

**Nebraska VFW
Membership
and
All-State Program
2025-2026**



**State Commander
Ron Sibal
"For Veterans, By Veterans"**

2025 – 2026

MEMBERSHIP RECRUITING MISSION

The recruiting mission is vital to building a strong organization. Through recruiting new members and maintaining current membership this will secure a solid foundation for the Department of Nebraska Veterans of Foreign Wars. We must assist in mentoring our future leaders of our organization and training them in our programs to support our Posts and Districts.

Recruiting new members but also having a strong Life Membership base has never been more important than now. Recruiting and converting current members to Life Memberships helps maintain our numbers and provide a stable future for the Department of Nebraska.

State Membership Goals

1. Membership Goal of 101% of National VFW goal for Nebraska
2. Add/convert 400 Life Members
3. Add 100 Legacy Life Members
4. Recruit 500 new members
5. Conduct twenty-five (25) Membership Recruiting events
6. Maintain 80% Retention of Annual Dues paying members

District Membership Goals to Strive For

1. Membership goal of 101% of Nebraska VFW goal for District
2. Add or convert thirty (30) annual members to Life within the District
3. Convert ten (10) Life Members to any level of Legacy Life within the District
4. Assist each District Post with recruiting efforts using District resources and recruiters
5. Conduct three (3) Membership recruiting events

Post Membership Goals

1. Membership goal of 101% of National VFW goal for Nebraska
2. Recruit new annual members equal to 2% of Post Prior Year Total
3. Convert three (3) or more current annual members to Life Members
4. Convert one (1) or more current Life members to any level of Legacy Life
5. Conduct a Post Strategic Review by December 31st, 2026
6. Conduct two (2) Membership recruiting events

2025 – 2026

POST ALL-STATE REQUIREMENTS

WHITE HAT COMPETITION

TO BE AWARDED AT STATE CONVENTION IF REQUIREMENTS ARE MET BY MAY 1ST, 2026
THOSE WHO MEET THE REQUIREMENTS AFTER MAY 1ST, 2026 HATS WILL BE AWARDED AT FALL COUNCIL

MINIMUM POST MANDATORY REQUIREMENTS: Each Post **MUST** complete all minimum mandatory requirements as outlined on Page 8 of the VFWNE Leadership Manual:

- ☐ Trustee Reports
- ☐ Quartermaster Bond
- ☐ IRS 990
- ☐ Building Insurance (if applicable)
- ☐ Post Election Report
- ☐ District Meeting Participation
- ☐ Delegate Dues

ADDITIONAL WHITE HAT REQUIREMENTS: Each Post wishing to compete in the All-State Program **MUST** complete the following:

Be **100% + Divisional Requirement** (*see below*), in membership by May 1st, 2026. Awarded at State Convention (A Post which has completed all requirements but has not obtained 100%+ membership will be considered eligible for the All-State award if they meet the required membership goal by Sunday, June 30th, 2026.

(Post MUST recruit at least 1 new member)

Submit an entry to District for both of the following core Youth Education Programs:

- Voice of Democracy
- Patriots Pen

(In Lieu of entries for VOD and/or Patriots Pen donations to these programs may be made for partial credit)

- ☐ Sell at least 20 Department of Nebraska Raffle Calendars (Form on Page 45 of the Leadership Manual)
- ☐ Purchase at least FIVE HUNDRED (500) Buddy Poppies
- ☐ Complete a minimum of THREE (3) of these additional core programs:
 - Military Assistance Program (MAP)
 - National Veterans Service
(appoint a Post Service Officer)
 - Attend Department Training
 - VFW Nebraska Scholarship Donation
by Division
(Local Scholarship is counted toward this requirement – please provide proof to Department Headquarters for credit)
- ☐ Submit a **QUARTERLY** service report for, at minimum, one (1) core program(s) outlined below:

C – Community Service Report

V – Veterans Volunteer Report

Y – Youth Activities Report

A – Americanism Report

Complete and submit the All-State Post Entry Form to Department by May 3rd, 2026

EXTRA POINTS: See page 4 for extra point categories.

TIE-BREAKER: In the Unlikely event of a tie in the final Order of Parade, the Post Commander having the greatest percentage of new Legacy Life members will be declared the winner.

ALL AMERICAN POST: Please refer to the National Membership Program for Post All-American Requirements.

POST MEMBERSHIP DIVISION REQUIREMENTS			
Division	Members	Membership	Donation
1	0-100	100% +2	\$50.00
2	101-300	100% +4	\$150.00
3	301+	100% +6	\$250.00

EXTRA CREDIT POINTS		
ITEM		POINTS
101%+ MEMBERSHIP - Each Post will receive 5 Points for every full percentage point over 101%. <i>For example, a Post that has 103.38% will receive 5 Points. A Post that is 105.45% will receive 15 Points.</i>		5 Points
LIFE MEMBER – Extra points for the number of new life members a Post has been credited for by National on the National Status sheet known as MEMSTATS from July 1, 2025 - May 1, 2026		2 Point
LEGACY MEMBER – Extra Points for the number of new Gold, Silver, and Bronze Legacy members a Post has been credited for by National on the National Status sheet known as MEMSTATS from July 1, 2025 - May 1, 2026. <i>New Memorial Legacy Life members will count</i>		5 Points
TEACHER AWARD – Submit a Teacher of the Year nomination to Department (Individual points for each category: K - 5 th , 6 th - 8 th , and 9 th - 12 th) Max - 45 Points		15 Points
PUBLIC SAFETY – Submit an EMT, Law Enforcement, & Fireman nomination to Department Max - 12 Points		4 Points
RECRUITING EVENTS – Conduct a recruiting event between July 1 st , 2025 – May 1 st , 2026. Max – 12 Points		4 Points
ADOPT A UNIT – Posts will receive extra points for adopting a new unit and hosting an event which will develop a supportive relationship with local service members. New Units Only		15 Points
NEBRASKA VFW FOUNDATION – (VOD/PP Scholarship Donations Included) – For every \$100 donation Max – 20 Points		1 Point
POST/AUXILIARY STRATEGIC REVIEW – Conduct a strategic review at your Post. Discuss how the Post spends it's time conducting its operation, what can be done better and what needs to be done for the future, include the Post Auxiliary. Submit Post Strategic Review Form to Department by April 30th, 2026		15 Points
CALENDAR SALES – For every additional 20 calendars sold above the initial requirement. Max – 20 Points		5 Points
20 QUESTIONS – Extra points will be given for the completed submission of the “20 Questions” form found on page 29-30 of the Leadership Manual by the Post Commander and Quartermaster no later than December 31, 2025 Max – 20 Points		10 Points
“IN LIEU” PAYMENT – No Contestant “For Credit” payment received for Voice of Democracy & Patriots Pen Program Requirements Max - (-)10 Points		-5 Points
DISTRICT MEETING PARTICIPATION - Extra points will be awarded to a Post for any member who attends the Fall/Spring District meetings Max – 10 Points		1 Point
DEPARTMENT TRAINING ATTENDANCE – Extra points will be awarded to a Post for any member who attends the Department Leadership Training Max – 10 Points		1 Point

2025 – 2026

MEMBERSHIP PROGRAM AWARDS

(TO BE AWARDED AT STATE CONVENTION UNLESS OTHERWISE NOTED)

POST ALL-STATE TEAM: Award is given to the top twenty (20) Post Commanders and Quartermasters based on requirements found on page 3 of this manual. Posts will be ranked based on the completion of mandatory requirements and any additional points earned. Each All-State Post Commander and Quartermaster will receive a certificate and All-State Overseas Cover recognizing the accomplishments of the Post along with ten (10) All-State Team Post Member pins for Post membership. Additional pins are available for purchase by contacting Department Headquarters.

POST ALL-STATE CAPTAIN: Award is given to the first place Post Commander and Quartermaster based on the completion of the mandatory requirements and highest additional points earned. In addition to the Post All-State Team awards listed above, the First Place Commander and Quartermaster will receive an additional designation of “Captain” on their Overseas Cover and will receive \$599.00 each to help defray the costs of attending the upcoming National Convention. *** Monetary Award cannot be combined with a National Appointment stipend to attend the National Convention ***

CHARLES G. KLINGMAN MEMORIAL AWARD: Award is given to the BEST OVERALL POST as selected by the Department Commander. Items to be considered but are not limited to Membership, Program Reporting, Outreach Activities, and Department Engagement. Recipient will receive a plaque of distinction.

CLIFF POLK MEMBERSHIP MEMORIAL AWARD: Award is given to the Post which achieves the greatest numerical membership increase from July 1st, 2025, to May 1st, 2026. Recipients will receive a plaque of distinction.

JOHN R. LIEBSACK LEGACY AWARD: Award is given to the top three (3) Posts that achieve, on or before June 30th, 2026, a 10%+ increase in Life members from the previous year (Minimum of five (5) new Life Members). Recipients will receive a plaque of distinction and \$200.00 stipend to help defray the costs of attending an upcoming VFW meeting (Homecoming/Fall Council or Mid-Winter Conference).

2025 – 2026

MEMBERSHIP PROGRAM AWARDS

(CONTINUED)

DISTRICT ALL-STATE TEAM: Award is given to ANY District Commander who meets the All-State requirements found on page 7 of this manual. Districts will be ranked based on the completion of mandatory requirements, additional White Hat requirements and any additional points earned. Each All-State District Commander will receive a certificate and All-State Overseas Cover recognizing their accomplishments.

DISTRICT ALL-STATE CAPTAIN: Award is given to the first place District Commander based on the completion of the mandatory requirements and highest additional points earned. In addition to the District All-State awards listed above, the First Place District Commander will receive an additional designation of “Captain” on their Overseas Cover and will receive **\$599.00** to help defray the costs of attending the upcoming National Convention. *** Monetary Award cannot be combined with a National Appointment stipend to attend the National Convention ***

“BLACKJACK” PERSHING MEMBERSHIP DISTINCTION AWARD: Any District Commander that has all Posts within the District at 100%+ by June 30th, 2026, will receive a highly coveted and prestigious plaque.

BATTLE OF MIDWAY AWARD: Award given to the TOP Post and District Commander who achieves the highest membership percentage by January 1st, 2026. Recipient will receive a certificate and **\$100.00** stipend to help defray the costs of attending the Midwinter Conference
Award will be presented at Midwinter Conference

Awards will be presented for the following two Divisions

Division 1: Districts 1, 7, 11, 13, 15.

Division 2: Districts 3, 4, 6, 9, 10.

2025 – 2026

DISTRICT ALL-STATE REQUIREMENTS

WHITE HAT COMPETITION

TO BE AWARDED AT STATE CONVENTION IF REQUIREMENTS ARE MET BY MAY 1st, 2026

THOSE WHO MEET THE REQUIREMENTS AFTER MAY 1st, 2026 HATS WILL BE AWARDED AT FALL COUNCIL

MINIMUM DISTRICT MANDATORY REQUIREMENTS: Each District **MUST** complete all minimum mandatory requirements as outlined on Page 53 of the VFWNE Leadership Manual:

- | | |
|---|---|
| <input type="checkbox"/> Trustee Reports | <input type="checkbox"/> Completed Post Inspections |
| <input type="checkbox"/> Quartermaster Bond | <input type="checkbox"/> District Election Report |
| <input type="checkbox"/> IRS 990 | <input type="checkbox"/> District VOD/PP Contribution |

ADDITIONAL WHITE HAT REQUIREMENTS: Each District wishing to compete in the All-State Program **MUST** complete the following:

- ☐ Be 101%, or above, in membership by Sunday, June 30th, 2026.
Complete Post inspections prior to October 31st, 2025.
- ☐ Participation in the Voice of Democracy and Patriots Pen programs.
- ☐ Each Post in District **MUST** have completed all minimum mandatory requirements as outlined on Page 10 of the VFWNE Leadership Manual by Monday, June 30th, 2026.
- ☐ Conduct three (3) Membership recruiting events
- ☐ Complete and submit the All-State District Entry Form to Department by July 3rd, 2026.

EXTRA POINTS: See below for extra point categories.

TIE-BREAKER: In the unlikely event of a tie in the final Order of Parade, the District Commander having the greatest percentage of new Legacy Life members will be declared the winner.

ALL AMERICAN DISTRICT: Please refer to the National Membership Program for the District All-American Requirements.

EXTRA CREDIT POINTS	
ITEM	POINTS
101%+ - Each District will receive 5 Points for every full percentage point over 101%. <i>For example, a Post that has 103.38% will receive 15 Points. A Post that is 105.45% will receive 25 Points.</i>	5 Points
LEGACY MEMBER – Extra Points for the number of new Legacy members a District has been credited for by National on the National Status sheet known as MEMSTATS from July 1, 2025 to May 1, 2026. <i>New Memorial Legacy Life members will count</i> Max -5 points	1 Point
EMT/FIRE/POLICE – Submit a EMT/FIRE/POLICE entry to Department for Judging. Max-16 points	4 Points
20 QUESTIONS – Extra points will be given for the completed submission of the “20 Questions” form found on page 32-33 of the Leadership Manual by the Post Commander and Quartermaster no later than Dec. 31st, 2025 Max – 20 Points	10 Points
DISTRICT OFFICER TRAINING – Conduct Officer Training at your Fall District meeting.	15 Points

2025-2026

MEMBERSHIP RECRUITMENT INCENTIVES

POST LEVEL INCENTIVES

LIFE INCENTIVE PROGRAM (Part 1): The Department has allocated \$3500.00 and will pay up to \$50.00 toward any members new/unpaid upgrade to convert current or prospective members to joining as a Life Member. *Installment Plans exempt from eligibility.*

LIFE INCENTIVE PROGRAM (Part 2): The Department has allocated \$1500.00 and will match up to \$50.00 toward any members new/unpaid upgrade to convert current or prospective members to joining as a Life Member. Matching funds can be provided by a Post, District, or VFW friendly entity that would partner to reduce membership dues to prospective members. *Installment Plans exempt from eligibility.*

POST COMMANDER 101%+ MEMBERSHIP: State Commander Ron Sibal is recognizing those Post Commanders that lead their Post to 101%+ attaining the National membership goal by May 1st, 2025, and meet the All-State requirements will receive a special "Suntan" Overseas Cover or \$100 stipend in recognition for your efforts.

DISTRICT COMMANDER 101%+ MEMBERSHIP: State Commander Ron Sibal is recognizing those District Commanders that lead their District to 101%+ attaining the National membership goal by May 1st, 2025, and meet the All-State requirements will receive a special "Suntan" Overseas Cover in recognition for your efforts.

RECRUITER INCENTIVES (New Members): State Commander Ron Sibal is recognizing those recruiters credited with recruiting ONE (1) New member, FIVE (5) New members, TEN (10) New members, FIFTEEN (15) New members, TWENTY (20) New members, or TWENTY-FIVE (25) New members as verified by the National Membership Recruiting reports by June 30th, 2026.



(1)



(15)



(20)



(5)



(10)



(25)



NO ONE DOES MORE FOR VETERANS.

Nebraska

POST/DISTRICT ALL-STATE ENTRY FORM

My Post/District has met all the eligibility criteria for All-State recognition.

Post/District Leadership Information (Circle one)

District #: _____

Commander: _____ Post #: _____ Cap Size: _____

Life Member: Y N Gold Legacy: Y N Member Number: _____

Quartermaster: _____ Post #: _____ Cap Size: _____

Life Member: Y N Gold Legacy: Y N Member Number: _____

By my signature below, I confirm that all the above information, INCLUDING CAP SIZE, is true and accurate to the best of my knowledge. I understand that caps will NOT be re-ordered or otherwise replaced if the sizes reported on this form are incorrect.

Signature Commander

OR

Signature Quartermaster

THIS FORM MUST BE IN DEPARTMENT HEADQUARTERS BY

MAY 4, 2026

FOR PUBLIC RECOGNITION AT THE STATE CONVENTION.

**We order VFW All-State Overseas Caps from National Emblem & Supply, and they can take on average 6-8 weeks or longer for delivery and may not be available for presentation at the State Convention*



NO ONE DOES MORE FOR VETERANS.

POST RECRUITING EVENT REPORTING

Name: _____ Post #: _____

Date: _____

Nebraska

Address of Recruiting Event: _____

Number of New Annual Members recruited	
Number of New Life Members recruited	
Number of Post members recruiting at the event attended or worked by you	
How far in advance was the event planned	
Number of training sessions that took place before the recruiting event	
Amount of money spent to conduct recruiting event	
Number of hours spent to conduct recruiting activities for recruiting event	

Please give a brief summary below describing who, what, when, where, why, and how for each recruiting day that you had.

Date	Event, Location, Summary & Outcome	Time & Expenses

Post Commander/Quartermaster _____ Print Name

_____ Signature

VFW DEPARTMENT OF NEBRASKA

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