



## **Executive Committee Meeting**

**ROA Minuteman Memorial Building  
Washington, DC**

**18 March 2018**

### **Minutes**

The following members of the Executive Committee were present: President, Lt. Col. Donald L. Stockton; Immediate Past President, Col. James R. Sweeney II; Army Vice President, LTC Beverley A. Houghton; Army Executive Committeemen, LTC Milton D. Houghton, LTC William B. Pentecost, Jr. (via phone), and COL Stanley G. Remer; Naval Services Vice President, CAPT Robert H. Carmack; Naval Services Junior Vice President, CWO2 Cynthia E. Oliver; Naval Services Executive Committeemen, CAPT Rickey D. Thomas and CWO4 Dale J. Andersen; Air Force Junior Vice President, SSgt April D. Hill; Air Force Executive Committeemen, Col. David R. Anderson, Brenda B. Gardner (via phone) and Lt. Col. Layne R. Wroblewski; and Executive Director, Mr. Jeffrey E. Phillips.

Appointed national officers present were: Public Relations Officer, CAPT Henry E. Plimack; Chaplain, COL Sherman R. Reed; Treasurer, Col. W. Robin Pfeil; Sergeant-at-Arms, LTC Joseph A. Snel; and International Programs Officer, Col Paul R. Groskreutz. Also in attendance were: Chair, DNCMs; COL Judi A. Davenport; ROAL President, Mr. Andrew G. Chumney; representing MNPC, Mr. Brad Carlson; and national staff members, Ms. Lani Burnett, Mr. John Rothrock, Ms. Susan Lukas and Ms. Diane Markham.

Observers included: Lt. Col. S. William Bradley, COL Ann M. Campbell, RADM Paul T. Kayye, MG Dennis J. Laich, COL Marco A. Marin, MAJ Johnny C. Mitchell, COL Kevin R. Riedler, LTC Hazel L. Robinson, Col. Scott S. Russell, MG Robert W. Smith III, and Lt. Col. James J. Surfus.

Elected and appointed officers absent were: Air Force Vice President, CMSgt Shane P. Smith; Army Junior Vice President, MAJ Jason E. Tolbert; Naval Services Executive Committeeman, LtCol Alexander Henegar; Judge Advocate, LTC Terry Benshoof; and Health Services Officer, MG Robert Kasulke.

Ms. Markham, recording secretary, called roll. With a quorum being in attendance, President Stockton called the meeting to order at 9:06 a.m.

#### **President's Remarks**

President Stockton opened the meeting by leading the pledge of allegiance and asking Chaplain Reed to offer an invocation. After the invocation he explained that CMSgt. Smith was absent as he was bringing home two individuals from his unit that were killed in a recent helicopter crash.

## **Executive Director Update**

Mr. Phillips said that his full “State of the Association” report will be presented during the National Council meeting. He said that ROA’s value proposition – expertise and focus on the Reserve Component of the United States of America, including the Guard – will only get more important and more valid. The military is making more and more demands of its Reserve components. At no time since its founding has ROA been more relevant to the national security of our country.

Mr. Phillips said that for the past three years, the ROA staff, with the help of elected leadership, has been engaged in the business of bringing the organization out of a period of instability, financial distress, and programmatic stasis. ROA is now financially stable and has money to pay bills and do some things. He said the budget that will be presented for approval projects a \$133,000 surplus in net assets, and that is evidence ROA is getting into better shape. Projections show a positive cash flow across the next year.

Mr. Phillips reported that the staff has begun to put programs back together. The legislation program has grown in strength over the last few years, deepening ROA’s legislative success. He said the Henry J. Reilly scholarship program has been relaunched and its second season is under the leadership of LTC Milt Houghton. The number of potential awardees has been increased to 20 for this year.

Mr. Phillips said that ROA’s leaders are in a wonderful place in the history of the organization. They get to participate in the rebuilding of an organization. He said all organizations, from time to time, naturally go through periods of change or crisis, which then presents an opportunity to rebuild. Leaders of the organization will be able to recreate ROA organization to meet its mission in a new world.

The executive director said ROA has the systems, tools, and staff in place to move the organization forward. The leadership body will need to grapple with tough decisions, asking questions like what kind of programs do we need to move ROA into the future, what do we want our conventions to look like, what do we do with the building, and more.

Term membership is inching up in response to ROA’s value proposition. Life membership numbers are declining due to death. There has been an increase in term and associate members of nearly 500 members since April. Not bad, said Mr. Phillips, considering we’ve just started talking about ROA’s successes and value proposition.

## **Fundraising**

Mr. Carlson briefed the ExCom on MNPC’s fundraising plans. He said the ROA STARs Foundation will serve as the fundraising arm of ROA. MNPC will serve as ROA’s development director. He said the Pershing Society was launched a mere 90 days ago and has already brought in \$105,000. The Resource Development Committee has begun talking about what a capitol campaign would look like.

## **ROA STARs Foundation**

Mr. Phillips said that ROA is in a soft agreement phase with American Business to create an employment center. It would be a portal where employers pay to be on the site. It could possibly have an educational arm. He said he believes it is important that ROA help Reservists in their personal life, with their careers and families. This program would not require ROA to put up money, nor does it require ROA staff.

Mr. Phillips said that the board is continuing to fill open seats on the board. LTG Jack Stultz has agreed to serve another term and Ms. Lauren Eden, a Washington, DC-based philanthropist has been added to the board.

### **FY2019 Budget**

Lt. Col. Wroblewski, chairman of the Budget and Finance Committee, presented the proposed FY2019 budget as recommended by the B&F Committee. The B&F Committee also recommended a staff report on time spent on each budget program. Their final recommendation was to move the fiscal year reference from ROA's constitution and into ExCom policy. This change would allow the committee to study the best date for accurately setting a budget and make a change if needed.

*Upon a properly made motion by the Budget and Finance Committee, and upon a unanimous vote, it was resolved to adopt the FY2019 budget as presented.*

*Upon a properly made motion by the Budget and Finance Committee, and upon a unanimous vote, it was resolved to direct the executive director to conduct a study as to the staff time spent on each budget program and submit a formal report to the ExCom no later than September 30, 2018.*

### **Hospitality Suite**

President Stockton announced that there is a ROA hospitality suite at the conference hotel. He said it is not in the budget. He asked those staying in the hotel to donate \$20 to help defray the cost of the suite and refreshments.

### **General John Pershing**

President Stockton said that there has been a lot said lately in the media and on social commentary regarding the historic relevance of the civil war. There has been controversy over tearing down or removing statues that represent military leaders and others of the Civil War era. He said he wants to make sure that the ExCom takes a moment to reflect on that, and to reflect on the name of General Blackjack Pershing as well.

President Stockton asked past national president, MG Bob Smith, to provide food for thought that can be shared with those that express their concern over ROA's use of the names of former leaders of the association.

MG Smith shared some history on ROA's founder, General John "Blackjack" Pershing. Based on the information shared with the Executive Committee, discussion ensued on whether or not the current fundraising campaign should be renamed. The discussion wrapped up with President Stockton charging the Resource Development Committee with considering the issue and providing the Executive Committee with recommendations.

### **Department Donation**

President Stockton thanked the Department of North Carolina for their donation of \$2,000. The department is the first to donate back a portion of the dues rebates received.

### **Proposed C&B and Policy Amendments**

- **Eligibility**

The Membership Committee submitted a proposed change to the constitution that would open membership eligibility to all ranks. President Stockton said that the ExCom does not need to make a decision on this, but he recommended they take it back to their department

conventions to talk about it. Col. Sweeney said the Department of Indiana has also submitted this proposed amendment.

*Upon a properly made motion by Col. Sweeney, seconded by CAPT Carmack, and upon a majority vote, it was resolved to endorse the proposed amendment as follows: "Article A-3: Membership Eligibility, Section 1: Regular Membership — Any active, retired or former ~~commissioned officer, warrant officer, non-commissioned officer, petty officer, or officer candidate~~ member of the federal uniformed services who at any time upon entering the federal uniformed services took an oath to uphold the Constitution of the United States, and, if no longer serving, whose separation occurred under honorable circumstances, is eligible for Regular membership."*

- Sunset Clauses

Ms. Markham said that both Article A7 and A8 contain expired language that should be removed. She said this does not need an ExCom decision or convention vote, but she wanted it on the record that the document would be edited to remove the text. President Stockton agreed, and asked Ms. Markham to make the adjustments to the constitution as follows:

Article A-7: Officers, Section 5: Appointed Officers — The appointed officers of the Association shall consist of the following:

*(c) ~~Directors — Up to three (3) directors, one (1) from each service section, may be appointed by the president, with the advice and consent of the Executive Committee. Each appointed director must have been a current member of NAUS on 1 October 2016. This subsection will be in effect until the first day of the national convention immediately following the integration, at which time it will automatically expire and be removed from the constitution.~~*

*(d) ~~Co-chair — A co-chair shall be appointed by the president, with the advice and consent of the Executive Committee. The co-chair must have been a current member of NAUS on 1 October 2016. This subsection will be in effect until the first day of the national convention immediately following the integration, at which time it will automatically expire and be removed from the constitution.~~*

Article A-8: Executive Committee, Section 2: Membership — The Executive Committee consists of the president, ~~co-chair~~, president-elect, the last past president, vice presidents, junior vice presidents, executive committeemen, ~~directors~~, and the executive director. Each of these individuals, except the president-elect, ~~directors~~, and executive director, has one vote on each matter decided by the committee.; ~~provided, however, that the co-chair and director positions shall automatically expire and shall be removed from the constitution on the first day of the national convention immediately following the integration.~~

- Fiscal Year

The Budget and Finance recommended that the constitution be amended to remove reference to the fiscal year.

*Upon a properly made motion by the Budget & Finance Committee, and upon a unanimous vote, it was resolved to endorse the amendment to the constitution as follows: "Article A-11: Finance, Section 1: Fiscal Year; Annual Audit — ~~The fiscal year of the Association shall begin each year on the first day of April. There shall be an audit of the Association books by a certified public accountant selected by the Executive Committee.~~"*

- Warrant Officers Committee

The Warrant Officers Committee recommended that the bylaws be amended to remove the Warrant Officers Committee. CWO4 Andersen said the committee used to be very active and conducted a warrant officer PDS, but the program no longer exists. There isn't much activity within the committee. He said the committee recommends disbanding the committee, but retaining the warrant officer of the year award.

*Upon a properly made motion by CAPT Carmack, seconded by CAPT Thomas, and upon a unanimous vote, it was resolved to endorse the amendment to change the bylaws as follows:*

*Article B-10: Committees*

*Section 1: Standing Committees — There shall be the following standing committees which shall act in an advisory capacity to the Executive Committee and the president.*

*~~(1) Warrant Officers — The Warrant Officers Committee shall act in an advisory capacity on all matters relating to warrant officers.~~*

*Section 3: Appointments and Service Representation — President's authority, ratification and service section representation.*

*(b) Service Section Representation — Each standing committee shall have representation from each service section ~~with the exception of the Warrant Officers Committee.~~*

*Section 5: Varied Terms, Members*

*~~(1) Warrant Officers — The Warrant Officers Committee shall consist of nine members. Members shall serve for staggered terms of three years.~~*

- Obligating the Association

The staff presented a proposed amendment to Policy E-11 of the ExCom policies. Mr. Phillips said the proposal's intent is to properly reflect current staff job titles.

*Upon a properly made motion by Col. Sweeney, seconded by CAPT Carmack, and upon a unanimous vote, it was resolved to change Policy E-11 as follows: "Policy E-11: Obligating the Association: For a contract to have validity and enforceability, it must be signed by a person with specific authority to sign on behalf of the association. Without expressed approval of the Executive Committee, only the Executive Director and the ~~Director of Operations~~ Executive Director's designee are authorized to sign contracts on behalf of the association."*

- Membership in the Association

Ms. Markham recommended a change to Policy E-13 to change the length of time members are kept on the rolls after expiration. This administrative change would streamline the process for staff and for members renewing after a long absence in membership.

*Upon a properly made motion by CAPT Carmack, seconded by LTC Bev Houghton, and upon a unanimous vote, it was resolved to amend Policy E-13 as follows: "Policy E-13: Membership in the Association, Section 1: Extended Membership Status – If the annual membership fee is not paid by the end of the month in which due, the member concerned will be continued on the rolls in extended membership status but without right to vote or hold office until (1) the dues payment is made; (2) the member submits a written resignation; or (3) the member is dropped from the rolls after ~~eight months~~ 90 days. Dues payments received from*

*extended members shall be credited from the month in which due and the member will be restored to active status as of that date. The chapter and department of the member concerned shall be notified of such actions.”*

- Fiscal Year

The Budget and Finance Committee recommended adding language to the policies to set the dates of the fiscal year. While this is currently redundant language to the constitution, it will be in place if the convention votes to remove it from the constitution.

*Upon a properly made motion by Col. LTC Milt Houghton, and upon a unanimous vote, it was resolved to add the following language to Policy E-15:*

*Policy E-15: Budget and Finance, Section 7: Fiscal Year*

*(a) Association – The fiscal year of the Association shall begin each year on the first day of April.*

*~~(a)~~ (b) Subordinates - The fiscal year for all ROA subordinates, including departments and chapters, shall be in alignment with National.*

- Purpose of Henry J. Reilly Scholarship Fund

Mr. Phillips recommended the purpose of the Henry J. Reilly Scholarship Fund be amended to broaden the purpose to cover interns and professional development programs.

*Upon a properly made motion by CWO4 Andersen, seconded by CAPT Carmack, and upon a unanimous vote, it was resolved to send to the 2018 National Convention for approval the following proposed change to the purpose of the Henry J. Reilly Scholarship Fund: “The purpose of the Fund, also informally known as the ROA Scholarship fund, shall be (1) to create and maintain a resource of literature, imagery and other informational media, artifacts, educational experiences, and authorities on military subjects for the use of service members of all military components and services, veterans, students, and other members of the general public interested in military and national security subjects; (2) to create and maintain funds to support through scholarships, fellowships, internships, and other such programs, for worthy ROA members and their direct family members, ROA interns, and ROA professional/leadership development programs.”*

## ROAL Update

Mr. Chumney said he is now in his third year as president of ROAL. He said the organization is stale and needs to realign, revitalize and rethink. ROAL’s membership is declining. Mr. Chumney said they are down to only nine active clubs. The board is now meeting virtually and considering how to repurpose the board. He said ROAL wants to be more active at the national convention. Mr. Chumney said ROAL wants to collaborate with ROA and is considering the possibility of integration into ROA.

## UPORFA

MG Smith provided a brief overview of UPORFA (Pan American Union of Armed Forces Reserve Officers) and its mission, vision, and activities. He said the annual congress of UPORFA will meet this year in Lima, Peru, 17-19 October 2018. He also asked the ExCom to reappoint him as the US chief of delegation.

*Upon a properly made motion by CAPT Carmack, seconded by Col. Sweeney, and upon a unanimous vote, it was resolved to appoint MG Robert W. Smith III as Chief of the US Delegation to UPORFA.*

### **Henry J. Reilly Scholarship Fund Loan**

Lt. Col. Wroblewski said that the budget that was just approved allocated \$315,000 to develop the resource development program. The Budget and Finance Committee recommends that instead of financing that through general revenue, the money be taken out of the Henry J. Reilly Scholarship Fund as an internal loan, and pay it back in monthly payments. After considerable discussion, the following motion was made.

*Upon a properly made motion by the Budget and Finance Committee, and upon a unanimous vote, it was resolved to take a loan from the Henry J. Reilly Scholarship Fund, pending legal opinion, in the amount of \$315,000 to fund the FY19 resource development program. The loan is to be paid back in terms reasonable and ordinary.*

### **Strategic Plan**

President Stockton talked about the strategic plan. He said three years ago the first formal strategic plan in several years was created. The 18-month plan was followed up with a five-year plan that was approved last year. He said all the committees have been reformed.

President Stockton said that the strategic plan was formed based on what we knew at the time and that it is a living document that will change as needed. He said the idea is to look at the plan periodically to ensure the goals are being met. And if not, to ask if we just need to work harder, or do we need to update it to align with current goals, or perhaps even reallocate funds to get it done.

President Stockton said the plan has ten specific tasks along with a plethora of subtasks. He asked the executive director to take a preliminary look as to the status of those tasks. Mr. Phillips has done a first draft review from the staff perspective. Several of the tasks are deemed accomplished. There are still many things that need work toward achieving those goals. President Stockton said he has charged the Strategic Planning Committee with regularly reviewing the status of the tasks and making recommendations to the ExCom. His plan is to engage with the committee and staff to address the tasks on a regular basis and report back to the ExCom with recommended changes as necessary.

### **Departments**

President Stockton said the departments are an area on which he has just begun to scratch the surface. He said it will continue to be part of his presidential agenda. He said the ExCom should continue looking for ways to assist, prop up, and support the departments from a national level. He said he has been to some of the departments and will meet with more during the convention season. He said he is making the pitch for “mutual support” – departments help support national and, vice versa, national supports departments. This mutual support also relates to departments and chapters supporting each other.

President Stockton said he has challenged departments to use their rebates wisely. He has asked them to use it to support their department and chapter programs, especially to engage currently serving reservists. He said there needs to be an effort to not only to get them to join, but to then keep them involved.

Ms. Markham reported that there are currently 26 departments in full compliance with ROA's constitution, bylaws, and policies. This leaves 21 departments that are not in compliance. She asked the ExCom to consider how to handle the departments that do not become compliant. She also asked the ExCom to begin thinking about the future of ROA's departments as more and more of them become inactive. President Stockton said this will be an agenda item of future ExCom meetings. He also asked MG Smith to talk with his associates in Puerto Rico to see if they are interested in getting the department active.

### **Cabinet**

President Stockton announced that he is going back to the tradition of forming a cabinet. His cabinet will consist of the three vice presidents, executive director, immediate past national president, and chair of the DNCMs. He said they will meet during the national convention.

### **ROA Academy**

President Stockton announced that he has tasked the Membership Committee with putting on an ROA Academy during the 2018 National Convention. Lt. Col. Wroblewski suggested an academy session specifically for the ExCom. It could include expectations for board members.

### **Adjourn**

The meeting was adjourned by President Stockton at 2:25 p.m.

Minutes submitted by Jeffrey E. Phillips, Executive Director.

JEP/dm