



Hello to all the amazing Members of California

November 2023

Let me start with just how impressed I'm with everyone who has reached out for suggestions on how to handle difficult situations with the units and districts. We have come up with game plans to help the units overcome huge hurdles by taking each item one at a time and by giving them time frames to accomplish each task.

As most of you know I try to base all suggestions on facts and not feelings or hearsay. When we are faced with a difficult situation it is always best to try to understand the other side and look at it from a different perspective.

Just like any other organization we will have our ups, downs and conflicts but we must remember that if we want to be successful, we must understand that we may not like the person, but we should always respect the position. When we attack someone's character and reputation even if it was not meant too, it can cause hard feelings and cause a divide within our units, districts and even department.

The best way to handle an uncomfortable situation with someone is to sit down and talk with them. It will be hard but handle it with kindness, empathy, and understanding we will have a good outcome for everyone involved.

With working with the districts, I know we have units that are behind on the taxes this must be a top priority to keep the non-exemption status. If you have questions, please reach out.

The other thing is that when we talk about working the programs, please remember that of course we want to have American Legion Auxiliary event, but we can work programs through other events such as Toy 4 tots, participating in a community event, donating to food banks and so many other activities.

I think we need to understand that when Madam Department President Glenda reinstated this position it gave everyone a voice and somewhere to turn to. Yes, we had a task force (and we still do) and they did (and are doing) an amazing job but we are now trying to take things one step further. We are trying to look at facts and that is why documentation is so important.

When you do decide to bring a situation to department, please understand we will look at both sides it might mean a lot of conversation between everyone in involved and it might not be the outcome you would be hoping for but our main goal is to come to a happy middle ground and to find out what would be the best out come to strengthen our units, districts and department.

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