



May 2024 is here, and we are only 57 days away from convention but who is counting?

We have had a lot of questions regarding nominations and the election process. It gives me a lot of hope that we are not just recycling members because it is the easy thing to do. I know many of you have had to have those hard conversations to make sure that our members are ready to take the next step within our organization, but I'm so proud of those who have not listen to other members and have made it a point to have one on one conversation with potential new officers.

When it comes to the chairpersons of the units and districts once again it is our responsibility to have those hard conversations. The reason it is so important to talk one on one is because as we know, people will not speak up in a group and they do not want to cause waves or make others feel uncomfortable. Those members might want to try something new or something different. Communication is key to having a successful unit and district.

I honestly believe that we hear each other but we need to practice listening to the words, we might not agree but everyone has the right to be heard and everyone has a voice.

We talked about supplementals in our last bulletin, and I hope that our members wrote about all the amazing things their units and districts did this year, we must show nationals just how spectacular we are in California.

A few things I would like to bring to your attention is:

- 1) Body language is something that we have not talked about yet. Rolling your eyes, putting hand on your hips, slamming down a pen, or aggressively shifting through paper, can and will make others feel uncomfortable. I know we can get frustrated, but we must control ourselves. If this happens in a meeting the newer members will get up and walk out and never come back again or it can start an argument that does not need to happen.
- 2) Personal time. I know that when we ask someone to do something or when we are expecting a response from someone and it does not come as quick as you would like, remember we are getting more members that work full time, have young children, and belong to other organization. Please give them time to response (a couple of days) and if they do not then send them a nice reminder. Life gets busy.
- 3) We are all volunteers, and we love this organization and serving our veterans and military families. We are like a machine with a lot of moving parts and yes sometimes we need to refuel and add a little oil, but working together is the only way we will get to the finish line.

Like I had said, so many times we have overcome so many situations and I know there will be more to come but working together, keeping an open mind and open communication there is nothing we cannot do.

If you have any questions or concerns, I'm only an email or phone call away.



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

Tracy Varnell Fercho  
Unit Development & Revitalization Chairman