

In November, Disciplinary Committee member Annie Pancrazio passed away from lung cancer. Annie worked hard to ensure that our disciplinary processes were exercised fairly and consistently. She loved our veterans and she cherished her AVVA sisters and brothers. We miss Annie and were blessed to have worked with her.

**PENDING DISCIPLINARY ACTIONS:**

- None.

**GOALS THRU END OF TERM:**

- Provide revisions to the Disciplinary Code, as required.
- Provide advice and counsel, as required.
- Continue to encourage mitigation of inappropriate behaviors and/or situations through appropriate counseling and follow-up.
- Continue to promote principles that value all members.
- Recognize and continue to communicate that the purpose of the Disciplinary Code is to preserve and protect the honor and integrity of AVVA and its membership. We strive to accomplish this with clearly defined policies and appropriate oversight. Revocation of membership is an extreme measure and should be exercised only as a last resort.

As always the Disciplinary Committee encourages suggestions to improve the quality, clarity and effectiveness of the Disciplinary Code.

Nina D. Schloffel – Committee Co-Chair

Joanne Blum - Committee Co-Chair

John Birch - – Committee Member

Donna Crowell – Committee Member

Kaye Gardner – Committee Member

Jeani Wells - Committee Member