

El Paso County Sheriff's Officers Association 2015 Annual Report



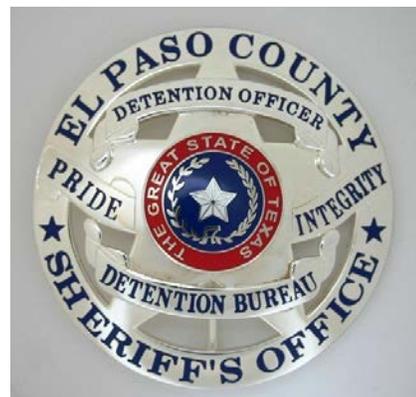
“Protecting Those Who Protect Others”

PREPARED BY:
SGT. ROBERT HORSTMAN
EPCSOA PRESIDENT

Executive Summary

The El Paso County Sheriff's Officers Association was established in 1978. The EPCSOA Board and over 700 members serve El Paso County with integrity, honesty, and professionalism. The EPCSOA Board is dedicated to improving the working and living conditions of its members.

The El Paso County Sheriff's Officers Association was organized, by a small group of deputies, back in 1978 and was known as the El Paso County Sheriff's Deputies Association. In 1990 those same deputies had the foresight to include their brothers in the jail as members of the bargaining unit. The basic believe was that in numbers there is Strength, Unity and Justice. Which CLEAT adopted as its motto. This believe has proven to be true. The EPCSOA has had great success over the years because its membership has grown in number and fought as one for what's right. The road ahead of us will not be easy but if we work as one, the EPCSOA can achieve great things.



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Constitution

EL PASO COUNTY SHERIFF'S OFFICERS' ASSOCIATION, INC.

ARTICLE I

NAME OF ASSOCIATION AND DURATION OF ASSOCIATION

This Association shall be known as the El Paso County Sheriff's Officers' Association, which is a non-profit association, now existing under and by virtue of a Texas State Charter. This Association shall be for the duration of the existing charter, namely perpetual.

ARTICLE II

OBJECTIVES OF ASSOCIATION

This Association shall be a free and voluntary organization, composed of deputies and detention officers employed by the El Paso County Sheriff's Office. The general objectives of the Association consist of promoting benevolent, educational, charitable, civic, patriotic, and fraternal activities among the members. The specific objectives of the Association are to preserve and strengthen comradeship among its members; to improve the wages, hours of work, increase job security, better working conditions, and living conditions of its members and their families; to promote the health security, economic, cultural, legislative, educational, social, political, and recreational interests of its members and their families and others; to defend and extend democratic institutions and procedures and civil rights and liberties of its members and their families and all other; to maintain true allegiance and faith in the laws of the State of Texas and the Constitution of the United States of America.

ARTICLE III

STRUCTURE OF ASSOCIATION

The Association shall have an Executive Board of Directors.

ARTICLE IV

THE EXECUTIVE BOARD OF DIRECTORS

SECTION 1. The Executive Board of the Association shall be a President, Vice-President, Secretary, Treasurer, and Six (6) Directors. The President and Vice President shall seek Office on a slate and must be one deputy and one detention officer. Secretary and Treasurer shall seek office on a slate and must be one deputy and one detention officer. Directors shall be made up of three (3) deputies and three (3) detention officers. The Executive Board shall have the power to administer the day-to-day affairs of the Association between general meetings of the membership. In addition to the powers enumerated by this Constitution, the Executive Board shall have the power to authorize:

a. the expenditure of the funds or use of the property of the Association for the effectuation of any of the objectives of the Association;

- b. the borrowing of money and the pledging of property or securities of the Association as security therefore;
- c. the making of guarantees;
- d. the making of contracts; and
- e. the buying, selling, exchanging, renting, leasing, or otherwise acquiring or disposing of real or personal property, however, a majority vote of the membership is required to pre-approve the acquiring or disposing of real property.
- f. the executive board shall have the authority to conduct fax/e-mail voting when necessary.
- g. The executive board shall require monthly reports from all committees.

SECTION 2. All Members of the Executive Board shall disclose any personal interest in any entity or individual doing business with the Association, including but not limited to vendors, trusts, service providers, members, and employees. Guidelines for disclosure and the determination of personal interest shall be set forth by a majority vote of the Executive Board.

An Ethics Committee will be comprised of (1) Board member, (1) deputy association/board member in good standing and (1) detention association/board member in good standing. Committee members shall be selected by a majority vote of the Executive Board to serve each calendar year at the pleasure of the Executive Board. The selected Board member shall chair the Ethics Committee. The Ethics Committee shall be responsible for reviewing all required disclosure documentation. The Committee shall report to the Executive Board any potential conflict of interest circumstances that may have a negative impact on the Association's operation or credibility. The Committee shall investigate any complaints submitted in reference to disclosure violations and report the findings to the Executive Board. The Committee shall investigate any association member's conflict of interest or circumstances that may have a negative impact on the Association's operation or credibility;

SECTION 3. Elections for members of the Executive Board and Directors shall be held every three (3) years. Three (3) year terms will begin in the 2003 election year and continue thereafter.

SECTION 4. A slate of candidates for President and Executive Vice-President and Secretary and Treasurer shall be nominated at a general membership meeting in August, and shall be elected by a vote of a majority of the membership voting, by secret ballot no later than September 30. Directors shall be nominated at a general membership meeting in August, and shall be elected by a vote of a majority of the members, by secret ballot no later than September 30.

Any candidate who accepts nomination for a position on the Executive Board who, at the time of the nomination holds an office on the Executive Board other than the one for which said candidate is nominated, shall resign forthwith from the position held at the time of nomination.

SECTION 5. A candidate for the position of President, Vice-President, Secretary or Treasurer shall be a duly commissioned Deputy or Detention Officer having full membership privileges.

SECTION 6. The President shall be the principal Executive Officer of the Association. He

shall have the following powers:

- a. preside at meetings of the Executive Board and Board of Directors;
- b. convene meetings of the membership at least once a month, and at any time upon request of not less than a majority of the members of the Executive Board of Directors, and convene meetings of the Executive Board as deemed appropriate or upon request of a majority of the Executive Board;
- c. may call and attend meetings of the Executive Board and general membership;
- d. employ and discharge such administrative, technical, and other employees as may be required pursuant to any existing contracts between the Association and its employees and the Rules and Regulations adopted by the Executive Board;
- e. appoint all committees, including the Political Action Committee, not otherwise provided for by this Constitution; and
- f. have such further powers in addition to those herein enumerated, as are usual to his office. He may delegate any of these powers and duties under this Constitution subject to approval by the Executive Board or general membership.

SECTION 7. The Vice-President and the Directors shall assist the President and shall be responsible to the general membership. The Vice-President shall perform the duties of the President in the President's absence or incapacity. Should the office of the President become vacant, the Vice-President shall become the President for the balance of that presidential term of office.

SECTION 8. The Secretary shall have the following duties:

- a. act as a secretary and keep a record of any proceedings. He shall have custody of the books, records, and papers of the Association;
- b. keep a membership register;
- c. conduct association correspondence;
- d. exercise such further powers, in addition to those enumerated, as are usual to his office and delegate any of his powers and duties under this Constitution, subject to approval by the Executive Board or the general membership.

SECTION 9. The Treasurer shall have the following duties: a. keep accurate accounts of all financial transactions of the Association, receive all funds due and deposit in its name, and deposit or invest them in securities authorized by the Executive Board or the general membership; and provide a monthly report to each board member at each board meeting; b. submit a financial report to the Executive Board and the general membership; c. make appropriate regulations relating to the reimbursement of expenses or other obligations incurred by officers or representatives of the Association in the performance of their duties, subject to the approval of the Executive Board or the general membership; and d. exercise such further powers, in addition to those enumerated, as are usual to his office and delegate any of his powers and duties under this Constitution, subject to approval by the Executive Board or the general membership. The Treasurer shall give bond in such amount and executed by such surety company as may be determined by the Executive Board. The premium of the bond shall be paid by the Association.

SECTION 10. All checks, drafts, and notes of the Association shall be signed by the Treasurer or by the President, provided however, that in the event of the inability or refusal of the Treasurer or the President, any officer designated by the Executive Board may sign in his stead.

SECTION 11. The salaries of the Executive Board, if any, shall be fixed by the general membership. The expenses and/or compensation of the executive board and board or directors shall be fixed by the board of directors. The salaries, expenses and/or compensation of employees of the Association shall be fixed by the Executive Board; however, such actions of the Executive Board may be rescinded by a majority vote of the general membership.

SECTION 12. Any vacancy occurring in the office of the Vice-President, Secretary, Treasurer and Directors shall be filled for the balance of that unexpired term by the President with the advice and consent of the Executive Board through appointment of a duly qualified member with full privileges. In the event that the office of the President, Vice President, Secretary and Treasurer are vacant at the same time, or in the event that the Vice President refuses to accept the office of the President or becomes incapacitated, the Executive Board shall appoint a temporary President until such time as the vacant office(s) are filled by election in a manner consistent with this Constitution.

ARTICLE V

THE GENERAL MEMBERSHIP

SECTION 1. The General Membership through a majority vote of the entire membership by secret ballot shall have the power to rescind any actions of the Executive Board that authorize:

- a. the expenditure of the funds or use of the property of the Association for the effectuation of any of the objectives of the Association;
- b. the borrowing of money and the pledging of property or securities of the Association as security therefore;
- c. the making of guarantees;
- d. the making of contracts; and
- e. the buying, selling, exchanging, renting, leasing, or otherwise acquiring or disposing of real or personal property.

SECTION 2. A one-twentieth (1/20) of the voting members at a general membership meeting shall constitute a quorum for the transaction of business at any meeting. All decisions of the general membership shall be by majority vote of the members present.

ARTICLE VI

RECALL OF OFFICERS

On petition of a majority of the general membership, members of the Executive Board may be subject to a recall vote. Any member of the Executive Board subject to a recall vote shall be removed from office by a vote of two-thirds (2/3) of the membership voting, by

secret ballot. The recall vote shall take place within sixty days from the date of the petition to the Executive Board. Any members of the Executive Board subject to a recall vote shall be temporarily removed from the duties of office until the recall vote is held.

ARTICLE VII

MEMBERSHIP POLICIES

SECTION 1. Any individual Deputy or Detention Officer shall be eligible to apply for membership. No member shall be suspended under this section without written notice and the opportunity to appeal to the Executive Board.

SECTION 2. All members in good standing shall have equal rights and privileges to participate in the election of officers, attend membership meetings, participate in the deliberation and voting upon the business of such meetings, to express any views, arguments or opinions on any business properly before such meetings subject to the rules herein contained and as set forth in the

Constitution.

SECTION 3. All privileges of membership shall go into effect at the receipt of the first dues. The Executive Board may waive this requirement when special circumstances exist.

SECTION 4. Any member who is sixty (60) days or more in arrears in the payment of dues shall be summarily suspended from all rights and privileges of membership, unless the member is being represented in a termination case by the Association. A member who has been expelled for non-payment of dues or assessments may be reinstated upon payment of all monies due at the time of his expulsion, and such additional indebtedness for dues and assessments as accrued during the period of his expulsion, subject to the approval of the Executive Board of Directors.

SECTION 5. a. Every member with full membership privileges who accepts membership in the Association shall be deemed thereby to have authorized the Association to act as his or her sole negotiating agent for the purpose of executing agreements with reference to wages, hours, and other conditions of employment, and such members shall be bound by the terms and provisions of any such agreement.

b. Every member with full membership privileges who accepts thereby to have authorized the Association exclusively to act as his or her agent to represent, bind, and speak in the presentation, adjustment and settlement of all grievances, complaints or disputes arising out of the employer-employee relationship, provided that every member shall have the right to appeal from any action or failure to act of the Association in the presentation, adjustment and settlement of any such grievance, complaint or dispute affecting such member.

SECTION 6. No member shall engage, commit, attempt, or direct activities which are in violation of laws of the State of Texas, the United States of America or this Constitution. Any member who violates this section is subject to fines, removal from office disqualification to run for office, or suspension or expulsion from membership. Charges against a member may be initiated by the Executive Board or by the general membership

of the Association. In the event that charges are initiated against a member, the member shall be entitled to advance written notice of specific charges; a fair and impartial hearing, the right to cross-examine and confront witnesses; representation by counsel; and the right to appeal any decision adverse to the member. The Executive Board of Directors may issue guidelines to implement the provisions of this section.

ARTICLE VIII

DUES AND ASSESSMENTS

SECTION 1. The Executive Board of Directors may set the dues and initiation fees for the membership, provided that such dues and initiation fees are approved by a majority of the members voting by secret ballot in an election held for that purpose.

SECTION 2. The Executive Board of Directors shall have the power to make assessments, provided that the purpose, amount and methods of payment of such assessments are approved by a majority of the members voting by secret ballot in an election among those subject to such assessments.

SECTION 3. The payment of dues by the members of this Association shall be evidenced in an appropriate manner by the Treasurer.

SECTION 4. Members shall have the right to an accounting of all Association funds. Such accounting shall include, but not be limited to, periodic reports to the membership by the Secretary-Treasurer. Any request for an accounting shall be in writing, specific in nature, and such accounting shall be available within thirty (30) days of said request. Any audit requested by any individual(s) shall be done at the requestor's expense.

ARTICLE IX

CONSTITUTIONAL AMENDMENTS

This Constitution may be amended by a favorable vote of a majority of the membership. Such vote shall be by secret ballot after such amendment or amendments shall have been submitted in writing and entered upon the minutes of a general membership meeting, and notice by publication of the proposed change or changes and the date of the balloting shall have been given, such date to be at least thirty (30) days prior to the date selected for the balloting.

ARTICLE X

SEPARABILITY-FULL FORCE AND EFFECT

SECTION 1. This Constitution shall be in full force and effect immediately upon adoption.

SECTION 2. Any amendment of this Constitution shall be in full force and effect immediately upon adoption.

Annual Report

2015 was a busy and productive year for the Association. This was the first full year of the new contract with the County. The creation of 12 hour shifts have been trying and have taken some time to get used to. We have had to deal with Commissioner's Court and the Sheriff trying to decrease our number of collective bargaining members by civilianizing position and eliminating others. We have voted in a new President and Vice-President, who ran on a platform of transparency and keeping the membership informed; hence this report.

I want each and every member to understand that this is just the beginning. The Executive Board has many new and exciting ideas to launch our Association forward. We want to explore how we can serve the membership better and to improve and expand the Association. I have said many times that this is your Association and with that said, I need **YOU** to help make it better. The Association needs more participation, needs more ideas, needs more input, and needs you to care about each other, your brothers and sisters in brown and grey. You are the most important piece of the El Paso County Sheriff's Officers Association.

This report is my promise to uphold my campaign platform of transparency. I have included the information that I was able to find and will use this as a starting point for future reports. This comes down to accountability of the time and money that we use, because it belongs to you, the membership and you will know where that money goes. This is the beginning of rebuilding and re-shaping the Association that we know.

sincerely,

Sgt. Robert Horstman
President EPCSOA



Association Dues Break down



CLEAT Dues \$13.85 includes

- Coverage for all Suspensions, terminations, demotions, and promotion Passovers.
Coverage for any criminal charges against a peace officer who is acting as required of a police officer, on duty or off duty.
- Critical incident coverage- an attorney will respond to represent you when deadly force is used or a prisoner dies in your custody.
- A CLEAT attorney is guaranteed to be on the scene of a critical incident within two (2) hours of the member calling the CLEAT emergency number or the officer is Paid \$1,000.00.
- The Temporary Income Protection Plan (TIPP) pays annually \$100 a day for up to 5 days of temporary suspensions when a member chooses to not appeal a disciplinary action beyond their department head.
- Wills prepared and executed for members and their spouses.

Association Dues \$11.15

- Covers day to day operation of the Association
- Coverage for representation in Internal Affairs and at discipline hearings
- Pays for special events such as the Association Picnic, Night out at the Chihuahuas, cook outs, Membership Meetings, storage, etc.
- Pays for Annual Awards Banquet and 20 year rings
- One dollar (\$1) goes directly to the Arthur Redelfs Scholarship Fund
- One dollar (\$1) goes directly to the Training and Travel Fund
- One dollar (\$1) goes directly to the Mike Torres Hardship Fund
- Two dollars (\$2) goes directly to the EPCSOA Building Fund

Organizational Finances

(As of 12/22/2015)

WestStar Bank

- Property on North Loop Liability/Debit **\$89,458.85**

Ally Financial

- 2014 GMC Sierra Pick Up Liability/Debit **\$28,854.27**

Chase Ink Credit Card

- (Misc. expenses) Liability/Debit **\$859.52**

Chase Bank

Total Assets \$162,964.66

- General Fund \$42,427.88
- Building Fund \$40,125.19
- Political Activity Committee (PAC Fund) \$50,488.90
- Hardship Fund \$11,200.00
- Scholarship Fund \$11,200.00
- Travel and Training Fund \$7,522.69

Outstanding Assets that have not been Deposited

- Check for Charitable Organization \$5,156.57

Charitable Organization Financial Report

Check#	Date	Pay to the Order of:	Amount	
1052	06/12/13	Alzheimers Association	\$250.00	
1053	11/07/13	El Paso Del Norte CDC Mentas Brillates	\$500.00	
1054	11/09/13	Bowie High School	\$1000.00	
1056	10/11/13	St. Pius X Special Needs Dance	\$500.00	
1057	12/14/13	St. Pius X Special Needs Christmas	\$500.00	2013 Total: \$2,750.00
1059	01/29/14	El Paso Heat Special Olympics	\$750.00	
1060	01/28/14	St. Pius X Special Olympics	\$1,500.00	
1061	03/20/14	Pricilla Tarango-Monavez MACA (Million March Child Abuse)	\$132.73	
1062	03/26/14	The Advocacy Center of EL Paso	\$500.00	
1063	07/08/14	Crime Stoppers of EL Paso Bowling Tournament	\$500.00	
1065	07/21/14	Housing Authority of EL Paso School supplies drive	\$1,000.00	
1066	07/30/14	Diana's I will Live Foundation Charity/Run-walk	\$2,500.00	
1067	09/26/14	ALS Association ALS walk	\$500.00	
1068	10/23/14	Blue Star Custom Uniforms Golf Tournament shirts	\$1,444.00	
1069	11/20/14	Rafael Tovar Charity	\$100.00	
1070	11/21/14	William Kirtley Lady Blue Devils B-Ball	\$550.00	
1071	11/21/14	Terry Quinonez Annabelle Berry Fundraiser	\$250.00	
1072	12/11/14	Paso Del Norte CDC Mentas Brillantes	\$250.00	2014 Total: \$9,976.73
1073	01/28/15	St. Pius State Games	\$2,000.00	
1074	01/30/15	Lulac Council #22269 Donation	\$100.00	
1076	03/25/15	Colin Powell Elementary CRC	\$250.00	
1077	03/25/15	EL Paso Heat State Games	\$500.00	
1078	04/08/15	Advocacy Center	\$500.00	
1079	09/30/15	Chamizal Project Organization Eco Club	\$500.00	
1080	10/28/15	St. Mark's Special Needs Group	\$625.00	2015 Total: \$4,475.00

Political Action Committee

Date	Contributions	Amount			
2/8/2013	Carl Robinson	\$ 250.00			
2/28/2013	Julian Castro	\$ 1,000.00			
4/19/2013	Oscar Lesser	\$ 2,000.00			
4/19/2013	Getsemani Yanez	\$ 500.00			
4/19/2013	Lilia Limon	\$ 500.00			
4/19/2013	Carl Robinson	\$ 500.00			
5/20/2013	Oscar Lesser	\$ 3,000.00			
5/20/2013	Carl Robinson	\$ 1,000.00			
5/20/2013	Lily Limon	\$ 1,000.00			
9/19/2013	Alyssa Perez	\$ 250.00			
9/19/2013	Joe Moody	\$ 250.00			
10/9/2013	Michelle Locke	\$ 250.00			
10/9/2013	Mary Gonzalez	\$ 250.00			
10/23/2013	Sergio Lewis	\$ 2,000.00			
10/29/2013	Mary Gonzalez	\$ 250.00			
12/10/2013	Alyssa Perez	\$ 2,500.00			
12/19/2013	Mary Gonzalez	\$ 1,000.00			
12/19/2013	Michelle Locke	\$ 250.00			
12/19/2013	Rosa Cervantes	\$ 250.00			
12/19/2013	Bruce King	\$ 2,500.00			
12/19/2013	Brian Haggerty	\$ 250.00			
12/19/2013	Dan Watling	\$ 1,500.00			
12/19/2013	Barbara Perez	\$ 500.00			
12/19/2013	Monica Teran	\$ 250.00			
12/19/2013	Brian Kennedy	\$ 250.00			
12/20/2013	Francisco X. Dominguez	\$ 500.00			
12/20/2013	Cesar Blanco	\$ 2,000.00			
12/23/2013	Aliana Apodaca	\$ 5,000.00		2013 Total	\$29,750.00
1/25/2014	Leo's Mexican Restaurant	\$ 388.83			
1/25/2014	Alyssa Perez	\$ 450.00			
2/3/2014	Alyssa Perez	\$ 1,500.00			
2/3/2014	Sergio Lewis	\$ 500.00			
2/11/2014	Alyssa Perez	\$ 360.00			
2/11/2014	Dan Watling	\$ 800.00			
2/20/2014	KVIA	\$ 2,375.00			
2/26/2014	Aliana Apodaca	\$ 300.00			
2/26/2014	Alyssa Perez	\$ 4,900.00			
2/5/2014	Sergio Lewis	\$ 2,000.00			
2/26/2014	Sergio Lewis	\$ 3,000.00			
4/16/2014	Cesar Blanco	\$ 500.00			
5/12/2014	Barbara Perez	\$ 250.00			
5/12/2015	Sergio Lewis	\$ 4,500.00			
10/10/2014	Charley Wilkinson CLEAT	\$ 5,000.00			
10/14/2014	Julio Diaz	\$ 1,000.00		2014 Total	\$27,823.83
6/25/2015	Mary Gonzalez	\$ 250.00			
5/26/2015	Carlos Leon	\$ 500.00			

Association Leave taken

Andrade, Jorge 32hr

- Escort for St. Piux Special Needs Group to Los Angeles

Camarillo, Marco 48hrs

- Assist with EPSO Haunted House
- Board/Association meetings

Castillo, Federico 210hrs

- Charity Seminar
- Legislative Session, Austin Texas
- Cook out
- CLEAT Convention
- National Police Memorial, Washington D.C.
- Escort for St. Piux Special Needs Group to Los Angeles
- Golf Tournament
- Sponsorships for Gold Tournament
- Elections
- Board/Association meetings

Gonzalez, Omar 12hrs

- CLEAT Convention
- Elections
- Board/Association meetings

Greer, John 67hrs

- Police Memorial, Austin Texas
- CLEAT Convention
- Elections
- Sgt. Exam Rep.
- Sgt. Exam Protest
- I.A. Rep

Gutierrez, Armando 40hrs

- CLEAT Convention
- Elections
- Board/Association Meetings

Houston, Brian 24hrs

- Police Memorial, Austin Texas

Leyba, Antonio 4hrs

- Association Social Event

Liggins, Rodolfo 144hrs

- Charity Seminar
- Police Officer Memorial, Austin Texas
- Corporal's exam



- Golf Tournament
- CLEAT Convention
- Knights of Columbus Fundraiser
- Board/Association meetings

Mascorro, Jose 44hrs

- Escort for St. Puix Special Needs Group to Los Angeles

Munoz, Eulogio 93hrs

- Police Officer Memorial, Austin Texas
- Association Picnic
- CLEAT convention
- Elections
- Board/Association meetings

Rodriguez, Luis 90hrs

- Police Officer Memorial, Austin Texas
- CLEAT Convention
- Board/Association meetings

Ryals, Marvin 160hrs

- CLEAT meetings, Austin Texas
- Legislative Sessions, Austin Texas
- CLEAT Convention
- Police Officer Memorial, Austin Texas
- Board/Association meetings

Torres, Eliot 12hrs

- Elections

Torrez, Robert 131hrs

- Legislative Session, Austin Texas
- I.A. Rep
- Elections
- Police Office Memorial, Austin Texas
- CLEAT Convention
- Thanksgiving Dinner Give away
- Christmas Dinner Give away

TOTAL Hours Taken 1131hrs

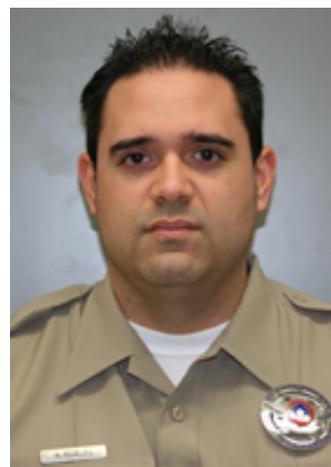
(as of Dec. 2015)



Aurthur Redelfs Scholarship 2015 Winners

The El Paso County Sheriff's Officers Association has setup the scholarship in Mr. Redelfs' name to remember our fallen brother. We proudly present the 2015 scholarship winners below.

- Jasmin Coronel
- Morgan Hunt
- Isela Lopez
- Selene Lopez
- Alissa Luna
- Mario Marquez
- Tyffany Marquez
- Angela Moore
- Illiana Placencia
- Syvannah Ramirez
- Courtney Robinson
- Ruby Silva



We look forward to expanded and improving our scholarship program for 2016.

2016 Association Goals

The general goals of the Association are to promoting benevolent, educational, charitable, civic, patriotic, and fraternal activities among the members. The specific objectives of the Association are to preserve and strengthen comradeship among its members; to improve the wages, hours of work, increase job security, better working conditions, and living conditions of its members and their families; to promote the health security, economic, cultural, legislative, educational, social, political, and recreational interests of its members and their families and others.

2016

- Increase overall membership by 5 %
- Increase overall member participation by 10 %
- Strengthen relationship between rank and file (Deputy and Detention)
- Increase Retirement membership by 5 %
- Conduct a minimum of two (2) Will drives
- Establish a Food Bank through the Charitable Organization
- Establish five (5) Officer Scholarships
 - Must be an active member, enrolled in college, and attend at least three (3) meetings