

**KWVA Bylaws Committee Project For 2009****Revision of the KWVA Standard Procedure Manual and KWVA Bylaws**

In the last issue of *The Graybeards* (January February 2009, Pages 10-12), we gave you a status of the Project around the midpoint of the scheduled input period of December 1 - February 28. A few reminders are in order here:

1. Central to the Project was our request for the entire KWVA membership to have the opportunity to participate in the process, by providing their input if they wished to do so. All Regular KWVA members in "good standing" [current in their dues] were eligible to participate. Following the Input phase, the writing and review process by the Bylaws Committee was to begin. We can report that it has indeed begun.

When drafts of the documents are ready, the review and approval process by the Board of Directors will follow. After that, the revised document set will be put before the Membership. Our target for that is at the October Meeting in Dallas.

Please note that The KWVA Bylaws, the KWVA Standard Procedure Manual (SPM), and our Federal Charter are all available for review and/or download from the KWVA website <http://www.kwva.org> at any time.

2. We have an obligation to meet the compliance requirements to the new Federal Charter, Public Law 110-254 (S.1692) granted on June 30, 2008 to the Korean War Veterans Association, Incorporated.

**Status**

On March 9, I sent out an email about some issues. It was addressed to most KWVA officers and the presidents of all Departments. Some addressees were Chapter officers who had submitted their views and thoughts on a number of issues. It occurred to me that it might be a good thing to insert the contents of that email here. It is an overview of where we are today (hopefully, we'll be much farther along when you read this), and an idea of some progress on a very difficult and complicated project.

To date, KWVA members have made numerous submittals on a variety of issues. As you will see in the email, I have made hard decisions on only two. One is my view that ALL must pay dues to the Association, and that they must personally do it themselves.

The second item concerns the KWVA documents under review; the current Bylaws and Standard Procedure Manual as they are today; their foundation document; which is the 1985 Charter from New York State, and our 2008 Federal Charter, as a set.

I noticed an increasing use of the adjective 'National' in conversation and emails, instead of the proper noun, Association. The name given to our organization was and is the Korean War Veterans Association, Inc. Having two different terms for a name is confusing, and it is inappropriate in usage. Even the term 'National' Headquarters would be more properly referred to as the Association National Headquarters.

I have encountered some opposition to this, but I believe that the facts and objectivity support my view. A name is a name, and the use of a given name should be consistent to avoid confusion and unnecessary interpretation.

**Issues**

This is the paraphrased text of the March 9th email, with some modifications:

"To all:

Before I begin, please note that the term 'National,' as commonly used by many members, is not used here. It is not used in any way in either the original New York Charter granted the Association at its incorporation, or in the Federal Charter recently enacted into law and granted to the KWVA, Inc. In this email and in both the revised Bylaws and SPM, the term 'Association' will be used to refer to the Korean War Veterans Association, Incorporated.

A considerable number of recommendations have been submitted to the 2009 Bylaws Committee Review Project during the period of December 1, 2008 – February 28, 2009; they are currently under review. A rewrite draft of both documents is underway.

The schedule for Project inputs was set to end on February 28, 2009; I will accept more for a while, but my target is for a first draft ready for review by the first week in April. I've notified the Resolution Committee Chairman today to forward whatever Resolutions that may be in process at this time, so that they may be considered for inclusion in this process.

These are the guidelines the KWVA Bylaws Committee is using for the Project:

- The Bylaws of the Korean War Veterans Association, Inc., including amendments through 10/25/2007. (<http://www.kwva.org/bylaws/bylaws.htm>)
- The KWVA Standard Procedure Manual, December 2008, as approved by the Board of Directors on 10/24/2008. ([http://www.kwva.org/spm/procedure\\_manual.htm](http://www.kwva.org/spm/procedure_manual.htm))
- The Project Plan approved by the KWVA Board of Directors at the Norfolk Meeting in October, and published in the November/December issue of *The Graybeards*

My opinion, formed in part by member inputs, is that the Association, as a result of this Project, must establish firm guidelines where they are either non-existent or lack the clarity of precision, the latter leading to various interpretations and the associative disorder that goes with that.

With regards to Association dues, there shall be clear and specific language in the revised documents to the effect that if you haven't joined the KWVA, and paid required dues, you are NOT a member of the Association. If you are a member, and your dues aren't current, then your membership standing is at risk.

If you are not a member, you should not be involved in KWVA business of any kind, period. That puts you in the category of a visitor or a guest, and you should be regarded and treated as such.

If you are in one of the exempt categories such as MOH, Life, etc, your dues are considered to be current, at all times. The idea that a person can be an officer of a Chapter or a Department while not an

Association member in good standing, in my view, is not worthy of discussion. Likewise, enforcement of Association dues is an obligation of the Chapter and Department leadership.

The practice of collecting Chapter or Department dues from those who are not Association members in good standing is non-compliant to our Bylaws, and unfair to all Association members who do pay their way.

In the present draft documents, the date for being compliant to the above is January 1, 2010. At that time, those who are non-compliant will be given notice, and the following policy will be enforced:

- A “Dues Reminder” shall be mailed to members whose dues became one month in arrears.
- Members whose dues are two months or more in arrears shall be reverted to inactive status.
- Members on inactive status, due to non-payment of dues, may rejoin the Association by submitting payment of one-year’s dues, along with their name and KWVA member number.
- Expelled or resigned members who wish to rejoin the Association must reapply for membership.
- Membership applications from expelled members must be referred by the Membership Committee to the Board of Directors, together with any documentation sent by the applicant to support the application.

As for who collects the Association dues, my choice is to keep it simple. The member pays directly to the Association, as defined in the Association Bylaws and SPM procedures. It is the simple, adult responsibility of the member, and the accountability for it should not be a burden on either the chapter or the department, whose only obligation should be to verify that the member is current.

While some Chapters and Departments elect to process members’ dues themselves and forward them to the Association, the member is now, and will be, held accountable. The Association will be better served by Chapter or Department verification of their members’ current, paid up status.

To address the issue brought up by a Chapter president, concerning assesment of Department and Chapter dues, that process rightly belongs to those organizations. I feel only they can measure their goals and resources by discussion and vote. Nevertheless, a levy of dues should be authorized per their own Bylaws, and approved by their members. For this reason and others, current Chapter and Department Bylaws must be filed with the Association, to be compliant. They must not conflict with the Association Bylaws.

Likewise, there should be no disharmony between Department and Chapter(s) bylaws within a given state, because there may be a significant variance in the individual and collective resources of the members concerned.

As for the relationship between the Association and the Chapters and Departments, it should be clear to all that Chapters and Departments are ‘children’ of the Association. Chapters are a collection of members who wish to have an associative relationship, sanctioned and chartered by the Association. Departments should be a collection of Chapters which likewise have that motive.

At present there are currently 16 Departments and 237 Chapters shown in the Association Database as ‘Active.’ There are at least a dozen that appear to be close to becoming ‘Inactive’ because of non-compliance to their obligations to the Association.

What is not in the Bylaws and SPM is a clearly defined set of goals and obligations for Chapters and Departments, linked directly on a shared basis with the Association. What is there at present is either not specific enough, only implied, or is non-existent. If it weren’t so, there would be substantially less disorder and disagreement between them and the Association.

Back in February 2009, a KWVA Secretary wrote to us with some cogent concerns and observations, some of them addressing the issues of dues; the relationship between Chapters and Departments; and the consequential relationship between them and the Association. There is indeed some clarity needed, especially in the relationship between the Association and Chapters and Departments, and their relative goals and obligations. Judging from her inputs and that of others, it could use some serious discussion, and changes.

In the CC list for this email I have addressed some Chapter Commanders and Presidents, and all of the Departments, and Association officers. It would be helpful to your Association brothers and sisters if every one of you would give to us your answers to the following questions. No need to worry, I have my own opinions/answers, but while I’m not afraid to put them forth, I’m not so foolish or arrogant as to assume I am correct in the detail necessary to get it as right as possible.

While procedures are not written by a group, or a committee, this is a case where this writer will pay a lot of attention to consensus. For instance, please know that the ‘all must pay Association dues’ policy and the insistence on the usage of the proper name of the Association are the only absolute views I hold at this time. I truly have an open mind about all the rest.

So, here are my questions for you all:

1. What are the obligations of the Association to the Member?
2. What are the obligations of the Member to the Association?
3. What are the obligations of the Association to the Chapter?
4. What are the obligations of the Chapter to the Association?
5. What are the obligations of the Association to the Department?
6. What are the obligations of the Department to the Association?
7. What specifically is the Association NOT doing for the Members?
8. What specifically is the Association NOT doing for the Chapters?
9. What specifically is the Association NOT doing for the Departments?
10. Do you believe the Departments are subordinate to the Association? If not, why?
11. Do you believe the Chapters are subordinate to the Departments? If not, why?
12. Which do you prefer: One standard, using Commander, or President, or allowing either. Which?
13. What single issue is the MOST important one that you think needs to be resolved?

More than one of the inputs I have received either implies or comes right out with the question as to “...what has the Association done for us?” Maybe your response to the questions above will help fix that. It will certainly be appreciated, and it’s your chance to help.

In passing, I would like to remind those who lead chapters and departments that all of the Association officers, while those elected serve directly at your pleasure, and those that are appointed, do so at no pay, I firmly believe that all do so for the Good of the Order. For

instance, at Norfolk, the Association Board of Directors voted to approve of this Project. They also approved the expense of establishing dedicated websites for Chapters and Departments, a tool that will give you all an excellent tool for recruiting, newsletters and more. Check it out! KWVA Webmaster Jim Doppelhammer is waiting to help you get started.

Another issue. More than one Chapter Commander or President has written, wanting to change the date of Association dues payment to a single day for everyone, such as January 1. According to them, it would make the task of collecting and accounting for the Chapter Treasurer a simpler task. While that may be true, consider the fact that the Association has only one person to process ALL the dues payments from ALL members: the KWVA Membership Administrative Assistant.

While the Chapter Treasurer might have fewer than 100 checks to handle, consider the number that the one person at the Association would have to be dealing with in the first week in January!!

Please examine the Inside front cover of *The Graybeards*. You will see the names of those who provide the labor to administer and perform the services for the Korean War Veterans Association, Inc. They are all KWVA members, almost all of whom donate their labor and time, definitely not a large staff.

Finally, as for the method of paying your Association dues, the method specified in the email above, which is by way of personal accountability, solves the problem for all, and adheres to the KISS Principle (Keep It Simple, Stupid). It is in fact the normal and usual manner in which most adult financial obligations are taken care of: by the individual, not a proxy.

To put a fine point on it, look in the mirror and you will see the person specifically designated in the revised Bylaws and Standard Procedure Manual to send in their dues, directly to the Association.

I will still consider every letter or email from any regular KWVA member in good standing with answers to the questions listed above. Although it is your right and duty to do that, please remember that the writing task has begun, and it is an ongoing process. Whatever difficulty that may entail, your views deserve to be considered.

With fraternal respect to all,  
 George Lawhon, LR18750, Director  
 Chairman, KWVA Bylaws Committee  
 bylaws@kwva.org or, george@lawhon.org

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# Thanks for the Thanks

Quite often people send me thanks for specific projects. They are not necessary. But I would be remiss in not acknowledging them.

For example, Lou Dechert sent me a beautiful KWVA clock in recognition of the four-year President-Editor association we shared. And, recently I received a special note from the members of CID 310, Olympic Peninsula, in Washington .



The clock from Lou Dechert

So, I offer "thanks for the thanks." Time and space do not allow me to acknowledge them all, but I do appreciate them. Of course, I get a lot of what can be described tactfully as "non thanks" as well. I appreciate them, too—but not as much as the notes of appreciation I receive.

Thanks for them.

2-16-09  
 Arthur G. Sharp  
 Editor  
 152 Sky View Dr.  
 Rocky Hill, CT 06067

Greetings Arthur:

The Olympic Peninsula Chapter #310 would like to go on record to thank you for the great display in the most recent Graybeards Magazine. It is traditional at our meetings to toast with champagne those people who are significant and instrumental in promoting the KWVA, and those who serve and protect our country. At the last meeting, 2-13-09 we raised our glasses to you and thanked you for your services.

Members in attendance were:

GERALD REITZLA	Ray DiVacky
Jackie O'Ann	HAROLD BECK
Mary Reid	VON ROBERTS
Al Fogarty	DON ELLIS
Mac McIntyre	Jim Plouton
Bob Robinson	John Singhman
Ed. Jr. Edwin Jones	Tom Froeman
Bob Charters	JOHN SARVIS
	Richard D. Amellego
	Alfred H. Salazar

Thanks from CID 310

Thanks from  
 CID 310

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**www.KWVA.org**