



Hello to all the amazing Members of California

August 2023

I was honored and humbled to have President Glenda to ask me to be the Unit Development & Revitalization chairman for 2023-2024. This chairmanship was brought back, I believe the last time we had one was around 2009 (I could be wrong) but it has been awhile.

I will be working closely with Department Parliamentarian, Department President Glenda and the task force from last year.

This year we will be known as the Department of Housing and Community Development.

This chairmanship has a lot of moving parts membership issues, development of new units and revitalizing those units that need mentorship and training.

I know some districts already have a UD&R chairman. A big shout to Donna Mattox in the 25th district who is doing an amazing job. Please keep in mind it is not mandatory for the district to have one, but it would be a great asset for your district. If you decide to appoint a UD&R chairman, please keep in mind the person you choose needs to be impartial, fair, be willing to listen, be understanding, and that there are two sides to every situation. The person also needs to have knowledge of the constitution and bylaws, standing rules and Roberts rules of order. The number one thing is to be able to ask for help when they are not sure of a situation.

This year I would like to hear from you and what is going on within your units and district good and bad. We can learn from each other; Everything can be a learning experience and can be used as a training tool.

Since the convention the Department of Housing and Community Development has been very busy. A big part of what this chairman has been doing is almost like a mediator. I want the districts and units to know that I'm here to listen and to come up with a solution within guidelines.

I will be developing useful forms that will be able to help you. We did have some forms before, they just need to be updated and I will ask for them to be on the website.

One last thing, if you change the way you look at something it will change the way it looks. If you look for the positive, it will make you more successful. Remember we can always learn something new and a new way of doing something.



Be Kind and Let's have a great year. **United As One.**

Tracy Varnell Fercho
Unit Development & Revitalization Chairman

