

EXTENSION/REVITALIZATION

Bulletin #2

Is It Important to Reach Out to Members at Large?

Absolutely! As Auxiliary members, we should all make an effort to reach out to Members at Large and encourage them to become active in a VFW Auxiliary. Everyone deserves a place to belong, a family of fellow members, and an opportunity to continue serving our Veterans and their families.

- Be part of the solution! By working the Member at Large list in your area, you are helping bring members back into an Auxiliary where they can once again participate and serve.
- Growing your Auxiliary: Bringing a Member at Large into your Auxiliary can help increase your membership numbers.
- Finding new volunteers: That new member may become a volunteer, Chairman, or even an Officer down the road.
- Reconnect with Life Members: There may be Members at Large, especially Life Members, who do not even realize that their former Auxiliary no longer exists.

Let's Reach Out!

Each Auxiliary should review the list of Members at Large in its area and form a committee to reach out to them. Let them know that there are new leaders at the Department, National, and Auxiliary levels who are ready to welcome them.

Consider sending a personal letter inviting them to visit your Auxiliary. In the letter, share information about our programs and the important work we are doing to support Veterans and their families.

Be sure to tell them about our Department President's Special Project, "Hold On, Be Strong" – Suicide Awareness, and the National President's Special Project, Operation Bring Them Home, with her theme, "Serving America's Heroes."

Try putting a team together to contact these members. You could even plan a luncheon, an afternoon dessert gathering, or a dinner and invite Members at Large to join you.

When we work together, we can make a difference! Remember, we are all brothers and sisters working together to support our Veterans and their families.

Performance Improvement Plan – PIP

This year, we are trying something new. Instead of immediately placing an Auxiliary on suspension, we will use the PIP – Performance Improvement Plan when appropriate.

The PIP is designed to provide guidance, mentoring, and support to help an Auxiliary get back on track and become healthy and successful without immediately placing it on suspension.

Some reasons an Auxiliary may need a PIP include:

1. Immediate changes in Officers following installation.
2. Incomplete new membership applications being submitted to the Department Treasurer.
3. Reports that an Auxiliary is not holding monthly meetings or does not have a quorum.
4. The President is not following the Ritual, or the Auxiliary is becoming involved in Post business.
5. The Secretary and/or Treasurer does not bring the books to meetings.
6. Complaints of money being spent without a vote of the Auxiliary.
7. Inconsistent or incorrect audits.
8. No dues have been transmitted, and October will be here soon.

9. Complaints of tension during meetings, personal conflicts, or other issues affecting the Auxiliary.

10. Failure to fulfill required obligations.

How Will the PIP Process Work?

The Department President will determine who will serve on a PIP Team.

The Department President and Department Chief of Staff will review each inspection report submitted by the District President. If it is determined that additional assistance is needed, we will let you know and a PIP Team may be assigned to help the Auxiliary work through its challenges.

Our goal is not to find fault—it is to provide support, mentoring, and guidance so our Auxiliaries can succeed!

DISTRICT PRESIDENTS

PLEASE SEND ME THE NAME AND PHONE NUMBER OF YOUR APPOINTED DEPUTY CHIEF OF STAFF.

At the School of Instruction, I discussed “How to Have a Healthy Auxiliary.” A list was provided to each District President to share with the Auxiliaries in their District.

If you have not received the list yet, you can find it on the Department website (vfwauxwa.org) or in MALTA under Member Resources.

Every Auxiliary that demonstrates that it is a Healthy Auxiliary will be recognized at our Mid-Winter Conference in Yakima!

YEAR-END REPORTS

Be sure to check all the year-end reports on the Department website. These reports will help you understand what is expected of your Auxiliary and what information will need to be reported throughout the year.

Let's make this a year of working together, mentoring one another, and strengthening our Auxiliaries.

This year, we are “**Serving America's Heroes**” by remembering to “**Hold On, Be Strong.**”

Loyally,

Karen Flynn

WA Department Chief of Staff

Extension/Revitalization Chairman

ksf10@hotmail.com

or kdflynn@nwi.net