



*SONS OF THE AMERICAN LEGION*  
NATIONAL EXECUTIVE COMMITTEE

MINUTES OF THE  
NATIONAL COMMISSION AND  
NATIONAL COMMITTEE MEETINGS

OCTOBER 3-4, 2025

SHERATON INDIANAPOLIS CITY CENTRE HOTEL  
INDIANAPOLIS, INDIANA



Commission / Committee Name \_\_\_\_\_

Meeting Date \_\_\_\_\_

Meeting Time \_\_\_\_\_

Meeting Type      Virtual (call details) \_\_\_\_\_

and Location      In-Person (at site) \_\_\_\_\_

**Roll Call (indicate 'P' for present; 'E' for excused; 'A' for absent; 'V' for virtual participant to an in-person session)**

Chairman _____	Consultant _____
Vice Chairman _____	Consultant _____
Member _____	Consultant _____
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Scribe _____	NEC Liaison _____
Guests _____	

**Reading of the Previous Meeting Minutes**



Reports of Committees (if applicable)



**Reports of Members**



Reports of Members (continued)



Reports of Members (continued)



**New Business**



For the Good of the Sons of The American Legion

Motion to Adjourn \_\_\_\_\_ End Time \_\_\_\_\_

Scribe's  
Signature \_\_\_\_\_

Chairman's  
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**Reports of Members**



Reports of Members (continued)



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NEC Liaison \_\_\_\_\_

Scribe \_\_\_\_\_

Guests

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**Reports of Members**



Reports of Members (continued)



**New Business**



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# TAL (Division) Income Statement - Act vs 2024 Bud (USD-Filtered)

2024 Fiscal Year Final Actual vs Budget

033 - Sons of American Legion	<b>ACTUAL</b>	<b>BUDGET</b>
	<b>YTD</b>	<b>YTD</b>
	<b>2024</b>	<b>2024</b>
<b>Revenue</b>		
<b>Total Revenues</b>	<b>2,058,927</b>	<b>1,928,500</b>
<b>Gross Profit</b>	<b>2,058,927</b>	<b>1,928,500</b>
<b>Expenses</b>		
<b>Total Expenses</b>	<b>1,254,819</b>	<b>934,284</b>
<b>Net Operating Surplus/(Deficit)</b>	<b>804,108</b>	<b>994,216</b>
<b>Net Income</b>	<b>\$785,583</b>	<b>\$994,216</b>

***Financial information included in this report is for management use only. It does not constitute a financial statement and has not been subjected to audit, review or compilation by and independent Certified Public Accountant***

TAL (Division) Income Statement - Act vs 2025 Bud (USD-Filtered)

Through June 30, 2025

	<u>ACTUAL</u>	<u>BUDGET</u>
	<u>YTD</u>	<u>YTD</u>
	<u>2025</u>	<u>2025</u>
033 - Sons of American Legion		
<b>Revenue</b>		
<b>Total Revenues</b>	<b>1,011,018</b>	<b>1,000,002</b>
<b>Gross Profit</b>	<b>1,011,018</b>	<b>1,000,002</b>
<b>Expenses</b>		
<b>Total Expenses</b>	<b>390,994</b>	<b>511,841</b>
<b>Net Operating Surplus/(Deficit)</b>	<b>620,024</b>	<b>488,161</b>
<b>Net Income</b>	<b>\$615,620</b>	<b>\$488,161</b>

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NEC Liaison \_\_\_\_\_

Scribe \_\_\_\_\_

Guests

**Reading of the Previous Meeting Minutes**



**Reports of Committees**



**Reports of Members**



**New Business**



**Resolutions**



For the Good of the Sons of The American Legion

Motion to Adjourn \_\_\_\_\_ End Time \_\_\_\_\_

Scribe's  
Signature \_\_\_\_\_

Chairman's  
Attestation \_\_\_\_\_



Commission / Committee Name \_\_\_\_\_

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Guests

**Reading of the Previous Meeting Minutes**



**Reports of Members**



For the Good of the Sons of The American Legion

Motion to Adjourn \_\_\_\_\_ End Time \_\_\_\_\_

Scribe's  
Signature \_\_\_\_\_

Chairman's  
Attestation \_\_\_\_\_



Commission / Committee Name \_\_\_\_\_

Meeting Date \_\_\_\_\_

Meeting Time \_\_\_\_\_

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Scribe _____	NEC Liaison _____
Guests _____	

**Reading of the Previous Meeting Minutes**



**Reports of Members**



For the Good of the Sons of The American Legion

Motion to Adjourn \_\_\_\_\_ End Time \_\_\_\_\_

Scribe's  
Signature \_\_\_\_\_

Chairman's  
Attestation \_\_\_\_\_



Commission / Committee Name Membership & Squadron Activities Meeting Date 10/03/2025

Meeting Time 8:00pm

Meeting Type  Virtual (call details) Business Meeting  
and Location  In-Person (at site) Fall NEC-Indianapolis, IN

**Roll Call (indicate 'P' for present; 'E' for excused; 'A' for absent; 'V' for virtual participant to an in-person session)**

Chairman	<b>P</b> Harl "Butch" Ray (IL)	Consultant	<b>P</b> Jimmy Edwards (IN)
Vice Chairman	<b>P</b> Jason Miller (MD)	Consultant	<b>P</b> Gary Manwell (AZ)
Member	<b>P</b> Matthew Krupco (KS)	Consultant	
Member	<b>P</b> Jason Pepe (PA)	Consultant	
Member	<b>P</b> George Gray (GA)	Consultant	
Member		Consultant	
Norththeast Chair.	<b>P</b> Henry Hasselhan (NJ)	Consultant	
Norththeast Chair.	<b>P</b> Scott Williams (VA)	NEC Liaison	<b>P</b> Marc Chaney (OR)
Central Chair.	<b>P</b> Phil Stander (IL)	NEC Liaison	<b>E</b> Jack Youngs (ID)
Southwest Chair.	<b>P</b> Casey Hanson (SD)	NEC Liaison	<b>E</b> Juan Cruz-Rodriquez (PR)
West Chair.	<b>P</b> Matt Griffis (AZ)	NEC Liaison	<b>P</b> Terry Hanson (SD)
Scribe	<b>E</b> Michael Brison (MD)	NEC Liaison	<b>P</b> Robert Phillips (NJ)

Guests Leading Candidate Thom Skelley (TX); Trailing Candidate Mike Monserud (IA); NVC-N Jeremy Revell (VT); NVC-S Bryan Hine (TN); NVC-C Steve Honigfort (OH); NVC-M Chris Casey (NE); NVC-W Frank Meraz, Jr. (CA)

See attached for additional guests.

**Reading of the Previous Meeting Minutes**

N/A



Reports of Committees (if applicable)

Harl "Butch" Ray, Chairman:

Ray stated National Membership & Squadron Activities is a committee under the Internal Affairs Commission. Although the proposed theme has not yet been approved it most likely will be following the upcoming Internal Affairs Meeting. This year's proposed theme is ABC easy as 1,2,3. ABC- "Always Buddy Check", 1- Recruit one new member to The American Legion (Get a "I Got One" shirt at recruiters expense.) 2- Recruit one new member and renew one member to the SAL (Get our external gratitude). 3- Sign up 3 for the Legion, 3 for the Auxiliary and 3 for the SAL (Get a "Family Three" pin)

42,000 members did not renew for 2025. Buddy Checks are imperative. Scripts on how to conduct Buddy Checks will be provided to assist Squadrons in the near future.

The membership goal for 2026 is 409,244 members. Goals were provided to all Detachments in August. This goal number represents a modest 0.97 percent increase over the 400,000 member goal.

Retention will be the number one focus this year. We need to push to reach over a 90 percent retention rate. Again, Buddy Checks (ABC) will be structured with scripts where you will be checking on the members well-being, be missed and not just calling to collect dues. Member engagement is a must. It has been requested that the Consolidated Squadron Reports be broken down by Detachment and provided to them as a recruitment tool to showcase what the Squadrons across the Detachment have accomplished.

Discussion was made to align our National Membership Goals closer to the American Legion Goals to encourage members to renew earlier as Membership Cards expire on December 31st. Marc Chaney (OR) provided feedback that The American Legion has a PUFL program which allows them to have those higher goals.

Last year's accomplishments were reviewed including but not limited to reaching 400,000 members and submitting multiple resolutions regarding the Blue Brigade Award, Recruiter of the Year, Squadron Commander of the Year and Triple Nickel.

A Squadron Activities Toolkit is being worked on with suggested activities.

It was discussed that Membership Renewal Notice dates should be sent out earlier.



### Reports of Members

Steven Honigfort, National Vice Commander Central:

The Central Region has had a slow and steady start. Honigfort mentioned the Detachments are tired from working last year working to reach that 400k but keeping the pressure on.

Phil Stander, Regional Membership Rep Central:

Central Region is currently sitting at third place with Illinois and Wisconsin leading the region. Buddy checks are being encouraged and the region is keeping the momentum going.

Chris Casey, National Vice Commander Midwest:

On the Regional Call the Detachments are doing many great things. The Midwest Region always does well with retention.

Casey Hanson, Regional Membership Rep Midwest:

History has shown that those who do not hit the membership goals from the start will not reach them moving forward. Five Detachments have already met the 25 percent goal. Detachments are being challenged to reach 90 percent by December 31st. An award will be given to the first Detachment to do so. This provides an incentive to get Detachments closer to meeting that goal. Ray also suggested incentives such as early birds and discounts for paying early.

Henry Hasselhan, Regional Membership Rep Northeast:

The Northeast Region is in last place, however the Region is number two for the number of members for 2026. Buddy Checks need to be conducted as a retention tool. New Jersey has already reached the 25 percent goal.

Jeremy Revell, National Vice Commander Northeast:

The Northeast is notorious for having a slow start due to so many members. Many of the Detachments have a "Secret Sauce" and we need to collect that information and share it with all Detachments.

Bryan Hine, National Vice Commander Southeast:

Regional Rep Scott Williams is doing a great job. 8,600 members ahead of this time last year.

Scott Williams, Regional Membership Rep Southeast:

The Southeast is first place with Louisiana, Alabama and Georgia all above goal.



Reports of Members (continued)

Thom Skelley, Leading Candidate for National Commander:

Soon kids will be knocking on your door to collect candy. Everyone in the room are the kids who need to go out and collect the candy (the members). Last year 120-150 Individual Recruitment Award Pins were handed out. We need to do better and get those members to earn their pins. These pins can also be used as a conversation starter to engage members. To retain members we need to find their purpose. Members are not being engaged. What do they like to do? Drive their purpose. Member Engagement Teams are a good way to make sure those new members are being mentored and engaged. Assign someone to them to keep them from walking out the door.

Mike Monserud, Trailing Candidate for National Commander:

If we do not have membership, we do not exist. Everyone can recruit one person. Re-think how you work your programs and think outside of the box. Focus on Children & Youth. Those younger members are needed. In your communities, find something that creates visibility. We need to go get new members, they are not coming to us. If you work the programs, they will work for us. Membership through mentorship. We lose members between 2-3 years, we need to engage our members and get them involved. We must communicate and everyone must continue to get the information out.

Frank Meraz, National Vice Commander West:

Matt Griffis is doing a great job as membership rep. The top two Detachments are the Philippines and Hawaii.

Matt Griffis, Regional Membership Rep West:

We must be motivators and motivate the Detachments and Squadrons. 7 out of 15 Detachments are already above 25 percent and 3 are close behind. Some need to be motivated. Gary Manwell of Arizona is continuing his Backpack Laptop Program and the package costs \$300. Griffis indicated he would personally be purchasing one backpack for each Detachment.

Harl "Butch" Ray, Chairman:

Butch's Bullet Points will continue each month. Everyone is encouraged to share. 52 percent of Posts do not have Squadrons. Check with your Detachments. Visit the Posts and let them know what we can do for them.

Committee Members were provided with their sub-committee assignments. Anyone who feels it is not a good fit or they have other interests to please reach out.



For the Good of the Sons of The American Legion

Motion to Adjourn N/A End Time 1900

Scribe's  
Signature Jason C Miller

Chairman's  
Attestation \_\_\_\_\_



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**Reading of the Previous Meeting Minutes**



**Reports of Members**



**New Business**



For the Good of the Sons of The American Legion

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**Reading of the Previous Meeting Minutes**



Reports of Committees (if applicable)



**Reports of Members**



Reports of Members (continued)



**New Business**



For the Good of the Sons of The American Legion

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**Reading of the Previous Meeting Minutes**



**Reports of Committees**



**Reports of Members**



Reports of Members (continued)



For the Good of the Sons of The American Legion

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Scribe \_\_\_\_\_

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**Reports of Members**



Reports of Members (continued)



**New Business**



For the Good of the Sons of The American Legion

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Signature \_\_\_\_\_

Chairman's  
Attestation \_\_\_\_\_



*SONS OF THE AMERICAN LEGION*  
NATIONAL EXECUTIVE COMMITTEE

NATIONAL COMMISSION AND  
NATIONAL COMMITTEE MEETINGS

APPENDIX

October 4-5, 2025

SHERATON INDIANAPOLIS CITY CENTRE HOTEL  
INDIANAPOLIS, INDIANA

**The Sons of The American Legion  
National Executive Committee**

**Held on  
May 3-4, 2025  
Resolution**

Page 1 of 2

**No.: SAL Resolution 4 - Spring, 2025  
Title: 100% Membership Award  
Origin: Membership and Squadron Activities Committee**

WHEREAS, The National Membership Committee needs to establish and implement an incentive program to reward those Detachments that attain their 100% Membership Goal by the established May target date; and

WHEREAS, Each Detachment Commander is the driving force for membership in his Detachment; now, therefore, be it

**RESOLVED, By the National Executive Committee of the Sons of The American Legion in regular meeting assembled in Indianapolis, Indiana on May 3-4, 2025, that the National Executive Committee hereby authorizes the awarding of a \$100.00 Gift Certificate from National Emblem Sales to each Detachment Commander that attains 100% membership by the May target date; and be it further**

**RESOLVED, That the gift certificate be used by November 30 of the year awarded, and must be used at one time and cannot be used at National Convention or Department Convention locations; and,**

**RESOLVED, That Resolution No. 4 (NEC, Oct. 1991, Subject: "100% Membership Award") be, and is hereby, rescinded; and, be it finally**

SAL Subcommittee on Resolutions Recommendation

Approved  with changes  
Rejected   
Referred to:   
Other Action

SAL Resolutions Chairman Name and Signature

signature required

Nedley C. Fox - meeting on 10/03/2025

NEDLEY C. FOX, Chairman  
SAL Subcommittee on Resolutions

SAL Committee, Chairman Name, and Signature

signature required

Daryl VerStreate, Jr. - meeting on 05/02/2025

DARYL VERSTREATE, JR., Chairman  
SAL Membership and Squadron Activities Committee

SAL Commission, Chairman Name, and Signature

signature required

William G. Hill - meeting on 10/04/2025

WILLIAM G. HILL, Chairman  
SAL Internal Affairs Commission

SAL Finance Commission Chairman Name and Signature

signature required

Jeffrey Van Horn - meeting on 10/04/2025

JEFFREY VAN HORN, Chairman  
SAL Finance Commission

The American Legion Finance Commission Recommendation

Approved   
Rejected   
Held for Further Study

GAITHER M. KENNER, JR., Chairman  
Finance Commission, The American Legion

**The Sons of The American Legion  
National Executive Committee**

**Held on  
May 3-4, 2025  
Resolution**

Page 2 of 2

**No.: SAL Resolution 4 - Spring, 2025  
Title: 100% Membership Award  
Origin: Membership and Squadron Activities Committee**

**RESOLVED, That this resolution shall take effect immediately following the acceptance of this resolution by The American Legion and Sons of The American Legion National Executive Committee; to be awarded at the 2025 2026 Sons of The American Legion National Convention in ~~Tampa, Florida~~ Louisville, Kentucky.**

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SAL Subcommittee on Resolutions Recommendation

Approved  with changes  
Rejected   
Referred to:   
Other Action

SAL Resolutions Chairman Name and Signature

signature required

Nedley C. Fox - meeting on 10/03/2025

NEDLEY C. FOX, Chairman  
SAL Subcommittee on Resolutions

SAL Committee, Chairman Name, and Signature

signature required

Daryl VerStreate, Jr. - meeting on 05/02/2025

DARYL VERSTREATE, JR., Chairman  
SAL Membership and Squadron Activities Committee

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SAL Commission, Chairman Name, and Signature  
signature required

William G. Hill - meeting on 10/04/2025

WILLIAM G. HILL, Chairman  
SAL Internal Affairs Commission

SAL Finance Commission Chairman Name and Signature  
signature required

Jeffrey Van Horn - meeting on 10/04/2025

JEFFREY VAN HORN, Chairman  
SAL Finance Commission

The American Legion Finance Commission Recommendation

Approved   
Rejected   
Held for Further Study

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GAITHER M. KENNER, JR., Chairman  
Finance Commission, The American Legion

**The Sons of The American Legion  
National Executive Committee**

Held on  
May 3-4, 2025  
**Resolution**

Page 1 of 1

**No.: SAL Resolution 12 - Spring, 2025**  
**Title: Veterans and Children's Fund (VCF) Donation**  
**Origin: Finance Commission**

WHEREAS, in the 1970s a Sons of The American Legion Liability Account was established as a restricted fund in the event of emergencies such as membership decline, etc., and temporary funds were needed to meet expenses; and

WHEREAS, the National Executive Committee of The American Legion in regular meeting assembled in Indianapolis, Indiana, May 4-5, 2005 by NEC Resolution No. 6 established a ceiling of \$500,000 (with a variance of +/- 1.5%) for the Sons of The American Legion Liability Fund Account for each budget year ending in the month of December and be reviewed annually by the Internal Affairs Commission of The American Legion at the Spring meetings for adequacy and from a fiscal management viewpoint; and

WHEREAS, the Sons of The American Legion Restricted Fund is presently over the variance established; now, therefore, be it

**RESOLVED, by the National Executive Committee of the Sons of The American Legion in regular meeting assembled in Indianapolis, Indiana on May 3-4, 2025, that a donation in the amount of Two Hundred Fifty Thousand Dollars (\$250,000) be made to The American Legion Veterans and Children's Foundation (VCF); and be it further**

**RESOLVED, that the funds for this purpose be taken from the SAL Liability Account (~~Account # 2118~~), Sons of The American Legion restricted fund.**

SAL Subcommittee on Resolutions Recommendation

Approved  with changes  
Rejected   
Referred to:   
Other Action

SAL Resolutions Chairman Name and Signature

signature required

Nedley C. Fox - meeting on 10/03/2025

NEDLEY C. FOX, Chairman  
SAL Subcommittee on Resolutions

SAL Commission, Chairman Name, and Signature

signature required

William G. Hill - meeting on 10/04/2025

WILLIAM G. HILL, Chairman  
SAL Internal Affairs Commission

SAL Finance Commission Chairman Name, and Signature

signature required

Jeffrey Van Horn - meeting on 05/02/2025

JEFFREY VAN HORN, Chairman  
SAL Finance Commission

The American Legion Finance Commission Recommendation

Approved   
Rejected   
Held for Further Study

GAITHER M. KENNER, JR., Chairman  
Finance Commission, The American Legion

**The Sons of The American Legion  
National Executive Committee**

Held on  
October 4-5, 2025

**Resolution**

Page 1 of 1

**No.: SAL Resolution 1 – Fall 2025**  
**Title: Rename of the Public and Media Communications Commission**  
**Origin: Internal Affairs Commission**

**WHEREAS**, the Sons of The American Legion currently maintains a standing commission titled “Public and Media Communications Commission”; and

**WHEREAS**, The American Legion commission overseeing the same area of responsibility is titled “Media and Communications Commission”; and

**WHEREAS**, alignment in nomenclature between The American Legion and the Sons of The American Legion commissions promotes consistency, clarity, and organizational unity; now, therefore, be it

**RESOLVED**, by the National Executive Committee of the Sons of The American Legion in regular meeting assembled in Indianapolis, Indiana on October 4-5, 2025, that the “Public and Media Communications Commission” be renamed the “Media and Communications Commission” to align with the corresponding commission of The American Legion; and be it further

**RESOLVED**, that this resolution shall take effect immediately following the acceptance of this resolution by the Sons of The American Legion National Executive Committee and The American Legion.

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SAL Subcommittee on Resolutions Recommendation

Approved   
Rejected   
Referred to:   
Other Action

SAL Finance Commission Chairman Name, and Signature  
signature required

*Jeffrey Van Horn - meeting 10/04/2025*

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JEFFREY VAN HORN, Chairman  
SAL Finance Commission

SAL Resolutions Chairman Name and Signature  
signature required

*Nedley C. Fox - meeting on 10/03/2025*

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NEDLEY C. FOX, Chairman  
SAL Subcommittee on Resolutions

SAL Commission, Chairman Name, and Signature  
signature required

*Kevin Chaplin - meeting on 10/04/2025*

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KEVIN CHAPLIN, Chairman  
SAL Public Media & Communication Commission

SAL Commission, Chairman Name, and Signature  
signature required

*William G. Hill - meeting on 10/04/2025*

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WILLIAM G. HILL, Chairman  
SAL Internal Affairs Commission

The American Legion Finance Commission Recommendation

Approved   
Rejected   
Held for Further Study

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GAITHER M. KENNER, JR., Chairman  
Finance Commission, The American Legion