

A.M.H.F.

**Dedicated to preserving, in flying condition, a vintage PV-2 Harpoon in memory of all who fought in the air on behalf of the United States of America**

**News Letter March 2016**



Greetings to members & friends of the AMHF,

March is Kite flying weather.

Well March is always windy and is great for kite flying and we do have a big 4,000 horse power kite we are trying to get back in the air. Now if March winds are anything close to February I don't know just how we are going to open stress panels to install fuel tanks. It seems if the wind isn't blowing it is too cold to work on fuel tanks, then when it warms up the wind starts blowing. That hangar cannot get here too quick. However, we continue to chip away at all of the items that need to be inspected and made ready to fly. The props are off and away to the prop shop to have the five year AD complied with. One obvious problem is the plating on the hubs has failed and will need to be stripped and replated. This is in addition to the estimated cost of \$7,000.00 for the AD. One of our members has told us they will cover the plating charge for the hubs. Thank you.

We do have what I think can be considered good news. The Indianapolis Airport Authority has agreed to support us in our endeavor for a hangar and museum.

However, they will not tell us where they will allow us to build until they see a business plan, building prints, and a path to pay for it.

With that said if you have checked the website lately you will notice some changes. There is a link to the **gofundme page** which is now up and operating. <https://www.gofundme.com/jgd72jjh> So we will just have to wait and see what kind of a response we receive.

Also we have information on how to access Amazon and have 1/2percent of what you spend go to the AMHF. I hope all of you that shop on line will take advantage of this and tell all of your friends about it. It will be deposited directly to our bank account quarterly. Go to:

<https://smile.amazon.com> and it will take you to the Amazon Smile website. Then login as usual to your Amazon account. If you are not already using the Amazon Smile Donation option, the site will ask you which charity you want to donate to. Please enter our name as the "American Military Heritage Foundation". Purchase items as you normally would. Nothing extra is required. If you purchase something, the AMHF receives 0.5% of the purchase price of that article. But there is no increased cost to you, the buyer. If you already use the Amazon Smile Option, please consider changing your donation beneficiary to the American Military Heritage Foundation. You can change your charity by clicking on the 'down carrot' near the 'Supporting tag' in the upper left hand part of the Amazon Smile home page.

I would like to remind all of you that we still have some positions we need to fill. At least two of these can be accomplished via the internet and would be great for some of our millennials since they love to use technology.

Membership

Inventory/Manuals

Historian/Librarian

Public relations

Last month I mentioned that three of us had attended a workshop on Volunteer Recruitment & Retention. This was all sponsored by the Hancock County Community Foundation. The presenters were Florence and Kathryn May of TRS. Not all that was presented could apply directly to our organization. Much of the presentation dealt with events such as mini marathon, a special concert, and annual repeating events. You can draw your own conclusions as to how the

AMHF is different from these types of events. However, let us take a look at some things that might affect us and either retain volunteers or drive them away.

Here is a list of ten items that can discourage volunteers.

1. Set unrealistic expectations
2. Schedule too many or too few. (I have not seen too many at AMHF)
3. Give them jobs they don't want to do.
4. Ignore volunteers who have a negative impact. ( may need to clean house)
5. Assign inappropriate work.
6. Establish low standards.
7. Communicate poorly.
8. Ignore volunteers on site.
9. Not train volunteers in advance.
10. Undervalue the volunteers.

I am sure all of you can read these and relate to some experience you have had someplace while working as a volunteer. Number five is one that is easy to give an example. There are unique areas on the Harpoon where size is critical in getting the job done in an expedient manner. This is why those of you that have been around the Harpoon for any period of time frequently hear "Paula!" That generally indicates someplace that is small and the majority of us can't fit in and get the job done and if we try we may need to be extracted ourselves.

OK, what motivates a person to want to be a volunteer? For some it could be **achievement** and they seek activities where they can excel. Some just like **affiliation**, or developing positive relationships while helping others. Then we have some who like **power**. They desire to be in control and like to direct others. Is any one of these right or wrong? No it takes all of them to accomplish the job and you will find this same mix in the work place.

When you look at all of the above the next question you might be asking yourself is just who are these volunteers. At some point in time all of us have heard the following terms. However, have you stopped to think how this might affect your volunteers?

The silent generation, born between 1922 & 1945 are the people who will like hand written messages and no face book. This makes the youngest 71.

Baby Boomers, born between 1946 & 1964, will use technology if it works.

Generation X, born between 1965 & 1980, are survivalist, no training at work and has held many jobs.

Millennials were born between 1981 & 2002. This group expects to use technology and wants to communicate this way and they want to know is it worth their time. It is also most critical that we use this group. They will volunteer out of a passion, interest, or a cause. 50% of this generation is under 30

The Z generation born 2003 and forward and there is not much information here since the oldest would only be 13.

People may volunteer for various reasons such as education; they just want to learn more. Some see it as a social function where they can meet new friends. Some examples are older people who have retired or lost loved ones or maybe they have just moved into the area. Maybe they would like to improve their skills to help them in their line of work. They just may like to volunteer for various reasons such as self-esteem or to be seen in public.

None of these reasons are bad or ill conceived. It just gives organizations some insight as to how a volunteer may see things.

There is a considerable amount of work to be done from both the membership position and the Board of directors. It appears we need to be developing a sales strategy as to why someone should volunteer with the AMHF and at the same time honing the organization's educational outreach as well as our training modules for members.

**"I learned that good judgment comes from experience and that experience grows out of mistakes."**

*Omar Bradley,  
U.S. Army general*

Another interesting thing that has been taking place behind the scene while I have been struggling with this newsletter is as follows:

We are in need of finding some parts and I pitched it out to a couple of our members and they have been using all of this technology trying to find these

parts. They may not always be available on work days but most of the time they try to help out if asked. It is greatly appreciated.

Well I think that takes care of everything for this month. Hopefully the weather will moderate and we can attack fuel tanks and other items.

**“Life appears to me too short to be spent in nursing animosity, or registering wrongs.”**

*Charlotte Bronte,  
British author*

*Have a great month,  
Gaylon*