



Indiana

GENERAL ORDERS #2

1 August 2026
2026-2027 Series

TO BE READ AT MEETINGS AND POSTED

1. **Post and District Quartermaster Bonds** obtained from the Department through National expiration 31 August 2026. Application for bond renewal is attached to these General Orders. Also attached are bonds for canteen personnel. **ALL BOND REQUESTS MUST EITHER HAVE A CHECK OR CREDIT CARD INFORMATION MUST BE TWO SEPARATE CHECKS FOR A QUARTERMASTER BOND AND EMPLOYEE BOND.** Point of contact is the State Adjutant Becky Murphy at (317)377-1795 or adj@vfwin.org.
2. **Post Inspections.** District Inspectors should be preparing for Post Inspections.
3. **Finance Committee Meeting** will be on Friday 28 August 2026 at 2pm Marriott East.
4. **Council of Administration Meeting** will be on Friday 28 August 2026 at 6pm Marriott East. Uniform State Shirts and slacks/khakis.
5. **School of Instruction** will be on Saturday, 29 August 2026 at Marriott East. You must be pre-registered if you want a meal, the deadline is 24 August 2026. Registration is Friday, 28 August 2026 from 4:00pm – 6:00pm and Saturday, 29 August 2026 from 8:00am – 9:00am. School starts promptly at 9:00am. Uniform State Shirts and shorts, jeans, or slacks. No covers. Registration form is attached.
6. **Combat Veteran Deadline** is 20 August 2026, please send articles and pictures to Larry Patch at ljpatch@mail.com.
7. **Commander Hammon's** Membership Program is attached.
8. **Buddy Poppies** forms are attached.
9. **2026-2027 State Shirt** order form is attached.
10. **Military and First Responder Day** will be Wednesday, 12 August 2026 at the Indiana State Fair. First responders, current and former Military, and their families receive **FREE** admission with valid ID presented at the gate.

11. **State Golf Tournament** will be 14-16 August 2026 in Terre Haute. See attached.

12. **INDIANA DAY** at the VFW National Home in Eaton Rapid, Michigan is Sunday, 20 September 2026. The 7th and 11th District's will have bus trips, please contact Keith Rohloff (405)535-7210 or Diane Pettit (317)440-9872 if you would like to join them.

13. **VFW Day** at the Indiana Veterans Home in West Lafayette is Sunday, 4 October 2026.

14. UPCOMING Post Quartermaster Training and Q&A Zoom Sessions
(All VFW Post and District Officers are welcome to attend.)

FOR THE MOST UP-TO-DATE Training Opportunities and Links, please open your browser to <https://vfw.org/di/vfw/v2/default.asp?pid=155722>
(Or surf to VFW.ORG and click to RESOURCES >> TRAINING OPPORTUNITIES)

Each session starts off with a review presentation and then time for Questions and Answers (open topic). Please note that each session has a different link and passcode! Please click on a link below to join (or copy and paste to your browser).

Tuesday, August 11, 2026, at 6:00 PM Eastern (5:00 PM Central)

Meeting

URL: <https://us02web.zoom.us/j/87358434868?pwd=dplJmHH9lZFhHtNSFM8lzYBWVFQ1gy.1>

Meeting ID: 873 5843 4868

Passcode: 944060

Tuesday, September 8, 2026, at 6:00 PM Eastern (5:00 PM Central)

Meeting

URL: <https://us02web.zoom.us/j/88541306009?pwd=t0l5awwqEGsEVXvns7lovLREZ6f9WR.1>

Meeting ID: 885 4130 6009

Passcode: 859348

Tuesday, October 13, 2026, at 6:00 PM Eastern (5:00 PM Central)

Meeting

URL: <https://us02web.zoom.us/j/88356022177?pwd=xynFupuWEkqx9YVVjdCma5UqEp5cZz.1>

Meeting ID: 883 5602 2177

Passcode: 185980

Additional Sessions are available upon request!

If you have any questions or any suggestions, please feel free to email the State Quartermaster Michael Jordan at QM@VFW.ORG.

15. 4 August – U.S. Coast Guard Established (1790).
16. 7 August – Purple Heart Medal Established (1782).
17. 7 August – Vietnam War Began (1964).
18. 14 August – Japan Surrendered, Ending WWII (1945).
19. Several important documents are attached please review all.

BY ORDER OF:

A handwritten signature in black ink, appearing to read "Dave Hammons".

DAVE HAMMONS
STATE COMMANDER
DEPARTMENT OF INDIANA VFW

OFFICIAL:

A handwritten signature in black ink, appearing to read "Rebecca Murphy".

REBECCA MURPHY
STATE ADJUTANT
DEPARTMENT OF INDIANA VFW



Indiana

1 August 2026

Hello Comrades,

The year has started off with a bang, I was able to attend Linton's 4th of July parade where the won 1st Place on their float, then I attended Brazil parade. From there I attended Gosport 80th Birthday, looking forward to the National Convention in Reno.

The VFW had a big win on Capital Hill this July 2026 with stopping the Take Care of America's Veterans Act, our National Legislation Chairman had a hand in that.

Keep doing what you are doing "One Team One Mission."

DAVE "MUFFIN" HAMMONS
STATE COMMANDER
DEPARTMENT OF INDIANA VFW

2026 SCHOOL OF INSTRUCTION
29 AUGUST 2026
INDIANAPOLIS MARRIOTT EAST
\$32.00 PER PERSON

Registration must be returned to State Headquarters by Monday,
24 August 2026.

BOX LUNCHES (PLEASE CHOOSE (1) ONE) :

1. Smoked Ham & Cheddar (Whole Wheat Bun)
2. Shaved Roast Beef & Double Cheese (Kaiser Roll)
3. Italian Club (Ciabatta Hoagie)

All lunches include Bag of Chips, Whole Fresh Fruit, Jumbo
Gourmet Cookie, Assorted Condiments, and bottled Water.

The cost of the School is \$32.00 per person; this is with or
without lunch. Auxiliary Members wishing to have lunch will be
charged \$32.00.

POST NO. _____

Number Attending School _____

Number Attending Lunch _____

Total Cost \$32.00 per person attending \$ _____

**Please return the form (with payment to: VFW DEPARTMENT OF
INDIANA, 9555 E. 59th Street, Indianapolis, IN 46216. Fax:
(317)377-1797 or email adj@vfwin.org**

**There will be a \$1.00 surcharge for all Credit Card
Transactions.**

Total Charge \$ _____

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Billing Zip Code: _____

Name on Card: _____

Phone: _____

**DEPARTMENT OF INDIANA VFW
SCHOOL OF INSTRUCTION
29 AUGUST 2026
MARRIOTT EAST**

SCHEDULE

TIME	CLASS	INSTRUCTOR
9:00am	Opening	Commander Hammons
9:05am	Dean of the School	Jerry Blake
9:10am	Membership	Ed Stefanak (National)
10:00am	Inspector	Dave Fradenburg
11:00am	QM/Parliamentary	Michael Jordan
12:00pm	Community Service/ Dashboard	Edie Toll-Seiler
12:45pm	Troop Town	Dan Gann
1:05pm	Commander Training	Ken Lange
1:35pm	Professional Conduct/ Ethical Standards	Shelley Jacobs
1:55pm	Q&A	
2:00pm	Closing	

(Lunch will be served at 11:30 and brought back to the class)



2026-2027 VETERANS OF FOREIGN WARS DEPARTMENT OF INDIANA STATE SHIRTS

Order Deadlines:

Orders MUST be received by these deadlines to be delivered at State Conference Events.

Your order will be placed on the closest deadline after it is received.

30 March (to receive at Convention), 4 May (to receive at School), 18 Aug (to receive in Oct)

Name: _____ Phone: _____ Post: _____

Address: _____

All shirts will have VFW Indiana in State outline in orange

Polo

Small to XL-\$28.00 2XL-\$32.00 3XL-\$32.00 4XL-\$34.00 5XL-\$37.00

Men	Size	Quantity	Total \$

Long Sleeve Check Woven Shirt

Small to XL-\$48.00 2XL-\$51.00 3XL-\$52.00 4XL-\$54.00

Men	Size	Quantity	Total \$

¼ Zip

Small to XL-\$41.00 2XL-\$43.00 3XL-\$46.00 4XL-\$48.00

Men	Size	Quantity	Total \$

VFW Indiana in State outline in orange

Name and VFW Office Embroidered on right chest (Up to 3 lines)

Name _____

Title _____

Post/AUX OR Branch of Service _____

Make Checks payable to VFW Department of Indiana include \$10.00 for shipping.

Credit Card Payments: Name: _____

Credit Card # _____ Exp Date: _____ CCV _____

Mail Orders to:
VFW Dept. of Indiana

9555 E. 59th St.
Indpls., IN 46216

Fax Orders to: (317)377-1797

E-Mail Orders:
adj@vfw.in.org



Questionnaire for VFW Accountable Officers Crime Coverage



DEPARTMENT HEADQUARTERS
Veterans of Foreign Wars of the United States
TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA

Dear Comrade Commander:

August 1, 2026

One of the most important communications you will receive during the year concerns appropriate bonding of your Post Positions. Section 703 of the National By-Laws requires that each Accountable Officer shall be bonded with an Indemnity Company as surety. The By-Laws place the responsibility for adequate bonding upon the Commander of the post. Section 218 of the National Manual requires **THE BOOKS AND RECORDS OF THE ACCOUNTABLE OFFICER BE AUDITED AT LEAST QUARTERLY BY THE TRUSTEES.**

The Department Headquarters carries a Crime Policy for the bonding of Department and Post Accountable Officers. Any unit may decide whether it prefers to take out a policy with another surety company or have its funds protected by the Department Headquarters Crime Policy. However, prompt attention is required because if your Accountable Officers had previously been covered through the Department Program, a new premium payment is required by September 1, 2026 or it will be considered delinquent.

COVERAGES OF THE POLICY REQUIRE:

1. You agree to make/or cause to be made, at least annually, an audit of your books and accounts, including complete verification of all securities and bank balances pertaining to each "employee and/ or volunteer".
If the above is not complied with, the Insurance Company may refuse to honor claim of missing funds which cannot be proven by records. Monthly audits and reconciliation of bank statements may avoid this denial of claim.
2. The Insurance Company may not pay for loss resulting from any unauthorized advances made by an "employee" to any member for delinquent dues and assessments.
3. "Employee" means any duly elected position, or any appointed officer as listed in the policy schedule.
4. **IF THE POLICY IS NOT RENEWED, TERMINATED, OR CANCELLED AT EXPIRATION DATE OF 9-1-2026, THE POST HAS ONLY 90 DAYS TO SUBMIT A PROOF OF LOSS FOR PRIOR TERM. AFTER 90 DAYS PRIOR COVERAGE CEASES.**
5. **POST MUST SUBMIT A PROOF OF LOSS FORM WITHIN 120 DAYS FROM THE FIRST DATE OF DISCOVERY OF THE LOSS.**

THIS POLICY IS ONLY FOR THE YEAR SEPTEMBER 1, 2026 TO AUGUST 31, 2027

The funds of your Post are protected only for that year. Premium for the following year will be due September 1, 2027

RETURN THIS QUESTIONNAIRE COMPLETED IN FULL WITH YOUR PREMIUM CHECK PAYABLE TO YOUR DEPARTMENT HEADQUARTERS

STATE _____ POST# _____

I hereby apply for A1. Employee/ Volunteer Theft coverage for the year from September 1, 2026 through August 31, 2027 in the

COVERAGE AMOUNT of \$ _____ for the POSITION of _____

Post Annual Income: \$ _____

Has the post had any Crime Coverage losses (theft of money) over the past 3 years by an Accountable Officer? YES ☐ NO ☐

If yes, please contact your Department for a Loss Questionnaire. No Coverage can be extended until approved by insurance carrier

Number of Persons Bonded: 1

Number of Locations: 1

QM or Commander or Adjutant or Sr Vice Signature

Date

Phone Number

Street Address, City and Zip

NOTE : Questionnaire is not valid unless all questions are answered. Coverage may be postponed if not completed in **FULL**.

Deadline for coverage is September 1, 2026 - After this date you will be delinquent and not in compliance with the VFW By- Laws.



A.1.Increase Form
DEPARTMENT HEADQUARTERS
Veterans of Foreign Wars of the United States
TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA



Any request to increase limits mid-term for VFW Accountable Officers Crime Coverage and/ or Club Manager Crime Coverage each Post must provide an Increase Crime Limit Statement below:

I hereby apply for an increase for A1. Employee/Volunteer Theft Coverage -

New total amount \$ _____

For the position of _____

Regarding the request for an increased crime limit, we affirm that we have had no losses and no claims (or knowledge of such matter) which would influence the coverage provided hereunder.

Please note that submission of this questionnaire does not guarantee the coverage limit increase requested until approved by insurance carrier.

Signature

Date

Post #

Location (City & State)

For VFW Department use only

PRIOR BOND AMOUNT \$ _____ DATE BONDED _____

NEW BOND AMOUNT \$ _____ DATE BONDED _____

TOTAL INCREASE AMOUNT \$ _____

VFW Prior Loss Questionnaire

Post Name and Number: _____

Post City and State: _____

Contact Person: _____

Phone Number: _____

Email Address: _____

Date of Loss: _____

1. Incident Summary

Please describe in specific detail how the employee theft occurred and how it was discovered:

2. Risk Mitigation & Internal Controls

a. What specific internal processes or controls have you implemented since the loss to prevent the loss from happening again?

b. Who, other than individuals responsible for writing or authorizing payments or deposits, reviews the actual bank statements? How frequently is this review conducted?

c. What specific procedures are in place to ensure that more than one individual is responsible for reconciling sales and cash on hand?

d. How frequently are deposits of cash and checks made to bank account and who is making them?

e. What steps have you taken to ensure that no single person has complete control over all aspects of a financial transaction or asset management (e.g., ordering, approval, inventory and receipt of goods)?

3. Additional Information

Please include any additional information that may be relevant to the loss, recovery efforts, or internal changes made since the incident:

4. Declaration

I hereby certify that the information provided above is accurate and complete to the best of my knowledge.

Name: _____

Title: _____

Signature: _____

Date: _____

VIEW QUARTERMASTER BOND

<u>\$5.00 Per Thousand</u>	<u>\$3.75 Per Thousand</u>	<u>\$3.25 Per Thousand</u>	<u>\$3.00 Per Thousand</u>
\$3,000-----\$15.00	\$26,000-----\$97.50	\$251,000-----\$815.75	\$501,000-----\$1,503.00
\$4,000-----\$20.00	\$27,000-----\$101.25	\$252,000-----\$819.00	\$502,000-----\$1,506.00
\$5,000-----\$25.00	\$28,000-----\$105.00	\$253,000-----\$822.25	\$503,000-----\$1,509.00
\$6,000-----\$30.00	\$29,000-----\$108.75	\$254,000-----\$825.50	\$504,000-----\$1,512.00
\$7,000-----\$35.00	\$30,000-----\$112.50	\$255,000-----\$828.75	\$505,000-----\$1,515.00
\$8,000-----\$40.00	\$40,000-----\$150.00	\$256,000-----\$832.00	\$506,000-----\$1,518.00
\$9,000-----\$45.00	\$50,000-----\$187.50	\$257,000-----\$835.25	\$507,000-----\$1,521.00
\$10,000-----\$50.00	\$60,000-----\$225.00	\$258,000-----\$838.50	\$508,000-----\$1,524.00
\$11,000-----\$55.00	\$70,000-----\$262.50	\$259,000-----\$841.75	\$509,000-----\$1,527.00
\$12,000-----\$60.00	\$80,000-----\$300.00	\$260,000-----\$845.00	\$510,000-----\$1,530.00
\$13,000-----\$65.00	\$90,000-----\$337.50	\$270,000-----\$877.50	\$520,000-----\$1,560.00
\$14,000-----\$70.00	\$100,000-----\$375.00	\$280,000-----\$910.00	\$530,000-----\$1,590.00
\$15,000-----\$75.00	\$110,000-----\$412.50	\$290,000-----\$942.50	\$540,000-----\$1,620.00
\$16,000-----\$80.00	\$120,000-----\$450.00	\$300,000-----\$975.00	\$550,000-----\$1,650.00
\$17,000-----\$85.00	\$130,000-----\$487.50	\$310,000-----\$1,007.50	\$560,000-----\$1,680.00
\$18,000-----\$90.00	\$140,000-----\$525.00	\$320,000-----\$1,040.00	\$570,000-----\$1,710.00
\$19,000-----\$95.00	\$150,000-----\$562.50	\$330,000-----\$1,072.50	\$580,000-----\$1,740.00
\$20,000-----\$100.00	\$160,000-----\$600.00	\$340,000-----\$1,105.00	\$590,000-----\$1,770.00
\$21,000-----\$105.00	\$170,000-----\$637.50	\$350,000-----\$1,137.50	\$600,000-----\$1,800.00
\$22,000-----\$110.00	\$180,000-----\$675.00	\$360,000-----\$1,170.00	
\$23,000-----\$115.00	\$190,000-----\$712.50	\$370,000-----\$1,202.50	
\$24,000-----\$120.00	\$200,000-----\$750.00	\$380,000-----\$1,235.00	
\$25,000-----\$125.00	\$210,000-----\$787.50	\$390,000-----\$1,267.50	
	\$220,000-----\$825.00	\$400,000-----\$1,300.00	
	\$230,000-----\$862.50	\$410,000-----\$1,332.50	
	\$240,000-----\$900.00	\$420,000-----\$1,365.00	
	\$250,000-----\$937.50	\$430,000-----\$1,397.50	
		\$440,000-----\$1,430.00	
		\$450,000-----\$1,462.50	
		\$460,000-----\$1,495.00	
		\$470,000-----\$1,527.50	
		\$480,000-----\$1,560.00	
		\$490,000-----\$1,592.50	
		\$500,000-----\$1,625.00	



Questionnaire for Club Employees & Bingo Persons



A.1 Employee/Volunteer Theft (Crime Coverage)
TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA
Coverage Term: October 1, 2026 to September 30, 2027

1. Name of Post _____ Post # _____

Post Address _____
Street City State Zip

2. Name of Person Covered: _____

3. Position to be Covered: _____

4. Coverage Amount Requested: \$ _____

5. Post Annual Income: \$ _____

6. Has the post had any crime losses (Theft of Money by Employee/ Volunteer) over the past 3 years? YES ☐ NO ☐

If yes, please contact your Department for a Loss Questionnaire. No coverage can be extended until approved by insurance carrier.

7. Has the employee/volunteer ever been convicted of a dishonest or fraud employment related act? YES ☐ NO ☐

If yes, explain: _____

8. If this is a replacement for a current position, please advise who you are replacing : _____

Number of Persons Covered: 1 Number of Locations: 1

Printed Name of Covered Person

Signature of Covered Person

Date

Contact Phone # _____

NOTE : Questionnaire is not valid unless all questions are answered. Coverage may be postponed if not completed in **FULL**.
IF COVERAGE IS NOT RENEWED, TERMINATED, OR CANCELLED AT EXPIRATION DATE OF 10-1-2026, THE POST
HAS ONLY 90 DAYS TO SUBMIT A PROOF OF LOSS FOR PRIOR TERM, AFTER 90 DAYS, PRIOR COVERAGE CEASES.



A.1.Increase Form
DEPARTMENT HEADQUARTERS
Veterans of Foreign Wars of the United States
TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA



Any request to increase limits mid-term for VFW Accountable Officers Crime Coverage and/ or Club Manager Crime Coverage each Post must provide an Increase Crime Limit Statement below:

I hereby apply for an increase for A1. Employee/Volunteer Theft Coverage -

New total amount \$ _____

For the position of _____

Regarding the request for an increased crime limit, we affirm that we have had no losses and no claims (or knowledge of such matter) which would influence the coverage provided hereunder.

Please note that submission of this questionnaire does not guarantee the coverage limit increase requested until approved by insurance carrier.

Signature

Date

Post #

Location (City & State)

For VFW Department use only

PRIOR BOND AMOUNT \$ _____ DATE BONDED _____

NEW BOND AMOUNT \$ _____ DATE BONDED _____

TOTAL INCREASE AMOUNT \$ _____

VFW Prior Loss Questionnaire

Post Name and Number: _____

Post City and State: _____

Contact Person: _____

Phone Number: _____

Email Address: _____

Date of Loss: _____

1. Incident Summary

Please describe in specific detail how the employee theft occurred and how it was discovered:

2. Risk Mitigation & Internal Controls

a. What specific internal processes or controls have you implemented since the loss to prevent the loss from happening again?

b. Who, other than individuals responsible for writing or authorizing payments or deposits, reviews the actual bank statements? How frequently is this review conducted?

c. What specific procedures are in place to ensure that more than one individual is responsible for reconciling sales and cash on hand?

d. How frequently are deposits of cash and checks made to bank account and who is making them?

e. What steps have you taken to ensure that no single person has complete control over all aspects of a financial transaction or asset management (e.g., ordering, approval, inventory and receipt of goods)?

3. Additional Information

Please include any additional information that may be relevant to the loss, recovery efforts, or internal changes made since the incident:

4. Declaration

I hereby certify that the information provided above is accurate and complete to the best of my knowledge.

Name: _____

Title: _____

Signature: _____

Date: _____



Preventing internal theft requires a combination of policies, procedures, and tools designed to mitigate risk and foster an environment of integrity. Here's an example of a comprehensive plan for developing internal processes to prevent internal theft:

1. Establish Clear Policies and Expectations

- **Code of Conduct:** Develop a clear, written code of conduct that outlines acceptable behavior, including anti-theft policies. This should be part of employee onboarding and regularly reviewed.
- **Anti-Theft Policy:** Include specific policies on theft, defining what constitutes theft (e.g., misappropriation of company property, financial fraud, misuse of resources).
- **Zero-Tolerance Policy:** Make it clear that theft will not be tolerated, and outline the consequences of such actions (e.g., termination, legal action).

2. Conduct Thorough Background Checks

- Before hiring, conduct comprehensive background checks on all employees, especially those in positions of financial responsibility or access to company assets.
- Verify employment history, criminal records, and references to screen out potential risks.
- Make sure to adhere to state laws regulating this area.

3. Implement Segregation of Duties

- **Role Segregation:** Ensure that no single employee has control over all aspects of a financial transaction or asset management. For example, the person who orders supplies should not be the same person who approves payment or receives the goods.
- **Access Control:** Limit access to sensitive areas (e.g., financial records, stockrooms) to authorized personnel only. Use employee roles and permissions to restrict access to systems and data based on necessity.

4. Regular Audits and Monitoring

- **Surprise Audits:** Conduct regular unannounced audits to detect discrepancies or irregularities in operations, inventory, and financial records.
- **Inventory Management:** Use inventory tracking systems (e.g., barcode scanners or RFID tags) to regularly monitor stock levels and identify theft or mismanagement.

- **Financial Audits:** Regularly audit financial transactions and records. Use internal auditors or external auditors for independent reviews.
- **Surveillance Systems:** Install security cameras in key areas (e.g., warehouses, cash-handling stations) to monitor employee behavior. Ensure footage is regularly reviewed and stored for potential investigations.

5. Employee Training and Awareness

- **Anti-Theft Training:** Train employees to recognize and report suspicious behavior. Teach them about the consequences of theft and how they can contribute to a theft-free environment.
- **Ethical Culture:** Foster a culture of honesty and integrity by highlighting the importance of ethical behavior and the detrimental effects of theft on the organization and colleagues.

6. Implement Whistleblower Policies

- **Anonymous Reporting:** Create an anonymous whistleblower system where employees can report suspicious behavior without fear of retaliation. This can be a hotline or an online reporting tool.
- **Protection Against Retaliation:** Ensure employees feel safe reporting theft by having clear protection policies that guard against retaliation.

7. Use Technology for Monitoring and Detection

- **Employee Monitoring Software:** Implement software that tracks employee activities on company devices and systems, especially for employees handling sensitive data, financial information, or inventory. Ensure that employees are aware of this monitoring as a deterrent.
- **Transaction Tracking:** Use software to monitor transactions in real-time for discrepancies (e.g., unusual financial transactions, mismatched data entries) and flag them for further investigation.

8. Ensure Physical Security

- **Access Control Systems:** Implement electronic access control systems for areas with valuable inventory or sensitive data (e.g., warehouses, data centers, cash registers).
- **Employee Bag Checks:** In certain high-risk environments, random or exit bag checks may be appropriate for employees leaving after a shift, especially in industries where theft of small items is a concern.

- **Security Personnel:** Employ security officers to monitor entrances and exits, and to patrol areas with valuable assets.

9. Establish a Strong Internal Reporting System

- Make it easy for employees to report theft or suspicious activity. Have clear protocols in place for investigating reports.
- Encourage open communication and transparency to avoid a culture of fear or secrecy that might protect wrongdoers.

10. Leadership Example

- **Leadership Integrity:** Leaders should set the tone for the company by demonstrating ethical behavior. Leaders who engage in questionable behavior can set a dangerous precedent.
- **Accountability:** Hold all employees, including management, accountable for maintaining ethical standards. Employees must see that no one is above the rules.

11. Address Issues Promptly

- **Immediate Action:** If theft is suspected or detected, take swift and appropriate action. Conduct a thorough investigation to confirm whether theft occurred, and take disciplinary or legal action as necessary.
- **Corrective Actions:** After an incident of theft, review existing processes and take corrective actions, such as tightening security or revising procedures to prevent similar incidents.

12. Incentivize Positive Behavior

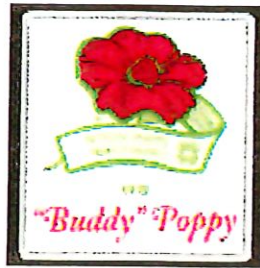
- **Rewards for Reporting Theft:** Consider offering incentives for employees who help identify and report theft or suspicious activities.
- **Recognition Programs:** Regularly recognize employees who display exemplary behavior and contribute to the company's success in ethical ways. This can help strengthen a culture of honesty and integrity.

Conclusion

By combining proactive policies, employee training, security measures, and the appropriate use of technology, an organization can minimize the risk of internal theft. It's essential to create a strong culture of integrity, supported by systematic checks and balances, to deter theft and ensure the protection of the organization's resources.

VFW CLUB MANAGER, BARTENDERS, BINGO BOND

<u>\$5.00 Per Thousand</u>	<u>\$3.75 Per Thousand</u>	<u>\$3.25 Per Thousand</u>	<u>\$3.00 Per Thousand</u>
\$3,000---\$15.00	\$26,000---\$97.50	\$251,000---\$815.75	\$501,000---\$1,503.00
\$4,000---\$20.00	\$27,000---\$101.25	\$252,000---\$819.00	\$502,000---\$1,506.00
\$5,000---\$25.00	\$28,000---\$105.00	\$253,000---\$822.25	\$503,000---\$1,509.00
\$6,000---\$30.00	\$29,000---\$108.75	\$254,000---\$825.50	\$504,000---\$1,512.00
\$7,000---\$35.00	\$30,000---\$112.50	\$255,000---\$828.75	\$505,000---\$1,515.00
\$8,000---\$40.00	\$40,000---\$150.00	\$256,000---\$832.00	\$506,000---\$1,518.00
\$9,000---\$45.00	\$50,000---\$187.50	\$257,000---\$835.25	\$507,000---\$1,521.00
\$10,000---\$50.00	\$60,000---\$225.00	\$258,000---\$838.50	\$508,000---\$1,524.00
\$11,000---\$55.00	\$70,000---\$262.50	\$259,000---\$841.75	\$509,000---\$1,527.00
\$12,000---\$60.00	\$80,000---\$300.00	\$260,000---\$845.00	\$510,000---\$1,530.00
\$13,000---\$65.00	\$90,000---\$337.50	\$270,000---\$877.50	\$520,000---\$1,560.00
\$14,000---\$70.00	\$100,000---\$375.00	\$280,000---\$910.00	\$530,000---\$1,590.00
\$15,000---\$75.00	\$110,000---\$412.50	\$290,000---\$942.50	\$540,000---\$1,620.00
\$16,000---\$80.00	\$120,000---\$450.00	\$300,000---\$975.00	\$550,000---\$1,650.00
\$17,000---\$85.00	\$130,000---\$487.50	\$310,000---\$1,007.50	\$560,000---\$1,680.00
\$18,000---\$90.00	\$140,000---\$525.00	\$320,000---\$1,040.00	\$570,000---\$1,710.00
\$19,000---\$95.00	\$150,000---\$562.50	\$330,000---\$1,072.50	\$580,000---\$1,740.00
\$20,000---\$100.00	\$160,000---\$600.00	\$340,000---\$1,105.00	\$590,000---\$1,770.00
\$21,000---\$105.00	\$170,000---\$637.50	\$350,000---\$1,137.50	\$600,000---\$1,800.00
\$22,000---\$110.00	\$180,000---\$675.00	\$360,000---\$1,170.00	
\$23,000---\$115.00	\$190,000---\$712.50	\$370,000---\$1,202.50	
\$24,000---\$120.00	\$200,000---\$750.00	\$380,000---\$1,235.00	
\$25,000---\$125.00	\$210,000---\$787.50	\$390,000---\$1,267.50	
	\$220,000---\$825.00	\$400,000---\$1,300.00	
	\$230,000---\$862.50	\$410,000---\$1,332.50	
	\$240,000---\$900.00	\$420,000---\$1,365.00	
	\$250,000---\$937.50	\$430,000---\$1,397.50	
		\$440,000---\$1,430.00	
		\$450,000---\$1,462.50	
		\$460,000---\$1,495.00	
		\$470,000---\$1,527.50	
		\$480,000---\$1,560.00	
		\$490,000---\$1,592.50	
		\$500,000---\$1,625.00	



VFW DEPARTMENT OF INDIANA
ORIGINAL BUDDY POPPY ORDER FORM

DATE: _____ POST: _____ DISTRICT: _____

SHIP TO: (NAME): _____

MEMBERSHIP #: _____

ADDRESS: _____

(POPPIES CAN NOT BE SHIPPED TO A P.O. BOX)

<u>AMOUNT</u>	<u>TOTAL</u>
_____ Poppies at \$125.00 per 500	_____
Shipping and Handling	<u>\$15.95</u>
_____ Poppies at \$250.00 per 1000	_____
Shipping and Handling	<u>\$29.95</u>

We remit with this order \$_____, for full payment of Buddy Poppies, which must be paid at the time of orders.

Signed by Post Commander or QM

Send all orders and payment to: VFW DEPARTMENT OF INDIANA
9555 E. 59TH ST. INDIANAPOLIS, IN 46216 ATTN: STATE ADJUTANT

Orders being processed by card can be faxed to (317)377-1797 or emailed to
adj@vfw.in.org

CREDIT CARD PAYMENT

Name on Card: _____ Phone Number: _____
Billing Address: _____
Sub Total: \$ _____ Card Number: _____
Expiration Date: _____ Security Code: _____
Signature: _____



VFW DEPARTMENT OF INDIANA
TIN BUDDY POPPY ORDER FORM

DATE: _____ POST: _____ DISTRICT: _____

SHIP TO: (NAME): _____

MEMBERSHIP #: _____

ADDRESS: _____

(POPPIES CAN NOT BE SHIPPED TO A P.O. BOX)

<u>AMOUNT</u>	<u>TOTAL</u>
_____ Poppies at \$60.00 per 500	_____
Shipping and Handling	<u>\$10.95</u>
_____ Poppies at \$120.00 per 1000	_____
Shipping and Handling	<u>\$15.95</u>

We remit with this order \$_____, for full payment of Buddy Poppies, which must be paid at the time of orders.

Signed by Post Commander or QM

Send all orders and payment to: VFW DEPARTMENT OF INDIANA
9555 E. 59TH ST. INDIANAPOLIS, IN 46216 ATTN: STATE ADJUTANT

Orders being processed by card can be faxed to (317)377-1797 or emailed to
adj@vfw.in.org

CREDIT CARD PAYMENT

Name on Card: _____ Phone Number: _____
Billing Address: _____
Sub Total: \$ _____ Card Number: _____
Expiration Date: _____ Security Code: _____
Signature: _____



The Korea Chamber of Commerce and Industry (KCCI), in partnership with the Korea-U.S. Alliance Foundation (KUSAF) is making a concerted effort to connect transitioning and former United States Forces Korea Veterans with Korean companies operating in the United States. It intends to link Korean companies with disciplined, experienced, and highly motivated talent; expanding the value of the Korea-U.S. alliance into practical economic cooperation, serving as a meaningful bridge, offering real opportunities for both veterans and businesses alike.

- **Are you a Veteran?**
- **Have you been stationed in Korea?**
- **Are you an engineer or have construction experience?**
- **Interested in working in West Lafayette?**
- **Contact Gene Richards: (808)779-6484**





Jim Thiel Memorial

State Golf Outing

Shotgun Start

Both Days 9:00 am

Hosted By:

Host Course:

Lawton-Byrum VFW Post 972
1111 Veterans SQ
Terre Haute IN 47807

Rea Park Golf Course
3500 S 7th St
Terre Haute IN 47802

Friday, August 14th - Practice Round Available - \$31 Fee (cart included)

Practice Round Tee Times Available after 1200 call course to schedule.

Saturday, August 15th - Individual scores to determine Sunday's round.

Sunday, August 16th - A, B, C, D four person scramble, Best Ball Format.

Players are limited to the first 120 VFW and Auxiliary Members with current dues paid.

Entries must be received with payment no later than August 7, 2026

Cost is \$75 per person. To sponsor a hole will be \$100.

Entry Form: Make your own foursome or we will include you in a foursome

NAME	POST NUMBER	MEMBER NBR	POST	AUX

(Bring Membership Card and have ready at check in on first day).

Amount Enclosed

Mail Entries and Checks payable to:

75 X _____ = \$
(# of Golfers)

VFW Post 972

ATTN: Quartermaster/ Golf

1111 Veterans SQ

Terre Haute, IN 47807

Hole Sponsor Fee \$ _____
(\$100 per Hole)

Total Enclosed \$ _____

Check Number

Hotels in Terre Haute near Rea Park Golf Course

Drury Inn

3040 S US 41 South Terre Haute, In 47802 \$144.00 Breakfast

Choice Hotels 501 E Margaret Ave Terre Haute Double Queen 139.99, King 125.00

All are suites and free breakfast. 812-308-6886

La Quinta 451 E Margaret Terre Haute all rms 144.00 free Breakfast 812-717-2108

Days Inn 101 E Margaret Ave Terre Haute 75.00 free Breakfast 812-232-8006

Super 8 3089 S 1st St Terre Haute Single \$78 – Double 98.00 Free Breakfast

There are other hotels in the area, but I only listed the ones with the best prices.



GRISSOM

AIR & SPACE EXPO



SCAN ME



Event
Facebook Page

SCAN ME



Corporate Sponsorship
Available

August 29-30, 2026
Grissom Air Reserve Base
FREE ADMISSION



Daughters of the American Revolution
Rushville Chapter

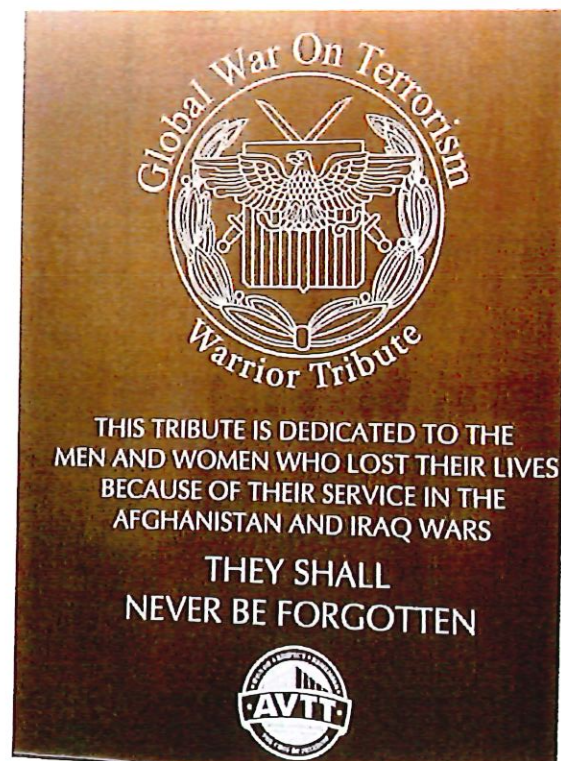
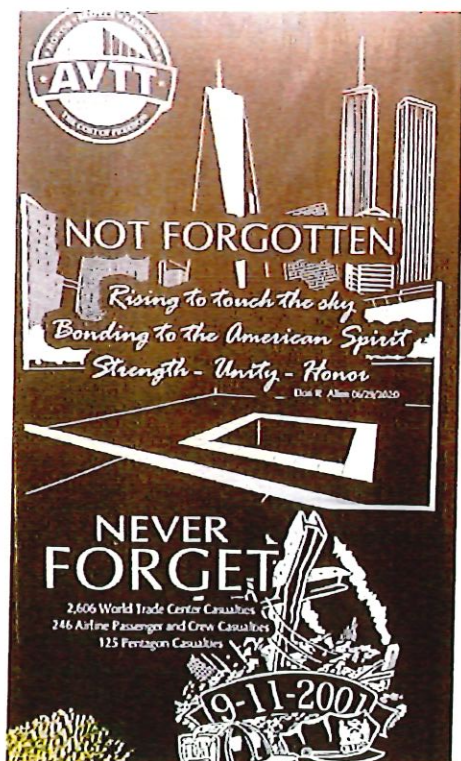
Legacy of Service
**Global War on Terrorism &
Cost of Freedom Tribute**

September 9-13, 2026

Rush Co. Fairgrounds

1299 Park Rd W. Rushville,

IN 46173



rushvillechapterdar@gmail.com

Patty Caudill
912-674-4721



Veterans of Foreign Wars



11th District Sponsored Bus Trip to the
VFW National Home in Eaton Rapids, Michigan

Leaving VFW 908 & VFW 7119

On Saturday September 19th, 2026

Price per person / \$150.00

(Includes Bus, Hotel and Breakfast)

Returning Sunday September 20th, 2026

Staying at Comfort Inn in Lansing, Michigan

Leave hotel for Indiana Day at 9:00 am

For information and Reservations contact

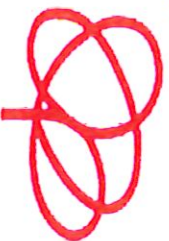
Diane Pettit / 317-440-9872 / dpettit@iuhealth.org

or

Russell "Gabby" Pryor / 317-937-5521

7th District National Home Bus Trip

19-20 September 2026



V F W
N A T I O N A L H O M E

Contact Keith Rohloff (keith.rohloff@outlook.com) to sign up. Bus leaves **Brazil** VFW Post @ 1000 and Greenwood VFW Post @ 1200 Saturday September 19th, 2026. Cost is \$170 per person/**double occupancy** at Tru by Hilton in Jackson. **Deadline to sign up is August 20th** or sooner if bus is full (First 46 paid riders) State pick-up point with payment.

Mail your check to:

Keith Rohloff

100 Brinegar Drive

Springville IN 47462

National Home Bus Trip Itinerary

September 19-20, 2026

September 19, 2026

9:30 AM Bus Arrive Brazil VFW Post 1127 (Park on Depot St in front of VFW Post)
303 S Depot Street Brazil 47838

10:00 AM Leave Brazil VFW Post 1127

11:15 AM Arrive Greenwood VFW Post 5864 (Park behind building -VFW Post entrance)
1842 Veterans Way
Greenwood IN 46143
317-888-2488

12:00 PM Depart Greenwood VFW Post 5864

TBD Stop on way for smoke break (Will be determined by riders/bus driver)

4:30 PM Arrive Tru by Hilton
2401 Shirley Drive
Jackson Michigan 49202
517-867-5000

5:30 PM Group Dinner – TBD

September 20, 2026

9:00 AM Depart Hotel to go to
VFW National Home
3573 S Waverly Rd
Eaton Rapids MI 48827
800-424-8360

10:00 – 2:00 PM Tours/Lunch/Program (Driver invited to participate/Driver provided lunch)

2:00 PM Depart VFW National Home

TBD Stop on way for smoke break (Will be determined by riders/bus driver)

6:30 PM Arrived Greenwood VFW Post 5864

6:45 PM Depart Greenwood

8:00 PM Arrive Brazil VFW Post 1127

THE DEPARTMENT OF INDIANA VFW STATE
CAMPOUT

(1-4 OCTOBER 2026)

IS CANCELLED DUE TO CONFLICTING EVENTS.

THANK YOU FOR YOUR SUPPORT AND WE LOOK FORWARD
TO CAMPING WITH YOU NEXT YEAR.

Keith Rohloff Camping Chairperson (812-227-0645)

SAVE THE DATE

**STAND TOGETHER-
Indiana Veterans and Veteran
Community Resource Fair**

NOVEMBER 5, 2026

**Indiana Government Center
South Atrium**

**JOIN IDVA: Delivering Benefits and
Services to Veterans and the
Veteran Community**

**MORE
INFORMATION
COMING SOON!**



Hosted by IDVA



VFW NATIONAL HOME

Candidate for VFW National Home Trustee District 8

Diane Pettit



I have the same passion for the National Home as my husband had and it would be an honor and privilege to be considered a candidate for District 8 Trustee.

My late husband Alvis "Skip" and I enjoyed traveling up every chance we could. He wanted to retire up there and be house parents, unfortunately he did not get to retire before passing in 2015.

Besides being a VFW Legacy Life member, a Life member of the National Home and Life Member of the MOC, I am also a member of the VFW Auxiliary, VFW Riders, AMVETS and American Legion.

Military service –

US Army Dec. 18, 1986- Honorably discharged June 17, 1995
Served Sept. 1991- July 1992 in Saudi and Kuwait, First Gulf War
Various times in South Korea with some time also in Germany

VFW Offices

VFW Post 5626 Quartermaster 1992-current / VFW 11th District Chairs- District Commander 1996-97-98

District offices and Chairmanships:

District Quartermaster 2005-current. All State a few times
District Surgeon- Jr. Vice – Sr. Vice
Past District Commanders Club – Treasurer
(J)ROTC Chairman – Lots of years, Lost track.
District National Home Chairman
Lead the District bus trip up every year for the last 30-ish
District Ways and Means Chairmen

State Chairmanships:

State National Home Chairmen – Several different years, including now.
National Aide De Camp Several times

Military Order of the Cooties:

Trustee at the start, Now CCDB for the last 4 years All elections are held via

Besides being a VFW Legacy Life member, a Life member of the National Home and Life Member of the MOC, I am also a member of the VFW Auxiliary, VFW Riders, AMVETS and American Legion.

I have the same passion for the National Home as my husband had and it would be an honor and privilege to be considered a candidate for District 8 Trustee. Thank you all for your consideration.

Electronic ballots will be sent either by text or email to each registered National Home Life Member within District 8.

Life members can call the National Home at 1-866-483-9642 or go to the website <https://vfwnationalhome.org/contact/> and use the dropdown menu to send in their correct/updated information. If the National Home does not have a phone number that can accept text messages or a valid email address, you will not receive a ballot for voting.

Veterans of Foreign Wars

Department of Indiana



David "Muffin" Hammons

Department Commander

2026 – 2027

Membership Program

All State Criteria

POST

- Community Service – Must submit 15 qualified community service reports each quarter.
- Membership – 100% with 75% retention at a minimum.
- Core Programs – Must participate in all VFW core programs.
 - Voice of Democracy
 - Patriot's Pen
 - Teacher of the Year
 - Buddy Poppy
 - Day of Service
- District Meetings – Post Commander or designated representative must attend all District Meetings.
- Post Inspection must be completed and turned into Department by Spring Conference.
- A donation of \$100 to Commander's special project.

DISTRICT

- Each District Commander who attains 100% membership, had a School of Instruction by 1 October 2026, and had a new and reinstated member in each post in their District will receive a \$100 check.
- The District Commander who is at least 100% on 1 June 2027, leads the Department in Membership, had a School of Instruction by 1 October 2026, and had a new or reinstated member in each post in their District will receive a \$200 check.
- For a District Commander to be a Round Robin Commander, all posts must be 100% in membership by 31 May 2027. They will receive appropriate recognition at the Department Convention.

Quarterly Awards

- The Post at the end of each quarter with the highest membership % will receive \$100.
- The Post with the highest qualified community service reports will receive \$100.
- The District at the end of each quarter with the highest membership % will receive \$100.
- The District, with the most qualified community service reports, will receive \$100.

Conference & Convention Attendance

Every member has an opportunity to win either a Life Membership or a Legacy Life Membership, simply by attending the Department Conference and Convention. At every Conference and Convention, one member will win a Life Membership. If that person is already a Life Member, they will win a Bronze Legacy Life Membership. If the member is already a Gold Legacy Life Member, they have the option to either pass it on to someone in their post or receive a check for \$400.

RECRUITER INCENTIVES

All members in good standing are eligible for Department Recruiter Awards. Recruited members must be Department of Indiana members. Award deadline is 1 June 2027. Recruiters will receive their awards and be recognized at the State Convention.

- 5 – New or reinstated members will receive a Commander's Coin.
- 15 – New or reinstated members will receive \$100.
- 25 – New or reinstated members will receive \$150.00
- 50 – New or reinstated members will receive \$250.00
- 75 – New or reinstated members will receive \$350.00
- 100 – New or reinstated members will receive \$500.00

These awards are cumulative and will be presented at the very next Department meeting after the level is met. In summary, if you recruit 100 new or reinstated members for the Department of Indiana you will receive all awards listed above, a cash total of \$1350.00.

ALL-STATE POST APPLICATION

Post Number: _____ Post Name: _____

Post Commander Name: _____

Choose one: \$75.00 Cap Size _____ LM or Legacy

Post Quartermaster Name: _____

Choose one: \$75.00 Cap Size _____ LM or Legacy

(Unless otherwise specified initial next to all criteria you have met.)

1. Membership at 100% with 75% retention or higher: _____
2. All Quarterly Audits submitted and reflected on Dashboard: _____
3. Post Quartermaster bonded and noted on inspection form: _____
4. 15 Qualified Community Service reports each quarter: _____
5. Participated in Voice of Democracy and reflected on National Dashboard: _____
6. Participated in Patriot Pen Program and reflected on National Dashboard: _____
7. Special Project Donation: Date submitted to State _____ Amount _____

I certify the above upon my true honor as a comrade.

Date submitted: _____ Signed: _____

ALL-STATE DISTRICT APPLICATION

District Number: _____

District Commander Name: _____

Choose one: \$75.00 Cap Size _____ LM or Legacy

District Quartermaster Name: _____

Choose one: \$75.00 Cap Size _____ LM or Legacy

(Unless otherwise specified initial next to all criteria you have met.)

1. Membership at 100% with 75% retention or higher: _____
2. All Quarterly Audits submitted and reflected on Dashboard: _____
3. District Quartermaster bonded and noted on inspection form: _____
4. All Posts must be inspected, submitted, and reflected on All-State
Dashboard _____
5. Participated in Voice of Democracy and reflected on National
Dashboard: _____
6. Participated in Patriot Pen Program and reflected on National
Dashboard: _____
7. Special Project Donation: Date submitted to State _____ Amount _____

I certify the above upon my true honor as a comrade.

Date submitted: _____ Signed: _____