



TEXIAN



VOLUNTEER CORPS

# TEXIAN VOLUNTEER HANDBOOK



# Texian Volunteer Corps Handbook

05/2017



# Dedication

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This handbook is dedicated to you. The hands, eyes, feet and public face of The Texas Nationalist Movement which will make the dream of Texas Independence a reality.

If you are reading this, then you have already demonstrated a commitment, desire and enthusiasm above and beyond that of many others. Your designation as a member of the Texian Volunteer Corps is an acknowledgment of the exemplary service, honor and dedication you have already shown for the Texas Nationalist Movement and the cause of Independence.

We are asking you to continue the march towards Texas Independence with a renewed vigor, professionalism and pride as a member of the Texian Volunteer Corps. It will not be an easy, but the sacrifices and challenges experienced by all of us today will lead to the reality of Texas Independence tomorrow.

Texian Volunteers strive to model all the traits of a Texas Nationalist recognizing that by preserving our Political, Cultural and Economic Independence ensures our success as a new republic when we achieve our Independence.

I am honored to be a part of this special group and look forward to the not so distant future when our children and grandchildren grow up in the free and prosperous nation of Texas. This future is in your hands!

Texas First! Texas Forever!

Don Teer  
Director  
Texian Volunteer Corps



# What Is A Texian Volunteer

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From 1834 to 1836 the Texian Army was organized for the Texas Revolution of independence from Mexico. The Texian Army was a diverse group of men and women from many different nations and states.

The Texian Army was made up of local native-born Tejano volunteers, volunteers from the Southern United States; and hopeful pioneers which came from all across Europe.

Our latter day Texian Volunteer Corps will again be organized for the purpose of gaining independence; however this time we are fighting for secession from the union of states known as the United States of America. Our weapons will not be swords, rifles and cannon but will be legal precedent, legislative process and the will of the people. Our battles will not be held in the valleys, in the fields or hills of Texas but in the hearts and minds of our citizens and our local, regional and state representatives.

The evidence is clear and present that the United States, as we have known it, is spiraling out of control down a path of self destruction and daily it adds to the list of overreaching unconstitutional laws that directly affect both you and I. The federal government has determined that a free and self sufficient people are a threat to them; so has done everything possible to make us weaker and dependent upon them. They have unconstitutionally grown the government and assumed control of powers that were originally meant only for the states themselves.

This self destructive trend is unstoppable. The massive unsustainable debt, police state mindset and the continuing assault on our personal freedoms & liberties are well documented. We have passed the tipping point for the United States. It is time for Texas to seek a new, old path - one of sovereignty and independence. Texas can, and will, stand as an independent nation again. That is our goal and sacred mission.





# What Is The Texian Volunteer Corps

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The Texian Volunteer Corps is a uniformed service corps comprised of the most loyal and dedicated Texas Nationalists and functions as the field organization for the Texas Nationalist Movement.

The Texian Volunteer Corps exists to support the Texas Nationalist Movement in the achievement of its mission through aggressive & strategic non-violent, legal activities designed to make the most impact.

## **Texian Volunteer Vision Statement**

We are defined by our Missions, Commitment and Heritage. We will selflessly serve the Texas Nationalist Movement and perform our duties in a manner that brings honor to each other and to the memories of those that sacrificed all for the sake of a free & independent Republic of Texas.

## **Texian Volunteers Creed**

**I am a Texian Volunteer.**

I am an activist in pursuit of Texas independence.

I serve the mission of TNM and the people of Texas.

I will always put the mission first.

I will not accept defeat.

I will never quit.

I am disciplined, mentally tough, trained, and proficient in my duties.

I will always maintain my uniform, equipment, and myself.

I stand ready to engage those concerning Texas independence.

**I am a Texian Volunteer.**



# The Texas Nationalist Movement

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***The Texas Nationalist Movement's mission is to secure and protect the political, cultural and economic independence of the nation of Texas and to restore and protect a constitutional Republic and the inherent rights of the people of Texas.***

The Texas Nationalist Movement seeks to fulfill its mission by working in three areas:

## Political

- Identifying, communicating with and organizing Texans who support independence
- Increasing the number of Texans who support independence by actively educating on the benefits of Texas independence
- Supporting candidates at every level that support Texas independence and the principles of Texas nationalism
- Affecting an internationally recognized referendum on Texas independence for the people of Texas
- Holding government officials under the current system and at every level accountable to current laws and the Constitution

## Cultural

- Preserving Texas history and culture
- Educating Texans and the world about Texas history and culture
  - Celebrating Texas history and culture
  - Defending Texas history and culture
- Improving and supporting the way of life of Texas communities

## Economic

- Promoting the purchase of Texas goods and the use of Texas services by Texans
- Connecting Texas businesses with skilled Texas workers
- Fostering the Texas entrepreneurial spirit
- Supporting a sound economic system and policies
- Promoting fair trade between Texas and other nations



# Principles of Texas Nationalism

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- **Nationhood** - Texas is a nation with a distinct culture, economy and government.
- **Independence** - Texas should always be politically, culturally and economically independent.
- **Individualism** - The basic political building block of Texas is the individual.
- **Entrepreneurialism** - The basic economic building block of Texas is the entrepreneur.
- **Family** - The basic cultural building block of Texas is the family.
- **Inherent Rights** - Texas is the embodiment of natural rights.
- **Value** - Texas adheres to the values of fortitude, loyalty, righteousness, prudence, and broadmindedness.
- **Primacy of Cause** - Texas Nationalism is the primary secular cause of all Texans and is distinct and superior to all other secular causes.
- **Primacy of Nation** - The interests of Texas supersede the interests of all other nations and states.
- **Nature of Government** - All political power is inherent in the Texan people, and all free governments are founded on their authority, and instituted for their benefit. The Texan people have at all times the inalienable right to alter, reform or abolish their government in such manner as they may think expedient.
- **Historical Foundation** - Texas' unique history serves as the foundation for our current and future greatness.
- **Indomitability** - There is no challenge that cannot be overcome by the individual initiative and collective will of Texans.

*"Let us grow big with our cause. Shall we honour the flag we bear by a mean, apologetic front? No! Wherever it is down, lift it; wherever it is challenged, wave it; wherever it is high, salute it; wherever it is victorious, glorify and exult in it. At all times and forever be for it proud, passionate, persistent, jubilant, defiant; stirring hidden memories, kindling old fires, wakening the finer instincts of men, till all are one in the old spirit, the spirit that will not admit defeat, that has been voiced by thousands, that is noblest in Emmet's one line, setting the time for his epitaph: "When my country"--not if--but "when my country takes her place among the nations of the earth." It is no hypothesis; it is a certainty. There have been in every generation, and are in our own, men dull of apprehension and cold of heart, who could not believe this, but we believe it, we live in it: we know it. Yes, we know it, as Emmet knew it, and as it shall be seen tomorrow; and when the historian of tomorrow, seeing it accomplished, will write its history, he will not note the end with surprise."*



# Organizational Principles

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## **We are a movement of people.**

Article 1 Section 2 of the Texas Constitution states that "all political power is inherent in the people". For us to fulfill the political, cultural and economic aspects of our mission, then we must move the people. This is acknowledged in the first segment of our "Political" mission and its position speaks to its primacy as an organizational principle.

## **We are peaceful.**

As true Texans, we do not seek violent conflict and are willing to endure hardship to achieve the greater mission. The TNM acknowledges that questions settled by violence must forever remain unsettled. It was a lesson lost on Santa Anna and King George III as well as tyrants the world over. However, we further acknowledge the inalienable right to self-defense and self-preservation.

## **We are an organization of Texas Nationalists.**

The Texas Nationalist Movement is comprised exclusively of those who are Texas Nationalists and have internalized the mission, vision and values of the organization. Therefore, joining TNM is vastly different than many organization. It is not simply an social club that one joins on a whim because they feel like this is a "good idea". It is a comprised of those who truly believe in our mission, vision and values and want a highly-organized method to achieve the political, cultural and economic independence of Texas. A Texas Nationalist is something that you are. What you do is rooted in and springs from that.

## **We believe in personal responsibility.**

Each member acknowledges their personal responsibility to fulfill our mission. Those members who accept leadership roles, in addition to personal responsibility for the overall mission, also accept responsibility for the specific function which they have accepted. Victories are shared and celebrated by all, whether member or leader. The burden of failure is borne exclusively by the leadership.

## **Texas Nationalism is personal and individual.**

Each person becomes a Texas Nationalist following a unique path. It is a highly personal journey and, therefore, membership in TNM is exclusively extended to people on an individual basis.

## **The expectation is participation.**

Belief in our mission is expressed in working for its success. Therefore, while we acknowledge the





limitations imposed by modern society and circumstances, we also know that the surest sign of a true belief in our cause is the level of participation that a member has within these limitations. Whether it is individual actions, group actions or financial participation we welcome all participation.

### **Leadership is attained through experience and merit.**

To attain, advance and maintain leadership in the TNM, a member must gain experience, knowledge, skills and demonstrate capability. Leadership is not given. It is earned.

### **Political, cultural and economic independence have an equal emphasis.**

To achieve the independence of Texas, it must be achieved on the political, cultural and economic fronts. There are a total of 15 points in the goals of TNM. You must achieve all of these or independence will never be solidly obtained or preserved.

### **Independence is achieved, not received.**

We must work to gain and maintain independence. It is not granted from some outside force. To the contrary, external forces work daily to deny us independence. Texas Nationalism is the daily expression of our desire for the political, cultural and economic independence of Texas. Achievement of Texas independence requires ceaseless activity.

### **Each leader has one area of designated responsibility.**

While volunteers may assume different roles and each of us is personally responsible for our success, leaders in TNM have one designated area of responsibility. One leader cannot hold multiple positions in the organization. For leaders whose task is geographically defined, then the scope their functions is limited to that defined area. While they may assist in other areas, their focus is on their area of responsibility.

### **Each area of designated responsibility has one leader.**

TNM is not a committee-oriented organization. Committees tend to degenerate into consensus building leading to slow reaction or inaction. Rather, each leader who has accepted an area of responsibility is encouraged to build a support team to assist in the fulfillment of their duties. This method of organization leads to the ability to act rapidly and gives tremendous flexibility in reacting to circumstances. It also allows the organization to identify and address challenges quickly.

### **Our task requires a high-level of discipline.**

Much as Houston's men had to have the discipline to march across Texas while their homes burned and the discipline to silently march across the plain at San Jacinto to surprise the Mexican Army,



leaders in the TNM accept that a high-level of discipline is required to win Texas independence. This includes communications, information, organizational and action discipline.

### **We are opposed.**

Whether it is the forces who want to maintain the status quo, the peddlers of false hope or those who actively work to subjugate Texas, we have opposition. Never forget that this is a fight and we as individuals and as an organization must do what it takes to win. The TNM treats this like a fight and, as such, our strategy and tactics reflect this reality.

### **Don't reinvent the wheel.**

The TNM did not happen on a whim or by accident. It is part of a well-thought process with nearly two decades of experience in the field. Strive to excel in your particular area of responsibility and operate within the scope of your duties. Innovation is encouraged. However, many challenges and problems that arise in the organization can be avoided by leaders who focus on the responsibilities that they have accepted and follow the chain of command. As always, when in doubt, ask before you act.



# Texian Volunteer Corps Structure

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The Texas Nationalist Movement is a highly structured and regimented organization. Unlike the vast majority of organizations that follow a loose, consensus-based structure, the TNM acknowledges that fulfilling our mission requires a high-level of focus, discipline and individual member engagement. Therefore, there is an expectation that members and, especially, leaders will exhibit this focus, discipline and engagement. The organizational structure of the Texian Volunteer Corps is a reflection of this.

## **Field Director of Texian Volunteer Corps**

The Field Director of the Texian Volunteer Corps is a member of the National Leadership Team of the Texas Nationalist Movement, responsible directly to the Executive Director and President for the establishment, development and oversight of the Texian Volunteer Corps. The Field Director shall appoint all leadership positions within each District, Region, and Division to manage the administration of the program at the local level. The Field Director coordinates through the chain of command to ensure the goals and missions of the Texas Nationalist Movement are efficiently and professionally carried out within the Texian Volunteer Corps.

## **Deputy Field Director of Texian Volunteer Corps**

The Deputy Field Director is the highest non-national leadership position in the Texian Volunteer Corps and is directly responsible to the Field Director for oversight of the Regional Field Directors under their charge. There are five (5) Deputy Field Directors and each is responsible for four (4) Regional Field Directors. The Deputy Field Director will ensure that required metrics are being met by the Regional Field Directors and assist them in accomplishing the mission of TNM in their individual regions.

## **Regional Field Director of Texian Volunteer Corps**

Regional Field Director is a leadership position in the Texian Volunteer Corps and is directly responsible to the Deputy Field Director for oversight of the District Captains under their charge. There are nineteen (19) Regional Field Directors and each is responsible for seven (7) District Captains in their region. The Regional Field Director will ensure that required metrics are being met by the District Captains and assist them in accomplishing the mission of TNM in their individual districts. Regional Field Directors will mentor and promote Team Leaders and District Captains from their local pool of members of the Texian Volunteer Corps.

## **District Captain of Texian Volunteer Corps**

The District Captain is a critical leadership position responsible for the development and oversight of



their assigned district for the Texian Volunteer Corps. District Captains will be appointed by the Field Director of Texian Volunteers or his delegated subordinates and shall be directly responsible to their Regional Field Director or, in the absence of a Regional Field Director, to the next highest direct in the chain of command.

A District Captain is a strong, innovative thinker that can develop outside-the-box solutions to most situations. A District Captain is able to lead by example and be stalwart in integrity and character. Each Texas House District has one (1) District Captain. A District Captain works directly with the Team Leaders of in their House District and seeks to vet and mentor potential leaders within their House District. District Captains ensure that required metrics are being met by the Team Leaders and assist them in accomplishing the mission of TNM in their district.

### **Team Leader of Texian Volunteer Corps**

The Team Leader is a critical front line leadership position responsible for the development and oversight of their local team. will be appointed by the Field Director of Texian Volunteers or his delegated subordinates and shall be directly responsible to their District Captain or, in the absence of a District Captain, to the next highest direct in the chain of command.

A Team Leader and their team are the boots on the ground and the face of TNM to the public. Team Leaders and their Teams act in a professional manner when in performance of their responsibilities. They always seek to represent TNM in a positive light bringing credit to the organization, the Texian Volunteer Corps, and their team.

A Team Leader actively coordinates and interacts with their District Captains or, in the absence of a District Captain, to the next highest direct in the chain of command. Team Leaders forward recommendations for TNM members to join the Texian Volunteer Corps and oversee all activities of their team as required.

Recommendations for special recognition of Texian Volunteers, periodic personnel evaluations, supply requests, and reports shall also be an ongoing function of the Team Leader submitted directly to the Field Director of Texian Volunteers or his delegated subordinates for action and approval.

The Team Leader will also recommend TNM participation at specific local events designed to create a positive public perception of the TNM while visibly concentrating larger numbers of TNM personnel.

### **Unit Leader of Texian Volunteer Corps**

Unit Leaders are the most basic level of leadership in Texian Volunteer Corps. Unit Leaders are responsible for a 4 to 5 member unit within a Local Team. A Unit Leader executes TNM missions given by their Team Leader, ensures unit readiness, works closely with Team Leaders in planning and



preparation, and contributes to after action reports.

### **Texian Volunteer**

The Texian Volunteer is a TNM activist of the highest caliber and dedication. The Texian Volunteer can be counted upon to be the first in and last out at public TNM events and others as requested by their Team Leader.

Texian Volunteers are the most knowledgeable, most mobile and best trained of our TNM members. Texian Volunteers are responsible to their Team Leaders for active recruitment & engagement of the public through pledge drives, marches, flag waving events, humanitarian services and other legal, non-violent actions that serve to further the goals of the Texas Nationalist Movement & place our organization in a positive light.

Texian Volunteers will be recognizable from the general members of the TNM by special apparel and/or pins designed to highlight their status as a member of the Texian Volunteer Corps.





# Good Standing

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The Texian Volunteer Corps is the highly disciplined field arm of the TNM. As such, it maintains a high standard for its volunteers. Maintaining a position of good standing within the TVC is paramount to the morale and esprit de corps of the individual Units, Teams, and the Texian Volunteer Corps as a whole. One of the reasons that the Volunteer Corps is an elite organization is because of the dedicated participation of its members.

**To be a member of the Texian Volunteer Corps in good standing, the following requirements must be met.**

- Volunteer must be in compliance with all TNM and TVC policies.
- Volunteer must attend all planning meetings scheduled for any given month.
- Volunteer must attend all scheduled Team/Unit events.

## Disciplinary Policy

- Missing any 4 consecutive meetings/events or 50% of meetings/events in a quarter will place volunteer in danger of being dismissed from the Texian Volunteer Corps subject to Team Leader/Unit leader evaluation.
- Three unsatisfactory evaluations will place Volunteer in danger of dismissal. Upon a fourth unsatisfactory evaluation dismissal will be automatic.
- Unsatisfactory evaluations can be appealed to a higher ranking Leader, e.g. Unit Leaders evaluation appealed to Team Leader up to Deputy Field Director.
- All dismissals will be reviewed by the National Field Director before a final decision is made.



# Texian Volunteer Standard Uniform

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The Texian Volunteer Corps is a uniformed service corps. The standard uniform for a member of the TVC consists of the following:

## Uniform

- Grey Uniform Shirt - Proper Lightweight Tactical Ripstop Long Sleeve Shirt with appropriate insignia.
- Navy Trousers - Proper Genuine Gear BDU Trousers.
- TNM Vented Cap - Officers wear straw cowboy hats.
- Footwear - Black boots, tennis shoes or dress shoes at your discretion. No open toed shoes.

## Insignia

- Left sleeve patch - Texas Flag
- Right sleeve patch - TVC Patch with Unit # rocker on top
- Left & right collar - Silver rank insignia for officers with red leadership tabs on the epaulets
- Left chest - Service pins
- Right chest - Service patches

## General Appearance

- Members of the TVC, while engaged in Volunteer activities, shall be clean and well-groomed.
- Facial hair shall be neatly trimmed.
- All earned insignia must be displayed on the uniform shirt.
- No unauthorized pins, patches, or emblems may be displayed on the uniform shirt or hat.
- In colder temperatures, a white long-sleeved thermal shirt may be worn underneath the uniform shirt.
- Concealed carry is allowed with proper permit during events.



# Policies



# Media Policy

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There may be a time when you are confronted with questions from the media. The first rule is never discuss anything that you do not have certain knowledge of. You can always refuse to speak with them, but do it in a professional manner. The website is also another good source to refer them to. You are free to discuss any information that is public knowledge. Any questions beyond that information should be referred to the Communications Director.

Here are the official Media Contact guidelines for TNM:

- The President is the Chief Spokesman for the Texas Nationalist Movement, is responsible for all public information and responsible for all matters which represent the Texas Nationalist Movement before the public, the media, and the world.
- All media contacts should be referred to the Communications Director or his designee.
- From time to time the President may delegate media interviews to other officers of the Texas Nationalist Movement.
- If an officer is asked to speak on behalf of the Texas Nationalist Movement the request must be communicated to the next highest officer in the organization and the Communications Director. Information must include the date of the event, who invited or organized the event, and the topic which will be addressed in the meeting.
- Officers shall not accept speaking engagements with organizations that hold contrary views to the mission, vision and values of the Texas Nationalist Movement. When in doubt, ask.
- At all times during said event the officer will adhere to all governing policies concerning public affairs.
- If a topic is not within your job description or a general topic concerning publicly available policies and actions of the Texas Nationalist Movement, then do not talk about it. Refer it to the proper official who has that duty or the Communications Director. When in doubt, defer.
- Keep the public informed on the progress and successes of the mandated duties of your office and department.
- The Communications Director is given final authority on all public relations and public information. Please conscientiously observe all these policies to insure that the message the organization wants communicated is maintained.



# Ethics, Performance and Disciplinary Policy

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The Texas Nationalist Movement requires that all its leaders and volunteers perform their duties in an efficient, effective and honorable manner and conduct themselves with integrity, consideration and fairness, so as to bring credit to themselves, the Texas Nationalist Movement and all its endeavors and associations.

## **Ethics Policy**

All TNM leaders and staff will conduct themselves in a high ethical standard and will abide by the Texas Nationalist Movement Ethics Policy. The following are Ethics Policy requirements:

- Conduct oneself in a manner to bring credit (and not discredit) to the TNM.
- Integrity (live and speak straight, dependable and honest - honor oneself and the TNM.)
- Manner/Behavior (conduct oneself as required of your position – honor the TNM.)
- Attitude (supportive and positive toward the TNM cause and its adherents.)
- Commitments (honor yours and make not another's.)
- Dress/Appearance/Image (appropriate for TNM and your position.)
- Policy Adherence (follow the TNM Policy and perform as a team player.)
- Rules Adherence (follow TNM rules and perform as a team player.)
- Mission and Vision Implementation and Adherence (strict adherence is mandatory.)
- Follow Management Directions (perform per direction once discussions are completed.)
- Duties (perform without complaint or shirk.)
- Corrective Actions Follow Through (provide a positive adaptation to TNM needs.)
- Speak Your Mind in an Honest and Considerate Manner then follow the leader's direction.

## **Performance Policy**

All Texas Nationalist Movement leaders and volunteers will perform their functions, tasks and duties in a high standard for output and quality providing integrity, appropriate performance, communication and support of the Texas Nationalist Movement leadership and objectives and abide by the Texas Nationalist Movement Performance Policy. The following are Performance Policy requirements:

- Perform all duties in a manner that advances the TNM Objectives.
- Provide effective mission implementation.
- Provide TNM Policy adherence.
- Provide appropriate duties performance.
- Follow management directions skillfully.
- Provide proper effectiveness.
- Provide required reports and statuses.





- Provide timeliness with self, others and outputs.
- Provide appropriate output and with appropriate quality.
- Provide proper function and organization management.
- Provide appropriate delegation and supervision of organizational subordinates.
- Establish and implement proper performance standards for self and subordinates.
- Develop and implement appropriate work processes for self and subordinates.
- Perform required tasks efficiently and effectively with proper quality and timeliness.
- Seek to be and do better and to improve the tasks and output for the TNM.
- Treat everyone with respect, dignity and consideration.
- Be a positive influence for all and for the TNM.
- Follow and implement the Mission and Vision for the best result.

### **Disciplinary Policy**

All Texas Nationalist Movement leaders, volunteers and staff will perform their functions, tasks and duties in a high standard of ethics and performance as described in the TNM Ethics Policy, and the TNM Performance Policy. Any infractions and/or violations of these policies will be cause for discipline as described in the TNM Disciplinary Policy. Serious unmitigated violation may cause immediate suspension or termination.

### **Infraction/Violation**

{Examples: Insufficient support, or violations of the Ethics, Performance, or of other Policy requirements. Unsatisfactory performance. Undermining management or TNM Objectives. Unsatisfactory Conduct. Unsatisfactory output. Unsatisfactory work quality. Not obtaining approval for actions attributed to the TNM. Insufficient or faulty communications to leadership and associates. Insufficient reports and/or status to leadership. Not maintaining or providing sufficient confidentiality of specifically so identified strategy and plans. Not providing fair and considerate dealings in the performance of TNM duties. And such other inappropriate action.}

Minor, easily correctable infractions will be dealt with by verbal warning. Non-correction or continued abuse will constitute grounds for Written Notice(s). Written Notice will be provided for serious infractions. Each Written Notice will require a written Corrective Action Plan by the offender and agreed to by the offender's management. Refusal to provide a corrective plan will be sufficient grounds for immediate dismissal.

- 1st Infraction--- (Written) Notice #1, Corrective Action Required #1. Possible suspension.
- 2nd Infraction--- (Written) Notice #2, Corrective Action Required #2. Possible suspension.
- 3rd Infraction---Final Notice/Dismissal (or resignation requested and received.)



# Internet Communication Guidelines

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It is each officers responsibility to follow these organizational guidelines when using these facilities. These guidelines are designed to prevent use that may be illegal, abusive or adversely impact the Texas Nationalist Movement or its resources and at the same time show what usage is allowable.

## 1. Security

- Understand the level of security.
- When you send sensitive material electronically, it is important to verify that all recipients are authorized to receive such information. Also ensure the mechanism of transfer is secure. The transfer of sensitive information may prove more secure in written/printed format than through an electronic message.
- No system of communications is completely secure, including e-mail. E-mail messages cannot be sent anonymously. Messages can also be quickly and easily copied and forwarded inappropriately.

***ORGANIZATIONAL INFORMATION MUST NOT BE MADE AVAILABLE ON THE INTERNET OR ANY EXTERNAL SYSTEM WITHOUT PERMISSION FROM THE DEPARTMENT RESPONSIBLE FOR THAT INFORMATION.***

## 2. ACCESS

- Restrict usage to TNM officers and other authorized persons.
- As with all TNM assets, only TNM officers and other authorized persons may use the network to send or view communications. Family members or other unauthorized persons may not use the TNM network.

## 3. RESPONSIBLE USE

- Maintain professionalism.
- Every TNM officer who uses a Texas Nationalist e-mail address is responsible for ensuring messages are professional and businesslike and have the organizations best interests in mind. As a way to impose personal restraint and professionalism, ASSUME THAT WHATEVER YOU WRITE MAY AT SOME TIME BE MADE PUBLIC.
- Remember that these guidelines apply to personal expressions as well.
- Your responsibility extends beyond confidential or classified information to include personal viewpoints. If messages sent to external sources are taken out of context or misinterpreted, they can have an unplanned and negative impact on the TNM or be misconstrued as official TNM endorsements or statements.
- Do not communicate or store inappropriate content.
- If you want to send a message via e-mail and are unsure about its sensitivity, review the



message with a superior officer. Communicating any material which falls into any of the following categories is unacceptable:

1. Any form of a "chain" letter.
2. Sexually explicit or suggestive material, particularly pornographic material that violates applicable law.
3. Material that expresses or promotes discriminatory attitudes based upon religion, gender, age, nationality or other groups.
4. Software used for "hacking" or "cracking" internal or external computer systems such as viruses, mail bombs and the like.
5. Harassment or threats.
6. Business activities unrelated to TNM business.
7. Messages that intentionally misrepresent the identity of the sender.
8. Material that is illegal in other ways.
9. Material that persons of reasonable sensibility may find personally offensive or inappropriate.

***REMEMBER, IF YOU WOULDN'T WANT SOMETHING READ BY A TNM OFFICER, THE MEDIA, OR IN A COURT OF LAW -- DON'T WRITE IT.***

#### **4. RETENTION**

- Don't keep it if you don't need it.
- Be prudent in retaining e-mail messages. Delete unnecessary messages immediately, and review other messages for retention on a periodic basis (preferably, at least once a month). Sensitive information should be printed, stored in printed format and then be removed from the computer system.

#### **5. Checking Email & Messages**

You are required to check your email on a frequent and consistent basis to ensure you are staying current with all official communications, some of which are time sensitive.



# Non Disclosure & Confidentiality Policy

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The Texas Nationalist Movement wishes to protect its confidential information.

## ARTICLE 1. DEFINITIONS

Confidential Information shall mean, but is not limited to, plans, processes, reports, financials, business or strategic plans, compensation, donor lists and donors, member lists and members (including, but not limited to, members or donors of the Organization who Volunteer calls or with whom Volunteer became acquainted with during the term of service) and any information relating or belonging to Organization's members, membership totals, donors and any other third-party individuals Organization transacts with whether furnished before or after the date hereof, oral or written, and regardless of the form of communication or the manner in which it is furnished.

Organization Records shall mean any document or record concerning the business and affairs of the Organization.

Party shall mean Organization or Volunteer and Parties shall mean both Organization and Volunteer.

Representative shall mean any person, such person's affiliates and its and their directors, shareholders, partners, members, officers, Volunteers, consultants, independent contractors, agents, advisors (including, without limitation, financial advisors, counsel and accountants) and controlling persons.

## ARTICLE 2. CONFIDENTIALITY

Volunteer acknowledges that the fulfillment of the goals of the Organization largely depends upon the public's trust (herein the "Mission"). Any direct or indirect disclosure of Confidential Information to anyone outside of the Organization would threaten the Mission and operations of Organization, cause the public to lose trust in the Organization, and would do damage, monetary or otherwise, to the Organizations Mission. Volunteer's activities with the Organization has or will expose Volunteer to Confidential Information. Volunteer expressly acknowledges the status of the Confidential Information and that the Confidential Information constitutes a protectable interest of the Organization.

For the purposes of this Agreement, Confidential Information shall not include information that is:

(a) readily available to the public in the same or an equally usable form as that maintained by Organization; (b) has been lawfully received from an independent third party without any restriction and without any obligation of confidentiality; or (c) has been independently developed without access to or knowledge or use of the Confidential Information.



### ARTICLE 3. MAINTAINING CONFIDENTIALITY

Volunteer shall not divulge, disclose, provide or disseminate, in any manner to any person or entity at any time, the Confidential Information described in Article 2 of this Agreement, Confidential Information which may affect the Mission of Organization or matters relating to the Mission of Organization without Organization's express consent in writing. Volunteer agrees to maintain security measures to safeguard the Confidential Information.

Pursuant to such maintenance, Volunteer shall: (i) attempt in every reasonable way to prevent intentional or unintentional unauthorized use or disclosure of Confidential Information and Organization Records; (ii) promptly notify the Organization of an unauthorized use, copying or disclosure of Confidential Information or Organization Records; and (iii) assist the Organization in every reasonable way to retrieve wrongfully disclosed Confidential Information, or Organization Records, and/or terminate unauthorized use or disclosure.

Moreover, Volunteer shall adhere to following measures to comply with their confidentiality obligations herein:

- (a) Take reasonable steps to maintain the secrecy of Confidential Information, including, but not limited to, maintaining the physical security of Confidential Information by using locked drawers, computer passwords and marking documents as "Confidential."
- (b) Refrain from discussing Organization's operations, members or its donors with anyone other than personnel or Representatives within Organization.
- (c) Refrain from discussing the internal operations of the Organization or its donors in public places or common areas.
- (d) Take reasonable efforts to avoid inadvertent disclosure caused by things including, but not limited to, open doors, speaker phones, etc.; and
- (e) When destroying Organization Records or documents containing Confidential Information, take the appropriate steps to ensure that such destruction is done properly.

### ARTICLE 4. USE OF CONFIDENTIAL INFORMATION

Volunteer may use Confidential Information, and Organization Records, to the extent necessary to perform their authorized duties. Notwithstanding the foregoing, Volunteer shall not use Confidential Information, or any Organization Record, for any purpose not permitted herein without the prior written authorization of a corporate officer. Volunteer agrees not to use Confidential Information in any way which would be harmful to Organization.

### ARTICLE 5. DISCLOSURE OF CONFIDENTIAL INFORMATION

Volunteer shall not, directly or indirectly, in any capacity, make known, disclose, furnish, make available or utilize any of the Confidential Information of the Organization other than in the proper performance of the duties contemplated herein, or as required by a court of competent jurisdiction or other administrative or legislative body. In the event Volunteer is requested pursuant to, or required





by, applicable law or regulation or by legal process to disclose any Confidential Information, the Volunteer shall provide the Organization with prompt written notice of such request or requirement so that Organization may; (i) seek an appropriate protective order or other remedy with respect thereto, (ii) consult with the Volunteer in taking steps to resist or narrow the scope of such request or legal process, or (iii) waive compliance, in whole or in part, with the terms of this Agreement.

Notwithstanding the foregoing, Organization may consent to information being disclosed, or relieve Volunteer from having to comply with this Agreement, in whole or in part, provided prior written consent is obtained.

#### ARTICLE 6. TERMINATION OF CONFIDENTIALITY, RETURN OF CONFIDENTIAL INFORMATION

Volunteer may be released from obligations in this Agreement if given written consent by Organization, in whole or in part, if; (i) Organization provides a written demand that any Confidential Information be returned, (ii) the service of Volunteer expires, is voluntarily or involuntarily terminated or suspended, or (iii) Volunteer breaches any terms in this Agreement.

Upon such release, Volunteer shall return all Confidential Information within seven (7) business days, from the day Volunteer is released, along with all copies including, but not limited to, anything disclosed by Organization or made by the Volunteer. Anything that cannot be returned shall be completely destroyed, including deletion from all computers of all copies, reproductions, summaries, analyses or extracts thereof or based thereon (whether in hard-copy form or on intangible media, such as electronic mail or computer files) in the Volunteer's possession. If a legal proceeding has been instituted to seek disclosure of Confidential Information, such material shall not be destroyed until the proceeding is settled or a final judgment with respect thereto has been rendered. The Organization reserves the right to inspect any and all devices used to conduct business or store Organization's information.

#### ARTICLE 7. GOVERNING LAW AND REMEDIES

This Agreement shall be governed by, and construed in accordance with, the laws of the State of Texas, without giving effect to its principles or rules regarding conflicts of laws. Each party hereby consents to, and subsequently waives any objection of, the institution and resolution of any action, or proceeding, of any kind or nature with respect to, or arising out of, this agreement brought by either Party in the federal or state courts located within the State of Texas.

#### ARTICLE 8. SEVERABILITY

In the event any one or more of the provisions of this Agreement are held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remainder of this Agreement shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law.



#### ARTICLE 9. WAIVER

The failure of either Party to this Agreement to enforce any of its terms, provisions or covenants shall not be construed as a waiver of the same or of the right of such Party to enforce the same. The consent, waiver, or change rendered by either Party to this Agreement with respect to a certain event shall only be applicable to that event, and shall not be presumed as the approach of that Party to any event of the same kind which may occur in the future, unless otherwise expressly indicated in writing.

#### ARTICLE 10. ENTIRE AGREEMENT

This Agreement sets forth the entire agreement between the Parties with respect to its subject matter and merges and supersedes all prior discussions, agreements and understandings of every kind and nature between any of them and neither Party shall be bound by any term or condition other than as expressly set forth or provided for in this Agreement. This Agreement may not be changed or modified nor may any of its provisions be waived, except by an agreement in writing, signed by the Parties hereto.

#### ARTICLE 11. GENERAL PROVISIONS

**Injunctive Relief.** Each Party recognizes that the unauthorized use or disclosure of Confidential Information may give rise to irreparable injury and acknowledges that remedies other than injunctive relief may not be adequate. Accordingly, Organization has the right to equitable and injunctive relief to prevent the unauthorized use or disclosure of its Confidential Information, as well as such damages or other relief as is occasioned by such unauthorized use or disclosure.

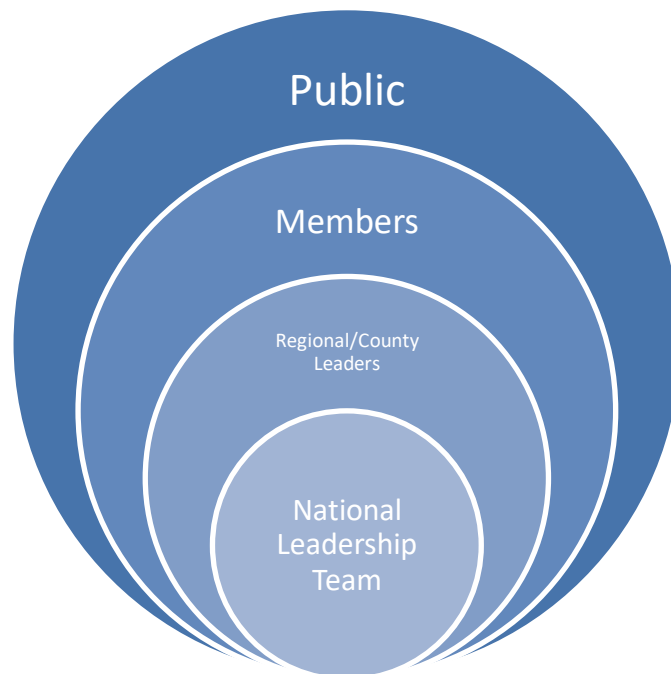
**Headings.** Section headings are provided in this Agreement for convenience only and shall not be deemed to substantively alter the content of such sections.



# Informational Security

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The Communications Director is tasked with communicating our mission, vision and values to the membership and the general public. However, all communication that occurs within the TNM is not suitable for mass consumption. Due to the sensitive nature of the activities of the Texas Nationalist Movement and the desire for our opposition to thwart our progress, all information related to the TNM is classified in one of four categories and disseminated accordingly.



## 1. Public

Public information is that which has been classified as available to any member of the general public regardless of their affiliation with TNM. This includes website announcements, social media announcements, press releases, outreach literature developed by TNM and any other communications designated as 'public' by the Communications Director.

## 2. Members

Information in this category has been designated as EXCLUSIVELY for current members of the TNM. This may include plans, process or updates that are immediately relevant for the fulfillment of our mission. This information can be action-oriented or educational and is always considered "mission critical". Information in this category is restricted to members only and, while this is preferable and there is an expectation that it is respected as such, we acknowledge that the passion of our



membership means that it will eventually leak to the public. Therefore, any information of this category should be treated as though it were for public consumption.

### **3. Local Leadership**

Information in this category is strategic in nature and is therefore not to be disseminated outside of those with whom it is shared without authorization from the relevant member of the National Leadership Team, the Executive Director or the President. This information is extremely sensitive and may include strategic planning or the implementation of strategic planning at the Regional and County level. In addition, this level includes but is not limited to compartmentalized information such as membership information and lists, volunteer information and lists and contact information for supporters or meeting/event attendees. Anyone who accesses information at this level must have a signed Non-Disclosure Agreement on file with the Texas Nationalist Movement. A breach of informational security at this level is grounds for immediate removal from leadership in the TNM and, depending on the severity of the breach, can be grounds for legal action in accordance with the Non-Disclosure Agreement.

### **4. National Leadership Team**

Information in this category is restricted to members of the National Leadership only. Information in this category includes internal strategic planning, processes, meetings, discussions, communications that effect the overall functioning of the organization and can result in major successes for or damage to the organization if the information were made available to the public.



# **SUPPLEMENTAL GUIDES**





# Ceremonies

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One of the most important activities that the Texian Volunteer Corps performs is in the participation of Unit Ceremonies. These ceremonies are designed to build camaraderie, esprit de corps, and unit cohesion. These ceremonies are performed whenever there is a new inductee, or when recognition and awards are being bestowed on a team member. The ceremony is an orchestrated event and has a specific order of events. The following is a guide for various ceremonies within the Texian Volunteer Corps.

## Induction Ceremony

1. Officer in charge will call for assembly of Team members with the command to “Fall In”
2. Volunteers will form a Line Formation on the command “FALL IN” facing the officer that gave the command.
3. After team has assembled in formation, the Officer in charge will give the command “Attention”.
4. After the Team is at attention Officer in charge will give the command to “Dress Right”.
5. Upon the command of “Dress Right” team members will extend their right arm and touch the left shoulder of the volunteer to their immediate right and gain proper distance between volunteers.
6. When proper intervals have been attained Officer in charge will give the command to “Recover” and all Team members will return to the position of attention.
7. At this time the Officer in charge will give a brief description of the inductees accomplishments and then call the inductee by name to Post and Center. (e.g. Inductee John Smith, Post and Center)
8. Upon hearing the command to “Post and Center” the inductee will take one step backwards, perform a left face maneuver, march to the end of the file perform a right face maneuver, march three steps perform another right face maneuver, march until they are lined up with the officer in charge perform a right face maneuver and face the Formation, stand at attention and recite the Texian Volunteers Creed.
9. After recitation of the TVC Creed inductee will perform an about face and stand at attention before the Officer in charge.
10. The Officer in charge will at this time administer the Texian Volunteer Oath.
11. Upon completion of oath, the officer in charge will present the inductee with the TVC patch, shake their hand and welcome them to the Texian Volunteer Corps.
12. Inductee will retrace his steps and return to formation.
13. Officer in charge will then dismiss the formation with the command “Dismiss”.
14. If more than one inductee is to be inducted repeat from step 6.

*Optional procedure: call all inductees forward one at a time and when assembled then proceed with recitation of TVC Creed)*



## Awards and Promotion Ceremony

1. Officer in charge will call for assembly of Team members with the command to “Fall In”
2. Volunteers will form a Line Formation on the command FALL IN facing the officer that gave the command.
3. After team has assembled in formation, the Officer in charge will give the command Attention.
4. After team has assembled in formation and is at attention Officer in charge will give the command to Dress Right.
5. Upon the command of Dress Right team members will extend their right arm and touch the left shoulder of the volunteer to their immediate right and gain proper distance between volunteers.
6. When proper intervals have been attained Officer in charge will give the command to Recover and all Team members will return to the position of attention.
7. At this time the Officer in charge will give a brief description of the Volunteers accomplishments or actions and then call the Volunteer by name to Post and Center. (e.g. John Smith Post and Center)
8. Upon hearing the command to Post and Center the Volunteer named will take one step backwards perform a left face maneuver, march to the end of the file perform a right face maneuver, march three steps perform another right face maneuver, march until they are lined up with the officer in charge perform a left face maneuver and face the Officer in charge
9. The Officer in charge will at this time present the Volunteer with the award or promotion, shake their hand and congratulate them on a job well done.
10. Volunteer will retrace his steps and return to formation.
11. If multiple volunteers are being awarded or promoted repeat Post and Center Command for each awardee.
12. Officer in charge will then dismiss the formation with the command Dismiss.
13. If more than one Volunteer is to be awarded repeat from step 6.

*Optional procedure: call all volunteers forward one at a time and when assembled then proceed with step 8.*