

MID-WINTER CONFERENCE

1

1 THE AMERICAN LEGION
2 DEPARTMENT OF OKLAHOMA, INC.
3
4
5
6
7

8 *****

9 MID-WINTER CONFERENCE

10 REGULAR SESSION

11 3RD DEPARTMENT EXECUTIVE COMMITTEE (DEC) MEETING
12 ARMED FORCES RESERVE CENTER, 400 THUNDERBIRD STREET
13 NORMAN, OKLAHOMA 73069

14 JANUARY 18, 2025

15 *****
16
17
18
19
20
21

22 -----
23 REPORTED BY: JESSYCA GUERRA, CSR
24 DODSON COURT REPORTING & LEGAL VIDEO
25 425 NORTHWEST 7TH STREET
OKLAHOMA CITY, OKLAHOMA 73102
(405) 235-1828

MID-WINTER CONFERENCE

2

1	CONTENTS	
		PG/LN
2	Call to Order, 13:30 hours	5/1
	Posting of Colors.	5/2
3	Invocation	5/10
	POW/MIA Ceremony	5/21
4	Roll Call.	6/19
	Installation of District Cmdr. Eric Grubb.	14/9
5	MOTION CARRIED to dispense reading of minutes and	
	have them electronically provided	
6	to members.	18/12
7	Amend DEC 1 minutes, District Commander Cruice . .	19/8
	MOTION CARRIED to amend DEC 1 minutes to show the	
8	DEC approved Sons to open their own	
	bank account and manage their own	
9	money, amended to include Department	
	Finance Officer as signing officer. 21/17	
10	(Motion made by Cmdr. Cruice, seconded by Cmdr. Ritter)	
11	DEPARTMENT OFFICER REPORTS:	
	Department Treasurer McPherson.	22/10
12	DEC to pay retirement fund bill	23/21
	MOTION CARRIED to pay bill from National for	
13	retirement fund and figure out where	
	to assign at later DEC meeting. . .	30/10
14	(Motion made by TR McPherson, seconded by Cmdr. Cruice)	
	Department Vice Commander West May	33/9
15	Department Vice Commander East Mathes-Kerr . . .	35/10
	Department Commander Wood	35/22
16		
17	COMMISSIONS AND COMMITTEES REPORTS:	
	Department Newsletter, Tina Kilmer	34/19
18	VE&E, Karen Cruice	36/14
	VA&R, Karen Cruice	37/7
19	Media & Communications, Michael Kerr	37/24
	National Cemetery Commission, John McNeal. . . .	39/13
20		
21	UNFINISHED BUSINESS:	
	Arnett Post.	42/15
22	Ryan Post.	42/15
	Healdton Post.	43/6
23	Summer Drawing	43/11
	District 1B update on building and membership. .	45/16
24	DEC 1 and DEC 2 minutes on website	46/7
25	(See next page for a continuation of contents.)	

MID-WINTER CONFERENCE

3

CONTENTS CONTINUED

PG/LN

NEW BUSINESS:

Appointments of positions, Dept. Cmdr. Woods. . . 46/17

MOTION CARRIED to appoint Sue Meyers-Dyer as
Parliamentarian and Resolutions,
John Bloxom as C&BL,

Karen Ritter as Women Veterans. . . 51/8
(Motion made by Cmdr. Sikes, seconded by DEC Rep Deer)

Revitalization 51/9

Good stewards of equipment 54/3

Membership update. 55/16

E-mail addresses 58/24

Mid-Winter and Summer Convention dates 63/25

Summer Convention location, Dist. VC Bloxom. . . 66/5

MOTION CARRIED to have 2025 Summer Convention at
the Shawnee Grand Casino. 83/19

(Motion made by Cmdr. Cruice, seconded by DEC Rep Deer)

Mid-Winter and Summer Convention dates, cont . . 84/10

Reports in Personify 90/6

Post discipline. 92/9

Investigation of Post 5 Adjutant Talbott . . . 112/18

MOTION CARRIED to terminate investigation of
previous Post 5 Adjutant Talbott. .114/17

(Motion made by JA Haynes, seconded by Cmdr. Cruice)

Procedure to take disciplinary action. 114/19

Executive Session. 119/7

(Motioned by PDC Martin, seconded by DEC Rep Deer)

Regular Session Reconvened 119/11

RECOMMENDATION FROM EXECUTIVE SESSION:

MOTION CARRIED to follow recommendations of

Investigative Chair Hale and dismiss
charges against Charlie O'Leary . . 120/3

(Motion made by Cmdr. Cruice, seconded by DEC Rep Deer)

GOOD OF THE AMERICAN LEGION:

Minutes/Detachment resolution, Cmdr. Cruice. . . 120/7

Resolution: Detachment of Oklahoma D/B/A Acct . 120/22

MOTION CARRIED to approve Resolution: Detachment

Of Oklahoma D/B/A Account 123/13

(Motion made by Cmdr. Cruice, seconded by Cmdr. Ritter)

Riders' hearse, DEC Rep Deer 123/22

Purchasing building in Sayre, Dist. Cmdr. May. . 124/11

(See next page for a continuation of contents.)

MID-WINTER CONFERENCE

4

CONTENTS CONTINUED

	PG/LN
Benediction.124/24
POW/MIA Chair Cover Retrieved. 125/8
Retirement of Colors125/14
Render Honors to Colors.125/22
DEC meeting concluded, 17:16 hours125/23
Certificate of Reporter. 126/1

MID-WINTER CONFERENCE

5

1 (Meeting called to order at 13:30 hours.)
2 DEPARTMENT COMMANDER WOODS: All rise. Face the
3 flag. With the Colors of our nation in place, HAND
4 SALUTE. TWO. Please be seated.

5 All right. Welcome to the 3rd Department Executive
6 Committee Meeting for the committee year 2024, 18th of
7 July -- correction -- January. It's been a long day
8 already.

9 Chaplain, if you would, lead us in the prayer.

10 DEPARTMENT CHAPLAIN STEWART: Let us pray.

11 Thank you, Lord, for the closing part of this
12 meeting. We ask for your direction now on everything
13 that is discussed here today to be done for the good of
14 the American Legion. Direct our thoughts, our questions,
15 our resolutions, every part of this meeting today, to be
16 done for your glory, that we can help veterans, and we
17 can be what we're supposed to be as the American Legion.
18 Guide our thoughts.

19 And now we pray in Christ's name, Amen.

20 COLLECTIVE GROUP: Amen.

21 DEPARTMENT COMMANDER WOODS: Please remain
22 standing with your cover for the POW/MIA ceremony.

23 Resolution 288, adopted at the 67th National
24 Convention calls for a designated POW/MIA chair at all
25 official meetings of the American Legion.

MID-WINTER CONFERENCE

6

1 At this time, accordingly, Sergeant-at-Arms will
2 place the POW/MIA flag on the chair as in accordance.

3 I would like to include a moment of silence.

4 (WHEREUPON, the POW/MIA chair cover was placed
5 by Sergeant-at-Arms Lager, and a moment of silence was
6 observed by all. Thereafter, the following transpired:)

7 DEPARTMENT COMMANDER WOODS: Thank you. Please
8 be seated. As a reminder, we did perform these
9 ceremonies this morning.

10 DISTRICT DEC REP KUNTZE: Microphone, please,
11 Commander.

12 DEPARTMENT COMMANDER WOODS: As we did this
13 morning, we've done this, so we're going to go right into
14 our regular session and get this done quickly. Because I
15 understand that there is a possibility of snow, I would
16 like to get some of you guys home before that happens.

17 Are there any newly elected members? If there are
18 no new members, we will call roll of the DEC.

19 DEPARTMENT ADJUTANT REDDEN: Senior Vice
20 Commander Woody Alexander.

21 DEPARTMENT SENIOR VICE COMMANDER ALEXANDER:
22 Here.

23 DEPARTMENT ADJUTANT REDDEN: Vice Commander East
24 Patricia Mathes-Kerr.

25 DEPARTMENT VICE COMMANDER EAST MATHES-KERR:

MID-WINTER CONFERENCE

7

1 Here.

2 DEPARTMENT ADJUTANT REDDEN: Vice Commander West
3 Shirley May.

4 DEPARTMENT VICE COMMANDER WEST MAY: Here.

5 DEPARTMENT ADJUTANT REDDEN: Judge Advocate Dale
6 Haynes.

7 DEPARTMENT JUDGE ADVOCATE HAYNES: Here.

8 DEPARTMENT ADJUTANT REDDEN: Treasurer Sam
9 McPherson.

10 DEPARTMENT TREASURER MCPHERSON: Present.

11 DEPARTMENT ADJUTANT REDDEN: Historian Wayne
12 Flowers.

13 DEPARTMENT HISTORIAN FLOWERS: Here.

14 DEPARTMENT ADJUTANT REDDEN: Sergeant-at-Arms Ed
15 Lager.

16 DEPARTMENT SERGEANT-AT-ARMS LAGER: Here.

17 DEPARTMENT ADJUTANT REDDEN: Chaplain Bobby
18 Stewart.

19 DEPARTMENT CHAPLAIN STEWART: Here.

20 DEPARTMENT ADJUTANT REDDEN: Surgeon John Loose.

21 DEPARTMENT SURGEON LOOSE: Present.

22 DEPARTMENT ADJUTANT REDDEN: NEC Charlie O'Leary
23 is excused.

24 Alternate NECman Michael Taylor.

25 DEPARTMENT ALTERNATE NECMAN TAYLOR: Here.

MID-WINTER CONFERENCE

8

1 DEPARTMENT ADJUTANT REDDEN: Oklahoma Veterans
2 Commission Rep and current Chairman Brett Martin.

3 DEPARTMENT OVA REP/CHAIRMAN MARTIN: Present.

4 DEPARTMENT ADJUTANT REDDEN: District 1A
5 Commander Karen Ritter.

6 DISTRICT COMMANDER RITTER: Present.

7 DEPARTMENT ADJUTANT REDDEN: District 1B
8 Commander Karen Cruice.

9 DISTRICT COMMANDER CRUICE: Present.

10 DEPARTMENT ADJUTANT REDDEN: District 2A
11 Commander Kayla Rector.

12 DISTRICT VICE COMMANDER GROSS: Taking her
13 place. Danny Gross. I'm here.

14 DEPARTMENT ADJUTANT REDDEN: District 2B
15 Commander Ken Rose.

16 DISTRICT COMMANDER ROSE: Here.

17 DEPARTMENT ADJUTANT REDDEN: District 3A
18 Commander Gary Pierson.

19 DISTRICT COMMANDER PIERSON: Here.

20 DEPARTMENT ADJUTANT REDDEN: District 3B
21 Commander Jack Sikes.

22 DISTRICT COMMANDER SIKES: Here.

23 DEPARTMENT ADJUTANT REDDEN: District 4
24 Commander Thomas Snodgrass. Thomas Snodgrass. Thomas
25 Snodgrass.

MID-WINTER CONFERENCE

9

1 District 5A Commander Mike Harris.

2 DISTRICT COMMANDER HARRIS: Present.

3 DEPARTMENT ADJUTANT REDDEN: District 5B

4 Commander Eric Grubbs.

5 DISTRICT COMMANDER GRUBBS: Present.

6 DEPARTMENT ADJUTANT REDDEN: District 6A Vice

7 Commander Mike Devenitch.

8 DISTRICT VICE COMMANDER DEVENITCH: Present.

9 DEPARTMENT ADJUTANT REDDEN: District 6B

10 Commander James Rees.

11 DISTRICT COMMANDER REES: Present.

12 DEPARTMENT ADJUTANT REDDEN: District 7

13 Commander Elmo May.

14 DISTRICT COMMANDER MAY: Present.

15 DEPARTMENT ADJUTANT REDDEN: District 8A

16 Commander Joe Kingery.

17 DISTRICT COMMANDER KINGERY: Present.

18 DEPARTMENT ADJUTANT REDDEN: District 8B

19 Commander Wayne Flowers.

20 We just heard from Wayne, didn't we?

21 DEPARTMENT COMMANDER WOODS: He's present.

22 DEPARTMENT ADJUTANT REDDEN: District 1A DEC Rep

23 Rich Conn.

24 DISTRICT DEC REP CONN: Present.

25 DEPARTMENT ADJUTANT REDDEN: District 1B DEC Rep

MID-WINTER CONFERENCE

10

1 Ron Bunch.

2 DISTRICT DEC REP BUNCH: Present.

3 DEPARTMENT ADJUTANT REDDEN: District 2A DEC Rep
4 Jim Quinn.

5 DISTRICT DEC REP QUINN: Present.

6 DEPARTMENT ADJUTANT REDDEN: District 3B DEC Rep
7 Curtis Deer.

8 DISTRICT DEC REP DEER: Present.

9 DEPARTMENT ADJUTANT REDDEN: District 3A DEC Rep
10 Robert Chisolm.

11 DISTRICT DEC REP CHISOLM: Present.

12 DEPARTMENT ADJUTANT REDDEN: District 3B DEC Rep
13 Amanda Current.

14 DISTRICT DEC REP CURRENT: Present.

15 DEPARTMENT ADJUTANT REDDEN: District 4 DEC Rep
16 Michael Kerr.

17 DISTRICT DEC REP KERR: Present.

18 DEPARTMENT ADJUTANT REDDEN: District 5A DEC Rep
19 Melvin Hopkins. Melvin Hopkins. Melvin Hopkins.

20 District 5B DEC Rep Stephen Worley.

21 DISTRICT DEC REP WORLEY: Present.

22 DEPARTMENT ADJUTANT REDDEN: District 6A DEC Rep
23 Don Kuntze.

24 DISTRICT DEC REP KUNTZE: Present.

25 DEPARTMENT ADJUTANT REDDEN: District 6B DEC Rep

MID-WINTER CONFERENCE

11

1 Larry Watson.

2 DISTRICT DEC REP WATSON: Present.

3 DEPARTMENT ADJUTANT REDDEN: District 7 DEC Rep
4 Doug Hale.

5 DISTRICT DEC REP HALE: Present.

6 DEPARTMENT ADJUTANT REDDEN: District 8A DEC Rep
7 Tina Kilmer.

8 DISTRICT DEC REP KILMER: Present.

9 DEPARTMENT ADJUTANT REDDEN: District 3B [sic]
10 DEC Rep Jack Day is excused.

11 Are there any past department commanders?
12 Please stand and acknowledge yourselves.

13 PDC KUNTZE: Don Kuntze, Post 353.

14 PDC QUINN: Jim Quinn, Post 20.

15 PDC MARTIN: Brett Martin, Post 12.

16 PDC BLOXOM: John Bloxom, Post 126, also
17 answering for District 4.

18 DISTRICT DEC REP KUNTZE: Say that again, John,
19 for the stenographer.

20 PDC BLOXOM: I'm the first vice for District 4,
21 so I'll be answering for District 4.

22 PDC TAYLOR: Michael Taylor, Post 12.

23 DEPARTMENT ADJUTANT REDDEN: I'm sorry, but Mr.
24 Bloxom messed me up.

25 Don Kuntze, Jim Quinn, John Bloxom, Michael Kerr

MID-WINTER CONFERENCE

12

1 [sic]. And somebody named Michael?

2 DEPARTMENT COMMANDER WOODS: No, Michael Taylor.

3 DEPARTMENT ADJUTANT REDDEN: What did I say,
4 "Taylor"?

5 DEPARTMENT TREASURER MCPHERSON: You said
6 "Kerr."

7 DEPARTMENT ADJUTANT REDDEN: I meant "Taylor."
8 Thank you. And then, Mr. Martin.

9 And then, finally, Commander Hayden Woods.

10 DEPARTMENT COMMANDER WOODS: Present.

11 DEPARTMENT ADJUTANT REDDEN: Commander, we have
12 38 voting members present.

13 DEPARTMENT COMMANDER WOODS: We have a quorum.

14 PDC MARTIN: Commander, point of order.

15 DEPARTMENT COMMANDER WOODS: Go ahead.

16 PDC MARTIN: When we asked if there were any
17 officers who need to be sworn in, we do have an officer
18 who needs to be sworn in. District 5A District Commander
19 Eric Grubbs has not been sworn in, to date. So protocol
20 would say before we could go any further, he needs to be
21 sworn in.

22 DEPARTMENT COMMANDER WOODS: Concur.

23 DISTRICT COMMANDER GRUBBS: Because you can't
24 count five years ago as the DEC, can you?

25 DEPARTMENT COMMANDER WOODS: No. Doesn't work

MID-WINTER CONFERENCE

13

1 that way.

2 If you would, please, Eric, come to the front.

3 DISTRICT ADJUTANT GORDON: (Unintelligible.)

4 DEPARTMENT COMMANDER WOODS: Excuse me. If
5 anyone is going to speak, you'll need to come to the mic,
6 please. There's almost 35, 40 feet between there.
7 There's no way we can hear you. So, if there's something
8 you have to say, you must come forward so that the
9 stenographer and us and the audience can hear what's
10 going on.

11 DISTRICT ADJUTANT GORDON: Debbie Gordon,
12 District 1A Adjutant. Do I need to be sworn in?

13 DEPARTMENT COMMANDER WOODS: Yes.

14 DEPARTMENT TREASURER MCPHERSON: She's an
15 adjutant.

16 DEPARTMENT COMMANDER WOODS: Oh. She's the
17 adjutant? No, no.

18 No. I'm sorry.

19 DISTRICT DEC REP KUNTZE: Eric Grubbs, what's
20 your title you're being sworn in for?

21 DISTRICT COMMANDER GRUBBS: 5B Commander.

22 DISTRICT DEC REP KUNTZE: Okay. Thank you.

23 DEPARTMENT COMMANDER WOODS: I would say the
24 sergeant-at-arms will bring you forward, but you've
25 already jumped up here.

MID-WINTER CONFERENCE

14

1 DISTRICT DEC REP KUNTZE: Commander, will you
2 use your microphone, please?

3 DEPARTMENT COMMANDER WOODS: Actually, I'll use
4 a microphone.

5 DISTRICT DEC REP KUNTZE: Any one will work.

6 DEPARTMENT COMMANDER WOODS: We'll share it.
7 I've know you well enough we can do that.

8 (Laughter.)

9 DEPARTMENT COMMANDER WOODS: My fellow
10 Legionnaire, you have been chosen to fill the various
11 offices of the post of which you are assigned to, which
12 is Post 88. I know you will vindicate the trust that has
13 been placed in you. I know you will fulfill every
14 obligation required of you. Familiarize yourself with
15 the duties of your office and carry out those duties with
16 the same spirit from which the American Legion arose.
17 The welfare and success of this post depends upon you, as
18 does the preservation of the integrity of the American
19 Legion. Protect the good name of the American Legion
20 with the people of our great nation; help them to know
21 the Legion's purposes and its policies. Remember the
22 tolerance that animates us as members; remember there is
23 no rank among us for we all serve as equals. We all are
24 aiming for the same goals -- the ideals of justice,
25 freedom, democracy, and loyalty.

MID-WINTER CONFERENCE

15

1 Remember, too, the cardinal principles of the
2 American Legion are:

3 The rehabilitation of all disabled veterans;

4 The care of the dependents of those who have
5 answered the final call;

6 The care of those who are now suffering from wounds,
7 disease, and want;

8 The education of our children; and

9 Service to the community, state, and nation.

10 (WHEREUPON, Eric Grubbs was administered the
11 American Legion Oath of Office.)

12 DEPARTMENT COMMANDER WOODS: Hand down.

13 3B [sic] District Commander Eric Grubbs, face the
14 audience.

15 MULTIPLE SPEAKERS: 5B.

16 DEPARTMENT COMMANDER WOODS: I'm sorry.

17 (Applause.)

18 DEPARTMENT COMMANDER WOODS: Who would disagree
19 with me that that's probably one of the most important
20 things to do is the installation of officers and the
21 initiation of new members? That needs to happen all the
22 time.

23 DISTRICT DEC REP HOPKINS: Point of order. This
24 is not a point of order. But, Melvin Hopkins, DEC. DEC
25 for District 5A is here. Right there (indicated).

MID-WINTER CONFERENCE

16

1 DISTRICT COMMANDER SIKES: Point of order on
2 that, Commander. This is Jack Sikes from 3B. With the
3 addition, I would now request the record to reflect the
4 appropriate number of voting members in the DEC and not
5 the head count of the ones on the floor. Thirty-eight
6 was the previous number that --

7 DEPARTMENT COMMANDER WOODS: Correct.

8 DISTRICT COMMANDER SIKES: -- was called out --

9 DEPARTMENT COMMANDER WOODS: It would --

10 DISTRICT COMMANDER SIKES: -- as voting members.

11 DEPARTMENT COMMANDER WOODS: -- be 39.

12 DISTRICT COMMANDER SIKES: I don't think that's
13 right.

14 DEPARTMENT ADJUTANT REDDEN: The correct number,
15 Mr. Commander, is 38 [sic] members present, 4 not voting,
16 for 34 total voting members. I'm sorry. Forty-three
17 members present, 34 voting members.

18 DEPARTMENT COMMANDER WOODS: Thank you,
19 Adjutant.

20 Did everyone hear that? Okay. Make sure we reflect
21 that. We still have a quorum.

22 Department Adjutant, do we have minutes from the
23 last DEC meeting?

24 DEPARTMENT ADJUTANT REDDEN: Yes, sir. They are
25 available in the office or by e-mail, but not here and

MID-WINTER CONFERENCE

17

1 present today.

2 DEPARTMENT COMMANDER WOODS: Adjutant, have we
3 sent those out?

4 DEPARTMENT ADJUTANT REDDEN: There has been
5 limited distribution. They are available to be
6 distributed to everyone. And I failed the DEC to get
7 them distributed. My apologies.

8 DEPARTMENT COMMANDER WOODS: The floor
9 recognizes John Bloxom.

10 DISTRICT VICE COMMANDER BLOXOM: Commander, I
11 make a motion that we dispense with the reading of the
12 minutes and that they be provided electronically to the
13 members.

14 DISTRICT DEC REP DEER: I second that.

15 DEPARTMENT COMMANDER WOODS: Please stand up and
16 announce yourself.

17 DISTRICT DEC REP DEER: Curtis Deer, 3B DEC. I
18 second.

19 DEPARTMENT COMMANDER WOODS: I have a first and
20 a second. Is there any further discussion?

21 DISTRICT COMMANDER CRUICE: Karen Cruice,
22 District 1B. DEC 1 has been sent out. I don't know if
23 it was to everybody because I know there was an e-mail
24 problem. But there are issues with it. Can we discuss
25 those?

MID-WINTER CONFERENCE

18

1 DISTRICT VICE COMMANDER BLOXOM: Karen, let him
2 finish the vote first.

3 You have a motion on the floor.

4 (Crosstalk.)

5 DEPARTMENT COMMANDER WOODS: That's all right.
6 If there's no further discussion, I'll take a vote. All
7 in favor, say aye.

8 MULTIPLE SPEAKERS: Aye.

9 DEPARTMENT COMMANDER WOODS: All opposed, same
10 sign.

11 DEPARTMENT COMMANDER SIKES: Aye.

12 DEPARTMENT COMMANDER WOODS: Let it be known.

13 Now, Karen.

14 DISTRICT COMMANDER CRUICE: We haven't approved
15 DEC 1. I believe they've been mailed out to everyone,
16 and there's errors in them. But don't we have to motion
17 to approve DEC 1 first before we can discuss it? DEC 1's
18 been mailed out. We have not approved those.

19 DISTRICT COMMANDER HARRIS: Mike Harris,
20 District Commander, District 5A. With the fact that the
21 error has been seen and addressed, I don't think we need
22 to have anything done to the minutes except as that as an
23 amendment to the change -- or, just change the minutes.

24 DEPARTMENT COMMANDER WOODS: Because, you
25 understand, we do not approve the minutes.

MID-WINTER CONFERENCE

19

1 DISTRICT COMMANDER HARRIS: Right.

2 DISTRICT COMMANDER CRUICE: Oh. We don't
3 approve them?

4 DEPARTMENT COMMANDER WOODS: No.

5 DISTRICT COMMANDER CRUICE: Okay.

6 DEPARTMENT COMMANDER WOODS: They're held for
7 record.

8 DISTRICT COMMANDER CRUICE: All right. So, with
9 DEC 1 minutes being mailed out, I motion that we adjust
10 them to show that we had voted and approved Sons to open
11 their own account and manage their money, and those were
12 not in the minutes. I'm moving that we amend them to
13 show that.

14 DEPARTMENT COMMANDER WOODS: Very good. Thank
15 you.

16 DISTRICT COMMANDER RITTER: Karen Ritter, 1A
17 District Commander. I'll second that.

18 DEPARTMENT COMMANDER WOODS: I have a first and
19 a second. Is there any further discussion?

20 DETACHMENT SAL COMMANDER THOMAS: Steve Thomas,
21 Detachment SAL Commander for the detachment of Oklahoma.

22 What we're referencing, there actually needs to be
23 another amendment to your amendment.

24 As part of the resolution, that was approved by the
25 DEC, of the detachment of the Sons of the American Legion

MID-WINTER CONFERENCE

20

1 on July 12th of '24 and passed through this body that was
2 approved on December 1 -- at DEC 1, we do need to add
3 what was not originally put in the minutes, as adding the
4 department finance officer, along with the detachment
5 finance officer, the vice commander, and the commander.

6 DEPARTMENT COMMANDER WOODS: Okay.

7 DETACHMENT SAL COMMANDER THOMAS: In the
8 original motion that was passed, the department finance
9 officer was not included on that.

10 DEPARTMENT COMMANDER WOODS: All right. First
11 off, the rule of things. If you have an amendment or you
12 have a motion on the floor, we have to deal with that one
13 first. So standby. We will deal with the first one
14 first, and then we'll deal with the next amendment.
15 Okay?

16 DISTRICT COMMANDER CRUICE: I would like to
17 adjust my amendment to include the department finance
18 officer as a signing officer.

19 DEPARTMENT COMMANDER WOODS: Now do I have a
20 second?

21 DISTRICT COMMANDER RITTER: Karen Ritter, 1A
22 District Commander. I'll second that.

23 DEPARTMENT COMMANDER WOODS: I have a first and
24 a second to an amended constitution -- or, to the
25 amendment to our minutes. Is there any further

MID-WINTER CONFERENCE

21

1 discussion?

2 DISTRICT COMMANDER RITTER: Karen Ritter, 1A
3 District Commander. I never received the meeting
4 minutes.

5 DEPARTMENT COMMANDER WOODS: Okay.

6 DISTRICT COMMANDER RITTER: Not everybody has
7 been distributed for DEC 1 meeting minutes.

8 DEPARTMENT COMMANDER WOODS: Okay. We'll make
9 that happen.

10 Is there any other discussion? Seeing no further
11 discussion, all in favor to the amendment to correct the
12 DEC 1 minutes, say aye.

13 MULTIPLE SPEAKERS: Aye.

14 DEPARTMENT COMMANDER WOODS: All opposed, same
15 sign.

16 (No response.)

17 DEPARTMENT COMMANDER WOODS: Motion carried.

18 Adjutant, ensure that we have the minutes corrected
19 for DEC 1, please. Thank you.

20 Surgeon General, do you have anything that you would
21 like to put out?

22 DEPARTMENT SURGEON LOOSE: I have no report.

23 DEPARTMENT COMMANDER WOODS: Mike Taylor,
24 anything to add from this morning? No? All right,
25 buddy.

MID-WINTER CONFERENCE

22

1 Wayne Flowers, no.

2 Bobby Stewart, Chaplain? And I'll get your name
3 right this time.

4 DEPARTMENT CHAPLAIN STEWART: No report.

5 DEPARTMENT COMMANDER WOODS: No report.

6 Ed Lager?

7 Dale Haynes?

8 DEPARTMENT JUDGE ADVOCATE HAYNES: None.

9 DEPARTMENT COMMANDER WOODS: Sam McPherson?

10 DEPARTMENT TREASURER MCPHERSON: Of course.

11 Sam McPherson from finance. You may have already
12 heard the report from the adjutant. I don't know if he'd
13 already covered that or not, about our tax return and our
14 audit.

15 It seems like the company that we thought we had
16 engaged has gone dark on us. And from what we were able
17 to ascertain is we had a -- I don't even know what they
18 call it -- a letter of engagement, but I guess it wasn't
19 executed.

20 So the adjutant has been proactive on this, and he's
21 already engaged a company to, first, clear up our taxes,
22 because we want to make sure we have our tax returns
23 correct to make sure we maintain our tax exempt status.
24 So he's already engaged with that. We were supposed to
25 have a meeting, but it had to be rescheduled. And then,

1 he's actively looking for a firm to do our audit.

2 From what we understand, the audit is no longer
3 required by the state for the reasons it was in the past.
4 However, our constitution and by-laws still require us to
5 do an audit. And it would be very dumb not have an
6 external audit because that's probably how we got into
7 the problem we got prior to having our issues before.

8 So I wanted to cover that first.

9 Basically, the finance report is out. If you were
10 at the finance meeting, I've already gone over most of
11 this. In you have any questions, I have no problem
12 answering questions if you send me an e-mail to clear
13 something up. In fact, there are two people that
14 typically send me a page or half a page of questions, and
15 I try to answer them to the best of my ability.
16 Sometimes they're satisfied with those answers; sometimes
17 they're not. But I have no problem doing that.

18 As of the end of December in our accounts, we had
19 322,556.90. That's a little bit more than showed on that
20 form.

21 The biggest thing that's come up that I will have to
22 get your permission for is our retirement account. It
23 was very hard for us to get any information about this.
24 And it's funny because Rick Redden has been able to get
25 more information and been able to get an actual call from

1 the company that handles the retirement accounts out of
2 Indianapolis. So we've, finally, kind of got a handle on
3 that.

4 We have gotten, basically, a bill from National for
5 our retirement fund for just shy of \$30,000.00. Do we
6 have that in the budget? No. But we have more than
7 enough money to pay it. We do have money that, for lack
8 of a better term, we received and we set aside in a
9 building fund, which is -- oh, I forgot it off the top of
10 my head, but it's down here (indicated) -- \$138,656.00.
11 So, if we have to dip into that, we can. I would prefer
12 not to. Because we haven't had our audits the carryover
13 money -- because the last -- I know we've had a surplus
14 the last two, if not the last three, years. That money
15 has not been assigned anywhere, that surplus. So I
16 believe we probably have that surplus that's not really
17 accounted for. But until we get our audit, we don't know
18 exactly how much that money is. But I have a feeling
19 that we have plenty of money to cover that retirement
20 payment.

21 Just to give you a history on the retirement system,
22 National had it offered for a number of years, and we
23 bought into the system. But it was basically -- the
24 retirement fund ended in 2008. It's about 23 entities
25 with about 8 or 10 states participating. We are one of

1 those states. We have a small fraction of that. Our
2 portion to be fully funded, our retirement should be --
3 let's see -- it should be just shy of \$600,000.00.
4 Currently, the actual funding we have in our retirement
5 account is 333,000. We have, right now, we have seven
6 retirees; four beneficiaries, basically, the spouse of a
7 retiree; and we have one that's vested but has not
8 collected anything yet. We pay out annually. Well,
9 right now, we pay out annually in retirement payments, in
10 the pension, \$62,755.00. This payment, this \$30,000.00
11 payment is basically for four years.

12 So the question that we asked them was, "Should we
13 pay over and above the amount, or should we pay a certain
14 amount every year?" And they said, "Don't pay anything
15 more than we ask you to"; and, "If you want to set aside
16 money, set aside money and earmark it and set it aside in
17 your own accounts, but don't pay anything forward to
18 National until we ask for it." So that's the information
19 we got from them. So they said, "Don't pay anything
20 early. Don't overpay. Just, if you know it's going to
21 be roughly that amount every year, just earmark that and
22 set it aside, but don't send it in to us unless we ask
23 for it because all of those people may die next year, so
24 there's no need to pay in."

25 Now, chances are, because of all the number -- I

MID-WINTER CONFERENCE

26

1 don't remember the total number of people in the system.
2 Like I said, we've got 12. I know National's got over
3 150 just themselves. So there's quite a number of people
4 in this fund. We can't get that money back. Maybe 80
5 years from now once everybody's aged out and died out of
6 that system, the money left over, they will probably
7 divvy it up by some type of apportionment, and we may get
8 some money back. But I'm not looking at ever getting any
9 money back. I'm just trying to pay the least amount of
10 money we can in. And right now, we've got to pay in
11 \$30,000.00. So that's the big hit. It's not in our
12 budget, but I think we can cover it easily.

13 But that's basically it. If you have any questions,
14 I'll be glad to answer any questions.

15 Yes, sir? Come to the microphone, please.

16 DISTRICT DEC REP DEER: Curtis Deer, 153, 2B
17 DEC. My question is, when talking about this retirement
18 fund, what's in it? Who's in this fund that's eligible
19 for it?

20 DEPARTMENT TREASURER MCPHERSON: They were only
21 employees from the state. And I'm not sure when it
22 started, but it cut off in 2008. But they were all
23 employees of the state. They had to -- a portion of
24 their pay paid into the program, and they had to be in
25 the program for five years in order to be vested.

MID-WINTER CONFERENCE

27

1 DISTRICT DEC REP DEER: Okay.

2 DEPARTMENT TREASURER MCPHERSON: And like I
3 said, everybody right now -- out of the 12 people that
4 are in there, 11 of them are drawing a pension, and one
5 is vested, but I don't believe -- he's not eligible to
6 draw a pension until 2035.

7 DISTRICT DEC REP DEER: Okay.

8 DISTRICT COMMANDER SIKES: Jack Sikes, 3B.

9 Sam, for two years now we've been asking about the
10 names of this and wanting more information on the policy.
11 Do we have any idea of the black and white verbiage of
12 what we're paying \$30,000.00 or \$62,000.00 a year for? I
13 just believe it needs to come before the body and it be
14 re-evaluated and looked at and understood.

15 DEPARTMENT TREASURER MCPHERSON: Okay. We
16 didn't ask how much it would cost us to get out of the
17 requirement, so we don't know that. But the rest of it,
18 we've got to report. We can just -- we can probably just
19 scan that and send that out to all the DEC member. I
20 don't see a problem with that. We do also have a list of
21 the people that are drawing and the person that's vested
22 but not drawing yet. We don't have amounts per person,
23 but we have the names.

24 All right. If there are no further questions, I
25 guess I would move that we pay this bill, and we'll

MID-WINTER CONFERENCE

28

1 figure out where we're going to assign it at a later DEC
2 meeting, unless somebody wants to amend that.

3 DISTRICT COMMANDER CRUICE: Karen Cruice, 1B
4 District Commander. I second that.

5 DEPARTMENT COMMANDER WOODS: Wait.

6 DEPARTMENT TREASURER MCPHERSON: I made the
7 motion.

8 DEPARTMENT COMMANDER WOODS: Oh. You made the
9 motion? Okay.

10 Again, we have a motion and a second. Is there any
11 further discussion?

12 DISTRICT VICE COMMANDER BLOXOM: Commander?

13 I understand that you want to pay the bill, and I
14 understand that you want to take it out of the building
15 fund. I object to that. That was set aside specifically
16 for our future headquarters. What else can you take the
17 funds out of?

18 Two, it isn't a one-time shot. It's a recurring
19 expense. We cannot rob ourselves. We need to plan for
20 this.

21 DEPARTMENT COMMANDER WOODS: Currently, right
22 now, what we are looking at is about \$7,500.00 a year.
23 We do have a couple of items that we can draw from.
24 Right now we have a -- we still have money on a second
25 vehicle, about \$11,000.00 that we can pull from. There's

MID-WINTER CONFERENCE

29

1 a couple of other resources that we're looking at. The
2 building fund would be the last stop. But right now,
3 like Sam said, we do believe we have the money to cover
4 that. We just have to be creative about how we get
5 there.

6 Seeing no further discussions, all in favor, say
7 aye.

8 MULTIPLE SPEAKERS: Aye.

9 DEPARTMENT COMMANDER WOODS: All opposed, same
10 sign.

11 MULTIPLE SPEAKERS: Aye.

12 DEPARTMENT COMMANDER WOODS: That was way too
13 close. Since we are too close to determine that, we're
14 going to do a show of hands.

15 Sergeant-at-Arms, please, if you would, assist me.

16 All that do not wish to do this, all the nays,
17 please raise your hand.

18 (Hands raised.)

19 DEPARTMENT SERGEANT-AT-ARMS LAGER: Ten nay
20 votes.

21 DEPARTMENT COMMANDER MARTIN: Twenty-four in
22 favor or -- or abstain.

23 DISTRICT VICE COMMANDER MCNEAL: Point of order,
24 sir. Did we assume that 24 number, or are we subtracting
25 that from our voting? There may be abstentions.

MID-WINTER CONFERENCE

30

1 DEPARTMENT COMMANDER WOODS: Yeah. Looks like
2 we're going to have to do a show of hands.

3 All in favor, raise your hand.

4 (Hands raised.)

5 DEPARTMENT COMMANDER WOODS: Everybody raise
6 your hands again, in favor of.

7 (Hands raised.)

8 DEPARTMENT SERGEANT-AT-ARMS LAGER: Fifteen in
9 favor.

10 DEPARTMENT COMMANDER WOODS: Fifteen in favor.
11 The ayes have it.

12 DISTRICT DEC REP KUNTZE: Commander, point of
13 order. Would you state the whole purpose of the vote and
14 the results for the stenographer, please?

15 DEPARTMENT COMMANDER WOODS: The purpose of the
16 vote was to pay the bill for our retirement fund. It was
17 14 in favor of and 9 nays.

18 MULTIPLE SPEAKERS: Fifteen and ten.

19 DEPARTMENT COMMANDER WOODS: Correction.

20 Fifteen and ten. Fifteen in favor of.

21 DISTRICT DEC REP KUNTZE: The funds are going to
22 come out of -- were you talking about the building fund
23 earlier?

24 DEPARTMENT TREASURER MCPHERSON: We didn't say.

25 DEPARTMENT COMMANDER WOODS: We're not. We've

MID-WINTER CONFERENCE

31

1 got to investigate that before we take it anywhere. We
2 think we have the funds available, but there's a couple
3 of others like the adjutant's vehicle that we had that
4 we're still paying -- or, we have in a line item as
5 \$11,000.00. That's \$11,000.00 that's been assigned but
6 not used.

7 DISTRICT DEC REP KUNTZE: Did we not just vote
8 to pay that bill --

9 DEPARTMENT COMMANDER WOODS: Correct.

10 DISTRICT DEC REP KUNTZE: -- without....

11 DEPARTMENT TREASURER MCPHERSON: Yes, we did.

12 DEPARTMENT COMMANDER WOODS: Yes. But we'll
13 have to come back to you with where we're getting it
14 from.

15 DISTRICT DEC REP KUNTZE: Okay. All right.
16 Thank you.

17 DEPARTMENT COMMANDER WOODS: We don't know yet.
18 We have to look at that. That has to be a determination
19 that's been made.

20 DISTRICT COMMANDER SIKES: Excuse me, Commander.
21 Did that end the finance?

22 DEPARTMENT TREASURER MCPHERSON: Yes.

23 DISTRICT COMMANDER SIKES: I wasn't finished
24 with him.

25 DEPARTMENT TREASURER MCPHERSON: Oh, okay.

MID-WINTER CONFERENCE

32

1 DISTRICT COMMANDER SIKES: Sam, my understanding
2 is four people are going to drop off your committee
3 annually; correct?

4 DEPARTMENT TREASURER MCPHERSON: Approximately
5 three or four. Yes.

6 DISTRICT COMMANDER SIKES: Wouldn't this be the
7 perfect time for you to tell us what four need to be
8 replaced? I mean, we're the DEC. We're supposed to be
9 briefed by the committee chair people at every DEC
10 meeting. And I'm saying, where's the four that are
11 dropping off? Who needs to reassign?

12 DEPARTMENT TREASURER MCPHERSON: I would have to
13 look at that list. I believe -- I believe the ones that
14 were dropping off were reinstated by their districts, but
15 I would have to go back and check that. That would have
16 happened back at convention. That was six months ago.

17 DISTRICT DEC REP CRUICE: Karen Cruice, 1B. Do
18 you give minutes for your meeting? Like, can we find out
19 if our person represented at mid-winter for your meeting?
20 Do you have a roll call of who attended your meeting?

21 DEPARTMENT TREASURER MCPHERSON: I have a roll
22 call. I don't know if I have minutes.

23 DISTRICT DEC REP CRUICE: A roll call? I just
24 want to know if my person's showing up.

25 DEPARTMENT TREASURER MCPHERSON: I'll have to go

MID-WINTER CONFERENCE

33

1 back and look. But I can do that, yes.

2 Any other questions?

3 (No response.)

4 DEPARTMENT TREASURER MCPHERSON: That concludes
5 my report, Commander.

6 DEPARTMENT COMMANDER WOODS: Vice Commander
7 West -- I'll ask again -- Shirley May, do you have
8 anything to put out?

9 DEPARTMENT VICE COMMANDER WEST MAY: I do.

10 I was asked just to remind everybody about the 1889
11 newsletter, that the e-mail that it needs to be sent to
12 is talok1889@gmail.com; and, that, when you send in your
13 submissions, please state the post and the district, and,
14 if you could, carbon copy your district commanders so
15 that way they know what's been sent in, also. Pictures,
16 they'd like to limit it to three so we can keep the
17 newsletter at a manageable -- manageable document. And
18 receive -- she would like to receive it by the 15th of
19 the month so that it can be published the 25th of the
20 month.

21 The one other request for this upcoming newsletter
22 is if there have been any deaths since December 1st to
23 please send in a small obituary, and we'll get those
24 added to the newsletter. Thank you.

25 DISTRICT COMMANDER SIKES: Commander, in regards

MID-WINTER CONFERENCE

34

1 to the newsletter, the addresses on that list that
2 they're going out to is in serious error. Okay? There
3 are people who are not getting it that should be getting
4 it, and there's people on there who are no longer with us
5 that shouldn't be getting it. We need to clean up our
6 electronic envelope or address book. It's terrible.

7 DEPARTMENT COMMANDER WOODS: At the department
8 or at the Constant Contact?

9 DISTRICT COMMANDER SIKES: It depends on which
10 one's sending it out. I'm receiving it from two
11 different locations. Mine is correct on both of them.
12 But I understand from people in the field that, "No, I'm
13 not getting it. No, I'm not getting it."

14 You need to let Rick know so that he can update the
15 department and whoever is sending out the Constant
16 Contact.

17 It's a soup sandwich. Thank you.

18 DEPARTMENT COMMANDER WOODS: Thank you.

19 DISTRICT DEC REP KILMER: Tina Kilmer, DEC, 8A
20 and Editor of 1889. I do not update the Constant Contact
21 addresses. I send it to Rick, and he sends it out. But,
22 in the past and still, it's a little bit wrong on the
23 actual website. So, if you go to the part where the 1889
24 is on the state page, that's -- that's where -- it can
25 also be accessed there, not just through e-mail. That's

MID-WINTER CONFERENCE

35

1 what I was getting at.

2 DEPARTMENT COMMANDER WOODS: Does everybody
3 understand that? It's on the website.

4 DISTRICT DEC REP KILMER: If you don't get an
5 e-mail, go to the website.

6 DEPARTMENT COMMANDER WOODS: Any other saved
7 rounds or alibis?

8 Vice Commander East Patricia Kerr -- Mathes-Kerr.
9 I'm sorry.

10 DEPARTMENT COMMANDER EAST MATHES-KERR: Patricia
11 Mathes-Kerr, Vice Commander East. Who was not here this
12 morning when I spoke?

13 DISTRICT COMMANDER SIKES: (Raised hand.)

14 DEPARTMENT COMMANDER EAST MATHES-KERR: Jackie,
15 get with me after.

16 That concludes my report. Any questions?

17 (Applause.)

18 DEPARTMENT COMMANDER WOODS: Vice Commander?

19 DEPARTMENT VICE COMMANDER ALEXANDER: Negative.

20 No report.

21 DEPARTMENT COMMANDER WOODS: No report.

22 I would only reiterate what I said this morning,
23 things are changing. We're making sure things are
24 happening. We are getting those things that you are
25 concerned about such as contacts. We're trying to get

MID-WINTER CONFERENCE

36

1 those straightened out. You have to remember we can only
2 do what we can. There's only 24 hours in the day. We
3 are continuing to work at that.

4 Rick put out this morning -- our adjutant -- about
5 the blue book. You know where to go to find that. You
6 can go look at that. And if you find problems, please
7 let us know. I cannot fix what I do not know.

8 That concludes my report.

9 Is there any other Unfinished Business that needs to
10 come before this body?

11 VE&E COMMISSIONED OFFICER CRUICE: Are you still
12 taking committee reports?

13 DEPARTMENT COMMANDER WOODS: Yes.

14 VE&E COMMISSIONED OFFICER CRUICE: All right.
15 VE&E Commissioned Officer for National. I would like to
16 first say, anybody thinking about running for commander,
17 when you do appointments, if we could look at our
18 National appointments, it would be nice if the same
19 person was doing both. So I do it at the National level,
20 the VE&E. And Texas wins every year. So, if you guys
21 send out to your posts, if you're a district commander,
22 we look for small, medium, and large -- veteran employees
23 of the year, disabled employees of the year, old people
24 employees --

25 UNIDENTIFIED SPEAKER: Hey.

MID-WINTER CONFERENCE

37

1 (Laughter.)

2 VE&E COMMISSIONED OFFICER CRUICE: I'm not sure.
3 It's got the word "old" in it.

4 -- employers of the year. Texas is always winning,
5 because I sit on that commission. So talk to your posts
6 and get names in.

7 And then, at the state level, VA&R, I just got the
8 report that I was chosen as the chair for that. If your
9 post has gaming, if you could get me that, because I need
10 to follow through with the resolution that was passed at
11 Brett's last meeting. I can't remember what DEC that is.

12 DEPARTMENT COMMANDER WOODS: Five.

13 VA&R CHAIR CRUICE: Five. At DEC 5, I need to
14 get a committee going, as we approved. So, if your
15 people have gaming, if you could send me those post
16 numbers so I can get some names and just get that
17 started, please.

18 DEPARTMENT COMMANDER WOODS: Thank you, Karen.

19 Ed Lager is about to throw something at me, so I'm
20 going to correct myself now before he does it. Please
21 limit your committee reports to about four minutes, three
22 minutes, if you can. Let's go with three minutes. And
23 any responses after that for two, please.

24 DEPARTMENT MEDIA AND COMMUNICATIONS COMMITTEEMAN
25 KERR: Mike Kerr, Media and Communications. As expressed

1 earlier, there is a blue book on the website. There is
2 also the 10 fundraising draw that we just held, not a gun
3 raffle. It's a fundraising draw. That is on the website
4 in two different locations. Please direct your people
5 there.

6 If I do not get information, I cannot put
7 information on there. The website was down for about
8 four months because of technical difficulties. Get us
9 the information, and we will have it on there.

10 The primary use: 38,840 website hits in a month.
11 About 40,000 hits on Facebook for our department. If you
12 don't have one, get one. There's a lot of departments
13 around here that have Facebook websites that are doing
14 great. Their newsletters are great. (Unintelligible.)

15 THE STENOGRAPHER: I can't hear you. Would you
16 turn around? Thank you.

17 DEPARTMENT MEDIA AND COMMUNICATIONS COMMITTEEMAN
18 KERR: The websites are great. The Facebook pages are
19 great for these posts. The newsletters are great, a lot
20 better than mine.

21 So, please, reach out to your members via those
22 media, train them if they do not know how to do that.
23 Have a second meeting a month, commander's time, train
24 your people.

25 If you want more information, please look at our

MID-WINTER CONFERENCE

39

1 website. I am now posting the media from National and
2 the statistics of the various types of media being used.
3 Thank you.

4 DEPARTMENT COMMANDER WOODS: Thank you, Mike.
5 John McNeal?

6 DISTRICT VICE COMMANDER MCNEAL: Commander?
7 John McNeal, 6B. I've got to ask if you are receiving
8 just reports from committees appointed by the department,
9 or do you want any information from any of the national
10 committees?

11 DEPARTMENT COMMANDER WOODS: Both, yes. Both
12 from National and the department, yes.

13 NATIONAL CEMETERY COMMISSION REP MCNEAL: Okay.
14 Let me just give the information that I've received
15 sitting as an Oklahoma representative on the National
16 Cemetery Committee and Commission. There are some
17 interesting and new things from the undersecretary for
18 the Department of Veterans Affairs.

19 And I'm not going to turn around, but please know
20 that I'm addressing the audience behind me. But it's
21 better for our stenographer I do not turn around.

22 If you're not familiar with it, take a look at it.
23 It's the VLM, Victor Lima Mike. That's the Veterans
24 Legacy Memorial. There's ten million veterans, deceased
25 veterans, approximately, in that system now. They don't

1 have to be buried in a national cemetery for that
2 information to be out there. I found my dad. He's
3 buried in a cemetery back home in Pittsburgh. You can go
4 out there and find the actual GPS location of your
5 deceased loved one or friend on the ground in those
6 cemeteries.

7 What's new that has been added to do that -- mind
8 you, these are for deceased veterans. What's new is I
9 can now go before I'm deceased and offer information to
10 that page and share things that I want folks to know
11 about me while I'm still alive. You can go to the
12 VLM.gov site -- or, the VA.gov site and click on VLM, and
13 you'll get all the latest and greatest. And you'll also
14 find out how you can go and look up someone. And it's
15 interactive. When you find them, you can make comments,
16 post pictures, and, of course, once they're approved,
17 they'll be posted to the site. That's one very good
18 thing.

19 The other is there was 155 VA national cemeteries.
20 Now they classify 61 of them as closed. We know that
21 those cemeteries don't close because there's perpetual
22 care. When we hear that there's 61 closed, don't be
23 mistaken. They are open still for internments of a
24 second person going in, but there's just no room for
25 initial burials. So we still have lots of space in some

MID-WINTER CONFERENCE

41

1 of those.

2 I can speak for Fort Sill National Cemetery. We
3 have 10,854 as of Thursday, but we could go to 45,000, so
4 we've got plenty of room. And I think if we fill up,
5 we're going to ask Fort Sill for some more land on the
6 other side of that.

7 But some cemeteries are reaching out to get land,
8 and that's what our committee sits on, to approve and
9 help write petitions for grants of land. And we did get
10 some land granted up in Minnesota. There was a
11 philanthropist that donated 7,000 acres to be used for
12 national cemetery purposes. So it's out there.

13 I just wanted to make sure that you were aware of
14 that. I'll be going up to Washington in the next month
15 to sit on that committee and commission for you, bring
16 you as much information as I can.

17 Danny, are you going there with me, sir?

18 DISTRICT VICE COMMANDER GROSS: Yeah.

19 NATIONAL CEMETERY COMMISSION REP MCNEAL: Danny
20 Gross is also one of the Oklahoma delegation going up,
21 and he'll be sitting in on that at the Washington
22 conference on that committee.

23 So look forward to more good news coming from that
24 end.

25 Thank you, Commander.

MID-WINTER CONFERENCE

42

1 DISTRICT COMMANDER WOODS: Thank you, John.

2 Any other committee reports?

3 (No response.)

4 DEPARTMENT COMMANDER WOODS: Our adjutant sent
5 out a letter -- or, an e-mail here a while back. Again,
6 I'm going to assume that certain people didn't get it.
7 But that was to have committee reports ready for today.
8 We've received four out of thirty. We'll be looking into
9 this and see if there was an e-mail problem. Rick has
10 asked me -- our adjutant has asked me to make sure that I
11 start pounding on these committees to make sure that they
12 get the report that they need to get in here. This is
13 not a hat situation. This is work for this department,
14 so be prepared.

15 Unfinished Business: Right now we have a couple of
16 posts -- Arnett Post, I think, still has some paperwork
17 we've got to finish up on. I think Ryan Post -- where's
18 Jim at? I think Ryan Post is done, if I'm not mistaken.

19 DISTRICT COMMANDER REES: Jim Rees, 6B District
20 Commander. Yes, all the paperwork's turned in. Rick has
21 sent it to National. We're waiting for National to
22 provide feedback at their spring conference.

23 DEPARTMENT COMMANDER WOODS: Thank you, guys. I
24 appreciate it.

25 Summer raffle.

MID-WINTER CONFERENCE

43

1 DEPARTMENT TREASURER MCPHERSON: Drawing.

2 DEPARTMENT COMMANDER WOODS: Drawing. I'm
3 sorry.

4 DISTRICT COMMANDER SIKES: Commander, can we get
5 an update on Healdton?

6 DEPARTMENT COMMANDER WOODS: Healdton is one of
7 those that need to be closed. Their information is done.
8 We're just waiting on National. Believe it or not,
9 National takes Christmas off, too, and it takes them a
10 while to get re-energized.

11 The summer drawing, if you have not noticed -- well,
12 now all of the posters are gone. I'm going to have to
13 start frisking you guys before you get out of here.

14 (Laughter.)

15 DEPARTMENT COMMANDER WOODS: But we had posters.
16 I know Post 12 has one.

17 I am hoping, John, you got yours. Yeah? Okay.
18 Good. Whew.

19 I was about to get in trouble there for a second.

20 UNIDENTIFIED SPEAKER: There's still some
21 sitting over there.

22 DEPARTMENT COMMANDER WOODS: Oh. The big
23 posters? No, no, no. The posters.

24 DISTRICT DEC KUNTZE: Oh, the big signs?

25 DEPARTMENT COMMANDER WOODS: Yeah, the big

MID-WINTER CONFERENCE

44

1 signs. Yeah, we've got plenty of posters, trust me.

2 We've got over 15,000 tickets, so we're good on
3 that. But make sure you get your tickets. Make sure you
4 look at them. There is no price on there, but that does
5 not mean you're limited. Charge 15.00 if you want. As
6 long as the department get their 5.00, go for it. No,
7 I'm just kidding that's a joke. No, it's \$10.00.

8 Unfortunately, we will be deciding here shortly when the
9 dates are for this, that's why there's no date on there.
10 It just says the summer convention, July 2025.

11 John Bloxom?

12 DISTRICT VICE COMMANDER BLOXOM: John Bloxom,
13 Post 126. Is the department mailing tickets and posters
14 to those posts that are not present?

15 DISTRICT DEC REP KUNTZE: Speak up a little bit
16 more, John.

17 DEPARTMENT COMMANDER WOODS: He's asking if the
18 department is mailing tickets and posters to those posts
19 that aren't here or don't have access. If those posts
20 contact us, we will do that, but we will not do it
21 blanket. Because, as you know, that costs a little bit
22 of money.

23 DISTRICT COMMANDER MAY: Elmo May, Post 146,
24 District 7 Commander. Okay. I'm going to take some for
25 District 7. I go visit my post. I give them a poster.

MID-WINTER CONFERENCE

45

1 I give them cards. That saves the department money and
2 saves me money because I've got to go see them anyway.

3 DEPARTMENT COMMANDER WOODS: Yes, that would be
4 the preferred method.

5 But if they need something like -- we're not talking
6 the initial one. We're talking, basically, four months
7 from now when, hopefully, a post sells them out. A post
8 can contact us. We will mail them.

9 But, yes, the district commanders should be using
10 that as an excuse to visit every post.

11 All right. Let's move on. Are there any other
12 questions about the summer raffle [sic]?

13 (No response.)

14 DEPARTMENT COMMANDER WOODS: All right. Post 1,
15 Ms. Karen Cruice?

16 DISTRICT COMMANDER CRUICE: Karen Cruice,
17 District 1B Commander. The building has closed. They
18 are still in the process of moving out. They are renting
19 a space. It's at 1315 North Utica Avenue. And just so
20 you know, their membership was at 100 percent before the
21 end of the year, and they have 70 new members so far.

22 DEPARTMENT COMMANDER WOODS: Outstanding. Make
23 sure you get that address to our new adjutant, and
24 information, so we can keep you updated and make sure we
25 get that information out to the posts.

MID-WINTER CONFERENCE

46

1 Is there any other Unfinished Business that I am not
2 aware of at this time?

3 (No response.)

4 DEPARTMENT COMMANDER WOODS: If so, we'll close
5 that, and we'll move into New Business. Got one in the
6 back.

7 DEPARTMENT MEDIA AND COMMUNICATIONS COMMITTEEMAN
8 KERR: Mike Kerr, Media and Communications. On the
9 website, under "Committees, DEC," you will see DEC 1 and
10 DEC 2 meeting minutes.

11 DEPARTMENT COMMANDER WOODS: Thank you, Mike.

12 As Past Department Commander Martin put out earlier,
13 that's where we're going. If you're not visiting that
14 website at least three, four times a week, you're selling
15 yourself short. And if you find problems, please let us
16 know.

17 All right. Let's move into New Business.
18 Unfortunately, we have individuals that have either
19 stepped aside, things that have prevented them from doing
20 their job, whatever we want to look at. But right now,
21 we have to have some committee appointments. I've got to
22 get them approved.

23 The first one off the bat will be the
24 parliamentarian. I told you last time that we need to
25 get one. A young lady by the name of Sue Dyer has

MID-WINTER CONFERENCE

47

1 requested to be the parliamentarian. I have touched
2 based with a couple of others in that process. I'm not
3 going to give their names, but I have asked them. They
4 are too busy to do it. This young lady wishes to do so.

5 The second one I have is Resolutions. The original
6 chairman resigned. The backup took it over, didn't
7 really do much with it. I need to get him replaced. So
8 I need a new Resolutions. Again, I would like to put in
9 for Sue Dyer for that.

10 CB&L [sic], Constitution and By-Laws, we've been
11 having an issue with that. Again, someone has stepped to
12 the side of that. John Bloxom has graciously asked to
13 become that again. And notice I said "again."
14 Hopefully, we can train someone to take over for John
15 very shortly. So, hopefully, by summer or next
16 mid-winter, we're looking at somebody else. John's done
17 it for a number of years. His hands are all over the
18 constitution and by-laws, so he knows it inside and out.
19 And I can't think of anybody more qualified to do that at
20 this particular time.

21 So right now I have Sue Dyer for Parliamentarian and
22 Resolutions and John Bloxom as Constitution and By-Laws.

23 DEPARTMENT VICE COMMANDER EAST MATHES-KERR:
24 Commander?

25 DEPARTMENT COMMANDER WOODS: Yes?

MID-WINTER CONFERENCE

48

1 DEPARTMENT VICE COMMANDER EAST MATHES-KERR: To
2 add to that, I stepped aside as the committee chair for
3 the Women Veterans Council or Committee. I have actually
4 made contact and recruited Karen Ritter, who is willing
5 to take my stead, and then we have Tina Kilmer as a
6 co-chair if you so choose to agree.

7 DEPARTMENT JUDGE ADVOCATE HAYNES: Commander, I
8 have a question.

9 DEPARTMENT COMMANDER WOODS: Yes?

10 DEPARTMENT JUDGE ADVOCATE HAYNES: I'm not sure
11 on the parliamentarian. Is that going to be a committee,
12 or where are we going to put that position?

13 DEPARTMENT COMMANDER WOODS: It would be a
14 chairman.

15 DEPARTMENT JUDGE ADVOCATE HAYNES: Chairman.
16 Okay. Thank you.

17 DISTRICT COMMANDER REES: State that one more
18 time, please. Clarify.

19 DEPARTMENT COMMANDER WOODS: A lot of the states
20 have parliamentarians. National has a parliamentarian.
21 This would be a chairman -- a chair position as a
22 parliamentarian to advise the membership and your front
23 table if we're making mistakes. Now, understand
24 something, I don't want people to think that this is a
25 way that we're going to try to get around our

MID-WINTER CONFERENCE

49

1 constitution and by-laws. It is not. They are not
2 allowed to voice their opinion unless asked. All right?
3 Again, we have to ask.

4 Yes, sir, Jim Rees?

5 DISTRICT COMMANDER REES: Jim Rees, District 6B
6 Commander. We don't have any discussion, wording or
7 other, in our constitution and by-laws. It's not
8 addressed in our DEC rules. Are we going to follow what
9 Robert's Rules state on how the parliamentarian is
10 supposed to conduct business? Is that what we're going
11 to follow?

12 DEPARTMENT COMMANDER WOODS: Correct. Until we
13 can get it into our constitution and by-laws, if
14 necessary.

15 DISTRICT COMMANDER REES: And can we add in that
16 the parliamentarian needs to get that training at the
17 constitution convention to help us get better at what
18 we're supposed to be doing?

19 DEPARTMENT COMMANDER WOODS: Absolutely.

20 DISTRICT COMMANDER REES: Thank you.

21 DEPARTMENT COMMANDER WOODS: In fact, if you
22 don't know, this is a parliamentarian book on the
23 American Legion website. Everyone in this room should
24 have that downloaded. That would prevent some of the
25 arguments that we have in here.

MID-WINTER CONFERENCE

50

1 So, at this time, I will take a motion to approve my
2 appointments.

3 DISTRICT COMMANDER SIKES: Jack Sikes, 3B. Let
4 me make sure I get this right. We want Karen for --

5 DEPARTMENT COMMANDER WOODS: Women Veterans.

6 DISTRICT COMMANDER SIKES: -- Women Veterans?
7 We want Sue for --

8 DEPARTMENT COMMANDER WOODS: Sue Dyer.

9 DISTRICT COMMANDER SIKES: -- Parliamentary --

10 DEPARTMENT COMMANDER WOODS: And Resolutions.

11 DISTRICT COMMANDER SIKES: -- and Resolutions.
12 And we want John for CB&L [sic]?

13 DEPARTMENT COMMANDER WOODS: Constitution and
14 By-Laws.

15 DISTRICT COMMANDER SIKES: I make that motion.

16 DISTRICT DEC REP DEER: Curtis Deer, 2B DEC. I
17 second the motion.

18 UNIDENTIFIED SPEAKER: Can't hear you.

19 DEPARTMENT COMMANDER WOODS: Curtis Deer?

20 DISTRICT DEC REP DEER: Curtis Deer, 2B DEC. I
21 second the motion.

22 DEPARTMENT COMMANDER MARTIN: Is there any
23 further discussion? Is there any further discussions?

24 (No response.)

25 DEPARTMENT COMMANDER WOODS: If not, all in

MID-WINTER CONFERENCE

51

1 favor, say aye.

2 MULTIPLE SPEAKERS: Aye.

3 DEPARTMENT COMMANDER WOODS: All opposed, same
4 sign.

5 (No response.)

6 DEPARTMENT COMMANDER WOODS: You agree on
7 something finally? Good. Outstanding.

8 Motion carried.

9 The district commanders are the ones that heard me
10 yesterday on this topic. John's been very vocal on it,
11 thank goodness. We were going to look at doing some
12 revitalization in our districts. We have to do that. We
13 have to get back to our membership. I put a challenge
14 out to have 3,000 members by the end of April. It's
15 doable. We just have to work together. And what I mean
16 by working together, I mean National, the department, the
17 districts, and the posts. We are not a separate
18 organization. It's all one. Are there any comments?
19 There's nothing to motion on this. I'm just letting you
20 know that's what's going to happen.

21 DISTRICT COMMANDER CRUICE: Karen Cruice, 1B
22 District Commander. I'll comment. We need to do more as
23 district commanders. I don't know because we don't talk
24 to one another enough about this, but we need to take
25 that data and we need to do something with it. We need

1 to be contacting our posts. We should all know which
2 posts in our district haven't had a growth and for how
3 many weeks. You know, have they not grown in a week? In
4 two weeks?

5 I have one that hasn't grown in six weeks. She only
6 needed two more. She got them this week because I
7 challenged her.

8 But we should know what our posts are doing, and we
9 should ask them if there's problems. It's not just
10 looking at a report and hoping that the numbers go up.
11 We should know which posts have had new members and which
12 haven't and be calling them. So hoping and praying and
13 doing one thing isn't enough.

14 When I went through -- because I had one of my posts
15 want that honor ribbon, and I went through the data
16 because there was some questions, "What is this?" I
17 didn't know. Rick and I talked things through. I did a
18 national search. There are about 15 to 20 posts that
19 missed it by one member. If they would have known that
20 their deadline was December 31st -- that's the stuff we
21 need to be getting out there and motivating.

22 People are motivated by getting something or being
23 rewarded. Do we know that we have 17 posts that made 100
24 percent by December 31st? That would have been a great
25 thing to hear today when our whole body was here. But we

MID-WINTER CONFERENCE

53

1 need to celebrate. We need to do more than just talk
2 about it and talk about the struggle and things. We need
3 to celebrate, and we need to ask questions if we're
4 seeing a problem.

5 There's a post that had over 100 members last year
6 and has zero right now. Is somebody talking to that
7 post? Do they know what the problem is? We just need to
8 do more than just talking here.

9 DEPARTMENT COMMANDER WOODS: Agree.

10 DEPARTMENT JUDGE ADVOCATE HAYNES: Dale Haynes,
11 Judge Advocate. District is kind of near and dear to the
12 heart. But when I -- unless I am a --

13 DISTRICT DEC REP KUNTZE: Dale, speak up,
14 please, into the mic. The stenographer can't hear you.

15 DEPARTMENT JUDGE ADVOCATE HAYNES: Dale Haynes,
16 Judge Advocate. When I was district commander, unless
17 they have changed it, if the district commander gets on
18 My Legion, there is a little report down towards the
19 bottom. I think it's called "activities report," if I'm
20 not mistaken. It is a very interesting report. It will
21 show you what activity your posts have been doing as far
22 as membership. It will show you when the last time they
23 went on My Legion, if I'm not mistaken, and a few other
24 things. I accidently found that. Many of you may not
25 know it's there. I'm pretty sure it's called an

MID-WINTER CONFERENCE

54

1 "activity report," and it will tell you all those things
2 that Karen just said it would be nice to know.

3 DEPARTMENT COMMANDER WOODS: Thank you, Dale.

4 Last summer, unfortunately, once again -- I would
5 like to pull up my video of all the cats being wrangled,
6 running across the river because herding cats seems to be
7 quite the job at this department. Last summer when we
8 shut down, I had to go into District 1 -- or, DEC 1. The
9 next thing I know, I'm getting a report, everything is
10 packed up. Well, it was packed, but it wasn't packed
11 very well. Commander Martin -- Past Department Commander
12 Martin and our adjutant got together before we came here,
13 and they did their due diligence. They checked
14 everything. There were a lot of things that need to be
15 addressed.

16 Commander, would you like to speak on that?

17 PDC MARTIN: I would love to.

18 (Laughter.)

19 PDC MARTIN: Brett Martin, Past Department
20 Commander. We spent over \$6,000.00 on brand new
21 equipment that's not a year old. And when it was torn
22 down last summer, it was just thrown. We've got broken
23 mics, broken mic stands. We've got cables that are
24 broke. Nothing was put back in the box that it was
25 originally put in. There was no due diligence done. It

MID-WINTER CONFERENCE

55

1 was a bunch of people just wanting to get the hell out of
2 there, so they throw the stuff away. The stuff is now a
3 year old, and I would say 78 percent is probably good,
4 but we've got 22 percent that's not so good anymore. And
5 there's no reason for it.

6 We have to be good stewards with the stuff that we
7 buy because this is one poor department. It's one poor
8 department. But we can't keep shooting ourselves in the
9 foot with these self-inflicted wounds.

10 And I'll get off my soap box. Thank you.

11 DEPARTMENT COMMANDER WOODS: He's absolutely
12 right. You've got to remember, guys, this is your money.
13 It is membership money. If we buy something, do
14 something, it's your money. You own it. Think about
15 that. You own it, not me. Well, I own \$13.50 of it.

16 Membership update: We had a nice little discussion
17 earlier about membership. I don't think there's too much
18 more to cover other than the fact that we are hitting the
19 bottom of the barrel. We are at the same basic point as
20 we were last year, maybe a little lower.

21 PDC MARTIN: No. Actually, last year, we were
22 at 49th place. We had hit every goal all year long.
23 This year, we haven't hit one goal, and we're almost
24 2,000 people behind.

25 DEPARTMENT COMMANDER WOODS: Actually, closer to

1 3,000, but, yeah.

2 PDC MARTIN: Okay. So don't compare it to last
3 year, because it's not even close.

4 DEPARTMENT COMMANDER WOODS: Again, we see the
5 numbers. I was asked to send out a report. I will start
6 doing it, but I have a concern. I can see your
7 retention. I know exactly what every post's retention
8 is, every post's, without exception, without fail. I
9 know the posts that are already at 98 to 100 percent. I
10 know the post retentions that are at 44, 43 percent.
11 I've talked. I've called. That's why we're going to
12 look at doing the districts thing. We've got to do
13 something.

14 Our membership recruitment is good. I'm not going
15 to say outstanding, but I would say great. I would say
16 it's above average. We recruit every year about 700 to
17 800. There's one year we had almost 1,000. That's good.
18 I'm still telling you to recruit every one for every one.
19 If you've got a member, they need to be recruiting a
20 member. But that is not the end-all and be-all. That is
21 strengthening the department.

22 We need to be looking at our retention. What is
23 driving our people away? I'm not going to call all of
24 them. There's 6,000 people. There's 365 days. Do the
25 math. I cannot stay that much on the phone every day.

1 It's not going to happen. So the posts have to take the
2 responsibility for this. If you have people that's not
3 wanting to sign back up, ask them why. Ask them why.

4 Because I did do a little bit of research in my
5 district at one time. One of the things I got from it
6 was, "Well, I went to my post, and he said this," and I
7 quote, "Why are you here? You don't look like a
8 veteran." We don't deal with that. You can't say things
9 like that. Welcome them.

10 Sergeant-at-Arms, do your job. I'll tell you right
11 now the Department of Oklahoma has probably one of the
12 best sergeant-at-arms because he makes sure, every time
13 I'm up here talking, he goes (indicated). "Stop
14 talking." He does his job. That's what I fully expect.

15 Make the phone calls. Find out why your people are
16 walking out the door. Get the retention up. Retention
17 should be about 75 to 80 percent right now, not 68 -- was
18 the last number that I saw. I mean, we're close, but we
19 need to get that bigger. And then we can continue
20 working on trying to recruit new members. But let's get
21 that 95 to 98 percent retention. That's what drives up.
22 That's what helps us. Get the people back in our posts.

23 Any questions on that? And I will be sending out
24 the percentages of your retention, but like I said, I do
25 have a concern. That does not mean you stop. Don't

MID-WINTER CONFERENCE

58

1 stop. June 30th is your deadline date. You don't stop
2 until that date, and even then it's not done.

3 DISTRICT VICE COMMANDER BLOXOM: Commander?

4 DEPARTMENT COMMANDER WOODS: Yes?

5 DISTRICT VICE COMMANDER BLOXOM: Without coming
6 to the microphone, may I make one request? If you're
7 sending something to my post address, there is no one
8 there, ever, except on a meeting night. Do away with
9 that post address. If you want something to reach my
10 post, send it to me. If you don't send it to me, they
11 don't get it. If you send it to my district commander, I
12 will never see nor have I since he became commander. And
13 that's probably not just District 4.

14 DISTRICT COMMANDER REES: Commander?

15 DEPARTMENT COMMANDER WOODS: Hang on. I'm
16 thinking. My brain's -- you can probably smell the smoke
17 up here right now.

18 John, if I do that, if I send it to your address,
19 which I don't have a problem with -- yes, I understand
20 now. Yeah, we can do that at the department level, but
21 at the National level, we always have to have the
22 information for that post. So we kind of have to
23 separate that out. But, yes, we can do that.

24 DISTRICT VICE COMMANDER BLOXOM: When I do my
25 post data report, I put my e-mail address on it, so

MID-WINTER CONFERENCE

59

1 National has it. I get e-mails from them.

2 DEPARTMENT JUDGE ADVOCATE HAYNES: I don't know
3 about your e-mail. I have several e-mail accounts, as
4 many of you know. Dale Haynes, Judge Advocate. I
5 forward all of that to my other e-mail. So you might
6 check and see if you can forward that e-mail to wherever
7 you want it to go since nobody's monitoring it, and that
8 way you'll get to see it. I just make that as a
9 suggestion.

10 DEPARTMENT COMMANDER WOODS: Jim?

11 DISTRICT COMMANDER REES: Jim Rees, 6B
12 Commander. We use a post e-mail -- which is a good
13 thing -- so when I can unplug, the next person can take
14 over and it's there. They also ask for the commander's
15 e-mail and your adjutant's so you have multi e-mail that
16 reaches the leadership of that post, and that's what we
17 should be using.

18 DEPARTMENT COMMANDER WOODS: Agreed. Commander
19 Martin and myself, that's what happened just recently.
20 He had a talokcommander@gmail.com. I shifted it over. I
21 changed the password and did everything I'm supposed to.
22 So I started sending out e-mails, and I'm sure Commander
23 Martin was probably going "What are you talking about?"
24 Because if you don't change it on your end of the
25 receipt, it still shows him as being the commander. So

MID-WINTER CONFERENCE

60

1 you have to update your system. Because I didn't find
2 out about this until just a few days -- probably a day
3 ago. I'm like, "What are you talking about? Commander
4 Martin's not doing it."

5 DISTRICT COMMANDER REES: That's the new thing
6 that's on that e-mail now?

7 DEPARTMENT COMMANDER WOODS: Oh. That's another
8 one. I don't know who this is talcommander@gmail.com.

9 UNIDENTIFIED SPEAKER: It's a spam.

10 PDC MARTIN: It's spam e-mail.

11 DEPARTMENT COMMANDER WOODS: I don't know. But
12 please do not mess with that one, either.

13 PDC MARTIN: No. It's spam.

14 DEPARTMENT COMMANDER WOODS: Yeah.

15 DEPARTMENT VICE COMMANDER EAST MATHES-KERR:
16 Patricia Mathes-Kerr, Vice Commander East. I have
17 received, like, eight, and they all sound like him. AI's
18 caught him. And so, this AI thing is being weaponized,
19 and they're using him in different e-mails. If you go
20 scroll to the e-mail coming in, you'll see there are a
21 whole bunch of numbers. It will say post president,
22 command post, a whole bunch of numbers. Guys, block and
23 delete. It is a spam. And they sound like they're
24 trying to get you "Hey, do you have time to call?"

25 Right after our summer convention, I got one that

MID-WINTER CONFERENCE

61

1 said, "Hey, I need you for a minute." It sounded just
2 like him, the same way he would verbalize stuff. So I
3 said, "Dude, did you send me an e-mail? Do we need to
4 meet? Is there an emergency?" And he's like "I don't
5 know what you're talking about."

6 So, no, it is spam, and it's coming from outside the
7 United States. There's no recourse for us on that end
8 unless you get in with INTERPOL.

9 UNIDENTIFIED SPEAKER: (Unintelligible.)

10 DEPARTMENT VICE COMMANDER EAST MATHES-KERR:
11 Yeah, we don't need gift card. Please don't do that.
12 And don't send them any.

13 So we do know that there are spam e-mails coming
14 through that have Commander Woods' name all over it, and
15 it sounds like him, too. Always follow up if you have a
16 question.

17 DEPARTMENT COMMANDER WOODS: Thank you.

18 Yeah, it was three days after the election, and we
19 started seeing those. People were calling the
20 department. People were calling me. I'm like "Nope,
21 that's not me."

22 DETACHMENT SAL COMMANDER THOMAS: It's happening
23 on the detachment side, too.

24 DEPARTMENT COMMANDER WOODS: Yeah.

25 Rich, whatcha got?

MID-WINTER CONFERENCE

62

1 DISTRICT DEC REP CONN: Richard Conn, District
2 1A DEC. So, to me, what it just sounds like you said --
3 correct me if I'm wrong -- but the website has been
4 infiltrated out of the country by AI?

5 DEPARTMENT COMMANDER MARTIN: No. What it is,
6 anyone, all eight billion people on the planet, can
7 access our website. They can go to that website and say,
8 "Oh, look at that." Or they see the things that we do on
9 Facebook and "Hey, there's a new commander at the
10 American Legion. Half the people probably don't know who
11 it is." So they start -- they spoof it. They use that
12 with our names and with a different e-mail address and
13 numbers. Like she said, there's numbers. One I saw was
14 from me from the UK. I've never lived in the UK in my
15 life.

16 DISTRICT DEC REP CONN: But they found it from
17 the website?

18 DEPARTMENT COMMANDER WOODS: Yes. But they use
19 my name with their own e-mail. And we can't do anything
20 about it because it's a public website.

21 Yes, Don?

22 DISTRICT DEC REP KUNTZE: Don Kuntze, Post 353.
23 About a week and a half ago, I got an e-mail from Jamie
24 Jannett, Adjutant. What's with that? She's been gone a
25 long time.

MID-WINTER CONFERENCE

63

1 PDC MARTIN: Don, check in your address book on
2 your local computer. If you've got the adjutant's e-mail
3 saved under Jamie Jannett, it's going to come every time
4 to your computer as Jamie Jannett.

5 DISTRICT DEC REP KUNTZE: Mine's going to change
6 it? Oh, yeah?

7 PDC MARTIN: You have to change it.

8 DEPARTMENT COMMANDER WOODS: Yeah, you have to
9 change it.

10 PDC MARTIN: Because it doesn't recognize the
11 name. It recognizes the e-mail address.

12 DEPARTMENT COMMANDER WOODS: Right.

13 DISTRICT DEC REP KUNTZE: Oh. Okay. So I'm
14 going to get a big hammer, and I'm going to strike any
15 key.

16 (Laughter.)

17 UNIDENTIFIED SPEAKER: Don, mine still shows
18 Carl.

19 PDC MARTIN: Right. But you have to change it
20 on your end.

21 DISTRICT DEC REP KUNTZE: Okay. Got it.

22 DEPARTMENT COMMANDER WOODS: All right. Is
23 there anything else under New Business? Anything that I
24 forgot? Any brags that anybody wants to do?

25 DISTRICT COMMANDER HARRIS: Yeah. Mike Harris,

MID-WINTER CONFERENCE

64

1 District Commander, 5A. For the last two or three years,
2 we invariably have had issues on when mid-winter
3 convention and when summer convention is going to be
4 held. Last year, we had a date in July chosen, and then
5 something happened and it got moved forward.

6 I've been thinking about this for at least the last
7 year and a half, but since this is a good time to bring
8 this up, I think this body needs to accept two weekends
9 in the year. And if you really think about what I'm
10 getting ready to suggest, it makes complete, perfect
11 sense. I suggest that the summer convention be held the
12 first weekend in June every year, bar none, the first
13 weekend in June. There is nothing going on in that
14 weekend. You get finished with Memorial day. You have
15 the entire summer to plan your vacation. And the summer
16 convention will be done.

17 Our biggest complaint with summer conventions is,
18 right when we get done, we've got to gear up and go to
19 National Convention. There's not a whole lot of time if
20 we have conventions in July. So that's why I suggest
21 doing it the first weekend in June every year, bar none.

22 DETACHMENT SAL COMMANDER THOMAS: Boys State,
23 Boys Nations doesn't allow it.

24 DISTRICT COMMANDER HARRIS: Boys State is May
25 24th through May 31st, is it not?

MID-WINTER CONFERENCE

65

1 DISTRICT DEC REP KUNTZE: This is the exception
2 this year.

3 DISTRICT COMMANDER HARRIS: Which means it's the
4 last weekend in May because it covers Memorial Day.

5 DETACHMENT SAL COMMANDER THOMAS: Not this year,
6 but most years.

7 DISTRICT COMMANDER HARRIS: Well, you can adjust
8 that if you need to, but I still say it needs to be held
9 the first weekend in June.

10 Moving forward, the mid-winter convention needs to
11 be held the first weekend in December, that way you don't
12 have to worry about all the snow and ice and hazardous
13 driving conditions in January. But if you hold it the
14 first weekend in December, you're done with Thanksgiving,
15 and you're plenty time out before Christmas, and then you
16 still have all these months in between these conventions
17 to plan your spring and fall conferences, and you're not
18 trying to do everything within a month and a half.

19 My suggestion, and I think we ought to move forward
20 with it. Thank you.

21 DEPARTMENT COMMANDER WOODS: Thank you.

22 I will let you know on this. Also, there's
23 something else that comes up in August that a lot of
24 people don't think about unless you're a department
25 officer. Once you roll out of your elections in July,

MID-WINTER CONFERENCE

66

1 you roll right into the membership planning and
2 activities, and your MPA (phonetic), and your membership
3 stuff that has to go on around the first week, week and a
4 half of August.

5 DISTRICT VICE COMMANDER BLOXOM: John Bloxom,
6 Post 126. New Business. Summer convention site
7 location. Can we discussion it now?

8 DEPARTMENT COMMANDER WOODS: We sure can. Thank
9 you.

10 DISTRICT VICE COMMANDER BLOXOM: There was a
11 selection committee or a study group put together to find
12 a suitable site for the summer convention. The adjutant
13 sent out a request for proposals to multiple cities,
14 anything big enough to handle us, chambers of commerce,
15 hotels, and they responded, eight of them. Eight hotels
16 came back and unfortunately not all eight of them were
17 capable. But the committee went out and revisited,
18 checked the hotels, looked at their proposals, eliminated
19 four. We had four left. We eliminated the Marriott in
20 Tulsa. We eliminated the Renaissance Hotel in Tulsa.

21 The Renaissance looks great on the outside. The
22 proposal looked good, but they just entered a year long
23 revitalization of the hotel. You can't host a convention
24 there when you're rebuilding your building.

25 We looked at what they were charging us for, what we

MID-WINTER CONFERENCE

67

1 could bargain about. "Do we need to rent all of your AV
2 equipment? Can we use our own?" Yes, we can in some.
3 No, you can't in others. "What's your room rate? Can
4 you give us per diem?" The answer is yes in the ones
5 that we've talked to. In all of them, no. "Do you
6 charge us for parking? Do you have a parking facility?
7 What's your tax rate? What's your meeting space rental?
8 Can we bargain on that? What's your cost of a banquet?
9 Can we bargain on that? Are there any discounts
10 available?"

11 Well, we came up with two that we'd like to
12 recommend that we consider. But before we enter into any
13 contracts -- or, the adjutant enters into a contract, he
14 needs to do a little more bargaining without all the rest
15 of us involved.

16 I'll get down to the point. We found two: Warren
17 Place in Tulsa and the Grand Casino in Shawnee. Both of
18 them will offer us per diem. Today is \$110 per room per
19 day. Both of them will give us free parking. Both of
20 them run, basically, the same on their tax rate. The
21 Warren Place is \$18.10 and Grand is \$17.88, based upon
22 their community. So, basically, our room rate per night
23 would be at Warren Place \$128.16; the Shawnee Grand
24 Casino's \$128.88 -- a wash.

25 "Hospitality suites, do you have them? Do you

MID-WINTER CONFERENCE

68

1 charge for them, or can you just give them to us?" They
2 both have them. They both charge \$110.00. So that's an
3 even.

4 Meeting space rental: The Warren Place says they'll
5 give it to us but we have to meet a food and beverage and
6 board. So we have to have so many rooms, we have to have
7 so much food and so much beverage. It's really
8 reasonable. The food and beverage is 15,000.

9 The Grand Casino says "We want," basically, "10,000
10 to rent our meeting space, but if you meet your food and
11 beverage, we'll drop it down to 4,000." That's a 6,000
12 drop right off the bat. They want a food and beverage
13 count of 20,000, so there's a \$5,000 difference. Okay.

14 Estimated cost, \$15,110 if we meet our food and
15 beverage at the Warren Place in Tulsa. The Grand Casino
16 would be 24,000 plus or minus a couple hundred bucks.

17 They can both offer us the dates we asked for in
18 July. The problem is the Warren Place is in Tulsa -- the
19 distance to travel from the west, northwest, and
20 southwest, and the south. The Grand Casino is centrally
21 located. So we have a choice. Do we want to have a
22 centrally located meeting, or do we want to do something
23 in Tulsa? Both places are willing to give us the exact
24 same treatment on a three-year contract, no change.

25 So I present to you the two recommendations: the

MID-WINTER CONFERENCE

69

1 Warren Place in Tulsa or the Grand Casino. We need a
2 vote.

3 DISTRICT COMMANDER HARRIS: John, does Warren
4 Place offer free breakfast like the....

5 DISTRICT VICE COMMANDER BLOXOM: No. They do
6 not. No, they do not, but --

7 DISTRICT COMMANDER HARRIS: Well, the Grand
8 Casino doesn't either.

9 DISTRICT VICE COMMANDER BLOXOM: No, they don't.
10 But we have to meet the food and beverage.

11 DISTRICT COMMANDER HARRIS: Okay.

12 DISTRICT VICE COMMANDER BLOXOM: The adjutant
13 has figured out a way to use breakfast at the Warren, and
14 I don't know what we'll do at the Grand Casino. The
15 Warren will allow us to have our own breakfast, like a
16 buffet, for a set price. The adjutant would sell the
17 tickets to it. If you don't have a ticket, you don't
18 eat. If you go into their breakfast buffet, it's a flat
19 20 bucks. The Grand Casino will set us up a buffet. I
20 just don't know what it is. Okay? So that's part of
21 meeting that 20,000 -- or, \$15,000.

22 DISTRICT COMMANDER HARRIS: You said the Warren
23 is 15,000?

24 DISTRICT VICE COMMANDER BLOXOM: The 15,000 is
25 at Warren, yes.

MID-WINTER CONFERENCE

70

1 DISTRICT COMMANDER HARRIS: Okay.

2 DISTRICT VICE COMMANDER BLOXOM: Now, like I
3 said, the Warren is in Tulsa, but it's a beautiful
4 facility. It has all the space that we need. It's in a
5 park-like environment. If you've ever been in Tulsa, you
6 know where the Saint Francis Hospital is. It's right
7 across the street in that big park area. There's a
8 restaurant in the hotel, but right in the grounds around
9 it, there's seven. Across the street half a block,
10 there's another food industry. LaFortune Park is across
11 the street, so, if I need to run, jog, play golf, it's
12 right there. So it's a good place to go. And like I
13 say, park industry, and a parking garage. They have a
14 swimming pool. They have an exercise room. They welcome
15 children. If you want to go outside on the patio, they
16 welcome it. The hallway or vendor booth are free. We
17 control it. There's an advantage there.

18 At the Grand Casino, all the vendors came inside the
19 main ballroom. Okay?

20 So that's the two options. What do you want to do?
21 So we just need to decide.

22 DISTRICT COMMANDER HARRIS: Would the main hall
23 at the Warren be big enough to put the vendor booths
24 around the outside like they do at the Grand Casino?

25 DISTRICT VICE COMMANDER BLOXOM: On the interior

MID-WINTER CONFERENCE

71

1 of the building of the conference room, no. But they
2 have one-fourth the width of this room, length-wise,
3 right outside the door. So you can set it up in the hall
4 out there and still have walking space.

5 DISTRICT COMMANDER HARRIS: Where that hallway
6 is -- and I've got a method to the madness of why I'm
7 asking. Where that hallway is, is that the only entrance
8 and exit to the main hall?

9 DEPARTMENT ADJUTANT REDDEN: It is. Yes.

10 DISTRICT COMMANDER HARRIS: Okay. And the
11 reason I ask -- like I said, there's a method to this
12 madness -- if you're going to be passing all the vendor
13 booths going in and out of the main hall, I don't see an
14 issue with having it out in the hallway. Whereas, at the
15 Grand Casino, they were (unintelligible) other ways you
16 could get out of that main hall.

17 DISTRICT DEC REP KUNTZE: Hey, guys? You need
18 to be talking into the mic. Stand up or talk louder or
19 something because she's having trouble following. Yeah.

20 DISTRICT COMMANDER HARRIS: I'll share the mic
21 with you.

22 With the Grand Casino, if you -- because we had, the
23 last times we were out there, we had the vendor booths at
24 the back side around the end. When we had breaks, that
25 kept the body of the meeting in the hall, and those

MID-WINTER CONFERENCE

72

1 vendors could still operate and still have -- be able to
2 talk to. But that's why I was asking you about the
3 hallway, coming and going. They'd still have to be able
4 to sell their goods.

5 DISTRICT VICE COMMANDER BLOXOM: Yes --

6 DISTRICT COMMANDER HARRIS: Thank you.

7 DISTRICT VICE COMMANDER BLOXOM: -- I understand
8 the question. The main ballroom is split right down the
9 middle. And then each half of the main ballroom --

10 DISTRICT DEC REP KUNTZE: Speak into the mic,
11 please, John. We can't hear you here.

12 DISTRICT VICE COMMANDER BLOXOM: The main
13 ballroom is split in the middle and then split again.
14 That's all controlled out of the doors over there
15 (indicated). Okay? If you go back to the breakout
16 rooms, there's doors on either end. So I could go out
17 another hall. But I control those doors, so those two --
18 so, A, B, C, D, E, F; A, C, and F will go through those
19 doors, these over here (indicated). The main hall is off
20 to that side (indicated), so they'd have to come around.
21 Yes.

22 DISTRICT DEC REP DEER: I just have a quick
23 question. Curtis Deer, District 2B. There was a reason
24 we left the Grand Casino.

25 DISTRICT VICE COMMANDER BLOXOM: Yes.

MID-WINTER CONFERENCE

73

1 DISTRICT DEC REP DEER: Have those issues been
2 resolved, or are we going to end up revisiting those in
3 another year?

4 DISTRICT VICE COMMANDER BLOXOM: What was the
5 issue?

6 DISTRICT DEC REP DEER: They weren't
7 cooperative.

8 DISTRICT VICE COMMANDER BLOXOM: They're very
9 cooperative. They always have been. Now, many not to an
10 individual.

11 DISTRICT DEC REP DEER: I've heard that, from
12 what I was told, the reason why we couldn't use them
13 anymore is because they were becoming uncooperative and
14 jacking the prices up.

15 DISTRICT DEC REP KUNTZE: Scuttlebutt.

16 DISTRICT DEC REP DEER: Well, we left. We voted
17 away from them.

18 DISTRICT VICE COMMANDER BLOXOM: No. That's not
19 the reason we left.

20 DISTRICT DEC REP DEER: Okay. What was the
21 reason?

22 DISTRICT COMMANDER CRUICE: Karen Cruice,
23 District 1B. I know that they went under construction
24 and that was a problem. Our auxiliary had to go all the
25 way around outside and back. So that's probably done by

MID-WINTER CONFERENCE

74

1 now. And then the next year, they were doing
2 construction on their -- where we ate. And so, that
3 became an issue. There was no place to eat.

4 So both of those would be a limited time, but it was
5 just year after year, which frustrated us.

6 DISTRICT VICE COMMANDER BLOXOM: Those problems
7 have been resolved. The buffet area that we went to is
8 now five different buffets. You still go to the same
9 point to get to it. You still have the two upstairs.
10 You still have the Oriental place downstairs. You still
11 have the breakfast thing. Breakfast is the problem.

12 Now, when the adjutant goes in and negotiates with
13 them, he should be able to negotiate with that contract.
14 Because that breakfast buffet is a contract to the hotel
15 to extend their hours.

16 At the Warren Place, it's not a problem. We control
17 the hours because we're going to run the buffet with the
18 adjutant.

19 So I think we can get what we want at either place.
20 It's just a matter of what the preference is.

21 The only problem with the people complaining about
22 the casino -- no one twists your arm and makes you go
23 over and put your quarter in the machine.

24 (Laughter.)

25 DISTRICT VICE COMMANDER BLOXOM: And at the

MID-WINTER CONFERENCE

75

1 time, casino, I get coffee free if I walk around to the
2 vending machine.

3 UNIDENTIFIED SPEAKER: And ice cream.

4 DISTRICT VICE COMMANDER BLOXOM: And ice cream.

5 At the Warren place, I'm going to buy a service. It
6 will have coffee, tea, water, and I'm going to pay for
7 it.

8 I mean, like I say, I have two places that are
9 basically equal. Actually, there's a third place. There
10 is a downtown version of the Warren Place. We can get
11 almost the same thing down there, but you're downtown,
12 and I mean it is downtown Tulsa. And you're inside the
13 IDL. There's two ways in, two ways out. And it's
14 directly across the street from the convention center.
15 There is nothing there, no place to go until I get a few
16 blocks, then there's all kinds of stuff down there. But
17 there's no transportation. And you're going to place \$15
18 a night to park the car.

19 DISTRICT COMMANDER CRUICE: First of all, I want
20 to thank you because that was an amazing presentation, so
21 your committee did amazing.

22 Second, I would love to hear some people from the
23 west. Because, even though I live in Tulsa and that
24 would be ideal, we're one family. So, if I could hear
25 from some of the districts and your thoughts that are all

MID-WINTER CONFERENCE

76

1 the way over there.

2 DISTRICT COMMANDER REES: I don't like Tulsa.

3 (Laughter.)

4 DISTRICT COMMANDER MAY: Elmo May, Post 146,
5 District 7 Commander. Okay. If I have any chance of
6 getting any of my people from out west to go to a state
7 conference, we've got to go to Shawnee. I'm just saying
8 they're not going to drive four hours to go to Tulsa for
9 four or five days. I can't even hardly get them to come
10 to district meetings. You know? So, if I have any
11 chance of getting them to go, it's going to have to be
12 Shawnee.

13 DEPARTMENT CHAPLAIN STEWART: I'm here.

14 DISTRICT COMMANDER MAY: I know you, Bobby. You
15 go to everything.

16 (Laughter.)

17 DISTRICT VICE COMMANDER BLOXOM: And we really
18 attempted to find one in the south, one in the southeast.
19 The one at Durant is very helpful. Sure, they'll take
20 us. But how many people are going to go to Durant? The
21 same complaint except it's much further. Now, would I go
22 to Durant, to Calera to the casino down there? You bet
23 you. It's a nice place that offers everything.

24 But I understand what the complaints are. Can I go
25 down 35 to Thackerville? Sure. Except they said, "We

MID-WINTER CONFERENCE

77

1 don't want you. Sorry. Thank you for asking. But we're
2 busy." Can I go to a couple of the others in the Tulsa
3 area, yeah, they'll take us. The Hard Rock, no, not
4 interested. Can I go up 35 toward Wichita, yeah, but the
5 only thing up there that remotely --

6 DISTRICT VICE COMMANDER MCNEAL: Hey, John?

7 DISTRICT VICE COMMANDER BLOXOM: -- comes close
8 is Tonkawa.

9 DISTRICT VICE COMMANDER MCNEAL: It's going to
10 be better if you were facing her and speaking into that
11 mic. She's having a real rough time.

12 DISTRICT VICE COMMANDER BLOXOM: Okay. Let me
13 change sides.

14 If you want to go north, I can look at the Osage
15 Casino in Tulsa, which is too small. It doesn't have the
16 facilities to house everything we want to do. It's more
17 like the hotel on northwest -- up in the northwest, that
18 little Embassy Suites up there. I can't find anything
19 big enough west. So where do I go?

20 UNIDENTIFIED SPEAKER: Well, you've done great,
21 John.

22 MULTIPLE SPEAKERS: You've done great.

23 DISTRICT VICE COMMANDER BLOXOM: We have very
24 limited choices of where we can put a convention.

25 DISTRICT TREASURER MCPHERSON: Sam McPherson,

MID-WINTER CONFERENCE

78

1 Treasurer. I really don't care. Like I said, I think
2 the committee did a fine job with what they were able to
3 put together.

4 I personally think that it, especially a convention,
5 should be a destination. And so, I think it could be
6 anywhere. I know there were some people they ran into,
7 actually, Texas VFW down in Durant.

8 Was it Durant?

9 DEPARTMENT COMMANDER WOODS: Durant.

10 DEPARTMENT TREASURER MCPHERSON: So they came
11 from another state. I wouldn't want to go to another
12 state, but I figure anywhere in the state should be a
13 destination for a convention. That shouldn't really
14 matter. But that's just my opinion.

15 DISTRICT COMMANDER CRUICE: So you're looking
16 for a motion?

17 DEPARTMENT COMMANDER WOODS: Yeah. If you want
18 to feel a little weird, walk into an I-HOP and see a
19 bunch of Texas Legionnaires or VFW members with their
20 covers on.

21 DISTRICT COMMANDER CRUICE: Are you looking for
22 a motion?

23 DEPARTMENT COMMANDER WOODS: Yes.

24 DISTRICT COMMANDER CRUICE: Karen Cruice,
25 District 1B. I motion that we have this summer's

MID-WINTER CONFERENCE

79

1 convention at Shawnee.

2 DISTRICT DEC REP CONN: Richard Conn, 1A DEC. I
3 second that motion.

4 DEPARTMENT COMMANDER WOODS: Here's the question
5 that I want to pose to you. We've got a motion on the
6 floor to accept Shawnee as our future site for the summer
7 convention. We have a first and a second. By doing
8 that, you realize that you eliminate the Warren Place
9 completely. You understand; right?

10 UNIDENTIFIED SPEAKER: Yeah.

11 DEPARTMENT COMMANDER WOODS: Okay. So is there
12 any further discussion?

13 DISTRICT DEC REP CONN: Richard Conn, District
14 1A DEC. That is for a three-year contract; correct?

15 DISTRICT VICE COMMANDER BLOXOM: We're doing it
16 right now for this summer. But we'll go out again and
17 renegotiate. And they've all specified they're
18 interested for three years, identified their interested
19 for our three years, every hotel. And then he will
20 negotiate a contract for a three-year period. Now,
21 that's both the convention and the conference.

22 DEPARTMENT COMMANDER WOODS: Yeah. The reason
23 we're doing that is so that you get to see them. Most of
24 us has been to the Grand. We understand the Grand.

25 DISTRICT VICE COMMANDER BLOXOM: We started out

1 working just for this summer convention. But the RFP
2 says, "We're looking at changing this to a three-year
3 site. Are you willing to give us this?" And when we
4 talked to them, they said yes. In fact, they put it in
5 writing right across the bottom of their proposal.

6 Now, there was one hotel in Tulsa that could not,
7 but it was a week later in July, which is what we didn't
8 want to do.

9 But they're all willing to accept a three-year
10 contract. He will have to negotiate that.

11 DISTRICT DEC REP WATSON: Larry Watson, 6B Rep.
12 Is this location off the table in the summertime?

13 DEPARTMENT COMMANDER WOODS: No. Now, if we
14 vote today and we vote to go to the Grand, then it is.
15 That's why I'm asking. I'm almost tempted to give you
16 five minutes to discuss it amongst yourselves for the
17 very simple fact we've seen this in the past. One motion
18 is made. We accept. And then everybody assumes that
19 that is what we're going to do. If there are two
20 locations, we have to give both locations the fair
21 opportunity and the membership to determine that. Now,
22 if it's an overwhelming -- if it's a unanimous aye, then
23 it's the Grand. If it's 50/50, I think we may have to
24 look at it again with raising hands and determining which
25 one we really want.

MID-WINTER CONFERENCE

81

1 DISTRICT DEC REP WATSON: Well, the locale here,
2 and if it's a 10,000 or 15,000 savings, I think this is
3 something that certainly needs to be taken into
4 consideration. And it's a wonderful facility. It's the
5 first time I've been in here.

6 DEPARTMENT COMMANDER WOODS: Yes. Well, again,
7 this is just for one summer. This is the summer.
8 There's nothing that says we can't bring it up again, or,
9 at a future date, coming back here for another
10 mid-winter.

11 DEPARTMENT ADJUTANT REDDEN: Rick Redden,
12 Adjutant. I just wanted to clarify a couple of things in
13 case you got confused. We asked for a one-year, this
14 summer only, proposal from a dozen different places. I
15 also at the same time said "We would consider looking at
16 '26, '27, and '28 as a package deal," not 2025. It
17 stands alone. But I was trying to give them a little
18 carrot. We would never contract for three years without
19 the DEC's agreement that that's what we should do.

20 Based on what Mike said now, the dates are an issue,
21 well, we can't change the dates for this summer for sure.
22 At the same time, if we can contract both mid-winter and
23 convention for three years, based on other departments'
24 experience, we can have a significant discount. On the
25 other hand, we're stuck at the same place for three

MID-WINTER CONFERENCE

82

1 years. So it's a lot to think about.

2 But right now what I'm really concerned about is
3 what are we going to do this July?

4 DEPARTMENT COMMANDER WOODS: So the motion is to
5 go to the Grand Casino for 2025. I have a motion, I have
6 a second, again, for the Grand Casino, 2025. Is there
7 any further discussion?

8 DISTRICT DEC REP DEER: Only for summer --

9 DEPARTMENT COMMANDER WOODS: Summer 2025.

10 DISTRICT DEC REP DEER: -- of this year. That's
11 it. This year. Nothing else. I don't know why we're
12 going back to the same place we already know.

13 DEPARTMENT COMMANDER WOODS: Steve?

14 DETACHMENT SAL COMMANDER THOMAS: Steve Thomas,
15 SAL Detachment Commander. Mr. Redden, I know in the past
16 we have always had a motion that is allowed for the
17 detachment to hold their own standalone. We have not
18 decided on our date because we are waiting for this body
19 to decide on what the TAL side was going to do. With the
20 negotiation that you have there, is that setting aside if
21 the auxiliary and the SAL are there to be able to
22 accommodate those rooms as well?

23 DEPARTMENT ADJUTANT REDDEN: Yes.

24 DETACHMENT SAL COMMANDER THOMAS: Thank you.

25 DEPARTMENT ADJUTANT REDDEN: That was a yes.

MID-WINTER CONFERENCE

83

1 DEPARTMENT COMMANDER WOODS: Any further
2 discussion? If not, I'll call for the vote. All in
3 favor for the Grand Casino, 2025, say aye.

4 MULTIPLE SPEAKERS: Aye.

5 DEPARTMENT COMMANDER WOODS: All opposed, same
6 sign.

7 MULTIPLE SPEAKERS: Aye.

8 DEPARTMENT COMMANDER WOODS: Raise your hands.
9 All any favor, raise your hands.

10 (Hands raised.)

11 DEPARTMENT SERGEANT-AT-ARMS LAGER: Twenty-two
12 in favor.

13 DEPARTMENT COMMANDER WOODS: Twenty-two in
14 favor.

15 All those opposed?

16 (Hands raised.)

17 DEPARTMENT SERGEANT-AT-ARMS LAGER: Six opposed.

18 DEPARTMENT COMMANDER WOODS: Thank you, Ed.

19 So we will be going to the Grand Casino, 2025
20 summer.

21 The dates that we were looking, I believe, was the
22 3rd through the 9th -- no, correction -- 9th through the
23 13th. That will be on our website. That will be posted.
24 So please review that, keep track of that, Grand Casino,
25 9th through the 13th of July 2025.

MID-WINTER CONFERENCE

84

1 DISTRICT COMMANDER HARRIS: Commander, can we
2 have a discussion on my suggestion on whether it's going
3 to be carried forward? I understand this summer can't be
4 done, but --

5 DISTRICT VICE COMMANDER MCNEAL: Can't hear you.

6 DISTRICT DEC REP KUNTZE: Mike, you've got to
7 get up to the mic, please.

8 DISTRICT VICE COMMANDER MCNEAL: This is part of
9 the minutes.

10 DISTRICT COMMANDER HARRIS: Thanks, John.

11 Mike Harris, District Commander 5A. Can we have a
12 discussion on my suggestion on having the mid-winter and
13 the summer convention the same weekend of both December
14 and June and get that taken care of to where it's going
15 forward? I do understand this summer it's locked in
16 place in July. But we need to start with December '25
17 and go forward with that.

18 DEPARTMENT COMMANDER WOODS: Mike, I would be
19 kind of hesitant. I agree with you, because you and I
20 have talked offline, so you know my feeling, personally,
21 on that. But I think it has to be from the standpoint of
22 the department heads and the department to investigate
23 that to come up with a better set of dates. I agree we
24 should probably shift it to the left just a little bit
25 for the very simple fact, like you said, we are rushing,

MID-WINTER CONFERENCE

85

1 we are doing things, but we cannot override or interfere
2 with any other organization, such as the Sons, or
3 anything like that, or even Boys State. But we will look
4 at it.

5 I would ask that you bring this back up, after we've
6 reviewed it for the next couple of months, to bring it up
7 at DEC 4. Would you be acceptable to that?

8 DISTRICT COMMANDER HARRIS: Yes.

9 DEPARTMENT COMMANDER WOODS: Thank you.

10 DEPARTMENT ADJUTANT REDDEN: Rick Redden,
11 Adjutant. I want to remind you-all that our constitution
12 calls for the next convention to be announced and
13 determined at the current one. We have missed that by
14 six months. We should have, last summer, settled where
15 convention was going to be. Let's stick to that. That
16 means this spring I need to start finding what we're
17 going to do for '26. Okay?

18 And I would like at least a brief discussion about
19 whether I should pursue a three years notion or not and
20 whether or not I should pursue mid-winter and convention
21 at the same location. Looking for direction. Thank you.

22 DEPARTMENT COMMANDER WOODS: Rick, I think, on
23 what you're asking, I think we can actually propose a
24 motion right now. The dates are always going to be
25 moveable. The idea of having it at the -- the mid-winter

MID-WINTER CONFERENCE

86

1 and the summer, that's a hard and fast. That's all we're
2 asking, is, "Hey, can we do mid-winter, summer, at a
3 single location for the next three years?"

4 DISTRICT VICE COMMANDER BLOXOM: I don't know if
5 he heard you, but I'll answer it. Yes, you can. But
6 it's a whole new request for proposals because the hotels
7 have to weigh in, and they have pretty standard business.
8 Okay? But if we want to do that, I don't have a problem
9 with the first week of December. I do have a problem
10 with the first week of June simply because all schools
11 are not out in the state of Oklahoma. That's a problem
12 we have with Boys State. We have to get districts to
13 allow kids to leave school early in order to attend.

14 DISTRICT DEC REP KUNTZE: And Boys Nation also.

15 DEPARTMENT COMMANDER WOODS: I believe a motion,
16 if we were going to do one, would be simply to state that
17 we have our adjutant do the negotiation for a contract
18 for the same location for the next three years without
19 the dates being on there. Because, again, those dates
20 will change. There could be flexibility. There has to
21 be something that we can look at.

22 I think what Rick is really wanting is that we
23 confirm that "Hey, we want mid-winter, summer, same
24 location, and we want to be able to negotiate a
25 three-year contract with them."

MID-WINTER CONFERENCE

87

1 UNIDENTIFIED SPEAKER: Is that both locations?

2 UNIDENTIFIED SPEAKER 2: What?

3 DEPARTMENT COMMANDER WOODS: Both locations
4 would be at the same -- or both events would be at the
5 same location.

6 DISTRICT DEC REP WATSON: Point of order. Larry
7 Watson, 6B Representative. I understand this to be a
8 separate issue of discussion to be opened up. I probably
9 shouldn't have sat down earlier. I should have continued
10 on. We just got hit with \$30,000 we didn't know we were
11 going to have to pay. If we can save \$15,000 or possibly
12 even make \$15,000, then I think that's something that
13 needs to be pursued and we're a little premature in
14 committing for three years.

15 DEPARTMENT ADJUTANT REDDEN: Rick Redden,
16 Adjutant. Just to clarify, not only am I looking for
17 guidance on the three years but also approximate dates.
18 The hotels will want to know approximate dates. So that
19 is a part of the issue. Thank you.

20 DISTRICT VICE COMMANDER BLOXOM:
21 Misunderstanding: The 15,000 and 20,000 is coming out of
22 your and my pocket. We just guarantee it. So what we
23 have to be careful of, if I have 300 rooms reserved, and
24 I only fill 299 of them, I bought the other one. So
25 that's part of that 15,000. My food cost is a set cost.

MID-WINTER CONFERENCE

88

1 If we're going to have a banquet, then we have to
2 guarantee such a price. So combining our rooms and our
3 food, we have to reach those costs. So that's coming out
4 of your and my pocket unless we don't meet the number we
5 set. Then we have to eat that cost. We can actually do
6 a convention at the Warren Place and, other than paying
7 for my breakfast and my room, not pay for anything else.
8 But that's you and me paying, not the Legion. Is that
9 clear?

10 DISTRICT DEC REP WATSON: Sure, it's clear.

11 DISTRICT VICE COMMANDER BLOXOM: Okay.

12 DEPARTMENT COMMANDER WOODS: The floor is open.

13 DISTRICT DEC REP KUNTZE: Commander?

14 DEPARTMENT COMMANDER WOODS: Yes?

15 DISTRICT DEC REP KUNTZE: Don Kuntze, 353. Why
16 don't we let the adjutant bring all the possibilities to
17 the table -- having the convention and mid-winter in one
18 spot, having the convention in one spot and the
19 mid-winter right here, several different ways we can do
20 it. We're sucking air on money, so we've got to be
21 frugal. And let's bring the possibilities that we have
22 or can get. And we've got six months to do it.

23 DISTRICT COMMANDER SIKES: If our retention
24 continues to go down, we're looking at it.

25 DISTRICT DEC REP KUNTZE: Yeah.

MID-WINTER CONFERENCE

89

1 DEPARTMENT ADJUTANT REDDEN: Rick Redden,
2 Adjutant. I think that's a perfectly fine notion, but I
3 do not want the whole DEC doing that. So let's create a
4 committee or use the one we currently have, beef it up as
5 possible.

6 DISTRICT DEC REP KUNTZE: Bingo.

7 DEPARTMENT ADJUTANT REDDEN: But let's not try
8 to get 40 of these people involved. But that's all.

9 DISTRICT DEC REP KUNTZE: Oh, of course not.
10 Never was intended that way, Rick.

11 DISTRICT COMMANDER CRUICE: Karen Cruice,
12 District 1B. When we're looking at these and we're
13 talking about numbers, a caution occurred to me that if
14 you go to Tulsa and you're required to have numbers, your
15 biggest turnout will stay home and show up in the
16 morning. So I didn't think of that before, but as you're
17 talking about this and requiring a certain amount of
18 numbers, they come out of -- at least this last summer,
19 we had to take four more rows than was allotted to us --
20 they come out of District 1B, and we sit together, 1A.

21 DEPARTMENT COMMANDER WOODS: I agree with
22 everything you've said here. I think the committee
23 should be the one making that and bringing it back to
24 you. I do not believe we need a motion at this time for
25 that, but I would like for you to think about it. I

MID-WINTER CONFERENCE

90

1 would like to have something that our adjutant can have
2 by DEC 4 in about two months. He works pretty
3 diligently. Let's give him all the hands we can get.

4 Is there anything else to come before New Business?

5 Yes?

6 DISTRICT COMMANDER SIKES: Dale, can you give me
7 a second?

8 Jack Sikes, 3B. Mother Nature saw that I prayed to
9 the porcelain god here for a couple of days, so I missed
10 your district training, but I would like to back up to
11 the district revitalization. I, out of my own ignorance,
12 have learned recently all of these different reports that
13 are available to the district commanders in Personify.
14 If I'm speaking Greek to anybody, you really need to dig
15 into that and, inasmuch as you can, make all or anybody
16 in your district have access to that database for new web
17 signup, retention. The reports that you're talking
18 about, the district commanders can pull those.

19 Dale, as you taught me.

20 You can also assign the responsibilities so that
21 anybody in your district can go in and pull those same
22 reports. So it's not like you're out there by yourself,
23 or shouldn't be, whenever it comes to your
24 revitalization. I just thought I would bring that up.

25 DEPARTMENT COMMANDER WOODS: Thank you.

MID-WINTER CONFERENCE

91

1 Somebody else was approaching earlier. Okay.

2 DISTRICT COMMANDER HARRIS: Amanda just asked me
3 to clarify this. Mike Harris, District Commander,
4 District 5A. You said summer convention was the 9th
5 through the 13th?

6 DEPARTMENT COMMANDER WOODS: I believe so.

7 UNIDENTIFIED SPEAKER: Yes.

8 DISTRICT COMMANDER HARRIS: When did we move to
9 a five day summer convention?

10 DEPARTMENT ADJUTANT REDDEN: I'm sorry. Our
11 pack-in day is included in there. I'm sorry.

12 DISTRICT COMMANDER HARRIS: Okay. So the summer
13 convention is the 10th through the 13th?

14 DEPARTMENT ADJUTANT REDDEN: Yes.

15 DEPARTMENT COMMANDER WOODS: Well, some of you
16 guys need extra training.

17 (Laughter.)

18 DISTRICT COMMANDER HARRIS: Yeah, some of us do,
19 but I'm sitting here looking at the calendar. Thank you.

20 DEPARTMENT COMMANDER WOODS: Thank you, Mike.

21 DISTRICT DEC REP CONN: Richard Conn, District 1
22 DEC. Could we get together before -- like the weekend
23 before the convention, go through all of the equipment,
24 make sure it's in good working shape before we take it
25 down there? Then, that way, we will not have this

MID-WINTER CONFERENCE

92

1 catastrophe as well.

2 DEPARTMENT COMMANDER WOODS: Absolutely.

3 Let's take a 15-minute break. All rise. HAND
4 SALUTE. TWO.

5 (WHEREUPON, a brief recess was held.
6 Thereafter, the following transpired:)

7 DEPARTMENT COMMANDER WOODS: All rise. With the
8 colors of the nation still in place, HAND SALUTE. TWO.

9 DEPARTMENT JUDGE ADVOCATE HAYNES: Dale Haynes,
10 Judge Advocate. Well, we got all the hard part off. Now
11 we're down to the easy part; right?

12 I mailed out some information to the DEC --
13 hopefully everybody got it -- addressing --

14 PDC MARTIN: Are we in executive session, Dale?

15 DEPARTMENT JUDGE ADVOCATE HAYNES: No.

16 PDC MARTIN: I'm just looking at the slide
17 behind you.

18 DEPARTMENT JUDGE ADVOCATE HAYNES: We may or may
19 not go into executive session. I'll leave that up to you
20 folks. What we're going to talk about right now we don't
21 need to be in executive session. The next one, could be
22 but I don't think so. The third one, maybe, maybe not.
23 The fourth, fifth sixth -- no, I'm just kidding.

24 (Laughter.)

25 DEPARTMENT JUDGE ADVOCATE HAYES: Article X. I

1 sent out information to you from the judge advocate. I
2 told them in the Constitution and By-Laws Committee I
3 tried to get as much information from the national judge
4 advocate in writing as I could. Some of it was on the
5 telephone. I'll try to summarize it and make it as
6 simple as possible.

7 Basically, the national judge advocate has ruled
8 that discipline, such as suspension and expulsion from a
9 post of the American Legion, the post members, to include
10 post officers, is reserved to the post based on the
11 discipline and post members section of National By-Laws,
12 Article IV Section 1. Simply stated, the DEC does not
13 have the authority to discipline a post member or a post
14 officer.

15 UNIDENTIFIED SPEAKER: Say it again.

16 DEPARTMENT JUDGE ADVOCATE HAYNES: The DEC is
17 not authorized -- does not have the authority to
18 discipline a post member or a post officer. That is a
19 post function according to their national by-laws,
20 Article IV Section 1.

21 If a member -- this is something they told me -- if
22 a member, including an officer, is violating the law,
23 they should be referred to local law enforcement.

24 If we have somebody that's doing something, in the
25 past we've had them come into the DEC, and say, "You need

1 to go investigate this. You need to go take action."
2 Okay? If they're violating the law, it's the law
3 enforcement.

4 It was brought up earlier -- I'm getting off track
5 now -- about them not paying their taxes. Okay? Not my
6 problem. Not paying their taxes is a post problem
7 between them and the tax commission. Okay?

8 If they have an officer having a problem, the post
9 can take action to remove that officer from their
10 position. They can also take action to suspended or
11 expel a post member, including an officer, from the post.

12 If they expel them from the post, in essence, they
13 expel them from the American Legion because you've got to
14 be a member of the post to be a member of the American
15 Legion.

16 The Department Executive Committee is the appealing
17 authority for the post disciplinary actions. The DEC can
18 either sustain the punishment or send it back to the post
19 and say, "No. You didn't do it right. You've got to do
20 it over again." Again, it is a post problem.

21 A member that has been expelled -- this one gets a
22 little interesting. If they have expelled a member, like
23 I said, we are the appealing authority. We can uphold
24 that. However, if that member has been expelled from a
25 post, they have the right to come back and request to be

1 moved to another post. They have to do that to the post,
2 ask the post, "Can I be transferred to another post?" If
3 the post says yes, even though they were expelled from
4 that post, they can be put into another post. If the
5 post says no, the person that was expelled, the member,
6 can request the DEC to override that and let them go to
7 another post. The DEC can make the decision either yes
8 they can or, no, we're going to leave you out. The DEC
9 decision on these appeals is final. It doesn't go to
10 National.

11 This is what really got it started: I have never
12 understood, since I've been on the DEC, how we can tell
13 somebody that they can appeal a DEC decision to the DEC.
14 It didn't make sense to me. So I asked that question of
15 National, which is what got this started. And they said,
16 "It's real simple. Your DEC should not be doing that to
17 start with." Okay? So that's how we got started on
18 this.

19 The DEC may take disciplinary action against a
20 department officer and possibly a district officer. That
21 action cannot be to expel them from the Legion because,
22 as I just said, that is a post function. That is
23 reserved for the post. We can remove them from the
24 office. We can suspended them from their office, but we
25 cannot take action on their membership.

1 So where does this leave us? National has ruled
2 that our Article X as written is not consistent with
3 their guidance. We can no longer apply those portions of
4 Article X where it talks about us going and taking action
5 against a post officer regardless of what the post has
6 done. That is a post function.

7 So we've got to make a decision. What do we want to
8 do with Article X? I say you have to make a decision of
9 what you want to do with Article X. Basically, we can do
10 one of three things: We can remove all of that portion
11 of Article X where it talks about taking actions against
12 an individual. You can go back and revise it and say
13 that you want to be able to take action against a
14 department officer to remove them from their position or
15 suspend them from their position. And you can include
16 the district officers if you want to do so.

17 The decision that you need to make now -- and I'm
18 going to be looking for a motion on that. The decision
19 you need to make will give us guidance -- us being me and
20 the Constitution and By-Laws Committee and perhaps the
21 Internal Affairs -- to write the rules of the DEC on what
22 we've got to change. But I don't feel like I can do
23 anything, nor can they do anything, unless the DEC tells
24 us which direction you want to go.

25 Before you say anything on it, I will remind you

1 that if we're going to take action as the DEC against a
2 department officer or against a district officer, it
3 should be for a serious charge. It shouldn't be just
4 because of the fact that they did something -- made a
5 minor infraction or upset somebody, for example, if
6 they're lying, cheating, and stealing, or something like
7 that. Okay? So this needs to be a serious charge.

8 At this point I'd ask, what is your pleasure?

9 PDC MARTIN: Brett Martin, Past Department
10 Commander. Dale, I've just got one question. I
11 understand everything crystal. I read that quite a few
12 times at home. And you're right, we need to change it.
13 But if we change it, there's ramifications. And what I'm
14 saying by that is because we've processed some people
15 over the past couple of years that, certainly, you would
16 have to say you would want to review those again. Do we
17 go back and look at it, or do we as the body say, no,
18 from this day forward?

19 DEPARTMENT JUDGE ADVOCATE HAYNES: In my
20 opinion, I don't know that we have an obligation to go
21 back and review all of the disciplinary actions that were
22 taken. But if somebody comes back and asks, you know,
23 we're not going to put them back in an officer position,
24 for example, and we're not going to come back and
25 reinstate them as an officer.

1 If they've been expelled from the American Legion
2 and they come back and ask the post that expelled them --
3 well, first of all, they don't have a post that expelled
4 them. Okay? That's one of the problems that we've
5 had --

6 PDC MARTIN: Right.

7 DEPARTMENT JUDGE ADVOCATE HAYNES: -- that the
8 DEC has expelled somebody so they can't go back to post.
9 If they come back and ask the DEC, I think the DEC would
10 have to make a decision whether they're going to honor
11 that or not honor that.

12 The question I asked to National was "Does this need
13 to be done within the time frames of the appeal?" And
14 they said no.

15 PDC MARTIN: Yeah.

16 DEPARTMENT JUDGE ADVOCATE HAYNES: So they can
17 come back at a later date and say "I want to be
18 reassigned to Post X, Number Y," or whatever --

19 PDC MARTIN: Right.

20 DEPARTMENT JUDGE ADVOCATE HAYNES: -- and we'll
21 have to make a decision.

22 In my opinion, the simple answer to your question,
23 it would be if somebody comes in and goes forward, then
24 we'd have to address it. Going back and digging up
25 graves, I don't think we should do that.

MID-WINTER CONFERENCE

99

1 PDC MARTIN: Well -- and why I ask this is
2 because Ms. Cruice has asked this question multiple times
3 about Joe Meyer. Post 1 never took any action on Joe
4 Meyer. Joe Meyer was transferred to 308, but we as the
5 DEC banished him. So, if we vote on this and we ratify
6 this, I think Mr. Meyer should be put back in good
7 standing and good faith as part of 308.

8 DEPARTMENT JUDGE ADVOCATE HAYNES: In my
9 opinion, it doesn't matter whether you ratify it or not
10 because National's already said that our action was
11 improper.

12 PDC MARTIN: Yes, sir, I agree with you. But we
13 as a DEC have not said our action was improper. Do you
14 understand what I'm saying?

15 DEPARTMENT JUDGE ADVOCATE HAYNES: I understand.

16 PDC MARTIN: No one has told him, "Hey, Ollie
17 Ollie in come free."

18 DEPARTMENT JUDGE ADVOCATE HAYNES: Yeah.

19 PDC MARTIN: You know?

20 DEPARTMENT JUDGE ADVOCATE HAYNES: Well, in that
21 particular case -- and like I said, it would be taken on
22 a case-by-case basis. I am familiar with that one.

23 PDC MARTIN: I know you are.

24 DEPARTMENT JUDGE ADVOCATE HAYNES: I don't think
25 it's going to be a problem. The only problem is he was

MID-WINTER CONFERENCE

100

1 actually requested to go to another post.

2 And I think we need to make a decision and get that
3 done. Okay?

4 PDC MARTIN: Okay.

5 DEPARTMENT JUDGE ADVOCATE HAYNES: But the
6 bottom line, without getting into personalities and
7 individual cases, I think we need to take it from this
8 point forward and handle it whenever they come in and
9 give us an appeal, and then we'll take care of it.

10 PDC MARTIN: Okay.

11 DEPARTMENT JUDGE ADVOCATE HAYNES: Now, when we
12 make that decision, what should we look at? I had one
13 person tell me, "Oh, well, the DEC made a decision.
14 They're going to have to back it up. We need to look at
15 what the charge was, look at what the action was, and
16 make a decision at that time. They deserve due process."

17 PDC MARTIN: Yes, sir. You did a great job
18 explaining this, Dale. Thank you.

19 DISTRICT COMMANDER CRUICE: Karen Cruice,
20 District 1B. So you're asking us to make a decision on
21 which option. I guess I want to say, we remember Joe
22 Meyer and things, but 141 also, right about the time I
23 was -- we've expelled people --

24 DISTRICT VICE COMMANDER BLOXOM: Karen? Karen?
25 And I'm not trying to shut you off.

MID-WINTER CONFERENCE

101

1 DISTRICT COMMANDER CRUICE: I don't want to say
2 the wrong things.

3 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
4 We are in conflict in our constitution and by-laws with
5 National. There is no option. When we are notified that
6 we're in conflict, we must change our constitution and
7 by-laws. It doesn't require a vote. But when we start
8 discussing Joe Meyer, 141, and a whole bunch of others,
9 you're opening up a bucket of worms you don't want to
10 deal with. We change it. It becomes effective the date
11 of the published revised American Legion, Department of
12 Oklahoma, Constitution and By-Laws. You don't want to go
13 where we're headed. You don't want to go there. We've
14 already been in federal court.

15 DEPARTMENT JUDGE ADVOCATE HAYNES: I don't
16 disagree with you.

17 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
18 We don't want to go back there.

19 DEPARTMENT JUDGE ADVOCATE HAYNES: I don't
20 disagree with you, John. And I think that's basically
21 what I said. We're not going to go back and dig up old
22 graves. But if somebody comes to us and, basically,
23 appeals or asks us to review that, we're going to have to
24 review it. We can't go back and say "Well, we did it
25 wrong and we're going to stick by our wrong decision," so

MID-WINTER CONFERENCE

102

1 forth.

2 DISTRICT COMMANDER SIKES: Jack Sikes, 3B. From
3 my understanding on this, Commander, we have made an
4 error that was against National's constitution and
5 by-laws. In our by-laws and in National's, it clearly
6 states anything that is contrary to National is null and
7 void at that point. I don't think we need an amendment.
8 I think we need to go in and correct our error in our
9 constitution and by-laws and get in step with National.

10 DEPARTMENT JUDGE ADVOCATE HAYNES: There's no
11 question about that.

12 DISTRICT COMMANDER SIKES: As far as the graves
13 being dug back up, I'm not about all of that. Let's get
14 right with the law.

15 DEPARTMENT JUDGE ADVOCATE HAYNES: There's no
16 question about that. The question is, do you want to
17 just remove the portion about individuals being
18 disciplined by the DEC or do you want to clarify that the
19 individuals being disciplined by the DEC must be a
20 department and/or a district officer? That's the
21 question.

22 DISTRICT COMMANDER SIKES: Only after the post
23 has taken the post action. If it's a post member, it's a
24 post issue -- cut and dry.

25 DEPARTMENT JUDGE ADVOCATE HAYNES: It depends on

MID-WINTER CONFERENCE

103

1 what the issue was, Jack. You're talking about a
2 department officer?

3 DISTRICT COMMANDER SIKES: No, sir. I'm talking
4 about posts.

5 DEPARTMENT JUDGE ADVOCATE HAYNES: Posts is cut
6 and dry.

7 DISTRICT COMMANDER SIKES: Absolutely.

8 DEPARTMENT JUDGE ADVOCATE HAYNES: If it's a
9 post officer or a post member, it is a post problem.

10 DISTRICT COMMANDER SIKES: So we don't need to
11 rewrite that part.

12 UNIDENTIFIED SPEAKER: Yes, we do.

13 DEPARTMENT JUDGE ADVOCATE HAYNES: We're not
14 looking at Article XII of the by-laws. We're looking at
15 Article X of our constitution which says that we can go
16 in and take action against a -- it gives you about six
17 different options, but, basically, it is a district or
18 above officer or even a post officer; any post officer or
19 above, any officer in the American Legion, we can take
20 action against. We can no longer do that.

21 DISTRICT COMMANDER SIKES: Check.

22 DEPARTMENT JUDGE ADVOCATE HAYNES: But we can
23 take action against some of them. Two of them being a
24 department officer or a district officer.

25 DISTRICT COMMANDER SIKES: Check.

MID-WINTER CONFERENCE

104

1 DEPARTMENT JUDGE ADVOCATE HAYNES: So we can
2 take that.

3 DISTRICT COMMANDER SIKES: Check.

4 DEPARTMENT JUDGE ADVOCATE HAYNES: My question
5 is, do you want to write it so we can continue to do
6 that, or --

7 UNIDENTIFIED SPEAKER: Yes.

8 DEPARTMENT JUDGE ADVOCATE HAYNES: -- do you
9 want to take it out completely?

10 DISTRICT COMMANDER SIKES: I defer to John.

11 (Laughter.)

12 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
13 I think we have to correct it and make it like National.
14 But we have to understand this: We have a newer judge
15 advocate. He's a kindler, gentler guy, but he's also
16 very, very good. The previous judge advocate -- some
17 know who he is and some don't -- was a hang them high
18 guy, and his interpretation of those goes along with what
19 we have written.

20 I think, since we've been told in writing, simply
21 give the Constitution and By-Laws Committee time and
22 permission to rewrite it and make it correct. We don't
23 need membership's approval. We don't need the DEC
24 approval. We've been told by our higher headquarters
25 "You're wrong. Fix it." Let's fix it.

MID-WINTER CONFERENCE

105

1 As the chairman of the Constitution and By-Laws
2 Committee as of today, I will call a meeting of the
3 members, and we'll start working on it, and we'll have it
4 done before summer.

5 DEPARTMENT JUDGE ADVOCATE HAYNES: Okay. The
6 only thing I would disagree with you on is the part that
7 National has come back and said is not valid or basically
8 said we're not valid. That part needs to be taken out.
9 Okay? But that will require us to change our
10 constitution. Yes, we can say we're doing it because of
11 the National, but I still think we need to take it back
12 and change the constitution and let the members know what
13 we did and why we did it.

14 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
15 I don't argue that. But they don't have a choice. Once
16 National has defined it as in contradiction, we have no
17 choice. We must correct regardless of what the
18 membership says.

19 DEPARTMENT JUDGE ADVOCATE HAYNES: You have to
20 comply with that, which, in this case would be take out
21 the part about post membership -- post officers. Because
22 now it allows us, if you can get through the wording on
23 it, to say that we are allowed to take it on any post
24 officer, which is getting ready to come up in my next
25 subject when we're talking about a post adjutant where

MID-WINTER CONFERENCE

106

1 action was taken. Now, we will have to take that portion
2 out of it. There's no question about that. If that's
3 what you decide to do, then so be it.

4 DEPARTMENT COMMANDER WOODS: Gentlemen, at this
5 point in time, we have exceeded our time limit for this
6 discussion.

7 DISTRICT DEC REP DEER: We need to make a
8 motion; right?

9 DEPARTMENT COMMANDER WOODS: No. There's no
10 motion that needs to be made.

11 UNIDENTIFIED SPEAKER: Use your mic.

12 DEPARTMENT COMMANDER WOODS: The constitution
13 and by-laws has to be corrected in accordance with
14 National.

15 PDC MARTIN: Use your mic, Hayden.

16 DEPARTMENT JUDGE ADVOCATE HAYNES: But the
17 question does need to be answered. Do you want to
18 continue to take action against the department and
19 district officers? And I think the consensus may be yes,
20 but I need to make sure that we agree with that.

21 DISTRICT DEC REP DEER: What I was going to say
22 is do we need to make a motion to say we want to fix that
23 to match National's requirement?

24 DEPARTMENT COMMANDER WOODS: No. There's no
25 motion required for that. It has to be done. We don't

MID-WINTER CONFERENCE

107

1 have a choice.

2 DEPARTMENT JUDGE ADVOCATE HAYNES: I'll just
3 point out to you that National doesn't really address us
4 taking action against our officers anywhere that I have
5 found in their constitution and by-laws. So I would love
6 for somebody to show me in their constitution and by-laws
7 where it says that we are authorized to take action
8 against our department and district officers.

9 (Crosstalk.)

10 DISTRICT COMMANDER CRUICE: Your question was,
11 should district and department officers still be included
12 in the writing? And my motion or my feeling, whatever --
13 I don't know what I'm supposed to do -- but is that it is
14 not a blanket -- it needs to be specified. Because in
15 Post 1's case, the violation was a post violation. It
16 was not --- even though he wore a white hat, you should
17 not be able to go after somebody who has a violation at
18 the post level because he wears a white hat.

19 DEPARTMENT JUDGE ADVOCATE HAYNES: The post is
20 separate. Okay?

21 DISTRICT COMMANDER CRUICE: But he wore a white
22 hat, and leaving that wording in there gave the
23 authority.

24 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
25 No, it did not.

MID-WINTER CONFERENCE

108

1 DEPARTMENT COMMANDER WOODS: No. That's what
2 we're trying to say. This is the classic example of what
3 we're discussing here: If you're a blue hat and you're
4 going across as a blue hat, you're a blue hat. If you're
5 a white hat, you're going across as a white hat. But
6 what happens, in this particular case, when you have a
7 post commander who happens to be wearing, not a blue hat,
8 but a white hat? That's where the issue becomes. We are
9 on full agreement that should have been handled at the
10 post. It should not have been done the way it was. We
11 are in agreement with that.

12 DISTRICT COMMANDER CRUICE: But the writing says
13 it can be.

14 DEPARTMENT COMMANDER WOODS: Currently.
15 Currently, it does. That's why it needs to be changed.
16 We're going to give John the opportunity to do as a
17 committee chair to fix our constitution and by-laws so we
18 are compliant with National.

19 Jim Quinn, please talk.

20 PDC/DISTRICT DEC REP QUINN: I'd like to address
21 the Staff Judge Advocate, please?

22 DEPARTMENT COMMANDER WOODS: Yes.

23 PDC/DISTRICT DEC REP QUINN: Dale, I think what
24 we need to do is make a motion that we instruct the
25 Constitution and By-Laws Committee to draft for the

MID-WINTER CONFERENCE

109

1 approval and according to the constitution and let them
2 come up with what they need to come up with and let the
3 membership worry about it at the convention.

4 Is that what everybody's saying?

5 MULTIPLE SPEAKERS: No.

6 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
7 It's not a membership question.

8 PDC/DISTRICT DEC REP QUINN: No. I'm talking
9 about the white hat issue, John.

10 DISTRICT DEC REP KUNTZE: Microphone, please,
11 Jim.

12 PDC/DISTRICT DEC REP QUINN: I'm trying to get
13 this white hat issue into the conversation.

14 DEPARTMENT JUDGE ADVOCATE HAYNES: John and I
15 are having just a little bit of a disagreement on that.
16 Because the way I read the constitution, it says
17 amendments will be changed at convention. We're going to
18 make an amendment to the constitution. Why we made it
19 was because National told us that we were in violation.
20 How we go about wording and fixing that is a different
21 story. I think that National has told us we need to do
22 an amendment. They did not tell us what to say. They
23 did not tell us how to write it. And for that reason, I
24 think it is an amendment, and I think that we need to
25 take it as a change to the constitution. And John and I

MID-WINTER CONFERENCE

110

1 disagree about that.

2 PDC/DISTRICT DEC REP QUINN: Well, I think that
3 the committee needs to come up with some words and then
4 the -- maybe I'm out of my depth here, but I'm thinking
5 that it needs to be -- doesn't it need to be approved by
6 the membership at the convention regardless?

7 UNIDENTIFIED SPEAKER: Yes.

8 DEPARTMENT JUDGE ADVOCATE HAYNES: I say yes.
9 John says no.

10 PDC/DISTRICT DEC REP QUINN: Okay. All right.
11 Then I'm getting rocks from both sides, so I'm going to
12 duck and sit down and shut up.

13 (Laughter.)

14 DEPARTMENT COMMANDER WOODS: The issue becomes
15 this: Is it necessary to write a resolution to change
16 this? No. Does it need an amendment to change this?
17 No. Because you don't use those, there's not necessity
18 to vote. We give the opportunity to Constitution and
19 By-Laws to come into compliance with National. That's
20 all we're doing. That's it. We're not changing that
21 to -- we're coming into compliance. We're not going
22 against National. That's where I think the confusion is,
23 kind of, lying. We're not doing anything that we're not
24 supposed to be doing. We're actually trying to do things
25 that we are supposed to be doing. So, therefore, it

MID-WINTER CONFERENCE

111

1 doesn't require that.

2 Because what you're saying is we do a vote. Here's
3 what you're saying. If we let John write that
4 constitution in accordance with National, and then we
5 come back and we vote and we decide not to vote for that,
6 we're back out of compliance again. So why vote on
7 something that you're already trying to be in compliance
8 with?

9 DISTRICT DEC REP DEER: You're just modifying it
10 to bring it into accordance.

11 DEPARTMENT COMMANDER WOODS: You're just
12 modifying it. That's a good word, "modified." That's
13 all you're doing.

14 CONSTITUTION AND BY-LAWS COMMITTEE CHAIR BLOXOM:
15 John Bloxom, Post 126. It is no different than when the
16 state law changes. When the state law changes requiring
17 us to have this man's position and to do a three year
18 audit and to provide ten copies to the Secretary of
19 State, we have no choice. We must meet that requirement,
20 which changed our constitution and by-laws. Did we have
21 to vote on it? No. The law changed. We must comply.

22 DEPARTMENT COMMANDER WOODS: All right. Moving
23 on. Next topic.

24 DEPARTMENT JUDGE ADVOCATE HAYNES: Next topic.
25 This one gets a little bit iffy because we do have a

MID-WINTER CONFERENCE

112

1 person's name attached to it. I don't think it requires
2 an executive session, but we'll see.

3 UNIDENTIFIED SPEAKER: Can't hear you, Dale.

4 DEPARTMENT JUDGE ADVOCATE HAYNES: What I'm
5 getting ready to tell you is in the DEC minutes in DEC 4.
6 So, if you want to go into executive session, that's fine
7 with me, but what I'm getting ready to do is tell you
8 what was in the DEC minutes from DEC 4.

9 UNIDENTIFIED SPEAKER: If it's got a person's
10 name in it, you have to go to executive session.

11 UNIDENTIFIED SPEAKER 2: It's already public
12 record.

13 DEPARTMENT COMMANDER WOODS: It's a public
14 record. It's in DEC minutes.

15 DEPARTMENT JUDGE ADVOCATE HAYNES: Okay. Do you
16 want me to continue?

17 UNIDENTIFIED SPEAKER: Yes.

18 DEPARTMENT JUDGE ADVOCATE HAYNES: In DEC 4 on
19 April 27, 2024, the commander at the time, Commander
20 Martin, raised an issue about "Larry Talbott going
21 outside the issue [sic] of proper chain of command," and
22 asked for a vote from the DEC. There was no motion or
23 second recorded in the minutes, and no action was
24 specified in the DEC minutes. However, the vote was to
25 investigate the actions of Talbott and the possible

MID-WINTER CONFERENCE

113

1 disciplinary actions following an executive session. The
2 DEC action was to follow it up by a letter from Judge
3 Advocate Teel on May the 8th authorizing an internal
4 affairs investigation of Talbott, who at the time was the
5 post adjutant in Kingfisher, Post 5, in accordance with
6 the by-laws in Article X Section 3. It should be noted
7 that article and section does not reference the post
8 officers. The constitution, in Article X Section 4, also
9 referenced in the letter, have previously been
10 interpreted to permit the DEC -- to prevent [sic] the DEC
11 from disciplining any post officers. However, the
12 National -- I'm messing up here. Okay. It was
13 interpreted they could. The judge advocate has said we
14 could not do that. Okay?

15 It is my understanding, except for the letter from
16 the judge advocate, there was no written or signed change
17 presented to initiate the action against him. It is also
18 my understanding that he was not officially informed of
19 the investigation, and no action has been taken on that
20 investigation; the vote of the DEC was taken without a
21 motion or a second; the action was not initiated in
22 accordance with our established rules, and there,
23 apparently, was no action taken on the investigation by
24 either the previous or the current administration. The
25 National JA has also ruled the DEC lacked authority to

MID-WINTER CONFERENCE

114

1 discipline post members, including post officers.

2 Therefore, I would make the motion that the DEC
3 terminate the investigation of Post 5 Adjutant Larry
4 Talbott that was taken under the DEC 4.

5 Simply stated, I make the motion that we terminate
6 that investigation.

7 DISTRICT COMMANDER CRUICE: I second that
8 motion. Karen Cruice, District 1B.

9 DEPARTMENT COMMANDER WOODS: I have a first and
10 a second. Is there any further discussions? No? All
11 right. All in favor of terminating the investigation of
12 Larry Talbott, Adjutant at Post 5, Kingfisher, say aye.

13 MULTIPLE SPEAKERS: Aye.

14 DEPARTMENT COMMANDER WOODS: All opposed, same
15 sign.

16 (No response.)

17 DEPARTMENT COMMANDER WOODS: Very good. The
18 ayes have it. The investigation will be terminated.

19 DEPARTMENT JUDGE ADVOCATE HAYNES: We currently
20 have another investigation that has just been completed.
21 It was alleging misconduct by a department officer.
22 However, before we move into the report, it's important
23 that the DEC understands the procedure. Simply stated,
24 in my humble opinion, in the past, we have sometimes
25 confused investigations and hearings. Okay? So I'm

1 going to go down through what our rules are for the DEC
2 to take a disciplinary action.

3 Written charges are presented to the department
4 commander or the adjutant. That's according to the DEC
5 Rule 7-H, paragraph 1.

6 Secondly, the charges are referred to the department
7 judge advocate who will appoint an investigative
8 committee. This is by-law Article X Section 3.

9 Third, the investigative committee will provide a
10 report and a recommendation to the DEC. We're getting
11 ready to do that in a few minutes. Okay? The DEC either
12 decides to dismiss the allegations or proceed with a
13 hearing. The DEC decision is final. And this is
14 according to National By-Laws Article I Section 8 [sic].

15 If a trial is determined to be appropriate -- and I
16 use the word "trial" instead of "hearing" because that's
17 what you used in the DEC rules -- the DEC shall
18 designate, appoint, and authorize a subcommittee to hear
19 and make written findings of fact or recommendations.
20 The accused is also entitled to present his or her case
21 before the DEC as a whole. This is in the department
22 constitution Article X Section 5.

23 The DEC is also required to ensure that a copy of
24 the charge clearly stating the violation of the
25 department constitution and by-laws based upon

MID-WINTER CONFERENCE

116

1 disloyalty, neglect of duty, misfeasance, dishonesty, or
2 conduct unbecoming an officer of the American Legion is
3 provided to the accused at least 30 days prior to any
4 trial. This is DEC Rule 7-H, paragraph 2(a).

5 The accused may also, upon the hearing within 30
6 days of the service of the charge -- within 30 days of
7 charges upon him or her from the DEC, they may insist on
8 a hearing -- and the full DEC is what I'm trying to say.
9 This is DEC Rule 7-H paragraph 2(b).

10 We're going to be presented with a report in just a
11 second. And after that -- that report be by the lead
12 investigator, Doug Hale, and it will also include a
13 recommendation. As previously stated, upon receiving the
14 report from the DEC, the DEC must decide to either
15 dismiss the charge or proceed with a hearing. If you
16 proceed with a hearing, you need to set the date, time,
17 and place, and give the accused 30 days.

18 Does everybody understand that?

19 Are we going to go into executive session now?

20 DEPARTMENT COMMANDER WOODS: Yes.

21 DEPARTMENT JUDGE ADVOCATE HAYNES: Okay.

22 DISTRICT COMMANDER SIKES: Just before you do,
23 can I get an understanding to the appeal process to what
24 you just said?

25 DEPARTMENT JUDGE ADVOCATE HAYNES: The appeal

MID-WINTER CONFERENCE

117

1 process?

2 DISTRICT COMMANDER SIKES: Yes. The appeal
3 process according to the rules of the DEC that the
4 individual has to take if action is found negative toward
5 him.

6 DEPARTMENT JUDGE ADVOCATE HAYNES: I would have
7 to go back and look that up, Jack, because I figured that
8 could come out after the hearings.

9 DISTRICT COMMANDER SIKES: Okay.

10 DEPARTMENT JUDGE ADVOCATE HAYNES: It says
11 here -- he's wanting me to read the appeal process. It's
12 any member that has been disciplined has a right to
13 appeal to the Department National Executive Committee
14 whose decision on the appeal is final. The appeal must
15 be in writing. If the punishment is suspension or
16 expulsion -- which it won't be because of the fact
17 they're already ruled that expulsion is not appropriate
18 from the DEC level -- from the American Legion, the
19 accused my also appeal personally before the appeals
20 committee.

21 I made mine 14, Jack. You could have blown this up
22 a little bit.

23 (Laughter.)

24 DEPARTMENT JUDGE ADVOCATE HAYNES: The committee
25 named by the department commander shall report its

MID-WINTER CONFERENCE

118

1 findings and recommendation of the Department Executive
2 Committee.

3 I think, simply stated, they can appeal to National.
4 We've got to preserve all of the information. We've got
5 to send it all out so they can make sure we did it right.
6 That's what the long story is.

7 I purposefully stopped a while ago at the end of the
8 decision after trial because if that is your decision to
9 have a trial, then you're going to have 30 days to get
10 that done, and I'm going to have 30 more of reading time.
11 Okay?

12 DEPARTMENT COMMANDER WOODS: Thank you.

13 So, at this time, I will entertain a motion to go
14 into executive session to discuss the disciplinary
15 actions and any other items that need to be discussed
16 during that time frame.

17 PDC MARTIN: I make the motion to go into
18 executive session.

19 DEPARTMENT COMMANDER WOODS: I have a first. Do
20 I have a second?

21 DISTRICT DEC REP DEER: Second.

22 DEPARTMENT COMMANDER WOODS: The first was done
23 by Brett Martin, PDC, seconded by Curtis Deer.

24 DEPARTMENT JUDGE ADVOCATE HAYNES: I would
25 request that the investigative committee be allowed to

MID-WINTER CONFERENCE

119

1 stay.

2 DEPARTMENT COMMANDER WOODS: Yes, the
3 investigative committee will be allowed to stay.

4 All others that are not part of the DEC, Department
5 Executive Committee, must leave the room, please.

6 All rise. PRESENT ARMS. TWO.

7 (WHEREUPON, executive session was held from
8 approximately 16:25 to 16:56 hours, and then a brief
9 recess was held from approximately 16:57 to 17:07 hours.
10 Thereafter, the following transpired in regular session:)

11 DEPARTMENT COMMANDER WOODS: HAND SALUTE. TWO.
12 Please be seated.

13 We had one item of discussion in our executive
14 session. At this time, I will entertain a motion to
15 follow the recommendation of dismissal of Charlie
16 O'Leary's charges by Chair Doug Hale for that
17 investigation team.

18 DISTRICT COMMANDER CRUICE: I move -- Karen,
19 Commander, 1B. So moved.

20 DISTRICT DEC REP DEER: Curtis Deer, 2B DEC. I
21 second.

22 DEPARTMENT COMMANDER WOODS: Thank you.

23 All in favor of dismissal of the charges, say aye.

24 MULTIPLE SPEAKERS: Aye.

25 DEPARTMENT COMMANDER WOODS: All opposed?

MID-WINTER CONFERENCE

120

1 UNIDENTIFIED SPEAKER: Present.

2 (Laughter.)

3 DEPARTMENT COMMANDER WOODS: The charges against
4 Charlie O'Leary have been dropped at this time. Thank
5 you.

6 I move to go to the Good of the Legion.

7 DISTRICT COMMANDER CRUICE: Karen Cruice,
8 District 1B. It's come to my attention that DEC 1
9 minutes, though they've been transcribed, were not given
10 to our stenographer in completion. Remember, they were
11 done by phone recording. Things were left off of that
12 phone recording through transition. Probably no one's
13 fault. She never got them. Therefore, one of the major
14 things that was left off that must be put into public
15 record is our vote on the Sons bank account. So I'm
16 going to ask Steven to read what the resolution was so
17 that we can put it back into the minutes.

18 UNIDENTIFIED SPEAKER: I thought we amended it
19 already.

20 DISTRICT COMMANDER CRUICE: We amended something
21 that's not in the record.

22 DETACHMENT SAL COMMANDER THOMAS: There is
23 literally nothing for the stenographer to put into
24 literature because there is no recording of it in
25 existence. Steve Thomas, Detachment of Oklahoma

MID-WINTER CONFERENCE

121

1 Commander.

2 "Sons of the American Legion, Detachment of
3 Oklahoma, Pre-Convention, December 2024, Oklahoma City,
4 Oklahoma, July 12, 2024.

5 "SAL Resolution Number 1: Pre-Convention, December
6 2024, titled "Detachment of Oklahoma D/B/A Account.

7 "Originator: Chris Cook, National Executive
8 Committeeman."

9 "Whereas, the Detachment of Oklahoma was established
10 and is overseen by the Department of Oklahoma, and;

11 "Whereas, the Detachment requires more
12 administrative support and responsibilities as the
13 program grows, and;

14 "Whereas, the Detachment has a fiduciary officer
15 that should be responsible for receiving funds and paying
16 debts on behalf of the Detachment; now, therefore be it:

17 "Resolved by the Detachment Executive Committee of
18 the Sons of the American Legion in regular meeting
19 assembled in Oklahoma City, Oklahoma, on July 12, 2024,
20 that the Detachment establish a bank account for the
21 normal operation of the Detachment of Oklahoma; and, be
22 it, further:

23 "Resolved that the responsible parties for this
24 account will be the Detachment Treasurer and Detachment
25 Senior Vice Commander, Detachment Commander," which it

MID-WINTER CONFERENCE

122

1 was actually added when we approached you guys about that
2 and also now adding the department finance officer as
3 well.

4 "Resolved that all transactions shall be recorded
5 and presented to the Detachment Executive Committee when
6 so required and to Department Finance Officer/Treasurer
7 when requested; and, be it, further:

8 "Resolved that the Detachment shall follow all
9 procedures and policies as set forth by the Department of
10 Oklahoma and the standard business practices for the
11 non-profit organization; and, be it, finally:

12 "Resolved by the American Legion, Department of
13 Oklahoma, in regular meeting assembled in Oklahoma City,
14 Oklahoma, on July 19th through 21st, 2024, that the
15 Detachment of Oklahoma establish a doing business as,
16 d/b/a, account under the Department of Oklahoma tax ID
17 and business name."

18 That was the resolution that was presented, and this
19 body voted unanimously for approval at DEC 1, and we are,
20 for technicality and legal purposes, so it is in writing,
21 we are asking that the vote be redone. Which, obviously,
22 I am not a voting member, so I will need somebody. But
23 there we go.

24 DISTRICT COMMANDER CRUICE: So I move that we
25 have the vote for passage of that bill -- of that

MID-WINTER CONFERENCE

123

1 resolution. Excuse me.

2 DISTRICT COMMANDER RITTER: Karen Ritter, 1A
3 District Commander. Second.

4 DEPARTMENT COMMANDER WOODS: Is there any
5 discussion?

6 (No response.)

7 DEPARTMENT COMMANDER WOODS: All in favor, say
8 aye.

9 MULTIPLE SPEAKERS: Aye.

10 DEPARTMENT COMMANDER WOODS: All opposed, same
11 sign.

12 (No response.)

13 DEPARTMENT COMMANDER WOODS: The ayes have it.
14 Resolution carried.

15 (Applause.)

16 DISTRICT DEC REP DEER: I have something for the
17 Good of the Legion.

18 DEPARTMENT COMMANDER WOODS: Okay.

19 DISTRICT DEC REP DEER: I wanted to announce to
20 everybody --

21 DEPARTMENT COMMANDER WOODS: Curtis Deer.

22 DISTRICT DEC REP DEER: I'm sorry. Curtis Deer,
23 2B DEC. I wanted to announce that in Post 153 our Riders
24 have just purchased a hearse [sic] for the motorcycles
25 for ceremonies and stuff. If you contact -- his name

MID-WINTER CONFERENCE

124

1 just went away -- their commander.

2 UNIDENTIFIED SPEAKER: Mike Marxen.

3 DISTRICT DEC REP DEER: Yes. They can get you
4 the details of how to get it used and that stuff. But
5 they just purchased it, and that's --

6 DISTRICT DEC REP KUNTZE: Talk into the mic,
7 please.

8 DISTRICT DEC REP DEER: -- what it's available
9 for, for funerals and such. All right? I just wanted to
10 put that out to the state. Thank you.

11 DISTRICT COMMANDER MAY: Elmo May, Post 146,
12 District 7 Commander. I just wanted to let everybody
13 know that we are in the final stages of purchasing our
14 own building for our post out in Sayre.

15 (Applause.)

16 DEPARTMENT COMMANDER WOODS: Anyone else for the
17 Good of the Legion?

18 (No response.)

19 DEPARTMENT COMMANDER WOODS: All right. We will
20 go into our closing ceremony. Please rise.

21 Chaplain, could you lead us in the closing prayer?

22 DEPARTMENT CHAPLAIN STEWART: Boy, will I.
23 Let's pray.

24 Lord, this has been a long day, but I hope that
25 things have been done that will make this department a

MID-WINTER CONFERENCE

125

1 better department. Help us to leave as we go from here
2 to make our posts better posts, to make our districts
3 better districts, and make our individual Legionnaires
4 better Legionnaires. Give us traveling mercies as we go
5 home, and dismiss us from this meeting. We pray, with
6 your grace and your love, in Jesus's name, Amen.

7 COLLECTIVE GROUP: Amen.

8 DEPARTMENT COMMANDER WOODS: Sergeant-at-Arms,
9 please recover the POW/MIA flag.

10 (WHEREUPON, Sergeant-at-Arms Lager retrieved the
11 POW/MIA chair cover. Thereafter, the following
12 transpired:)

13 DEPARTMENT COMMANDER WOODS: Re-cover.

14 Till we meet again, let us remember our obligation
15 to our community [sic] can only be fulfilled by the
16 faithful performance of all duties of citizenship. Let
17 service to the community, state, and nation be ever a
18 main objective of the American Legion and its members.
19 Let us be ever watchful of the honor of our country, our
20 organization, and ourselves, that nothing shall swerve us
21 from the path of justice, freedom, and democracy.

22 HAND SALUTE. TWO.

23 I now declare the Mid-Winter 2024 [sic] adjourned.

24 (WHEREUPON, the 3rd DEC meeting, held January
25 18, 2025, was concluded at approximately 17:16 hours.)

MID-WINTER CONFERENCE


126

C E R T I F I C A T E

STATE OF OKLAHOMA)
) SS:
COUNTY OF MUSKOGEE)

I, Jessyca Guerra, Certified Shorthand Reporter within and for the State of Oklahoma, do hereby certify that the meeting held January 18, 2025, at 1:30 p.m., at 400 Thunderbird Street, Norman, Oklahoma, was taken by me in stenotype and thereafter transcribed by computer is true and correct; that I am not an attorney for or a relative of either party or otherwise interested in this action.

WITNESS MY HAND THIS 3rd day of February, 2025.



Jessyca Guerra, CSR #2027

\$	1			
\$10.00	1	92:3	20,000	308
44:7	17:22 18:15,17	15.00	68:13 69:21 87:21	99:4,7
\$11,000.00	19:9 20:2 21:7,12,	44:5	2008	30th
28:25 31:5	19 45:14 46:9 54:8	150	24:24 26:22	58:1
\$110	91:21 93:12,20	26:3	2024	31st
67:18	99:3 115:5 120:8	153	112:19	52:20,24 64:25
\$110.00	1's	26:16	2025	322,556.90
68:2	18:17 107:15	155	44:10 81:16 82:5,	23:19
\$128.16	1,000	40:19	6,9 83:3,19,25	333,000
67:23	56:17	15th	2035	25:5
\$128.88	10	33:18	27:6	34
67:24	24:25 38:2	16:25	22	16:16,17
\$13.50	10,000	119:8	55:4	35
55:15	68:9 81:2	16:56	23	13:6 76:25 77:4
\$138,656.00	10,854	119:8	24:24	353
24:10	41:3	16:57	24	62:22 88:15
\$15	100	119:9	20:1 29:24 36:2	365
75:17	45:20 52:23 53:5	17	24,000	56:24
\$15,000	56:9	52:23	68:16	38
69:21 87:11,12	10th	17:07	24th	16:15
\$15,110	91:13	119:9	64:25	38,840
68:14	11	1889	25	38:10
\$17.88	27:4	33:10 34:20,23	84:16	39
67:21	12	1A	25th	16:11
\$18.10	26:2 27:3 43:16	13:12 19:16 20:21	33:19	3B
67:21	126	21:2 62:2 79:2,14	26	15:13 16:2 17:17
\$30,000	44:13 66:6 111:15	89:20	81:16 85:17	27:8 50:3 90:8
87:10	12th	1B	27	102:2
\$30,000.00	20:1	17:22 28:3 32:17	81:16 112:19	3rd
24:5 25:10 26:11	1315	45:17 51:21 73:23	28	83:22
27:12	45:19	78:25 89:12,20	81:16	
\$5,000	13th	100:20 114:8	299	4
68:13	83:23,25 91:5,13	119:19 120:8	87:24	16:15 58:13 85:7
\$6,000.00	14	1st	2B	90:2 112:5,8,18
54:20	30:17 117:21	33:22	26:16 50:16,20	113:8 114:4
\$600,000.00	141	2	72:23 119:20	4,000
25:3	100:22 101:8			68:11
\$62,000.00	146	2(a)	3	40
27:12	44:23 76:4	116:4	113:6 115:8	13:6 89:8
\$62,755.00	15	2(b)	3,000	40,000
25:10	52:18	116:9	51:14 56:1	38:11
\$7,500.00	15,000	2,000	30	43
28:22	44:2 68:8 69:23,24	55:24	116:3,5,6,17	56:10
	81:2 87:21,25	20	118:9,10	44
	15-minute	52:18 69:19	300	56:10
			87:23	45,000

MID-WINTER CONFERENCE

41:3		82:22	address	104:1,4,8,15,16
49th	8	accordance	34:6 45:23 58:7,9,	105:5,19 106:16
55:22	8	106:13 111:4,10	18,25 62:12 63:1,	107:2,19 108:21
	24:25 115:14	113:5,22	11 98:24 107:3	109:14 110:8
5	80	account	108:20	111:24 112:4,15,
	26:4 57:17	19:11 23:22 25:5	addressed	18 113:3,13,16
5	800	120:15	18:21 49:8 54:15	114:19 115:7
37:13 113:5 114:3,	56:17	accounted	addresses	116:21,25 117:6,
12 115:22	88	24:17	34:1,21	10,24 118:24
5.00	14:12	accounts	addressing	affairs
44:6	8A	23:18 24:1 25:17	39:20 92:13	39:18 96:21 113:4
50/50	34:19	59:3	adjust	aged
80:23	8th	accused	19:9 20:17 65:7	26:5
5A	113:3	115:20 116:3,5,17	adjutant	agree
15:25 18:20 64:1		117:19	13:3,11,12,15,17	48:6 51:6 53:9
84:11 91:4	9	acres	16:14,19,22,24	84:19,23 89:21
5B		41:11	17:2,4 21:18	99:12 106:20
13:21 15:15	9	action	22:12,20 36:4	Agreed
	30:17	94:1,9,10 95:19,	42:4,10 45:23	59:18
6	95	21,25 96:4,13 97:1	54:12 62:24 66:12	agreement
6,000	57:21	99:3,10,13 100:15	67:13 69:12,16	81:19 108:9,11
56:24 68:11	98	102:23 103:16,20,	71:9 74:12,18	AI
61	56:9 57:21	23 106:1,18 107:4,	81:11,12 82:23,25	60:18 62:4
40:20,22	9th	7 112:23 113:2,17,	85:10,11 86:17	AI's
68	83:22,25 91:4	19,21,23 115:2	87:15,16 88:16	60:17
57:17		117:4	89:1,2,7 90:1	aiming
6B	A	actions	91:10,14 105:25	14:24
39:7 42:19 49:5	ability	94:17 96:11 97:21	113:5 114:3,12	air
59:11 80:11 87:7	23:15	112:25 113:1	115:4	88:20
	absolutely	118:15	adjutant's	ALEXANDER
7	49:19 55:11 92:2	actively	31:3 59:15 63:2	35:19
	103:7	23:1	administered	alibis
7	abstain	activities	15:10	35:7
44:24,25 76:5	29:22	53:19 66:2	administration	alive
7,000	abstentions	53:21 54:1	113:24	40:11
41:11	29:25	activity	advantage	allegations
7-H	accept	53:21 54:1	70:17	115:12
115:5 116:4,9	64:8 79:6 80:9,18	actual	advise	alleging
70	acceptable	23:25 25:4 34:23	48:22	114:21
45:21	85:7	40:4	advocate	allotted
700	access	add	22:8 48:7,10,15	89:19
56:16	44:19 62:7 90:16	20:2 21:24 48:2	53:10,11,15,16	allowed
75	accessed	49:15	59:2,4 92:9,10,15,	49:2 82:16 105:23
57:17	34:25	added	18,25 93:1,4,7,16	118:25 119:3
78	accessed	33:24 40:7	97:19 98:7,16,20	Amanda
55:3	accidentally	adding	99:8,15,18,20,24	91:2
	53:24	20:3	100:5,11 101:15,	amazing
	accommodate	addition	19 102:10,15,25	75:20,21
		16:3	103:5,8,13,22	

MID-WINTER CONFERENCE

amend 19:12 28:2 amended 20:24 120:18,20 amendment 18:23 19:23 20:11, 14,17,25 21:11 102:7 109:18,22, 24 110:16 amendments 109:17 American 14:16,18,19 15:2, 11 19:25 49:23 62:10 93:9 94:13, 14 98:1 101:11 103:19 116:2 117:18 amount 25:13,14,21 26:9 89:17 amounts 27:22 and/or 102:20 animates 14:22 announce 17:16 announced 85:12 annually 25:8,9 32:3 answering 23:12 answers 23:16 anymore 55:4 73:13 apologies 17:7 apparently 113:23 appeal 95:13 98:13 100:9 116:23,25 117:2, 11,13,14,19 118:3	appealing 94:16,23 appeals 95:9 101:23 117:19 Applause 15:17 35:17 apply 96:3 appoint 115:7,18 appointed 39:8 appointments 36:17,18 46:21 50:2 apportionment 26:7 approaching 91:1 approval 104:23,24 109:1 approve 18:17,25 19:3 41:8 50:1 approved 18:14,18 19:10,24 20:2 37:14 40:16 46:22 110:5 approximate 87:17,18 approximately 32:4 39:25 119:8,9 April 51:14 112:19 area 70:7 74:7 77:3 argue 105:15 arguments 49:25 arm 74:22 ARMS 119:6 Arnett 42:16	arose 14:16 article 92:25 93:12,20 96:2,4,8,9,11 103:14,15 113:6,7, 8 115:8,14,22 ascertain 22:17 asks 97:22 101:23 assign 28:1 90:20 assigned 14:11 24:15 31:5 assist 29:15 assume 29:24 42:6 assumes 80:18 ate 74:2 attached 112:1 attempted 76:18 attend 86:13 attended 32:20 attention 120:8 audience 13:9 15:14 39:20 audit 22:14 23:1,2,5,6 24:17 111:18 audits 24:12 August 65:23 66:4 authority 93:13,17 94:17,23 107:23 113:25 authorize 115:18	authorized 93:17 107:7 authorizing 113:3 auxiliary 73:24 82:21 AV 67:1 Avenue 45:19 average 56:16 aware 41:13 46:2 aye 18:7,8,11 21:12,13 29:7,8,11 51:1,2 80:22 83:3,4,7 114:12,13 119:23, 24 ayes 30:11 114:18 <hr/> B <hr/> back 26:4,8,9 31:13 32:15,16 33:1 40:3 42:5 46:6 51:13 54:24 57:3,22 66:16 71:24 72:15 73:25 81:9 82:12 85:5 89:23 90:10 94:18,25 96:12 97:17,21,22,23,24 98:2,8,9,17,24 99:6 100:14 101:18,21,24 102:13 105:7,11 111:5,6 117:7 120:17 backup 47:6 ballroom 70:19 72:8,9,13 banished 99:5 bank 120:15	banquet 67:8 88:1 bar 64:12,21 bargain 67:1,8,9 bargaining 67:14 barrel 55:19 based 47:2 67:21 81:20, 23 93:10 115:25 basic 55:19 basically 23:9 24:4,23 25:6, 11 26:13 45:6 67:20,22 68:9 75:9 93:7 96:9 101:20, 22 103:17 105:7 basis 99:22 bat 46:23 68:12 be-all 56:20 beautiful 70:3 beef 89:4 beneficiaries 25:6 bet 76:22 beverage 68:5,7,8,11,12,15 69:10 big 26:11 43:22,24,25 63:14 66:14 70:7, 23 77:19 bigger 57:19 biggest 23:21 64:17 89:15 bill 24:4 27:25 28:13
---	--	---	---	--

MID-WINTER CONFERENCE

30:16 31:8	booth 70:16	bucket 101:9		81:13 99:21
billion 62:6	booths 70:23 71:13,23	bucks 68:16 69:19	C	105:20 107:15
Bingo 89:6	bottom 53:19 55:19 80:5	buddy 21:25	cables 54:23	108:6 115:20
bit 23:19 34:22 44:15, 21 57:4 84:24 109:15 111:25 117:22	100:6	budget 24:6 26:12	calendar 91:19	case-by-case 99:22
black 27:11	bought 24:23 87:24	buffet 69:16,18,19 74:7, 14,17	Calera 76:22	cases 100:7
blanket 44:21 107:14	box 54:24 55:10	buffets 74:8	call 15:5 22:18 23:25 32:20,22,23 56:23 60:24 83:2 105:2	casino 67:17 68:9,15,20 69:1,8,14,19 70:18,24 71:15,22 72:24 74:22 75:1 76:22 77:15 82:5,6 83:3,19,24
block 60:22 70:9	Boys 64:22,23,24 85:3 86:12,14	building 24:9 28:14 29:2 30:22 45:17 66:24 71:1	called 16:8 53:19,25 56:11	Casino's 67:24
blocks 75:16	brags 63:24	bunch 55:1 60:21,22 78:19 101:8	calling 52:12 61:19,20	catastrophe 92:1
blown 117:21	brain's 58:16	burials 40:25	calls 57:15 85:12	cats 54:5,6
Bloxom 17:9,10 18:1 28:12 44:11,12 47:12,22 58:3,5,24 66:5,10 69:5,9,12,24 70:2, 25 72:5,7,12,25 73:4,8,18 74:6,25 75:4 76:17 77:7, 12,23 79:15,25 86:4 87:20 88:11 100:24 101:3,17 104:12 105:14 107:24 109:6 111:14,15	brand 54:20	buried 40:1,3	capable 66:17	caught 60:18
blue 36:5 38:1 108:3,4, 7	break 92:3	business 36:9 42:15 46:1,5, 17 49:10 63:23 66:6 86:7 90:4	car 75:18	caution 89:13
board 68:6	breakfast 69:4,13,15,18 74:11,14 88:7	busy 47:4 77:2	carbon 33:14	CB&L 47:10 50:12
Bobby 22:2 76:14	breakout 72:15	buy 55:7,13 75:5	card 61:11	celebrate 53:1,3
body 20:1 27:13 36:10 52:25 64:8 71:25 82:18 97:17	breaks 71:24	by-law 115:8	cardinal 15:1	cemeteries 40:6,19,21 41:7
book 34:6 36:5 38:1 49:22 63:1	Brett 54:19 97:9 118:23	by-laws 23:4 47:10,18,22 49:1,7,13 50:14 93:2,11,19 96:20 101:3,4,7,12,17 102:5,9 103:14 104:12,21 105:1, 14 106:13 107:5,6, 24 108:17,25 109:6 110:19 111:14,20 113:6 115:14,25	cards 45:1	cemetery 39:13,16 40:1,3 41:2,12,19
	Brett's 37:11		care 15:4,6 40:22 78:1 84:14 100:9	center 75:14
	briefed 32:9		careful 87:23	centrally 68:20,22
	bring 13:24 41:15 64:7 81:8 85:5,6 88:16, 21 90:24 111:10		Carl 63:18	chain 112:21
	bringing 89:23		carried 21:17 51:8 84:3	chair 32:9 37:8,13 48:2, 21 101:3,17 104:12 105:14 107:24 108:17 109:6 111:14 119:16
	broke 54:24		carrot 81:18	chairman 47:6 48:14,15,21
	broken 54:22,23		carry 14:15	
	brought 94:4		carryover 24:12	
			case	

MID-WINTER CONFERENCE

105:1 challenge 51:13 challenged 52:7 chambers 66:14 chance 76:5,11 chances 25:25 change 18:23 59:24 63:5, 7,9,19 68:24 77:13 81:21 86:20 96:22 97:12,13 101:6,10 105:9,12 109:25 110:15,16 113:16 changed 53:17 59:21 108:15 109:17 111:20,21 changing 35:23 80:2 110:20 Chaplain 22:2,4 76:13 charge 44:5 67:6 68:1,2 97:3,7 100:15 115:24 116:6,15 charges 115:3,6 116:7 119:16,23 120:3 charging 66:25 Charlie 119:15 120:4 cheating 97:6 check 32:15 59:6 63:1 103:21,25 104:3 checked 54:13 66:18 children 15:8 70:15 choice 68:21 105:15,17	107:1 111:19 choices 77:24 choose 48:6 chosen 14:10 37:8 64:4 Christmas 43:9 65:15 cities 66:13 clarify 48:18 81:12 87:16 91:3 102:18 classic 108:2 classify 40:20 clean 34:5 clear 22:21 23:12 88:9, 10 click 40:12 close 29:13 40:21 46:4 56:3 57:18 77:7 closed 40:20,22 43:7 45:17 closer 55:25 co-chair 48:6 coffee 75:1,6 collected 25:8 colors 92:8 combining 88:2 command 60:22 112:21 commander 13:4,13,16,21,23	14:1,3,6,9 15:12, 13,16,18 16:1,2,7, 8,9,10,11,12,15,18 17:2,8,10,15,19,21 18:1,5,9,11,12,14, 19,20,24 19:1,2,4, 5,6,8,14,16,17,18, 20,21 20:5,6,7,10, 16,19,21,22,23 21:2,3,5,6,8,14,17, 23 22:5,9 27:8 28:3,4,5,8,12,21 29:9,12,21,23 30:1,5,10,12,15, 19,25 31:9,12,17, 20,23 32:1,6 33:5, 6,9,25 34:7,9,18 35:2,6,8,10,11,13, 14,18,19,21 36:13, 16,21 37:12,18 39:4,6,11 41:18,25 42:1,4,19,20,23 43:2,4,6,15,22,25 44:12,17,23,24 45:3,14,16,17,22 46:4,11,12 47:23, 24,25 48:1,7,9,13, 17,19 49:5,6,12, 15,19,20,21 50:3, 5,6,8,9,10,11,13, 15,19,22,25 51:3, 6,21,22 53:9,16,17 54:3,11,16,20 55:11,25 56:4 58:3,4,5,11,12,14, 15,24 59:10,11,12, 18,22,25 60:3,5,7, 11,14,15,16 61:10, 14,17,22,24 62:5, 9,18 63:8,12,22,25 64:1,22,24 65:3,5, 7,21 66:5,8,10 69:3,5,7,9,11,12, 22,24 70:1,2,22,25 71:5,10,20 72:5,6, 7,12,25 73:4,8,18, 22 74:6,25 75:4,19 76:2,4,5,14,17 77:6,7,9,12,23 78:9,15,17,21,23, 24 79:4,11,15,22, 25 80:13 81:6	82:4,9,13,14,15,24 83:1,5,8,13,18 84:1,5,8,10,11,18 85:8,9,22 86:4,15 87:3,20 88:11,12, 13,14,23 89:11,21 90:6,25 91:2,3,6,8, 12,15,18,20 92:2,7 97:10 100:19,24 101:1 102:2,3,12, 22 103:3,7,10,21, 25 104:3,10 106:4, 9,12,24 107:10,21 108:1,7,12,14,22 110:14 111:11,22 112:13,19 114:7,9, 14,17 115:4 116:20,22 117:2,9, 25 118:12,19,22 119:2,11,18,19,22, 25 120:3,7,20,22 commander's 38:23 59:14 commanders 33:14 45:9 51:9,23 90:13,18 comment 51:22 comments 40:15 51:18 commerce 66:14 commission 37:5 39:13,16 41:15,19 94:7 Commissioned 36:11,14,15 37:2 committee 32:2,9 36:12 37:14,21 39:16 41:8,15,22 42:2,7 46:21 48:2,3,11 66:11,17 75:21 78:2 89:4,22 93:2 94:16 96:20 101:3, 17 104:12,21 105:2,14 107:24 108:17,25 109:6 110:3 111:14 115:8,9 117:13,20,	24 118:2,25 119:3, 5 COMMITTEEMAN 37:24 38:17 46:7 committees 39:8,10 42:11 46:9 committing 87:14 Communications 37:24,25 38:17 46:7,8 community 15:9 67:22 company 22:15,21 24:1 compare 56:2 complaining 74:21 complaint 64:17 76:21 complaints 76:24 complete 64:10 completed 114:20 completely 79:9 104:9 completion 120:10 compliance 110:19,21 111:6,7 compliant 108:18 comply 105:20 111:21 computer 63:2,4 concern 56:6 57:25 concerned 35:25 82:2 concludes 33:4 35:16 36:8 conditions 65:13
---	--	---	---	---

MID-WINTER CONFERENCE

conduct 49:10 116:2 conference 41:22 42:22 71:1 76:7 79:21 conferences 65:17 confirm 86:23 conflict 101:4,6 confused 81:13 114:25 confusion 110:22 Conn 62:1,16 79:2,13 91:21 consensus 106:19 consideration 81:4 consistent 96:2 Constant 34:8,15,20 constitution 20:24 23:4 47:10, 18,22 49:1,7,13,17 50:13 85:11 93:2 96:20 101:3,4,6, 12,17 102:4,9 103:15 104:12,21 105:1,10,12,14 106:12 107:5,6,24 108:17,25 109:1,6, 16,18,25 110:18 111:4,14,20 113:8 115:22,25 construction 73:23 74:2 contact 34:8,16,20 44:20 45:8 48:4 contacting 52:1 contacts 35:25	continue 57:19 104:5 106:18 112:16 continued 87:9 continues 88:24 continuing 36:3 contract 67:13 68:24 74:13, 14 79:14,20 80:10 81:18,22 86:17,25 contracts 67:13 contradiction 105:16 contrary 102:6 control 70:17 72:17 74:16 controlled 72:14 convention 32:16 44:10 49:17 60:25 64:3,11,16, 19 65:10 66:6,12, 23 75:14 77:24 78:4,13 79:1,7,21 80:1 81:23 84:13 85:12,15,20 88:6, 17,18 91:4,9,13,23 109:3,17 110:6 conventions 64:17,20 65:16 conversation 109:13 cooperative 73:7,9 copies 111:18 copy 33:14 115:23 correct 16:7,14 21:11 22:23 31:9 32:3 34:11 37:20 49:12 62:3 79:14 102:8	104:13,22 105:17 corrected 21:18 106:13 correction 30:19 83:22 cost 27:16 67:8 68:14 87:25 88:5 costs 44:21 88:3 Council 48:3 count 16:5 68:13 country 62:4 couple 28:23 29:1 31:2 42:15 47:2 68:16 77:2 81:12 85:6 90:9 97:15 court 101:14 cover 23:8 24:19 26:12 29:3 55:18 covered 22:13 covers 65:4 78:20 cream 75:3,4 create 89:3 creative 29:4 Crosstalk 18:4 107:9 Cruise 17:21 18:14 19:2, 5,8 20:16 28:3 32:17,23 36:11,14 37:2,13 45:15,16 51:21 73:22 75:19 78:15,21,24 89:11 99:2 100:19 101:1 107:10,21 108:12 114:7,8 119:18	120:7,20 crystal 97:11 current 85:13 113:24 Curtis 17:17 26:16 50:16, 19,20 72:23 118:23 119:20 cut 26:22 102:24 103:5 <hr/> D <hr/> dad 40:2 Dale 22:7 53:10,13,15 54:3 59:4 90:6,19 92:9,14 97:10 100:18 108:23 112:3 Danny 41:17,19 dark 22:16 data 51:25 52:15 58:25 database 90:16 date 44:9 58:1,2 64:4 81:9 82:18 98:17 101:10 116:16 dates 44:9 68:17 81:20, 21 83:21 84:23 85:24 86:19 87:17, 18 day 36:2 56:25 60:2 64:14 65:4 67:19 91:9,11 97:18 days 56:24 60:2 61:18 76:9 90:9 116:3,6, 17 118:9	deadline 52:20 58:1 deal 20:12,13,14 57:8 81:16 101:10 dear 53:11 deaths 33:22 Debbie 13:11 DEC 13:19,22 14:1,5 15:23,24 16:4,23 17:6,14,17,22 18:15,17 19:9,25 20:2 21:7,12,19 26:16,17 27:1,7,19 28:1 30:12,21 31:7,10,15 32:8,9, 17,23 34:19 35:4 37:11,13 43:24 44:15 46:9,10 49:8 50:16,20 53:13 54:8 62:1,2,16,22 63:5,13,21 65:1 71:17 72:10,22 73:1,6,11,15,16,20 79:2,13,14 80:11 81:1 82:8,10 84:6 85:7 86:14 87:6 88:10,13,15,25 89:3,6,9 90:2 91:21,22 92:12 93:12,16,25 94:17 95:6,7,8,12,13,16, 19 96:21,23 97:1 98:8,9 99:5,13 100:13 102:18,19 104:23 106:7,21 108:20,23 109:8, 10,12 110:2,10 111:9 112:5,8,14, 18,22,24 113:2,10, 20,25 114:2,4,23 115:1,4,10,11,13, 17,21,23 116:4,7, 8,9,14 117:3,18 118:21 119:4,20 120:8
--	--	--	--	---

MID-WINTER CONFERENCE

DEC's 81:19	22,23 22:4,5,8,9, 10 26:20 27:2,15	112:4,13,15,18 114:9,14,17,19,21	dig 90:14 101:21	49:6 50:23 55:16 66:7 79:12 82:7
deceased 39:24 40:5,8,9	28:5,6,8,21 29:9, 12,19,21 30:1,5,8, 10,15,19,24,25	115:3,6,21,25 116:20,21,25	digging 98:24	83:2 84:2,12 85:18 87:8 106:6 119:13
December 20:2 23:18 33:22 52:20,24 65:11,14 84:13,16 86:9	31:9,11,12,17,22, 25 32:4,12,21,25 33:4,6,9 34:7,15, 18 35:2,6,10,14, 18,19,21 36:13	117:6,10,13,24,25 118:1,12,19,22,24 119:2,4,11,22,25 120:3	diligence 54:13,25	discussions 29:6 50:23 114:10
decide 70:21 82:19 106:3 111:5 116:14	37:12,18,24 38:11, 17 39:4,8,11,12,18 42:4,13,23 43:1,2, 6,15,22,25 44:6, 13,17,18 45:1,3, 14,22 46:4,7,11,12	departments 38:12	diligently 90:3	disease 15:7
decided 82:18	47:23,25 48:1,7,9, 10,13,15,19 49:12, 19,21 50:5,8,10, 13,19,22,25 51:3, 6,16 53:9,10,15	departments' 81:23	dip 24:11	dishonesty 116:1
decides 115:12	54:3,7,11,19 55:7, 8,11,25 56:4,21 57:11 58:4,15,20 59:2,10,18 60:7, 11,14,15 61:10,17, 20,24 62:5,18	dependents 15:4	direct 38:4	disloyalty 116:1
deciding 44:8	63:8,12,22 65:21, 24 66:8 71:9 76:13 78:9,10,17,23 79:4,11,22 80:13 81:6,11 82:4,9,13, 23,25 83:1,5,8,11, 13,17,18 84:18,22	depends 14:17 34:9 102:25	direction 85:21 96:24	dismiss 115:12 116:15
decision 95:7,9,13 96:7,8, 17,18 98:10,21 100:2,12,13,16,20 101:25 115:13 117:14 118:8	85:9,10,22 86:15 87:3,15 88:12,14 89:1,7,21 90:25 91:6,10,14,15,20 92:2,7,9,15,18,25 93:16 94:16 95:20 96:14 97:2,9,19 98:7,16,20 99:8, 15,18,20,24 100:5, 11 101:11,15,19	depth 110:4	directly 75:14	dismissal 119:15,23
Deer 17:14,17 26:16 27:1,7 50:16,19,20 72:22,23 73:1,6, 11,16,20 82:8,10 106:7,21 111:9 118:21,23 119:20	102:10,15,20,25 103:2,5,8,13,22,24 104:1,4,8 105:5,19 106:4,9,12,16,18, 24 107:2,8,11,19 108:1,14,22 109:14 110:8,14 111:11,22,24	deserve 100:16	disabled 15:3 36:23	dispense 17:11
defer 104:10		designate 115:18	disagree 15:18 101:16,20 105:6 110:1	distance 68:19
defined 105:16		destination 78:5,13	disagreement 109:15	distributed 17:6,7 21:7
delegation 41:20		detachment 19:20,21,25 20:4,7 61:22,23 64:22 65:5 82:14,15,17, 24 120:22,25	disciplinary 94:17 95:19 97:21 113:1 115:2 118:14	distribution 17:5
delete 60:23		determination 31:18	discipline 93:8,11,13,18 114:1	district 13:3,11,12,19,21, 22 14:1,5 15:13, 23,25 16:1,8,10,12 17:10,14,17,21,22 18:1,14,19,20 19:1,2,5,8,16,17 20:16,21,22 21:2, 3,6 26:16 27:1,7,8 28:3,4,12 29:23 30:12,21 31:7,10, 15,20,23 32:1,6, 17,23 33:13,14,25 34:9,19 35:4,13 36:21 39:6 41:18 42:1,19 43:4,24 44:12,15,23,24,25 45:9,16,17 48:17 49:5,15,20 50:3,6, 9,11,15,16,20 51:9,21,22,23 52:2 53:11,13,16,17 54:8 57:5 58:3,5, 11,13,14,24 59:11 60:5 62:1,16,22
democracy 14:25		determine 29:13 80:21	disciplined 102:18,19 117:12	
department 13:4,13,14,16,23 14:3,6,9 15:12,16, 18 16:7,9,11,14, 18,22,24 17:2,4,8, 15,19 18:5,9,11, 12,24 19:4,6,14,18 20:4,6,8,10,17,19, 23 21:5,8,14,17,		determined 85:13 115:15	disciplining 113:11	
		determining 80:24	discount 81:24	
		die 25:23	discounts 67:9	
		died 26:5	discuss 17:24 18:17 80:16 118:14	
		diem 67:4,18	discussed 118:15	
		difference 68:13	discussing 101:8 108:3	
		difficulties 38:8	discussion 17:20 18:6 19:19 21:1,10,11 28:11	

MID-WINTER CONFERENCE

<p>63:5,13,21,25 64:1,24 65:1,3,7 66:5,10 69:3,5,7,9, 11,12,22,24 70:1, 2,22,25 71:5,10, 17,20 72:5,6,7,10, 12,22,23,25 73:1, 4,6,8,11,15,16,18, 20,22,23 74:6,25 75:4,19 76:2,4,5, 10,14,17 77:6,7,9, 12,23,25 78:15,21, 24,25 79:2,13,15, 25 80:11 81:1 82:8,10 84:1,5,6,8, 10,11 85:8 86:4,14 87:6,20 88:10,11, 13,15,23,25 89:6, 9,11,12,20 90:6, 10,11,13,16,18,21 91:2,3,4,8,12,18, 21 95:20 96:16 97:2 100:19,20,24 101:1 102:2,12,20, 22 103:3,7,10,17, 21,24,25 104:3,10 106:7,19,21 107:8, 10,11,21 108:12 109:10 111:9 114:7,8 116:22 117:2,9 118:21 119:18,20 120:7,8, 20</p> <p>districts 32:14 51:12,17 56:12 75:25 86:12</p> <p>divvy 26:7</p> <p>doable 51:15</p> <p>document 33:17</p> <p>Don 62:21,22 63:1,17 88:15</p> <p>donated 41:11</p> <p>door 57:16 71:3</p>	<p>doors 72:14,16,17,19</p> <p>Doug 116:12 119:16</p> <p>downloaded 49:24</p> <p>downstairs 74:10</p> <p>downtown 75:10,11,12</p> <p>dozen 81:14</p> <p>draft 108:25</p> <p>draw 27:6 28:23 38:2,3</p> <p>drawing 27:4,21,22 43:1,2, 11</p> <p>drive 76:8</p> <p>drives 57:21</p> <p>driving 56:23 65:13</p> <p>drop 32:2 68:11,12</p> <p>dropped 120:4</p> <p>dropping 32:11,14</p> <p>dry 102:24 103:6</p> <p>duck 110:12</p> <p>Dude 61:3</p> <p>due 54:13,25 100:16</p> <p>dug 102:13</p> <p>dumb 23:5</p> <p>Durant 76:19,20,22 78:7, 8,9</p> <p>duties</p>	<p>14:15</p> <p>duty 116:1</p> <p>Dyer 46:25 47:9,21 50:8</p> <hr/> <p>E</p> <hr/> <p>e-mail 16:25 17:23 23:12 33:11 34:25 35:5 42:5,9 58:25 59:3, 5,6,12,15 60:6,10, 20 61:3 62:12,19, 23 63:2,11</p> <p>e-mails 59:1,22 60:19 61:13</p> <p>earlier 30:23 38:1 46:12 55:17 87:9 91:1 94:4</p> <p>early 25:20 86:13</p> <p>earmark 25:16,21</p> <p>easily 26:12</p> <p>East 35:8,10,11,14 47:23 48:1 60:15, 16 61:10</p> <p>easy 92:11</p> <p>eat 69:18 74:3 88:5</p> <p>Ed 22:6 37:19 83:18</p> <p>Editor 34:20</p> <p>education 15:8</p> <p>effective 101:10</p> <p>election 61:18</p> <p>elections 65:25</p>	<p>electronic 34:6</p> <p>electronically 17:12</p> <p>eligible 26:18 27:5</p> <p>eliminate 79:8</p> <p>eliminated 66:18,19,20</p> <p>Elmo 44:23 76:4</p> <p>Embassy 77:18</p> <p>emergency 61:4</p> <p>employees 26:21,23 36:22,23, 24</p> <p>employers 37:4</p> <p>end 23:18 31:21 41:24 45:21 51:14 59:24 61:7 63:20 71:24 72:16 73:2 118:7</p> <p>end-all 56:20</p> <p>ended 24:24</p> <p>enforcement 93:23 94:3</p> <p>engaged 22:16,21,24</p> <p>engagement 22:18</p> <p>ensure 21:18 115:23</p> <p>enter 67:12</p> <p>entered 66:22</p> <p>enters 67:13</p> <p>entertain 118:13 119:14</p> <p>entire</p>	<p>64:15</p> <p>entities 24:24</p> <p>entitled 115:20</p> <p>entrance 71:7</p> <p>envelope 34:6</p> <p>environment 70:5</p> <p>equal 75:9</p> <p>equals 14:23</p> <p>equipment 54:21 67:2 91:23</p> <p>Eric 13:2,19 15:10,13</p> <p>error 18:21 34:2 102:4,8</p> <p>errors 18:16</p> <p>essence 94:12</p> <p>established 113:22</p> <p>Estimated 68:14</p> <p>events 87:4</p> <p>everybody's 26:5 109:4</p> <p>exact 68:23</p> <p>exceeded 106:5</p> <p>exception 56:8 65:1</p> <p>excuse 13:4 31:20 45:10</p> <p>executed 22:19</p> <p>executive 92:14,19,21 94:16 112:2,6,10 113:1 116:19 117:13</p>
---	---	--	---	--

MID-WINTER CONFERENCE

118:1,14,18 119:5, 7,13 exempt 22:23 exercise 70:14 existence 120:25 exit 71:8 expect 57:14 expel 94:11,12,13 95:21 expelled 94:21,22,24 95:3,5 98:1,2,3,8 100:23 expense 28:19 experience 81:24 explaining 100:18 expressed 37:25 expulsion 93:8 117:16,17 extend 74:15 external 23:6 extra 91:16	55:18 80:4,17 84:25 97:4 115:19 117:16 fail 56:8 failed 17:6 fair 80:20 faith 99:7 fall 65:17 familiar 39:22 99:22 Familiarize 14:14 family 75:24 fast 86:1 fault 120:13 favor 18:7 21:11 29:6,22 30:3,6,9,10,17,20 51:1 83:3,9,12,14 114:11 119:23 federal 101:14 feedback 42:22 feel 78:18 96:22 feeling 24:18 84:20 107:12 feet 13:6 fellow 14:9 field 34:12 Fifteen 30:8,10,18,20 figure 28:1 78:12	figured 69:13 117:7 fill 14:10 41:4 87:24 final 15:5 95:9 115:13 117:14 finally 24:2 51:7 finance 20:4,5,8,17 22:11 23:9,10 31:21 find 32:18 36:5,6 40:4, 14,15 46:15 57:15 60:1 66:11 76:18 77:18 finding 85:16 findings 115:19 118:1 fine 78:2 89:2 112:6 finish 18:2 42:17 finished 31:23 64:14 firm 23:1 fix 36:7 104:25 106:22 108:17 fixing 109:20 flat 69:18 flexibility 86:20 floor 16:5 17:8 18:3 20:12 79:6 88:12 Flowers 22:1 folks 40:10 92:20 follow 37:10 49:8,11 61:15 113:2	119:15 food 68:5,7,8,10,12,14 69:10 70:10 87:25 88:3 foot 55:9 forgot 24:9 63:24 form 23:20 Fort 41:2,5 Forty-three 16:16 forward 13:8,24 25:17 41:23 59:5,6 64:5 65:10,19 84:3,15, 17 97:18 98:23 100:8 found 40:2 53:24 62:16 67:16 107:5 117:4 fourth 92:23 fraction 25:1 frame 118:16 frames 98:13 Francis 70:6 free 67:19 69:4 70:16 75:1 99:17 freedom 14:25 friend 40:5 frisking 43:13 front 13:2 48:22 frugal 88:21	frustrated 74:5 fulfill 14:13 full 108:9 116:8 fully 25:2 57:14 function 93:19 95:22 96:6 fund 24:5,9,24 26:4,18 28:15 29:2 30:16, 22 funded 25:2 funding 25:4 fundraising 38:2,3 funds 28:17 30:21 31:2 funny 23:24 future 28:16 79:6 81:9
<hr/>				
F				
<hr/>				
face 15:13 Facebook 38:11,13,18 62:9 facilities 77:16 facility 67:6 70:4 81:4 facing 77:10 fact 18:20 23:13 49:21				

G

gaming
37:9,15
garage
70:13
gave
107:22
gear
64:18
General
21:20
Gentlemen
106:4
gentler
104:15
get all
40:13
gift
61:11

MID-WINTER CONFERENCE

<p>give 24:21 32:18 39:14 44:25 45:1 47:3 67:4,19 68:1,5,23 80:3,15,20 81:17 90:3,6 96:19 100:9 104:21 108:16 110:18 116:17</p> <p>glad 26:14</p> <p>goal 55:22,23</p> <p>goals 14:24</p> <p>god 90:9</p> <p>golf 70:11</p> <p>good 14:19 19:14 40:17 41:23 43:18 44:2 51:7 55:3,4,6 56:14,17 59:12 64:7 66:22 70:12 91:24 99:6,7 104:16 111:12 114:17 120:6</p> <p>goodness 51:11</p> <p>goods 72:4</p> <p>Gordon 13:3,11</p> <p>GPS 40:4</p> <p>graciously 47:12</p> <p>Grand 67:17,21,23 68:9, 15,20 69:1,7,14,19 70:18,24 71:15,22 72:24 79:24 80:14, 23 82:5,6 83:3,19, 24</p> <p>granted 41:10</p> <p>grants 41:9</p>	<p>graves 98:25 101:22 102:12</p> <p>great 14:20 38:14,18,19 52:24 56:15 66:21 77:20,22 100:17</p> <p>greatest 40:13</p> <p>Greek 90:14</p> <p>Gross 41:18,20</p> <p>ground 40:5</p> <p>grounds 70:8</p> <p>group 66:11</p> <p>grown 52:3,5</p> <p>growth 52:2</p> <p>Grubbs 13:19,21 15:10,13</p> <p>guarantee 87:22 88:2</p> <p>guess 22:18 27:25 100:21</p> <p>guidance 87:17 96:3,19</p> <p>gun 38:2</p> <p>guy 104:15,18</p> <p>guys 36:20 42:23 43:13 55:12 60:22 71:17 91:16</p> <hr/> <p style="text-align: center;">H</p> <hr/> <p>Hale 116:12 119:16</p> <p>half 23:14 62:10,23 64:7 65:18 66:4 70:9 72:9</p>	<p>hall 70:22 71:3,8,13, 16,25 72:17,19</p> <p>hallway 70:16 71:5,7,14 72:3</p> <p>hammer 63:14</p> <p>hand 15:12 29:17 30:3 35:13 81:25 92:3,8 119:11</p> <p>handle 24:2 66:14 100:8</p> <p>handled 108:9</p> <p>handles 24:1</p> <p>hands 29:14,18 30:2,4,6, 7 47:17 80:24 83:8,9,10,16 90:3</p> <p>hang 58:15 104:17</p> <p>happen 15:21 21:9 51:20 57:1</p> <p>happened 32:16 59:19 64:5</p> <p>happening 35:24 61:22</p> <p>hard 23:23 77:3 86:1 92:10</p> <p>Harris 18:19 19:1 63:25 64:24 65:3,7 69:3, 7,11,22 70:1,22 71:5,10,20 72:6 84:1,10,11 85:8 91:2,3,8,12,18</p> <p>hat 42:13 107:16,18, 22 108:3,4,5,7,8 109:9,13</p> <p>Hayden 106:15</p> <p>HAYES</p>	<p>92:25</p> <p>Haynes 22:7,8 48:7,10,15 53:10,15 59:2,4 92:9,15,18 93:16 97:19 98:7,16,20 99:8,15,18,20,24 100:5,11 101:15, 19 102:10,15,25 103:5,8,13,22 104:1,4,8 105:5,19 106:16 107:2,19 109:14 110:8 111:24 112:4,15, 18 114:19 116:21, 25 117:6,10,24 118:24</p> <p>hazardous 65:12</p> <p>he'll 41:21</p> <p>head 16:5 24:10</p> <p>headed 101:13</p> <p>headquarters 28:16 104:24</p> <p>heads 84:22</p> <p>Healdton 43:5,6</p> <p>hear 13:7,9 16:20 38:15 40:22 50:18 52:25 53:14 72:11 75:22, 24 84:5 112:3 115:18</p> <p>heard 22:12 51:9 73:11 86:5</p> <p>hearing 115:13,16 116:5,8, 15,16</p> <p>hearings 114:25 117:8</p> <p>heart 53:12</p> <p>held 19:6 38:2 64:4,11</p>	<p>65:8,11 92:5 119:7,9</p> <p>hell 55:1</p> <p>helpful 76:19</p> <p>helps 57:22</p> <p>herding 54:6</p> <p>hesitant 84:19</p> <p>Hey 36:25 60:24 61:1 62:9 71:17 77:6 86:2,23 99:16</p> <p>high 104:17</p> <p>higher 104:24</p> <p>history 24:21</p> <p>hit 26:11 55:22,23 87:10</p> <p>hits 38:10,11</p> <p>hitting 55:18</p> <p>hold 65:13 82:17</p> <p>home 40:3 89:15 97:12</p> <p>honor 52:15 98:10,11</p> <p>hoping 43:17 52:10,12</p> <p>Hopkins 15:23,24</p> <p>Hospital 70:6</p> <p>Hospitality 67:25</p> <p>host 66:23</p> <p>hotel 66:20,23 70:8</p>
--	---	---	--	---

MID-WINTER CONFERENCE

74:14 77:17 79:19 80:6 hotels 66:15,18 86:6 87:18 hours 36:2 74:15,17 76:8 119:8,9 house 77:16 humble 114:24 hundred 68:16	individual 73:10 96:12 100:7 117:4 individuals 46:18 102:17,19 industry 70:10,13 infiltrated 62:4 information 23:23,25 25:18 27:10 38:6,7,9,25 39:9,14 40:2,9 41:16 43:7 45:24, 25 58:22 92:12 93:1,3 118:4 informed 113:18 infraction 97:5 initial 40:25 45:6 initiate 113:17 initiated 113:21 initiation 15:21 inside 47:18 70:18 75:12 insist 116:7 installation 15:20 instruct 108:24 integrity 14:18 intended 89:10 interactive 40:15 interested 77:4 79:18 interesting 39:17 53:20 94:22 interfere 85:1	interior 70:25 internal 96:21 113:3 internments 40:23 INTERPOL 61:8 interpretation 104:18 interpreted 113:10,13 invariably 64:2 investigate 31:1 84:22 94:1 112:25 investigation 113:4,19,20,23 114:3,6,11,18,20 119:17 investigations 114:25 investigative 115:7,9 118:25 119:3 investigator 116:12 involved 67:15 89:8 issue 47:11 71:14 73:5 74:3 81:20 87:8,19 102:24 103:1 108:8 109:9,13 110:14 112:20,21 issues 17:24 23:7 64:2 73:1 item 31:4 119:13 items 28:23 118:15 IV 93:12,20	<hr/> J <hr/> JA 113:25 Jack 16:2 27:8 50:3 90:8 102:2 103:1 117:7,21 Jackie 35:14 jacking 73:14 Jamie 62:23 63:3,4 Jannett 62:24 63:3,4 January 65:13 Jim 42:18,19 49:4,5 59:10,11 108:19 109:11 job 46:20 54:7 57:10, 14 78:2 100:17 Joe 99:3,4 100:21 101:8 jog 70:11 John 17:9 39:5,7 42:1 43:17 44:11,12,16 47:12,14,22 50:12 58:18 66:5 69:3 72:11 77:6,21 84:10 101:20 104:10 108:16 109:9,14,25 110:9 111:3,15 John's 47:16 51:10 joke 44:7 judge 22:8 48:7,10,15 53:10,11,15,16 59:2,4 92:9,10,15,	18,25 93:1,3,7,16 97:19 98:7,16,20 99:8,15,18,20,24 100:5,11 101:15, 19 102:10,15,25 103:5,8,13,22 104:1,4,8,14,16 105:5,19 106:16 107:2,19 108:21 109:14 110:8 111:24 112:4,15, 18 113:2,13,16 114:19 115:7 116:21,25 117:6, 10,24 118:24 July 20:1 44:10 64:4,20 65:25 68:18 80:7 82:3 83:25 84:16 jumped 13:25 June 58:1 64:12,13,21 65:9 84:14 86:10 justice 14:24
<hr/> I <hr/> I-HOP 78:18 ice 65:12 75:3,4 idea 27:11 85:25 ideal 75:24 ideals 14:24 identified 79:18 IDL 75:13 iffy 111:25 ignorance 90:11 important 15:19 114:22 improper 99:11,13 include 20:17 93:9 96:15 116:12 included 20:9 91:11 107:11 including 93:22 94:11 114:1 Indianapolis 24:2				<hr/> K <hr/> Karen 17:21 18:1,13 19:16 20:21 21:2 28:3 32:17 37:18 45:15,16 48:4 50:4 51:21 54:2 73:22 78:24 89:11 100:19,24 114:8 119:18 120:7 Kerr 35:8 37:25 38:18 46:8 key 63:15 kidding 44:7 92:23 kids 86:13 Kilmer 34:19 35:4 48:5

MID-WINTER CONFERENCE

kind 24:2 53:11 58:22 84:19 110:23 kindler 104:15 kinds 75:16 Kingfisher 113:5 114:12 Kuntze 13:19,22 14:1,5 30:12,21 31:7,10, 15 43:24 44:15 53:13 62:22 63:5, 13,21 65:1 71:17 72:10 73:15 84:6 86:14 88:13,15,25 89:6,9 109:10 <hr/> L <hr/> lack 24:7 lacked 113:25 lady 46:25 47:4 Lafortune 70:10 Lager 22:6 29:19 30:8 37:19 83:11,17 land 41:5,7,9,10 large 36:22 Larry 80:11 87:6 112:20 114:3,12 latest 40:13 Laughter 14:8 37:1 43:14 54:18 63:16 74:24 76:3,16 91:17 92:24 104:11 110:13 117:23 120:2	law 93:22,23 94:2 102:14 111:16,21 lead 116:11 leadership 59:16 learned 90:12 leave 86:13 92:19 95:8 96:1 119:5 leaving 107:22 left 26:6 66:19 72:24 73:16,19 84:24 120:11,14 Legacy 39:24 Legion 14:16,19 15:2,11 19:25 49:23 53:18, 23 62:10 88:8 93:9 94:13,15 95:21 98:1 101:11 103:19 116:2 117:18 120:6 Legion's 14:21 Legionnaire 14:10 Legionnaires 78:19 length-wise 71:2 letter 22:18 42:5 113:2, 9,15 letting 51:19 level 36:19 37:7 58:20, 21 107:18 117:18 life 62:15 Lima 39:23	limit 33:16 37:21 106:5 limited 17:5 44:5 74:4 77:24 list 27:20 32:13 34:1 literally 120:23 literature 120:24 live 75:23 lived 62:14 local 63:2 93:23 locale 81:1 located 68:21,22 location 40:4 66:7 80:12 85:21 86:3,18,24 87:5 locations 34:11 38:4 80:20 87:1,3 locked 84:15 long 44:6 55:22 62:25 66:22 118:6 longer 23:2 34:4 96:3 103:20 looked 27:14 66:18,22,25 LOOSE 21:22 lot 38:12,19 48:19 54:14 64:19 65:23 82:1 lots 40:25 louder 71:18	love 54:17 75:22 107:5 loved 40:5 lower 55:20 loyalty 14:25 lying 97:6 110:23 <hr/> M <hr/> machine 74:23 75:2 made 28:6,8 31:19 48:4 52:23 80:18 97:4 100:13 102:3 106:10 109:18 117:21 madness 71:6,12 mail 45:8 mailed 18:15,18 19:9 92:12 mailing 44:13,18 main 70:19,22 71:8,13, 16 72:8,9,12,19 maintain 22:23 major 120:13 make 16:20 17:11 21:8 22:22,23 40:15 41:13 42:10,11 44:3 45:22,24 50:4,15 57:15 58:6 59:8 87:12 90:15 91:24 93:5 95:7,14 96:7,8,17,19 98:10,21 100:2,12, 16,20 104:13,22 106:7,20,22	108:24 109:18 114:2,5 115:19 118:5,17 makes 57:12 64:10 74:22 making 35:23 48:23 89:23 man's 111:17 manage 19:11 manageable 33:17 Marriott 66:19 Martin 29:21 46:12 50:22 54:11,12,17,19 55:21 56:2 59:19, 23 60:10,13 62:5 63:1,7,10,19 92:14,16 97:9 98:6,15,19 99:1, 12,16,19,23 100:4, 10,17 106:15 112:20 118:17,23 Martin's 60:4 match 106:23 math 56:25 Mathes-kerr 35:8,10,11,14 47:23 48:1 60:15, 16 61:10 matter 74:20 78:14 99:9 Mcneal 29:23 39:5,6,7,13 41:19 77:6,9 84:5, 8 Mcperson 13:14 22:9,10,11 26:20 27:2,15 28:6 30:24 31:11,22,25 32:4,12,21,25 33:4 43:1 77:25 78:10
--	--	---	--	---

MID-WINTER CONFERENCE

means 65:3 85:16	method 45:4 71:6,11	18 32:18,22 37:21, 22 46:10 80:16 84:9 112:5,8,14, 23,24 115:11 120:9,17	85:24 86:15 89:24 96:18 106:8,10,22, 25 107:12 108:24 112:22 113:21 114:2,5,8 118:13, 17 119:14	64:19 93:3,7,11,19 95:10,15 96:1 98:12 101:5 102:6, 9 104:13 105:7,11, 16 106:14 107:3 108:18 109:19,21 110:19,22 111:4 113:12,25 115:14 117:13 118:3
media 37:24,25 38:17,22 39:1,2 46:7,8	Meyer 99:3,4,6 100:22 101:8	misconduct 114:21	motivated 52:22	National's 26:2 99:10 102:4,5 106:23
medium 36:22	mic 13:5 53:14 54:23 71:18,20 72:10 77:11 84:7 106:11, 15	misfeasance 116:1	motivating 52:21	Nations 64:23
meet 61:4 68:5,10,14 69:10 88:4 111:19	microphone 14:2,4 26:15 58:6 109:10	missed 52:19 85:13 90:9	move 27:25 45:11 46:5, 17 65:19 91:8 114:22 119:18 120:6	Nature 90:8
meeting 16:23 21:3,7 22:25 23:10 28:2 32:10, 18,19,20 37:11 38:23 46:10 58:8 67:7 68:4,10,22 69:21 71:25 105:2	mics 54:23	mistaken 40:23 42:18 53:20, 23	moveable 85:25	nay 29:19
meetings 76:10	mid-winter 32:19 47:16 64:2 65:10 81:10,22 84:12 85:20,25 86:2,23 88:17,19	mistakes 48:23	moved 64:5 95:1 119:19	nays 29:16 30:17
Melvin 15:24	middle 72:9,13	Misunderstanding 87:21	moving 19:12 45:18 65:10 111:22	necessity 110:17
member 27:19 52:19 56:19, 20 93:13,18,21,22 94:11,14,21,22,24 95:5 102:23 103:9 117:12	Mike 18:19 21:23 37:25 39:4,23 46:8,11 63:25 81:20 84:6, 11,18 91:3,20	modified 111:12	MPA 66:2	needed 52:6
members 14:22 15:21 16:4, 10,15,16,17 17:13 38:21 45:21 51:14 52:11 53:5 57:20 78:19 93:9,11 105:3,12 114:1	million 39:24	modifying 111:9,12	multi 59:15	negative 35:19 117:4
membership 45:20 48:22 51:13 53:22 55:13,16,17 56:14 66:1,2 80:21 95:25 105:18,21 109:3,7 110:6	mind 40:7	money 19:11 24:7,13,14, 18,19 25:16 26:4, 6,8,9,10 28:24 29:3 44:22 45:1,2 55:12,13,14 88:20	multiple 15:15 18:8 21:13 29:8,11 30:18 51:2 66:13 77:22 83:4,7 99:2 109:5 114:13 119:24	neglect 116:1
membership's 104:23	mine 34:11 38:20 63:17 117:21	monitoring 59:7	N	negotiate 74:13 79:20 80:10 86:24
Memorial 39:24 64:14 65:4	Mine's 63:5	month 33:19,20 38:10,23 41:14 65:18	named 117:25	negotiates 74:12
mess 60:12	Minnesota 41:10	months 32:16 38:8 45:6 65:16 85:6,14 88:22 90:2	names 27:10,23 37:6,16 47:3 62:12	negotiation 82:20 86:17
messaging 113:12	minor 97:5	morning 21:24 35:12,22 36:4 89:16	nation 14:20 15:9 86:14 92:8	newer 104:14
	minus 68:16	Mother 90:8	national 24:4,22 25:18 36:15,18,19 39:1, 9,12,13,15 40:1,19 41:2,12,19 42:21 43:8,9 48:20 51:16 52:18 58:21 59:1	news 41:23
	minute 61:1	motion 17:11 18:3,16 19:9 20:8,12 21:17 28:7,9,10 50:1,15, 17,21 51:8,19 78:16,22,25 79:3,5 80:17 82:4,5,16		newsletter 33:11,17,21,24 34:1
	minutes 16:22 17:12 18:22, 23,25 19:9,12 20:3,25 21:4,7,12,			newsletters 38:14,19

MID-WINTER CONFERENCE

night 58:8 67:22 75:18 nobody's 59:7 north 45:19 77:14 northwest 68:19 77:17 noted 113:6 notice 47:13 noticed 43:11 notified 101:5 notion 85:19 89:2 null 102:6 number 16:4,6,14 24:22 25:25 26:1,3 29:24 47:17 57:18 88:4 98:18 numbers 37:16 52:10 56:5 60:21,22 62:13 89:13,14,18 <hr/> O <hr/> O'LEARY 120:4 O'Leary's 119:16 Oath 15:11 obituary 33:23 object 28:15 obligation 14:14 97:20 occurred 89:13 offer 40:9 67:18 68:17	69:4 offered 24:22 offers 76:23 office 14:15 15:11 16:25 95:24 officer 20:4,5,9,18 36:11, 14,15 37:2 65:25 93:14,18,22 94:8, 9,11 95:20 96:5,14 97:2,23,25 102:20 103:2,9,18,19,24 105:24 114:21 116:2 officers 15:20 93:10 96:16 105:21 106:19 107:4,8,11 113:8, 11 114:1 offices 14:11 officially 113:18 offline 84:20 Oklahoma 19:21 39:15 41:20 57:11 86:11 101:12 120:25 Ollie 99:16,17 one's 34:10 120:12 one-fourth 71:2 one-time 28:18 one-year 81:13 open 19:10 40:23 88:12 opened 87:8 opening 101:9	operate 72:1 opinion 49:2 78:14 97:20 98:22 99:9 114:24 opportunity 80:21 108:16 110:18 opposed 18:9 21:14 29:9 51:3 83:5,15,17 114:14 119:25 option 100:21 101:5 options 70:20 103:17 order 15:23,24 16:1 26:25 29:23 30:13 86:13 87:6 organization 51:18 85:2 Oriental 74:10 original 20:8 47:5 originally 20:3 54:25 Osage 77:14 outstanding 45:22 51:7 56:15 overpay 25:20 override 85:1 95:6 overwhelming 80:22 <hr/> P <hr/> pack-in 91:11 package 81:16 packed 54:10 pages	38:18 paid 26:24 paperwork 42:16 paperwork's 42:20 paragraph 115:5 116:4,9 park 70:7,10,13 75:18 park-like 70:5 parking 67:6,19 70:13 parliamentarian 46:24 47:1,21 48:11,20,22 49:9, 16,22 50:9 parliamentarians 48:20 part 19:24 34:23 69:20 84:8 87:19,25 92:10,11 99:7 103:11 105:6,8,21 119:4 participating 24:25 passed 20:1,8 37:10 passing 71:12 password 59:21 past 23:3 34:22 46:12 54:11,19 80:17 82:15 93:25 97:9, 15 114:24 patio 70:15 Patricia 35:8,10 60:16 pay 24:7 25:8,9,13,14, 17,19,24 26:9,10, 24 27:25 28:13	30:16 31:8 75:6 87:11 88:7 paying 27:12 31:4 88:6,8 94:5,6 payment 24:20 25:10,11 payments 25:9 PDC 54:17,19 55:21 56:2 60:10,13 63:1,7,10,19 92:14,16 97:9 98:6,15,19 99:1, 12,16,19,23 100:4, 10,17 106:15 118:17,23 PDC/DISTRICT 108:20,23 109:8, 12 110:2,10 pension 25:10 27:4,6 people 14:20 23:13 25:23 26:1,3 27:3,21 32:2,9 34:3,4,12 36:23 37:15 38:4, 24 42:6 48:24 52:22 55:1,24 56:23,24 57:2,15, 22 61:19,20 62:6, 10 65:24 74:21 75:22 76:6,20 78:6 89:8 97:14 100:23 percent 45:20 52:24 55:3,4 56:9,10 57:17,21 percentages 57:24 perfect 32:7 64:10 perfectly 89:2 period 79:20 permission 23:22 104:22
---	--	---	--	---

MID-WINTER CONFERENCE

permit 113:10	pleasure 97:8	14,17,18,20,25 95:1,2,3,4,5,7,22, 23 96:5,6 98:2,3,8, 18 99:3 100:1 102:22,23,24 103:9,18 105:21, 23,25 107:15,18, 19 108:7,10 111:15 113:5,7,11 114:1,3,12	presentation 75:20	process 45:18 47:2 100:16 116:23 117:1,3,11
perpetual 40:21	plenty 24:19 41:4 44:1 65:15		presented 113:17 115:3 116:10	processed 97:14
person 27:21,22 32:19 36:19 40:24 59:13 95:5 100:13	pocket 87:22 88:4		preservation 14:18	program 26:24,25
person's 32:24 112:1,9	point 15:23,24 16:1 29:23 30:12 55:19 67:16 74:9 87:6 97:8 100:8 102:7 106:5 107:3	post's 56:7,8	preserve 118:4	proper 112:21
personalities 100:6	policies 14:21	posted 40:17 83:23	president 60:21	proposal 66:22 80:5 81:14
personally 78:4 84:20 117:19	policy 27:10	poster 44:25	pretty 53:25 86:7 90:2	proposals 66:13,18 86:6
Personify 90:13	pool 70:14	posters 43:12,15,23 44:1, 13,18	prevent 49:24 113:10	propose 85:23
petitions 41:9	poor 55:7	posting 39:1	prevented 46:19	Protect 14:19
philanthropist 41:11	porcelain 90:9	posts 36:21 37:5 38:19 42:16 44:14,18,19 45:25 51:17 52:1, 2,8,11,14,18,23 53:21 56:9 57:1,22 103:4,5	previous 16:6 104:16 113:24	provide 42:22 111:18 115:9
phone 56:25 57:15 120:11,12	portion 25:2 26:23 96:10 102:17 106:1	pounding 42:11	previously 113:9 116:13	provided 17:12 116:3
phonetic 66:2	portions 96:3	prayed 90:8	price 44:4 69:16 88:2	public 62:20 112:11,13 120:14
pictures 33:15 40:16	pose 79:5	praying 52:12	prices 73:14	published 33:19 101:11
Pittsburgh 40:3	position 48:12,21 94:10 96:14,15 97:23 111:17	prefer 24:11	primary 38:10	pull 28:25 54:5 90:18, 21
place 55:22 67:17,21,23 68:4,15,18 69:1,4 70:12 74:3,10,16, 19 75:5,9,10,15,17 76:23 79:8 81:25 82:12 84:16 88:6 92:8 116:17	possibilities 88:16,21	preference 74:20	principles 15:1	punishment 94:18 117:15
places 68:23 75:8 81:14	possibly 87:11 95:20	preferred 45:4	prior 23:7 116:3	purpose 30:13,15
plan 28:19 64:15 65:17	post 14:11,12,17 33:13 37:9,15 40:16 42:16,17,18 43:16 44:13,23,25 45:7, 10,14 53:5,7 56:10 57:6 58:7,9,10,22, 25 59:12,16 60:21, 22 62:22 66:6 76:4 93:9,10,11,13,18, 19 94:6,8,11,12,	premature 87:13	proactive 22:20	purposefully 118:7
planet 62:6		prepared 42:14	problem 17:24 23:7,11,17 27:20 42:9 53:4,7 58:19 68:18 73:24 74:11,16,21 86:8, 9,11 94:6,8,20 99:25 103:9	purposes 14:21 41:12
planning 66:1		present 16:15,17 17:1 44:14 68:25 115:20 119:6 120:1	problems 36:6 46:15 52:9 74:6 98:4	pursue 85:19,20
play 70:11			procedure 114:23	pursued 87:13
			proceed 115:12 116:15,16	put 20:3 21:21 33:8 36:4 38:6 46:12 47:8 48:12 51:13 54:24,25 58:25 66:11 70:23 74:23

77:24 78:3 80:4 95:4 97:23 99:6 120:14,17,23	rate 67:3,7,20,22	receiving 34:10 39:7 116:13	referenced 113:9	63:5,13,21 65:1 71:17 72:10,22
Q	ratify 99:5,9	recently 59:19 90:12	referencing 19:22	73:1,6,11,15,16,20 79:2,13 80:11 81:1 82:8,10 84:6 86:14 87:6 88:10,13,15, 25 89:6,9 91:21 106:7,21 108:20, 23 109:8,10,12 110:2,10 111:9 118:21 119:20
qualified 47:19	re-energized 43:10	recess 92:5 119:9	referred 93:23 115:6	replaced 32:8 47:7
quarter 74:23	re-evaluated 27:14	recognize 63:10	reflect 16:3,20	report 21:22 22:4,5,12 23:9 27:18 33:5 35:16,20,21 36:8 37:8 42:12 52:10 53:18,19,20 54:1,9 56:5 58:25 114:22 115:10 116:10,11, 14 117:25
question 25:12 26:17 48:8 61:16 72:8,23 79:4 95:14 97:10 98:12, 22 99:2 102:11,16, 21 104:4 106:2,17 107:10 109:7	reach 38:21 58:9 88:3	recognizes 17:9 63:11	regular 119:10	reports 36:12 37:21 39:8 42:2,7 90:12,17,22
questions 23:11,12,14 26:13, 14 27:24 33:2 35:16 45:12 52:16 53:3 57:23	reaches 59:16	recommend 67:12	rehabilitation 15:3	representative 39:15 87:7
quick 72:22	reaching 41:7	recommendation 115:10 116:13 118:1 119:15	reinstate 97:25	represented 32:19
Quinn 108:19,20,23 109:8,12 110:2,10	read 97:11 109:16 117:11 120:16	recommendations 68:25 115:19	reinstated 32:14	request 16:3 33:21 58:6 66:13 86:6 94:25 95:6 118:25
quorum 16:21	reading 17:11 118:10	record 16:3 19:7 112:12, 14 120:15,21	reiterate 35:22	requested 47:1 100:1
quote 57:7	ready 42:7 64:10 105:24 112:5,7 115:11	recorded 112:23	remember 14:21,22 15:1 26:1 36:1 37:11 55:12 100:21 120:10	require 23:4 101:7 105:9 111:1
R	real 77:11 95:16	recording 120:11,12,24	remind 33:10 85:11 96:25	required 14:14 23:3 89:14 106:25 115:23
raffle 38:3 42:25 45:12	realize 79:8	recourse 61:7	remotely 77:5	requirement 27:17 106:23 111:19
raise 29:17 30:3,5 83:8, 9	reason 55:5 71:11 72:23 73:12,19,21 79:22 109:23	recruit 56:16,18 57:20	remove 94:9 95:23 96:10, 14 102:17	requires 112:1
raised 29:18 30:4,7 35:13 83:10,16 112:20	reasonable 68:8	recruited 48:4	Renaissance 66:20,21	requiring 89:17 111:16
raising 80:24	reasons 23:3	recruiting 56:19	renegotiate 79:17	
ramifications 97:13	reassign 32:11	recruitment 56:14	rent 67:1 68:10	
ran 78:6	reassigned 98:18	recurring 28:18	rental 67:7 68:4	
rank 14:23	rebuilding 66:24	Redden 16:14,24 17:4 23:24 71:9 81:11 82:15,23,25 85:10 87:15 89:1,7 91:10,14	renting 45:18	
	receipt 59:25	Rees 42:19 48:17 49:4, 5,15,20 58:14 59:11 60:5 76:2	Rep 13:19,22 14:1,5 15:23 17:14,17 26:16 27:1,7 30:12,21 31:7,10, 15 32:17,23 34:19 35:4 39:13 41:19 44:15 50:16,20 53:13 62:1,16,22	
	receive 33:18	reference 113:7		
	received 21:3 24:8 39:14 42:8 60:17			

MID-WINTER CONFERENCE

rescheduled 22:25	return 22:13	Robert's 49:9	61:22 64:22 65:5	sell 69:16 72:4
research 57:4	returns 22:22	Rock 77:3	82:14,15,21,24	selling 46:14
reserved 87:23 93:10 95:23	review 83:24 97:16,21 101:23,24	rocks 110:11	120:22	sells 45:7
resigned 47:6	reviewed 85:6	roll 32:20,21,23 65:25 66:1	SALUTE 92:4,8 119:11	send 23:12,14 25:22 27:19 33:12,23 34:21 36:21 37:15 56:5 58:10,11,18 61:3,12 94:18 118:5
resolution 19:24 37:10 110:15 120:16	revise 96:12	room 40:24 41:4 49:23 67:3,18,22 70:14 71:1,2 88:7 119:5	Sam 22:9,11 27:9 29:3 32:1 77:25	sending 34:10,15 57:23 58:7 59:22
Resolutions 47:5,8,22 50:10,11	revised 101:11	rooms 68:6 72:16 82:22 87:23 88:2	sandwich 34:17	sends 34:21
resolved 73:2 74:7	revisited 66:17	rough 77:11	sat 87:9	sense 64:11 95:14
resources 29:1	revisiting 73:2	roughly 25:21	satisfied 23:16	separate 51:17 58:23 87:8 107:20
responded 66:15	revitalization 51:12 66:23 90:11, 24	rounds 35:7	save 87:11	sergeant-at-arms 13:24 29:15,19 30:8 57:10,12 83:11,17
response 21:16 33:3 42:3 45:13 46:3 50:24 51:5 114:16	rewarded 52:23	rows 89:19	saved 35:6 63:3	serve 14:23
responses 37:23	rewrite 103:11 104:22	rule 20:11 115:5 116:4, 9	saves 45:1,2	service 15:9 75:5 116:6
responsibilities 90:20	RFP 80:1	rules 49:8,9 96:21 113:22 115:1,17 117:3	savings 81:2	session 92:14,19,21 112:2, 6,10 113:1 116:19 118:14,18 119:7, 10,14
responsibility 57:2	ribbon 52:15	ruled 93:7 96:1 113:25 117:17	scan 27:19	set 24:8 25:15,16,22 28:15 69:16,19 71:3 84:23 87:25 88:5 116:16
rest 27:17 67:14	Rich 61:25	rules 49:8,9 96:21 113:22 115:1,17 117:3	school 86:13	setting 82:20
restaurant 70:8	Richard 62:1 79:2,13 91:21	run 67:20 70:11 74:17	schools 86:10	settled 85:14
results 30:14	Rick 23:24 34:14,21 36:4 42:9,20 52:17 81:11 85:10,22 86:22 87:15 89:1, 10	running 36:16 54:6	scroll 60:20	shape 91:24
retention 56:7,22 57:16,21, 24 88:23 90:17	rise 92:3,7 119:6	rushing 84:25	Scuttlebutt 73:15	share
retentions 56:10	Ritter 19:16 20:21 21:2,6 48:4	Ryan 42:17,18	search 52:18	
retiree 25:7	river 54:6	S	seated 119:12	
retirees 25:6	rob 28:19		seconded 118:23	
retirement 23:22 24:1,5,19, 21,24 25:2,4,9 26:17 30:16			Secretary 111:18	
			section 93:11,12,20 113:6, 7,8 115:8,14,22	
			selection 66:11	
			self-inflicted 55:9	

MID-WINTER CONFERENCE

14:6 40:10 71:20 Shawnee 67:17,23 76:7,12 79:1,6 shift 84:24 shifted 59:20 Shirley 33:7 shooting 55:8 short 46:15 shortly 44:8 47:15 shot 28:18 show 19:10,13 29:14 30:2 53:21,22 89:15 107:6 showed 23:19 showing 32:24 shows 59:25 63:17 shut 54:8 100:25 110:12 shy 24:5 25:3 sic 15:13 16:15 45:12 47:10 50:12 112:21 113:10 115:14 side 41:6 47:12 61:23 71:24 72:20 82:19 sides 77:13 110:11 sign 18:10 21:15 29:10 51:4 57:3 83:6 114:15	signed 113:16 significant 81:24 signing 20:18 signs 43:24 44:1 signup 90:17 Sikes 16:1,2,8,10,12 18:11 27:8 31:20, 23 32:1,6 33:25 34:9 35:13 43:4 50:3,6,9,11,15 88:23 90:6,8 102:2,12,22 103:3, 7,10,21,25 104:3, 10 116:22 117:2,9 Sill 41:2,5 simple 80:17 84:25 93:6 95:16 98:22 simply 86:10,16 93:12 104:20 114:5,23 118:3 single 86:3 sir 16:24 26:15 29:24 41:17 49:4 99:12 100:17 103:3 sit 37:5 41:15 89:20 110:12 site 40:12,17 66:6,12 79:6 80:3 sits 41:8 sitting 39:15 41:21 43:21 91:19 situation 42:13	sixth 92:23 slide 92:16 small 25:1 33:23 36:22 77:15 smell 58:16 smoke 58:16 snow 65:12 soap 55:10 Sons 19:10,25 85:2 120:15 sound 60:17,23 sounded 61:1 sounds 61:15 62:2 soup 34:17 south 68:20 76:18 southeast 76:18 southwest 68:20 space 40:25 45:19 67:7 68:4,10 70:4 71:4 spam 60:9,10,13,23 61:6,13 speak 13:5 41:2 44:15 53:13 54:16 72:10 SPEAKER 36:25 43:20 50:18 60:9 61:9 63:17 75:3 77:20 79:10 87:1,2 91:7 93:15 103:12 104:7 106:11 110:7	112:3,9,11,17 120:1,18 SPEAKERS 15:15 18:8 21:13 29:8,11 30:18 51:2 77:22 83:4,7 109:5 114:13 119:24 speaking 77:10 90:14 specifically 28:15 spent 54:20 spirit 14:16 split 72:8,13 spoke 35:12 spoof 62:11 spot 88:18 spouse 25:6 spring 42:22 65:17 85:16 Staff 108:21 stand 17:15 71:18 standalone 82:17 standard 86:7 standby 20:13 standing 99:7 standpoint 84:21 stands 54:23 81:17 start 42:11 43:13 56:5 62:11 84:16 85:16 95:17 101:7 105:3	started 26:22 37:17 59:22 61:19 79:25 95:11, 15,17 state 15:9 23:3 26:21,23 30:13 33:13 34:24 37:7 48:17 49:9 64:22,24 76:6 78:11,12 85:3 86:11,12,16 111:16,19 stated 93:12 114:5,23 116:13 118:3 states 24:25 25:1 48:19 61:7 102:6 stating 115:24 statistics 39:2 status 22:23 stay 56:25 89:15 119:1, 3 stead 48:5 stealing 97:6 stenographer 13:9 30:14 38:15 39:21 53:14 120:10,23 step 102:9 stepped 46:19 47:11 48:2 Steve 19:20 82:13,14 120:25 Steven 120:16 stewards 55:6 Stewart 22:2,4 76:13
---	--	--	--	---

MID-WINTER CONFERENCE

stick 85:15 101:25 stop 29:2 57:13,25 58:1 stopped 118:7 story 109:21 118:6 straightened 36:1 street 70:7,9,11 75:14 strengthening 56:21 strike 63:14 struggle 53:2 stuck 81:25 study 66:11 stuff 52:20 55:2,6 61:2 66:3 75:16 subcommittee 115:18 subject 105:25 submissions 33:13 subtracting 29:24 success 14:17 sucking 88:20 Sue 46:25 47:9,21 50:7,8 suffering 15:6 suggest 64:10,11,20 suggestion 59:9 65:19 84:2,12 suitable	66:12 suites 67:25 77:18 summarize 93:5 summer 42:25 43:11 44:10 45:12 47:15 54:4, 7,22 60:25 64:3, 11,15,17 66:6,12 79:6,16 80:1 81:7, 14,21 82:8,9 83:20 84:3,13,15 85:14 86:1,2,23 89:18 91:4,9,12 105:4 summer's 78:25 summertime 80:12 supposed 22:24 32:8 49:10, 18 59:21 107:13 110:24,25 Surgeon 21:20,22 surplus 24:13,15,16 suspend 96:15 suspended 94:10 95:24 suspension 93:8 117:15 sustain 94:18 swimming 70:14 sworn 13:12,20 system 24:21,23 26:1,6 39:25 60:1 <hr/> T <hr/> table 48:23 80:12 88:17 takes 43:9	taking 36:12 96:4,11 107:4 TAL 82:19 Talbott 112:20,25 113:4 114:4,12 talcommander@ gmail.com. 60:8 talk 37:5 51:23 53:1,2 71:18 72:2 92:20 108:19 talked 52:17 56:11 67:5 80:4 84:20 talking 26:17 30:22 45:5,6 53:6,8 57:13,14 59:23 60:3 61:5 71:18 89:13,17 90:17 103:1,3 105:25 109:8 talks 96:4,11 talok1889@gmail. com 33:12 talokcommander@ gmail.com. 59:20 taught 90:19 tax 22:13,22,23 67:7, 20 94:7 taxes 22:21 94:5,6 Taylor 21:23 tea 75:6 team 119:17 technical 38:8	Teel 113:3 telephone 93:5 telling 56:18 tells 96:23 tempted 80:15 ten 29:19 30:18,20 39:24 111:18 term 24:8 terminate 114:3,5 terminated 114:18 terminating 114:11 terrible 34:6 Texas 36:20 37:4 78:7,19 Thackerville 76:25 Thanksgiving 65:14 thing 23:21 40:18 52:13, 25 54:9 56:12 59:13 60:5,18 74:11 75:11 77:5 105:6 things 15:20 20:11 35:23, 24 39:17 40:10 46:19 52:17 53:2, 24 54:1,14 57:5,8 62:8 81:12 85:1 96:10 100:22 101:2 110:24 120:11,14 thinking 36:16 58:16 64:6 110:4 thirty	42:8 Thirty-eight 16:5 Thomas 19:20 20:7 61:22 64:22 65:5 82:14, 24 120:22,25 thought 22:15 90:24 120:18 thoughts 75:25 three-year 68:24 79:14,20 80:2,9 86:25 throw 37:19 55:2 thrown 54:22 Thursday 41:3 ticket 69:17 tickets 44:2,3,13,18 69:17 time 15:22 22:3 32:7 38:23 46:2,24 47:20 48:18 50:1 53:22 57:5,12 60:24 62:25 63:3 64:7,19 65:15 74:4 75:1 77:11 81:5, 15,22 89:24 98:13 100:16,22 104:21 106:5 112:19 113:4 116:16 118:10,13,16 119:14 120:4 times 46:14 71:23 97:12 99:2 Tina 34:19 48:5 title 13:20 today 17:1 42:7 52:25 67:18 80:14 105:2
---	---	--	--	--

MID-WINTER CONFERENCE

told 46:24 73:12 93:2, 21 99:16 104:20, 24 109:19,21 tolerance 14:22 Tonkawa 77:8 top 24:9 topic 51:10 111:23,24 torn 54:21 total 16:16 26:1 touched 47:1 track 83:24 94:4 train 38:22,23 47:14 training 49:16 90:10 91:16 transcribed 120:9 transferred 95:2 99:4 transition 120:12 transpired 92:6 119:10 transportation 75:17 travel 68:19 Treasurer 13:14 22:10 26:20 27:2,15 28:6 30:24 31:11,22,25 32:4, 12,21,25 33:4 43:1 77:25 78:1,10 treatment 68:24 trial 115:15,16 116:4 118:8,9	trouble 43:19 71:19 trust 14:12 44:1 Tulsa 66:20 67:17 68:15, 18,23 69:1 70:3,5 75:12,23 76:2,8 77:2,15 80:6 89:14 turn 38:16 39:19,21 turned 42:20 turnout 89:15 Twenty-four 29:21 Twenty-two 83:11,13 twists 74:22 type 26:7 types 39:2 typically 23:14 <hr/> U <hr/> UK 62:14 unanimous 80:22 unbecoming 116:2 uncooperative 73:13 undersecretary 39:17 understand 18:25 23:2 28:13, 14 34:12 35:3 48:23 58:19 72:7 76:24 79:9,24 84:3,15 87:7 97:11 99:14,15 104:14 116:18	understanding 32:1 102:3 113:15, 18 116:23 understands 114:23 understood 27:14 95:12 Unfinished 36:9 42:15 46:1 UNIDENTIFIED 36:25 43:20 50:18 60:9 61:9 63:17 75:3 77:20 79:10 87:1,2 91:7 93:15 103:12 104:7 106:11 110:7 112:3,9,11,17 120:1,18 unintelligible 13:3 38:14 61:9 71:15 United 61:7 unplug 59:13 upcoming 33:21 update 34:14,20 43:5 55:16 60:1 updated 45:24 uphold 94:23 upset 97:5 upstairs 74:9 Utica 45:19 <hr/> V <hr/> VA 40:19 VA&R 37:7,13 VA.GOV 40:12	vacation 64:15 valid 105:7,8 VE&E 36:11,14,15,20 37:2 vehicle 28:25 31:3 vending 75:2 vendor 70:16,23 71:12,23 vendors 70:18 72:1 verbalize 61:2 verbiage 27:11 version 75:10 vested 25:7 26:25 27:5,21 veteran 36:22 57:8 veterans 15:3 39:18,23,24, 25 40:8 48:3 50:5, 6 VFW 78:7,19 vice 17:10 18:1 20:5 28:12 29:23 33:6,9 35:8,11,18,19 39:6 41:18 44:12 47:23 48:1 58:3,5,24 60:15,16 61:10 66:5,10 69:5,9,12, 24 70:2,25 72:5,7, 12,25 73:4,8,18 74:6,25 75:4 76:17 77:6,7,9,12,23 79:15,25 84:5,8 86:4 87:20 88:11 100:24 Victor 39:23	video 54:5 vindicate 14:12 violating 93:22 94:2 violation 107:15,17 109:19 115:24 visit 44:25 45:10 visiting 46:13 VLM 39:23 40:12 VLM.GOV 40:12 vocal 51:10 voice 49:2 void 102:7 vote 18:2,6 30:13,16 31:7 69:2 80:14 83:2 99:5 101:7 110:18 111:2,5,6, 21 112:22,24 113:20 120:15 voted 19:10 73:16 votes 29:20 voting 16:4,10,15,16,17 29:25 <hr/> W <hr/> Wait 28:5 waiting 42:21 43:8 82:18 walk 75:1 78:18 walking 57:16 71:4
---	--	---	---	---

MID-WINTER CONFERENCE

<p>wanted 23:8 41:13 81:12</p> <p>wanting 27:10 55:1 57:3 86:22 117:11</p> <p>Warren 67:16,21,23 68:4, 15,18 69:1,3,13, 15,22,25 70:3,23 74:16 75:5,10 79:8 88:6</p> <p>wash 67:24</p> <p>Washington 41:14,21</p> <p>water 75:6</p> <p>Watson 80:11 81:1 87:6,7 88:10</p> <p>Wayne 22:1</p> <p>ways 71:15 75:13 88:19</p> <p>weaponized 60:18</p> <p>wearing 108:7</p> <p>wears 107:18</p> <p>web 90:16</p> <p>website 34:23 35:3,5 38:1, 3,7,10 39:1 46:9, 14 49:23 62:3,7, 17,20 83:23</p> <p>websites 38:13,18</p> <p>week 46:14 52:3,6 62:23 66:3 80:7 86:9,10</p> <p>weekend 64:12,13,14,21 65:4,9,11,14 84:13 91:22</p> <p>weekends 64:8</p>	<p>weeks 52:3,4,5</p> <p>weigh 86:7</p> <p>weird 78:18</p> <p>welfare 14:17</p> <p>west 33:7,9 68:19 75:23 76:6 77:19</p> <p>whatcha 61:25</p> <p>Whew 43:18</p> <p>white 27:11 107:16,18, 21 108:5,8 109:9, 13</p> <p>Wichita 77:4</p> <p>width 71:2</p> <p>winning 37:4</p> <p>wins 36:20</p> <p>wishes 47:4</p> <p>Women 48:3 50:5,6</p> <p>wonderful 81:4</p> <p>WOODS 13:4,13,16,23 14:3,6,9 15:12,16, 18 16:7,9,11,18 17:2,8,15,19 18:5, 9,12,24 19:4,6,14, 18 20:6,10,19,23 21:5,8,14,17,23 22:5,9 28:5,8,21 29:9,12 30:1,5,10, 15,19,25 31:9,12, 17 33:6 34:7,18 35:2,6,18,21 36:13 37:12,18 39:4,11 42:1,4,23 43:2,6, 15,22,25 44:17</p>	<p>45:3,14,22 46:4,11 47:25 48:9,13,19 49:12,19,21 50:5, 8,10,13,19,25 51:3,6 53:9 54:3 55:11,25 56:4 58:4,15 59:10,18 60:7,11,14 61:17, 24 62:18 63:8,12, 22 65:21 66:8 78:9,17,23 79:4, 11,22 80:13 81:6 82:4,9,13 83:1,5,8, 13,18 84:18 85:9, 22 86:15 87:3 88:12,14 89:21 90:25 91:6,15,20 92:2,7 106:4,9,12, 24 108:1,14,22 110:14 111:11,22 112:13 114:9,14, 17 116:20 118:12, 19,22 119:2,11,22, 25 120:3</p> <p>Woods' 61:14</p> <p>word 37:3 111:12 115:16</p> <p>wording 49:6 105:22 107:22 109:20</p> <p>words 110:3</p> <p>wore 107:16,21</p> <p>work 14:5 36:3 42:13 51:15</p> <p>working 51:16 57:20 80:1 91:24 105:3</p> <p>works 90:2</p> <p>worms 101:9</p> <p>worry 65:12 109:3</p> <p>wounds</p>	<p>15:6 55:9</p> <p>wrangled 54:5</p> <p>write 41:9 96:21 104:5 109:23 110:15 111:3</p> <p>writing 80:5 93:4 104:20 107:12 108:12 117:15</p> <p>written 96:2 104:19 113:16 115:3,19</p> <p>wrong 34:22 62:3 101:2, 25 104:25</p> <hr/> <p>X</p> <hr/> <p>XII 103:14</p> <hr/> <p>Y</p> <hr/> <p>year 25:14,21,23 27:12 28:22 36:20,23 37:4 45:21 53:5 54:21 55:3,20,21, 22,23 56:3,16,17 64:4,7,9,12,21 65:2,5 66:22 73:3 74:1,5 82:10,11 111:17</p> <p>years 24:14,22 25:11 26:5,25 27:9 47:17 64:1 65:6 79:18,19 81:18,23 82:1 85:19 86:3,18 87:14,17 97:15</p> <p>yesterday 51:10</p> <p>you-all 85:11</p> <p>young 46:25 47:4</p>
--	---	--	--