



Unit Development & Revitalization

October 2023

Hello to the amazing Team Of California

We have been super busy mostly with unit and District conflict resolution. I have been really enjoying getting to know the unit and district presidents.

I want to explain the way I have been working with the districts.

1. I will listen to the situations that are happening with the unit or the districts.
2. Together we will come up with a game plan to resolve the situation.
3. I try to give another perspective of why someone is feeling or speaking the way they are. Sometimes we are too close to the situation and it is hard to see it from a different point of view.
4. I ask for everything to be documented because if it was not documented it did not happen.
5. I ask everyone involved to keep an open mind.

Sometimes when we look at the big picture it can be overwhelming, just like a huge mountain. If we take things one rock at a time, then it does feel like something we can accomplish.

Unfortunately, I'm not here to solve personal problems but if it has to do with your unit or district, I can help you or I will try and if I do not know the answer, I will find it.

To the units we are not here to run your units, we are here to assist with whatever you might need to be successful.

To the districts we are here to assist not take over, we are to give suggestions not demands and we are here to lead by example.

I want to all to know that I will dig into both sides because Like I always say there is two sides to every story and somewhere in the middle is the truth. On that note, please understand we are not perfect and sometimes things are going on within our lives outside the Auxiliary and it can spill over even when we are not meaning for it too.

I would like the units to go to the district presidents or the district UD&R chairman but if for some reason you feel as if you cannot go to them, I'm just a phone call away.

When it comes to the Legion, I have very little influence, but I can and will offer support and help with tools I have learned to deal with those types of situations.

I know we can have an amazing year we just need to take a step back and listen. Please remember the golden rule treat others how you want to be treated but let's take it one step further and be kind. BE THE ONE

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

