

Yellow Jacket Militia



Minuteman's Handbook

2nd Edition, 20 JUN 2020

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FM 01 - MINUTEMAN'S HANDBOOK

Yellow Jacket Militia Command Headquarters Operational Doctrine 01, 2nd Edition

Militia Training Manual
No. 2020-01

Headquarters,
Yellow Jacket Militia Command
20 JUN 2020

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Unit 1



Introduction to the Militia

“A well-regulated militia, composed of the body of the people, trained to arms, is the proper, natural, and safe defense of a free state; that standing armies, in time of peace, should be avoided as dangerous to liberty; and that in all cases the military should be under strict subordination to, and governed by, the civil power.”

- George Mason

1 What is the Militia?

As spoken of often by many of our republic's founding fathers, the militia is essentially defined here in America as "the whole people". To put it into quantitative understanding, it is every able-bodied Man and Woman, who is not disqualified by criminal conviction or mental defect, except those few persons who hold public office (such as judges, legislators, BAR attorneys, foreign agents, corporations, etc.).

The Militia is not a standing army, a mercenary-for-hire force, a commercial corporation, or a private paramilitary/security force. It is the exercised force of arms of the People, in defense of their rights, liberty, property, and pursuit of happiness, and the protectors of our collective posterity and state of being free, as envisioned through the 2nd Amendment of the Bill of Rights.

2 Who can join the YJM?

Any national/citizen of Indiana who maintains legal and lawful domicile within the geographical Indiana state and has domiciled or resided in the state, provably, for at least the past six months, and is not otherwise disqualified from being a member of the "militia-at-large". This means that the applicant or member can NOT have any outstanding warrants for violent felonies, current or past.

Anyone with any pending warrants, suits of equity, or any kind of criminal charges will not be considered until after the results of the ongoing suit. For those who have committed non-violent felonies, their membership is strictly probational for a period up until they have expunged the charge from their record. All members are open, at any time, to mandatory background and criminal checks, of which shall determine their Standing within the unit, or will affect their application to join the unit.

3 Statement of Purpose & Mission

3-1 Statement of Purpose

Our purpose for forming this well-regulated Militia is to insure preparedness, should we be forced to take up arms in the defense of our Creator—given, Natural Rights and Liberties, and our Republic, State, and Constitutions; or to deter those

enemies, both foreign and domestic, who would abrogate, or otherwise seek to overthrow them.

3-2 Mission

It is the aim and purpose of this unit to dedicate itself to the acquisition, preservation, restoration, and demonstration of the use of antique and modern firearms, weapons, and accoutrements/accessories, and to disseminate accurate historical information relative to our American heritage;

To forward and uphold the traditions and help perpetuate the memory and legacy of the Men who had served, and are serving, in the Yellow Jackets;

To promote good fellowship and cooperation between its members, other constitutional militia groups, and citizens of surrounding communities, in the pursuit and advancement of Liberty, and to ensure proper training and protocol for every individual Man and Woman within the Yellow Jacket Militia;

To act promptly in Defense of public and private property, lives, and the liberty to exercise God-given rights, seen plainly in the laws of Nature, and codified in the Declaration of Independence and Bill of Rights, at the request of such parties in need of such defense, or as extraordinary circumstances deem it necessary (such as martial law, insurrection, invasion, etc);

To help educate its members, and members of the community and its surrounding areas, in necessary skills for self-defense and survival, as well as on those documents surrounding the Founding of the United States of America, and the State of Indiana, and to educate Americans on the role of the modern day Militia, with the intention of eliminating the stereotypes that have tainted the militias and the patriot movement for the last two decades, or more;

To lawfully reconstruct a culture of civic responsibility by reorganizing readiness groups and militia networks, with the intention to work to enjoin our lawful peace officers, and government servants, to enable our effort via lawful implementation;

As it has been the case throughout recorded history, and reasonably assumed throughout unrecorded history, that governments instituted among men for the protection of private lives and property have always assumed and usurped duties and Responsibilities, contrary to the purpose of their institution. Specific to these United States, such governments have done so in complete and utter violation of the documents in which established them by the free will of the People, and the union of

them via the Constitution and Bill of Rights. Once those governments have ceded their intended purpose to some other extent or intent, it can be reasonably and logically ascertained that such entity would become aggressive to its former purpose, and the people who established it, in pursuit of its own goals, or that of foreign threats.

At such a point as the government intends to use the physical power granted to it by those who implemented, it against them, it then becomes the duty and responsibility of the People to defend their country from its government, and to generally revert to the process outlined by the Declaration of Independence; to absolve such government of its power, or separate from it, in order to be freed from its oppression and tyranny. As this militia is intended for the defense of the People from enemies foreign and domestic, the latter path shall be left to the determination of the People, and we shall guarantee them the freedom to make that choice in accordance with man's God-given Liberty, the ideas espoused in the Declaration of Independence, the Constitutions of the several States, the Constitution of their union, and the Bill of Rights, so help us God.

Each Militia member must be prepared to “*Stand Fast*”, not letting Fear and Doubt overpower their FAITH in the Creator, our Constitutions, their trust in their leaders and their fellow Militia members. It is the goal of all Militia members to be prepared and never needed, as opposed to being needed and not prepared.

Yellow Jacket Militia members must understand that our Bill of Rights guarantees (not creates) those Natural Rights which are given to us by our Creator, and cannot be taken away, given away, ignored, or legislated out of existence. We are dedicated to the principle that when good men do nothing, evil thrives. That, the price of Liberty is eternal vigilance and that all power is inherent in...



4 General Orders

1. All prospective Militia members should read, study and understand these *General Orders* PRIOR TO COMMITTING to the Yellow Jacket Militia, or its subsidiaries and departments.
2. Militia members must maintain a positive, proper perspective and focus as to what our purpose and goals are.
3. All participating members will be required to keep their personal Arms and equipment in a high state of readiness at all times, “*ready to go at a minute’s notice*”.
4. Members are to stay focused and not spend valuable time discussing and speculating about endless scenarios and “*what-if?’s*”; events will dictate our actions. Be informed and be prepared.
5. For the safety of every member, drug and alcohol use will not be tolerated. Anyone found to be using an illegal substance during active unit exercises and events will be discharged and strongly encouraged to seek professional guidance.
6. Discharges will be given to persons who are deemed to be a danger to the physical well-being or image of the Militia, according to due process.
7. Militia members should not involve themselves with using, making, or possessing explosives, illegal conversion of Arms to machine guns, or collaborating with others with the intent of doing the same. This will result in IMMEDIATE discharge.
8. NO “stockpiling” of Arms and ammunition for UNITS at any level. All Arms & ammunition shall be individually owned. Violation of this may result in disciplinary actions. Training equipment will be kept at the region’s designated camp, as that property is where most training will occur.
9. Threats – written, spoken, or otherwise issued – are NOT our method of gaining respect and cooperation. Militia members will be held accountable for their conduct.

10. All Militia members are reminded that the *entire* Militia organization can and will be judged by the speech & actions of its' individual members. This is why when approached for information, inform them of your name and the organization, then leave them with contact information to a Public Relations Officer.
11. Involvement with racists, their organizations, and other subversive associations are strictly prohibited. Anyone who joins the Yellow Jacket Militia by fraudulently denying involvement with these groups or persons will be involuntarily discharged.
12. Periodic nominations, as circumstances may allow, will be held for platoon and squad officers, and NCOs will be voted on half that often. These positions should be rotated so as to maintain a pool of leadership-trained people who can be called upon for rapid rallying and expansion of units.
13. Men/Women restricted from firearms ownership are disqualified from active duty, but may be admitted upon the lifting of the restriction and a majority vote by the unit. Any Man/Woman restricted from owning firearms may become part of the unit, but shall maintain no less than 100ft from firearms in unit use. They must also pledge to work towards an expungement of their felony(ies).

5 Code of Conduct

All personnel should memorize this code of conduct. It represents a tradition of independence and integrity that goes all the way back to our Founding Fathers and their peers. The Minuteman Code is our badge of pride!

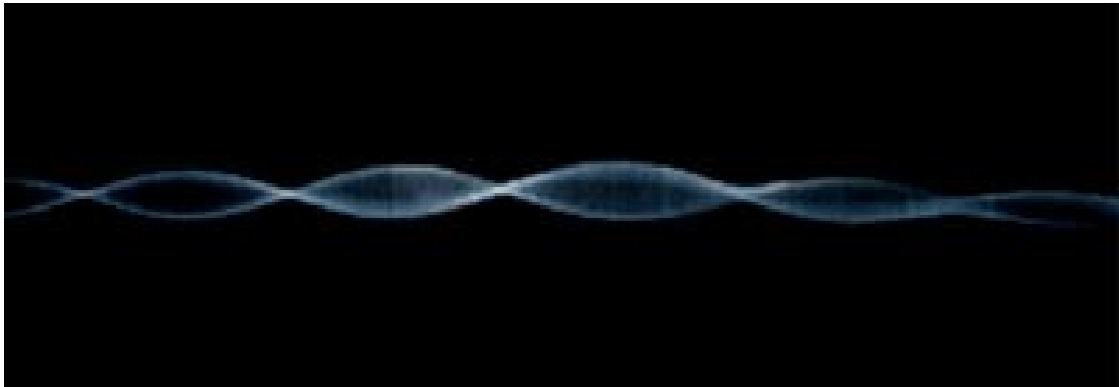
1. I am an American minuteman. I belong to the militia, which is the whole people. We are committed to protecting our republic and our way of life. I am prepared to give my life, my fortunes, and my sacred honor in their defense.
2. I will never surrender of my own free will. If in command I will never surrender my men while they still have the means to resist!
3. If I am captured, I will continue to resist by all means available. I will make every effort to escape and aid my fellowmen to escape. I will accept neither parole nor special favors from the Enemy.
4. If I become a prisoner, I will keep faith with my fellow prisoners. I will give no information or take part in any action that may be harmful to my colleagues. If I am

senior, I will take command. If not, I will obey the lawful orders of those appointed over me and will back them up in every way.

5. When questioned, should I become a prisoner, I am required to give name, rank, and date of birth and give only that as my answer. I will evade answering questions to the utmost of my ability. I will make no oral or written statements disloyal to my republic and my fellowmen, our allies, or anything that is harmful to our cause for Liberty.
6. I will never forget that I am an American minuteman, responsible for my actions under the Creator, and dedicated to the principles that made my country free. I will trust in the Creator and in the Men and Women placed at my side.

6 YJM Policy on Spirituality & Religion

The Yellow Jacket Militia will not discriminate against recruits, members, or other people based upon their religious or spiritual preferences and practices, as long as they promote the harmony, peace, and general welfare for all Mankind.



6-1 The Harmonic-Disharmonic Principle

“Harmonic beliefs” are those spiritual or religious beliefs that does not promote deception or treachery upon others, mental/physical/spiritual harm or injury upon others, or that which would lead to evince designs of tyranny upon Mankind or the intent of laying waste to our inherited Earth. Those that do are “Disharmonic beliefs” and are not tolerated. It is the Yellow Jackets’ goal to stay in Harmony with Natural Law in its operations, so that interactions and operations go as smoothly as possible.

7 Pledge of Enlistment

All applicants, whether enlisted or commissioned, shall be required to take the following pledge prior to being enrolled as a member in ‘good standing’ of the Yellow Jacket Militia:

“I, (name), do solemnly pledge that I will support and defend the Constitution of these united States of America, and the Constitution for Indiana state, against all enemies, foreign and domestic; that I bear true faith and allegiance to the brothers and sisters who beside me fight to protect our Rights; and that I will support and defend the American people from all unlawful and miscreant administration, and refuse to enforce any violation of Natural Law. Through this pledge, I vow my life, my treasure and my Sacred Honor. So help me God.”

Contact YJM Headquarters, or YJM Personnel Management, for a copy of the Yellow Jacket Militia enlistment/appointment application (Form 100). Contact information for both will be in the Appendixes of this manual.

7-1 Enlistment Standards

1. New membership prospects should attend a minimum of three musters (meetings) or be vouched for by two (2) active members before being admitted into any unit.
2. For safety, drug and alcohol use will not be tolerated at all. Anyone with a substance abuse problem will not be admitted until they have sought professional guidance & treated for addiction.
3. Applicants must demonstrate that they have no felony criminal record. For ease of enlistment, a valid and current Indiana handgun carry permit will suffice, proof such as a constable’s endorsement shall also be accepted.
4. Enlistee must be willing to take their pledge under the American Civil Flag of Peace. Refer to the Yellow Jacket Militia Statement on Spirituality and Religion for any questions of taking the pledge.
5. Enlistee must agree to live by the principles of our colonial American heritage, namely, that all mankind is made by our Creator as equals under Natural Law. Disqualifying factors can include, but are not limited to, membership in the KKK, NBP, or other racist or racially oriented organizations. Individuals who promote racist, divisive, or authoritarian ideologies are not welcome in the Yellow Jacket Militia.
6. Applicant takes Enlistment Pledge in the presence of at least two witnesses who are active members (in good standing) of the Yellow Jacket Militia, and upon the administering of this oath/affirmation Applicant shall sign his/her Enlistment

document in **RED INK ONLY**. This document shall be signed by the witnesses present in the same.

A certified or notarized copy of all forms are offered to the new member for their personal records, if they wish to keep their own. Two file copies are retained by the local unit and by the Yellow Jackets' Chief Personnel Officer.

8 YJM Uniforms and Their Use

The Yellow Jacket Militia has two primary uniform types. Both may be worn at meetings but certain other uses may dictate their use. For details on uniforms, insignia, distinctions, patches, and other devices to be worn, *see FM- 03 "Uniforms and Insignia"*.

DRESS uniforms consist of:

SHIRT: permanent press tan/coyote shirt with epaulets, button-down pockets and pleats, either in long or short-sleeve configurations. The nameplate (or pin) is rectangular and may be plastic or metal, and is placed 1/8th inch below the seam on the right-hand pocket flap. Rank insignia are placed on the collar tips, and any badges or other distinctions are worn above the left breast pocket.

DRESS PANTS: tan/coyote trousers with a tan/coyote web belt with brass or steel buckle. The brass buckle is for Non-Commissioned Officers and steel buckles are for Commissioned Officers.

HEADWEAR: black beret and YJM flash.

SHOES: should be black leather, low-quarter 'perma-shine,' or a well-polished, regular black leather.

USAGE: Dress uniforms are recommended for wear during public functions, such as Recruiting and fundraising activities, press conferences, meetings, and award ceremonies, where a crisp and professional appearance is key to public relations. Dress uniforms are not mandatory for new members, but are expected to be had within a reasonable amount of time.

FIELD uniforms consist of:

SHIRT: Multicam Army OCP battle dress uniform (BDU); jacket or assault shirt. Subdued rank insignia --either cloth or metal-- are worn on the shirt collar or on the (field) jacket epaulet and the field patrol/utility cap. For assault shirts, the rank insignia is worn on

the left sleeve, under the Civil Flag. The name tape (cloth) is worn over the upper right pocket and the "INDIANA" cloth tape is worn over the upper left pocket. Other patches will be worn according to FM-03, "Uniforms and Insignia".

PANTS: Matching Multicam Army OCP BDU pants are not required but encourage a professional appearance. These will typically be dressed with a web belt that has a subdued buckle. If the pants and shirt do not match camouflage patterns, an effort will be made by the wearer to keep the shirt and pants matched according to the terrain (i.e., woodland and advantage, or advantage & mossy oak patterns). The mixing of different terrain patterns such as woodland and desert will not be allowed (See below).

BOOTS: Boots will be worn with the Class C (Field) uniform and may be of any variety of leather, Cordura, or other durable material common to hunting or combat boots. If the boots have leather uppers they will be kept polished and shined to maintain the suppleness of the leather and to maintain a professional appearance. Boots shall be worn according to the weather, "jungle" or other hot weather boots in the summer, and waterproof, insulated boots in the winter.

HEADGEAR: Multicam helmet, or helmet with Multicam mesh, Multicam field cap, "boonie" hat, or cold weather headgear, with appropriate camouflage or environmental color; subdued insignia *may* be worn on front center of headgear as appropriate, but subdued insignia will be worn on any and all helmets.

USAGE: BDU uniforms are generally to be worn when outdoors, in training exercises or field excursions. They may also be worn at other times when a Class A or B uniform would be inappropriate. They are not to be worn, if possible, when engaged in formal public engagements such as recruiting activities, press conferences, and gun shows. However, the use of Class C uniforms is necessary at some events, where the public activity is outdoors and sometimes under adverse weather conditions, or in workshops, field seminars, or other types of community training.

"Special Use" Uniforms will consist of BDU clothing with unusual or foreign patterns such as:

Urban Gray, Olive Drab (OD), South African or British "DPM", "Mossy Oak", "Advantage", "Realtree", Night Vision ablative (O.D. checker), German "flecktarn", Swiss "alpenflage", or Snow Camouflage (all types).

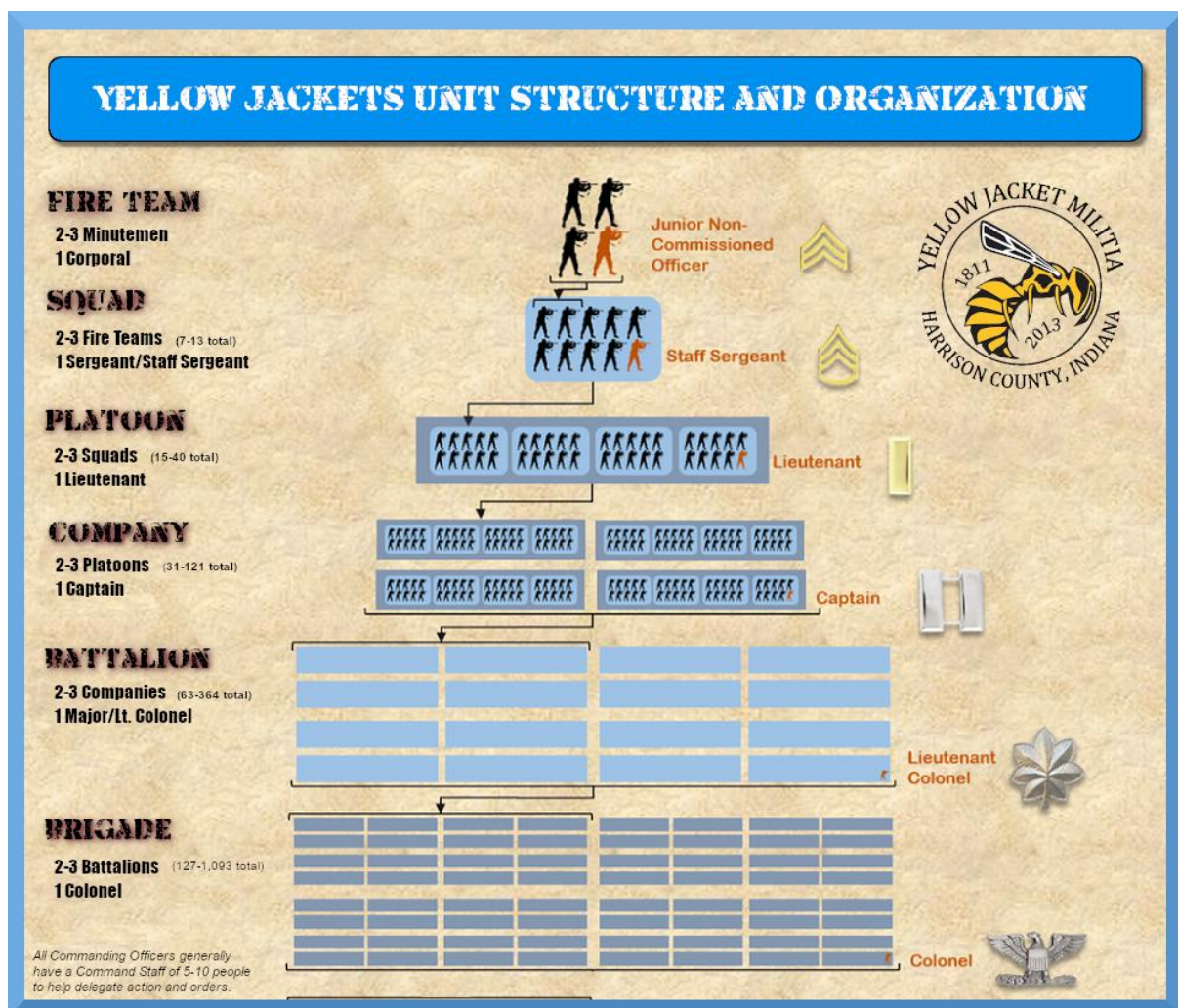
The class D uniform is optional and use is suggested to be limited to those situations where they may be reasonably used. Since Indiana is in a temperate climate zone, there will be appropriate times for the use of snow camouflage, as well as other types.

Desert pattern is not usable in our state’s outdoors and if a member has this clothing it is recommended that the use of it be limited to informal meetings. Under no circumstances will unnatural color combinations be allowed for BDUs, such as red/yellow/orange/blue/purple or other loud colors associated with “street camouflage” or “Gucci”-flage. We are not making a fashion statement and your monies are best spent on more important items.

9 Organization

The organization of the Yellow Jacket Militia shall consist of the following unit segments: Fire Team, Squad, Platoon, Company, Battalion, and Brigade.

9.1: Unit Structure & Organization



9-1 ENLISTED RANKS

(Sergeants 1-5 are either voted upon by the units, or assigned by Command, by necessity, based on experience or prior military service. First Sergeant and above are mostly to be voted upon by unit membership and confirmed by Command.)

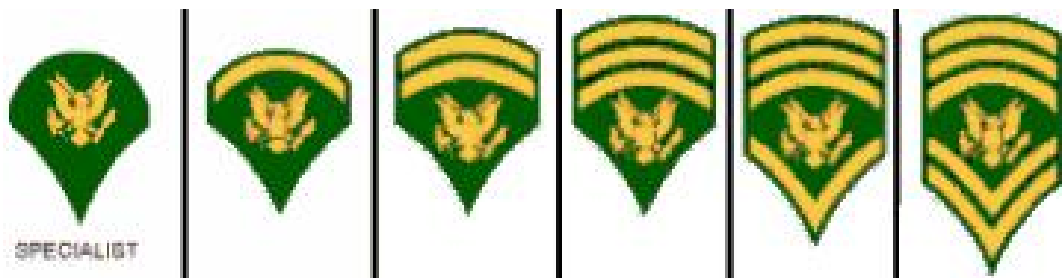


1. Private - Unranked/Probationary (E-1) - A recruit who has not yet completed their Basic Militia Training and has been placed into a 60 day probationary period. Primary role is to carry out qualifications tests issued to them to the best of his/her ability and make it through the Basic Militia Training with nothing less than a Satisfactory level of completion. Afterward, to carry out the lawful instructions of their superior officers and NCOs.
2. Minuteman/Minuteman First Class (E-2 & E-3) – A recruit who has completed their Basic Militia Training and has been inducted into a unit designation. Primary role is to carry out orders issued to them to the best of his/her ability. Building block of the Team.
3. Corporal (E-4) – The base of the Non-Commissioned Officer (NCO) ranks. CPLs serve as team leader of the basic militia unit, the Fire Team. Like SGTs, they are responsible for individual training, personal appearance and cleanliness of militiamen under their charge. Minuteman are promoted to this level after one year — or earlier by request of superior. Recruits can begin at this level with experience or prior military training.
4. Sergeant (E-5) – Considered to have the greatest impact on soldiers because SGTs oversee them in their daily tasks. Responsible for individual training, personal appearance and cleanliness of soldiers. In short, SGTs set an example and the standard for Privates to look up to, and live up to. Leader of a Squad (2 three-man teams, 7 militiamen total). Recruits can begin at this level with experience or prior military training.

5. Staff Sergeant (E-6) – Leader of a Platoon. Responsible for developing, maintaining and utilizing the full range of his soldiers' potential. Recruit can begin at this level with experience or prior military training.
6. Master Sergeant (E-7) – Senior NCO and Training Officer of the Company. He oversees all training within the Company. He coordinates with the S-2 and assists the Company Commanding Officer in operational planning. May be selected to be Battalion Supply Officer.
7. First Sergeant (E-8) - Senior NCO and Operations/Training Officer of the Battalion. Oversees all training within the Battalion. He coordinates with the S-2 and is the key assistant and adviser to the Commanding Officer in operational planning.
8. Sergeant Major (E-9) - Senior NCO and Operations Officer of the Regiment. He oversees all NCOs within the Regiment. Responsible for enforcement of training doctrine.
9. Command Sergeant Major (E-9) - He is the senior NCO and Operations Officer of the Brigade.
10. Sergeant Major of the Militia (E-10)– Senior NCO of the Yellow Jackets in the territorial state.

9-2 SPECIALIST AND WARRANT OFFICER RANKS

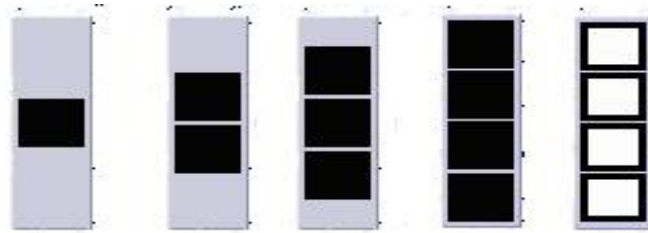
1. Specialists



- a) Specialists are a junior enlisted rank in the Yellow Jacket Militia, equivalent in grade to a Corporal. Specialists have basic management duties and may be responsible for some soldiers of lower rank, although most leadership duties at this grade are the responsibility of **Corporals**. Specialist is the most common rank advancement available to a Minuteman First Class, and becomes available after three months of service in the militia and upon completion of a leadership training course.

- b) Recruits who enlist in the militia with a four-year Bachelor's Degree, or desired skills and experiences, may be entitled to enter the Militia as a Specialist.
- c) The Yellow Jackets will only utilize the first 4 Specialist ranks, reserving the latter two for special purposes. Their grade equivalence are as follows: Specialist (E-4), Specialist 2 (E-5), Specialist 3 (E-6), and Specialist 4 (E-7).

2. Warrant Officers



- a) Responsibilities of a Warrant Officer are those that would typically call for the authority of a commissioned officer but require also the intricate technical abilities and experience a commissioned officer would not have has the opportunity to achieve.
- b) The Warrant Officer is most often promoted from Sergeant Major, although promotion from lower grades may occur with sufficient display of leadership and experience.
- c) Warrant Officers are still technically an enlisted rank, but carry a unique position as someone who can command as an Officer equal to grade O-1 through O-4, but aren't equal to Officers of such a grade.

9-3 COMMISSIONED OFFICER RANKS



- 1. Lieutenant (O-1) - The entry-level rank for officers. They lead company-size elements usually consisting of three platoons, the company Master SGT and radio man. May be selected to be Battalion Executive Officer (XO). In accordance to the nature of responsibilities and duties of the LT, the designation of 1st Lieutenant and/or 2nd Lieutenant may be given. In respect to rank, the 1st Lieutenant ranks higher.

2. Captain (O-2) - Commands and controls the County Battalion, together with a principal NCO assistant (First Sergeant).
3. Major (O-3) - This officer has dual purposes and may either be in command and control of a Battalion in field duty, rather than a Captain, or to an administrative detail similar to what a Lieutenant Colonel would have, such as overseeing the scheduling and training curriculum for an FTX or managing work and operations of a militia camp. May also be selected to be Executive Officer (XO) for the Yellow Jacket Militia.
4. Lieutenant Colonel (O-4) - A Commissioned Officer position that is the Commanding Officer for a Brigade. May also be designated to be overseer of any training fields that are utilized by right or permission to the Militia. May be selected to be Executive Officer (XO) for the Yellow Jacket Militia.
5. Colonel (O-5) - The Commanding Officer of all the Yellow Jacket Militia units in southern territorial Indiana. Handles most of the administrative aspects of the Command Staff, along with their staff and aides-de-camp, and issues orders to subordinate officers, so that NCOs disperse to the enlisted as lawful commands for objective and mission fulfillment.

10 Militia Defense Condition (MDC)

Low	All Clear and Normal (Green)	MDC-5 (Condition Alpha)	State of total domestic <i>LIBERTY, PEACE</i> and <i>TRANQUILITY</i> . The republic is operating as a proper <i>Constitutional Republic</i> . <i>This scenario is unlikely as long as good people do nothing. At present, we have only a couple avenues of redress available.</i>
Guarded	Basic Preparedness (Gray)	MDC-4 (Condition Bravo)	Maintain your basic state of preparedness; keep your gear packed and accessible. Plan routes to your initial rally point. Obtain necessary supplies for cache / resupply points. Make yourself available for routine communications. This is the optimum point at which to join the militia and prepare.
Elevated	Enemy Action Probable	MDC-3 (Condition Charlie)	Maintain your gear and yourself in a state of readiness. Develop your own supply caches along your routes. Stage supplies where appropriate. Keep your lines of communication open for incoming "flash" traffic. Be prepared to move on 3-hour notice. Good point at which to join the militia; preparation now will likely ensure your survival.
High	Enemy Action Likely	MDC-2 (Condition Delta)	Small unit Leaders prepare to assist. Be ready to move on 2 hour notice & check your exfil routes. Evacuate immediate family members and their personal gear, if possible. Maintain close contact with your immediate chain of command and team members. Not the <i>best</i> time to join the militia, but one can - with real effort - get prepared in time.
Extreme	Enemy Action Imminent	MDC-1 (Condition Echo)	Domestic Conflict is IMMEDIATE; The militia is mobilizing in a matter of minutes. STAND BY FOR

			<p>SNAPCOUNT: Evacuate by most expedient route possible, and assemble at designated rally points. Unit commanders will give further directions as needed. This is the last possible moment to join the militia, and the worst. Only prior-military applicants may be considered at the last minute, unless extenuating circumstances permit. Expect our website domain name to be seized by the occupying regime; and the site itself to be shut down by our internet service provider, by order or martial law.</p>
Engaged	Enemy Action Underway	MDC-0 (Condition Foxtrot)	<p>Total Conflict is UNDERWAY; opposing forces have struck the first blow and minutemen are responding. All communication between the public and local militia will be re-routed to maintain force protective posture. If you wait until this point to join, you'll probably be too late to be of any use without getting others hurt or killed!</p>

The Yellow Jackets MDC will be determined by the headquarters Command Staff.

11 Insignia Placement Guide for ACU/BDU Uniform

Uniform insignia need to be standard in their placement and type. This is just a summary of insignia, patches and other devices. Specific instructions on the use and wear of uniforms, insignia, distinctions, patches, and other devices to be worn are in FM-03: Uniforms & Insignia.

Objectives of Patch ID:

1. Standardized – recognizable statewide
2. Positive unit identification
3. Promotes unit pride
4. Fast and relatively easy to obtain
5. Reduces possibility of friend-on-friend incidents in the field
6. Promotes unit cohesion
7. Promotes professionalism



11-1 Insignia and Patches for the Field Uniform



Battalion Insignia (optional): Obtained upon swearing in, only by the unit commander. Wear on left shoulder/arm, 1/4 inch down from bottom from the Yellow Jackets insignia, centered & straight.

Yellow Jackets Insignia: Obtained upon swearing in, only by the unit commander. Wear on left shoulder, ½ inch down from seam, centered & straight.

Republic Flag: Subdued, reversed United States of America Civil Flag of Peace shall be worn on right shoulder, placed ½ inch down from seam of right shoulder. Any distinctive Company, platoon, or squad patches may be worn below the flag on right shoulder. The Yellow Jackets do **NOT** provide these to the units. If subordinate units want, they may design their insignia and submit it to command to be accepted or asked to be revised. Once one is chosen and doesn't violate the intellectual property rights of others, then the Yellow Jackets will log this insignia into its official records and the unit can wear it with their uniform.

Unit Designation Tapes: Worn directly above the left shirt pocket and should be olive drab color with black lettering. The designation tape will simply read "INDIANA" (without the quotations), in black lettering.

Personal Name Tape: Worn directly above the left shirt pocket and should be olive drab color with black lettering. The designation tape will simply read your last name in all caps.

Rank Insignia: Placed on the ACU/BDU collar and aligned perpendicular (90°) to the edge. Insignia placed on a shoulder epaulet (such as a ACU/BDU field jacket) are placed perpendicular to the shoulder seam at the bottom end of the epaulet (furthest away from the neck).

ID Tags (recommended): Two tags should be made with each tag placed in a "tag silencer" and/or taped together with olive drab hunting tape. A red medical-alert tag should be worn by every militiaman indicating blood type and all known allergies/drug interactions that should be avoided. If you need additional info on your dog tag chain, then it is advised to get a pill

holder receptacle and put a roll of paper inside with the details. A TYPICAL TAG ALLOWS 3 to 4 LINES OF 15 CHARACTERS EACH, INCLUDING SPACES AND OTHER SYMBOLS. ABBREVIATE, IF NECESSARY.

12 Unit Structure

12-1 **Command Staff**

The **Command Staff** is the leadership of the unit and provides planning, training and issues orders to be carried out by the individual teams. They should have a P.O. Box/Permanent Address, Phone #, email and/or fax (preferably a website, as well). Each Command Staff is usually comprised a team of 5 Officers (enumerated as S-1 through S-5 in this manual, for “Staff”). S-1 is the lowest Staff Officer in that command, while S-5 is the Commander for said unit or designation.

Initial organizational objectives

The Command Staff meets once a month to -

1. Establish a working relationship between other counties.
2. Establish local and county-wide Rapid Alert System (security, intelligence, and communications).
3. Organize logistical and administrative services.
4. Institute training program.
5. Recruitment.

The Command Staff's responsibilities include:

- ★ Dissemination of constitutional principles and ideology to the rank and file.
- ★ Development and dissemination of training material and methods to be used within the individual teams.
- ★ Development and security of tactical and strategic contingency plans for implementation by the tactical teams.
- ★ Coordination of the various teams.
- ★ Development and operations of public relations within the community.

Company Command Staff includes

Executive Officer, Major (S-5, Executive Officer [2nd in Command]).

- ★ Disseminates written communication (orders) to subordinate units.
- ★ Handles administrative duties.

Lieutenant (S-4, Intelligence / Communications Officer)

- ★ Maintains and administers the Rapid Alert System.
- ★ Supervises the counterintelligence program and operational security systems.
- ★ Maintains the security of encoding/decoding systems.
- ★ Supervises intelligence gathering activities.
- ★ Analyzes and reports intelligence information.

First Sergeant (S-3, Operations / Training Officer)

- ★ Establishes and enforces training standards.
- ★ Tailors training to specific missions.
- ★ Coordinates with the Intelligence Officer and develops the Threat Assessment Folder.
- ★ Planning of operations under CO's directions.

Master Sergeant (S-2, Supply / Logistics Officer)

- ★ Responsible for the acquisition and accountability of all supplies and material.
- ★ Supervises all logistical support activities including: transport, evacuation, and medical, supply service and management.

Lieutenant (S-1, Liaison Officer)

- ★ Serves as Public Relations Officer (liaison with county sheriff, local officials and news media) and may fulfill assistant/clerk duties to the Commanding Officer in this staff.
- ★ Coordinates all interactions between the unit and the public (interviews, public forums, “militia open house” events, canned food drives, etc).

Command Staff Examples for Higher Units

Battalion: S-1 = Lieutenant, S-2 = Master Sgt, S-3 = First Sgt, S-4 = Captain, S-5 = Major

Brigade: S-1 = Lieutenant, S-2 = Major, S-3 = Captain, S-4 = Lt. Colonel, S-5 = Colonel

12-2 COMBAT TEAMS

Combat Teams shall be comprised of militiamen of Minutemen and higher rank, who are physically capable of carrying a full combat load and executing all necessary combat missions. Each militiaman must pass the “Skill Level 1” test to be considered part of an Active Combat Team (AC Team) and is encouraged to complete the “Skill Level 2” test as soon as possible, to be qualified for our Escalation Response Team (ERT). Minutemen must be physically fit enough to keep up with their teammates and complete the mission as an AC Team or ERT member.

Women are strictly prohibited from serving with AC or ERT Teams, in order to maintain unit cohesion and mission readiness. Women and those who have physical limitations, or who do not wish to join a Combat Team, shall be placed in a suitable Support Team. These militia members will still be required to maintain a basic set of web gear and weaponry, and to train with them to maintain a passing qualification.

12-3 SUPPORT TEAMS

The support teams consist of those who are unable, unwilling, or ill-equipped for Minuteman duty. Their task is to provide whatever support is needed by the other units. Rank and advancement in support teams does not require achievement of Skill Levels 1 through 3.

MEDICAL

The Medical Team supports operations by setting up and maintaining an aid station to receive, and care for, sick and wounded. There should be one member of each platoon trained as a Field Medic (platoon medics should carry the same “loadout” as the Battalion Medic, see Appendix). Field medics must see to it that a preventative medicine program is instituted and adhered to. Field sanitation and personal hygiene must be of paramount importance.

SUPPLY / LOGISTICS

The Supply Team supports the unit by procuring and delivering needed equipment and provisions. They may also be used as messengers between the CO and the tactical units, or as truck drivers and other personnel involved in the transport of men and materiel. Re-supply is a particularly important consideration for all mobile units and for protracted emergencies. Each unit should plan and provide for storage and independent caches of the following: food,

fuel, clothing, boots, shelter, medical equipment, combat equipment, arms, ammunition, and communications equipment.

RELIGIOUS SUPPORT

Chaplains are to the militia, as Bibles are to Christians. They provide the necessary guidance and direction as it concerns our relationship with our Creator in heaven. They perform services in the field, and lead prayers at public events. They can be relied upon to give a word of advice, a sympathetic ear, or a strong shoulder, depending on your need. Each Battalion should have a Chaplain holding the rank of Lieutenant. They are officers and should be respected as such; but barring an assistant or two, Chaplains do not have command over militiamen.

13 Unit Geography



The county being the basis of local control in a state, the militia units shall be organized by counties. Each county shall begin by constituting a company, or a battalion of militia if it seems recruitment is promising in such a county--each battalion being made up of three

companies: Alpha, Bravo and Charlie. “Alpha” company will be based in and begin from the county seat. It is usual that all Alpha Companies of their respective battalions begin as that battalion’s command staff. Bravo, in the next largest city or township; “Charlie” the next, and so on, if needed. Militiamen in the outlying areas of the county will join with the unit closest to them, only if it is more appropriate. Above Battalion (county) level, three or four counties will join to assemble a Battalion. Three Battalions, or two large Battalions, shall form the entirety of the brigade at full capacity. Alpha Company, 1st Battalion (Yellow Jacket Command, or YJC for short), would be primarily based in the county seat of Corydon and the surrounding Townships.

14 Gear & Additional Equipment

Level 1, 2 & 3 Gear

- 1) Level one is what you carry on you; in your ACU/BDU pockets (compass, matches, knife, etc., pistol if in a drop leg holster).
- 2) Level two is the above plus your rifle, web gear/vest, buttpack, magazine pouches, etc.
- 3) Level three is all the above plus your full pack w/sleeping bag (aka, “72 hour gear”)

This is not a list of required gear, but you should try to equip yourself as well as your wallet will allow. Remember, you're staking your life, and the lives of others, on this gear!

Rifle

Should be semi-auto, but rule number one of a gun fight is: "Have a Gun." Should be of a common caliber (e.g. 7.62x39, .223/556, .308win). Military surplus are also perfectly acceptable, but you should bear in mind that ammunition may well become scarce, and 8mm and .303 Brit should be well stocked if you opt for one of these calibers. Also, remember one of the great lessons learned by the south in the War Between the States... “Live off the land, resupply off the enemy”. I don't think our enemies will be shooting .300 WinMag.

Sidearm

If you choose a secondary weapon it should be of a major caliber: 9mm, .40S&W, or .45acp for semi-autos, and .38spl/.357mag for revolvers are going to be the most common. Be sure

to choose a reliable handgun with a well established reputation. A 1911, Springfield XDM/S, Glock, or Sig Sauer would serve you well (as would many others).

Ammunition

You should carry as much ammunition as you can comfortably bear. Obviously, weight will be a concern, and while .308 win has more punch than .223 rem, you will not be able to carry as much of it. Most folks will carry about 200-300 rounds on their combat load. If you opt for a sidearm, you should have at least 3-5 magazines (or speed-loaders) for your sidearm in your 72 hour kit.

Weapons Cleaning Gear

You need this for obvious reasons. If you don't keep it clean, it isn't going to work.

LBE /LBV - (Load Bearing Equipment / Load Bearing Vest)

LBE/LBV is what you use to carry the stuff you can't do without. It is not your pack. Generally, it will consist of a belt with suspenders, and you will attach your canteens, magazine pouches/ammo bandoleers, first aid pouch/kit, sidearm, etc; or a vest with a similar configuration. Most folks opt for the USGI issued pistol belt and H/Y Harness or the USGI load bearing vest. There are a multitude of different types of vests, harnesses, and the like (too many to list here). Basically, you need something to carry the gear that you need to have immediately on hand and your hands to remain free.

Pack

You may well be on the move for a while, so you will need to have something to carry your equipment (that isn't on your LBE). Most folks use the USGI A.L.I.C.E. (All Purpose Individual Carrying Equipment) pack or the new MOLLE pack. A "Real Tree" (or equivalent hunting gear) day pack will work until you trade up.

Boots

Be good to your feet and they'll be good to you. Uncle Sugar spends millions of dollars to figure out what boot is best (for the smallest amount of money) for his soldiers. He knows full well that if his fighter's feet are fubar (say that 3 times fast) they simply can't fight. Having said that, any boot worn by our combat troops will be more than sufficient. Don't

expect to last very long if you plan to fight in a pair of sneakers. Go get a good pair of boots, and don't skimp.

Water

Without it you're dead in 3 days, it is that simple. You absolutely must have water purification tablets. Plus, you'll need something to carry it in. USGI canteens can be had for less than \$5 each, they hold 1 quart, and you can normally fit two canteen pouches on your LBE along with all of your other gear (and they have a neat little pocket on the pouch made especially for the little water purification pill bottle). Two quart canteens can also be carried or attached to your pack with Alice clips. There are also hydration packs available (Camel Backs). These can be had in a variety of capacities. I have seen them available in sizes up to 72 ounces.

Shelter

Tent and/or sleeping bag. Some may opt to sleep under the stars and save the weight, but if you are in a harsh climate like the high desert, a hooch (tent) will keep you from getting baked (it can be used as a lean-to during the day to provide shade) or in the north during the long cold winters, a decent sleeping bag will keep you from getting frostbite or hypothermia. To conserve weight in your ruck, two men can share a sleeping bag. Also, Mil-issue "pup tents" can be split between soldiers (each carries one shelter half w/ poles). These can be purchased for about \$25-\$30.

Food

You should have at least a 3 day supply in your 72 hour battle pack. MREs are expensive, but they will last a long time. Canned food is cheaper, but heavier than an MRE. Another option is Coast guard survival rations. A three day supply of food is about the size of one MRE. They taste like a sugar cookie, and you need about a quart of water to wash down one ration, but they will keep you alive. You can save space by breaking open the MRE and tightly wrapping the contents into a smaller package. But keep the heavy plastic bag. It has a multitude of uses, including as a dressing for a sucking chest wound.

Uniform

Most militia folk (at least most of those in organized groups) wear some manner of uniform (also, it's required by the Geneva Conventions in order for the governing laws over militia to recognize a group as such). Generally, they wear some manner of ACU/BDU (Battle Dress Uniform) or ACU (Army Combat Uniform) with the pattern commonly determined by their AO (Area of Operations). This is not to say that you MUST use ACU/BDUs. Anything that you would wear to hunt in the field would be perfect for militia use, if you are unable to quickly acquire the unit camo system. The point is to blend in using durable clothing that can stand up to extended wear, and is comfortable. Army OCP Multicam is the Yellow Jackets' designated camouflage pattern; available via online outlets, like Amazon or other online merchants/sites, and from physical military surplus stores. The Uniform & Insignia standards (FM-03) will explain what is expected from everyone, concerning their uniforms, head and footwear, and proper insignia and patches.

Field Jacket & Liner

The most common is the USGI M65 field jacket, it is available in OCP Multicam and desert camo pattern. If you've got the cash, you may want to look at the Gortex versions of the jackets. The M65 with the liner will keep you quite warm, the Gortex will do the same and keep you dry at the same time. For how useful it is, for around \$70 dollars, you couldn't ask for a better field jacket and liner system for the price.

Knife

For Combat purposes this should be of the fixed blade variety, not a folder. A 5" blade seems to be the unspoken standard. The USMC issued K-BAR fills this requirement and is relatively inexpensive.

Compass

Preferably the lensatic, military style with some manner of luminous dial. Along with a compass you should have topographical maps of your AO and surrounding areas, and a copy of the "Map Reading and Land Navigation" Army field manual.

Entrenching Tool

An E-Tool, if you don't know, is a shovel. They are available at any camping store or military surplus outlet. Some have said, "If you buy from a military surplus store, opt for the

more current tri-fold, versus the WWII style with the wooden handle. The tri-folds are more compact and lighter." The tri-folds are more compact and have that nice handle for digging. However, the older styles are sturdier and can be used as a weapon (thrown, hacking). Study WWI trench warfare, the straight handled shovel is an indispensable backup weapon.

Flashlight

Any size or style, just make sure that it has a second red colored lens to use at night in tactical situations (reading a map); under a poncho, of course. Remember, even a red lens covered flashlight looks like a Christmas Tree in Night Vision Goggles.

First Aid Kit

At a minimum, you should have a combat field dressing, in a small first aid/compass pouch attached to your suspenders on the left shoulder. Also, you might consider a small first aid kit attached to your pistol belt or ruck. Ready-made Individual First Aid Kits (IFAKs) are available at most camping and sporting goods stores, some Wal-Marts, and surplus shops.

These should contain:

- 1) Pouch: attachable to web gear and conspicuously marked.
- 2) Compression bandage 1 minimum.
- 3) Assortment of bandages for minor wounds.
- 4) Tourniquet.
- 5) Tape (Heavy).
- 6) Pain medication, OTC.

The above are the minimum requirements for a basic IFAK. You may include other items as you need, such as needed medications and other items you feel may be beneficial.

Other items for consideration are:

1. Decompression needle.
2. IV starter kit w/ catheter needle 14Ga.
3. Blood stopping agents.
4. Suture kit (small)

Cold/Wet Weather Gear

For the cold, you'll want to be sure you have some decent long johns to wear under your uniform, along with a good pair of wool or polypro socks to keep your feet warm and dry. For wet weather, you'll need a poncho, preferably two (one in your ruck and one under your backpack with a poncho liner). If you have the money, you may want to look at the Gortex parka and pant sets.

Hygiene Gear

You have to keep clean, otherwise you are going to come down with nasty diseases and infection; soap, razors, shaving cream, toothpaste, toothbrush, etc. These are not optional things that are nice to have on hand, they are essential pieces of gear that you absolutely must have in order to fulfill the mission.

Helpful hint: Take a roll of TP, pull out the cardboard tube, then flatten and stuff into a zip-lock sandwich bag. Dispense by pulling tissue from the center of the roll.

15 Additional Gear

(Get this stuff as your budget allows)

Helmet

Kevlar or steel pot, worth it's weight in gold. Get one. (FYI... the kevlar helmet will better protect you noggin', but you can't use it as a shaving/wash basin).

30 Day Food Supply

Hopefully you will have a base of operations, because there is no way you are going to be able to carry a 30 day food supply on your back. Same as the 3 day supply for your 72 hour kit, it should be nonperishable, nothing that requires refrigeration.

Ammo Cache

Between 1,000 to 2,000 rounds for your primary weapon. You should have as much as you can afford, and keep adding to it whenever your budget permits. If you opt for a sidearm, you should keep plenty of ammo on hand for that, too. 200-500 rounds is a good start. You may not use it in real world action much, but you will definitely use it in training.

Binoculars

Admit it, your eyes aren't as good as you think they are. You need a good set of binoculars to be able to identify friendlies and enemies at a distance. Stieners are probably the best you can get, but you can get a decent set of 10x50's from the "Big Box" or similar stores for less than \$60.

Body Armor

Be it a USGI Flak Jacket, or a Level III to IV plate system, body armor is worth its weight in gold for obvious reasons. (But, it's a trade off with weight and mobility)

GPS

GPS (Global Positioning System) is a piece of electronic gear that uses satellites (at least three) to triangulate your position on the Earth. Since it is electronic, it is not foolproof, and does not replace your compass and topographic maps.

Water Filtration System

If you are pulling your water from a river and not your kitchen spigot, you need some way to get all of the unknown nasties out of it. We also recommend the use of LifeStraw, as they are now more widely available and at a very affordable price.

Night Vision Equipment

If you decide to buy night vision equipment, be it goggles, or rifle scopes, don't skimp. Be sure to get 3rd generation technology. 1st generation plain ol' sucks, 2nd isn't much better, but 3rd generation actually works.

Spare Rifle/Pistol Parts

The loudest sound on the battlefield is not a bomb going off or the belch of a machine gun, but the unmistakable "click" of a hammer dropping on a firing pin without the expected crack of the bullet breaking the sound barrier. You should know your weapon, its weaknesses, and what parts are prone to failure, and have those parts on hand.

Unit 2



Basic Operations

“In disquisitions of every kind there are certain primary truths, or first principles, upon which all subsequent reasoning must depend.”

- Alexander Hamilton, Federalist No. 31, January 1, 1788

1 Evacuation and Mobilization SOP

An evacuation may become necessary for many reasons; including natural or man-made disasters, civil unrest, terrorism etc. If you wait until the last minute to evacuate, you will be caught up in the masses of panic stricken, which don't have a clue on what to do. There may be rioting, looting and panic buying at the stores by the unprepared.

- ★ You must pre-plan for these events and have at least one contingency.
- ★ You must have somewhere to retreat to set up in advance and must have a Primary route as well as 2 secondary routes planned.
- ★ Always keep your gear packed and ready to go.
- ★ Keep the gas tank full at all times and have at least two 5 gallon cans in reserve.
- ★ Every vehicle must be equipped with a mobility kit.

VEHICLE MOBILITY KIT

- 2 - Cans Fix A Flat plus a tire plug kit
- 1 - Spare tire, jack and lug wrench
- 1 - 12 Volt compressor
- 1 - Set of tire chains
- 1 - Come along or winch
- 1 - Chain saw
- 1 - Axe, single bit
- 1 - Shovel
- 1 - Bolt cutter
- 2 - 5 gallon can of gas
- 1 - Each fuel and oil filter, 5 quarts oil
- 1 - spare fan belts, headlight, fuses
- 1 - Set basic tools
- 1 - Fire extinguisher
- 1 - Spotlight
- 1 - Flashlight and spare batteries
- 1 - CB radio
- 1 - Police/Fire/Emergency channel scanner

EVAC ROUTES

Prior reconnaissance is an absolute must. You will need a State Atlas and a USGS map of your Area of Operations. You need to plan out 3 routes in advance. The primary route should be the most direct possible. Avoid all interstates and major state highways. The alternate routes should be back roads as far off the beaten path as possible. When selecting a route; look for all choke points and possible ambush sites so that you won't be surprised when the time comes.

Once you have selected your routes drive them night and day under various conditions. You must familiarize yourself with these routes and come to know them like the back of your hand. You must know them well enough to drive them without lights. Look for out of the way sites to stage supplies and caches along the way.

2 OPSEC/COMSEC/PHYSEC and Convoy Ops

The First step in preparing your evacuation plan is the predetermination of an initial rendezvous point. It should be centrally located and en-route to the designated area of operations. Try to pick a high elevation that will provide a degree of cover and concealment. If the route is over 30 miles long, or passes through several small towns, then you must set up intermediate rally points, using the same criteria as before.

Second, the Order of March: First in line will be the lightest and least capable vehicle, carrying the forward security element. If the first vehicle crosses obstacles unassisted, then the rest of the convoy should have no problem. Second in line is the heaviest and most capable vehicle carrying tow lines, winch, chain saw, axes and other vehicle recovery and road clearing equipment. In the event of a stuck vehicle or road block, this equipment will be used to clear it. The forward security element will position itself for rapid deployment in the event of an ambush during clearing operations. Third and Fourth in line will be the supply vehicles and support personnel. Last in line will be the rear security element in a heavy 4WD, carrying equipment to create roadblocks.

Third: On the march, maintain maximum safe interval between vehicles. Don't bunch up; particularly at obstacles or possible ambush points. Each vehicle should remain in sight and small arms range of the vehicle in front and behind it. Minimize exposure by maintaining the interval at temporary halts.

Fourth: Radio Communications must be maintained between vehicles. Use all COMSEC measures. Make no “on the air” references to road or place names, landmarks etc. Do not engage in senseless chatter. Maintain radio silence as much as possible.

Fifth: During any prolonged stop, "Laager (disperse in a circle)" all vehicles under camouflage and concealment and maintain tight security. Maintain light and noise discipline at all times. Both light and noise travel long distances at night in rural areas. Keep two sentries patrolling the circle in opposite directions, so that they can keep watch on the laager, as well as the other. Rotate sentries every 2 hours.

PURPOSE OF OPSEC/COMSEC/PHYSEC

To create a standard operating procedure (SOP) for Operations Security (OPSEC), Communications (COMSEC) and Physical Security (PHYSEC) measures.

References

- Army Regulation 530-1 Operations and Signal Security
- FM 24-12 Communications In A ‘Come-As-You-Are’ War
- Light Infantry Tactics: For Small Teams by Christopher Larson
- Physical Security: A Primer and a Story of Why’s it Necessary / Terra Verde
- Army in Korea Regulation 530-1: Operations and Signal Security

Definitions

- Operations Security (OPSEC): A process that identifies and determines if critical information and friendly actions can be observed by enemy intelligence, determines if information obtained by adversaries could be interpreted to be useful to them, and then executes selected measures that eliminate or reduce adversary exploitation of friendly critical information.
- Communications Security (COMSEC): The discipline of preventing unauthorized interceptors from accessing telecommunications in an intelligible form, while still delivering content to the intended recipients. It is used for any form of communication, whether it is digital, paper, or telecommunications.
- Physical Security (PHYSEC): It is the application of physical barriers and control procedures as countermeasures against threats to resources and sensitive information. The security discipline concerned with physical measures designed to safeguard personnel; prevent unauthorized access to equipment, installations, material, and documents; and to safeguard them against espionage, sabotage, damage, and theft.

Scope

Any organization, regardless of size or purpose, must maintain good COMSEC and OPSEC. In the business world, poor COMSEC and OPSEC mean that competitors gain unobstructed access to sensitive proprietary plans, parts, schematics, and manufacturing operations. For militia purposes, COMSEC and OPSEC are even more vital. To breach either can bring about the death, wounding, or capture of friendly forces. To this end, it is necessary to ensure that all vital information be treated as if there are constant active attempts at breaches and thefts of sensitive information.

The principal OPSEC elements of Physical Security (PHYSEC), information security (INFOSEC), signal security (COMSEC), and militia deception must be continually applied, not only during combat operations, but also during peacetime planning. This ensures the protection of militia operations and activities and prevents hostile exploitation of identified weaknesses. Shortages of equipment and personnel, equipment interface problems, training deficiencies, and other such problems are exploitable weaknesses that must be properly protected. Remember, the way we practice is the way we fight.

Operations Security (OPSEC)

Operational Security is essential for any group to succeed, be it in the professional fields or the militia. For the competitor, or opposing forces, in the case of the militia, to learn of your intentions, methods, and communications can mean failure in a mission. Operations security covers many facets of all security measures. It can be broken down into three major groups; Communications Security (COMSEC) and Physical Security (PHYSEC), and Intelligence Security (INTELSEC). COMSEC and INTELSEC are very similar, and will be covered jointly. Usually, the three are referenced separately even though COMSEC is an integral part of OPSEC measures.

It is important to note that a failure to provide for any single part of the OPSEC triangle can result in failure of the objective at best, or wounded and killed men and women at worse. OPSEC is the broad range term that covers all facets of tactical security measures. In layman's terms, OPSEC means to protect all parts of operations; information control (both communications and intelligence), document control, and physical security measures.

OPSEC is a process of identifying critical information and analyzing friendly actions attendant to militia operations and other activities to—

- A. Identify those actions that can be observed by adversary intelligence systems.
- B. Determine indicators and vulnerabilities that adversary intelligence systems might obtain to be able to interpret or piece together to derive critical information in time to use against U.S. and/or friendly missions and poses an unacceptable risk.
- C. Select and execute measures that eliminate the risk to friendly actions and operations or reduce to an acceptable level.

OPSEC protects sensitive and/or critical information from adversarial observation and collection in ways that traditional security programs cannot. While these programs, such as Information Assurance (IA), protect classified information, they cannot prevent all indicators of critical information, especially unclassified indicators, from being revealed. In concise terms, the OPSEC process identifies the critical information of militia plans, operations, and supporting activities and the indicators that can reveal it, and then develops measures to eliminate, reduce, or conceal those indicators. It also determines when that information may cease to be critical in the lifespan of a militia's specific operation.

Critical information is defined as information important to the successful achievement of objectives and missions, or which may be of use to an adversary. Critical information consists of specific facts about friendly capabilities, activities, limitations (includes vulnerabilities), and intentions needed by adversaries for them to plan and act effectively so as to degrade friendly mission accomplishment.

OPSEC is everyone's responsibility. However, the success or failure of OPSEC is ultimately the responsibility of the unit commander, and the most important emphasis for implementing OPSEC comes from the chain of command. Failure to properly implement OPSEC measures can result in serious injury or death to militia personnel, damage to weapons systems, equipment and facilities, loss of sensitive technologies, and mission failure. OPSEC is a continuous process and an inherent part of militia culture and as such, must be fully integrated into the execution of all operations and supporting activities.

OPSEC is an ongoing process in which every member of the command must take an active part. Complacency from any single member can have devastating results. It is imperative that every member of a militia command be aware of the basic principles of OPSEC, and the relation between that member and OPSEC. An OPSEC program utilizes the five-step OPSEC process. The OPSEC process can apply to any plan, operation, program,

project, or activity. It provides a framework for the systematic and continuous process necessary to identify and protect critical information. It considers the changing nature of critical information and the threat and vulnerability assessments throughout the operation. It uses the following steps:

- A. Identification of critical information. Determine what information needs protection.
- B. Analysis of threats. Identify the adversaries and how they can collect information.
- C. Analysis of vulnerabilities. Analyze what critical information friendly forces are exposing.
- D. Assessment of risk. Assess what protective measures should be implemented.
- E. Application of appropriate OPSEC measures that protect critical information.

Identification of Critical Information

Critical information is information about friendly intentions, capabilities, and activities that allow an adversary to effectively plan how to disrupt militia operations. This step results in the creation of a **Critical Information List (CIL)**. This allows the organization to focus resources on vital information, rather than attempting to protect all classified or sensitive unclassified information. Critical information may include, but is not limited to, militia deployment schedules, internal organizational information, details of security measures, etc.

The purpose of this step is to determine what needs protection. This is one of the most difficult steps of the five-step process and is the most important to accomplish. OPSEC cannot protect everything, so the most important items should be afforded the greatest efforts of protection. The commanding officer, in conjunction with other staff officers' input, develops the unit or organization's critical information.

Analysis of Threats

A threat is any individual or group that may attempt to disrupt or compromise a friendly activity. This step uses multiple sources, such as intelligence activities, law enforcement, and open source information to identify likely adversaries to a planned operation.

The purpose of this step is to identify adversary collection capabilities against critical information. Adversary collection activities target actions and open source information to obtain and exploit indicators that will negatively impact the mission. OPSEC indicators are

friendly detectable actions and open-source information that can be interpreted or pieced together by an adversary to derive critical information.

Analysis of Vulnerabilities

The purpose of this step is to identify each vulnerability, and then draft tentative OPSEC measures addressing those vulnerabilities. The most desirable measures provide needed protection at the least cost to operational effectiveness and efficiency. OPSEC measures are methods and means to gain and maintain essential secrecy about critical information. There are three categories of measures to accomplish this:

1. *Action control* consists of measures to control friendly activities. Action control can eliminate or reduce indicators or the vulnerability of actions to exploitation by adversary intelligence systems to an acceptable level. Select what actions to undertake, decide whether or not to execute actions, or impose restraints on actions (trash control, mandatory use of secure communications, OPSEC reviews, etc.). Specify who, what, when, where, why, and how.
2. *Measures* disrupt the adversary's information gathering or prevent their recognition of indicators when collected materials are processed. Use diversions, camouflage, concealment, jamming, deterrence, police powers, and force against adversary information gathering and processing capabilities.
3. *Counter-analysis* is directed at the adversary analyst to prevent accurate interpretations of indicators during adversary analysis of collected material. Confuse the adversary analyst through deception techniques, such as cover.

Assessment of Risk

The purpose of this step is to select which of the tentative OPSEC measures to implement. The commander is responsible for the mission and must make this decision. The commander must balance the risk of operational failure against the cost of OPSEC measures. Consider the following questions for each tentative measure.

The PM/officer must be prepared to answer each of the following questions for the commander...

1. What is the likely impact of an OPSEC measure on operational effectiveness, if implemented?

2. What is the probable risk to mission success (effectiveness), if the unit does not implement an OPSEC measure?
3. What is the probable risk to mission success, if an OPSEC measure does not work?
4. What is the impact on future missions if this measure is adopted and successful?
5. What is the impact to other units when practicing an OPSEC measure?

Communications Security (COMSEC)

There are four major types of communication security measures that everyone should be keenly aware of and implement in their routines and practices. These are:

1. **Crypto-Security:** The component of communications security that results from the provision of technically and technologically sound cryptography systems and their proper use. This includes ensuring correct message encryption, confidentiality, and authenticity.
2. **Emission Security (EMSEC):** The protection resulting from all measures taken to deny unauthorized persons information of value that might be derived from communications systems and cryptographic equipment intercepts and the interception and analysis of compromising emanations from cryptographic—equipment, information systems, and telecommunications systems.
3. **Transmission Security (TRANSEC):** The component of communications security that results from the application of measures designed to protect transmissions from interception and exploitation by means other than crypto-analysis (e.g. frequency hopping and spread spectrum).
4. **Physical Security:** The component of communications security that results from all physical measures necessary to safeguard classified equipment, material, and documents from access thereto or observation thereof by unauthorized persons.

Radio Communication

Two-way radios have become the standard for militia communication. They have become cheap and readily available for purchase commercially. For this reason, all militia units need to properly master the art of COMSEC.

Single-channel FM voice radios are the primary communications means used in almost all tactical Army units below brigade level. FM radios give the tactical commander quick, reliable, and flexible communications needed to control the battle. FM radios must take some of the additional burden when shortages of multi-channel equipment force reliance on other means of communications. FM radios add a great deal of flexibility to our communications system. This section addresses techniques useful in providing essential command and control communications in the face of equipment shortages.

Obviously, all radios for a particular net must be capable of operating on the same frequency. Net frequencies must be assigned with primary consideration given to the old radio's frequency tuning capabilities. This applies also to channel spacing. Older radios have less range than the newer radios, so the maximum planning range must not exceed that of the older radios.

Antennas on vehicles are vertically polarized; therefore, polarization usually presents no problem. The distance problem may be eased by the careful placement of retransmission stations, also commonly referred to as repeater stations, in the unit's area of operations. Retransmission is effective but must be carefully controlled and properly employed using electronic warfare considerations. Field expedient antennas may also be used not only to increase range but also to provide more direction of movement while reducing interference and detection.

Part of our security effort must be directed at operations that prevent the enemy from locating our emitters or analyzing our traffic. Below is a basic guide that every member can do to help maintain COMSEC.

1. Use the lowest power possible for the required communications when power settings are adjustable. This is especially important the closer the transmitter is to the forward line of own troops (FLOT).
2. Reduce on-the-air communications time. Both the quantity and length of transmissions must be kept to a minimum to deny the enemy the opportunity to detect and exploit friendly communications. Minimal transmissions should be coupled with frequent moves for greater security against enemy direction finding efforts.
3. Change call signs and frequencies, and use the proper authentication and COMSEC practices as specified in the unit SOI.
4. Train all radio operators (TRO) to practice sound radiotelephone procedures and use them in all training and operations.

5. Emplace antennas and all non-communications emitters properly. Terrain masking is an invaluable technique for denying the enemy knowledge of your location and unit.

Success on today's battlefield depends on the commander's ability to concentrate superior combat power at critical times and places. A key to this success is superiority in command and control via communications. Effective communications is essential to winning. The enemy realizes the importance of our communications systems and will continuously try to interfere with our ability to communicate. He will try to gather intelligence from our communications, and then he will try to disrupt them. He will attempt to interfere by breaking into our nets and trying to deceive us, or he will try to jam us. Failing at these measures, he will try to destroy communications by fire.

Our battlefield success will depend heavily on how well we minimize his attempts to disrupt our communications systems. Communications security is the protection resulting from the application of crypto security, transmission security, and emission security. These protective measures are taken to deny unauthorized persons telecommunications information.

Because most militia units possess very little secure voice equipment, all forces must maintain proficiency in the manual encryption area, regardless of interaction with other forces. Below are alternative methods and systems which can be used in lieu of on-line cryptosystems. They present some difficulty when large volumes of traffic must be processed; however, these methods are essential to assure success and survivability on future battlefields.

Authentication Systems

An authentication system is designed to protect a communications system against the acceptance of fraudulent transmissions. Everyone who communicates in a tactical or strategic environment requires some method of authenticating. Good authentication practices contribute to combat survival and effectiveness, because they aid in establishing the validity of a transmission, message, or originator. All commanders must implement their use during training and actual operations.

Imitative Electronics Deception (IED)

Imitative Electronics Deception (IED) is the process of the enemy using friendly radio channels to impersonate friendly units to either capture intelligence, or sabotage operations. Combat experience in Vietnam proved that IED by the enemy contributed to substantial numbers of casualties and caused many missions to fall short of desired results. Proper authentication procedures can prevent an enemy from posing as a friendly station. The enemy is adept at IED and needs only a moderate degree of skill to seriously affect our communications when we do not authenticate. A balance has to be struck so that effective communications is maintained without harassment of friendly communications.

To combat IED by enemy forces, a standardized system has been developed for field use. The official term is called Counter Encrypting Operations & Intelligence, or CEO&I. This allows all codes to be used during an operation to be collected in work, and includes times of rotation from code to code. In the field, it is a quick reference card, sometimes color coded cards, for easier identification of proper rotation.

Making a CEO&I card is relatively easy and simple. First, you need to determine what simple words will replace either phrases or locations. You can also substitute dates and times in the same manner. It is recommended the longer the duration of the operation, the more cards are created. In combat operations, you should rotate cards on either a twelve (12) or twenty-four (24) hour basis, with enough cards that a new card will be used only once in a seven (7) day period. The time of rotation between cards should be set at an odd time to better offset the chances of the enemy learning the meaning of certain words and phrases.

All of the phrases and words used on the card are meant to be random. The less of a pattern, the harder it will be for enemy interception and deciphering. This allows friendly units to be able to establish secure communications, both via radio and face to face.

This card should never be compromised, nor fall into enemy hands. If there is a chance that either situation has happened, then all team TROs must turn in their current cards for a brand new set. This card should be made waterproof, and kept in a safe spot on the TRO. Not every member of a unit should have one, only the unit commanders and TROs. If you feel every member should have a CEO&I card, then a different set of cards can be created and issued to those members.

In the figure below, there is an example of such a card. Bear in mind this is just an example, all the information can be adapted to meet the needs of your unit. Just keep in mind

while creating the card that the information should be kept simple and concise. Only the most important phrases, locations, and call signs should be listed.

(Front)	
CALL SIGN	SITREP
Company Commander FOX 98	Moving _____ DOG
1 st Platoon Leader ZULU 25	Halted _____ COW
1 st Squad Leader " 4	In ORP _____ SHEEP
Alpha Team Leader " " MIKE	At OBJ _____ CAT
Bravo Team Leader " " TANGO	Enemy Spotted _____ GOAT
2 nd Squad Leader " 7	Compromised _____ HAMSTER
3 rd Squad Leader " 2	Have Casualties _____ PIG
2 nd Platoon Leader BRAVO 87	Mission Complete _____ HORSE
3 rd Platoon Leader ROMEO 40	
E X H A U S T I O N	Challenge: RED Password: SMILE
1 2 3 4 5 6 7 8 9 0	Running Password: BUDWEISER
AUTHENTICATION TABLE	PASSWORDS
(Back)	
ORDERS	RESOURCES
Move _____ EAGLE	Ammunition _____ ELEPHANT
Halt _____ HOUND	Batteries _____ DEER
Attack _____ QUAIL	Water _____ BEAR
Withdraw _____ PIDGEON	Food _____ SNAKE
Continue Mission _____ GRIZZLY	Reinforcements _____ RABBIT
Rendezvous _____ WEASLE	More Time _____ WOLF
At/To "----" _____ SNAPPER	I Request "----" _____ FROG
Until/NLT "----" _____ HAWK	
Yes (Granted) _____ TURTLE	What's Your SitRep? _____ BADGER
No (Denied) _____ CHICKEN	What's Your Location? _____ EEL
ANSWERS	QUESTIONS

3 ENLISTMENT / COMMISSIONING PROCEDURES

- A. Applicant must complete requirements on page 8 and be interviewed by the unit commander or designee, before being assigned to a unit.
- B. Unit commander will forward to the Personnel Officer a copy of Form 100 and a cover letter.
 - a) Member record will be organized in the following manner:
 - i. Form 110 – cover page (created by their unit commander)
 - ii. Form 100 – application
 - iii. All attachments to Form 100
 - iv. Form 150 – Certificate of Pledge
 - v. All subsequent additional documents
- C. Member shall be issued security card, initial unit patch allotment, and any other restricted materials as deemed necessary; at cost.
- D. After completing the above, member will be given their initial rank and unit assignment.
- E. Company commanders or any other designee shall have the authority to administer the Pledge for all who shall enroll in the Militia, including officer appointees up to their level, no higher.

- F. Appointments of officers shall be forwarded to the Commanding Officer of the Unit (HQ) for final approval. Officer appointees shall have their record of appointment for commission.

4 DISCHARGE STANDARDS

- A. The Yellow Jackets shall issue two types of discharges:
 - a) Voluntary
 - b) Involuntary
- B. Voluntary discharges shall be granted to any member of the YJM who submits a resignation using the Personnel Action Form. Otherwise, a resignation must be submitted as a letter with signature affixed, stating the reasons for requesting the discharge. Anyone who is voluntarily discharged may rejoin at any time, but may be required to reapply and retake the membership pledge. At no time shall someone, who has been voluntarily separated, be discriminated against for having been discharged.
- C. Involuntary discharges shall be issued under the following circumstances, et. al:
 - a) Criminal Activity or violation of constitutional oath
 - b) Unbecoming conduct or inability to follow rules
 - c) Willful failure to follow legitimate orders
 - d) Fraudulent application for membership
 - e) Subversive association or actions
 - f) Mental defect, emotional instability, et. al.
- D. Discharges shall be issued by the unit commander and the cause shall be noted on the appropriate discharge certificate (Form 150).

DISCHARGE PROCEDURES

- A. Voluntary resignees shall submit Form “G”, ‘Request for Personnel Action’, to their unit commander.
 - a) Unit commander will accept the request and advise the Personnel Officer, and forward original copies of the necessary documents.
 - b) Unit Commander will complete the appropriate portions of the Discharge Certificate, and forward the original copies of them to the Personnel Officer.
 - c) Unit commander will return a copy of discharge certificate to the resignee.

- d) In instances of officer resignations, a copy of the discharge will be stored certificate will be stored by the Commander of the Unit.
- B. Involuntary discharges shall be issued by unit commanders upon the following:
- a) The individual subject to discharge has acted inappropriately and has not responded to progressive discipline measures.
 - b) The individual has acted in such a way as to represent an immediate danger to the well-being or reputation of the militia, or when the individual presents a danger to his/her self or to others; c.f. "Emergency Discharge".
 - c) Recommendation of a board of review or appeal.
 - d) Upon confirmation of order from a higher authority, et. al.
- C. Emergency Discharge
- a) When a quorum of brigade commanders or regimental leaders has deemed it necessary, a review will be conducted.
 - b) Unit leaders conducting an emergency discharge will immediately report the personnel action up the chain of responsibility.
 - c) Any member may report to their unit leader any situation that qualifies as conditions for an emergency discharge.
 - d) Documentation of an emergency discharge will be completed immediately and forwarded to the appropriate command.
 - e) YJM will immediately forward all officer-grade emergency discharges to the any authorities that would be required.
- D. Records Disposition:
- a) The unit commander shall issue discharges and the cause shall be noted on the Discharge Certificate.
 - b) Certificate and Personnel Record, once completed, will be forwarded to the Personnel Officer of the Unit. The Personnel Officer shall notify the discharge.
 - c) The Personnel Officer of the Unit will place the record in a separate file, which shall be organized alphabetically.
 - d) In instances of involuntary officer discharges, a copy of the discharge certificate will be promptly transmitted to the appropriate authorities, if required.

5 STANDARDS OF CONDUCT FOR PERSONNEL

- A. Ongoing Standard. Personnel will maintain the same standard of conduct in their ongoing participation in the militia as when they were recruited, per General Orders.
- B. Level of Participation. Active members should maintain their level of participation by attending all activities or (when attendance is not possible) by reporting to their chain of responsibility. In the event of notified absences, active members will be considered “accounted for” when the roll is called. Failure to report anticipated absences will be noted.
 - a) An ongoing pattern of absences, either reported or otherwise, may be grounds for reclassification to reserve member status.
 - b) Multiple unreported absences from scheduled events will cause a review and personnel action to be taken.
- C. Reserve Members. Reserves are classified as being not available for a majority of scheduled events during a 12-month period, but still kept on the unit roster in the event of a full mobilization. Reserve members shall maintain their status, as a minimum, by making themselves available for all necessary communication. This will include phone, pager, email, cellular, radio or other means of contact. Reserve members will respond to contacts in a reasonably timely manner.
 - a) Reserve personnel who fail to respond to contacts (or change address, phone number, etc. without forwarding info) may be discharged at the discretion of YJM.
- D. Periodic Reporting. It will be the responsibility of all personnel to report up or down their chain of responsibility on regular intervals, depending on the militia defense condition and specific events or activities, or as directed by superiors.
- E. Individual Discipline. Behavior will be maintained to reflect the professional image and proficiency that is expected of a modern, well-regulated citizen militia.
- F. Violations of Conduct. Refer to “Disciplinary Procedures”, for guidance dealing with violations of standards of conduct. This doctrine, and any amendments, will be applied according to common sense and good judgment.

6 Training Summary

Training days will be agreed upon at the unit meetings and dates/times/a list of gear needed that will be provided by your local XO. For the time being, we have settled on three quality field manuals to use for training so that we're all on the same page, so to speak.

- A. The first is "Light Infantry Tactics for Small Teams" by Christopher E. Larson.
- B. The second is "Single-Person Close Quarters Battle: Urban Tactics for Civilians, Law Enforcement and Military," by Special Tactics.
- C. The third is US Army Field Manual FM 21-75 "Combat Skills of the Soldier".
- D. The fourth is, due to the Commander's acknowledgement of its necessity, is the "Combat Life Saver Course: Student Self-Study," published by the Army Institute for Professional Development.

These can be purchased from Ebay.com and Amazon.com, or you can try running a search to see if you can find a better price (or for free) from a different on-line or surplus retailer. A copy of these manuals may also be obtained from the Command Staff, if you cannot find them. For further or advanced training, the Command Staff will list the appropriate field manuals you will need, or may compile a proprietary one for the Yellow Jackets itself.

It is also important to note that since we all are minutemen and of the Militia, we will not ever have a unit "cache" of any arms, equipment, or uniforms at any level, at any time. It is your responsibility to see that you are properly outfitted and equipped for the tasks and duties you voluntarily signed up to participate in. Our list of items will be presented to you further along within this manual. If certain members do have extra items, they may be willing to donate or sell them to members that are in need of them.

Types of Training

Basic Militia Training

Basic Militia Training (or BMT), is what every recruit will have to go through, and every member must have completed, before being considered a fully active member of the Yellow Jackets, regardless of whatever subordinate unit they shall be in. BMT consists of building an interconnected palette of skillsets that would allow the Man or Woman to function not only as a well-regulated individual, but as a member of a team, large or small. Achieving at least a Level 1 on the CORE test will signify a recruit passing their BMT.

Such skills include, but aren't limited to, wilderness survival and navigation, soldiering and discipline, mixed martial arts, marksmanship, firearms and weapons training and safety, first aid and combat life saving, emergency preparedness, small team tactics, communication, chain of responsibility, Natural Law, the state's and republic's constitutions, history, and much more.

Intermediate and Advanced Workshops

Workshops are specially designated classes oriented towards specific skills or knowledge that are required to be learned by unit members. These workshops may be seminars, classes and tests, hands-on practical training, or an amalgam of any of these. Each workshop will have a special **Instructor** designated by the Command Staff, who shall act as everyone's direct superior for the duration of the workshop.

Field Training Exercises (FTXs)

FTXs are fairly direct and need not much explanation, as they are exercises, whether for individuals or team units, to practice their learned skills or knowledge in a field environment. The best field training would be able to induce stress and resemble as closely as possible a real-world scenario. Every unit member should strive to participate in FTXs as often as possible. These are led primarily by Command Staff.

7 Basic Training Plan

Skill Levels 1, 2 + 3

The purpose of training is to prepare for war by developing forces that can win in combat. Training is the key to combat effectiveness and therefore is the focus of effort of the peacetime militia. However, training should not stop with the commencement of war; training must continue during war to adapt to the lessons of combat.

Basic individual skills are an essential foundation for combat effectiveness and must receive heavy emphasis. Members of the militia must endeavor to maintain proficiency in their individual skills. At the same time, unit skills are extremely important. They are not simply an accumulation of individual skills; adequacy in individual skills does not automatically mean unit skills are satisfactory. Training programs should reflect practical,

challenging and progressive goals. Training programs must be tailored to the voluntary, non-professional nature of the Militia. Repetition of the fundamentals is the key.

Collective training consists of drills and exercises. Drills are a form of small unit training which stress proficiency by progressive repetition of tasks. Drills are an effective method for developing standardized techniques and procedures that must be performed repeatedly without variation to ensure speed and coordination, such as weapons drill or immediate actions.

In contrast, exercises are designed to train units and individuals in tactics under simulated combat conditions. Exercises should approximate the conditions of battle as much as possible. That is, they should introduce friction in the form of uncertainty, stress, disorder and opposing wills. This last characteristic is most important. Only in opposed, free-play exercises can we practice the art of war.

Dictated or "canned" scenarios eliminate the element of independent, and/or opposing wills, that is the essence of combat. Critiques are an important part of training because critical self-analysis, even after success, is essential to improvement. Their purpose is to draw out the lessons of training. As a result, we should conduct critiques immediately after completing the training; before the memory of the events has faded.

Critiques should be held in an atmosphere of open and frank dialog in which all hands are encouraged to contribute. We learn as much from mistakes as from successes, so we must be willing to admit and discuss them. Because we recognize that no two situations in war are the same, our critiques should focus not so much on the actions we took, but on why we took those actions, and why they brought the results they did.

BASIC TRAINING PLAN

INTRODUCTION:

The goal of training is to produce a combat ready unit that responds rapidly to known or suspected enemy activity; and defeats that enemy. Individual skills and battle drill training are a key factor in achieving that goal. Leaders should tailor training to realistic, challenging, and attainable goals. Battle drills must be standardized, but their tactical employment must remain flexible.

TRAINING PLAN:

1. The Training Plan is based on the "Core Training Card"* concept in support of the unit's Mission Essential Training (MET) requirements. The focus is to prepare all personnel for mobilization. The intent is to provide meaningful training that can be put into immediate use; and to motivate personnel to actively accept greater responsibilities.
2. The Training Plan will break down the "CORE Training Card" into 4 quarterly schedules. Three topics will be routinely taught on a repetitive cycle until the unit reaches 100% training attainment (Shoot, Move and Communicate). Additional training topics are then added.
3. Each unit will conduct a yearly Alert Mobilization Drill. All members must commit themselves individually, and in concert with their unit, to learn and master as many basic skills as possible, including proficiency with firearms (marksmanship, handling, field stripping and cleaning), hand signals, fields of fire, entrenchment, camouflage, cover and concealment, and individual / squad movement.

Each unit member is required to complete the mandatory training course to meet Mission Essential Training (MET) requirements.

- ★ **Core Training Card** is simply a document which tracks the training history of an individual militiaman. It should include the dates of training events attended, as well as if the militiaman passed certain Skill Level tests, and any scores recorded.
- ★ **METL (Mission Essential Training List)** is compiled by the training officer (Instructor) in charge of unit training. It includes all individual skills as well as small unit tactics that should be covered during training sessions to ensure unit readiness.

GRADE MODIFIERS

Modifiers are necessary to allow command to assign NCO leadership to lead new recruits as they become available. Training of active members as NCOs capable of leading at the squad level is the greatest force multiplier. Knowledge, ability, and dedication are the only valid criteria to assign rank within the militia. Grade modifiers are the only way to determine if a militiaman is able to carry out a specific mission. A militiaman might be at Level 2 physical fitness, but only level 1 in marksmanship, and carry an AR-15 (i.e. 21A or twenty-one Alpha). "Mixed Modifiers" are more common than not, e.g. 12A, 32B, 01C, etc. The rank and the modifiers are included in the individual training card.

PHYSICAL FITNESS

0XX - Unfit for front line combat - due to age (you're only as old as those you can keep up with!) or physical disability; This person is capable of operating in a support role such as training, communications, medical, supply and logistics. In the case of military veterans; their primary mission will be the training of others as Instructors.

1XX - Minimum physical fitness level - 2 mile Field march w/Level 1 gear in 40 minutes.

2XX - Moderate physical fitness level - 3 miles field march w/Level 2 gear in 65 minutes.

3XX - Excellent physical fitness level - 5 mile field march w/Level 3 (72 hour) gear in 2 hours.

MARKSMANSHIP

X0X - Basic - "Recruit" Has passed the Basic Marksmanship Qualification Test (see pg. 20).

X1X - Level 1 - "Marksman" score on the Militia Marksmanship Qualification Test.

X2X - Level 2 - "Sharpshooter" score on MMQ Test.

X3X - Level 3 - "Expert" score on MMQ Test.

X4X - Designated Marksman (Sniper) - "Expert" score and passes the DMR Qualification Test.

QUALIFYING WEAPON (what you carry in the field)

XXA - Qualified with 5.56 NATO/.233 Remington

XXB - " " 7.62 x 39 NATO

XXC - " " 7.62 x 51 NATO (.308 Remington)

XXD - " " 7.62 x 63 NATO (30.06)

XXE - " " other military/hunting caliber

XXF - " " .50 cal

(On this chart, an X is just a place holder for other Grade Modifier alpha-numeric)

The “MMQ”

The Militia Marksmanship Qualification course is used to sharpen the skills of militiamen and provide an objective means of qualifying personnel when ammunition is in short supply and/or range areas are limited. The MMQ is conducted at the conclusion of the Basic Marksmanship Course (see “Skill Level: Recruit”, pg. 20) which is required for all Militia members. The MMQ incorporates three firing positions, magazine changes, movement and a timer to add stress. Only 15 rounds are required to qualify. A range of 50 yards is needed and a 8-1/2 x 11 inch target (approximates “center mass”).

Start sequence:

Load 3 magazines with 5 rounds each. At the firing line assume the low ready position with the weapon loaded and on safe. At the signal the shooter will fire 5 rounds from the standing position, RELOAD, fire 5 rounds from the kneeling position, RELOAD, and fire the last 5 rounds from the prone position, all within 45 seconds.

Scoring: 3 points per hit, for a total of 45 points.

Point breakdown

25-34 MARKSMAN 66% - Level 1

35-39 SHARPSHOOTER 77% - Level 2

40-45 EXPERT 88% - Level 3

Ten shot DMR-*Designated Marksman Rifle (see ERT)*-

Ten out of ten shots in an 8-1/2”x11” center mass target at 200 yards. Prone position.

Time: 3 minutes.

PISTOL QUALIFICATION

Carrying a pistol is not mandatory, but if you do you should try to qualify at the “Standard” level.

Ten shot “Standard”- Single target at 5 yards, target is 8-1/2x11 inch “center mass”.

Stage 1. From the low ready position, fire 5 rounds within 15 seconds.

Stage 2. From the holster, draw and fire 5 rounds in 5 seconds.

Must score 7 out of 10 hits - Pass or Fail.

Ten shot “Assault”- Running clock qualification using 8-1/2 x 11 inch target.

Time: 40 seconds.

Load 2 magazines with two rounds each and 1 magazine with six rounds. Load pistol, engage safety and holster.

Starting at 10 yards -

At the signal, draw and fire 2 rounds from a covered position.

Reload the second magazine while moving to the 7 yard line. Fire 2 rounds at the 7 yard line.

Reload the magazine of 6 rounds while moving to the 5 yard line, then fire 3 rounds.

Step towards the target slowly, while firing your final 3 rounds.

Ten points per hit, late hits are not counted. 70 points Pass or Fail.

8 CORE TRAINING CARD

SKILL LEVEL “RECRUIT”

Basic marksmanship skill is to ensure the militiamen is safe with his weapon and does not endanger himself or others. He will also become confident in the function of his weapon and be able to apply basic marksmanship principles. The militiamen must know and demonstrate the following:

- a. Must know the four safety rules for all weapons.
- b. Must field strip and assemble their weapon for repair and cleaning.
- c. Must demonstrate the loading, clearing and malfunction drills.
- d. Must hit eight out of ten shots on a 8-1/2x11 inch target at 50 yards, one reload will be required after the 5th round (two magazines with 5 rounds each).

Total time is 5 min.

SKILL LEVEL ONE

This is the basic training level which all new recruits are required to complete in order to attain the rank of Private. Upon completion of Level 1 training the militiaman will be considered an active “front line” member of the unit. SL1 completion is required before you may be considered for the rank of Corporal. But it does not guarantee automatic advancement. You must show leadership abilities and have the confidence of your fellow militiamen to merit promotion.

The militiaman must demonstrate an understanding of, and/or the ability to:

1. Command and Organization
 - a. Rank structure
 - b. Unit structure
2. Mobilization and Alert Readiness
 - a. Rapid Alert System / Alert levels
 - b. Evacuation: Routes, Rally Points
3. Physical Fitness 1XX
 - a. Road march for 2 miles in 40 minutes with all Level 1 gear.
 - b. 3 to 5 second rushes (with 2-3 second pauses) for 100 yards, in L1 gear.

- c. 10 push ups, 10 sit ups.
- 4. Marksmanship XIX – Score 25-34 points on the MMQ.
- 5. Individual Movement Techniques
 - a. low/high crawl
 - b. team file and wedge formation.
- 6. Individual Camouflage – see Army FM 21-75
- 7. Basic Field Communications
 - a. Hand and Arm Signals
 - b. Basic Radio Operating Procedures
 - c. COMSEC / SALUTE / SITREP
 - d. Perform surveillance without the aid of electronic devices.
- 8. Basic First Aid
 - a. Evaluate a casualty (ABC's – *Airway, Breathing, Circulation*)
 - b. Prevent / treat shock
 - c. Clear an object from the throat
 - d. Treat / prevent heat stroke and frostbite
 - e. Treat burns
 - f. Put on a field or pressure dressing
 - g. Apply a dressing to an open chest, abdominal, and head wound.
 - h. Splint a fracture
 - i. Perform CPR
 - j. Transport a casualty
 - k. Basic sanitation, preventative medicine and health maintenance

SKILL LEVEL TWO

Skill Level 2 is required to advance to the rank of Sergeant and to be considered capable of performing Primary Forces missions. An NCO (non-commissioned officer) must be prepared to deploy quickly and remain in the field unsupported for 72 hours. He is a fully functional and deploy-able militia soldier, capable of leading his squad and training others.

To meet Level 2 standards one must have mastered all Level 1 qualifications and equipment plus:

Physical Fitness: 2XX - Field march with all Level 2 gear for 3 miles in 65 minutes.

Marksmanship: X2X - Rifle: Score 35-39 points on the MMQ.

Pistol (optional): 70% or better on “Standard” pistol qualification.

Troop Leading: He must have a basic understanding of Troop Leading Procedures including the 5 paragraph OPORD, SALUTE, CARVER etc.

(See military field manuals concerning squad or platoon leading, or NCO leadership)

And have a demonstrated knowledge of Small Unit Tactics:

1. Immediate Action Drills

- a. Move under direct fire.
- b. React to indirect fire.
- c. React to contact.
- d. Break contact.
- e. React to ambush, near or far.
- f. React to flares.

2. Movement Techniques

- a. Fire Team and Squad Wedge.
- b. File.
- c. Traveling, Traveling Overwatch and Bounding Overwatch.

3. Perform Reconnaissance.

4. Select and construct individual fighting positions.

5. Set up Patrol Base camp.

6. Cross danger areas.

7. Basic Land Navigation

- a. Identify topographic symbols and features on a map.
- b. Determine a location on the ground by terrain association.
- c. Measure distance on a map.
- d. Orient a map to the ground by terrain association.
- e. Determine direction with and without a compass.

8. Basic Camouflage

- a. Individual.
- b. Noise light and litter discipline.
- c. Field emplacements, or base camp.

9. Emergency Preparedness- *Every militiaman should try to maintain a 3 month supply of the following (at home) and the knowledge to use it.*

- a. Water Storage / Purification.
- b. Field Hygiene / Sanitation.
- c. Food Storage.
- d. Medical Supplies.

10. Basic Survival Knowledge

- a. Identify wild foods in the A/O.
- b. Identify poisonous plants and snakes in the A/O.
- c. Locate and purify drinking water.
- d. Build a fire.
- e. Snare/trap wild game.
- f. Locate and construct a field expedient survival shelter.

SKILL LEVEL THREE

To progress to Skill Level 3, the militia soldier must have mastered all Level 2 qualifications. In addition he must demonstrate the following skills:

1. Physical Fitness: 3XX

- 5 mile field march in 2 hours with Level 3 gear.

2. Marksmanship: X3X

- Rifle (mandatory): Score of 40-45 on the MMQ.
- Pistol (optional): Score 70% or better on the “Standard” pistol qualification (optional):
Score 70% or better on the “Assault” pistol qualification.

3. Train in CQB (Close Quarters Battle):

- Conduct room clearing with a team.
- Conduct building clearing with a squad.

9 E.R.T. TEAMS (Escalation Response Team)

E.R.T. Teams consist of 6 men who receive extra training in one of three areas:

Designated Marksman, Land Navigation or Communications -

Two men in each team will duplicate the necessary disciplines of “Shoot, Move and Communicate”. They will carry highly accurate rifles with higher end optics/night vision (Select Weapons); study the theory and employment of military weapons they may encounter on a future battlefield, such as grenades, RPG's, mines, etc. (Ordinance); and practice advanced land navigation, compass/map reading and recon techniques (Reconnaissance).

All members of the team must be Level 3 qualified in both Physical Fitness and Marksmanship (i.e. a Grade Modifier of 33X), as well as Pistol qualification.

Individual Skills -

Communications:

- Must complete a HAM radio training program and have a thorough understanding of Basic Operating Procedures, Tactical Comm, CommSec, the Rapid Alert System, SitRep and SALUTE and his unit C.E.O.I.
- Must be able to operate all unit comm equipment.
- Build a field expedient, clandestine antenna.
- Transmit and receive Morse code.

Designated Marksman Team:

- Both must pass DMR qualification. In the field one will act as the spotter.
- Conduct a terrain survey.
- Estimate range to target.
- Construct and use a ghillie suit.
- Construct and use a Sniper/Forward Observation Post hide.
- Conduct long range surveillance of target for intelligence gathering purposes.
- Plan and implement a enemy harassment plan.

- Plan and conduct interdiction operations on key target personnel.

Advanced Land Navigation:

- Advanced map/compass reading
- Excellent land navigation skills
- Plan, lead and execute patrols and reconnaissance gathering missions.

Training activities of a six man S.W.O.R.D. Team:

- Plan and conduct a surveillance/recon patrol; to include long range ops (LRRP).
- Plan and implement psychological ops.
- Prepare accurate SitReps and assist Command Staff in the planning of operations.
- Identify and track enemy patrol/recon operations.
- Design and implement ambushes and raids; to include sniper operations.
- Know how to assemble incendiary devices made from common readily available material (knowledge, not build illegal devices).
- Create a smoke screen.

E.R.T. Team Rank Structure

The Team Leader and Assistant Team Leader must be the two members of the team trained in advanced land navigation techniques. They will plan and lead the patrols/operations, as well as assist in the training of the other team members.

Team Leader – Master Sergeant

Assistant Team Leader – Staff Sergeant

Comm's and DM's (2 each) – Sergeant

Since a “Escalation Response Team” is just that, a detachment to handle instances of hostile escalation of events, members of a Command Staff (Battalion, Regiment, etc.) cannot serve on E.R.T. Teams. If a detachment were deployed which contained members of the unit's Command Staff it would effectively decapitate the unit; leaving them lacking in key personnel.

10 Unit Training, Recruiting & Expansion Flowchart (suggested)

Members Original Unit (“A” Co.)

1-3

- A. Meet bi-monthly
- B. Keep Focused!!
- C. Everyone bring one recruit to next meeting.

6-8

- A. Elect Company Cdr & 1SG
- B. Ensure understanding of *General Orders and Instructions for Militia*
- C. Swear in new members at next meeting.

13+

- A. Elect Platoon Sergeant & Squad Leader.
- B. Stay Focused on recruitment and training
- C. Begin training cycles for unit.

Members New Company (“B” Co.)

1-3

- A. Choose temporary Commander for new Co.
- B. All recruiting efforts go to new company.
- C. Original unit goes to full training status. ** (20-30 members)
- D. Original unit begins meeting monthly.

6-8 NEW COMPANY

- A. Elect Company Cdr & 1SG
- B. Ensure understanding of *General Orders & Instructions for Militia*
- C. Swear in new members.

13+ NEW COMPANY

- A. Elect Platoon Sergeants and Squad Leaders.
- B. Stay Focused on recruitment & organizing.
- C. Begin training cycles for new unit.

This process repeats for up to six companies per Battalion / county. Once a Battalion has six companies, it can expand the number of platoons and squads in these companies to whatever size is necessary to accommodate new members. If units are larger, they require

more frequent training to be functional and they may be difficult to coordinate with other units.

11 Suggested Training Topics

Training Standards

1. Safe firearms use & range safety
2. How to zero a rifle/shotgun/scope
3. Marksmanship training
4. Firearms & ammunition maintenance
5. First Aid / CPR / EMT-Paramedic
6. Hand signals
7. Radio operation & communications
8. Digital packet and computers
9. Land navigation
10. Leadership
11. Tactics & strategy
12. Reconnaissance
13. Indiana, American History & Laws
14. Escape & Evasion
15. Hot/cold weather survival
16. Use & maintenance of NBC gear
17. Camouflage
18. Combatives (weaponless defense)

The topics presented are only examples. Train in as many areas as possible, and allow smaller units to specialize in certain skills (such as radio communications, medic / EMT, long range patrol, etc.). Prioritize your training with the above mission in mind. As a minimum, militia members must be able to safely & responsibly handle Arms and be able to muster with minimum required supplies, and be able to function in the field.

12 Outline For Unit Muster

1. Pre-meeting member contact – Unit commander/Executive Officer; 1LT or Battalion/Company clerk will contact members and advise them they are being called to muster at D-date, H-hour.
2. Roll call of members present.
3. Opening – Unit commander
 - A. Formation (unit will fall in)
 - B. Invocation – Chaplain or Adjutant
4. Introduction of Guests – MAJ/1SGT
5. Enlistment of New Members – Unit Cdr.
6. OLD BUSINESS – MAJ/2LT
7. NEW BUSINESS – MAJ/CPT/1LT
8. Coffee Break(Chat) - Unit Cdr.
9. MAIN TOPIC(S)
 - A. Briefing – Unit Cdr.
 - B. Training – Instructor
10. RETREAT of Muster – Executive Officer or 2LT.
 - A. Next Muster
 - a. date
 - b. time
 - c. location
 - d. special instructions
 - B. Benediction
 - C. Dismissal

NOTE: This unit muster agenda plan should ensure the most effective use of time, and will help keep the meeting focused on Militia objectives. In the absence of this plan during “peacetime”, the basic guidelines of *Robert’s Rules of Order* may be substituted as a guide.

13 Outline for Commander's Muster

1. Pre-meeting Commanders contact – Commanding officer will contact peers and advise them they are being called to muster at D-date, H-hour.
2. Invocation
3. Roll call of members present.
4. SITREP by each Company/Platoon.
5. Old Business
6. New Business
7. Summary of above; assignment of tasks.
8. Arrangement for next meeting
 - a. date
 - b. time
 - c. location
 - d. special details
9. Close (benediction)

NOTE 1: These will be working sessions; be prepared to represent all Militia members in your area of responsibility (area of operations). The hosting and conducting of these meetings will be rotated.

NOTE 2: All commanders must make sure that the results of these meetings are passed on to their units and members ASAP.

NOTE 3: All commanders should bring their clerk, personnel officer, or another available member in good standing who can take notes and “minutes of the meeting”.

14 Personnel Transfers

Sometimes members of the Militia are required to move away from the places they call home, and make a new homestead somewhere in an area that they are unfamiliar with, either because of job changes or even personal tragedy. This procedure is designed to insure that the militiaman is transferred to a unit in the new community thereby preventing the loss of members to the overall militia organization.

Transfers from one unit to another, like those typically associated with a change of residence, require militia members to complete the following steps:

1. Contact new unit commander.
2. Attend official meeting of new unit or meet with the new unit's commander in person.
3. Obtain letter of detachment from commander of old unit. This will include a copy of the member's membership record including signed oath of enlistment, etc.
4. New commander signs letter of detachment acknowledging transfer and accepts member into new unit.
5. Letter of detachment is returned to old unit. New unit retains the member records of transferee, which were sent with the letter of detachment.

Note: Members should always keep an original copy, if possible, of their membership records including their oath of enlistment, training records, transfers, and other important papers. Do not be concerned about the possession of "papers" for you have an inalienable Right to be secure in your papers and other possessions. This Right cannot be taken away, legislated out of existence, et cetera.

After these steps are completed the new unit commander will issue to the member his attachment papers (one copy on file with the unit's clerk), and the appropriate unit insignia if available. Members must use the chain of command of the unit to which they are attached.

15 Transfer Difficulties & Their Alternatives

A member may be allowed to move to a different ops-area and remain under the command of his/her original unit provided that the member is still able to attend meetings and train with their original unit. If a member moves away from their original unit and distances prohibit participation in that unit, their options are to:

1. Transfer to another unit.
2. Become a staff member of the next higher echelon, i.e. someone who leaves their regiment may attach to the brigade staff. This requires the approval of the Commander to whom that staff is affiliated, and the ability to perform the duties of that staff position.
3. If the above options are not doable, then the member may apply for status as a militiaman “at large” and shall be assigned to staff-type functions as directed by the senior Battalion commander & other staff.
4. If none of the above options are possible, then the member may wish to consider voluntary separation from the Yellow Jacket Militia until at such time they are able to participate in one of the above capacities.

Note: If attachment to a unit is inadvisable because of personnel problems such as personality conflict, it will be the responsibility of the next higher commander to provide guidance, direction, or arbitration as needed, using the alternatives above as a final resort.

16 Intelligence Gathering

The SALUTE procedure is used to obtain and report any information you receive, both as a first-hand observer and as a second-hand messenger. Be very thorough in identifying specific details. The accuracy of information may be a life-or death matter.

Size - Note the type and number of soldiers or enemy combatants in the unit or head count relating to the number of people being affected or assembled. (WHO, HOW MANY)

Activity - What are they doing? Can you determine what their mission is? Where are they going? Where did they come from? (WHAT, WHY)

Location - Identify your / their specific location by your 6 or 8 digit grid coordinate. Be safe - Double-check the coordinate! (WHERE)

Uniform - What type of uniform are they wearing? Pattern, Insignia, temperature rating, etc., can tell a lot about who they are. Be sure to look at the style and color of the helmet, too.

Time - Note the time and date you observed them. How long were they there? How quickly did they assemble / depart? (WHEN)

Equipment - What type of gear are they carrying, and can their mission be determined by it, or the type of unit they are? (i.e.: combat engineer battalion.) Rifle? Long range pack? Vehicles? Armor? Look for distinguishing marks on vehicles & armor. Be sure to write down as many details as possible. (HOW)

SALUTE can be used in conjunction with the Backwash Procedure to verify any intelligence you receive. Carry a notebook in your gear to document your observations at the time of occurrence. It is also good to carry a camera, and is probably one of the best ways to document information. Another important observation to make concerning the actions of the soldiers under observation: How

do they behave? Do they move efficiently or casually? Do they salute to leaders? Are they moving quickly / hurriedly? Is the unit moving in a tight or loose formation?

Attention to details will greatly assist those who are responsible for analyzing the intelligence after it has been gathered.

17 The Backwash Procedure

The **BACKWASH** Procedure is used to verify any information you might receive, where the security of the source is or isn't known. It can be used at any time, and is necessary to protect our information and communications network. Caution and good judgment are needed when conveying / receiving information; if you are the sender, you should include information appropriate to the receiver's security clearance, so that he/she can verify your data. If you are the receiver, it is your responsibility to make sure the information / report passes muster.

There are three kinds of information, reports, or messages: Good info, Bad info (Disinformation), and Misinformation. Before passing any information along the "network", you should conduct a Backwash. This simple operation can save a lot of time, trouble and resources for the entire Yellow Jacket Militia. *"WASH" the "information / report" by using the (5WH) Who, What, When, Where, Why and How.*

1. **Who** gave you the report to you, who gave it to them, who originated it, who may or may not benefit from it?
2. **What** is the actual message? Is it clear or unclear, of concern to us, aimed at us, about us, in the right context, etc?

3. **When** did it happen, will it happen, time & date verified, old/new info?
4. **Proximity** of info. Where did the info come from? Near/far, specific place, country, state, county, building/address, "outer space"?!?
5. **Why** were you told, why did it happen, why is it important, is it relevant, why should it be believed, or why not?
6. **How** was it done; fast/slow, in the open, covertly, with help, alone, with planning, incidentally, for what purpose? If the information / report "washes", pass it on with care and a disclaimer that it appears to be "Good Information". The receiver will Backwash it as well. If it does NOT "wash", KILL IT!!

If by chance it was "Good Information", it will resurface elsewhere and come back in a verifiable manner. It is better to be patient and wait for good information than to waste our time, resources, and manpower on bad info, or let something/someone cause us to do so.

When info & reports do not "wash", be sure to go back to your "source" and have them conduct a "Backwash". If they can't wash it, they go back to their source, and so on, until the problem is identified. A "Backwash Operation" can be conducted anywhere, and can be done in real-time, such as when you are listening to someone speaking (i.e., at seminars) or over the phone. Just use the 5WH guideline.

You can also consider the following, also using the 5WH, but without falling into the trap of speculation:

Was SALUTE procedure used?

Message fragments should be disregarded.

Is the report/information/message time sensitive?

Is there a chain of custody concerning who handled this info?

Is there a solid reason to distrust the source from which the report came from?

Is your unit under an alert?

Has communications security been compromised?

These parameters may assist you in conducting a Backwash Operation. Do not limit yourself to these considerations, but remain vigilant to other relevant situational factors. Most of all use Backwash Procedure to help maintain your perspective.

18 Progressive Disciplinary Procedures

Procedures for the Militia

A well-regulated militia, in modern terms, means a well-disciplined militia. There will be times when individual self-discipline may break, or is lacking. If these problems are not addressed prior to formal enlistment in the militia, it becomes the responsibility of the militia to address the problem. Members and leaders can be disciplined for engaging in actions that are harmful to the overall militia organization, its' members, or to the public whom the militia serves.

If the activity or planned intentions of a member represents an immediate and clear danger of life/limb or involves criminal acts, the progressive discipline policy may be set aside and the commanding officer can move to suspend/terminate that member's affiliation as long as he/she documents their reasons and evidence. If the activity or planned intentions of a member are particularly criminal in terminate that membership, but to report it to appropriate law officers in their operations area.

Exceptions to this would be where the law is not a law, as defined by Indiana Code, Title 1, Art. 1, Chapter 2, Sec. 1.

Laws Governing the State (IC 1-1-2-1)

The law governing this state is declared to be:

1. The Constitution of the United States and of this state.
2. All statutes of the general assembly of the state in force, and not inconsistent with such constitutions.
3. All statutes of the United States in force, and relating to subjects over which congress has power to legislate for the states, and not inconsistent with the Constitution of the United States.
4. The common law of England, and statutes of the British Parliament made in aid thereof prior to the fourth year of the reign of James the First (except the second section of the sixth chapter of forty-third Elizabeth, the eighth chapter of thirteenth Elizabeth, and the ninth chapter of thirty-seventh Henry the Eighth,) and which are of a general nature, not local to that kingdom, and not inconsistent with the first, second and third specifications of this section. (*Formerly: Acts 1852, IRS, c.61, s.1.*)

However, if the commanding officer abuses their discretionary power, they may subject themselves to disciplinary action including but not limited to removal from command. Commanders can be disciplined for failure to uphold their responsibilities as well. This includes issuing ‘orders’ that contradict *General Orders for the Yellow Jacket Militia*, Yellow Jacket Militia mission objectives (without cause), or militia goals. This may include a vote of no-confidence by a quorum of the unit.

Progressive Discipline Steps

1. Informal, verbal counseling; no notation shall be made to adjutant.
2. Formal verbal counseling; notation in member record.
3. Written warning to member with a copy going to the adjutant.
4. Formal censure; copy to adjutant, and 6 to 12 months’ probation for the member. If member fails to achieve satisfactory self-discipline again after the probationary period expires, the unit commander may return to step 3 or 4 depending on the nature of the problem.
5. Discharge procedures initiated against member. Members cannot and shall not be disciplined for refusing an improper order. If a member is disciplined in such instances, he/she shall have redress through the senior Brigade commander and state staff or the assembly of all Brigade commanders. A Board of Inquiry and Review shall be used in all instances where a member is disciplined where steps 4 & 5 are used, and where a commander’s discretion is questioned as having violated *General Orders for the Yellow Jacket Militia*, Yellow Jacket Militia mission objectives (without just cause), or militia goals. The discipline policy will be used solely for reformation, not for retribution or vindictive justice.

19 Boards of Inquiry, Review and Appeal

Boards of Inquiry may be used to examine events or matters that cannot be judged by an individual or in cases where a dispute needs official resolution. These assemblies are charged with the following investigative and judicial tasks:

1. To seek and present all documentation and evidence or testimony, seek the truth and eschew any agenda or “spin” on the subject of inquiry.

2. To turn over all findings in matters of militia discipline to the whole membership of a unit should a vote for discharge be required.
3. To study and resolve disputes that may arise as the result of an omission of policy and procedure, and to issue resolutions for implementing the needed changes in a timely fashion.
4. In matters where membership issues are concerned, including investigations of member or unit actions, only established facts will be weighed and all proceedings will be conducted with absolute regard for natural (God-given) Rights. In these cases the practice of the common law and Constitutional protections shall be strictly observed.
5. Boards shall uphold the innocence of an accused until they are proven otherwise.
6. No member shall be judged without at least the presentment of two credible witnesses and/or physical documentation/evidence. A sworn and witnessed affidavit may be accepted in lieu of a witness.
7. Boards shall be responsible for judging appeals for redress from unjust discharges.
8. An accused has the right to prepare their defense, seek discovery of charges, evidence & witnesses; including specifics regarding charges, and may obtain peer counsel. An accused also reserves the Right to be judged by his/her peers, people who know the accused well. In cases where the accused has just transferred to a new unit, he/she reserves the Right to be judged by the members of the old unit.
9. Boards of Inquiry will not be used as a “Rubber Stamp” for actions taken by commanders. They shall uphold all militia procedures and standards, and shall judge the rules as well as the facts.
10. No member of a board of inquiry shall serve as a panelist for a board in an appeal on the same issue.
11. In all other matters where the rules of militia operation and conduct are not covered, a Board of Inquiry & Review shall use the Indiana Constitution and American Bill of Rights as a guide.
12. Boards of Inquiry shall be open to all members and witnesses.

20 Discharge Procedures & Standards

Discharge proceedings will always follow due process and the practice of the common law and Constitutionally enumerated protections, which include but are not limited to: Voluntary and Involuntary.

Voluntary discharges may return to the organization at any time provided that they were not under disciplinary action at the time they left. If this is the case, a Board of inquiry may be convened to address whether that member is prepared to return to active enlistment.

- Innocent until proven otherwise.
- Right to a fair & speedy trial.
- Right to confront accusers.
- Right to discovery of charges and all evidence in the matter.
- Right to prepare to speak for one's own defense in all matters.

Involuntary discharges may be given for the following:

- Right to be judged impartially by a panel of one's peers.
- Criminal acts, conspiracy to commit the same, collusion. In these cases a commander should take immediate (summary) action. See General Orders 5 & 6.
- Right to not be compelled to act as a witness against one's self.
- The Right to counsel and favorable witness testimony. All discharge proceedings shall be conducted openly and not in secret; and shall address matters that only pertain to militia business. Personal contracts, agreements, or covenants between members shall not be considered as subject matter except in certain cases where the controversy directly interferes with militia activity.
- Dereliction of duty, which should be weighed carefully, and taken as a pattern of overall behavior. This charge should be guarded against abuse and always requires a board of review.
- Various inappropriate behaviors such as lying, threatening, taking others property. Also in this category are suggestions to engage in illegal activity. Joking about the same will be frowned upon strongly. Other examples include idle talk about making explosives, converting firearms, etc. Discharge proceedings shall commence only upon the completion of a Board of Inquiry in those cases where a discharge is not summary in nature. When discharges are initiated, members who

are not involved in these proceedings shall act as witnesses; preferably members from other Regiments or Brigades (1 witness each).

- Other activities that are harmful to the organization will be reviewed on an individual basis. All discharges shall be conducted by a quorum of the entire unit (half plus 1). 4/5ths of the quorum (those present) must vote to discharge for it to be enacted. Proxy votes are not allowed. Where an involuntary dischargee wishes to rejoin, a majority quorum vote of the unit he/she wishes to join is required, except in cases of felonious discharges.