

Terrance K. Young, Ph.D.  
10231 E. 151<sup>st</sup> Court, Brighton, Colorado 80602  
303-570-8086

February 4, 2024

The American Legion  
Department of Colorado  
7465 E 1<sup>st</sup>. Ave., Suite D  
Denver, Colorado 80230

Attn: Ms. Jennifer Havlick  
Administrator

Dear Ms. Havlick,

My name is Terry Young and I writing with letter to place my name in nomination for the office of Department Judge Advocate for 2024-2025, whenever it is deemed appropriate for Department Officer elections to be held.

I am also attaching my resume and I am including, in this letter, some of my activities that do not show up on the resume.

I served active duty in the U. S. Navy from May of 1970 to March of 1975, which included being stationed on the USS Gurke (DD783) that was home ported in Yokosuka, Japan so that we could transit to Vietnam quickly. The ship spent significant time off the coast of Vietnam from late 1971 through most of 1973. We participated in Naval Gunfire Support Operations and Yankee Station SAR operations.

Since leaving the Navy I have earned a Bachelor of Arts, Master of Science, Doctor of Philosophy, and an Executive Juris Doctor degree. I worked for and retired from International Business Machines, where I rose from a repair technician (Customer Engineer) to be a third line manager.

Toward the end of my IBM career, I also taught at Colorado Technical University and started my own company providing mediation and arbitration services as a natural extension of holding a law degree. My arbitration work was primarily through the Financial Industry Regulatory Agency (FINRA). My mediation work was for the Denver County Courts, Boulder Mediation Services, and by hire for private mediations.

I am a PUFL member, and I am currently a member of Northglenn Post 22, where I am the Junior Vice Commander and Post Judge Advocate.

I joined the American Legion in 2001 and I am a Charter member of Brighton Post 2002. In Post 2002 I held offices of Adjutant, Senior Vice Commander, Commander, and the District office of Senior Vice Commander. While a district officer I helped establish Posts 1995 and 2019.

I did not pursue becoming the District Commander because more than halfway through my term as District Senior Vice Commander I suffered from a medical condition and I felt stepping back from District responsibilities was the prudent course of action so I could focus on my recovery.

I wrote the constitution and bylaws for all three of the above-mentioned posts, I participated as a team member editing and proposing changes to the Department bylaws while I was the Department Judge Advocate in 2018 – 2019 with PDC Teri Clinton and others.

I was a member of the National Association of Parliamentarians from 2018 to 2022, which included the Colorado Association of Parliamentarians, and the local unit, the Gamma Gaveliers, where I was the Unit President for the 2021 – 2022 membership year.

I do not hold a law license because I have never sat for a bar exam in any state. So, I rarely tell people I have a law degree because they immediately assume I am a licensed attorney and even if I tell them I am not licensed, too many people have come back wanting legal advice. I can use my knowledge; I just cannot give legal advice to someone else.

I have spoken with my Post Commander and Adjutant to request a letter of recommendation, which they will write. I have also spoken with my District Commander, at the Mid-year Conference, to let him know I planned to submit my name for consideration as the Department Judge Advocate.

I know a number of past Department Commanders and Department Officers, but I am not closely affiliated with any of them. If elected, my objective would be to serve the Department of Colorado and the American Legion with fidelity and without bias toward making the Department of Colorado better and stronger than it has ever been.

Sincerely yours,

*Terry*

Terry Young

# Terrance (Terry) K. Young

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## SUMMARY

I am a reliable, experienced professional with over 30 years of leadership experience building and managing teams that achieve goals and objectives in direct and matrix management environments. I have a strong focus on project and program management, and people management. I have a diverse professional and educational background with skills in problem solving, root cause analysis, critical analysis, and the ability to quickly assess situations and recommend solutions for improving the customer experience.

## SUPERVISORY & MANAGEMENT EXPERIENCE

### **American Red Cross, Mile High Chapter**

**2009 to 2015**

I started as a volunteer in Disaster Response working as a Shelter Worker, and progressed to Shelter Manager, Mass Care Manager, and Volunteer Partner. As a Volunteer Partner I am working with staff on strategies to improve Disaster Cycle Services ability to respond to disasters in the nine county North Central Region and the Colorado and Wyoming. I have written policy proposals, which have been accepted for implementation throughout the territory. As the Mass Care Group Lead, I improved volunteer satisfaction with the Red Cross, I scheduled and conducted trainings and meetings, and scheduled staffing of shelters during disasters.

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### **International Business Machines**

**1980 to 2006**

I was hired as a Recruit Customer Engineer, progressed through the technical ranks to Account Executive, then went into management from which I retired as a third-line manager and Certified Project Manager who managed project managers.

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### **United States Navy**

**1970 to 1975**

Electronics Technician, Communications (ETN-3 / E-4) serving on the USS Gurke (DD-783) off the coast of Vietnam and then Beachmaster Unit 1 in Coronado, California.

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## WORK HISTORY

### **Behavioral Treatment Services**

**2015 - 2017**

State law prevented the Judicial Branch from hiring Veterans Court Peer Mentor Coordinators, but they could contract with firms, so I was hired by Behavioral Treatment Services To be the Adams County Court for Veterans Peer Mentor Coordinator.

### **Adams County Court for Veterans**

**2014 - 2015**

Volunteer Peer Mentor for the Veterans Treatment Court

### **Forever Young & Associates, LLC**

**2005 - 2013**

Mediator, Arbitrator for FINRA, Facilitator, Trainer

**Colorado Technical University****2006 - 2013**

Adjunct Professor teaching Business classes, Management classes, Project Management, And Ethics

**King County Department of Public Safety, Police****1980 to 1995**

Reserve Police Officer

The King County Sheriff Department was renamed to be the King County Department of Public Safety, Police, after a change to the County Charter. This was a full-service law enforcement agency. My assignments included patrol, traffic enforcement, and prisoner transports.

**PROFESSIONAL EXPERIENCE**

- Board of Directors, Institute of Taoist Education & Acupuncture 2010 - 2013
- Project Management Professional (PMP) certification 1999 - 2014
- IBM Certified Professional, Project Manager & Project Executive 2000 - 2006
- Board of Directors, Colorado Council of Mediators & Mediation Organizations (CCMO) 2007 - 2010
- Registrar Accreditation Board, ISO-9000 Quality Auditor 1997 - 1999
- National Association of Parliamentarians 2018 - 2020

**AMERICAN LEGION**

- Joined The American Legion in 2001, PUFL member
- Post Adjutant, Senior Vice, and Commander of Post 2002
- District Senior Vice 2017 - 2019 - 2020 Assisted in formation of Posts 1995 & 2019 and acted as first Post Commander once their Charter was issued
- Department of Colorado, American Legion Judge Advocate 2018 - 2019
- Post Junior Vice Commander of Post 22 2023 - 2024
- IBM 2000 - 2006

**EDUCATION**

- Concord Law School, Executive Juris Doctor 2007
- Colorado Bar Association, Basic Mediation Training 2006
- California Coast University, Doctor of Philosophy 2005
  - Management
  - Research & Dissertation in Teaching leadership skills to project managers.
- Denver Technical College, Master of Science 1997
  - Project Management
- University of Washington, Bachelor of Arts 1979
  - Asian Regional Studies

May 3, 2024

The American Legion Department of Colorado  
Attn: Jennifer Havlick, Administrator  
7464 East 1<sup>st</sup> Avenue, Suite D  
Denver, Colorado 80230

Dear Ms. Havlick,

Please be advised that the Officers and Executive Committee of District Five, American Legion Department of Colorado have endorsed Terry Young for the elective office of Judge Advocate of the Department of Colorado, following our District Five Annual Convention on Saturday, April 20, 2024.

Mr. Young has served as the appointed Judge Advocate of the Department for several terms, during which time he participated in establishing three new Posts, and was instrumental in writing the Constitution and By-Laws for each of the new Posts while serving as a District Officer. He also served as a Post Commander, Adjutant and Judge Advocate, if only on an interim basis to assist new Post officers to gain experience, or to Help them 'get up to speed' with the processes of Post leadership and duties.

Mr. Young was one of the early volunteer 'mentors' at the Adams County Court for Veterans, (April, 2014) when a County Judge advertised for Veterans to volunteer time for the task of assisting, guiding, or mentoring other Veterans who had typically been convicted of low-level offenses; - it provided an alternative including rehabilitation, counseling by professionals, done by a contract with the Court instead of the usual probation routines, and according to the national model, concluded that Veterans with 'problems' could, or may more easily relate to other Veterans. Mr. Young engaged in leadership and assisted other 'mentors' to adapt to the purposes and processes to work with troubled Veterans for several years. It is one of the four pillars of the American Legion which we revere.

The Officers and Executive Committee of District Five wholeheartedly endorse Terry Young for the Office of Judge Advocate of the Department of Colorado.

By Order of District Five Commander:

George Apodaca, Commander





February 28<sup>th</sup>, 2024

The American Legion  
Department of Colorado  
7464 E. 1<sup>st</sup> Ave., Suite D  
Denver, Co. 80230

Attn: Ms. Jennifer Havlick  
Administrator

Dear Ms. Havlick,

The members of Northglenn American Legion Post 22 would like to take this opportunity to commend Terry Young for his long-standing dedication in promoting the principals, programs, and policies of the American Legion.

Terry has assisted the Department in establishing 3 new Posts in Colorado, while serving as a District Officer. He was instrumental in writing and establishing the constitution and bylaws of three newly formed Posts in Colorado. Terry also participated on a team during his time as Department Judge Advocate that edited and proposed changes to the Department Bylaws in 2018 and 2019.

Terry has held the office of Department Judge Advocate, District Sr. Vice Commander, Post Commander, Adjutant, Judge Advocate and more. He currently holds the Office of Judge Advocate and Jr. Vice Commander at Northglenn Post 22.

His education of law and parliamentary procedures further equips him with the knowledge and experience pertinent in leading the American Legion Department of Colorado forward as our next Judge Advocate.

During a General Membership meeting of Post 22 on February 28<sup>th</sup>, 2024, it was unanimously voted on by the members to submit our endorsement of Terry Young to represent us as Department Judge Advocate.



It is with great pleasure and confidence the Members of Post 22 submit Terry Young for the position of Department Judge Advocate.

Respectfully submitted by the members of Northglenn American Legion Post 22:


Post Commander:



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Gaberial Lopez

Post Adjutant:



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Bob Hoenes