

I. District Succession

A. A committee selected by the Executive Committee (District officers, participating Post Commanders and past District Commanders) shall verify the qualifications of the following officers. The committee shall include the Commander and Adjutant.

B. Commander

1. The Commander shall be chosen by rotation from the Vice Commanders, preferably, and shall serve two one year terms.
2. The Commander shall attempt to complete the Legion College Course by the end of the first term.
3. The Commander shall serve at the pleasure of the Executive Committee.

B. Vice Commander

1. There shall be a Northern Vice Commander nominated by the Posts located in the three Northern counties of the District and a Southern Vice Commander nominated by the Posts located in the three southern counties of the District.

2. Qualifications

- a. To serve as Vice Commander, the member must have completed the Legion Basic Course and served as a Post Commander for two years.
- b. Preference will be given to members who have chaired the Americanism, Children and Youth, National Security, and/or Veterans Affairs committees.
- c. Preference will be given to members under 60 years of age.

3. The Vice Commanders shall be selected by and serve at the pleasure of the Executive Committee.

C. Adjutant

1. To serve as Adjutant, the member must have completed the Legion Basic Course and served as a Post Adjutant for at least four years.
2. The Adjutant shall be selected by and serve at the pleasure of the Executive Committee.

II. ***Membership***

A. Goals

1. The District Goal for 2022-23 is 97% of Department goal, for 2023-24 is 100%, and for 2024-25 is 103%.
2. The District shall focus its attention on assisting Posts to identify and overcome existing deficiencies.

B. Retention

1. Each Post Commander is responsible for retention activities focused on 1 – 3-year members.
2. Reach out to these members and keep them interacting.

C. Revitalization

1. The District Membership officer and Adjutant shall lead a District-wide revitalization per the direction of the Department.
2. At least one Post in each county shall be responsible for contacting identified vets.

D. Recruitment

1. Each Post Commander is responsible for recruitment activity.

2. Ask vets face to face to join, use Facebook, Twitter and the like, publish events in local papers, on radio and TV, invite vets and their families to meetings.

E. Outreach to Younger Vets

1. Mark Hummer and Brian Brashears shall organize a campaign targeting current and recent active-duty vets and those attending colleges in the District.
2. Ponya King and Angelia shall organize a campaign focused on increasing women vets' participation in the District.
3. The Post Commanders shall assist their efforts in any way possible.

F. Monitoring

1. The District Membership Officer shall monitor and assist all of these efforts.
2. Vice Commanders are to report on their area's activities at each District meeting, receiving input.

III. ***Americanism***

A. The USA is strongest when all citizens eligible to vote do so. While the Legion is not to advocate any political issues, "Get Out The Vote" efforts are fundamental to the Legion's purposes.

B. Each Post shall assist local efforts to get eligible citizens registered to vote and out to vote. Service at the polls on election days shall also be the focus of each Post.

C. The Vice Commanders shall monitor the Posts' progress and assist them with ideas and best practices.

IV. *Veterans' Affairs*

- A. Post 287 has very active Post Service Officers. They not only serve area vets, but also attract members. The District needs more of the same.
- B. The District VSO and the Post 287 PSO's shall identify and train at least three other PSO's in the District, two in the south and one in the north.

V. *Children and Youth*

- A. Veterans make up the backbone of this nation. It is critical that we advocate our ideals and programs to the youths in the District.
- B. The Children and Youth District officer shall assist all Posts to become more active in their local schools by contacting administrators, teachers and PTA's to develop programs that place members in the class room and on campus.
- C. The District officers for specific youth programs shall assure that their programs have a representative participation rate within the District. Not all Posts can do all programs, but all programs can be expanded by one in the District if the Posts try.

VI. *BE THE ONE*

A THROUGH Z. Every Post is responsible for learning what this is about and implementing it in their community. The Vice Commanders are responsible for assuring this is done. Too many vets are lost to suicide to fail on this.

VII. ***Redirecting***

A. Each Post is responsible for ceasing being a mere bar or restaurant or club. The failure to do so is the primary cause of our loss of membership and failure to grow. Each Post is the point of implementation of the American Legion in its community.

B. The American Legion is created by Federal Statue to further four primary purposes: help vets, assist national security, assist children and youth, and further Americanism. The primary point of contact to further those purposes are the Posts.

C. Posts are not selfish insular clubs.

D. Posts are not bars or card playing cliques. In fact, Posts must be separate legal entities from the bar (and restaurant) according to the Legion College.

E. If a Post is unwilling to rebrand BACK to furthering the Legion's purposes, the District will have to commence proceedings to take its charter back and replace it with a Post that will further those purposes.

F. Regular meetings with the formalities of the Legion's opening ceremony are to be held at least once a month by each Post.

G. Get into your communities and further the Legion's primary purposes. No more clubs.

VIII. ***Legion Family***

A. Posts are strongest and gain membership when the entire Legion Family (Legion, SAL, Riders and Auxiliary) is active.

B. The Riders representative shall establish the Riders at two new Posts.

C. The SAL representative shall establish the SAL at one new Post.

D. The Auxiliary is governed separately from the Legion. The District Membership officers shall assist the District Auxiliary's efforts to expand into new Posts.

IX. *Monitoring*

Every new Commander shall cause this plan to be reviewed and updated with the approval of the Executive Committee.