

**DEPARTMENT OF PACIFIC AREAS
MEMBERSHIP PROGRAM
2023-2024**

**“LOYALTY, DUTY & HONOR”
“MEET THE CHALLENGE”**



**ALEXANDER FORES
COMMANDER**

Membership Goals

- Build a strong organization through recruiting new members while retaining our current membership, creating a solid baseline for the future.
- Work together to achieve VFW's goals. The VFW National Headquarters staff is available to assist in coordinating programs, developing membership initiatives, and building awareness among our membership and the entire veteran community.
- Achieve 102% in Membership
- For everyone to recruit at least one new member and then mentor that member.
- Increase membership drives and/or events.
- Develop new Posts and/or revitalize existing Posts.
- Increase Life Membership and Legacy Life Membership

Membership Objectives

The All-State Program yearly recognizes those high performing Districts and Posts within the Department of Pacific Areas (DPA) and their support of the DPA and National Programs.

Districts and Posts meeting all requirements by 15 April 2024 will be recognized at the DPA Convention in June 2024. Those not meeting all requirements until after 15 April 2024 will have until 30 June 2024 to meet all requirements will be recognized at the DPA Council of Administration (C of A) in December 2024.

All State District Commander

- District Quartermasters must be bonded in accordance with National By Laws.
- District and all Posts within the District must have successfully completed a DPA inspection.
- District must reach 100% in membership by 30 June 2024 as posted in National MEMSTATS (or 15 April 2024 for recognition at the DPA Convention if an in-person event).
- District must have submitted all quarterly Audits including March, June, September, and December to the DPA Quartermaster. Each Audit is due no later than the first day of the month following the month of the Audit. qmdpa@vfwpacific.org ALL audits must be into the DPA Quartermaster NLT 30 June 2024 Due dates are as follows:

Apr - Jun due to Department 30 Sept

Jul - Sep due to Department 31 Dec

Oct - Dec due to Department 31 Mar

Jan - Mar due to Department 30 Jun

- District must participate in the Voice of Democracy (VOD), Patriots Pen (PP) by submitting at least one entry per program to the DPA VOD/PP Chairman Gley for judging. In lieu of this requirement, the District may elect to send a \$100 donation per program using the VFW National Donation portal at: <https://heroes.vfw.org/page/22950/donate/1>. After donating, report the donation to the DPA VOD/PP/TA Chairman Gley at vodppdpa@vfwpacific.org.

- District must donate a minimum of \$100 to the National Veterans and Military Support (VMS) Program. The donation shall be made using the VFW National Donation portal at: <https://heroes.vfw.org/page/22950/donate/1>. After donating, report the donation to the DPA VMS Chairman Brad Ruszala at vmsdpa@vfwpacific.org.
- District must donate a minimum of \$100 to the National Home. The donation shall be made using the VFW National Home Donation portal at: <https://vfwnationalhome.org/donate/>. After donating report that donation to the DPA National Home Chairman Roscoe McGlynn nhcdpa@vfwpacific.org.

All State Post Commander

- The Post must be 100% in membership by the end of June 2024 as posted in National MEMSTATS (or 15 April 2024 for recognition at the DPA Convention if an in-person event).
- Post Quartermaster must be bonded.
- Post must have 1 new Legacy Life Member or upgrade his/her Legacy Membership.
- Post must have successfully completed the DPA Inspection.
- Post must have an appointed Service Officer.
- The Post Service Officer must attend mandatory DSO Training.
- Post must have submitted all quarterly audits including March, June, September, and December to the DPA Quartermaster qmdpa@vfwpacific.org. Each audit is due no later than the last day of the month following the month of the audit. ALL audits must be into the DPA Quartermaster NLT 1 June 2024. Due dates are as follows:
 Apr - Jun Audit is completed in Jul and due to Department 31 Aug
 Jul - Sep Audit is completed in Oct and due to Department 30 Nov
 Oct - Dec Audit is completed in Jan and due to Department 28 Feb
 Jan - Mar Audit is completed in Apr and due to Department 31 May
- Post must be current in monthly DPA Community Service Reports (CSR).
- Post must input minimum of 3 CSRs between May 2023 and April 2024. Point of contact is DPA Junior Vice Commander jvcdpa@vfwpacific.org
- The Post must participate in the Voice of Democracy (VOD), Patriots Pen (PP) by submitting at least one entry per program to the DPA VOD/PP Chairman Gley for judging. In lieu of this requirement, the District may elect to send a \$100 donation per program using the VFW National Donation portal at: <https://heroes.vfw.org/page/22950/donate/1>. After donating, report the donation to the DPA VOD/PP/TA Chairman Gley at vodppdpa@vfwpacific.org.
- Posts must participate in the Buddy Poppy program by purchasing 3 Buddy Poppies per member. There is an additional donation option available this year. Instead of buying the actual poppies, Posts can opt to donate \$125 for every 500 Buddy Poppies required. To place orders for poppies or make donations, please contact the DPA Quartermaster at qmdpa@vfwpacific.org.
- Posts must donate a minimum of \$100 to the National Home. The donation shall be made using the VFW National Home Donation portal at: <https://vfwnationalhome.org/donate/>. After donating report that donation to the DPA National Home Chairman Roscoe McGlynn nhcdpa@vfwpacific.org.

- Post Commanders will attend all District meetings. If unavailable, they will send a Post representative i.e., Senior Vice Commander, Junior Vice Commander or Post member to attend in the Post Commanders absence.

Judging

DPA Senior Vice Commander shall track all Posts and Districts and determine those who have met the minimum criteria. All Districts and Posts that meet the minimum criteria as stated above by 15 April 2024 will be considered for All State recognition at the DPA Convention (if an in-person event). All Districts and Posts meeting the minimum criteria by 30 June 2024 will be considered for recognition for All State at the DPA C of A in December 2024.

Awards for Districts or Posts named All State by 15 April 2024

- District Commanders: Receive All State Caps or \$50.00 stipend to the VFW Store and Awards/Installation banquet tickets paid by DPA for winner and a guest.
- Post Commanders: Airfare paid to and from Convention from home District. Receive All State Cap or \$50.00 stipend to the VFW Store and Awards/Installation Banquet Tickets paid by DPA for winner and one guest. Post Commanders residing in the country hosting the DPA Convention will receive a \$300 stipend to attend.
- All State Quartermasters will receive All State Cap or \$50.00 stipend to the VFW Store and a \$300 stipend if attending the DPA Convention.
- Awards for Additional Districts or Posts named All State by 30 June 2024
- District Commanders: Receive All State Caps or \$50.00 stipend to the VFW Store and DPA C of A Banquet Tickets paid by DPA for winner and a guest. If no longer a District Commander, airfare to and from the DPA C of A December 2024 will be paid. A Past District Commander residing in the country hosting the DPA C of A will receive a \$200 stipend if attending.
- Post Commanders: Receive Airfare paid to and from the DPA C of A 2024 from home District. Receive All State Cap or \$50.00 stipend to the VFW Store and DPA December C of A Banquet Tickets paid by DPA for winner and one guest.
- All State Quartermasters will receive All State Cap or \$50.00 stipend to the VFW Store and \$200 stipend if attending the DPA C of A in December 2024.

NOTE:

All State District and Post Commanders MUST attend all DPA business meetings (Other than Committee Meetings). Airfare awards are NOT transferable.

COMMANDERS GUIDE 2023-2024

Chain of Command Protocol

The Commander is the arbitrator of arguments and the judge in disputes. As a general rule, their decisions are considered correct until over-ruled by the Post meeting, the District, Department Commander or Commander-in-Chief. That being said, it is important to resolve issues at the lowest level possible. However, there are certain times when it is necessary to elevate your concerns to the next level.

- Local issues are not the responsibility of the District or Department Commander.
- Try to resolve them in-house.

- Never bypass anyone in the chain of command.
- If the alleged allegations involve the Commander, immediately notify the Commander next in the chain.
- Should there be irregular identified during a routine audit, any noted discrepancies must be reported immediately to the Post/District membership.
- If you believe that the problem cannot be resolved at your level or may result in a more serious situation by all means elevate your concerns to the next appropriate level (District and/or Department) Commander so they are not blindsided.
- A written report shall be generated for every investigation.
- The investigator or investigating committee will present their findings to the post membership, District Governing Body or Department Council as applicable.
- Record relevant issues in your minutes. Include the motion and the approval or disapproval as applicable.
- If the Post or District fails to act to correct noted deficiencies, immediately inform the Department Commander for further guidance.
- Issues brought before the Department Commander for action, shall be supported by all relevant documents. i.e., Investigation Report (with supporting documents), Copy of the Minutes showing approved action(s), and the Commanders recommendations.
- Educate yourself on the procedures for removing an elected officer of their duties.
- Post Level, MOP - Article II, Sec. 220
- District Level, MOP – Article IV, Sec. 420
- Educate yourself on the procedures for initiating disciplinary action and the members right to appeal. There is a fine line that separates the need for a simple corrective action and the need to initiate disciplinary action under Article IX. As an example: Misappropriation of funds is one of the offenses punishable by Article IX, Discipline. Do you simply remove the accused from office or Initiate Disciplinary action under Article IX? If initiated, it is imperative that proper procedures be followed.
- MOP -Article IX, Sec. 902 Provides a list of offenses recognized by the VFW that may be subject to Disciplinary Action.
- MOP – Article IX, Sec. 907 Provides a list of Penalties that may be imposed for those offenses.
- No member shall be subject to the penalties authorized in Section 907 unless such member has been advised in writing of the Charges and Specifications.
- Ensure any action taken is properly documented and withing the timelines specified in the MOP. Maintain a file copy of all correspondence to include receipts for certified mail (if applicable).
- Control Posts to Social-Media. Once it's posted the whole world knows.(Don't air your dirty laundry)

All Commanders are welcome to seek advice and guidance from the Department. If additional information is required or clarification is required, Department will reach out to National for assistance. We too have a Chain of Command.

DPA MEMBERSHIP PROGRAM

National Direct Dues Program

Our Department will participate in the National Direct Dues Program. This means the entire transmittal, along with the dues is sent directly to National for both annual and life memberships. The Posts will be paid their portion of the Life Membership and Annual dues from National.

Contact the Department Quartermaster or Department Senior Vice Commander for assistance.

VFW Online Dues Processing

Post Quartermasters are highly encouraged to submit their dues processing using the VFW Online Membership Systems.

New Post Institution Program Refund

Any new Post instituted during the year will receive a rebate of \$6.00 from the Department for each new and reinstated member listed on the final Charter Application form submitted to National. When the new Post is officially instituted and chartered – the Department Quartermaster will refund monies for those members shown on the Charter on the closing date (up to 90 days after the institution of the Post). The Life Membership stipend does not apply to the formation of a new Post.

Life Membership

Life membership recruiting is an important program and we will strive to encourage everyone to become a Life Member. We must be sure that all new and potential life members understand how strongly the VFW supports them, other veterans, and local communities. It goes without saying that without the recruiting of new members, our great organization will not be able to survive. Recruiting must begin at the Post level. It is up to each Comrade to do their part to ensure that our organization continues to grow. We have a proud legacy of leading the Veterans of Foreign Wars of the United States of America in membership recruitment throughout the years. Let's go out and show them that the best Department is right here in the Pacific Areas.

MEMBERSHIP RECRUITING REWARD PROGRAM

(Early Bird Program ends 30 November 2023)

Post and District Awards

- Posts with over 500 members at 100% plus 10 members will win one Life Membership or 1 Bronze Legacy Life Membership or a \$400 Stipend for its Post Membership Program.
- Posts with under 500 members at 100% plus 5 members will win one Life Membership or 1 Bronze Legacy Life Membership or a \$400 Stipend for its Post Membership Program.
- Districts with all posts over 100% membership will win one free Life Membership or a \$400 Stipend to use for membership recruiting.

Regular Recruiting Program

Individual Recruiter Awards

- 3-5 members - Commander's Pin & DPA Pin
- 10 members - \$25.00 gift certificate
- 25 members - \$50.00 gift certificate
- 50 members - \$75.00 gift certificate
- 100 members - \$100.00 gift certificate

Life Member Recruiting Program (Posts)

Posts at 500 and over members: For every 10 new or reinstated (N/R) Life Members recruited - 1 \$400 Stipend or 1 DPA paid Life Membership to be used for any membership program.

Posts under 500 members: For every 5 N/R Life Members recruited - 1 \$400 Stipend or 1 DPA paid Life Membership to be used for any membership program.

Annual Member to Life Member Conversion (for the year ending 30 June 2024)

- Posts who achieve 5 Annual Member to Life Member Conversions will be provided a \$250 Stipend.
- Post QMs will provide an email with the names of each of the 5 converted members to the DPA QM, DPA CDR, and the DPA SVC to claim the stipend.

Important Notes

- **Post/District/Department:** Membership must be at least 100 percent.
- **Post member cap,** any member in a Post that achieves All-American status can purchase a "Post Member" cap. Those members must be in the Post during the membership year.