

ANNOUNCEMENT

CAP Unit Veterans Association Members,
Currently, our organizational structure follows a straight-line reporting and responsibility model. While this type of structure may be sufficient for a small organization, it does not fully support an association that is striving to grow, expand its reach, and carry the legacy of the CAP Marines and Corpsmen forward into the future.

As we work to grow our organization externally — particularly by adding new CAP Marines, Corpsmen and welcoming eligible family members of CAP Marines and Corpsmen into the CAP Unit Veterans Association — it is important that our leadership structure evolve accordingly.

We have restructured the Board of Directors into a multi-line organizational framework with clearly defined roles, responsibilities, and areas of oversight. A more distributed structure would improve accountability, clarify operational ownership, and help expedite ongoing and future projects while maintaining proper governance.

This change, I believe, will better position us for sustainable growth and ensure we effectively support both our current members and future generations connected to the CAP legacy.

This defined separation ensures that operational execution and financial stewardship remain distinct but coordinated, providing the Association with both efficiency and accountability as we grow.

The original of this memorandum of understanding will be included in the associations corporate record book.

Attached is a visual representation of the proposed multi-line organizational structure for the CAP Unit Veterans Association.

Under this framework:

- The Chairman/President remains the senior executive authority, responsible for overall strategic direction and governance oversight.
- The Secretary/Director and Legacy Coordinator maintain direct advisory and functional alignment with the Chairman/President to ensure administrative continuity and preservation of the CAP legacy mission.

Operational V.P. leadership is divided into two primary functional branches:

1. Vice President – Operations & Special Projects

Responsible for organizational operations, strategic initiatives, and project execution.

This role oversees Directors assigned to operational areas and special initiatives, allowing projects to move forward without bottlenecking at the executive level; submitted for review and as directed by the President.

2. Vice President – Finance & Membership

Responsible for financial stewardship, budgeting, compliance, and membership growth (including eligible family member integration).

This role oversees Directors focused on finance-related oversight and membership engagement.

Each Vice President manages a structured line of Directors with clearly defined areas of responsibility. This ensures:

- Distributed leadership and accountability
- Faster project execution
- Clear ownership of initiatives
- Improved communication flow
- Scalability for future growth

This structure maintains executive oversight while empowering functional leaders to carry forward specific mission areas effectively.

This model will position our Association for sustainable growth as we expand membership and strengthen our long-term legacy efforts.

The newly created corporate structure is indicated below.

These positions are currently occupied by the following individuals:

Rich Stoehrmann

Vice President – Operations & Special Projects

Operational Oversight/Effective Communication

Supervision of day-to-day organizational activities and coordination of assigned Directors. Provides communication to the Chairman/President and Directors as necessary.

Recognition Programs

Development and oversight of awards, honors, and commemorative initiatives recognizing CAP Marines, Corpsmen, and supporters.

Reunion Coordination

Assistance in planning oversight and logistical coordination for reunion tours and special events (in collaboration with assigned Directors or committees).

Strategic Project Management

Leadership of special initiatives, legacy preservation projects, and long-term strategic programs approved by the Board.

Public Relations

Oversight of public messaging, media engagement, and organizational representation in coordination with Communications support.

Workload Distribution

Assignment and balancing of responsibilities among Directors and committees to ensure efficiency and prevent bottlenecks.

Newsletter Management

Oversight of content development, publication schedule, and distribution.

Internal & External Contacts

Coordination with partner organizations, veterans' groups, and external contacts as related to operational initiatives.

Mark Morales**Vice President – Finance & Membership****Financial Oversight/Effective Communication**

General supervision of financial integrity, internal controls, and fiscal accountability. Provides communication to the Chairman/President and Directors as necessary.

CPA Liaison

Primary point of contact for contracted CPA services, tax filings, and financial compliance matters.

Financial Reporting & Records

Maintenance and presentation of accurate financial statements and records to the Board and Membership.

Budgeting & Compliance

Development of annual budgets and monitoring of compliance with bylaws, regulatory requirements, and nonprofit standards.

Membership Dues & Records

Oversight of dues collection, membership tracking, database management, and eligibility verification (including legacy members).

Sponsorship Development

Identification and cultivation of sponsorship opportunities aligned with the Association's mission.

Fundraising Initiatives

Planning and execution of fundraising campaigns to support long-term sustainability.

Internal & External Contacts

Engagement with donors, sponsors, financial institutions, and regulatory bodies as necessary.

In closing, I would appreciate if all could congratulate both Rich Stoehrman and Mark Morales on their well deserved appointments to Vice Presidents. I am confident they will continue to help our Association grow into the future.

Thank you and Semper Fidelis,
Eric Webb
Chairman/President

