



Unit Development & Revitalization

January 1, 2024

Hello, to the Amazing Auxiliary Members of California

I hope everyone had a fabulous Christmas and amazing new year. I can not believe we are already in 2024. I know that we had some struggles last month, but I do believe we are on the right track.

In this month's bulletin I would like to go over a few things that have come up and as I always say we can take every situation as a learning experience.

- I know it is hard when we get a new unit or district president and they want to make changes, especially when you have been doing a chairmanship or have been an officer and suddenly that was not offered to you again. It can seem that they do not like you or they did not like the job you were doing, and it would want to make you lash out but if you take a step back and have a pleasant conversation with them and understand what they are trying to achieve. They might want you to do something else or to try something new but yelling at them and starting rumors about them are not necessary and this will only cause a division within your unit and/or district.
- We must understand that with new members we are going to get a lot of questions about how our organization works. It is easy to tell someone to read the constitution and bylaws or look it up in the Roberts rule of order but let's be honest that is like reading a law book from Yale. Let's take another approach and sit them down and explain along with showing them why we do what we do. We still say that is the way we have always done it. With new members they are going to ask questions, they are not trying to attack you or question your knowledge they just want to understand.
- Rumors are becoming a big issue, not only are they hurtful but 95% of the time they are not true. If you do not like someone for whatever reason that is okay. We must still respect the position they hold, and they are a member of the Auxiliary but because we do not like someone does not give the right to discredit them, so if you hear something about someone go ask them.
- Confidentiality is key. When you are having a private conversation please do not share. Once again it will cause hard feelings and animosity between members.

Just a reminder that if I have not gotten back to you on a situation, please send me a reminder email. I have taken some time to spend with my family over the Holidays but I'm getting back on the wagon. I hope to see you all at D.E.C.

Once Again please remember we are all here for the same purpose to serve our Veterans, this is why we joined such an amazing organization.

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