
- ✓ National Convention in August, 2019.

Mark Tansel - Chairman, [mtansel@sbcglobal.net](mailto:mtansel@sbcglobal.net)

Donald Culver - Vice Chairman [dlculver@swbell.net](mailto:dlculver@swbell.net)

Michael Kirschner - [mlkirschner@comcast.net](mailto:mlkirschner@comcast.net)

Jay Cook - [jaycookksal@yahoo.com](mailto:jaycookksal@yahoo.com)

Fr. Gary Gummersheimer - [garypg1969@gmail.com](mailto:garypg1969@gmail.com)

Larry Weinzirl - [nesdsal@aol.com](mailto:nesdsal@aol.com)

# Commander's Seminar

Notes

## ***2018-2019 Membership***

**Joseph R Navarrete- Chairman**

Overall Mission

- The mission of the Membership Committee is to develop new and innovative ways to attract new members as well as retain current membership. In addition, we recommend ways of communicating a positive message to our potential members through various media.

Who does the Membership Committee report to?

- The Membership Committee reports to the Internal Affairs Commission

## ***“Honor the Past and Continue the Legacy”***

Individual Recruitment Award

- Recruit 5 new members

Blue Brigade New Member Recruiter Award

- Recruiting 30 new members

## Notes

### ***“Honor the Past and Continue the Legacy”***

Hartline Award – Detachment with the  
most new squadrons

Houghton Award – Detachment with the  
greatest % increase in  
membership

Regional 100% Awards

Highest Renewal Percentage by region

Largest Squadron Award

### **Membership Goals**

Date	Target
September 12, 2018	10%
October 11, 2018	25%
November 15, 2018	35%
December 12, 2018	45%
January 17, 2019	60%
February 13, 2019	75%
March 13, 2019	80%
April 10, 2019	90%
May 8, 2019	100%
*July 24, 2019 ( <i>Delegate Strength Target Date</i> )	105%

# Commander's Seminar

## Notes

### **2018-2019 Membership**

Programs and Areas of responsibility

- National Convention Awards and recognition of individual membership achievements.
- Fall NEC Detachment Commanders Training Seminar
- Meetings during the NEC Spring and Fall general session meetings
- Develop / innovate ways to benefit our growth in membership
- New initiatives suggested by Strategic Planning

### **2018-2019 Membership**

Our mission (*Theme*) is

***"Honoring the Past.... Continuing the Legacy."***

Our Goals

- 1. Reach 400,000 members**
- 2. Bring renewal rates above the 90% range**
- 3. Reach out to our younger members**
- 4. Recognize our achievements (highlight awards)**
- 5. Contribute to the Legion Team 100 concept to help their membership goals**

How we can achieve our Goals?

We will achieve these by actually putting together a plan on how to get the information out from our commission to the members, and sharing fully developed membership programs

## Notes

### ***2018-2019 Membership***

Who is Key to Mission Success?

Each and every one of you is critical to our success. We are a family and if we all come together we can ensure that our Mission's success. We also need to ensure that our National Vice Commanders and Regional Committeeman are providing you with the information that you need to be successful. It is also your responsibility to let us know what is working in your different areas so we can share those successes.

### ***2018-2019 Membership***

Why is the Mission and Goals listed previously important to the SAL members?

- Membership drives the organization... without your participation we cannot succeed – even at the local Squadron level where several members help out so much in their communities – *your membership is vital!*

# Commander's Seminar

## Notes

### **2018-2019 Membership**

What are the Benefits to the Squadron  
Members of participation?

- Benefits to Squadron members are being part of an organization that supports its Family (*Legion, Auxiliary, SONS, and Legion Riders*) in working all of the programs that each of us offer (*Boys State/Nation, Oratorical, Junior Shooting, Scholarships, Child Welfare Foundation, Veteran Support, etc..*)

### **2018 – 2019 Membership Committee**

Joseph Navarrete, Chairman - jRNavarr@yahoo.com

East – Gary P. Nelson - gpnsonsofal@gmail.com

South – Jeffery Gibson - loujeang@yahoo.com

Central – Mike Monserud - mikemonserud@gmail.com

Midwest – Thomas Skelley - thomskelley@twc.com

West – Ned Fox - nedley70@surewest.net

Conference Calls are the third Tuesday of each month at 6:00pm  
MST and are open to all. Phone: 515-604-9644, Access Code:  
889133

## Membership Training & Development (MTD)

**Charles Treat - Chairman**

Overview of MTD Committee Mission:

Preparation of National SAL training materials for specific Seminars as approved by the NEC.

Coordination, Planning, Printing, AV slides and selection of volunteer instructors (*all PNCs*).

Review of potential new programs and their associated costs and resources required to initiate programs that result in tangible benefits to membership and the SONS growth.

## Membership Training & Development (MTD)

**Charles Treat - Chairman**

Programs and Areas of responsibility

- Continuity of Training: National Management Institute 1, 2 & 3 courses, National Fall NEC Detachment Commanders Training Seminar, National Officers "Ambassadors" Training, and new training suggested by the Strategic Planning Initiative.
- Finding new methods of delivery and cost savings for effective training beneficial to the overall S.A. L. mission.

Who does the MTD Committee report to?

- The MTD Committee reports directly to the Internal Affairs Commission



# Commander's Seminar

## Notes

### Membership Training & Development (MTD)

#### Goals

- Commanders Training and NMI Courses updated and produced. Multiple Deadlines.
- Ambassadors training & National Vice Commander Training modules completed for Spring NEC instruction.
- Strategic Planning Modules completed.
- Budget and Perpetual Production Calendars (*detailed Gantt Charts*) for succeeding years
- Deadlines defined on perpetual calendar for recurring projects.
- Visit new areas of opportunity with potential (*would the Membership and SONS benefit*)

### Membership Training & Development (MTD)

#### How we can achieve our Goals?

- Coordination of current resources through MTD committee.
- Assess additional needs for new Strategic Plans to completion.
- Assess needs for future MTD committees.
- Sharing MTD materials openly and without restrictions when able to all levels of the Sons (*National, Detachment, District, Squadron*).
- Feedback on what is effective in reaching our objectives and what is not.

## Notes

### Membership Training & Development (MTD)

Who is Key to Mission Success?

1. Feedback from Commanders Training (the Detachment Commanders and the instructors).
2. Feedback from NMI classes (the students, the instructors).
3. What is needed at the Detachment Level? Feedback from Detachments' requests and needs.
4. Maintaining deadlines and benchmarks with detailed group planning.
5. Using all the available talent for MTD product development and delivery.

### Membership Training & Development (MTD)

Why is the Mission and Goals listed previously important to the SAL members?

All materials created and developed at the National level are shared with the Detachments and Squadrons for use in developing their own training materials.

***“The intent is to support the Detachments and their respective Districts & Squadrons in achieving the overall expanded success of the Sons. Tools for Sons that they may use for the best result for each endeavor.”***

# Commander's Seminar

Notes

## Membership Training & Development (MTD)

Patrick Kilby - patrick.m.kilby@gmail.com

Thomas Marsden - saltom@usa.net

Lowell Long - lowell.long@hotmail.com

Joe Schultis - joeschultis@gmail.com

Charles Treat, Chairman - chucktreat@aol.com

*Conference Calls are scheduled within the workload and calendar of MTD, and are called when needed. Conference Call phone number is 641-715-3580, Access Code: 792958#*

## Convention Committee

Sons of The American Legion

National Convention 2019

August, 2019

Indianapolis, IN

Chris Carlton - rdavr@aol.com

Raymond Giehll, III - stans37413@yahoo.com

Ray Giehll, Jr - rpgiell@sbcglobal

Steve Tansel - stans37413@yahoo.com

Greg Spaulding, Chairman - gspauldingsal@citiznet.com

## Notes

### Legislative Commission

#### Thomas Deal - Chairman

##### A brief overview

The National Sons of The American Legion Legislative Commission will encourage each and every Sons Member to be an advocate for our veterans; to reach out and get to know and to communicate our concerns with our representatives on a regular basis; to build a grassroots foundation that will assist The National American Legion legislative agenda for all veterans past, present and future.

##### Who does the Legislative Commission report to?

The Legislative Commission reports to National Commander Greg "Doc" Gibbs and The National Executive Committee

### Legislative Commission

##### Programs and Areas of responsibility:

The Legislative Commission is responsible for keeping the SAL Membership apprised of current legislation and bills concerning Veterans and their benefits. This includes, but is not limited to, the Four Pillars of The American Legion.

## Legislative Commission

The Mission and Goals for this year

1. Assist in building stronger Detachment Legislative Commissions
2. Assist as many members as possible to join The American Legion Legislative Alert System
3. Organize a strong turnout for Washington Conference
4. Promote the George B Evans Grassroots Veteran Advocate of the Year Award

## Legislative Commission

How do we achieve Mission and Goals Success?

- We will work with Detachments to get Legislative commissions in their Detachments
- Form a step by step outline to join Legislative alert system and promote signing up
- We will stress the importance of Washington Conference and educate them on what Washington is all about and why it is important to our mission.
- The award process will be reviewed and the Commission is going to update application and the process as well as promoting members to apply.

## Notes

### Legislative Commission

Who is key to the Mission Success?

The key to our success is the National and State Legislative Commissions and their willingness to better communicate on a regular basis with The Sons of The American Legion Detachment Commission members. Communication with members and educating them on goals and steps to get involved.

### Legislative Commission

Program Deadlines, Events planned, Meetings...

*What should we have in our Squadron and Detachment Calendars?*

- We should have Primary and General Election dates so that members know when and where to meet with candidates prior to the election and quite possibly make a better decision.
- Washington Conference will be February 24- 27, 2019. The Tours and wreath laying will take place on Sunday, Feb. 24, 2019. SAL National Commander Gibbs will lay wreaths at Tomb of the Unknown at Arlington National Cemetery, Iwo Jima Memorial and Vietnam Memorial.

# Commander's Seminar

Notes

## Legislative Commission

Why is the Mission and Goals listed above important to the SAL members at the Squadron and Detachment Level?

We need all members to be vigilant in learning about the issues concerning our veterans and the legislation that affects them and their families. Members should be contacting their local State Representatives as well as National Congressmen and Senators about current issues affecting our veterans

## Legislative Commission

What are the Benefits to the Squadron Members of participation?

Squadron members will get satisfaction of knowing they are helping in their own posts and communities with issues and concerns affecting our Veterans and that every member can, will, and does make a difference.

### Legislative Commission

Thomas Deal, Chairman – tom.deal@verizon.net

Richard Pfeiffer - docSAL423@gmail.com

David Lee - dlee@binghampton.edu

Bernie Kessler - kesslerbernie@gmail.com

William Kelly - kellyjrwmd@gmail.com

*Bimonthly Conference calls will be slated for the 1st Wednesday of: October, December, February, April, June and August at 7:00 PM Eastern Time . Conference Calls are open to all members.*

### National Veterans Employment and Education Commission

#### Overview of Commission

"To assist The American Legion in ensuring that America's Veterans have the opportunity to provide, with honor and dignity, the economic necessities of life for themselves and their families."

#### Programs and Areas of responsibility

By getting the word out on "Hiring Our Heroes" job fairs being held around the nation as well as education benefits available in each state, in addition to or as an alternative to, federal GI Bill benefits.



# Commander's Seminar

## Notes

### National Veterans Employment and Education Commission

#### Goals:

This year, this commission will be focusing on helping our veterans at home (*The American Legion Post*). By setting up business centers and organizing seminars or resume building and writing, interview practices and other things that promote job readiness.

How do we achieve Mission and Goals Success?

We can achieve these goals by taking the initiative to seek out professionals to help conduct these workshops.

### National Veterans Employment and Education Commission

Who is key to the Mission Success?

- Like always, the key to succeed is all of our members, especially our "Blue Cap" members.

Program Deadlines, Events planned, Meetings...What should we have in our Squadron and Detachment Calendars?

- After knowing when the job fairs are, we should try to concentrate our efforts on holding these workshops prior to those job fairs so our veterans feel confident when talking to potential employers.

## Notes

### **National Veterans Employment and Education Commission**

Why is the Mission and Goals listed above important to the SAL members at the Squadron and Detachment Level?

- These goals and mission are important because the commission is focused on our veterans and benefiting and bettering their lives. One of the pillars of the American Legion is Veterans Affairs! We, as Sons of The American Legion, are here to support them.

### **National Veterans Employment and Education Commission**

What are the Benefits to the Squadron Members of participation?

- At the end of the day, by doing this, by supporting and promoting these ideas and concepts, we will feel accomplishment! We will know that we have done our part, our best in helping a veteran in finding employment or furthering their education to get employment. Which will enable them to provide for their families.

# Commander's Seminar

Notes

## National Veterans Employment and Education Commission

Christopher Carlton, Chairman – [RDAVR@AOL.COM](mailto:RDAVR@AOL.COM)

Marvin Nay – [traincrazy57@comcast.net](mailto:traincrazy57@comcast.net)

Blair Miles – [goplugs@hotmail.com](mailto:goplugs@hotmail.com)

David Swafford – [azrunner@aol.com](mailto:azrunner@aol.com)

Doyle T. "Travis" Cummins – [tcummins23@aol.com](mailto:tcummins23@aol.com)

Raymond Edwards, Jr. – [rayired@verizon.net](mailto:rayired@verizon.net)

Our conference calls are bi-monthly.  
If you would like to attend please ask.

## 2018- 2019 Public & Media Communications Commission

**Seth A Rippe - Chairman**

A Brief Overview:

The Public and Media Communication Commission builds and protects the brand equity of the Sons of The American Legion by assuring quality and consistent messaging through the structure and scope of the organization. Our efforts result in the success of the Leaders, Commissions, and Detachments we are accountable to, and the Veterans, Children, and Communities they serve.

## Notes

### **2018- 2019 Public & Media Communications Commission**

Programs and Areas of responsibility

- National Update
- Website
- Facebook
- Snapshots of Service
- Promoting the programs of the Sons of the American Legion and our parent organization, The American Legion.

Who does the Public and Media Communication Commission report to?

- The National Executive Committee

### **2018- 2019 Public & Media Communications Commission**

Goals

To increase the number of Sons of The American Legion events/programs that are publicized across all Squadrons, Detachments, and Nationally.

How do we achieve our Goals

To expand the number of media outlets and media platforms, to create positive branding of the organization, and to increase awareness of our organizational Mission, Goals, and Programs.

Who is Key to Mission Success?

All Squadrons, Detachments, and National Committees and Commissions.

# Commander's Seminar

Notes

## 2018- 2019 Public & Media Communications Commission

Program Deadlines, and other events

As the Public and Media Communication Commission it is really our role to help promote the Programs and Events of the other Commissions and Committees, however, the Commission would like to call out that the deadlines for articles for the National Update are September 1st and March 1st.

## 2018- 2019 Public & Media Communications Commission

Why is the Mission and Goals listed previously important to the SAL members?

There are a lot of great things being done surrounding the programs of the Sons of The American Legion and The American Legion at a local level and by promoting and publicizing them we will increase our membership, retain our existing members, and gain public support in the communities we serve.

## Notes

### **2018- 2019 Public & Media Communications Commission**

What are the Benefits to the Squadron  
Members of participation?

Increased knowledge and participation in  
events/programs allows our members to feel a  
sense of pride in the organization and lets  
them see why there membership is important.  
This passion leads to members becoming  
vested in the long term success of the  
organization.

### **2018- 2019 Public & Media Communications Commission**

Mark B. McCue - [markbmccue@gmail.com](mailto:markbmccue@gmail.com)  
Doug Evans - [evansdsal@gmail.com](mailto:evansdsal@gmail.com)  
Brandon Roberts - [brandon@salgeorgia.org](mailto:brandon@salgeorgia.org)  
Casey Lenort - [irishfan1232000@yahoo.com](mailto:irishfan1232000@yahoo.com)  
Damon Bradtmueller - [djbradtmueller@att.net](mailto:djbradtmueller@att.net)  
Seth A Rippe, Chairman - [srippe@mercycare.org](mailto:srippe@mercycare.org)

Conference Calls are unscheduled at this time.  
Phone: 641-715-3580 , Access Code: 526346

# Commander's Seminar

Notes

## Parliamentary Procedure Module IMPLEMENTING CHANGE

IT'S EASY RIGHT ?  
NOT THAT EASY !!

## DUPLICATION RULES

No duplication of this presentation is allowed in any  
format, without the express permission of the author.

Author: *Ronald E. Roberts*

## Notes

### IMPLEMENTING CHANGE

- Change is necessary for survival, growth and adaptation to the times.
- Most people don't like change! Not even wet babies! But, once it's done they feel better.
- Organizations have two major factors that influence their ability to change.

#### **Culture**

#### **Climate**

### IMPLEMENTING CHANGE

These same 2 major influences sustain organizations.

**Culture**, traditions, customs and past practices.

- Cannot be mandated by leadership
- Formed over time, anchored in past, sustained by group dynamics

**Climate**, immediate environment, process oriented.

- Present and future oriented (contains goals)
- Influenced by leadership style
- Formed by group dynamics



# Commander's Seminar

## Notes

### IMPLEMENTING CHANGE

- ▶ **Culture** and **Climate** leave an imprint on an organization.
- ▶ Consider the impact, positive or negative, the change will have on **Culture** and **Climate**
- ▶ Leaders must balance the influences of **Culture** and **Climate**

### IMPLEMENTING CHANGE

The concept of organizational **Climate** is a more definable and measurable vehicle that can facilitate change.

- We'll examine it after we look at **Culture**

## Notes

### CULTURE

**CULTURE** can be divided into five components.

- ▶ Norms
- ▶ Values
- ▶ Myths
- ▶ Beliefs
- ▶ Traditions

### CULTURE

- **Norms** -- informal rules of an organization, the “unwritten protocols”
- **Values** -- methods used by members to assess,  
Qualities  
Traits  
Behaviors of the organization

# Commander's Seminar

## Notes

### CULTURE

- ▶ **Myths** -- *legends or stories* that impact individual understanding of organization's inner workings
- ▶ **Beliefs** -- *interpretation* of how certain things work , "that's the way it's always been done"
- ▶ **Traditions** -- *expected* responses to significant events.  
"Retirement parties"

### CULTURE

The components of **Culture** are:

- ▶ Virtually impossible to quantify
- ▶ Difficult to clearly state
- ▶ Understood and addressed in the process of change

## Notes

### CLIMATE

**CLIMATE** describes the immediate environment.

7 factors contribute to the **Climate** of an organization.

- ▶ Leadership
- ▶ Historical forces
- ▶ Commitment
- ▶ Trust
- ▶ Communication
- ▶ Connectivity
- ▶ Strategies and Visions

### CLIMATE

#### Leadership

- ▶ Impacts **Climate** daily
- ▶ Sets expectations and behaviors of members
- ▶ Carefully plans how to implement changes
- ▶ Informs and communicates to get buy-in and commitment to change

# Commander's Seminar

## Notes

### CLIMATE

#### Historical forces

- Extremely strong influence
- Innovative = change is facilitated
- Status quo = negative impact on change

### CLIMATE

#### Commitment

- ▶ Sense of belonging
- ▶ Pride in the organization
- ▶ Greater pride = Greater support for change

## Notes

### CLIMATE

#### Trust

- Mutual respect and support between leadership and members
- Without it change is virtually impossible

### CLIMATE

#### Communication

Communication patterns and procedures have a major influence on **Climate** of an organization

- ▶ Communication flow
- ▶ Up as well as down
- ▶ Interdepartmental
- ▶ Tone
- ▶ Timeliness

# Commander's Seminar

## Notes

### CLIMATE

#### Connectivity

- ▶ Can be as simple or complex as the organization's **Climate** allows
- ▶ Influences open sharing of ideas and goals
- ▶ Reduces the silo effect, diminishes misunderstanding, dissatisfaction and a feeling of being left out

### CLIMATE

#### Strategies and Visions

Express the leaders ideas, goals, timelines, and methods to be used in making changes, a vision for the future

- ▶ Present = immediate change
- ▶ Future = longer term, strategically planned change

## Notes

### MANAGING CHANGE

Leaders must understand the organization's **Culture** and **Climate** both when implementing change

#### **Culture**

- ▶ respect traditions
- ▶ move slowly
- ▶ expose myths and false beliefs

### MANAGING CHANGE

#### **Climate**

- Lead by example
- Build trust
- Open communication
- Solicit buy-in and commitment



# Commander's Seminar

## Notes

### MANAGING CHANGE

Leaders must use a thoughtful approach in making change

- ▶ Research **Culture** and **Climate** influences
- ▶ State purpose and benefits of change
- ▶ Communicate persuasively

Remember that the **Culture** was created over the life of the organization and change will take both effort and time.

### REFERENCES

- ▶ George Carnahan, PHD, Dean of the School of Business, Northern Michigan University.
- ▶ Arnold Aho, MBA, Senior instructor Business Management, Personnel Management, Masters Program, Northern Michigan University.
- ▶ David Culpepper, MBA, CPA, PHD, Dean of the School of Accountancy, Assistant Dean of the School of Business, Northern Michigan University.

This is a brief synopsis of a paper submitted for my Masters preparation in 1972, these were my advisors.

## Notes

### Example in family changes

- Rosa Giacaloni and Michael Oshaugnessy want to get married.
- Facts to consider or not! You have to decide,
- Rosa comes from a Sicillian family and Michael from an Irish Family.
- Both families are Catholic.
- Both just graduated from college, Rosa will be a Nurse Practioner and Michael will be the new plant manager where Papa Giacaloni and Rosa's older brother Georgio work.
- Georgio is the Union Steward at the plant.
- Michael has been told that he needs to cut the work force from 680 employees by 10% because of automation being installed.

### To consider or not

- Sicillian families are traditionally Matriarchal and Irish families Patriarchal Papa thinks he is in charge but Mama reminds him she can burn the marina sauce!
- Michael's dad and brother own and operate the Irish pub across from the plant.
- Both families love the children and are looking forward to grandchildren.
- Papa Giacaloni has worked at the plant for 29 years one more year to retire.
- Rosa's uncle Tony "Jack" Giacaloni and Tony "The Pro" Provanzano were the last 2 people seen with Jimmy Hoffa before he disappeared.
- This is the first time Michael will be meeting Rosa's family and he wants to ask for permission to marry her.

# Commander's Seminar

## Notes

A lot to consider or  
not ?

Who does Michael  
talk to first and  
what should he  
include or not?

**? ? ? Questions ? ? ?**

***Thank You!***

# S.A.L. Fall NEC 2018



## Sons of The American Legion Resolution National Convention August 24-26, 2018

Page 1 of 2

**No. S.A.L. Resolution 1 – National Convention 2018**  
**Title: Update Membership Qualification ARTICLE IV – ELIGIBILITY Section 1**  
**Origin: Detachment of California**

**WHEREAS**, the Sons of The American Legion are proud members of The American Legion Family; and

**WHEREAS**, the members of the Sons of The American Legion are proud possessors of the heritage of their family's military service to the United States of America; and

**WHEREAS**, the members of the Sons of The American Legion are committed to the principles of service and mutual helpfulness to the veterans of military service as members of The American Legion Family; and

**WHEREAS**, the family structure in the United States of America has changed over time and is often no longer a nuclear family structure; and

**WHEREAS**, organizational changes have led the Sons of The American Legion to a position of a more independent body filled with dedicated and competent individuals with significant talents who are dedicated to the goals and ambitions of The American Legion; and

**WHEREAS**, members are presently forced to quit the organization if their living relative in The American Legion decides to forfeit his/her membership or allow the dues to go unpaid; and

**WHEREAS**, a prospective member of the Sons of The American Legion should not have to wait to have the qualified veteran die in order to honor their heritage; and

**WHEREAS**, we can streamline and tie the eligibility statement to the National Constitution for The American Legion and eliminate further amendments as it pertains to periods of service for the qualifying veteran to be used in membership in the Sons of The American Legion; and

**WHEREAS**, the preservation of the core principles of the Sons of The American Legion can and will be moved forward by the preservation of their membership and the expansion of their membership guidelines; now therefore be it

Const. Amendments Committee Recommendation

Approved ☐  
Rejected ☐  
Referred to: ☐ \_\_\_\_\_  
Other Action: ☐ \_\_\_\_\_

Commission / Committee, Chairman Name, Signature

Mark A. Tansel  
\_\_\_\_\_  
Mark A. Tansel (IN), Chairman  
Internal Affairs Committee

Constitutional Amendments Chairman Signature

John T. Jennings  
\_\_\_\_\_  
John T. Jennings (FL), Chairman  
Constitutional Amendments Committee

# Commander's Seminar



## Sons of The American Legion Resolution National Convention August 24-26, 2018

Page 2 of 2

No. S.A.L. Resolution 1 – National Convention 2018  
Title: Update Membership Qualification ARTICLE IV – ELIGIBILITY Section 1  
Origin: Detachment of California

**RESOLVED**, by the Sons of The American Legion in Annual Convention assembled in Minneapolis, Minnesota, August 24-26, 2018, to strike the verbiage, “of members of The American Legion, ...” from the first sentence in ARTICLE IV – ELIGIBILITY, Section 1; and be it further

**RESOLVED**, to replace the aforementioned stricken verbiage with, “of veterans who qualify for membership in The American Legion...”; and be it further

**RESOLVED**, to strike the verbiage, “..., and such male descendants of veterans who died in service during World War I, World War II, the Korean War, the Vietnam War, Lebanon, Grenada, Panama, and the Persian Gulf War, during the delimiting periods set forth in Article IV, Section 1, of the National Constitution of The American Legion, or who died subsequent to their honourable discharge from such service”; and be it finally

**RESOLVED**, to amend/change/update ARTICLE IV – ELIGIBILITY, Section 1 of the Sons of The American Legion Constitution to read, “Section 1 – All male descendants, adopted sons and stepsons of veterans who qualify for membership in The American Legion, shall be eligible for membership in the Sons of The American Legion.”.

### Const. Amendments Committee Recommendation

Approved ☐  
Rejected ☐  
Referred to: ☐ \_\_\_\_\_  
Other Action: ☐ \_\_\_\_\_

### Commission / Committee, Chairman Name, Signature

Mark A. Tansel  
\_\_\_\_\_  
Mark A. Tansel (IN), Chairman  
Internal Affairs Committee

### Constitutional Amendments Chairman Signature

John T. Jennings  
\_\_\_\_\_  
John T. Jennings (FL), Chairman  
Constitutional Amendments Committee

# S.A.L. Fall NEC 2018

## Notes

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

# Commander's Seminar

## Notes

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Volume Two of Two — The Detachment Commander Seminar



**Sons of The American Legion  
Detachment Commander Seminar  
October 2018 – Indianapolis, IN**