



Good morning, Madam President Glenda

June 2024

Here we are, another year has come and gone. It feels like just yesterday that I was sitting in the audience about to become the Unit development & revitalization chairman (UD&R) for 2023 -2024.

This year it was a trial year for this chairmanship so I did not have a pre-convention, awards and not even a code but a little birdy did tell me that this chairmanship will continue for next year and then my hope is that we can have a code and a UD&R chairman in every district and unit. I know that we had some UD&R chairman's this year and it was truly a blessing to have them.

To be honest I had no idea what it detailed to being a UD&R chairman because the last time we had this position at the department level was 2009. So, I did what all chairmen do and go to a seasoned member like Linda Workman, she sent me a lot of information.

After a lot of conversation with Madam President Glenda and Anita Biggs I wanted to focus more on revitalizing the units we have and working on conflict resolution. Boy looking back, I should have rethought that decision.

I was truly honored and humbled by members reaching out. Asking questions or talking about situations that they were having within the districts or units. I was very pleased just how members were able to come together and meet halfway to resolve situations. Trust me, it was not easy. A rough estimate of district that reached out to this chairman was 19 and units were 46. It could have been more, I lost track.

Some of things that I would like to pass on to you would be:

- 1) We need to respect our past, cherish today and plan for tomorrow. Meaning that we need to still follow proper protocol and procedures. Give respect to our mentors that have led the way to where we are now. Cherish today, understanding that we are only here for a short time, and we need to make the most of each day by being kind to one another. Plan for tomorrow, understand that change is coming we might not like it, but it does come so instead of fighting it try to figure out a way to make it work the for your unit and or districts.
- 2) We have a lot of different personalities within our organization, and we should that is how the world works. Being a bully, intimidating others, unnecessary comments, body language and using foul language will never get your point across. I know we talk about this all the time, and I know a lot of you are tired of hearing it so let's make a conscious effort to making kindness happen. It will not happen overnight.
- 3) Being right does that make you a better person? We have seen so many times in situations where members had to be right that they would go after individual's reputation, careers outside of this organization and just downright slander each other which is all unnecessary.

I could go on and on but there is one last thing. I would like to thank Madam President Glenda for believing in me to be able to handle such a delicate part of our organization. To all the past PDP's that helped me this year I could have never done this chairmanship with out you. To Linda Fercho thank you for being my travel partner and taking notes for me because anybody who knows me knows that I cannot talk and write at the same time. Finally, to all the units and districts that reached out to make your district and units better you are the true leaders of this organization.

Madam President this concludes my report.

