

CONSTITUTION & BY LAWS

JULY 15, 2026



RAYSON-MILLER POST 899
THE AMERICAN LEGION
DEPARTMENT OF NEW YORK
COUNTY OF MONROE

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**CONSTITUTION AND BY-LAWS
RAYSON-MILLER POST 899
THE AMERICAN LEGION
DEPARTMENT OF NEW YORK**

Ratification date: July 15, 2026

PREAMBLE

For God and Country, we associate ourselves together for the following purposes: To uphold and defend the Constitution of the United States of America; to maintain law and order; to foster and perpetuate a one hundred percent Americanism; to preserve the memories and incidents of our associations in all wars; to inculcate a sense of individual obligation to the community, state and nation; to combat the autocracy of both the classes and the masses; to make right the master of might; to promote peace and good will on earth; to safeguard and transmit to posterity the principles of justice, freedom and democracy; to consecrate and sanctify our comradeship by our devotion to mutual helpfulness.

ARTICLE I

NAME

Section 1. The name of this organization shall be Rayson-Miller Post 899, The American Legion, Monroe County, Department of New York.

Section 2. The Post Headquarters shall be located at 21 N. Main St. Pittsford, NY 14534 US; all notices and documents addressed to the Post shall be sent to these Headquarters.

ARTICLE II

OBJECTIVES

Section 1. The objectives and purposes of this Post shall be to promote the principles and policies as set forth in the foregoing preamble, and the National and Department of New York and Monroe County Constitution and By-Laws of The American Legion.

ARTICLE III

NATURE

Section 1. This Post is a civilian organization and membership therein does not affect or increase liability for military or police service.

Section 2. This organization shall be nonpolitical and shall not be used for the dissemination of partisan principles nor for the promotion of the candidacy of any person seeking public office or preferment.

Section 3. Rank does not exist in The American Legion; no member shall be addressed by their military or naval title in any meeting of this Post.

Section 4. Each member shall perform their full duty as a citizen according to their own conscience and understanding.

ARTICLE IV

MEMBERSHIP

Section 1. Eligibility to membership in this Post shall be as prescribed by the National Constitution of The American Legion. An Individual is eligible for membership in The American Legion only if the individual – (1) had served in the Armed Forces of (A) The United States at any time during – (i) the period of April 6, 1917, through November 11, 1918; or (ii) any time after December 7, 1941 or (B) a government associated with the United States Government during a period or time referred to in subsection (A) of this section and was a citizen of The United States when the individual entered that service; and (2) was honorably discharge or separated from that service or continues to serve honorably during or after that period of time; provided, however, that such service shall have been terminated by honorable discharge or honorable separation, or continued honorably during or after any of said periods, provided, further, that no person shall be entitled to membership who, being in such service during any of said periods, refused on conscientious, political or other grounds to subject themselves to military discipline or unqualified service.

Section. 2. Application for membership shall be made in writing or electronically under such regulations as may from time to time be prescribed by the Post Executive Committee and approved by the Monroe County Committee.

Section 3. All applications for membership shall be acted upon at the next Post meeting following the making of such application, and shall at such meeting be accepted, rejected, or referred to for further investigation and consideration. If a majority of the members cast their vote against the acceptance of said application, then such application shall be recorded as rejected.

Section 4. Any member of this Post may be suspended or expelled for cause by a two-thirds vote of the Executive Committee after charges are preferred under oath in writing, and a fair trial had upon the same. Charges shall be based on disloyalty, neglect of duty, dishonesty or other conduct unbecoming a member of the American Legion; or based on ineligibility to membership in the Post or American Legion. A suspension or expulsion shall be reported to the Department. Any member who has been suspended or expelled by the Post has the right to appeal to the Department Executive Committee, whose decision shall be final.

Section 5. A member who has been expelled or suspended from this Post for any cause may be reinstated to membership by a two-thirds vote of the Executive Committee and members present at a Post meeting, and the payment of all dues in arrears at the time of suspension or expulsion, dues for the period of suspension or expulsion, and current dues for the year in which the reinstatement occurs. *

Section 6. No person who has been suspended or expelled by a Post shall be admitted to membership in this Post, without the consent of the expelling Post, except that where such consent has been asked for and denied by such Post, may then appeal to the state Executive Committee of the Department of the expelling Post for permission to apply for membership in this Post, and shall be ineligible for membership until such permission is granted.

Section 7. There shall be no form or class of membership except an active membership. Dues shall be paid annually or for life.

Section 8. No person who is a member of another Post may be a member of this Post.

*Before proceeding under this section, the Post should make an inquiry as to whether the Department Constitution and By-Laws require a different procedure which should be followed.

ARTICLE V

OFFICERS

Section 1. The administrative affairs of this Post of The American Legion shall, except as may be otherwise provided by the By-Laws, be under the supervision of an Executive Committee which shall consist of the officers of the Post and two (2) Post members. The term of office of members of the officers and members shall be for one (1) year. This Post, by its By-Laws, may provide for such other ad hoc and standing committees as the business of the organization may require.

Section 2. The officers of this Post shall be a Commander, three Vice-Commanders, an Adjutant, a Treasurer and Finance Officer, an Historian, a Chaplain, a Judge Advocate and a Sergeant-at-Arms, and such other officers as may be deemed necessary by this organization, who shall be nominated by the Executive Committee, self-nominated, or nominated by a member with the consent of the nominee preceding the annual election.

Section 3. All Executive Committee members shall be elected annually in the month of June, and they shall hold office until their successors are duly installed or as otherwise provided. Any Executive Committee member may be removed for inefficiency by the Executive Committee, a two-thirds vote of said committee being necessary to effectuate such removal.

Section 4. Every member of this Post in good standing shall be eligible to hold office in this Post.

Section 5. The duties of officers and the Executive Committee shall be those usually appertaining to such officers or committee and as further provided in the By-Laws.

ARTICLE VI

FINANCE

Section 1. The revenue of this Post shall be derived from membership or initiation fees, from annual membership dues and from such other sources as may be approved by the Post Executive Committee.

Section 2. The amount of such membership or initiation fees and the amount of such annual Post dues shall be fixed and determined by this Post.

Section 3. The Post shall expeditiously collect the annual dues for its members and shall process said dues and any per capita amounts due to the National, Department, District and/or County Organizations in accordance with Article X, sections 1-3 of the Department of New York Constitution.

Section 4. Any monies received in any manner for welfare purposes of any nature by the Post shall be deposited in an authorized banking institution and none of such monies shall be withdrawn except for welfare purposes upon draft signed by the Treasurer and at least one other member duly elected for that purpose.

Section 5. The Post shall not solicit another Post or the County Organization for purposes of financial aid or relief.

ARTICLE VII

AMERICAN LEGION AUXILIARY

Section 1. This Post recognizes an auxiliary organization to be known as the Auxiliary Unit of Rayson-Miller Post 899, The American Legion.

Section 2. Membership in the Auxiliary shall be as prescribed by the National Constitution of the American Legion Auxiliary.

ARTICLE VIII

AMENDMENTS

Section 1. This Constitution is adopted subject to the provisions of the National Constitution of The American Legion and of the Department and Monroe County Constitutions of The American Legion. Any amendment to said National, Department or Monroe County Constitutions which conflicts with any provisions hereof shall be regarded as automatically repealing or modifying the provisions of this Constitution to the extent of such conflict.

Section 2. This Constitution may be amended at any regular Post meeting by vote of two-thirds of the members of said Post attending such regular meeting, providing the proposed amendment shall have been provided to all members at least ten (10) days in advance of the date when such amendment is to be voted upon, notifying said members that at such meeting a proposal to amend the Constitution is to be voted upon.

Section 3. Any amendments or changes to this Constitution shall not take effect until first having been approved by the Monroe County Committee and the Department Executive Committee.

POST BY-LAWS

Ratification date: July 15, 2026

ARTICLE I

NAME AND OBJECTIVES

Section 1. The Post existing under these By-Laws is to be known as Rayson-Miller Post 899, The American Legion, Department of New York, Monroe County.

Section 2. The objectives of this Post are as set forth in the Constitution.

ARTICLE II

MANAGEMENT

Section 1. The government and management of the Post is entrusted to an Executive Committee of the elected officers and the additional two members, as specified in the Constitution, to be known as the "Executive Committee."

Section 2. The Executive Committee shall be nominated each year in May and elected annually in June and take office at the meeting next following that of the election. All elections of officers shall be by ballot and the candidate or candidates receiving the highest number of votes shall be elected to the respective office or offices for which they are candidates.

Section 3. All vacancies existing in the Executive Committee shall be filled by a majority vote of the remaining members of the committee, and a person so appointed shall hold office for the unexpired term of the member of the committee or officer who succeeded. A vacancy shall exist when a member or officer is absent from the Post for a continuous period considered detrimental to the interest of the Post by the Executive Committee.

ARTICLE III

POST EXECUTIVE COMMITTEE

Section 1. The Post Executive Committee shall meet for organization and such other business as may come before it at the call of the Post Commander not later than forty-five (45) days after the installation of the new officers. Thereafter the Post Executive Committee shall meet at the call of the Commander at least once every calendar quarter and as often as the Commander may deem necessary. The Commander shall call a meeting of the Post Executive Committee upon the joint written request of three or more members of said Post Executive Committee. Five members of the committee shall constitute a quorum thereof.

Section 2. The Post Executive Committee shall have the following power and authority: to hire such employees as may be necessary; to authorize and approve all expenditures; to require adequate bonds from all persons having the custody of Post funds; to hear the reports of Post committee chairs; and generally, to have charge of and be responsible for the management of the affairs of this Post.

ARTICLE IV

DUTIES OF OFFICERS

Section 1. Duties of Post Commander. It shall be the duty of the Post Commander to preside at all meetings of the Post and to have general supervision over the business and affairs of the Post, and such officer shall be the chief executive officer of the Post. The Commander shall approve all orders directing the disbursement of funds and shall make an annual report covering the business of the Post for the year, and recommendations for the ensuing year, which shall be read at the annual meeting and a copy thereof immediately forwarded to the County Adjutant. The Commander shall perform such other duties as directed by the Post.

Section 2. Duties of Vice-Commander. The Post will elect three Vice-Commanders. The Vice-Commanders shall, in order of their seniority, assume and discharge the duties of the office of Commander in the absence or disability of, or when called upon by the Post Commander. In addition, a Vice-Commander is expected to perform a specific function for the Post, as may be designated by the Commander with the consent of the Vice-Commander and may be asked to chair an ad hoc or standing committee.

Section 3. Duties of Post Adjutant. The Adjutant shall have charge of and keep a full and correct record of all proceedings of all meetings, keep such records as the Department and National Organizations may require, render reports of membership annually or when called upon at a meeting, and under direction of the commander oversee all correspondence of the Post.

Section 4. Duties of the Treasurer and Finance Officer. The Treasurer and Finance Officer shall have charge of all finances and see that they are safely deposited in some local bank or banks and shall report once a month to the Executive Committee the condition of the finances of the Post, with such recommendations as may deem expedient or necessary for raising funds with which to carry on the activities of the Post. The Treasurer and Finance Officer shall sign all checks disbursing the monies of the Post, and shall furnish such surety bonds in such sum as shall be fixed by the Post Executive Committee.

Section 5. Duties of Post Historian. The Post Historian shall be charged with the individual records and incidents of the Post and Post members, and shall perform such other duties as may properly pertain to the office as may be determined by the Post Commander or the Executive Committee.

Section 6. Duties of Post Chaplain. The Post Chaplain shall be charged with the spiritual welfare of the Post members and will offer divine but nonsectarian service in the event of dedications, funerals, public functions, etc., adhere to such ceremonial rituals as are recommended by the National or Department headquarters from time to time.

Section 7. Duties of Post Judge Advocate. The Post Judge Advocate supplies professional advice in the conduct of post business or to procure post counsel. This officer is the guardian of the constitutional form

of post government. The Judge Advocate can assist other Post committees and officers and can assist, with others, in reviewing post financial accounts.

Section 8. Duties of Sergeant-at-Arms. The sergeant-at-arms shall preserve order at meetings and shall perform such other duties as may be from time to time assigned by the Post Executive Committee.

ARTICLE V

FINANCES AND DUES

Section 1. The amount of the dues shall be determined from time to time by the Post, payable in advance by August 20 each year. A member who has not paid by January 1 shall be classed as delinquent, but the member's status shall be reinstated if dues are paid by February 1. Otherwise, the member shall be suspended and if still delinquent by June 1, membership shall be forfeited. Membership may be reinstated by the payment of dues in arrears, provided that the Department and National may waive such repayment if the member was prevented from payment by reason of active military service.

Section 2. All Post monies shall be deposited in a duly authorized banking institution as designated by the post Executive Committee, and all withdrawals shall require the signature of the Treasurer and Finance Officer and either the Commander or one of the Vice-Commanders.

ARTICLE VI

DELEGATES

Section 1. Delegates and alternates to represent the Post pursuant to such proportional representation covering such delegates or alternates at all County meetings or County Annual conventions or at a Department convention shall be elected by ballot by the Post at a regular meeting of the Post to be held at least 20 days prior to the date of such convention.

ARTICLE VII

APPOINTMENTS

Section 1. The Post Commander, immediately upon taking office each year, may appoint the following Standing Committees: Membership, House, Finance, Legal, Publicity, Sons of The American Legion, Service, Visiting, Americanism, and Athletic. Such standing committees shall consist of such members, and the Chairs thereof, as shall be designated by the Post Commander. Said appointments shall be on consent of the Post Executive Committee. The Post Commander, upon taking office each year, may also appoint ad hoc and standing committees, including the following: Americanism, Ceremonials, Children and Youth, Economic, Finance, Foreign Relations, Graves Registration and Memorial, House-and-Entertainment, Legislative, Membership, Public Relations, Veterans Affairs and Rehabilitation, National Security, Sons of The American Legion and Visiting or VAVS. Such standing committees shall consist of such members, and the chair thereof, as shall be designated by the Post Commander.

Section 2. Membership Committee. The Membership Committee shall have charge of all matters pertaining to the membership of the Post, including procuring new members, reinstatement and eligibility of members.

Section 3. House Committee. The House Committee shall have charge of all matters pertaining to the care of the Post quarters, promotion of Club advantages and arrangements for social activities.

Section 4. Finance Committee. The Finance Committee shall be charged with the administration of the financial policy, preparation of budget recommendations, and supervision of receiving, disbursing and accounting of all Post funds.

Section 5. Legal Committee. The Legal Committee shall be charged with the legal supervision of Post affairs.

Section 6. Publicity Committee. The Publicity Committee shall be charged with the promotion of public support of the Legion's programs by the establishment of proper contact with The American Legion Magazine, Department and National Legion news services, and by the local publicity of Post programs and activities.

Section 7. Service Committee. The Service Committee shall supervise all matters pertaining to service to comrades, as the Post membership may deem appropriate.

Section 8. Visiting Committee. The Visiting Committee is charged with the visiting and comforting of members and their families when sick or bereaved and with visiting ex-service members in nearby hospitals.

Section 9. Americanism Committee. The Americanism Committee shall be charged with the inspiration of patriotism and good citizenship by arrangements for proper observance of patriotic occasions; encouragement of patriotic and civic phases of instruction in schools; Americanization of aliens; combating anti-American propaganda by education of the public in American ideals through public forums, etc., and activities for community and civic betterment.

Section 10. Ceremonials Committee. The principal duty of the Ceremonials Committee is to ensure all new members are properly initiated. The committee also concerns itself with proper presentation of other rituals outlined in the Manual of Ceremonies, including the burial detail and the wearing of Legion regalia.

Section 11. Children and Youth Committee. Shall be charged with aid and service to children of veterans, cooperating with other established agencies in the community, laboring for the betterment of child conditions and in coordinating services and agencies in the community for the above purposes. To function as intermediary for the needy child of a veteran in obtaining the fulfillment of the Legion's pledge that "no child of a war veteran shall be in need of the necessities of life" and "a square deal for every child".

Section 12. Economic Committee. The Post Economic Committee is primarily concerned with local employment programs, Veterans' preference, government employment and re-employment rights.

Section 13. Foreign Relations. This committee has become active as America has recognized its responsibility as a world leader. Maintaining and securing world peace and friendship abroad through community endeavors have become as essential as any aspect of treaty law.

Section 14. Graves Registration and Memorial Committee. The duties of this committee involve recording of grave sites and complete information on veterans' burial in cemeteries assigned to the Post. Special assistance can be given by the service officer in providing flags, headstones, or proper interment in national cemeteries.

Section 15. House and Entertainment Committee. The House and Entertainment quarters promotion of club advantages and arrangement for social activities.

Section 16. Legislative Committee. The Legislative Committee needs to have a knowledge of what is going on in Congress, what we favor or oppose, and should be ready to initiate action in support of our position when requested by the national or Department organization.

Section 17. Public Relations Committee. The Public Relations Committee shall be charged with the promotion of public support of the Legion's programs by the establishment of proper contact with The American Legion Magazine, Department, and national Legion news service and by local publicity of Post programs and activities.

Section 18. Veterans Affairs and Rehabilitation Committee. The Veterans Affairs and Rehabilitation committee shall supervise all matters pertaining to service to veterans in the prosecution of all just claims against the United States or state government, employment, relief, etc.

Section 19. Security Committee. The Security Committee shall work with and coordinate Legion efforts with the local Civil Defense Council on matters pertaining to national, civilian, and home defenses. It shall assist the armed forces of the United States in recruiting efforts and in every way be active in community activities for the defense of the nation and the security of the American home.

Section 20. Sons of The American Legion Committee. This committee shall have supervision over the operations of the Post's squadron of the Sons of The American Legion.

Section 21. Visiting or VAVS Committee. This committee is charged with visiting and comforting members and their families when sick or bereaved, and with visiting ex-service personnel in hospitals.

ARTICLE VIII

RESOLUTIONS

Section 1. All resolutions of state, national or international scope presented to this Post by a member or reported to this Post by a committee shall merely embody the opinion of this Post on the subject and copy of same shall be forwarded to the Department headquarters for approval before any publicity is given or action other than mere passage by the Post is taken.

ARTICLE IX

MEETINGS

Section 1. The regular meeting of the Post shall be held in the lower level of the Village of Pittsford NY Village Hall at 21 North Main St. Pittsford, at which may be transacted such business as may properly be

brought up for action; such meetings may be converted into entertainment meetings, as may be deemed advisable by the officers of the Post.

Section 2. The Post Commander or a majority of the Executive Committee shall have power to call a special meeting of the Post at any time.

Section 3. Upon the written request of ten Post members, the Commander or Executive Committee shall call a special meeting of the Post.

Section 4. A minimum of five members of the Post, including at least three members of the Executive Committee, shall constitute a quorum.

Section 5. The annual meeting of the Post shall be held on a date determined by the Executive Committee, at which annual reports of the officers shall be submitted, along with such other business as may be transacted.

ARTICLE X

NOTICES

Section 1. Every member shall furnish the Post Adjutant with a mailing address and an email address, either or both of which may be used for all required and other communications.

Section 2. The Post Adjutant shall cause notice of the annual election to be given at least two weeks prior thereto.

Section 3. Members in good standing shall be entitled to vote on any matter for which the approval of the membership is required. Votes may be cast in person at a general or special meeting. Votes may also be cast by email or USPS regular mail, provided the vote is received by the Post not later than five (5) calendar days before the meeting at which the vote is held.

ARTICLE XI

RULES OF ORDER

Section 1. All proceedings of this Post shall be conducted under and pursuant to Roberts' Rules of Order, except as herein otherwise provided, and except as the members may vote to waive said Rules or any provision thereof at a meeting by means of a majority vote.

ARTICLE XII

LIMITATION OF LIABILITY

Section 1. The Post shall not cause to be incurred any liability or obligation whatever which will subject to liability any Post, subdivision, committee, group, members of the American Legion or other individuals, corporations or organizations.

ARTICLE XIII

AMENDMENTS

Section 1. These By-Laws are subject to the provisions of the National, Department and Monroe County By-Laws. Any amendments which are in conflict shall be regarded as repealing or modifying these By-Laws to the extent required.

Section 2. These By-Laws may be amended at any regular Post meeting by a vote of two-thirds of the members of said Post attending such regular meeting; provided that the proposed amendment shall have been provided to all members at least ten (10) days in advance of the date when such amendment is to be voted upon, notifying said members that at such meeting a proposal to amend the By-Laws is to be voted upon.

Section 3. Any amendments or changes to these By-Laws shall not take effect until first having been approved by the Monroe County Committee and the Department Executive Committee.

ARTICLE XIV

ARTICLE XIV – TRUSTEES

Section 1. The Post may elect five Trustees from the members of the Executive Committee to serve in accordance with the provisions of the Benevolent Orders Law of New York State and who shall have the care, management, and control under the Benevolent Orders Law of all the temporalities and property belonging thereto, whether real or personal; after the Trustees are first elected they shall, by lot, be assigned a term of one, two, or three years and thereafter all Trustees shall be elected for terms of three years.

Section 2. The Trustees shall not sell, convey, mortgage or dispose of any of the temporalities and property of the Post except by and under its direction duly had or given at a regular meeting thereof, according to its Constitution and By-Laws, and the said Trustees shall at all times obey and abide by the directions, orders, and resolutions of the Post.

Section 3. That in the event the Charter of the Post is suspended, cancelled or revoked by The Executive Committee of the Department of New York, the Trustees then in office shall transfer all of the temporalities and property of the Post to The Department of New York, in accordance with Article III, Section 3 of the National By-Laws of The American Legion.

Section 4. That the Trustees elected may file, in the Office of the Secretary of State, a Certificate of such election, signed and acknowledged by the Commander, 1st Vice Commander, and 2nd Vice Commander of the Post, stating the time and place of such election and that the same was regular, the names of such Trustees and the term of which they are elected to serve and the name of the Post.

CERTIFICATION OF ELECTION OF TRUSTEES OF

_____ Post No. _____ The American Legion,
Department Of New York.

We, the undersigned, do hereby make, sign, acknowledge, and file this Certificate Pursuant to Article 2 of the Benevolent Orders Law of the State of New York as follows:

1. The American Legion _____ Post No. _____
_____ is duly chartered and instituted in accordance with the Constitution and By-Laws of The American Legion and the people who signed and acknowledged this Certificate are respectively the Commander, First Vice Commander, and Second Vice Commander, the first three elective officers of said American Legion _____ Post No. _____.
2. The Trustees hereinafter named are members of such Post in full membership and in good and regular standing therein and were elected Trustees of said Post on the _____ day of _____, 20 _____, at the Post rooms of said Post at _____ Street/Avenue in the _____ of _____ County of _____, New York, that said election was regularly held in accordance with the Constitution and the general rules and regulations of said American Legion and in conformity with its own By-Laws.
3. The names and addresses of said Trustees and the terms for which they were allotted to
4. serve are as follows:

NAME ADDRESS TERMS OF SERVICE

IN WITNESS WHEREOF, we have made, signed, acknowledged, and filed this Certificate in duplicate.

DATED at _____ New York, this _____ day of _____ 20 _____.

Commander _____

First Vice Commander _____

Second Vice Commander _____

ARTICLE XV

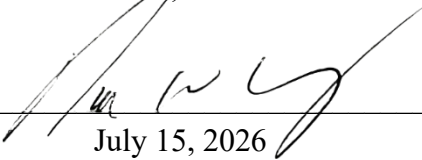
APPENDIX

ENHANCING LEADERSHIP STRUCTURE AND MEMBERSHIP ENGAGEMENT

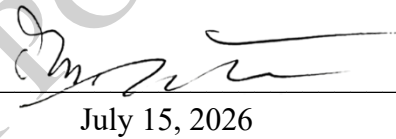
Section 1. An appendix entitled “Enhancing Leadership Structure and Member Engagement” is attached hereto and made a part of these By-Laws to provide guidance to enhance the future success of the Post.

THESE CONSTITUTION AND BY-LAWS OF AMERICAN LEGION POST NO. 899 WERE REVISED AND APPROVED AT A MEETING OF THE POST HELD ON THE 15TH DAY OF JULY 2026.

DAVID LOWRY, Post Commander


July 15, 2026

DAVID BANISTER, Post Adjutant

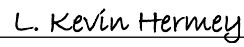

July 15, 2026

The above referenced Constitution and By-Laws or revisions thereto for American Legion Post No. 899 are approved.

Kathleen Garvey, Department Judge Advocate

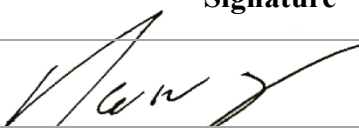
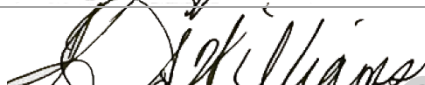
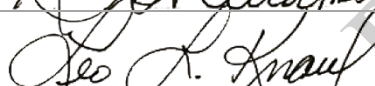
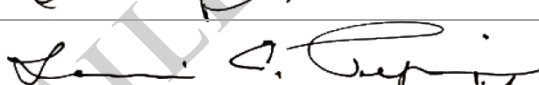
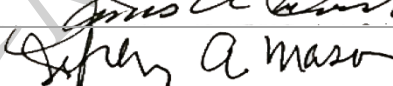
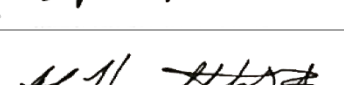
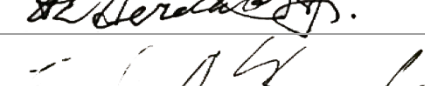
Date: _____

L. Kevin Hermey, County Judge Advocate


July 15, 2026

APPROVAL SIGNATURES

Ratification date: July 15, 2026

Position/ Name	Signature	Date
Post Commander David Lowry		July 15, 2026
Post Adjutant David Banister		July 15, 2026
Vice Commander Carl Eyler		July 15, 2026
Vice Commander Kevin Williams		July 15, 2026
Vice Commander Leo Knauf		July 15, 2026
Judge Advocate Peter Spinelli		July 15, 2026
Sergeant-at-Arms Daniel Barnes		July 15, 2026
Treasurer and Finance Officer Louis Pepin		July 15, 2026
Historian James Donsbach		July 15, 2026
Post Chaplin Jefrey Mason		July 15, 2026
Executive Committee Member Alvin Herdklotz		July 15, 2026
Executive Committee Member Earl Knab		July 15, 2026

APPENDIX TO THE BY-LAWS OF RAYSON-MILLER POST 899 THE AMERICAN LEGION DEPARTMENT OF NEW YORK

Enhancing Leadership Structure and Membership Engagement

Introduction

The upcoming fiscal years present an opportunity to refine and strengthen the Post's operational framework to ensure its continued success and relevance. This document outlines the Post's operating direction for FY2026 and moving forward, with a focus on optimizing leadership roles and fostering teamwork.

Clarification of the Commander's Role

We are implementing the following key updates to the Commander's role:

- **Delegation of Duties:** The Commander's responsibilities will be shared among officers and committee chairpersons during meetings or situations requiring the Commander's absence. This team-based approach will distribute workloads and prevent the position from being overly demanding for one person.
- **Fostering Teamwork:** A culture of collaboration will be actively promoted. By encouraging delegation and mutual respect, the leadership team will operate cohesively, enabling smoother decision-making and improved performance across the board.

These adjustments aim to make the Commander's role less daunting, more inclusive, and manageable for potential candidates, ensuring the Post attracts capable leaders.

Promoting a Spirit of Teamwork and Mutual Respect

The foundation of this approach is built on the existing spirit of teamwork and mutual respect within the Post. By nurturing these values, the leadership model can evolve into a habitual practice that becomes second nature for all members. The benefits of this culture shift include:

- **Improved Membership Retention and Recruitment:** A collaborative environment is more appealing to existing and prospective members, contributing to the Post's longevity.
- **Better Decision-Making:** A team-oriented approach ensures diverse perspectives are considered, enhancing the scope and capacity for delivering on the Post's mission effectively.

- Enhanced participation by members of the Executive Committee. It is anticipated that the committee will establish goals, responsibilities and timetabled for Post activities and initiatives and that committee members will engage in Post activities in a significant manner in order to assist the Commander and further the interests of then Post, its members and the veterans' community.

Conclusion

This structure seeks to balance tradition with modernity while introducing modifications tailored to the current needs of the Post. By encouraging the Commander to delegate more responsibilities, we will foster teamwork, and promote mutual respect, so that the Post can position itself for sustainable growth and success. Collaboration will become the cornerstone of leadership, ensuring the Post not only survives but thrives in fulfilling its mission for years to come.