

Department of Minnesota  
Veterans of Foreign Wars 2018-2019

# Membership Program



## **Minnesota Membership Program 2018-19**

The most valuable asset in any organization are the members who support the objectives of the organization and actively engage in achieving the goals that allow the organization to be successful. A defining standard for the Veterans of Foreign Wars has been a large and active membership base dedicated to serving veterans, their families and the communities in which we live.

Membership in the Veterans of Foreign Wars in recent years has been declining, both nationally and in the state of Minnesota, thus degrading our ability to provide the direct assistance to veterans and their families for which we are known and admired. The membership program for 2018-2019 will provide tools to assist you in recruiting, retaining and reinstating lapsed members. The success of this program will depend upon the efforts of each commander, quartermaster, elected officer, appointed officer and chairperson, and each comrade in good standing in the Department of Minnesota. It is the responsibility and obligation of each of us to reverse the decline in membership to ensure our organization continues to be relevant at all levels!

Minnesota last achieved 100% membership in 1992 ending a 35 year record of continuous membership growth. I challenge every comrade in the Department of Minnesota to reverse our decline in membership and take us back to 100% in 2019. On behalf of Commander Hanson, I thank you in advance for accepting this challenge and encourage you to be aggressive in your efforts to recruit, retain and reinstate!

If you have any questions regarding the membership program for 2018-19 please do not hesitate to contact me:

Chairperson – Dale Hoogeveen, (952) 448-3463 (H), (612) 325-2264 (C), [deh475@comcast.net](mailto:deh475@comcast.net)

### **Membership Program Outline**

1. The Department of Minnesota Veterans of Foreign Wars membership program for 2018-2019 will support the objectives of the National Membership Program with an incentive program designed to encourage and reward recruiting of new members, retention of existing members and reinstatement of lapsed members. Those objectives are:
  - a. Recruit new and recover unpaid members
  - b. Retain and mentor existing membership
  - c. Develop new posts and revitalize existing Posts
  - d. Increase Life Membership
  - e. Increase Legacy Life Membership
2. The goals of the membership program for 2018-19 are to:
  - a. Increase membership in each post by 5%
  - b. Increase life membership by 10%
  - c. Increase legacy life membership by 10%

- d. Ensure all veterans in the State of Minnesota are aware of the resources available through and programs sponsored by the Veterans of Foreign Wars
3. The State Membership Team consists of:
  - a. State Commander Tom Hanson
  - b. State Senior Vice Commander Chad Solheid
  - c. State Membership Chairman Dale Hoogeveen
4. The State Membership Team will contact each District Membership Chairman a minimum of once per month to be apprised of district and post efforts to recruit and retain eligible veterans/comrades. District membership chairpersons will have the opportunity to request assistance, to coordinate delivery of recruiting materials, to coordinate recruiting events and to request any assistance necessary to support recruiting and retention efforts in the district.
5. District Commanders will appoint a District Membership Chairperson who will serve as the primary point of contact for the State Membership Team. Additional comrades as needed by the District Membership Chairman will be appointed to assist as needed to conduct membership drives, staff recruiting booths, and conduct other activities in support of recruiting and retention efforts.
  - a. The District Membership Chair will contact each post in the district a minimum of once per month to ascertain the status of recruiting and retention in the District. This contact will provide the opportunity for posts to request any assistance needed in support of recruiting and retention efforts.
6. How to access MemStats
  - a. Open your web browser (Microsoft Edge, Google Chrome, Firefox, Mozilla, Apple Safari, etc.. ) and navigate to [www.vfw.org](http://www.vfw.org)
  - b. Click on Login (Located in upper right corner of screen)
  - c. If you have an account, log in with your email address and password
  - d. If you are a new user, click on Sign up with Troop (Located near the bottom of the Member Login window)
  - e. Scroll to Membership Quick Links and click on MemStats Report
  - f. Select the statistics you wish to review.
7. Post Categories for all membership awards and incentives for 2018-19 are:
  - a. Small 1-175
  - b. Medium 176-400
  - c. Large 401 and greater

# 2018 - 2019 Leaders Planning and Scheduling Guide

*(Tentative)*

Please do not schedule district meetings that conflict with this schedule.

## DUES NOTICE SCHEDULE: 90-60-30 Day Reminders

District Commanders should schedule their first meeting for  
as early in the year as possible.

2018	July 13-14	C of A	Sauk Rapids, MN
2018	July 21-25	National Convention	Kansas City, MO
2018	Sept 20-23	Cmdr-in-Chief Homecoming	Albuquerque, NM
2018	Sept 14-16	Fall Conference	Willmar
2018	Oct 19-21	Big 10	St Louis, MO
2019	Jan 17-20	Midwinter	Minneapolis (Marriott)
2019	Mar 2-6	National Voice of Democracy	Washington D.C.
2019	Mar 3-7	Legislative Conference	Washington D.C.
2019	TBD	Veterans Day on the Hill	St. Paul
2019	April 6	State Commander Testimonial	Willmar
2019	June 12-16	Convention/OTI	St Cloud
2019	July 12-13	July C of A (tentative)	TBA
2019	July 20-24	National Convention	Orlando, FL
2019	Sept. 13-15	Fall Conference	Mahnomen
2019	Oct. 18-20	Big 10 (tentative)	Nebraska
2020	Jan. 15-19	Midwinter	Minneapolis, (Marriott)
2020	June 3-7	Convention/OTI	Plymouth
2020	July 10-11	C of A (tentative)	TBA
2020	July 18-23	National Convention	Reno, NV
2021	July 31-Aug 5	National Convention	Baltimore, MD

## **“Bag a Member Competition”**

The competition portion of the membership program is titled “Bag a Member” and mimics a bean bag competition by awarding points for recruiting, retaining and reinstating members.

Post Categories for the “Bag a Member” competition are:

- a. Small 1-175
- b. Medium 176-400
- c. Large 401 and greater

Points will be awarded for recruiting, retaining, and reinstating comrades as follows:

- d. New Legacy Life Member at any level – Bronze, Silver, Gold - 4 points
- e. New Life Member 4 points
- f. Upgrade Legacy Life Member to Higher Level 3 points
- g. New Annual Dues Member 3 points
- h. Reinstated Lapsed Member 2 points
- i. Convert Annual Member to Life Member 2 points
- j. Renewed Annual Dues Member 1 point

Points will accrue quarterly and all point totals will reset to zero at the beginning of the second, third and fourth quarters of the year. A monetary prize of \$100 will be awarded to the top district and a \$50 monetary prize will be awarded to the top post in each category quarterly.

Post category will be established on the 1<sup>st</sup> day of each quarter utilizing Memstats. For purposes of this competition a post could be placed in a different category from the previous quarter depending on how successful their membership recruiting program was.

The top district in each quarterly competition will be awarded a \$100 stipend. The top post in each category quarterly will be awarded a \$50 stipend.

The “Bag a Member” Early Bird Contest winners will be determined by the cumulative total points earned in the 1<sup>st</sup> & 2<sup>nd</sup> Quarters. A \$250 stipend will be awarded to the winning district to be used to defray expenses for attendance at the National Legislative Conference by the District Commander, District Senior Vice Commander, or District Junior Vice Commander. A \$250 stipend will be awarded to the top three posts overall to be used to defray expenses for attendance at the National Legislative Conference by the Post Commander, Post Senior Vice Commander or Post Junior Vice Commander. If unable to attend, the district and post winners will be awarded a \$100 stipend to defray expenses at our State convention in June 2019.

## Post Level Award Opportunities

1. The Post Commander Early Bird stipend of \$150 will be awarded to each post commander whose post achieves 100% membership by January 1, 2019.
2. Post Year End Membership Award – A certificate and a \$100 stipend for the Post Relief Fund will be awarded to the Post with the most new and/or reinstated members. A certificate and a \$100 stipend will also be awarded to the top individual recruiter. (Quartermaster recruits must be verified by the Post Commander) (As of May 15, 2019)
3. Post Year End Membership Award - A certificate and a \$100 stipend for the Post Relief Fund will be awarded to the Post with the most life members recruited (including annual members converted to life membership). A certificate and a \$100 stipend will also be awarded to the top individual recruiter. (Quartermaster recruits must be verified by the Post Commander) (As of May 15, 2019)
4. Post Year End Membership Award - A certificate and a \$100 stipend for the Post Relief Fund will be awarded to the Post with the most new Legacy Life members recruited. A certificate and a \$100 stipend will also be awarded to the top individual recruiter. (Quartermaster recruits must be verified by the Post Commander) (As of May 15, 2019)
5. Post Year End Membership Award - A certificate and a \$250 stipend for the Post Relief Fund will be awarded to the Post in each category with the highest membership percentage. (As of May 15, 2019)
6. Post Commander Drawing – All posts achieving 100% by May 15, 2019 will be entered into the drawing for a \$250 stipend to be used to defray expenses at the State Convention. Three Post Commanders will be awarded.
7. Post All-American Commander – Each Post Commander who is awarded All-American status will be given two tickets to attend the State Convention Banquet on June 15, 2019.
8. Individual Recruiter Excellence Award – Each comrade in good standing who recruits 10 or more new and/or reinstated members will be awarded a \$250 stipend. Each comrade who recruits 5-9 new and/or reinstated members will be a \$100 stipend. Post quartermaster recruits must be verified by the Post Commander.
9. Post National Convention Award
  - a. Mid-Winter Conference – A \$1000 stipend to defray expenses for attending the National Convention in Orlando, FL, July 20-24, 2019 will be awarded to the Post Commander, Post Senior Vice Commander or Post Junior Vice Commander. All posts that achieve 100% membership before January 18, 2019 and are in good standing will be eligible for the drawing.
  - b. Veterans of Foreign Wars State Hockey Tournament - A \$1000 stipend to defray expenses for attending the National Convention in Orlando, FL, July 20-24, 2019 will be awarded to the Post Commander, Post Senior Vice Commander or Post Junior Vice Commander. All posts that achieve 100% membership before the opening game of the 2019 State Hockey Tournament and are in good standing will be eligible for the drawing.

- c. Year End Drawing - A \$1000 stipend to defray expenses for attending the National Convention in Orlando, FL, July 20-24, 2019 will be awarded to the Post Commander, Post Senior Vice Commander or Post Junior Vice Commander. All comrades who have recruited 10 new or reinstated members before May 16, 2019 and are in good standing will be eligible for the drawing. An additional entry will be awarded for each additional member recruited in excess of 10. Post quartermaster recruits must be verified by the Post Commander.
- d. A post can only win one National Convention Award. These awards are less any award presented by National for attendance at the National Convention in Orlando, FL, July 20-24, 2019. Total award will not exceed \$1000. If the winning Post Commander, Senior Vice Commander or Junior Vice Commander are unable to attend the National Convention in Orlando, Florida, the Post will be awarded a \$500 stipend to be placed in the Post Relief Fund.

## District Level Award Opportunities

1. District Commander Early Bird 100% - All district commanders achieving 100% membership before January 18, 2019 will be awarded a Gold Legacy Life membership (must be a life member to qualify). All district commanders achieving 100% membership from January 18, 2019 to June 11, 2019 will be awarded a Bronze Legacy Life membership (must be a life member to qualify)
2. The District Quartermaster Early Bird stipend of \$200 will be awarded to each district that achieves 92% in total membership before January 1, 2019 to defray expenses for attendance at the State Convention.
3. District Year End Membership – 100% Membership as of June 30, 2019. All District Commanders, Senior Vice Commanders and Junior Vice Commanders will be awarded a \$500 stipend to defray expenses for attending the National Convention in Orlando, FL, July 20-24, 2019. If only one Commander can attend, the officer will receive \$1000. If two Commanders attend, each officer will receive \$750 and if all three Commanders attend, each officer will each receive \$500. Commanders must attend the National Convention to receive the award. If no district has achieved 100%, a Certificate and a \$500 stipend will be awarded to the district with the highest membership percentage in the Department to be used to defray expenses for attendance at the National Convention in Orlando, FL, July 20-24, 2019 by the District Commander, Senior Vice Commander or Junior Vice Commander.
4. District Year End Membership – The district achieving the highest membership percentage (must be 100% or higher) for the membership year ending June 30, 2019 will be awarded custody of the “Big Red” flag for the ensuing year. “Big Red” will be displayed by the district having custody at the Department Fall Conference, Mid-Winter Conference, and State Convention in June 2019 at which time custody will either be awarded to another winning district or will be returned to the Department staff for safe keeping.
5. District All-American Commander – Each District Commander who is awarded All-American status will be given two tickets to attend the State Convention Banquet on June 15, 2019.



## Ambassador Program

One definition of ambassador is “an authorized messenger or representative”. Every member in good standing of the Veterans of Foreign Wars is an ambassador of our organization when we take the opportunity to represent our post to the public and to potential members.

Recruiting and retention efforts can be greatly enhanced by taking advantage of opportunities to represent the Veterans of Foreign Wars at events like car shows, gun shows, craft fairs, wedding fairs, employment fairs, county fairs, etc... .. Manned by post members and displaying pride in our organization will provide an avenue to recruit new members, reinstate former members and retain existing members. Upon request, Department will also dispatch a knowledgeable Past State Commander to assist your efforts.

Resources available to assist your recruiting efforts at these events include banners, table cloths, pamphlets and membership applications. Contact department at (651) 291-1757 or the membership chair at (612) 325-2264 to arrange for the materials desired for your event.

The Department of Minnesota offers reimbursement up to \$150.00 per event to offset the cost of booth space or other expenses required by the sponsored event. Additional funds are available from National as well – request details from Department. To claim reimbursement, send a copy of the event receipt to the Department Quartermaster AND to the Department Membership Chair at the following addresses:

Department of Minnesota Headquarters Rice Street Station P.O. Box 17146 St Paul, MN 55117	Dale Hoogeveen Department Membership Chair 1236 Vernon Drive Carver, MN 55315
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Photos taken at the event will also be greatly appreciated and will be used to further publicize your efforts on our website and social media pages. Please submit them in digital format with your event receipt(s).

Your efforts to successfully recruit, retain and reinstate members will be enhanced by reviewing the following subjects and Veterans of Foreign Wars programs to ensure you can promote the good work of our organization and to engage those potential members in meaningful conversation:

Veterans Services	National Security & Foreign Affairs	Americanism
Legislative Services	Nation Military Services Recognition	U.S. Flag Etiquette
VFW Action Corps	Voice of Democracy / Patriot’s Pen	Community Service
Buddy Poppy Program	Firearms Safety Training	

To adequately support the event and maximize your opportunities to recruit, we recommend a minimum of three comrades staff the booth. Share information about how your Post supports veterans, their families and our communities using the numerous programs promoted by the Veterans of Foreign Wars.

## 2018-2019 All-State Post Commander Program

All post commanders in the Department of Minnesota will have the opportunity to be named to the All-State Post Commander team. This esteemed achievement will be recognized by the award of the All-State Post Commander’s White hat, an All-State Post Commander lapel pin and \$100.00 to defray expenses for attending the State Convention. Commanders earning this distinction will be honored at the joint awards session during the 2019 State Convention. Additionally, one All-State Post Commander will be selected as the Captain of the All-State team and awarded a distinctive All-State Post Commander Captain hat.

A maximum of 20 Post Commanders may be selected for the All-State Post Commander team. A points system is used to determine who earns the award with points being earned as follows:

1. **Membership** – The post must achieve 100% Membership based on MEMSTATS “Prior Year” total to be eligible for All-State Post Commander honors. The faster your post achieves 100% the more points earned as follows:

Prior Year Post Size	Achieve 100% in the Month of							
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Category I (25-75)	12	10	8	6	4	3	2	1
Category II (76-175)	13	10	8	6	5	3	2	1
Category III (176-400)	14	11	9	7	6	4	3	2
Category IV (401-700)	15	12	10	8	7	5	4	3
Category V (701-1000)	16	13	11	9	8	6	5	4
Category VI (Over 1000)	17	15	13	11	9	8	7	6

Commanders will earn one (1) point for each full percentage point over 100%, or for every 2 members over 100%, whichever is greater. Deadline is April 30, 2019. Post Commanders will be notified by a congratulatory letter once the Post has achieved 100% membership.

2. **New and/or Reinstated Members** – Commanders will earn five (5) points for personally recruiting five new and/or reinstated members. Commanders will earn fifteen (points) for personally recruiting 10 or more new and reinstated members. Deadline is April 30, 2019.
3. **Officers Training Institute (OTI)** – Commanders will earn five (5) points for attending OTI conducted in conjunction with the State Convention or for attending a Department Sponsored OTI conducted in conjunction with a District Meeting. Commanders will earn five (5) points if their Post Quartermaster attends an OTI session and one (1) point for each post member who attends.

4. **Community Activities Reporting** – Commanders will earn one (1) point for each creditable Community Activities Report submitted on time by the Post or Auxiliary from April 2018 through March 2019. Commanders will earn three (3) points for submitting all twelve (12) monthly reports. Additionally, Commanders will earn three (3) points by submitting a creditable report for Americanism, three (3) points by submitting a creditable report for Safety, and three (3) points for submitting a creditable report for Youth Activities.
5. **Voice of Democracy/Patriot's Pen** – Commanders will earn (3) points for submitting a valid entry to their respective District's Voice of Democracy contest. Commanders will earn three (3) points for submitting a valid entry to their respective District's Patriot's Pen contest.
6. **Teacher of the Year** – Commander's will earn one (1) point for submitting a valid teacher of the year nomination to their respective District's Teacher of the Year contest. One point will be earned in each category, Grades K-5, 6-8, and 9-12, for which a valid entry is submitted.
7. **Buddy Poppies** – Commanders will earn eight (8) points by purchasing poppies in 2018-19 in a quantity equal to or greater than the post average number purchased the immediate previous three years. Commanders will earn two (2) points for purchasing poppies in a quantity of 250 or greater than the immediate previous year. Commanders will earn one (1) point for submitting an entry to their respective District Buddy Display Contest (held prior to the Mid-Winter Conference). Commanders will earn ten (10) points for purchasing ten (10) or more poppies per post member (as determined by MEMSTATS Prior Year Total on July 1, 2018)
8. **Legislative Affairs** – Commanders will earn one (1) point each for sending an introductory letter to your United States Representative, your United States Senators (2), your Minnesota State Representative and Minnesota State Senator. A copy of each letter must be sent to Department Headquarters to earn the points.
9. **Post Service Officer**- Commanders will earn three (3) points for appointing a Post Service Officer and reporting it on your Post Election Report.
10. **Hospital Program** – One (1) point will be awarded for submitting five (5) Hospital Reports on the Community Service reporting forms.
11. **Meeting Attendance** – Commanders will earn three (3) points for attending the State Fall Conference. Commanders will earn three (3) points for attending the State Mid-Winter Conference. Commanders will earn one (1) point for each District meeting attended. Attendance at these events will be confirmed by the registration sheets available at each event – if you attend ensure you sign in!

**Upon notification of selection to the All-State Post Commander's team you will be required to submit proof of eligibility (DD Form 214 or equivalent documentation) and other forms required by Department. Failure to respond will result in having this prestigious award revoked. Please do not allow that to happen to you!**

## 2018-2019 All-State Quartermaster Program

All post quartermasters in the Department of Minnesota will have the opportunity to be named to the All-State Post Quartermaster team. This esteemed achievement will be recognized by the award of the All-State Post Quartermaster’s White hat or an All-State Post Quartermaster lapel pin (selected by the awardee) and \$25.00 to defray expenses for attending the State Convention. Quartermasters earning this distinction will be honored at the joint awards session during the 2019 State Convention.

A maximum of 20 Post Quartermasters may be selected for the All-State Post Quartermaster team. A points system is used to determine who earns the award with points being earned as follows:

1. **Membership** – The post must achieve 100% Membership based on MEMSTATS “Prior Year” total to be eligible for All-State Post Quartermaster honors. The faster your post achieves 100% the more points earned as follows:

Prior Year Post Size	Achieve 100% in the Month of							
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Category I (25-75)	12	10	8	6	4	3	2	1
Category II (76-175)	13	10	8	6	5	3	2	1
Category III (176-400)	14	11	9	7	6	4	3	2
Category IV (401-700)	15	12	10	8	7	5	4	3
Category V (701-1000)	16	13	11	9	8	6	5	4
Category VI (Over 1000)	17	15	13	11	9	8	7	6

Quartermasters will earn one (1) point for each full percentage point over 100%, or for every 2 members over 100%, whichever is greater. Deadline is April 30, 2019. Post Commanders will be notified by a congratulatory letter once the Post has achieved 100% membership.

2. **New and Reinstated Members** – After the Post has achieved 100% membership, the Quartermaster will earn one (1) point for each new and/or reinstated member. Deadline is April 30, 2019.
3. **Audits** – Quartermasters will earn ten (10) points for submitting to Department Headquarters the Post Trustees Report of Audit within thirty (30) calendar days following the quarters ending September 2018, December 2018, and March 2019. Quartermasters will earn five (5) points for submitting to Department Headquarters the Post Trustees Report of Audit within forty-five (45) calendar days following the quarters ending September 2018, December 2018 and March 2019.

Exceptions will be made for those Posts with unique bookkeeping procedures if verified in writing by all current Post Trustees and the Post Commander.

4. **Meeting Attendance** – Quartermasters will earn three (3) points for attending the State Fall Conference. Quartermasters will earn three (3) points for attending the State Mid-Winter Conference. Quartermasters will earn one (1) point for each District meeting attended. Attendance at these events will be confirmed by the registration sheets available at each event – if you attend, ensure you sign in!
5. **Hospital/Campership Fund** – Quartermasters will earn three (3) points if Hospital/Campership Fund payment is made before October 1, 2018. Quartermasters will earn one (1) point if Hospital/Campership Fund payment is made before December 30, 2018.
6. **Quartermaster/Officer Bond** – Quartermasters will earn three (3) points if your Quartermaster/Officer Bond payment is received at Department Headquarters before October 15, 2018.
7. **Post Commander All-State Award** – Quartermasters will earn four (4) points if their Post Commander earns All-State Post Commander honors.

**Upon notification of selection to the All-State Post Quartermaster’s team you will be required to submit proof of eligibility (DD Form 214 or equivalent documentation) and other forms required by Department. Failure to respond will result in having this prestigious award revoked. Please do not allow that to happen to you!**

# VFW National Membership Program



B. J. LAWRENCE  
Commander-in-Chief

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### **Membership Mission**

To recruit, retain, and mentor a stable membership base, including all generations of veterans. To cultivate a membership that is well versed in institutional knowledge and actively involved at all levels of the organization and in the local community. To establish Posts with a strong tradition of service, leadership, and community outreach.

### **Introduction**

For the past several years, the VFW has been relatively successful in recruiting members aged 39 and younger. The only way to make this success permanent is to retain those members, recover past members, and recruit new members. We must improve the way we communicate with our members at all levels of the organization. Does your Post, District, State or Department have a newsletter, email, or an outreach team that visits fellow members? In many cases, we have lost touch with our members. We need to know who they are and what their needs are. Let us get back to basics—our first priority is taking care of our members and the veteran community as a whole.

### **Membership Goals**

- 1.** Build a strong organization for the future.
- 2.** Work together to achieve the VFW’s goals. The VFW National Headquarters staff is here to assist in coordinating programs, developing new membership initiatives and building awareness among our membership and the entire veteran community.

### **Membership Objectives**

- Recruit new and recover unpaid members
- Retain and mentor existing membership
- Develop new Posts and revitalize existing Posts
- Increase Life Membership



- Increase Legacy Life Membership

### Retention Defined

Although retention is ***not*** a prerequisite for the All-American program, it is extremely important to understand how retention is derived and the important role retention plays in accomplishing growth. The number of paid annual members in your Post on July 1 is the ensuing year’s “prior year total.” One more new or reinstated member is required to make up for each prior year annual member the Post fails to retain.

Your Post retention is derived from six types of payment components based on your prior year total of annual members:

- A prior year annual member pays his or her annual membership dues.
- A prior year annual member pays the life membership installment fee.
- A prior year annual member pays for life membership dues.
- A prior year annual member transfers to another Post and pays his or her annual membership dues.
- A prior year annual member transfers to another Post and pays the life membership installment fee.
- A prior year annual member transfers to another Post and pays life membership dues.

### Life Membership Amnesty

All life members who are reported deceased between July 1, 2018 and August 31, 2018, will be removed from the Post rolls and the Post’s prior year membership count will be adjusted accordingly.

### Recruiting Awards

- **5, 10, 15** Corresponding numbered member pin
- **25** Commander-in-Chief membership coin & citation
- **50** VFW leather travel bag
- **75** Commemorative medallion set
- **100** Century cap and citation

- **175** National aide-de-camp cap and citation

#### “LUCKY STARS” Member Drawing

Five (5) winners will be drawn and accompany the Commander-in-Chief on an all-expense paid trip May 06-12, 2019 along with their spouse or guest.

For any new/reinstated member recruited between July 1, 2018 and April 1, 2019:

- You will receive one (1) chance for every five (5) new/reinstated members recruited
- You will receive ten (10) additional chances for every increment of 25 new/reinstated members recruited
- **Attention Post and District Commander:**
  - ✓ You will receive ten (10) chances in recognition of 85%+ post and district retention

Drawing will take place **April 2, 2019**

- **All awards are non-transferable**

#### Department “First to Finish” Incentive

The Department Commander and Quartermaster along with a guest for each of the Department that is the first to attain 100% in membership will be awarded.

- **Round trip airfare, accommodations and transportation with transfers. To include three nights in Honolulu and four nights in Maui, Hawaii. Note: if Hawaii wins, CDR and QM with guest will win a trip of equal value.**

#### Early Bird Award—VFW Legislative Conference

The top three Post commanders and quartermasters and the top two District commanders in each division on Jan. 1, 2019 will be awarded:

- **A \$1,000 stipend to be used toward attending the VFW Legislative Conference, Washington D.C.**

#### Department Quartermaster Early Bird Incentive

For every Department that achieves 92% in membership by Jan 1, 2019; the Department Quartermaster will receive:

- **A VFW Henry 30-30 Caliber Rifle or a credit voucher of equal value, for use with Veterans Travel Services.**

#### Post Commander and Quartermaster – New & Reinstated Member Award

The top 10 Post commanders and quartermasters in each division who report more than 50 new and reinstated annual members by Jan. 1, 2019 will each be awarded:

- **A travel charger with the official VFW Commander-in-Chief logo.**

#### Kansas City Spree

The top two Post commanders and the top two District commanders in each divisions who achieve 100% membership by April 1, 2019 along with their spouse or guest, will be awarded:

- **Round-trip airfare to Kansas City, Mo., from the airport nearest the awardee's home.**
- **A fun-filled weekend (May 16-19, 2019) that may include but is not limited to touring, shopping, and a complete tour of the VFW National Headquarters.**

#### 100% Post, District & Department

A distinctive streamer will be awarded to every Post, District and State/Department that achieves 100% or greater in membership before July 1, 2019.

#### 100% Commander Drawing

Each Post and District commander that exceeds 100% in membership by June 1, 2019 will be placed in a drawing. 20 post commanders and 12 district commanders will be drawn to receive:

- **A \$1,000 stipend to be used toward attending the VFW National Convention.**

#### Post Commander and Quartermaster Division Challenge

For every ten (10) new/reinstated members recruited between July 1, 2018 and April 1, 2019; Posts will earn one chance for both Post Commander and Quartermaster to be entered into a drawing. One Post per Division will be drawn to receive:

- **A \$1,000 stipend each for Commander and Quartermaster to be used toward attending the VFW National Convention.**

### Legacy Life Membership Acquisition

Each Post that achieves the designated benchmarks of 25, 50 and 75 Legacy Life Members will be awarded:

- **A Legacy Society Post Proclamation.**

Each Post that achieves the distinctive benchmark of 100 Legacy Life Members by July 1, 2019, Commander or post representative will be awarded:

- **A \$1,000 stipend to be used toward attending the VFW National Convention.**
- **Reserved seating at the VFW National Convention joint opening session.**
- **Legacy Society Post Proclamation.**

### Elite Recruiter

Any VFW member who signs up 250 or more new and/or reinstated annual members by July 1, 2019, will be awarded:

- **A \$1,000 stipend to be used toward attending the VFW National Convention.**
- **Distinctive cap, citation, and name badge.**

### Recruiter of the Year

The VFW member who signs up the greatest number of new and/or reinstated annual members greater than 250 by July 1, 2019, will be awarded:

- **A \$1,000 stipend to be used toward attending the VFW National Convention.**
- **Reserved seating at the VFW National Convention joint opening session.**
- **Distinctive cap, citation, and name badge.**
- **Commander-in-Chief's Crystal Eagle.**

### New Post Development Department Award

For each new Post chartered, the Department Quartermaster will receive:

- **A \$250 credit from the VFW Store to be used towards necessary materials for the new Post.**

### All-American Leadership Criteria

***The All-American leadership program exists to recognize exceptional leadership, authentic accomplishment in membership growth and VFW core programs.***

#### All-American Post Leadership Criteria

- Greater than 50 members on July 1, 2019
- Membership greater than 100%
- Finish in the top 50 posts in your respective division
- Voice of Democracy - minimum of one entry advanced to District Judging (Overseas Post donate \$50 to National in lieu of entry)
- Patriots Pen - minimum of one entry advanced to District judging (Overseas Post donate \$50 to National in lieu of entry)
- National Citizenship Education Teachers Award – one entry advanced to District judging (Overseas Post donate \$50 to National in lieu of entry)
- Buddy Poppy- must purchase Buddy Poppies
- Hold a fundraiser with the proceeds going to National Veterans & Military Support Services, minimum of \$50
- National Veterans Service – Appoint a Post Service Officer

#### All-American Post Leadership Award

- Acknowledgment in *VFW Magazine*
- All-American Post citation
- All-American Post streamer
- All-American citation - Commander
- All-American name badge - Commander
- All-American cap - Commander - *\*Quartermaster may purchase cap*
- All-American lapel pin - Commander - *\*Quartermaster may purchase pin*
- The top **five** Commanders in each division will also receive:
  - **A \$1,000 stipend to be used toward attending the VFW National Convention.**
  - **Reserved seating at the VFW National Convention joint opening session.**

#### All-American District Leadership Criteria

- Membership greater than 100%
- Finish in the top 25 Districts in your division

- Voice of Democracy - minimum of one entry advanced to Department Judging (Overseas District donate \$100 to National in lieu of entry)
- Patriots Pen - minimum of one entry advanced to Department judging (Overseas District donate \$100 to National in lieu of entry)
- National Citizenship Education Teachers Award – one entry advanced to Department judging (Overseas District donate \$100 to National in lieu of entry)

#### All-American District Leadership Award

- All-American District streamer
- All-American District citation - Commander
- All-American name badge - Commander
- All-American cap - Commander - *\*Quartermaster may purchase cap*
- All-American lapel pin - Commander - *\*Quartermaster may purchase pin*
- The top **two** District Commanders in each division will also receive:
  - **A \$1,000 stipend to be used toward attending the VFW National Convention.**
  - **Reserved seating at the VFW National Convention joint opening session.**

#### All-American Department Leadership Criteria

- Membership must be greater than 100%
- Must conduct two Membership Recruiting events prior to May 1, 2019. A report of these events must be submitted to the Membership Department.
- Hold a Commander's Round-Up\* prior to Jan 1, 2019 with a report submitted to the Membership Department.
- One new post or increase the membership of three posts of 50 members or less to over 50 members by July 1, 2019
- **National Legislative Service**
  - Monthly National Legislative Service committee member/chairman reports must be submitted to National Legislative Service in Washington, D.C.
- **National Veterans Services**

- Must have a State/Department service officer and submit his or her name and contact information to National Veterans Services in Washington, D.C. by July 31, 2018
- Monthly National Veterans Services committee member/chairman reports must be submitted to National Veterans Services in Washington, D.C.
- **Programs**
  - Voice of Democracy - An entry advanced to national judging
  - Patriot's Pen - An entry advanced to national judging
  - National Citizenship Education Teacher Award – submit an entry in all three categories (K-5, 6-8, 9-12) and entries must advance to national judging
  - Veterans & Military Support Programs – Must complete a State/Department fundraiser and proceeds must be donated to: Veterans & Military Support Programs, Kansas City, MO

#### All-American Department Leadership Award

- All-American Department streamer
- All-American Department citation - Commander
- All-American name badge - Commander
- All-American cap - Commander - *\*Quartermaster may purchase cap*
- All-American lapel pin - Commander - *\*Quartermaster may purchase pin*
- \$1,000 stipend to be used toward attending the VFW National Convention
- Reserved seating at the VFW National Convention joint opening session

#### Conference Membership Award

The state/Department leading each conference will be entrusted with the conference membership colors for the following year. The 2018-2019 Conference winners will pick up the colors from the Membership Department at National Convention in Orlando, Fla.

The Conference with the highest membership percentage of the four Conferences will have their name and year engraved on a traveling trophy that will be presented by the Commander-in-Chief to the

Conference Chairman at the National Convention. This trophy will be entrusted to the Conference until the following National Convention. Post Membership Divisions and Minimum Qualifying Percentages

Division	Total Membership		Qualifying Percentage	# Eligible
1	750	And up!	Over 100%	50
2	356	749	Over 100%	50
3	246	355	Over 100%	50
4	185	245	Over 100%	50
5	143	184	Over 100%	50
6	112	142	Over 100%	50
7	88	111	Over 100%	50
8	68	87	Over 100%	50
9	51	67	Over 100%	50
10	1	50	Over 100%	50

### District Membership Divisions and Minimum Qualifying Percentages

Division	Total Membership		Qualifying Percentage	# Eligible
1	5,000	14,000	Over 100%	25
2	3,282	4,999	Over 100%	25
3	2,172	3,281	Over 100%	25
4	1,447	2,171	Over 100%	25
5	906	1,446	Over 100%	25
6	1	905	Over 100%	25

### Important Notes

- To receive stipends, awardees must be in attendance at designated events
- Only one National paid stipend per event (national convention, legislative conference, etc.)
- All awards are non-transferable
- The *Commander's Round-Up* program is for Department Commanders to visit Posts in their Department to get face-to-face time with their Post and District leadership and assist with membership development events. For further information about the *Commander's Round-Up*, please contact the Membership Department.