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Military,
and their Families*

WELCOME TO MIDWINTER!

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OPENING

- **Prayer**
- **Pledge of Allegiance**
- **Preamble**
- **Housekeeping**
 - Please silence your phones!
 - Feel free to use restroom & get drinks
 - Ask clarifying questions as appropriate

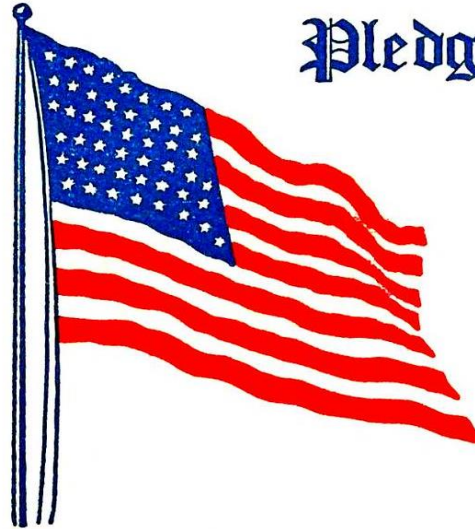
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Join together in Prayer



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Pledge of Allegiance



Pledge of Allegiance

*“I pledge allegiance to
the Flag of the United
States of America and
to the Republic for
which it stands, One
Nation under God, in-
divisible, with Liberty
and Justice for all.”*

NATIONAL DEFENSE COMMITTEE

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Preamble to the American Legion Auxiliary

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 goodwill on earth;
- To safeguard and transmit to posterity the principles of justice, freedom and democracy;
- To participate in and contribute to the accomplishment of the aims and purposes of The American Legion;
- To consecrate and sanctify our association by our devotion to mutual helpfulness.

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TODAY'S AGENDA

- Leadership Presentation – Teresa I.
- Reporting Discussion – Dept. Officers
- Junior Programs – Dept. of WI Juniors
- ALABGS – Joanie D. & Dany T.
- LUNCH
- Service Projects
- Legislative Action Alerts – Maggie G.
- Strategic Visioning – Joyce E. & Becky M.
- Questions & Comments
- UW-Madison MIA RIP - Joint Session

SERVICE PROJECTS

- **Valentine's Day Cards & Favors**
 - Various materials available
 - Favors distributed at Zablocki VAMC
 - Completed cards will be forwarded to WDVA for distribution
- **Collect and Distribute Toiletries and Socks to VA facilities**
 - King Veterans Home
 - Chippewa Falls Home
 - Union Grove Home
 - Dayton Care Center

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AUXILIARY EMERGENCY FUND



TAL family & Patriotic pin exchange
Leave One – Take One
or
Make Donation to AEF

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"Before you are a leader,
success is all about growing
yourself. When you become a
leader, success is all about
growing others."

-Jack Welch

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MID-WINTER LEADERSHIP

LEADERSHIP COMMITTEE

TERESA ISENSEE

CHRISTINA PETRANOVICH

SARAH STIFF



ASSIST

Members, Units, Counties, and Districts

EDUCATE

Hold Training sessions on whatever is needed by the members.

EMPOWER

Helping someone realize their abilities and potential.

MENTOR

Work with members to continue the assistance and education as needed.

WHEN YOU ARE A LEADER
YOU ARE NO LONGER RESPONSIBLE
FOR DOING THE JOB;
YOU ARE NOW RESPONSIBLE FOR
INSPIRING, COACHING,
MENTORING AND MOTIVATING
YOUR TEAM TO PRODUCE
THEIR VERY BEST WORK

ALA IN THE KNOW QUESTION 1

**LIST THREE REASONS
WHY YOU WOULD
NOT WANT TO BE AN
OFFICER OR A CHAIRMAN**

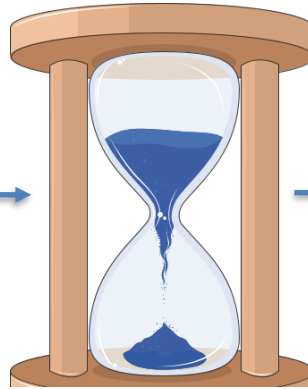
ALA IN THE KNOW QUESTION 1 CATEGORIES

- **NOT ENOUGH TIME**
- **RESPONSIBILITIES REQUIRED**
- **NOT FEELING A PART OF THE TEAM**

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NOT ENOUGH TIME REASONS

**24 Hours
in a Day**



Family Issues
Health Issues
Church Commitments
You are a Caregiver
Distance from Unit
Too busy with kids
Work
Volunteer for the ALA

TIME MANAGEMENT

- **Volunteer when you are available**
- **Don't try to do everything – your health is more important**
- **Volunteer from home**
 - writing cards for Veterans
 - Knit, crochet, sew items for our Veterans
 - Do the “Well Check” Calls to your Unit members
 - Contact your Legislators on Veterans Issues
 - Ask the President if there is anything that you can help her with

TIME MANAGEMENT – AT MEETINGS

- **Pre-Plan your Meeting – Set up an Agenda**
- **Assign Agenda items to Program Chairman to present and discuss**
- **Allow members to electronically attend a meeting. (zoom or phone)**
- **Explain the Protocol rules at beginning of the meeting – you only speak when acknowledged by the Chairperson**

RESPONSIBILITIES REQUIRED REASONS

- End of Year Reports
- **Traveling costs**
- Afraid to make a mistake
- **Protocols**
- Lacking Computer skills
- **No Internet service**
- Amount of materials/info needed to do job
- **Fear of not knowing where to find info**
- Hard to find Replacement

DOCUMENTS TO USE

- **Constitution, ByLaws and Standing Rules**
- **Unit Guidebook**
- **Department Red Book**
- **Parliamentary Procedure brochure**
- **Roberts Rule of Order – newest edition
(12th edition)**
- **The Wisconsin in the Badger Legionnaire**
- **Bi-Monthly Unit Mailings**
- **Program Engagement Plan – for programs
your Unit participates in**

WEBSITE INFORMATION

- **Wisconsin American Legion Auxiliary**
 - **Unit Mailings and Wisconsin Publication**
 - **Scholarship Information**
 - **Department Forms – Fillable online**
 - **Donation and Order Forms**
 - **Department President/Chairman Visit Request**
 - **Annual Reports – Fillable online**
 - **Program Information**
 - **Engagement Plans**
 - **Resources**
 - **Contests and Awards**

WEBSITE INFORMATION

- **National American Legion Auxiliary**
 - **ALA Academy**
 - Member Orientation
 - ALA Diversity, Equity & Inclusion
 - ALA Branding
 - ALA Communication Methods
 - Unit Fundraising and ALA Foundation Grants
 - Conflict Resolution
 - ALA Leadership
 - ALA Juniors E-Learning Course
 - **Virtual webinars**
 - 1/22/25 Unlock your ALA Member Benefits
 - 2/06/25 Celebrating Women of Service

ATTEND MEETINGS AND TRAINING SESSIONS

When time allows attend:

- **Unit and County Meetings**
- **District Conference**
- **Department Convention**
- **ALA in the Know**
- **Mid-Winter Auxiliary Workshop**
- **National Mission Training**
- **National Convention**



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NOT FEELING A PART OF THE TEAM

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Working Together

BUILDING OUR MISSION FROM WITHIN

What is Causing someone to feel outside of the group?

- **Ask yourself:**
 - Is it self-doubt or imposter syndrome?
 - Is it a lack of shared experiences or interests?
 - Is it due to external exclusion?
- **Acknowledge that understanding the "why" is the first step to addressing the feeling.**

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Reframe your perspective



•Challenge Negative Thoughts:

- Avoid jumping to conclusions like “I’ll never fit in.”
- Replace with: “I’m still learning how to connect here.”

Many people feel this way at some point. How can we overcome this feeling?

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Time to take Action

- **1. Start Small**
- **Look for one-on-one connections.**
- **Compliment or ask questions about shared interests.**
- **2. Be Proactive**
- **Join activities or discussions to increase interaction opportunities.**
- **Volunteer to help with group tasks.**
- **3. Develop Skills**
- **Practice active listening.**
- **Learn to pick up on social cues.**
- **4. Be Patient**
- **Building relationships takes time.**

The other side of the story

HOW TO FOSTER AN INCLUSIVE UNIT/DISTRICT

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Why Inclusion Matters

- **The Benefits:**
 - Strengthens relationships and trust.
 - Encourages diverse perspectives and innovation.
 - Improves overall group morale and productivity.
- **The Risks of Exclusion:**
 - Can lead to alienation, disengagement, and turnover (LOW MEMBERSHIP).

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Identify and Tackle the Barriers to Inclusion

Common obstacles:

- Unconscious bias.
- Cliques and unintentional exclusivity.
- Lack of effort to engage newcomers or outsiders.

When you try to fit into a group of people you don't know very well and they accept you for who you are



Inclusion is everyone's responsibility

1. Be Aware of Your Behavior

- Use inclusive language.
- Avoid interrupting or dismissing others' ideas.
- Make an effort to involve quieter members.

2. Create Opportunities for Interaction

- Organize icebreakers, group discussions, or team-building activities.
- Encourage collaboration on projects or shared goals.

We are all Leaders here

3. **Actively Listen**

- Show interest in others' ideas, backgrounds, and experiences.
- Avoid making assumptions—ask questions and clarify.

4. **Celebrate Diversity**

- Acknowledge and appreciate different perspectives, cultures, and skills.
- Highlight individuals' unique contributions.

5. **Lead by Example**

- As a leader (formal or informal), model inclusive behavior.
- Address exclusionary behaviors when they occur.

But where do we start?

- **In Meetings: Rotate who speaks first and encourage everyone to contribute.**
- **In Social Settings: Look for people on the sidelines and invite them in.**
- **In Decision-Making: Seek input from a diverse group to ensure all voices are heard.**

IT might not always be easy

- **If Someone Resists Inclusion: Focus on the benefits for everyone, not just the excluded person.**
- **If You Make a Mistake: Acknowledge it, apologize, and learn from the experience.**
- **If Inclusion Feels Hard: Remember, small, consistent efforts can create meaningful change over time.**

Time for a quote and a Meme



“Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed”

Mary Parker Follett, a management pioneer.

 AMERICAN
LEGION
AUXILIARY

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REPORTING DISCUSSION

Department Officers

Becky M.

Sue H.

Amy L.

Christine P.

Betty S.

Donna J.

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WHY REPORT

- **Our service matters**
- **Numbers matter**
- **Report to National Organization**
- **Report to Congress**
- **Just stating the facts –**
 - We don't recognize our impact and influence in our communities.

OPPORTUNITIES

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- **Impact Reports**
- **Narrative Summary Cover Sheet**
- **Narratives**
- **Heart of the ALA Awards**
- **Department Chairmen Awards**
- **National Awards**

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ALA JUNIORS w/Christine & Morgan Johnsen



2024-2025 Junior Officers with Dept.
Chairpersons Morgan & Christine

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ALABGS w/ Joanie D. & Dany T.



**AMERICAN
LEGION**
AUXILIARY
Badger
Girls State

ANNOUNCEMENTS

- **AMERICANISM PROGRAM
CHALLENGE – Diane B.**
 - *You're a Grand Old Flag!*
- **AFTERNOON SCHEDULE**

LUNCH!!!

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LEGISLATIVE ACTION ALERTS w/Maggie G.



STRATEGIC VISIONING w/ Joyce E.

GOAL

- **Help members further understand the Impact and Difference we each make for all we serve.**
- **Work together as statewide teams to define the future focus of our American Legion Auxiliary.**

STRATEGIC vs TACTICAL PLANNING

Think Tactically – plan month to month,
quarter to quarter, or year to year

Think Strategically – Develop Priorities,
Action Steps and Goals that are
achieved for the next 3 to 5 years

Strategic Planning Process – Who we are;
Where we are: Where are we going;
How do we know we are there?

IMPORTANT QUESTIONS

1. **WHO is interested in working with Department on Strategic Planning?**

All members welcomed

2. **MEETINGS?**

ZOOM or Conference Call

3. **CONTACTS**

Joyce Endres & Becky Mueller

PRIORITIES

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- 1. Set up Teams**
- 2. Begin the Strategic Planning Process**
- 3. Develop Timelines**

PROCESS

1. Hold meetings for input gathering
ALA Planning Team & Leaders
TAL, SAL, & ALRA members

2. ASK

1. What should the ALA **START** doing?
2. What should the ALA **STOP** doing?

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UW MIA RECOVERY & IDENTIFICATION PROJECT

- **University of Wisconsin- Madison**
- **Over 1,800 MIA/POW still missing in Wisconsin**
- **On-going efforts to bring everyone home**
- **Honor and bring closure**
- **Identify family members**



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YOU'RE A GRAND OLD FLAG!

- *Chorus*
You're a grand old flag
You're a high-flying flag
And forever in peace may you wave
You're the emblem of the land I love
The home of the free and the brave
Ev'ry heart beats true
'Neath the Red, White and Blue
Where there's never a boast or brag
But should auld acquaintance be forgot
Keep your eye on the grand old flag

YOU'RE A GRAND OLD FLAG!

Verse 1

There's a feeling comes a-stealing
And it sets my brain a-reeling
When I'm list'ning to the music of a military band
Any tune like "Yankee Doodle"
Simply sets me off my noodle
It's that patriotic something that no one can understand
"Way down South, in the land of cotton,"
Melody untiring
Ain't that inspiring?
Hurrah! Hurrah! We'll join the jubilee!
And that's going some, for the Yankees, by gum!
Red, White and Blue, I am for you!
Honest, you're a grand old flag!

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YOU'RE A GRAND OLD FLAG!

- *Chorus*
You're a grand old flag
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Ev'ry heart beats true
'Neath the Red, White and Blue
Where there's never a boast or brag
But should auld acquaintance be forgot
Keep your eye on the grand old flag

YOU'RE A GRAND OLD FLAG!

- *Verse 2*
I'm no cranky hanky panky
I'm a dead square, honest Yankee
And I'm mighty proud of that old flag that flies for Uncle
Sam
Though I don't believe in raving
Ev'ry time I see it waving
There's a chill runs up my back that makes me glad I'm
what I am
Here's a land with a million soldiers
That's if we should need 'em
We'll fight for freedom!
Hurrah! Hurrah! For ev'ry Yankee Tar
And old G.A.R., ev'ry stripe, ev'ry star
Red, White and Blue, hats off to you!
Honest, you're a grand old flag!

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YOU'RE A GRAND OLD FLAG!

- *Chorus*
You're a grand old flag
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**Thank you
for your attendance today!**