

EXTENSION, REVITALIZATION and MENTORING

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EXTENSION, REVITALIZATION and MENTORING is now a 3-part Program designed to institute new Auxiliaries, assists struggling Auxiliaries, and to better support those Auxiliaries needing innovative ideas, and to inspire our members to teach and generate a more welcoming environment for all.

EXTENSION: Is a part that is added to something to enlarge or prolong it; a continuation; an enlargement in scope or operation.

The Veterans of Foreign Wars Auxiliary is an extension of the Veterans of Foreign Wars. We need to make certain that current Auxiliaries are sound. It is also important to make presentations to unaffiliated Posts, and when viable, to install new Auxiliaries. An Auxiliary cannot exist without a Post and there must be a 2/3 vote of the Post to get started. Positive and knowledgeable Auxiliary presenters are important when addressing a Post. Ask permission to describe the benefits of an Auxiliary to a VFW Post. Extension tools and presentations are available in MALTA Member Resources.

MAINTAIN: Is to keep something at the same level or rate.

To Maintain Current Auxiliaries, District Presidents and Chiefs of Staff will be communicating with the Department Chief of Staff with concerns about Auxiliaries in need of support. They can then work together to rectify the situation. We need to maintain our current Auxiliaries and help them to grow! Members can find resources and tools on the **Online Auxiliary Academy** and the **Program & Publicity Resources** page of the National website: vfwauxiliary.org/resources.

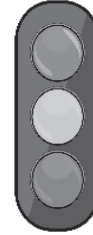
Two useful resources to help Auxiliaries be more productive are:

1. **THE HEALTHY AUXILIARY TOOL KIT** includes seven resources to assist Auxiliaries in Identifying and solving issues:

- Healthy Auxiliary Checklist
- Healthy Auxiliary Member Questionnaire
- Auxiliary Meeting Clinic
- Communication Phone/Text Tree
- Good Job Certificate
- Healthy Auxiliary Certificate
- VFW Auxiliary Mentoring Guide

2. **“BUILDING ON THE VFW AUXILIARY FOUNDATION”** educates members on all aspects of the duties of Officers at all levels, how to be a chairman, the whys of reporting, etc.

ASSESSING AN AUXILIARY’S HEALTH: GREEN LIGHT – YELLOW LIGHT – RED LIGHT



REVITALIZATION: Is infusing something with new life and vitality.

GREEN LIGHT: Healthy Auxiliaries, Membership, Programs, and Officers.

YELLOW LIGHT: Auxiliaries are exhibiting the Caution Flag. This Caution Flag could wave because the Auxiliary has failed to meet the essentials of an Auxiliary. The Caution flag could wave for other reasons, such as failure to vote for new members, failure to report involvement in activities/programs that assist veterans and their families, they have not brought in new officers and/or they aren’t growing. Another Caution Flag is failure to attend District and Department meetings and trainings. As soon as the Caution Light appears, the District President will notify the Department President, so assistance can be given.

RED LIGHT – 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.

SUSPENSIONS, CANCELLATIONS AND CONSOLIDATIONS

The suspension of an Auxiliary does not label your Auxiliary as a bad Auxiliary. It means there is some work that needs to be done to improve your Auxiliary and return it to where it needs to be. During the suspension, the Department President will appoint a team to **mentor** your Auxiliary back to health.

The National President is the only one with authority to order cancellations, with or without the recommendation of the Department President.

Auxiliaries cannot consolidate without first receiving a notification from National Headquarters. The notification will allow time for the Auxiliary to close, move members, to their desired working Auxiliary, or consolidate with where the Post goes. Please wait for directions from National Headquarters before taking any action.

MENTORING: Advising or training, someone sharing their knowledge, skills, and experience with another person to help them progress and grow.

Mentoring is used to train and educate future leaders. Mentoring helps broaden leadership skills and leadership provides guidance for mentoring members, as they work hand in hand. Mentoring for Leadership will enhance all types of program activities. Mentoring will make the difference in obtaining and maintaining members. Through the mentoring process extending a hand of friendship to a new member or even long-time member who has been inactive can create a strong organization.

Utilizing the “**Mentoring at VFW Auxiliary: Relationship Building for the Future**” document will help you get started in creating a program for your Auxiliary. Through this program you will be encouraged to embrace and promote the **CARE** concept:

- **C-CATCH** the member when they join.
- **A-ASK** them to participate.
- **R-REMEMBER** what it felt like to be new.
- **E-ENGAGE** them in a program that fits them.

A mentor who can communicate, energize interest, is patient, and willing to explain the meeting proceedings, the Podium Edition: Bylaws and Ritual, and National Programs will enhance member experience. Over time, the mentee may express interest in going beyond just attending meetings. They even might take the next step into a leadership role as an Officer, Chairmanship or a committee member. A stronger membership on every level of our organization will be accomplished through mentoring.

RESOURCES:

- Build on the VFW Auxiliary Foundation
- Healthy Auxiliary Tool Kit
- MALTA – Extension & Revitalization
- The current year’s National Program Book
- “Understanding Auxiliary Traditions” Video