



Extension-Revitalization-Mentoring

Ruth Huber, Chief of Staff

9511 Bucktooth Run Road, Little Valley, NY 14755

poofalina@yahoo.com 716-801-2003

The VFW Auxiliary was built on a strong foundation based on the traditions established in 1914. With those traditions comes a sincere promise to safeguard the future of the Auxiliary. Our men and women in uniform made a similar promise to our nation when they took their oath and promised to safeguard the future of our nation. They remain strong, patriotic, and proud, so that we may enjoy freedom. Our foundation is solid – now it is up to us to remain strong.

Healthy Auxiliaries provide better service to our veterans, their families and communities. With the permission of the Department President, the Chief of Staff can assist where needed for the good of the Department.

Healthy Auxiliaries vs Struggling Auxiliaries-What category does your auxiliary fall in?

Green Flag - Healthy Auxiliaries: They “are good to go.” They have utilized or referred to the Healthy Auxiliary Tool Kit found in MALTA. They have met the five (5) essential requirements for an Auxiliary to be healthy.

Five (5) Essentials of an Auxiliary:

1. Auxiliaries should have at least ten (10) business meetings per year. Five (5) members in good standing (of that Auxiliary) shall constitute a quorum for the transaction of business.
2. Dues should be paid by at least ten (10) members on or before February 1 of the current year.
3. Quarterly audits by Trustees must be completed and submitted to the Department Treasurer.
4. Officers elected, installed, and reported to National Headquarters no later than June 30.
5. The offices of President and Treasurer MUST be bonded by August 31.

Yellow Flag - Struggling Auxiliaries: These Auxiliaries are struggling and will need mentoring. The District President or Auxiliary Representative must be honest in the assessment when completing the visit form after a visit to an Auxiliary. They have firsthand knowledge of the Auxiliary and must communicate any concerns to the Department President and/or Chief of Staff. This situation could be failure to meet any one or more of the five (5) essentials of an Auxiliary, but there are also more subtle signs: not attracting new members, failure to complete Programs Reports (not assisting veterans and families), no new Officers or change in Officers in years, failure to attend District and Department meetings or trainings events, using an outdated copy of the Bylaws, lack of regular communication with members.

Performance Improvement Plan (PIP): The process of arriving at a resolution would be that a PIP is put in place. A PIP Committee (not a suspension committee) is assigned to meet with the Auxiliary President, Secretary and Treasurer and under certain circumstances an individual member or members with the issues to discuss and develop a Performance Improvement Plan. This is the time to gradually get the Auxiliary involved in correcting the issue; thus, the Auxiliary would not have to be put on suspension. This is **REVITALIZATION** at its peak.

Red Flag – the Auxiliary will be put on suspension as a time to step back and regroup. Suspension simply means there is some work to do to get the Auxiliary where it needs to be. The hope is that the Auxiliary will recover and come back stronger and better than before.

Auxiliary Buddy System: We rely on the Official Visit Form, input from District Presidents and other Auxiliaries within their District to notice and bring to the attention of the Chief of Staff and the Department President of any Auxiliary exhibiting warning signs. Before the Auxiliary becomes a “red” Auxiliary they can request help from a friend from another Auxiliary near them. This volunteer could offer assistance with the permission of the Auxiliary and Department President. Sometimes you just need a **BUDDY!**

MENTORING AND ENCOURAGING MEMBERS

Mentoring helps broaden leadership skills and leadership provides guidance for mentoring members; they work hand in hand. Providing a positive and organized meeting experience will leave members wanting to come back, especially when effective communication and respect for each other is demonstrated. A member may express interest in holding an office or chairmanship. Work with them to help them succeed.

EXTENSION

While we need to make certain that the current Auxiliaries are in good working order, it is also important to make presentations to unaffiliated Posts and when possible, to institute new Auxiliaries. An Auxiliary cannot exist without a Post and there must be a 2/3 vote of the Post to get started. Once the Post has approval to establish an Auxiliary, the Department President will appoint an organizer to work with the Post. A minimum of 15 eligible applicants must be on the Charter application. Transfers are accepted at the closure of the institution and just prior to the installation of the newly formed Auxiliary. Make personal contact with the Post and ask permission to describe the benefits of an Auxiliary. Presenters must be positive and knowledgeable Auxiliary members. Use the tools on the VFW Auxiliary website vfwauxiliary.org or scan the QR Code.

National Awards:

Awards for Members: Citation to one member in each of the 10 Program Divisions for the best assistance to the Chief of Staff in establishing a new VFW Auxiliary with the approval of the VFW Auxiliary Department President.

Awards for District Presidents: Citation and \$25 to one VFW Auxiliary District President or Official Representative in each of the 10 Program Divisions for the best assistance to the Department Chief of Staff with a struggling Auxiliary by mentoring and maintaining a close relationship until the Auxiliary becomes healthy, with the approval of the Department President. Use of MALTA Healthy Auxiliary tools and mentor training is required.

Entry forms are required and available in MALTA Member Resources. The VFW Auxiliary Department Chief of Staff must sign and send a copy of the completed Department nomination form to the VFW Auxiliary National Chief of Staff by April 30, 2027 for judging.

Department Awards for Auxiliaries and Members:

Organizer Award-Citation and \$25 to a member who organizes a new Auxiliary between July 1, 2026 and February 28, 2027.

Member Award-Citation to the Auxiliary members appointed by the Department President who reactivates an Auxiliary between July 1, 2026 and February 28, 2027.

Buddy Award-Citation to any member who volunteers to help an Auxiliary that requests assistance. Must be nominated by the Auxiliary who received the assistance. Nominations must be received by me by **April 1, 2027**.



"Serving America's Heroes" because we stay "Busy as a Bee Working Together for our Veterans"