

Thoughts on recognition

Starting from the position that the Marine Corps League is strictly a volunteer organization, we have to address all thoughts concerning recognition (awards) with that fact in mind.

Remember this is only a guide.

1. Does hard work deserve recognition?

A) No: Workers, particularly on a volunteer basis, have personal motivations for what they do. Although their reasons for the effort are simply to do a good job or doing it makes them feel good, they still need to be identified by acts of appreciation. This recognition tells them that they are appreciated, that their efforts do matter and that there is value in the effort. Most volunteers do not volunteer for the recognition they receive.

In my opinion this is not the correct answer.

B) Yes: If yes then a common standard must be set to address each worker's effort fairly.

2. How does the leadership set common standards that would be fair and acceptable?

A) Use guidelines set forth by National in the By-laws under the Administrative Procedures, Enclosure 4. If a recommendation for a Department, Division or National award is made, these are the guide lines that must be followed to ensure a certain measure of success.

B) Identify personal circumstances that have an effect on the person's effort.

Example: willingness, physical limitations, etc.

C) Use a common sense approach.

3. What are the member's efforts to be considered?

His service on committee or in office or involvement with a special project, whether for the community and/or Detachment/ Department/ Division/ National

4. How can the leadership determine the quality of an effort?

Does this effort go beyond normal expectations of position? This area varies with each office or special project goal.

5. How does this member's effort stand in the common standards?

Are there other efforts in addition to the first considered that are not previously covered by their own special recognition. The only time efforts should be re-recognized is in Marine of the Year considerations. What special limitations were overcome to achieve this effort, one should not be shorted because of physical limits.

6. Common Standards:

The MCL By-laws have set the following guide lines for award recognition in what appears to be levels or steps. I consider these tools to use to thank our workers for their labors and sacrifices for the League, community, etc.
(All would state on the certificate "DIVISION LEVEL")

- A. Certificate of Appreciation-COA
- B. Meritorious Individual Certificate-MIC
- C. Recruiter of the Year Medal - RM
- D. Distinguished Service Certificate-DSM
- E. Distinguished Service Medal (Bronze)-DSM
- F. Distinguished Citizen Medal (Bronze)-DCMB
- G. Distinguished Citizen Medal (Silver)-DCMS
- H. Victor T. Fisher Award (Board of Trustees) Ribbon (Division Staff Only)
- I. Division Marine of the Year Medallion and Certificate (One time award to a Regular Members ONLY)

These common standards identify implied achievement levels and have steps of consideration to use in determining the value of a member's effort.

For example:

Level A

- COA appears to be used by a committee chair, Division/Department/Detachment Commandant for service on committee or special unit projects. This member identifies with more service and effort than a member in Good Standing. *This can also be used to identify non-member's recognition.*

Level B

- MIC carries this thought one step higher to cover outstanding work or service.
- RM is used to recognize the efforts of those that are actively recruiting. Since there is a measure of recognition on the National level starting with recruiting five members it implies that a lesser effort could and should be the standard for the Detachment recognition.

(*) See *Recruiter Awards evaluations.*

Level C

- DSM continues this to the next level to include patriotism along with outstanding work or service. Patriotism implies a willingness to serve beyond just membership in an area of definite responsibility such as a committee chair or an officer.

Level E & G

- DCMB continues by adding citizenship to the formula. Is the member involved beyond just the Detachment or Department?

Levels D-F-H

- Carry this thought to its apex through recommending an award on a broader level than just the Detachment. The Marine of the Year covers all aspects of one's service. This is an extra measure that should not take the place of deserved recognition; it should be in addition to.

Level I

- **Board of Trustees (Victor T. Fisher Award)**– Awarded only by the Department/ Division/ National Commandant (Staff Award)

If a Commandant were to distribute his recognition before the MOY is announced he (the Commandant) would still recognize those deserving including the member to be awarded the MOY. Using employment as an example: I look at the MOY as a bonus that is in addition to

wages..... Additional or repeat awards (stars) should be just as valued as the first on any of these levels. I feel we have holders of the MOY in our Detachment that would qualify for a second award before giving it to a less deserving member..... There will be exceptions to these common standards but any considerations based on only one standard for a higher level should be based on a multiplied effort in that area. The Commandant is given a broad area of judgment to use as he sees fit in rewarding these. This is where the common sense comes in!!!!

We are not to wear duplicate ribbons for additional DCM's. The 5/16" Gold star is used for additional awards on the DSM, and DCMs and a 5/16" Silver Star for five gold stars. These are larger than the service stars (3/16" bronze, silver, & gold) on all other awards. The National Convention has since approved Marine of the Year medallions for Detachment, Department and Division awards. Those awarded the MOY before can wear either their original ribbon or the new one.

Final comments: No one works for free, when volunteering the name of the game is sacrifice yet the responsibility of the receiver of the benefits of these sacrifices is to show appreciation.....it is the position of respect, integrity, and thankfulness. When we gift a local charity and we do not receive a thank you, we are offended.....so are our workers!