

Extension and Revitalization

December 2025

What is a PIP?

A **Performance Improvement Plan (PIP)** is more than just a form—it's a lifeline. It's a chance for an Auxiliary to pause, reflect, and take ownership of its future. Instead of waiting for problems to overwhelm us, a PIP empowers us to say: *We see the challenge, and we will rise to meet it.*

With clear goals, a timeline, and the courage to act, Auxiliaries can transform obstacles into opportunities. The Department President may appoint a mentor or team to walk alongside the Auxiliary, but the real power lies in the Auxiliary itself—crafting its own plan to grow stronger, healthier, and more united.

Who Can Initiate a PIP?

The **Department President and Secretary** hold the keys to beginning a PIP. Why? Because leadership must be fully engaged in the process. When the Department President initiates a PIP, it ensures accountability, guidance, and oversight. Together with the Chief of Staff, they provide support—but the Auxiliary leads the way forward.



Approved by:
Dept. President
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How Does a PIP Benefit the Auxiliary?

A PIP is not punishment. It's a tool designed to prevent suspension and keep Auxiliaries moving forward while resolving issues. Here's how it inspires growth:

- **Keeps the mission alive** – Problems are addressed without halting the Auxiliary's vital work.
- **Tailored to your needs** – Timelines and strategies fit the unique situation of each Auxiliary.
- **Empowers decision-making** – Members choose how to heal and move forward.
- **Encourages teamwork** – With mentors offering feedback, Auxiliaries learn, adapt, and thrive.
- **Transforms challenges into victories** – A PIP says, *We will not be defined by our problems—we will overcome them.*

Why It Matters

When we solve problems ourselves, we grow stronger, more confident, and more united. That's the heart of a PIP: giving Auxiliaries the chance to rise above difficulties with courage and wisdom. And when we succeed, the ultimate reward is clear—**our veterans benefit.**

Because every step we take toward working smarter, healthier, and together is a step toward serving those who served us.

A PIP isn't just a plan—it's a promise. A promise that we will face challenges head-on, support one another, and emerge stronger than before.



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