



2023-2024 Commander's Leader Guide

Danny W. Sample, Jr.
Commander
Department of Alabama





NO ONE DOES MORE FOR VETERANS.
1231 Carmichael Way, Montgomery, Alabama 36106
Phone 334-270-8399 Fax 334-270-9056
www.vfwal.org

MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars and Auxiliary

SUBJECT: 2023-2024 Welcome

Greetings!

As your Department Commander, I want to take this opportunity to welcome you into your leadership role with the Department of Alabama, Veterans of Foreign Wars. Whether your role is at the Department, District, or Post, you are what our membership looks to for guidance. We are the face of the Department of Alabama, but more importantly, we are the face of combat veterans in our community. The VFW cares deeply about our veteran community and the quality of life of those veterans by focusing on supporting the areas of education, camaraderie, as well as mental and physical health. We joined this esteemed organization because of camaraderie, service to our community, and our mission to advocate for veterans. As members and leaders, we can only accomplish our mission with the support of our families. Our family is our backbone, our support system. Involving our family in our mission only strengthens our resolve.

The year 2023-2024 brings incredible opportunities for us, our membership, and I am confident we are going to accomplish important things this year. We as leaders must provide mentorship, stability, and strength for our Post members /Auxiliary. We cannot slow down as the National Commander in Chief has challenged all Departments to 102%. We accomplish this goal through community activities, recruiting events, and primarily, taking care of veterans. My motto this year is "Every Day Better." This motto was important to me during my deployment to Iraq. It meant that what we do today will be better for all tomorrow. We are setting the stage for our Nation's future veterans and their families. We must do it together and with focus to make this day better than the last.

I want to thank you for your continued commitment and effort. Every one of us has a significant role to play in the work ahead and I am confident that together we will achieve remarkable things.

"EVERY DAY BETTER"

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Commander
Department of Alabama
2023 - 2024



VFW AUXILIARY

UNWAVERING SUPPORT FOR UNCOMMON HEROES®

Dear Veterans of Alabama,

I had not expected to ever hold the position of Department President again but am honored to step into this chair for our beloved sister Julia Vernor. I was blessed to be able to talk with her before her passing and got information on some of her ideas of what she wanted to do this year and I'm trying my best to do HER year, I had mine in 2008-2009, this is for Julie.

Much has changed in 15 years and much remains the same which is a good thing. If there ever was an example of mixing the "old" with the "new", it is the leadership in Alabama this year. I have 40 years of service to our organization but be clear on one thing, I am open to change, we MUST move forward in order to attract our younger Veterans, we MUST! I detest the statement "we have never done that before" or "we tried that and it didn't work". That is not in my vocabulary and in talking with Commander Sample, I am on the same page, look forward to growth, moving forward, working together with my Commander and with all of you!

Julie wanted sunshine in her theme so, Be The Sunshine For Our Veterans it is. She wanted her special project to benefit Veterans mental health, outside the VA system. That was a tall order but, I heard Kevin Russell address the Auxiliary at our National Convention, I knew without doubt that was Julie's project. Please see warriorhorse.net and you will hear more throughout this year and I hope all will support her project.

Our Auxiliary membership is at an all time low, we've lost so many auxiliaries in the past couple of years, our members are dying, so many each year and my focus is on membership, we're on life support here! Please sign up your family members. I realize many don't have time to devote to volunteering in your post and understand, especially young mothers however, we need them to be part of our organization! I will be seeing all at district meetings and will further discuss this.

My full support will be given to Commander Sample and this department so, please call on me for anything I can possibly help with.

God bless all of you, God bless our Country!

In VFW Service,

Patsy

Patsy Cole

Department President



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Veterans of Foreign Wars Mission Statement

"That the purpose of this Corporation shall be fraternal, patriotic, historical, charitable, and educational: to preserve and strengthen comradeship among its members; to assist worthy comrades; to perpetuate the memory and history of our dead; and to assist their surviving spouses and orphans; to maintain true allegiance to the Government of the United States of America, and fidelity to its Constitution and laws; to foster true patriotism; to maintain and extend the institutions of American freedom, and to preserve and defend the United States from all her enemies"



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Department of Alabama Commander's Vision

The Vision of our organization is to provide the very best service possible to our Veterans, their families, and our community. We are to operate in a manner which is socially, ethically, and patriotically responsible, that produces a high-quality service for our Veterans. We will continue to operate to nurture a strong, respectful relationship among all Veterans, families, the community, our State and National Government.

“Every Day Better”



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MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars

SUBJECT: Department Commander's Command Philosophy

1. Purpose: The purpose of this memorandum is to outline my command philosophy for the 2023-2024 Department of Alabama Veterans of Foreign Wars (VFW). I hope that members at all levels will read, understand and assist in implementing this philosophy.

2. We are members of an exclusive organization. We are a vital and integral component to assist fellow veterans, our community, State, and Nation in the endeavor of continuing to serve. Our contribution to this community is to recruit, train, and retain members of combat veterans of our Nation's military and to ensure our members are the best prepared for our Posts, Districts, and the State of Alabama.

3. Veterans are our reason for being in existence as a VFW, but more importantly, VFW members are our Nation's greatest assets to support current and future veterans. Many of the Veterans that our members may be supporting may find themselves unsure of what the future holds for them or they may have lost a sense of comradeship. Our members will assist in providing the belonging and servitude that we, as former Warriors, have been a part of our entire adult life.

4. The Alabama VFW should strive to be the best Department in the VFW organization. Our members will maintain the professionalism and patriotism standards that have been the Departments hallmarks in the past. There is no toleration for harassment or abuse at any level. I expect the membership and those elected leaders of the Department to be the epitome of the combat veteran: tough, competent and passionate. Command involvement and exceptional instruction are key mechanisms that will allow us to maintain these high standards. The mechanisms to accomplish the above are:

a. Discipline. No Post can hope to survive and be successful in the community without self-discipline and Post discipline. You must choose the hard right over the easy wrong.....every time, regardless of who is watching.

b. Focused training. The Department will continue to focus on ensuring that District provides the proper training that makes our Posts and members successful. We will also continue to evolve our school of instruction so that it best prepares Districts and Posts for proper operations in these challenging realities of the current and future needs of our members. Leaders at all levels must ensure we not only operate to the standard, but that we train the right tasks at every level (Post and District). I expect all leaders to continue to explore and recommend better ways to accomplish this objective.

c. Leader accountability. Leaders must be accountable for their actions and the

Alabama Department of Veterans of Foreign Wars
SUBJECT: Department Commander's Command Philosophy

actions of those that they lead, NO EXCUSES! We are not in this organization to sit by and be stagnant. We are here to support our veterans and their families. There is no room in this Department for leaders who do not want this responsibility.

d. Teamwork. This is how we accomplish the impossible. This is how we defeated a numerically superior enemy. This is how we help each other do what must be done. The synergistic effect of teamwork makes the whole greater than the sum of the parts.

e. Care for members and families. VFW members are our #1 resource and our most precious commodity. We cannot accomplish anything without them. The VFW Auxiliary is an integral part of Post, District, and Department success. We must ensure our members and their Families are supported so we can accomplish the mission at hand.

5. We must manage risk and ensure the safety of our membership. I will not second-guess Leader's decisions when it comes to providing a safe environment for all, both in Posts and in the community. Membership at all levels should ensure that everyone feels safe at all Post facilities and/or events.

6. There is no "back seat" in the Alabama VFW. Commanders, staff, our membership, and our Auxiliary members are equally important elements of the team. The Department will remain focused on supporting our veterans, their families, and our communities with great importance placed on the family and its wellbeing. Additionally, we are part of a larger team that includes over **1 million combat veterans** as part of the Veterans of Foreign Wars. Our relationships with one another will be professional and supportive.

7. Service with the Alabama VFW will be rewarding and enjoyable, and you will enjoy the professionalism and camaraderie of this organization. I feel extremely fortunate and very proud to be part of this Department.

"EVERY DAY BETTER"

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MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars and Auxiliary

SUBJECT: 2023-2024 Commander's Reading List

1. As leaders, learning never stops for us. We are placed in a position to lead, guide, and direct our membership. As members, we continue to learn to improve ourselves and support those leaders we have in place. Learning from various readings will help improve all of us with perspectives from business and military leadership.

2. The list below is a selection of books that I have found and have been recommended for anyone to read examples of leadership in both business and military. I encourage all members of the Department to read at least two of these books. You may even challenge your posts to a book for a discussion on leadership.

- a. Leader's Eat Last – Simon Sinek
- b. Leadership Secrets of Attila the Hun – Wes Roberts
- c. 12 Strong – Doug Stanton
- d. We Were Soldiers – LTG Hal Moore and Joe Galloway
- e. It's My Country Too – Jerri Bell and Tracy Crow
- f. 19 Stars: A Study in Military Character and Leadership – Edgar F. Puryear, Jr.
- g. The Defense of Hill 781 – James R. McDonough

3. Challenge yourself with this reading list as it is a way in which we as a group can "Make Every Day Better".

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MEMORANDUM FOR All Members, Department of Alabama, Veterans of Foreign Wars

SUBJECT: 2023-2024 Alabama Member Strength Maintenance Plan

1. Purpose. The purpose of this memorandum is to outline the steps and initiatives for implementation of a productive Strength Maintenance Plan for 2023 - 2024, which addresses recruitment, retention, and community relations for the Department of Alabama, Veterans of Foreign Wars. This plan will be updated quarterly to address any needs for modifications to ensure strength goals and issues for the coming year.

2. General. With the current situation of VFW eligible veterans having a lack of understanding the benefits to being part of the oldest combat veteran organization, recruiting and retention will continue to be a challenge. We are now in a rapidly changing environment and the leadership of this Department, from the District level to the Post level, must rededicate itself to increasing our membership numbers and retaining our current members. The responsibility of strength management shall extend from the Department Commander to the Post member.

3. Goals: The goals for this Department are:

- a. Increase overall strength to 102%.
- b. Increase Life memberships at the Post level by 2%.
- c. Increase Legacy Life membership at the Post level by 2%.

4. Post Recruiting and Retention Education. At least once a year, preferably during April or May, Posts will conduct a recruiter/retention workshop to ensure that membership has information at hand and Post members engage in the Post recruiting and retention program. During this workshop, all Post membership chairs, and Post members should be familiar with benefits, programs, and current priorities. The Commander will be responsible for coordinating the Post recruiting and retention efforts.

5. Community Relations. Leadership at all levels (Department, District, and Post), will continue being involved in community activities to enhance recruiting and retention. Commanders will contact local organizations, schools, and local governments to speak

MEMORANDUM FOR All Members, Department of Alabama, Veterans of Foreign Wars
SUBJECT: 2023-2024 Alabama Member Strength Maintenance Plan

at a minimum of two meetings per year. A generic presentation discussing the mission of The Veterans of Foreign Wars assists in communications.

6. Recruiting. The Department 2023-2024 Recruiting priorities are:

a. Strength. The Commander engages in recruiting at all levels. Leadership at all levels will demonstrate initiative-taking strength management through monthly strength gains and review of recruiting goals. It is therefore imperative that the Commander has 100% involvement from their Post.

b. Prospects. Focus necessary effort on having prospects at meetings and other events. Actively recruit prospects and provide meaningful programs to promote membership. The Commander will ensure the Membership Chairman will maintain a roster of all individuals interested in joining their Posts. Commanders will be prepared to discuss the status of these prospects at any time during a District or Council of Administration meeting. The use of the Department Recruiting Chair, the resident expert on processing members, is imperative.

c. Recruitment Meetings. Commanders will meet with their Post Membership Chair, not less than once per month and will communicate with the Department Membership Chair for guidance.

d. Recruiter Support. The Department will ensure there is no less than total support for the Membership Chairs. Post must support the recruiting and retention program in attitude and deed. It is essential that there is a combined team concept between the Department, District, and the Post ensuring maximum efficiency and results.

e. Recognition. Post and District Commanders will recognize individual members for their recruiting efforts. A letter of commendation or other appropriate award presented to each member who acquires new members for the Post. Commanders will ensure member recognition with presentation of appropriate VFW awards as it is a key to the success of the Post and will be a top priority for the leadership of the Post. Commanders give Members their awards at the first available time in Post or District meetings.

f. Media. Press releases are an excellent form of free advertising. Newspapers will commonly run most any story or picture furnished by the Post or District. The Department Leadership will monitor the local newspaper(s) for articles about the Posts and its activities. Please forward copies to the Department Headquarters so the chain of command will have a personal awareness of member accomplishments and prepare a personal acknowledgment. Examples of stories are:

MEMORANDUM FOR All Members, Department of Alabama, Veterans of Foreign Wars
SUBJECT: 2023-2024 Alabama Member Strength Maintenance Plan

- (1) New Post/District Officer installments.
- (2) A presentation to high school students.
- (3) Post activities to include Auxiliary events, parades,
- (4) A member receives an award or has a retirement event.

g. Quarterly Recruiting Events. To sustain year-round recruiting momentum, Posts should schedule a large-scale event during each quarter. Examples provided, but the Post will plan and conduct events suitable to their own areas.

- (1) 1st quarter - Post open house/family day/Christmas Dinner.
- (2) 2nd quarter – Membership tables at local stores or farmers markets
- (3) 3rd quarter – Gun show, Home, and Garden shows
- (4) 4th quarter – Cook-outs and Day of Service.

7. Retention. The Department and Post Commander monitor the management of retention. The goal is to maintain no less than 95% retention rate. Commanders must ensure every measurable means to retain a member.

a. Retention Management. Commanders will appoint a Post membership chair. The Membership Chair will appoint an additional member as the Post Retention assistant. The Commander and the Membership Retention will be prepared to discuss the status of any potential loss and the status of all members within six months of end of eligibility.

b. Sponsorship Program. Retention begins immediately upon membership to the post. Commanders will appropriately welcome each new member by assigning a sponsor prior to the first scheduled Post meeting after joining the Post. This sponsor will guide the new member through the first meeting to smooth the transition into the Post. A local checklist for the sponsorship program is critical to success.

c. Awards Program. Recognition for a job well done is the mainstay of any retention program: recognize and reward outstanding performance.

d. Auxiliary. Posts with an Auxiliary will ensure that sharing of ideas and functions are a priority.

MEMORANDUM FOR All Members, Department of Alabama, Veterans of Foreign Wars
SUBJECT: 2023-2024 Alabama Member Strength Maintenance Plan

e. Interviews. An effective retention program is based upon the membership and their needs. Open lines of communication to identify these needs and respond to them.

(1) The main objectives of the interviews are:

(a) Relate our concern for the member and the importance of the member in contributing to the success of the VFW mission.

(b) Establish trust between the leadership and the membership.

(c) Provide an opportunity to discuss problems and formulate workable, satisfactory solutions.

8. Quality Meetings and Conferences. Achieving and increasing our strength goal is imperative. All the recruiting and retention efforts in the world will not produce results if we do not challenge membership with quality meetings, Schools of Instruction and Conferences or other training. Commanders and leadership at Post and District levels will make every effort to ensure exciting and challenging meetings, instruction, and training for their members. Attendance at Conferences is an important link for membership to develop camaraderie and to learn from one another to continue to “make every day better” for Veterans and their families.

9. We are an organization that believes in the mission to support our Nation and its veterans with their families. We must continue to have our voices heard and membership is the foundation.

“Every Day Better”

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SUBJECT: 2023-2024 Conference Dates

The following dates are for District and Post for planning their yearly calendar. Meetings will occur at the Embassy Suites, Montgomery, AL. Conference attendee list, and hotel reservations will be on the Department of Alabama website. Agendas will be provided as they are finalized.

School of Instruction: Aug 17-20, 2023 (Department starts on 18 August)

Mid- Winter Conference: Jan 18-21, 2024

State Convention: June 7-9, 2024



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From 2023 National by Laws

Posts should arrange special ceremonies (yellow highlighted dates MUST have an commemoration scheduled) and all Commanders shall alert comrades to their obligations for appropriate commemoration of the following outstanding action dates in U.S. history:

THE DATES

January 27 - Signing of the Vietnam Peace Accord in 1973.

February 15 - Sinking of U.S.S. Maine, 1898.

February 28 - Liberation of Kuwait—Operation Desert Storm 1991.

March 24 - Start of Kosovo Campaign 1999.

March 29 - National Vietnam Veterans Memorial Day.

March 31 - End of Operation Restore Hope—Somalia 1995.

May 1 - Loyalty Day, annually.

May 8 - VE Day: German unconditional surrender signed, 1945.

May 30 - Memorial Day.

June 6 - D Day: Allied invasion of Europe, 1944.

June 14 - Flag Day.

July 4 - Independence Day.

July 27 - Signing of the Korean Armistice in 1953.

August 31 - End of Operation Iraqi Freedom 2010.

September 2 - VJ Day: Japan surrendered, 1945, ending World War II fighting.

September 11 - Patriot Day.

September, 3rd Friday - POW/MIA Recognition Day.

October 7 - Start of Operation Enduring Freedom - Afghanistan 2001.

October 18 - Recognition of Women in Military Service.

October 23 – Beirut Bombing.

November 11 - Signing World War I Armistice, 1918. Veterans Day.

December 7 - Pearl Harbor Day, since 1941



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MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars and Auxiliary

SUBJECT: 2023-2024 VFW Program Deadline Dates

The following dates are for District and Post in planning their yearly calendar regarding program deadlines. Point of Contact for Department Programs is Teresa Donahoe.

Smart/Maher Citizenship Education Teacher Award

*October 31, Entries to the Post
November 15, Completion of Post judging
December 15, Completion of District judging
*February 1, Department winners and reports due to National (to guarantee receipt for Department Convention presentation)

Voice of Democracy and Patriot's Pen

*October 31, Student entries to the Post
November 15, Completion of Post judging
December 15, Completion of District judging
January 10, Completion of Department judging.
January 15, District participation reports due to Department Chairmen*January 15, Department winners due to National*January 31, Department reports due to National.

Scout of the Year

*March 1, Scout entries to the Post
*April 1, Post entries to Department Scouting Chairman or Department HQs
*May 1, Department entry to National from Department Scouting Chairman or Department HQs

Community Service

*April 30, Post Special Project & Fred C. Hall Award Submission (Department to National)
*April 30, National Outstanding Community Service Post Submission(s) (Department to National)
*June 30, Community Service Reports Deadline

Public Servant National Award (Law Enforcement, Firefighter, Emergency Services)

January 1, Nominations due (from Post to Department)
*February 1, (to guarantee receipt for Department Convention presentation), Nominations due from Department to National

National Certificate of Recognition

April 1 (to guarantee receipt for Department Convention presentation), List due to National from Department



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*Required deadline (by VFW National Headquarters.) All other deadlines are set at the discretion of the VFW Department leadership. Post Chairmen, be sure to communicate with your District Chairmen to find out their official deadlines, and District Chairmen need to communicate with their Department Chairmen to find out their deadlines.



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MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars and Auxiliary

SUBJECT: 2023-2024 Non-Negotiables

1. As leaders, we must set the stage for success and being successful has some requirements that we must follow as a Veteran's of Foreign Wars. We took the oath to serve our Nation and its leaders when we joined the military. Being part of a VFW also has its oaths that we swore to abide. We must hold ourselves and our organization accountable to the laws of our Nation, State, and Community and the by-laws of the VFW.
2. The list below outlines the items that are required by our Department and National bylaws as well as what I, as your commander, require for our Department to be successful. Please take this list to heart as we lead from the front.
 - a. All four completed Quarterly Audits received by the Department.
 - b. Quartermaster Bond for submitted to Department.
 - c. IRS 990 Submitted to IRS and Department.
 - d. Election Reports submitted to Department
 - e. National and State Convention fees paid, and copies of the delegate form submitted.
 - f. Post officer attendance for Department / District / SOI meetings
 - g. Brick and mortar Posts MUST turn in copies of deeds to Department
 - h. Posts with canteens WILL COMPLY with Alabama ABC laws as well as submit a copy of liquor license and a plan to ensure profitability (SOP, etc.) to the Department
 - i. Any contract with an outside agency MUST be submitted to the Department for review prior to signing.
3. These processes are in place so that we as a Department, District, and Post can "Make Every Day Better".

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MEMORANDUM FOR All Members of Alabama Department of Veterans of Foreign Wars and Auxiliary

SUBJECT: 2023-2024 Strength, Weakness, Opportunities, and Threats (SWOT)

1. The following analysis was done with input from various leaders in our organization. They are areas that we as a VFW must address at all levels. We must step back and look around our communities as well as look deep inside our own organizations to look for ways to improve.

a. Strengths

- Relevance to Veterans
- Expertise / Leadership
- Partnerships
- Embedded in Communities

b. Weakness

- Social Media Outreach
- Posts not fulfilling their obligations as a VFW
- Lack of revenue sources
- Negative image "Smoky Bar" / "Biker Bar"
- Lack of communication

c. Opportunities

- Community outreach
- Sponsor youth athletic teams
- Local radio and TV
- National Night out in local communities

d. Threats

- Aging Membership
- Fundraising materials costs
- Bad Press
- Quantity of Partnerships vs Quality
- Social media veterans' groups

2. Please take this template for your Districts and Posts. This way we can look at ourselves in a way that we can "Make Every Day Better".

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ALL STATE CRITERIA FOR POST COMMANDER 2023-2024 (Judging June 1, 2024)

1. Post Commanders Bio MUST be received at HQ, not later than 1 October 2023. The Bio MUST include the commander's Post background, VFW eligibility, civilian job, and the name of the appointed chairperson for the following committees: Voice of Democracy, Patriots Pen, Service Officer, Veterans and Military Support and Membership.

2. Post must be GREATER than 102% in membership by the June 30th deadline.

3. Post must purchase required Buddy Poppies and provide documentation in the community service report as well as to the Department Buddy Poppy Chairman of a buddy poppy drive.

4. Post must have at least one (1) Command representative (Commander, Sr. Vice, or Jr. Vice) at each District meeting.

5. Quartermaster and Accountable Officers must be bonded by September 1.

6. Post must have all trustee audits on file at HQ by the end of the month they are due.

7. Post must conduct at least two (2) memberships drives.

8. Post Commander must have signed up two (2) new or reinstated members.

9. The post must have been satisfactorily inspected and the inspection report on file with the Department Inspector. The inspection must have met the satisfaction of the Department Inspector and Department Commander NLT 31 December.

10. The Form 990 Post / District IRS TAX FILING (entire document) verified on the Inspection Report and turned into the Department Quartermaster not later than December 31.

11. The Post Election Report must be completed and submitted prior to June 1, 2024.

12. The Post Commander, Quartermaster and a Trustee must attend the Department School of Instruction.

13. The Post Commander (Senior Vice or Junior Vice Commander in their absence) must attend the Department Mid-Winter Conference and Department Convention.

ALL OF THE ABOVE CRITERIA MUST BE COMPLETED TO BE MINIMALLY ELIGIBLE FOR "ALL STATE COMMANDER" IN ADDITION A MINIMUM OF 180 POINTS MUST BE ACCUMULATED UTILIZING THE BELOW LISTED CRITERIA:

1. **MEMBERSHIP:** (20) points awarded if GREATER than 102% by January 31, 2024

2. **VOICE OF DEMOCRACY:** maximum ten (10) points for submitting an entry to District for judging. This should be listed in the community service report.

3. **PATRIOTS PEN:** maximum ten (10) points for submitting an entry to District for judging. This should be in the community service report.

4. **NATIONAL CITIZENSHIP EDUCATION TEACHERS AWARD:** (10) points for each category submitted to District for judging, i.e., K-5, 6-8, 9-12, maximum of (30) points. *This should be listed in the community service report.*



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5. PUBLIC SERVANT: (5) points for informing the public of the program. (10) points for each category submitted to Department for judging, i.e., Police Officer, Firefighter, EMT. This should be reported in the community service report.

6. LOYALTY DAY PROGRAM: (25) points for post ceremony as reported in community service report. 7. POW/MIA: (25) points for post ceremony as reported on community service report.

8. SCOUTING & YOUTH PROGRAM: (5) points per joint event, up to (25) points total for activities reported on community service report.

9. COMMUNITY SERVICE REPORTS: (5) points for each quarterly submission. All American Dashboard online entries (recommended) and reports will be accepted)

10. SERVICE OFFICER REPORTS: (2) points for each submission (24) maximum. Cases must be filed through the DEPARTMENT OF ALABAMA VFW SERVICE OFFICE.

11. ADOPT-A-UNIT REPORTS: (10) points for each submission; (40) maximum.

12. VETERANS AND MILITARY SUPPORT: (5) points for each submission (25) maximum (must submit on proper V&MS report form).

13. CHAPLAIN REPORTS: (2) points for each submission (24) maximum (must submit on proper report form)

14. VETERANS AND MILITARY SUPPORT DONATION: (25) points. Any donation will suffice for All-State (minimum of \$100 to be eligible for ALL AMERICAN). Donations must be processed directly through VFW National V&MS by May 19, 2024.

15. SERVICE OFFICER PROGRAM DONATION: (25) points, a \$1.00 per member donation and must be received by State Quartermaster by May 19, 2024.

16. RECRUITING / MEMBERSHIP: Top recruiter – \$250.00; First Post – \$150.00 and First District – \$100.00 to reach 102%

ALL STATE CRITERIA FOR DISTRICT COMMANDER (Judging June 1, 2024)

1. District Commanders Post Commanders Bio MUST be received at HQ, not later than 1 October 2023. The Bio MUST include the commander's Post background, VFW eligibility, civilian job, and the name of the appointed chairperson for the following committees: Voice of Democracy, Patriots Pen, Service Officer, Veterans and Military Support and Membership.

2. The district must be 100% in membership by May 19, 2024, or having met all other criteria, must be 100% by June 30, 2024, which is the National Membership year. All membership criteria will be determined by MEMSTATS.

3. Must attend or send a representative to each Council of Administration meeting. (Commander, Sr. Vice-Commander, or Jr. Vice-Commander)

4. Quartermaster and Accountable Officers must be bonded by September 1, 2023

5. The district must have all trustee audits on file at HQ by the end of the month they are due.

6. District must conduct at least two (2) memberships drives.

7. District Commander must have signed up two (2) new or reinstated members.



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Phone 334-270-8399 Fax 334-270-9056

www.vfwal.org

8. The district must have been satisfactorily inspected and the inspection report on file with the Department Inspector. The inspection must have met the satisfaction of the Department Inspector and Department Commander NLT 31 December 2023.

9. Form 990 Post / District IRS TAX FILING (entire document) verified on the Inspection Report and turned into the Department Quartermaster not later than December 31, 2024.

10. The District Election Report must be completed and submitted prior to June 1, 2024.

ALL OF THE ABOVE CRITERIA MUST BE COMPLETED TO BE MINIMALLY ELIGIBLE FOR "ALL STATE DISTRICT COMMANDER" IN ADDITION A MINIMUM OF 100 POINTS MUST BE ACCUMULATED UTILIZING THE BELOW LISTED CRITERIA:

In Addition, the below listed criteria involving "POINTS" will determine the "ALL STATE"

1. **MEMBERSHIP:** (25) Points for 100% by January 31, 2024

2. **VOICE OF DEMOCRACY:** Max ten (10) points for submitting a District entry to Department for judging.

3. **PATRIOT'S PEN:** max ten (10) points for submitting a District entry to Department for judging.

4. **NATIONAL CITIZENSHIP EDUCATION TEACHERS AWARD:** (10) points for each category submitted to District for judging, i.e., K-5, 6-8, 9-12, maximum of (30) points. This should be listed in the community service report.

5. **PUBLIC SERVANT AWARD:** (10) points per category, i.e., Firefighter, Police Officer, EMT, submitted to Department for judging. Maximum of (30) point

6. **LOYALTY DAY:** (25) points for a Loyalty Day observation

7. **POW/MIA:** (25) points for District ceremony as reported on community service report.

EACH "ALL STATE" DISTRICT COMMANDER WILL RECEIVE A CAP, LAPEL PIN, AND DISTRICT CERTIFICATE

District Commanders are responsible for submitting a District Quartermaster resume to Department Headquarters prior to WHEN, for the Quartermaster to be eligible for "All State Status". QM will be "All State" only if Commander achieves "All State."

EACH "ALL STATE" DISTRICT QUARTERMASTER WILL RECEIVE A CAP, LAPEL PIN AND DISTRICT CERTIFICATE



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Commander's Biographical Summary

Name:

Contact number:

Email:

Post:

District:

VFW eligibility:

Civilian Work Experience:

Committee Chairpersons (phone and email):

Voice of Democracy:

Patriots Pen:

Service Officer:

Veterans and Military Support:

Membership:

“501(c)(19) veterans’ organizations also have the benefit of allowing their donors to deduct their charitable contributions on their federal income tax returns. However, at least 75% of the organization’s membership has to be made up of war veterans. The IRS defines “war veterans” as “persons, whether or not present members of the United States Armed Forces, who have served in the United States Armed Forces during a period of war.”

The biggest difference, then, is the specific group the organization serves. While 501(c)(3) organizations might serve some veterans, their main goal usually isn’t to serve *only* veterans. That’s where 501(c)(19) organizations come in!

Types of Organizations Exempt Under Section 501(c)(19)

As mentioned above, in order to qualify for 501(c)(19) exemption status, an organization must attempt to make life better for veterans. But the IRS does get a little more specific about the types of organizations that count under this exemption status:

- a post or organization of past or present members of the US Armed Forces
- an auxiliary unit or society of such post or organization
- a trust or foundation that benefits the post or organization.

The IRS gets even more specific about the activities of these organizations, which must be in operation specifically to serve one or more of these purposes:

- Support the overall welfare of veterans.
- Assist disabled veterans and current members of the US Armed forces and their dependents.
- Assist the widows and/or orphans of deceased veterans.
- Provide care (including entertainment!) to hospitalized veterans or members of the US Armed Forces.
- Create and run programs to uphold the memory of deceased veterans and comfort their survivors.
- Sponsor or assist with activities of a “patriotic nature.”
- Provide insurance benefits for members of the organization and/or their dependents.
- Provide recreational activities for members of the organization.

**EVERY DAY BETTER
COMMANDER'S SHIRT ORDER FORM 2023 – 2024**

Date: _____

MAIL, FAX OR EMAIL TO:
DEPT OF AL, VFW
 1231 CARMICHAEL WAY
 MONTGOMERY, AL 36106
 334-270-8399
 FAX 334-270-9056
 EMAIL –
 alvfw@yahoo.com

**The shirts will be burgundy with
white lettering**

**• ALL shirts are \$35.00 each,
• \$2.00 extra per "X" per shirt.**

• PLEASE PRINT ALL INFORMATION LEGIBLY

NAME	MEN'S LADIES	VFW/ AUX	POST	EMBROIDER ON LEFT CHEST UP TO 2 LINES	SIZE	QTY OF POLO	QTY OF S/S BUTTON UP	QTY OF L/S BUTTON UP	AMOUNT DUE

AMOUNT ENCLOSED _____ CHECK #: _____ CASH: _____ CREDIT CARD: _____

CREDIT CARD #: _____ CARD EXPIRATION #: _____ 3 DIGIT CODE ON BACK: _____

CREDIT CARD BILLING ADDRESS: _____ Phone number _____
 (STREET ADDRESS, CITY, STATE, ZIP)