



Unit Development & Revitalization

Hello To, the amazing Team Of California

Since the department had brought back the UD&R chairman not only was I honored but humbled to be given this position.

This has been an amazing experience. I have been able to speak with so many members and help resolve issues.

I have been trying to work the district presidents or the district UD&R chairman but with that being said if you are a unit with issues and you do not feel that you can not go to the district, I'm only email or a phone call away. Everyone has a voice.

Right now, I know of two districts that trying to new units started. I'm so excited and they will need all our help to make sure they succeed.

I want to touch on some of things that we have been working on with the units/district. I do not want anyone to take this personal because it is meant as learning experience. I know that we have experience within our units/districts.

- Bullying- It can take so many forms, not what you say but how you say things. Making unwanted or unkind comments. Making members feel as if they are not wanted or allow them not to have a voice.
- Shouting at members and using unnecessary language, just because they disagree with you does not mean they are right or wrong it could be they just have different view.
- Threatening units or members, not acceptable.

I know we have issues with some of the posts unfortunately, but we are guests and need to make sure they we do not forget that. I know the auxiliary is the backbone and we get things done. We must treat them with respect and not be controversial. I know it is hard at times to do that but if you run into a legionnaire and they are not following protocol you have avenues you can take.

- Speak to your unit President.
- Speak to your district President.
- Speak with the UD&R chairman.

The last thing I would like to go over is that yes, as a member of this great organization you have the right to go to Nationals but to be honest, they are going to send it back to the department to handle. Please try to use the resources above to handle our situations.

Please let me know if you have any ideas or things, you would be interested in going over. **BE THE ONE!!!!!!**

For God and Country
Tracy Varnell-Fercho
UD&R Chariman 2023-2024

