

AFSA

MAGAZINE

DEFENDING THE ENLISTED CORPS AND THEIR FAMILIES SINCE 1961 | www.hqafsa.org

WINTER 2020



A Tribute to
**MEDAL of
HONOR**
RECIPIENT

**SSGT. WILLIAM H.
PITSENBARGER**

20 YEARS OF DETERMINATION

**COLONEL JOE G. LINEBERGER | CORRECTING ERRORS
AND INJUSTICES IN MILITARY RECORDS**

**JEANNE M. HOLM CENTER FOR OFFICER
ACCESSIONS AND CITIZEN DEVELOPMENT**

FIRST EVER GOMMAND CHIEF | CMSGT JERMAINE EVANS

AFSA QUICK REFERENCE GUIDE

IMPORTANT MILITARY SUPPORT INFORMATION



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We pay tribute to Medal of Honor recipient SSGt. William H. Pitsenbarger and the man behind the Air Force Review Boards Agency, Colonel Joe. E. Lineberger.

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AFSA

-- AFSA IS QUALITY OF LIFE –
THROUGH ADVOCACY AND EDUCATION FOR
IMPROVED QUALITY-OF-LIFE AND ECONOMIC
FAIRNESS TO SUPPORT THE WELL-BEING
OF MILITARY SERVICE MEMBERS AND
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ONE POWERFUL FORCE UNITED TOGETHER

Through its many programs and worldwide chapters, AFSA also reaches out to bases and communities to help those in need and to raise awareness of the sacrifices, concerns and contributions of the men and women and their families who serve.

AFSA MEMBERSHIP

One-year, two-year, three-year and life membership options are available. Please call Headquarters for pricing. An *electronic subscription* to the AFSA Magazine is included in membership dues.

AIRMEN MEMORIAL FOUNDATION (AMF)

An AFSA affiliate, the Airmen Memorial Foundation, provides educational assistance to dependent children of the Total Air Force enlisted force. It is also an annual participant in the Combined Federal Campaign (CFC #10517).
Donate to the AMF here.

https://members.hqafsa.org/Members_AFSADonate/Members_AFSAFundraising/AFSA_Ways_to_Give.aspx

THE ENLISTED FOUNDATION (TEF)

The Enlisted Foundation (TEF) was established in 2017 for the mutual welfare of members of the armed forces and their families; to include educating others on the quality of the lives of enlisted members serving in the armed forces.

Donate to the enlisted foundation here.

https://members.hqafsa.org/Members_AFSAFundraising/TEF_Give_Now.aspx

EDITORIAL STATEMENT

AFSA Magazine is the only magazine dedicated solely to serving our members and their families.

We are obliged to serve the interests and concerns of our members by striving to report timely and accurate information. The editors reserve the right to edit all submissions but will never materially alter the author's viewpoint. The opinions expressed in this publication are not necessarily those of the Air Force Sergeants Association or its editors.

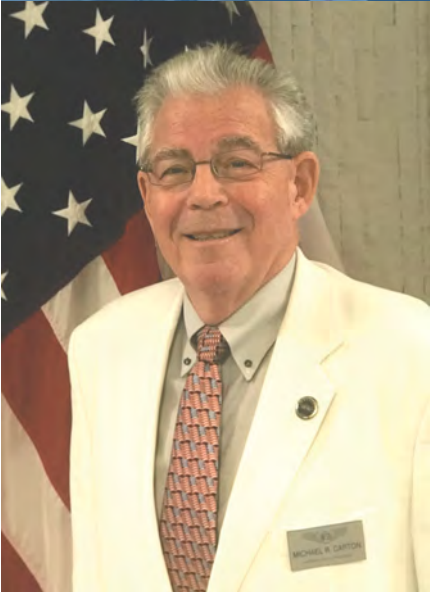
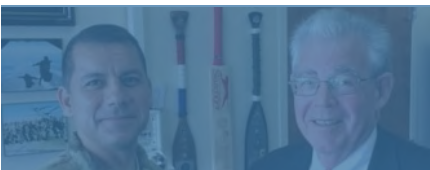
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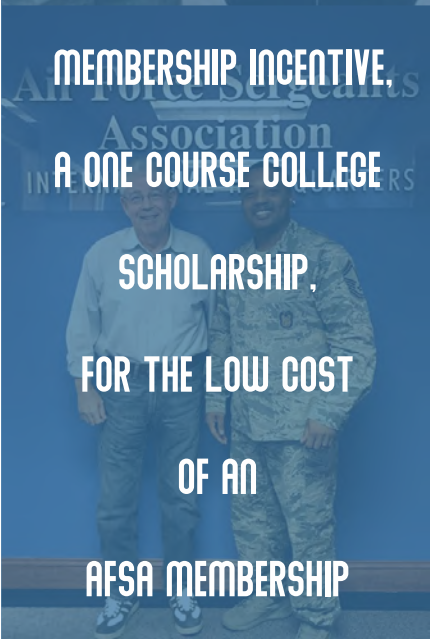
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Michael R. Carton
Air Force Sergeants Association
27th International President



ON 1 NOVEMBER,
AFSA OFFERED, WHAT IS
ARGUABLY THE
SINGLE GREATEST



MEMBERSHIP INCENTIVE,
A ONE COURSE COLLEGE
SCHOLARSHIP,
FOR THE LOW COST
OF AN
AFSA MEMBERSHIP

PRESIDENT'S COMMENTARY

AFSA 2020

A very Happy New Year to each of you and your family. We have moved into a new decade and just as you change the month and year on your calendar, AFSA too has turned the page on a new decade with a whole host of new ideas and programs to help our chapters be more successful. So, let's start with the most important news which is in the membership arena.

MEMBERSHIP

In a few weeks, AFSA will launch a new membership dues auto-payment option entitled "Set It Forever". The "Set It Forever" auto-pay will afford new and current members the option to pay their AFSA dues on a monthly or annual basis; much like how you can pay for a Netflix subscription each month. This auto-pay option was requested by members during the 2019 Professional Airmen's Conference.

New and renewing members can now join or renew their membership and help AFSA maintain/sustain its sphere of influence in our quest for improved Quality-of-Life. This new approach can greatly help with your local retention efforts as well. I urge every Chapter Executive Council to sit down and develop a strong local marketing approach for recruiting and retention which fits your chapter's individual dynamic. Also, please contact the AFSA Headquarters staff for assistance in developing your tailored approach.

One final word on membership. AFSA needs your chapter's assistance and support in promoting and executing an aggressive and proactive retention initiative over the next 12 months. Your enhanced efforts will ensure our continued growth and the development of the next generation of AFSA members and leaders. AFSA has provided you with two new tools to help with your efforts; "Set It Forever" auto-pay option and the CSU sponsored One-Course Scholarship. Please take the time and effort to reach out to members eligible to renew and let them know they are valued and integral to our collective futures. Thanks in advance for your assistance.

ONE-COURSE SCHOLARSHIP

On 1 November, AFSA introduced our new **AFSA Family Matters Education Connections CSU sponsored One-Course Scholarship**. AFSA partnered together with Columbia Southern University (CSU) to provide a sponsored One-Course Scholarship for Military Veterans/Retirees and AFSA Family Members. And then, on 1 January we expanded the program to include all Active Duty, Guard & Reserve Spouses and College-Age Dependents. Worth over \$700, as CSU has also waived the application fee, and will provide free loaner book(s), this ground-breaking program is an excellent opportunity to share your association's values and beliefs while offering these new members an opportunity to enhance and further their education.

The One-Course CSU Scholarship is not a one-time special or new membership campaign. It is an ongoing program open and available to every new member joining

our great Association. This is an excellent opportunity to assist individuals, with their educational aspirations and solidify our family-focused principles. Contact the Member and Field Relations team if you have specific questions regarding this exciting opportunity.

AFSA DAY OF GIVING BACK 3 MAY 2020 – HAPPY BIRTHDAY AFSA

3 May 2020 is AFSA's birthday, our 59th year of advocating on behalf of our members and their families to ensure a better quality-of-life for all. The best way to celebrate our birthday is to give back to others! **AFSA's Day of Giving Back** is an opportunity for your chapter to host a community-wide celebration, and say thank you to those organizations and individuals who have made us a 59-year success. Your Division Presidents have received a White Paper with some background and suggestions for locally hosted events. However, we look forward to seeing how you and your Chapters ultimately give-back to your own community. Please be sure to share your events and success on your websites/social media outlets, and send an email or share with AFSAHQ Communication so we can in-turn share your **Day of Giving Back** success globally.

EDUCATION AND TRAINING

When I look at our membership, particularly our newer members, I still see a drive and desire to be successful and the need to make a difference. We know, based on experience, many of our current leaders are searching for some basic information in order to be more successful. In order to remedy this set of circumstances, we need to develop and cultivate mentoring and leadership programs at all levels of

AFSA. Up front, I know there are AFSA leaders who are providing mentorship to Chapter and Division leaders, but collectively we need to do more.

Here are two questions for your consideration. First, if you are currently an AFSA leader at any level, what are the 1-2-3 things you wished you had known prior to/or as you assumed your leadership role? Second, did you have someone available to answer your questions? If not, then we have done a disservice to those new leaders and have not set them up for success. How do we correct this gap in leadership development? I am asking each of you to identify those issues you felt you needed to know and pass them to your Division President so we can enhance our mentorship capabilities and develop or enhance a method of better preparing AFSA's current and future leaders. Also, the first answer should not always be "Go read the books." The current AFSA policy coupled with first-hand experience with any policy are always a better educator than just the printed word.

A final note about Education and Training. Your International Education & Training Committee is working to update the current training information found on our web site. They are also in the process of developing a new series of videos on a variety of topics. Each will be short and succinct, but with enough information to provide each of you with a working knowledge of the specific topic. You can find the most current videos by logging into the AFSA website and looking under the resources tab. If you have any suggestions for a video topic, please contact Division 5 President McLean, your International Education and Training Committee chair.



Michael R. Carton
AFSA International President



The ultimate judge of a person's character is their ability to exceed expectations when little recognition or praise is given.

– UNSUNG HEROES –

In Remembrance of the brave
Tuskegee Airmen who served our country
with courage, dedication and loyalty.

We invite you to join, re-new or give the gift of membership

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Serving a military student population of approximately 40 percent, CSU's dedicated military support staff is comprised of current and former military members who understand the unique needs of these students and their families. Taught by some of the industry's most distinguished professionals, all of CSU's programs are designed to be taken at your own pace on your own time.

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EYE ON WASHINGTON

FY2020 NATIONAL DEFENSE AUTHORIZATION ACT

On the night of December 20, 2019, at Joint Base Andrews located just ten minutes from our International Headquarters, the President signed the National Defense Authorization Act (NDAA) for Fiscal Year 2020 into law. With the expiration date of Congress' second continuing resolution looming, both houses of Congress finally reached a consensus on S.1790; now Public Law 116-92. The failure of Congress to meet its October 1 budgeting timeline is an all too common occurrence; in fact, the deadline to enact all 12 appropriation bills has not been strictly adhered to since fiscal year 1997.

While the bi-partisan tango played out in its precedented fashion, the proposal of a 'Skinny NDAA' in late October vastly increased the stakes at hand for the securement of benefits and protection of the overall quality of life for past and present enlisted members and their families.

However, thanks to the tireless legislative efforts of our members, the AFSA HQ Military and Government team, allying Military Service Organizations (MSO's) and Veteran Service Organizations (VSO's), and our nations representatives, the 'Skinny' NDAA was casted aside for the end product we have before us today; a comprehensive \$738 billion-dollar national defense policy aimed towards the restoration of military readiness and the enshrinement of the military maxim "you recruit a service member but retain a family."

Just a few of the most noteworthy take-aways from this year's NDAA are as follows:

		
TOP LEGISLATIVE TAKE-AWAYS	ATTAINED	PLATFORM ACCOMPLISHMENTS
1	Basic Pay Increase	 <i>Sustained military pay comparability with the private sector; a record-high 3.1% pay raise</i>
2	"Widows Tax" Elimination	 <i>3 -year phased repeal of SBP/DIC offset</i>
3	Military Spouse Licensure Reimbursement Doubled	 <i>Enhanced educational and employment programs for military spouses</i>
4	Historic Military Housing Reform	 <i>Fixing the contracted military housing issues</i>



1. BASIC PAY INCREASE:

Effective as of January 1, 2020, the rates of monthly basic pay for members of the uniformed services have increased by 3.1%.

2. "WIDOWS TAX" ELIMINATION:

Phase-out of reduction of Survivor Benefit Plan (SBP) survivor annuities by amount of Dependency and Indemnity Compensation (DIC)

One of the most significant outcomes from the enactment of the FY2020 NDAA is the elimination of the SBP-DIC offset; most commonly referred to as the "Widows-tax." Under former law, the Department of Defense (DOD) was permitted to cut paid-for Survivor benefit payments to the surviving spouses of disabled military retired members, if the surviving spouse was simultaneously receiving dependency and indemnity compensation (DIC) from the Department of Veterans Affairs (VA).

As indicated from the subheading above, this elimination will be phased out over the next three years. While not retroactive, and with no scheduled changes taking place in 2020, beginning on February 1, 2021, surviving spouses who qualify for both benefits will have one-third of their SBP restored in addition to receiving the full DIC. Beginning in 2022, two-thirds of SBP will be restored in addition to receiving the full DIC. And, beginning in 2023, surviving spouses who qualify will receive both their SBP and DIC in FULL.

As we excitedly wait for February 1, 2021, SBP annuitants should be on the lookout for AFSA's legislative updates to stay informed on the implementation of this policy.

3. MILITARY SPOUSE LICENSOR REIMBURSEMENT DOUBLED:

Modification to authority to reimburse for State licensor and certification costs of a spouse of a service member arising from relocation

Unfortunately, military spouses are disproportionately affected by occupational licensing requirements that create additional barriers to labor market participation and impose undue financial burdens from certification and re-certification. These issues are drastically amplified when taking into consideration that:

1. Military spouses are likely to earn approximately \$12,000 less per year than other workers.

2. Military spouses are seven times more likely to move across State lines in the United States as compared to the civilian institutionalized-working age population sector

3. More than 30% of employed military spouses work in fields that require licensing or certification

The FY2020 NDAA takes a small yet crucial step in bridging the inequitable gaps existent in the military spouse employment arena. Unfortunately, the implementation of the re-licensure reimbursement pilot program, as established in the FY2018 NDAA, provided a number of issues for military spouses; including an 18-month program start-date delay and the continuous provision of insufficient reimbursements. FY2020 NDAA seeks to provide an ample remedy to these wrong doings by:

1. Offsetting the delay with an extended operation date through 2024.
2. Doubling the maximum reimbursement amount from \$500 to \$1,000.

AFSA remains committed to discovering and supporting innovative solutions that tackle the unique challenges military spouses face when searching for employment.

4. HISTORIC MILITARY HOUSING REFORM:

Military Housing Privatization Reform

This past February, the Military Family Advisory Network released troubling findings from their Privatized Military Housing Survey Executive Summary. In short, military families were overwhelmingly found to be living in unsound homes with inhabitable living-conditions including mold, toxic exposure, pests, and/or carbon monoxide. More than 16,000 military family members reported dirty and unsafe conditions on more than 160 military bases. Of which, 84% of tenants had "very negative, negative or neutral" experiences in base housing.

The FY2020 NDAA lays the framework for arguably the largest Privatized Military Housing reform since the initiative's initial conception in 1996. Specifically, the FY2020 NDAA:

1. Creates a Military Housing Privatization Initiative Tenant Bill of Rights and Tenant Responsibilities.
2. Designates a Chief Housing Officer tasked with creating policies and processes AND with overseeing the administration of any DOD policies regarding housing units.
3. Requires landlords to provide an electronic maintenance work order system to track all maintenance requests relating to the housing unit.



- 4. Mandates the proper installation of appropriate number of carbon monoxide detectors in each military family housing unit
- 5. Establishes a standardized dispute resolution process for landlord-tenant disputes regarding privatized military housing and requests to withhold payments during dispute resolution process
- 6. Prohibits the use of non-disclosure agreements in connection with leases of privatized military housing
- 7. Directs the Secretary of Defense to submit a plan of action establishing effective jurisdiction by DOD for the necessary and proper placement of law enforcement at locations with privatized military housing not located on DOD installations

doctrine, training and personnel development, and warfare development.

This procurement represents a monumental shift in our warfighting paradigm, it is the largest DOD reorganization since the 1986 Goldwater Nichols Act, and is the first new branch of the Armed Forces since the establishment of



After being sworn in as the first Chief of Space Operations by Vice President of the United States Michael Pence, General John Raymond addresses the audience in the Executive Eisenhower Office Building, Washington, D.C., Jan 14, 2020. (U.S. Air Force Photo by Andy Morataya)

We are happy to report that the accomplishments described above were not the only high notes of this years NDAA. The graphic below depicts more positive legislative items that we will continue to monitor very closely as new developments come to light.

		
ADDITIONAL LEGISLATIVE TAKE-AWAYS	ATTAINED	PLATFORM ACCOMPLISHMENTS
No Tricare Fee Increases		Resisted Tricare fees
Termination of Burn Pits		Fulfilling our nations obligation to care for those "who shall have borne the battle" by combating toxic exposure
My Career Advancement Account Expansion		Supporting future success through the utilization of MYCAA
PTSD and TBI Research		Advocated a strong focus on suicide awareness and prevention; promoting HBOT and new treatments
Tuition Assistance Secured		Supporting future success through the utilization of tuition assistance

the USAF in 1947. While the creation of the Space Force begs many questions not yet answerable at this point in time, as of the date of submission of this publication, much of what we do know is:

1. Initial USSF staff will comprise of existing billets from DOD (nothing in the NDAA is to be construed as the authorization of additional military billets for purposes of, or in connection with, the establishment of the USSF).
2. Military members originally assigned to AFSPC will now be assigned to USSF but will remain as airmen within the USAF (As it pertains to benefits, retirement, and pay members of the USSF are to be treated as members of the USAF while civilian recognition, employees of the USSF are to be treated as civilian employees of the Air Force).
3. USSF will leverage the USAF for 'more than 75%' of its enabling functions in an effort to significantly reduce upstart and maintenance costs, avoid duplication, and eliminate bureaucratic inefficiencies.
4. USSF will be composed of a Chief of Space Operations (CSO) and underling space forces and assets 'organic therein'.
5. USSF H.Q. will be located at the Pentagon.

ESTABLISHMENT OF THE SPACE FORCE

Perhaps one of the more under reported provisions of the FY2020 NDAA was the establishment of the official sixth branch of the United States military, the United States Space Force (USSF). Effective as of December 20, 2019, the Air Force Space Command (AFSPC) was re-designated as the United States Space Force; thereby granting Title 10 authorization to the USSF. Despite being established within the United States Air Force (USAF), the USSF will serve as an independent service with its own budget, culture and ethos,



AFSA will continue to vigilantly monitor the implementation of the USSF and relay additional information to members as it comes to light.

To take an even deeper dive into the weeds of this 1,119-page bill, view our Associations' EXCLUSIVE FY2020 NDAA summary www.hqafsa.org or by clicking [here](#).



THE BLUE WATER NAVY VIETNAM VETERANS ACT BEGINS ON JANUARY 1, 2020

BLUE WATER NAVY VIETNAM VETERANS ACT OF 2019: HERBICIDE EXPOSURE AND EASIER HOME LOANS

On June 25, 2019, H.R.299, commonly referred to as the Blue Water Navy Vietnam Veterans Act, was signed into law; now Public Law No: 116-23.

Effective as of January 1, 2020, this law stipulates that Veterans who served as far as 12 nautical miles from the shore of Vietnam OR in the Korean Demilitarized Zone, at any point between January 9, 1962 and May 7, 1975, are now presumed to have been exposed to specific herbicides (including Agent Orange) during their time of service. A Veteran who has experienced [any of the following conditions](#) may be entitled to service connection on a direct basis.

1. For a more in-depth look into the Blue Water Navy Vietnam Veterans Act of 2019, please [click here](#).
2. To discover more about Agent Orange exposure, please [click here](#).
3. If you have been exposed to and/or have been in direct-contact with Agent Orange, please [click here](#).
4. For more information on filing a VA disability claim, please [click here](#).

Additionally, VA home county loan limits were eliminated as part of the Blue Water Navy Vietnam Veterans Act. Previously, VA only guaranteed home loans up to the county conforming loan limits (CLL) as determined by the Federal Housing Finance Agency. These loan limits reflect the changes in average U.S. home prices at the county level. If you chose to purchase, refinance, or construct a home above the CLL, the lender would likely require a down payment from you before they would choose to close on the loan.

As of January 1, 2020, first-time homebuyers, or home buyers who have sold their home and have full benefit entitlement available, will no longer have to worry about loan limits or down payment requirements when purchasing, refinancing, or constructing a new home.

To learn more about changes to the VA Home Loan Program, please [click here](#).



AFSA LEGISLATION ACTION CENTER

Defending the Total Enlisted Corps and their Families since 1961
#WeAreAFSA | #AFSAGivesBack

2ND SESSION OF THE 116 CONGRESS

The second session of the 116th Congress is well underway, and we are already working to increase congressional support for bills introduced last year as well as launch new ones that address AFSA's legislative initiatives. The Association's [Legislative Platform serves as a guide for all our legislative efforts - so please take time to familiarize yourself with what is on this document](#).

Looking at the year ahead, we intend to continue our work to ensure full military pay raises and prevent new increases in TRICARE fees and pharmacy copays. We also see very good opportunities to improve healthcare access for women veterans, enhance VA's Specially Adaptive Housing (SAH) benefit, advance legislation that addresses toxic exposures and improve mental healthcare for military servicemembers, veterans and their families.

We will be working with Military Coalition partners and friendly affiliates early in 2020 to help get these initiatives across the finish line. It's an election year so much of the year's legislative activity will occur during spring and early summer followed by a long pause of inactivity that could run up all the way to the General Election on November 3rd. The House plans to finish its version the FY 2021 National Defense Authorization Act in May and all 12 of the annual appropriations bills in June. The Senate's likely to chart a similar course and there is always a risk of turbulence along the way. So, buckle up, and stick with AFSA as we help you navigate this year's legislative process!



GIVE THE GIFT OF MEMBERSHIP

Sponsor your spouse, a family member of a young Airmen in the beginning of his/her Air Force journey!

Stronger Together | www.hqafsa.org

ENHANCING EDUCATION BENEFITS

One of AFSA's most important efforts is to protect and improve hard-earned education benefits like Tuition Assistance, MyCAA, Montgomery or "Forever" GI Bill; and ensure that these programs remain relevant and fully funded for their users.

H.R. 4162, the [GI Bill Planning Act would give new enlistees six months—instead of just two weeks—to decide whether to pay \\$1,200 for, or opt-out of their Montgomery GI Bill \(MGIB\) benefit. It also ends new enlistee enrollments in the outdated MGIB by October 2029.](#)



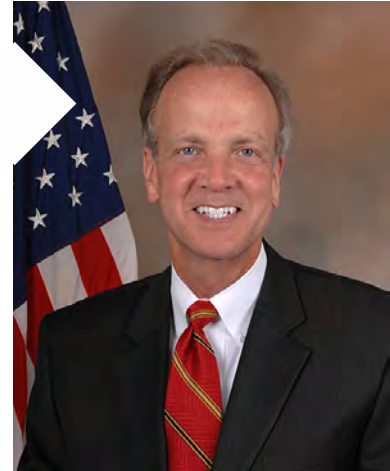
A second bill, H.R. 4625, the [Protect the GI Bill Act ensures that schools receiving GI Bill funding inform prospective students of the cost of attendance, how much their benefits cover, student outcomes, and more. The bill empowers State Approving Agencies \(SAAs\) to flag or suspend new enrollments to schools that violate these requirements. Levin's legislation contains several other protections, including a ban on schools misrepresenting themselves while marketing, recruiting, and enrolling students. AFSA endorsed both bills which were approved by the House in late 2019. We are working with our Senate champions now to push these measures through the upper chamber and get them to the president's desk in 2020.](#)

NEW CHAIRMAN OF SENATE VETERANS COMMITTEE

Senator Jerry Moran (R-KS) is the new chairman of the Senate Veterans' Affairs Committee (SVAC). He replaces former Sen. Johnny Isakson (R-GA) who retired from Congress at the end of last year. Senator Moran is not a stranger to the

Committee or Veterans issues. He has been a member of the SVAC since 2011 and was a member of the House Veterans' Affairs Committee from 1998 through 2010. We wish him well in his new position and look forward to working with him on Veterans issues in the days and weeks ahead.

Senator Jerry Moran (R-KS) is the new chairman of the Senate Veterans' Affairs Committee (SVAC).



2020 LEGISLATIVE CALENDARS

Leadership of both the House and the Senate have made public their legislative calendars for this year.

The House calendar is available [here](#) and the Senate calendar is [here](#).

HAVE YOUR VOICE BE HEARD

With thousands of legislative initiatives introduced each year, it can be difficult to keep up to date with what's happening on Capitol Hill. Through our headline roundups, Washington Report, and Legislative Action Center, our department is continuously looking for creative ways to make the democratic process more accessible for each citizen.

Support rendered to the legislative program by members of AFSA is essential to the success in reaching our goals. For more information on how to have your voice be heard, please reach out to the M&G team directly at 301-899-3500 ext. 291 or via e-mail at milgovteam@hqafsa.org.





**MEET THE
FIRST-EVER
COMMAND CHIEF
FOR THE
HOLM CENTER, CMSGT
JERMAINE EVANS**

(Top) Chief Evans takes a picture with AFJROTC cadets and their parents at the 2019 National Drill Competition in Daytona Beach, Florida. (U.S. Air Force photo by Mr. Royce Barron)

(Bottom) Chief Evans speaks to the "Snap II" All-Female Drill Team from John Jay High School during the 2019 National Drill Competition in Daytona Beach, Florida. (U.S. Air Force photo by Mr. Royce Barron)





JEANNE M HOLM CENTER



Chief Evans with ROTC cadets during Operation Air Force (OPS AF) at Shaw AFB. Cadets came from multiple universities to visit the base for a summer program that exposes cadets to a real-world AFB environment.

FIRST EVER COMMAND CHIEF

By Chief Master Sgt. Jermaine Evans, Command Chief of the Jeanne M. Holm Center for Officer Accessions and Citizen Development

The Jeanne M. Holm Center for Officer Accessions and Citizen Development, commanded by Brigadier General Christopher Niemi, is located on Maxwell AFB in Montgomery, Alabama. The Holm Center consist of Officer Training School (OTS), Reserve Officer Training Corp (ROTC), and Junior Reserve Officers' Training Corps (JROTC). The Holm Center consists of more than 3,400 Airmen and 163,000 cadets at 2,140 global locations to make up the Air Force's largest officer accession source and the Air Force's only citizenship development program. The Holm Center produces more than 85% of the Air Force's front line officers, chaplains, judge advocates and medical officers.

In June 2008, the Holm Center, formerly known as the Air Force Officer and Accessions Training School, was renamed after Major General Jeanne M. Holm, who was the first female one-star

general in the Air Force and the first two-star general in any service branch.

She was also a driving force behind the expansion of women's roles in the Air Force.

In 2018, for the first time in the unit's existence, the unit was approved to upgrade their senior enlisted position to a Command Chief position. In April 2019, CMSgt Jermaine Evans, officially assumed the new position as the first-ever Command Chief for the Holm Center.

Why would a unit that produces 85% of the Air Force's officer corps require a Command Chief? It is because of the 1,556 total force enlisted that plays a vital role in producing

tomorrow's leaders. This is also one of the most unique units in the Air Force due to the 1,036 geographically separated units throughout the world.

AFROTC, headquartered at Maxwell AFB, has 145 detachments throughout the CONUS, Alaska, Hawaii and Puerto Rico and is the oldest and largest active duty line commissioning source in the Air Force. It has four region offices at Joint Base San Antonio, USAF Academy, Wright-Patterson AFB, and Maxwell AFB, that oversees their applicable geographical areas. The command includes over 15,000 cadets and support over 1,200 colleges and universities nationwide. Each detachment physically sits on a university campus in order to train future Second Lieutenants. The enlisted AFSCs that fill these positions are 3FOX1s, Personnel, and 3F5X1s, Administration. These are highly rewarding positions for an enlisted member. Our enlisted members get to see cadets from their freshman year mature into leaders over their college years and become future officers and maybe future commanders. And our enlisted members play a vital role in that maturation. I've had several cadre members tell me that, as a freshman, I didn't think this cadet was going to make it, but now he is one of our strongest leaders in the cadet wing. This is due to the dedication our cadre has to developing great officers.

The OTS campus is located at Maxwell AFB. OTS produces the largest amount of total force officers for the Air Force. In FY19, OTS delivered over 3,400 officers to include the largest class in the past 40 years, known as the Godzilla class, graduating 651 new Second Lieutenants into the Air Force. OTS is comprised of 8 enlisted AFSCs in the support and medical fields and also includes the MTI Developmental Special Duty. Our OTS cadre does an outstanding job taking

members with different levels of experience and delivering quality officers. A flight at OTS could have a member that has zero military experience and a member who has served in the military for over 10 years. They leverage the leadership experience from all members over 8 weeks of training to produce great officers.

JROTC differs from the other two units under the Holm Center. JROTC is not an accession source nor a recruiting tool. JROTC is the Air Force's only citizenship development program. JROTC units are in approximately 885 high schools located across the United States and selected Department of Defense Dependent Schools (DoDDS) in Europe, the Pacific, Puerto Rico, and Guam. The purpose of JROTC is to develop high school students into better citizens, regardless of their post-high school plans. While many JROTC cadets will not physically or medically qualify for military service, our primary goal is not to recruit, it is to educate and train high school cadets in citizenship, promote community service, and instill personal character traits like personal responsibility and self-discipline. I commonly ask cadets why did you join and why did you stay? It's common for most to say that they joined for the elective credits, but they stayed because of the confidence, discipline, and leadership they gained as well as the camaraderie they have with their fellow cadets. For some cadets, other JROTC cadets and staff are the only family they have.

It's fitting that my first Command Chief position is in this organization because my first introduction into a military organization was over 25 years ago as a freshman in high school when I joined JROTC at Baltimore Polytechnic Institute in Baltimore, MD. JROTC had a huge impact on my life because I would not be here in this position today without JROTC. As I travel to high schools and visit with JROTC cadets, I explain to them that I do not remember the names of my high school teachers, but I'll never forget Col Smith and MSgt Jackson, my JROTC instructors.

Although I was not the ideal cadet, student, or citizen during that time, MSgt Jackson never gave up on me. Although he tried to keep me focused enough in school to push me towards the USAF Academy prep school, I did not display the attributes or basically, didn't care enough about school to give 100% towards my grades. So MSgt Jackson ensured, that if he couldn't get me interested into the USAFA, he would ensure that I did not become a statistic and that I had a plan after graduating high school. I was signed up for the military in 11th grade and entered the delayed enlistment program. All I had to do was graduate

and a few weeks later I would head to BMT, and I almost messed that up by barely graduating high school.

It's not that I was a bad kid in school, I just did not have my priorities straight. As a young adult, working my part-time job was more important than going to school. I only saw short-term gains versus long-term success. So when I talk to my cadets and Airmen, one of the first topics we discuss are short- and long-term goals. Then we discuss working our way backwards to decide what we need to do to reach those goals. As leaders, we cannot have a cookie cutter approach to mentoring our Airmen. As leaders, we need to know their end goal and what motivates them. They may have goals to become a Chief, commission, go to college, start a business, etc... and a part of my job is to utilize the resources I have and to look out for opportunities that could help them reach their goals.



During the 2019 AFSA PAC, all of the Senior Enlisted leaders within the Holm Center and their sharpest enlisted members traveled from 8 states to San Antonio for professional development, camaraderie, and discuss command-level issues.

My JROTC instructors were not the last Airmen to be a positive influence in my life. The numerous members throughout my career that took interest in me being the best version of me during that stage of my life and career. CMSgt Todd Simmons, former Air University Command Chief, who has been a big influence on me as my role as a Command Chief. CMSgt Jeffrey Williams, former 48th Fighter Wing Command Chief, who showed me what the ideal SNCO and a First Sergeant should be and CMSgt Revonna Hornsby, who showed me that I was no longer in the neighborhood I grew up in and how to display professionalism on- and off-duty and grow as a NCO. And most importantly, TSgt Robert Poole, my first supervisor, who introduced me, at my first base, to what the military was about and laid the foundation on how to act and excel as an Airman.



So how does that translate to the person I am today? It's easy, I pay it forward. I realize where I could have been without the influential people I had in my life. I see myself in my Airman who have been told by naysayers on what they can and cannot be. I try to contradict that negative news to not only say, you can accomplish your dreams and goals, but I'm living proof that it is possible. Someone who was close to not even graduating high school, becoming a 10-year First Sergeant and then reached the goal of being a Chief, a goal established when I was in Basic Training. Because while I also had people that said, I was too young to make a stripe, or put on a diamond, that I also had people who said, not only can you do it, but here is what you have to work on to achieve those goals.

I believe that most of our Airmen have the ability to advance our Air Force to a place it has never been before, but they are not motivated or inspired to give 100 percent. I look to empower those Airmen and be an example to show them that I've been in your shoes and this is what can happen when you do unleash your abilities.

This is why I'm so ecstatic about being in this position. Prior to this job, the best job I've ever had was as a First Sergeant because my primary job was people. I love interacting with Airmen, providing guidance, mentorship, and my experience to hopefully make them better today than they were yesterday. Now, I have the ability to interact with college and high school cadets. Young adults who are still trying to figure things out and unsure of the possibilities and success they can have.

Regardless of the organizations, a common goal in the military with PME and accessions is developing and strengthening leadership abilities. Fortunately, my message on leadership does not change between our Airmen, Officer

"I LOVE INTERACTING WITH AIRMEN, PROVIDING GUIDANCE, MENTORSHIP, AND MY EXPERIENCE TO HOPEFULLY MAKE THEM BETTER TODAY THAN THEY WERE YESTERDAY."



Chief Evans poses with SrA Bailey Weeks, 22 TRS, Officer Training School, after SrA Weeks won the Academic Achievement Award at Airmen Leadership School.

CMSgt Evans was the guest speaker at Columbus AFB's SNCO Induction Ceremony. His message to the newest inductees was the importance of their role as SNCOs in the development of Company Grade Officers. (U.S. Air Force photo by Airman 1st Class Hannah Bean)



Trainees, ROTC and JROTC cadets. Regardless on if you are a 14 year old JROTC cadet, or a 40 year old Airmen, I believe there are 3 simple ways to start laying your foundation to become an effective leader.

★ LEAD BY EXAMPLE

You do not have to be the loudest person in the group to be the best leader, because at the end of the day, actions will forever speak louder than words. Also, the impact of your actions will have an impact on people that you do not know are watching you. I believe that words will have an effect on people in the moment, but actions will have an affect on people for a lifetime.

★ BE GENUINE

Your people will eventually see if you are being genuine or fake and people will not follow someone who is fake. It's common for people to see a leader they admire and they want to be that person. There are qualities that someone has that you may think, I need to work on that, but you still have to be true to yourself because trying to be someone else only gets you so far and no one wants to follow someone who is not being real to themselves. At the end of the day, you have to be the best version of you. Your experiences will shape who you are as a person and a leader and the impact you have could be insurmountable based on your experience.

★ BE KNOWLEDGEABLE

Know your job or functional area, especially if you are a decision maker or an advisor. You could lose all credibility by your peers, followers, and superiors if you deliver false information. If you don't know, there's nothing wrong with saying that you don't know, but researching the answer in a timely manner, but that shouldn't be a habit. Also, as a decision maker or advisor, your knowledge and choices can have an impact on a lot of people and your organization. The smarter you are on a topic, the better the decision. ◆



UNDERSTANDING AFSA

AN AIR FORCE SERGEANTS ASSOCIATION FACT SHEET

If you or a comrade don't completely understand the organization and the benefits that AFSA can provide for our members and their families, take a moment to read this fact sheet. It will tell you most of what you need to know. If you have more questions, find an AFSA chapter nearby or visit www.hqafsa.org for additional information.

ABOUT AFSA

The Air Force Sergeants Association is a federally chartered, 501(c)(19) nonprofit organization representing the professional and personal interests of our members and their families. AFSA has 100,000 dues-paying members and is the largest solely enlisted military association. The members are organized in 125 chapters throughout the world. The chapters provide professional development, opportunities for community involvement and a strong sense of fraternalism.

AFSA's mission is to advocate for improved quality of life and economic fairness to support the well-being of the U.S. Air Force enlisted Airmen, Veterans and their families. To achieve this mission, AFSA works closely with the U.S. Congress and the U.S. Department of Defense.

HISTORY

AFSA was founded in 1961 by four U.S. Air Force non-commissioned officers who recognized the need for an organization to represent all enlisted personnel to America's elected and military leaders. Over the past five decades, AFSA has built a reputation as a stalwart advocate for U.S. Air Force enlisted members and their families. AFSA represents its members by advocating for its members' interests, ensuring the military and Veteran's benefits service members have earned through their service to the nation are maintained. As a federally chartered Veteran Service Organization, AFSA is endorsed by the U.S. Congress to represent Airmen, Veterans and families on Capitol Hill.

STRUCTURE

AFSA's headquarters is located in Suitland, Maryland. The association is governed by a 14-person Executive Council, which consists of elected presidents from seven geographically organized AFSA divisions, as well as an international president, Vice president, senior advisor, secretary and three trustees representing uniformed, Veterans and Family Matters, respectively. Six of the divisions are located throughout the United States, and one in Europe.

LEGISLATIVE PRIORITIES

Specifically focused on issues that affect our members and their families, AFSA regularly meets with members of the U.S. Congress and U.S. Armed Forces senior leaders to advocate for fair and equitable benefits that matter to all Active Duty, Guard, Retired and Veteran Military Members: Joint Services Enlisted and Commissioned Officers.

Our Legislative priorities include:

- Military Pay and Benefits
- Education
- Military Families
- Air National Guard & Air Force Reserve
- Military Health Care
- Veteran/Retiree Benefits
- Caring for Survivors' Military Benefits & Programs



The complete 2019-2020 Legislative Platform can be found at www.hqafsa.org/legislative-platform

AFSA MEMBERSHIP DESCRIPTIONS

- **UNIFORMED:** All Active Duty, Guard, Reserve, Retired and Veteran Military Members (Joint Services Enlisted and Commissioned Officers); Public Health Services (PHS), and National Oceanic Atmospheric Administration (NOAA) staff members.
- **FAMILY:** Family Members of Uniformed Service Members.
- **ASSOCIATE:** DoD Civilians, Civil Air Patrol, JROTC; AFSA Mission Partners, Member Service Providers, Sponsors, Military Supporters.
- **GIFT MEMBERSHIP:** The perfect opportunity to sponsor a new uniformed service member, your children/grandchildren, friends, family or business associates. All categories are eligible.



JOIN AFSA *or* RENEW *your* MEMBERSHIP NOW

To join or renew visit www.hqafsa.org or call 1-800-638-0594, ext. 288.

AFSA International Headquarters

5211 Auth Road, Suitland, MD 20746

www.hqafsa.org

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QUICK REFERENCE

IMPORTANT MILITARY SUPPORT CONTACT LIST

LEGISLATIVE

CONGRESSIONAL

U.S. Capitol Switchboard: 202-224-3121

Senate Majority Leader: 202-224-3542

Speaker of the House: 202-225-0600

SCHEDULES: LEGISLATIVE AND EXECUTIVE ACTION

Senate Democrat Cloakroom: 202-224-8541

Senate Republican Cloakroom: 202-224-8601

House Democrat Cloakroom: 202-225-7400

House Republican Cloakroom: 202-225-7350

Bill Status: 202-225-1772 www.congress.gov

WHITE HOUSE

White House Comment Line: 202-456-1111

White House Switchboard: 202-456-1414

www.whitehouse.gov

PAY

ACTIVE DUTY/GUARD/RESERVE DFAS

Denver Center Building 444

6760 East Irvington Place Denver, CO 80279-6000

1-888-332-7411 option 1

www.dfas.mil/mypayinfo.html

SURVIVOR BENEFITS

Defense Finance and Accounting Service, U.S. Military

Annuitant Pay – 8899 E 56th Street, Indianapolis IN 46249-1300 | 1-800-321-1080

www.dfas.mil/retiredmilitary/provide/sbp.html

RETIRED

Defense Finance and Accounting Service, U.S. Military

Retired Pay – 8899 E 56th Street, Indianapolis IN 46249-1200 | 1-888-332-7411, option 7

www.dfas.mil/retiredmilitary.html

PERSONNEL ISSUES

ACTIVE DUTY

Air Force Personnel Center

HQAFPC 550

C Street West, Suite 50 JBSA-Randolph AFB, TX 78150

1-800-525-0102

www.afpc.af.mil

GUARD/RESERVE

HQ ARPC/DPTOCW (Contact Center)

18420 E Silver Creek Ave, Bldg. 390 MS68

Buckley AFB. co 80011 | 1-800-525-0102

www.arpc.afrc.af.mil

QUICK REFERENCE

RETIREE ACTIVITIES BRANCH

HQ AFPC/DPSIAR
550 D Street East, Bldg. 399, Randolph AFB, TX 78150
210-652-6880 or 1-877-782-2441
www.jbsa.mil/Resources/Retiree-Activities-Office

CASUALTY ASSISTANCE

Air Force Personnel Center (AFPC)
HQ AFPC/DPFCS 550
C Street West, Bldg. 499, JBSA-Randolph AFB, TX 78150
1-800-433-0048 or 210-565-3505 or DSN: 665-3505
www.afpc.af.mil/Benefits-and-Entitlements/Casual-Operations

NATIONAL COMMITTEE FOR EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)

4800 Mark Center Drive, Suite 03E25 Alexandria, VA
22350-1200 1-800-336-4590
www.esgr.mil

ARLINGTON NATIONAL CEMETERY

Arlington National Cemetery
Arlington, VA 22211
1-877-907-8585
www.arlingtoncemetery.mil

NATIONAL PERSONNEL RECORDS CENTER MILITARY PERSONNEL RECORDS MEDALS AND DECORATIONS

NPRC/MPR

1 Archives Dr. St. Louis, MO 63138 314-801-0800
1-866-272-6272
www.archives.gov/st-louis/military-personnel
(Note: All requests must be submitted in writing)

USAF WORLDWIDE LOCATOR

HQAFPC/DPDXIDL

550 C Street West, Suite 50
JBSA-Randolph AFB, TX 78150-4 752
210-565-2660 or DSN: 665-2660
www.afpc.af.mil/Support/Worldwide-Locator

SOCIAL SECURITY ADMINISTRATION

Office of Public Inquiries
1100 West High Rise
6401 Security Blvd. Baltimore, MD 21235
1-800-772-1213
www.ssa.gov

DEPARTMENT OF VETERANS AFFAIRS

810 Vermont Ave. NW Washington, DC 20420

- General Line: 1-844-698-2311
- VA Benefits: 1-800-827-1000
- Health Care: 1-877-222-8387
- Veterans Crisis Line: 1-800-273-8255, press 1
- VA Educational Benefits: 1-888-GIBILL-1 (1-888-442-4551)
- VA Insurance Center: 1-800-669-8477
- Debt Management Center: 1-800-827-0648
- CHAMPVA: 1-800-733-8387
- Headstones/Markers: 1-800-697-6947
- Direct Deposit Program: 1-800-827-1000
- Special Health Issues (Gulf War, Agent Orange): 1-800-749-8387
- VA Location finder: <https://www.va.gov/find-locations/>

www.VA.gov — Built with Veterans, for Veterans. The new VA site offers one place to access all VA benefits and health care services. You can sign in with your My HealtheVet, DS Logon, or ID.me account to track your claims, refill your prescriptions, and more:

Health Care

- Refill and track your prescriptions
- Send a secure message to your health care team
- Schedule and view your appointments
- View your lab and test results
- Apply now for VA health

Disability

- Check your claim or appeal status
- View your payment history
- Upload evidence to support your claim
- File for a VA disability increase
- File a claim for compensation

Education

- Check your Post-9/11 GI Bill® benefits
- View your payment history
- Change your current education benefits
- Compare GI Bill benefits by school
- Apply for education benefits

Records

- Get Veteran ID cards
- Get your VA medical records
- Download your benefit letters
- Apply for a home loan COE
- Request your military records (DD214)



MILLION VETERAN PROGRAM

VA researchers are using MVP data to learn about a range of health conditions affecting Veterans. To enroll call: 866-441-6075
www.research.va.gov

VA Community Care

- Veterans Choice Program (VCP):
<https://www.va.gov/COMMUNITYCARE/programs/veterans/VCP/index.asp>
- Choice Program Support Line: 866-606-8198
- VA Adverse Credit Helpline: 877-881-7618
- Emergency Medical Care:
https://www.va.gov/COMMUNITYCARE/programs/veterans/Emergency_Care.asp
- Foreign Medical Care:
<https://www.va.gov/COMMUNITYCARE/programs/veterans/fmp/index.asp>
- Indian Health Service/Tribal Health Program (HIS/THP):
<https://www.va.gov/COMMUNITYCARE/programs/veterans/ihs/index.asp>
- Infertility Treatment:
<https://www.va.gov/COMMUNITYCARE/programs/veterans/ivf.asp>
- No Cost Flu Immunization:
<https://www.va.gov/COMMUNITYCARE/programs/veterans/immunization.asp>
- Patient-centered Community Care (PCS):
<https://www.va.gov/COMMUNITYCARE/programs/veterans/pccc/index.asp>
- State Veterans Homes:
<https://www.va.gov/COMMUNITYCARE/programs/veterans/statehome/index.asp>
- Veterans Choice Program (VCP):
<https://www.va.gov/COMMUNITYCARE/programs/veterans/VCP/index.asp>
- Managing Your Health Portal:
<https://www.va.gov/COMMUNITYCARE/programs/veterans/index.asp#health>

DEFENSE HEALTH AGENCY REGIONAL CONTACT INFORMATION

7700 Arlington Boulevard, Suite 5101
Falls Church, VA 22042-5101

Need to Submit a Claim? Send it to the correct claims address. <https://www.tricare.mil/ContactUs/ClaimsAddresses>



COMMUNICATING WITH CONGRESS

Though the opportunity to communicate with Congress is often neglected, it is not only a right of citizenship; it is an expectation. Senators and Representatives are elected by the American public, meaning you. Their salaries come from the American taxpayer, meaning you. They are supposed to vote on issues based on the interests of their constituencies, meaning you. You give them their job and fund their paychecks—don't be afraid to check up on your "employees" and give them direction on how to do their job.

To find your elected officials to view and respond to key legislation, visit the AFSA Legislative Action Center at www.votervoice.net/AFSA/home.

Need Technical Help? Find the right contact info for the help you need.
<https://www.tricare.mil/ContactUs/SecureLogin/TechnicalHelp>



TRICARE

www.tricare.mil is an official website of the Defense Health Agency (DHA), a component of the Military Health System. For up-to-date information and complete plans and resources, visit: www.tricare.mil

TRICARE Regional Offices

The TRICARE Regional Offices (TROs) manage and oversee an integrated health care delivery system in the three U.S. TRICARE regions. In most cases, you'll call your regional contractor first:
TRICARE East: Humana Military: 1-800-444-5445
Tricare West: Health Net: 1-844-866-9378

QUICK REFERENCE

But, there are times when you will need to call your TRO: Approval for the Prime Travel Benefit:
<https://www.tricare.mil/Plans/HealthPlans/Prime/TravelReimb>

Determination of eligibility requests for TRICARE Prime Remote: <https://www.tricare.mil/prime>

If your issue is unresolved with the regional contractor call, TRO-East & TRO-West at 1-844-204-9351

TRICARE Resources

Find resources to better manage your TRICARE benefits.
<https://www.tricare.mil/Resources>

- Plan Finder: <https://www.tricare.mil/Plans/PlanFinder>
- Claims: <https://www.tricare.mil/FormsClaims/Claims>
- Disaster Resources: <https://www.tricare.mil/Resources/DisasterInfo>
- Forms: <https://www.tricare.mil/FormsClaims/Forms>
- Go Paperless: <https://www.tricare.mil/Resources/GoPaperless>
- Military Health Records: <https://www.tricare.mil/Resources/MedicalRecords>
- Multimedia Center: <https://www.tricare.mil/Resources/MediaCenter>
- Recoupment of Overpayments: <https://www.tricare.mil/Resources/Recoupment>
- Rights and Responsibilities: <https://www.tricare.mil/Resources/RightsResponsibilities>

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- Get evidence-based health care advice from a registered nurse
- Find an urgent care or emergency care facility
- Receive recommendations for the most appropriate level of care
- Schedule same or next day appointments when recommended by a registered nurse and enrolled to a military hospital or clinic
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United States, Guam, and Puerto Rico: Visit <https://tricare.mil/ContactUs/CallUs/NAL> for web chat and video chat, or dial 1-800-TRICARE 874-2273 option 1.

Overseas military hospitals and clinics: Contact your local facility or visit <https://tricare.mil/ContactUs/CallUs/NAL> for web chat, video chat, or to find country-specific numbers.

If you need immediate medical attention, call 911 or your international emergency number – or, go to an emergency room.

You can use the MHS Nurse Advice Line unless you are enrolled in the **U.S. Family Health Plan**.

After you reach a nurse, view a secure summary of your health care advice at

<https://tricare.mil/ContactUs/CallUs/NAL>
<https://tricare.mil/ContactUs/CallUs/NAL>



SCHOLARSHIP APPLICATION OPEN SEASON IS JANUARY 1ST THROUGH MARCH 31ST

OVERVIEW OF THE SCHOLARSHIP PROGRAM: To date, over 2.2 million in total funds have been awarded.

- **Air Force Sergeants Association Scholarship Program:** AFSA has awarded 617 scholarships totaling more than \$920,100.00.
- **CMSAF:** Since 1988, the fund has awarded more than 303 scholarships valued at \$433,000.00.
- **AMF:** To date, fund has awarded more than 632 scholarships valued at more than \$771,000.00.
- **AFSA International Auxiliary Education Grant Program:** To date, Auxiliary has awarded 170 grants and scholarships totaling over \$165,700.00.
- **Family-Focused Scholarship:** Since 2015, in conjunction with Columbia Southern University, the AFSA Gives Back Program through the Family Focus Scholarship has awarded 5 scholarships to AFSA Family Members valued at \$117,000.00. The Family Focus scholarship application will open on January 1, 2020. All applications/scholarship essays must be received no later than 11:59 p.m. on May 29, 2020. The selection process will end on June 29, 2020. Please visit <http://www.csegroup.com/scholarships/family-focused-scholarship/> for application materials

Completed application packages with all required documents can be sent to AFSA HQ NLT March 31.

After March 31, applications are ineligible for consideration.



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United Concordia: 1-866-984-2337

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- Survivors

United Concordia

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OCONUS: 844-653-4060

OCONUS Toll: 717-888-7400

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<https://www.benefeds.com/>

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- Retired Guard and Reserve members
- Family members of retired Guard and Reserve members
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- Family members of Medal of Honor recipients
- Survivors

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A Tribute to **MEDAL of HONOR RECIPIENT**

SSGT WILLIAM H. PITSENBARGER



A1C William Pitsenbarger preparing for a water jump. (U.S. Air Force photo)

On April 11, 1966, near Cam My, Republic of Vietnam, A1C Pitsenbarger sacrificed his life to save nine others. He was a pararescueman on a helicopter evacuating American casualties from a dense jungle area, and voluntarily organized and coordinated rescue efforts at the scene, ensuring that the recovery operation proceeded smoothly. However, when the last wounded person had been assisted to the recovery site, the hovering rescue helicopter was hit by enemy fire and the pilot was forced to make an emergency landing at an airstrip nearby, abandoning rescue attempts.

A1C Pitsenbarger volunteered to stay behind and tend to the wounded amid heavy mortar and sniper fire. He continually exposed himself to intensive automatic fire while collecting weapons from fallen comrades for use by remaining defenders. Even after he'd been incapacitated by his wounds, A1C Pitsenbarger continued directing defensive efforts.

His actions during the mission were initially recognized with a posthumous award of the Air Force Cross. That award is the military's second-highest for service members, and the highest award the Air Force can bestow.

Upon further review in the 1990s, a number of private citizens and devoted federal officials successfully advocated that the Medal of Honor would more accurately characterize Pitsenbarger's heroism.

Director Todd Robinson's newest fact-based film, "The Last Full Measure," chronicles a more than 30-year battle to recognize one Air Force pararescueman's heroism with the nation's highest award for combat valor, the Medal of Honor.

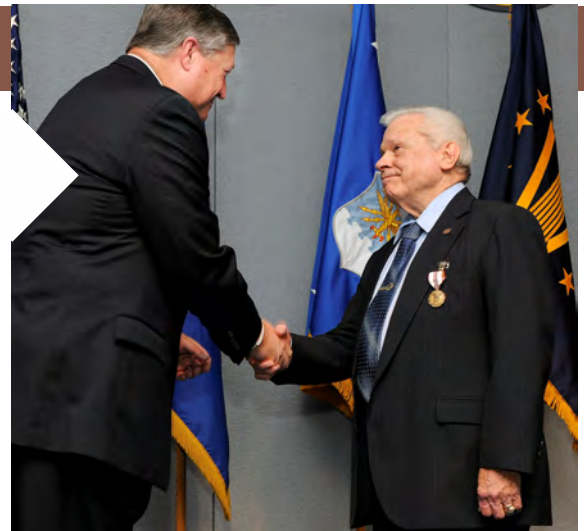
"The Last Full Measure" is now playing in theaters nationwide. Watch the trailer [here](#) now.

https://www.youtube.com/watch?time_continue=9&v=Go8z12syEc&feature=emb_logo



Colonel Joe G. Lineberger, a member of the Senior Executive Service, was Director of the Air Force Review Boards Agency, Office of the Secretary of the Air Force for Manpower and Reserve Affairs, Washington, D.C. He was responsible for the management and operations of the Air Force Personnel Council, Air Force Board for Correction of Military Records and Air Force Civilian Appellate Review Office.

The longest-serving director of the Air Force Review Boards Agency, retired Jan. 31, 2012 after serving more than 31 years in that position and more than 58 years total in federal service. Secretary of the Air Force Michael Donley praised his career accomplishments during his retirement ceremony Jan. 31, 2012, at Joint Base Andrews, Md. (U.S. Air Force photo/Scott M. Ash)



58 YEARS OF SERVICE COLONEL AND DETERMINATION JOE G. LINEBERGER

By Brian Boyle, Joe Lineberger's Grandson

Determination. It is a simple, but also a very powerful word, defined as the ability to set your mind on a certain goal in life, and then pursuing it until it is accomplished.

This power to overcome the obstacles in your path exists among everyone in the world and varies from a doctor saving a person's life to a young soldier going off to fight for their country. Determination helps bring out the fullest potential of an individual, thus bringing forth success.



In 1953 Joe Lineberger entered the Air Force as a second lieutenant through the Reserve Officer Training Corps.

When I think of this word, my attention is always directed to my grandfather, Joe Lineberger, a man who personified courage, bravery, and most of all, determination. When I think of him, studying and imagining what kind of life he had, I think about all that he had accomplished while serving his country for over sixty years. He was the type of person who always put others before himself and was always there when somebody needed him.

He was a true model of determination, and that is what made him the rock of our family.

My grandfather grew up in the small town of Maiden, North Carolina in 1931. At a young age he received his first job picking cotton in the fields, and the few cents that he earned each week were given to his mother. He excelled in academics and athletics through his primary and secondary years of school and dreamed of attending Duke University. There was not enough money to pay for the tuition to Duke, so he participated in the R.O.T.C. program to fulfill his dream.

He graduated from high school with a number of students that you can count using only your fingers and began his college career at Duke. He had to work two jobs while in school and had to sacrifice his athletics because there was not enough time to complete all of these responsibilities at once. He earned a Bachelor of arts degree from Duke University, and would later attend other schools to further his education which included the Squadron Officer School at Air University; the University of Chicago for a Master in Business Administration degree; the Air Command and Staff College; the Industrial College of the Armed Forces, and the Federal Executive Institute.

Service and Determination

In 1953, Joe entered the Air Force as a second lieutenant through the Reserve Officer Training Corps program. His overseas assignments included Thule Air Base, Greenland; Pepperell AB, Newfoundland; exchange duty with the Royal Canadian Air Force in Ottawa; and Headquarters Military Assistance Command, South Vietnam (during the Tet Offensive). He served in a series of stateside assignments, including Headquarters U.S. Air Force, Washington, D.C., and in the Office of the Secretary of the Air Force. He was the military assistant to the Assistant Secretary of the Air Force for Manpower, Reserve Affairs and Installations under five assistant secretaries.

Right before he retired in 2012, he was recognized with the "Spirit of Service" award for more than 50 years of service to our great nation.

During the awards ceremony Michael Rhodes, director of administration and management in the office of the Secretary of Defense, talked about Lineberger and others who were being honored that day. "...They've had a hand in creating the world we live in today," he said. "For more than five decades, each of the tremendous public servants we're celebrating today has ensured our military strength and readiness. They meant business and they got business done."

Joe retired from military service in August 1980 as a Colonel, and assumed his position as the Director of the Air Force Review Boards Agency in September. Joe's offices were located at Andrews Air Force Base, in Maryland.



Ambition, passion, and the will to succeed are key factors in understanding the basis of what determination really means. My grandfather embodied these factors, and overcame many difficult situations in his life, and accomplished all of this with a devoted wife and five children. He accomplished so much throughout his life and persevered through both the glorious moments of the human spirit and also the deepest and darkest moments of human suffering when his wife passed away in 2006.

When I think of his patience under adversity, of his courage under fire, and of his modesty in victory, I am filled with an emotion of admiration I cannot successfully put into words, so I look to the words that General MacArthur spoke during his farewell speech at the U.S. Military Academy in 1962.



Brian Boyle and his grandfather, Joe Lineberger in Newfoundland, where Brian participated in a Half IRONMAN 70.3 triathlon in 2008.

"He belongs to history as furnishing one of the greatest examples of successful patriotism. He belongs to posterity as the instructor of future generations in the principles of liberty and freedom. He belongs to the present, to us, by his virtues and by his achievements".

I grew up looking at my grandfather in a different way than I do now because he was the most humble person I had ever met and for the first half of my life I was honestly too young to understand the magnitude of his accomplishments. As I reached my teenage years, I started to truly understand the large impact he had on those around him through his military career.

He was one of the founding members of the R.O.T.C. program at Duke University, 28 years of active duty service in the military, 32 years of civilian duty, recipient of the Bronze Star, Meritorious Service Medal, Air Force Commendation Medal, Air Force Organizational Excellence Award, and the Spirit of Service Medal amongst many other citations and awards.

I can remember as a young boy how much of a privilege it was to sit at the dinner table with him and hear the stories he had to share, from his experiences as a soldier in Vietnam, or the high profile military cases he was working on at the moment. One story that I remember him telling our family about frequently for many years was the heroic story of William 'Pits' Pitsenbarger, a USAF Pararescueman who gave his life aiding and defending a unit of soldiers pinned down by an enemy assault in Vietnam. Whenever we would meet him for dinner or attend a family event, we would be provided an update on the Pitsenbarger case and the progress being made.

My grandfather spent many years doing all he could to help build a case to support the medal of Honor for Pitsenbarger, and in the year 2000, I remember him telling us how special it was to be at the ceremony at Wright Patterson AFB to see Pitsenbarger's father be given the MOH for his son. He would often have tears in his eyes when he would share that profound experience with us. My grandfather was recognized as an honorary USAF Pararescueman for his dedication and service to the Pitsenbarger case.

Over the years I've had the privilege of meeting several of the soldiers and military personnel who were involved in the Pitsenbarger case, even getting to speak to several of his good friends about it. To see the appreciation these men and women had for the dedication and commitment that my grandfather showed towards the Pitsenbarger case inspires me to this very day.

A few years back I had the chance to visit Kirtland AFB in Albuquerque, New Mexico and see the Pitsenbarger Medal of Honor firsthand. It was a moment in my life I will never forget, and I remember telling my grandfather when I returned home how special it was to see the Medal in real life. He smiled proudly as I showed him the photos of me standing next to the glass case that protected the Medal.

A major motion picture film about the Pitsenbarger story and military case has been in the works the past few years. The film is called *The Last Full Measure* and it's directed by Todd Robinson, which opened in theaters nationwide this January. My family and I were invited to a private screening to see the film in DC and it is an amazing film.



Producer Sidney Sherman, Brian Boyle and the "Last Full Measure" Director, Todd Robinson at the movie screening in Washington, DC

When my grandfather retired in 2012, the Secretary of the Air Force at the time, Michael Donley, was in attendance to celebrate his career. Donley said Lineberger's accomplishments were remarkable by any standard. "*Joe knows all there is to know about all things 'review board,'*" said Donley, who pointed out that Lineberger's career spanned 11 presidents, 17 chiefs of staff and 20 secretaries of the Air Force. During his time, Lineberger also headed up eight review boards for the secretary of the Air Force and two for the secretary of defense. He led the Air Force Review Boards Agency, these cases included Marine Cpl. Anthony Casamento, Air Force Staff Sgt. William Pitsenbarger and Chief Master Sgt. Richard Etchberger, who were all awarded Medals of Honor after Lineberger and his team got involved", Donley said.

My grandfather said the Medal of Honor cases were three of his biggest accomplishments, followed by his success at getting veterans' benefits for the Women Airforce Service Pilots, Flying Tigers, Merchant Marines and Tuskegee Airmen who served in World War II. He said those groups fought overseas but weren't being taken care of as veterans. He and his team worked to get the rules changed and then helped the veterans apply for benefits.

From 1953 to 2012, Joe Lineberger's career spanned 11 presidents, 17 chiefs of staff, and 20 secretaries



My grandfather was involved in many similar cases where he made it his priority that the sacrifices these brave soldiers made in combat were not only remembered but honored and celebrated.

My grandfather passed away in 2016 which was a very sad day for my family and I, but his legacy lives on. He was not only my hero, but also my best friend and I will spend the rest of my life doing all I can to honor and emulate the man that he was and the everlasting impact he had on my life. I hope to one day have the same impact on the life of my grandchildren as he had on mine. ♦

EDITORS NOTE: In Joe's honor, **The Joe G. Lineberger Excellence Award** was created on behalf of the SAF/MR recognizing military and civilian personnel whose service exemplifies the vision of being the primary catalyst for change, leading the Air Force in adapting how it thinks, organizes, trains, equips and develops its people for the challenges of the 21st century, the vision to maintain a standard that places the civilian and military member first and marks the agency as a model and "Air Force center for excellence," and the AFRBA goals of ensuring due process, equity, fairness and impartial treatment of all individuals affected by policies of adjudications within the SAF/MR area of responsibility.

Joe's grandson, Brian Boyle's story is also an amazing feat of determination and overcoming incredible obstacles. An eighteen-year-old champion athlete, Brian's life changed when a dump truck plowed into his car. Airlifted to shock-trauma, he lost sixty-percent of his blood, his heart was pushed across his chest, and his organs and pelvis were pulverized. Emerging from his coma two-months later, it was predicted he would never walk again. Defying all odds, Brian has since completed over 100+ endurance events including 6 IRONMAN Triathlons and two 100 mile Ultramarathons. Brian is a national public speaker, and published author of *Iron Heart: The True Story of How I Came Back from the Dead*.

During #AFSAPAC19, CMSAF Kaleth Wright hosted a Resiliency Panel where he introduced us to six airmen who had faced and are working to overcome incredible obstacles, adversity and life challenges. We all learned that we are valued, we are appreciated, it's okay to seek help, and that we are not alone.

We are honored to introduce Lindsay Stamps and provide her with this opportunity to share her personal story of incredible grief, strength and resiliency...



MOVING THROUGH MY WORST DAY

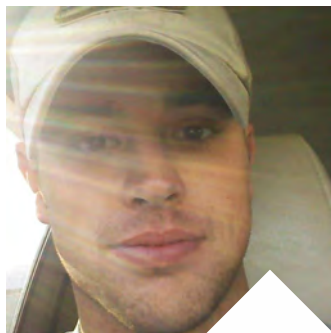
By Lindsay Stamps, Master Resilience Trainer

In 2012 I found myself settling into my fourth Air Force assignment in El Paso, Texas. I had been in for eight years at this point and had never thought I would find myself based at an Army installation on the edge of Texas. I also never anticipated, nor could I have ever fathomed, what my time there would be like, what it would end like, and what kind of person I would leave as.

I have since stopped trying to put myself in a category or box. I wouldn't even know what to name it... "the girl who witnessed her boyfriend die by suicide?" How can anyone encompass the worst day of their life... of their loved one's life... into one sentence or label?

You can't and you shouldn't because we are all more than our worst days.

My new unit had over 120 members assigned to it, all primarily male (Tactical Air Control Party Airmen). One of the first members of the squadron who ever spoke to me, I mean actually sat and had a conversation with me, was A1C Nicholas Hoover. Saying that Nicholas was a charmer is an understatement and we found ourselves in an on-again off-again relationship over the next three years. We had one of the deepest connections that I don't think I will ever be able to explain. It wasn't an easy or effortless relationship, but we never had to hide who we were when we were with one another.



In memory of A1C Nicholas Hoover

One night in July of 2015, two weeks before I moved on to my fifth assignment in Las Vegas, NV, Nicholas and I had a proper "date night" since my son (eight years old at the time) was visiting his father for the summer. We went to dinner, drank wine then went to his house that was roommate-free for the evening and hung out. However, after drinking more, we began to argue. I left and went to his neighbor's house to give us some space. A while later, Nicholas came over to ask for me to come back to his house with him. I went and as I followed him through his house to the backyard, I remember saying something to the effect of, "are we done yet?" My intent was to know if we were done fighting, especially since it was around 2 am. I can't even begin to describe how slow and how fast the next few seconds were all at the same time. I didn't see it. I didn't see the gun sitting on the grill, and as soon as I had asked the question about being done, he grabbed the loaded .45mm, turned around, put it to his head, and pulled the trigger.

The hours directly after that were unreal. Shock had set in and I was in utter disbelief. The sound, the image... I think about it every day. I was placed in the initial care of the police inside of Nicholas' neighbor's house and then rushed into a police car headed for the station. As I walked out I noticed that a lot of our coworkers had been notified and were standing outside watching me be put into the back of the car. At the station the police confirmed that Nicholas did not make it and had passed away. I knew what I had seen. I was right there, not even an arm's-length away from



Resiliency and Overcoming Tragedy

him, but my brain couldn't believe it. I thought 'surely this is a mistake or perhaps Nicholas is in a coma and I'll get to see him tomorrow.' But I never saw him again.

After being released from the police station I was put into the care of my supervisor until my father could arrive from Arizona. My supervisor stayed with me and made sure I wasn't alone. I'm glad she did because if she hadn't been there, I don't know if I would be here right now. She even went to the airport with me so I could at least see his casket being taken to the plane. That was absolutely excruciating.



Lindsay shares her story on the Resiliency Panel at the 2019 AFSA Professional Airmen's Conference

The two weeks following Nicholas' death were a standstill for me. My father and mother tagged one another out and helped me pack my house up for the move. I wanted to get out of El Paso as fast as I possibly could. No one quite knew what to do with me, so I just drank. I cried and I drank and I wanted to hold on to everything he had ever touched. The next two years were not much different.

After settling in to Las Vegas, I went right to work. I didn't want my new leadership or coworkers to define me by the event and I

thought I was coping just fine because I had already started seeing mental health providers. During the day I buried myself in work taking on as many duties as I could. I now realize I was using productivity to procrastinate dealing with the trauma. At home, especially when my son was with his father, I drank and listened to Nicholas' voicemails until I felt like I couldn't breathe anymore.

My unit leadership and supervisor were extremely supportive of any help I sought and there were no negative consequences for the time I was out. The help I received was pretty regular, but I don't think that at that point I was ready to start healing.

You are not alone. If you have feelings or thoughts of suicide, please reach out for help. Call 1-800-273-8255



Memorial honoring Nicholas Hoover and his service in El Paso, Texas



I didn't feel deserving enough to start the healing process. The guilt and the shame I felt was overwhelming, which is how I justified my drinking habit; it numbed the pain. I focused a lot on 'what if's' and questioned why and how it all happened. I didn't know how to talk to people about it and they sure didn't know how to talk to me about it (which is ok by the way: it's ok to say 'I don't know what to say to you, but I'm listening'). I felt sick knowing people blamed me. I wanted to let them know they didn't need to because I blamed myself enough for the entire world twice over. I still shoulder some of these feelings but know how to work through them more constructively now due to the help and tools I've received.

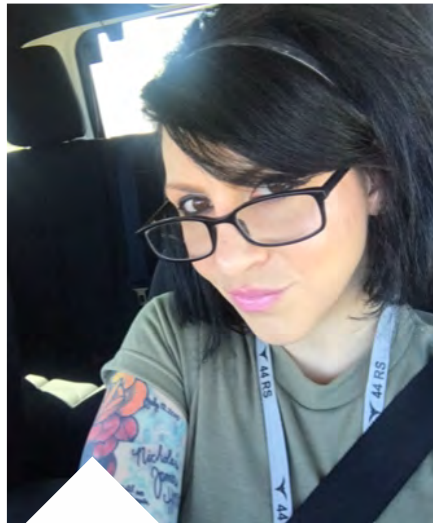
I used to look for signs that he was with me. I still do, just in different ways now. His family was generous enough to give me some of his childhood things and some of his ashes. I used to just sit with his things, holding his ashes and cry. But one day I felt an overwhelming sense of calm. That was the day I knew I didn't need to be so sad because I was going to be with Nicholas soon. I decided I was going to die. I wasn't sure how or exactly when, but it was at that point I pretty much gave up all control of my life. I only cared about my son's well-being, but when he wasn't around, I lived recklessly. I stopped caring about almost everything else, but still performed well at work so that no one would question me. I was a silent professional in that regard.

Eventually I realized I wasn't just collateral damage of that awful night, but I was causing damage to everyone's lives around me. I knew I had to change. It didn't happen overnight but there are definitely people and resources that helped me get to today. The strongest driver was my son. Holding on to him and realizing that if I did the only thing I thought was left for me to do...to kill myself... it wouldn't end the pain... it would simply transfer it.

Shortly after this realization, I started opening up to the idea of exercising the skills the therapists gave me to help heal, to help me deal with my pain constructively. I also became a resilience training assistance (now a Master Resilience Trainer) and started to understand the science behind how our brains process things. I decided that I wanted to help

other people. I wanted to help them through not only the big things, but also the little things in life that seem to pile up. A lot of little things tend to add up to a heavy weight we feel we can no longer carry. Being a part of this culture change where we are open about strife and struggles has made me extremely vulnerable, but deciding how to channel it has given me a sense of control.

One of the questions I am asked concerning my journey is: "Did they take your clearance away?" I'm a career Intelligence Analyst and the short answer is no I didn't lose my clearance. I've had one for almost 15 years. At first I didn't quite worry about whether or not it would be revoked or suspended due to my time with mental health and the Behavioral Health Optimization Psychologist (BHOP), or because of the anti-anxiety and anti-depression medication I eventually opted for. However, as the years went on, I felt as though people expected me to just 'be better' or to have 'gotten over the event.' I continued to go to counseling. I had to. If I didn't keep going, I wouldn't need my clearance anyways because I would have likely taken my own life. I had to decide what the most important thing to me was. I had to remember that even if my clearance was suspended, if I had to leave my career field or the Air Force, it wasn't the end. There are millions of opportunities available in this world and I knew I could find at least one to pursue if it came down to it.

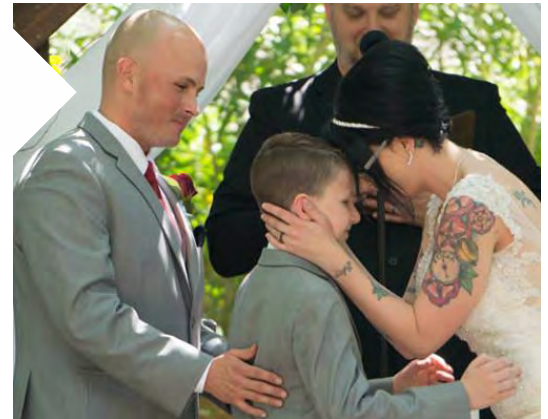


*"It's important to remember not to minimize or judge someone's pain. There is no checklist for grief or one-size-fits-all coping mechanism."
— Lindsay Stamps*

I felt so alone for so long. One of the things that hurts me the most is thinking that even with seven billion people in this world, some feel so alone. We all face adversity in some form or fashion. Everyone's worst day is their own. It's different and everyone is entitled to feel it. It's important to remember not to minimize or judge someone's pain. There is no checklist for grief or a one-size-fits-all coping mechanism. Because of this, being present for people on purpose is one way to help someone through a dark day. Being mindful that

everyone is hurting about something at some point is important. It doesn't matter what someone's age, sex, race, orientation, status, rank, position, etc. is because nobody is immune to adversity. Someone's pain or difficulty isn't likely going to happen at a convenient time for you either, but imagine what it's like for them.

Learning to heal and move forward, Lindsay enjoys her wedding day with husband, Dave and son Ethan



You may not understand the situation but it's not about that (or you trying to find ways to fix it), because it's about the person and genuinely caring for them. Checking in often is also key. Be there for people on the good and bad days because even if it seems that someone is ok on the outside, it doesn't always mean they are ok on the inside. They may be that silent professional who seems to have it all together but are actually dealing with something heavy.

Of course things still trigger me, especially the last song we heard on the radio together. I still can't listen to it. I allow myself to have my days... the days that I just have to feel it. Fortunately, years later, I met a man who chose to walk this journey with me, someone who respects Nicholas' memory and doesn't judge who I am. I've started to see the light again and even though I will never try to find the good in this situation (some things just are what they are), I want to honor Nicholas' legacy by helping people know they are not alone. Sometimes we find ourselves getting stuck in life because of what we've endured. I still find myself getting stuck sometimes. I just remember why I'm here, who I'm here for, and that yes, it's ok to get stuck, I just can't stay stuck forever.

These stories may be messy and surprising, but life is messy. We as a society have already tried not talking about these things and it's not working. It's time to start talking. It's time to start listening. ♦



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DP David McCoy - 808-927-3386
dmccoy@hqafsa.org

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(Meetings on the 27th and 28th)
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DP Andrea Scherlin
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afsadiv2conference@gmail.com

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Dave Bamburg /DP Kevin Ott
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Jennifer King
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Jeff Ledoux
afsappledoux@gmail.com

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PepperMill Resort
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DP Curtis McLean
850-910-1654
mclean200022@gmail.com

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Orleans Hotel & Casino
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DP Kerry Wright
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CMSgt (Ret) Robert Tomlinson
robert.tomlinson@comcast.net

Division 7 | April 24-26, 2020
Aviano AB, Italy
DP Jannell Chalk
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MSgt Ruben J. Zamora, 2017 Air Force Sergeants Association NCO of the year, presented by CMSAF Kaleth O. Wright and then AFSA International President Jeff Ledoux, at the 2018 Professional Airmen's Conference in San Antonio, Texas.



MY PERSONAL JOURNEY GOALS ACCOMPLISHED

You have to set goals that are almost out of reach. If you set a goal that is attainable without much work or thought, you are stuck with something below your true talent and potential. — Steve Garvey

By MSgt Ruben Zamora, **Active Duty, 17.5 years**



It was a thrill an honor to have been selected as the AFSA 2017 Non-Commissioned Officer (NCO) of the year. And, to have it presented by CMSAF Wright, I was totally overwhelmed.

Five classes away from completing a MBA with an emphasis in Human Resource, receiving the gift of the two-year CSU scholarship that accompanies the NCO award really helped me put-the-pedal-to-the-metal to complete my first Master's degree, and then begin my second before the scholarship expired.

Within the last 10 months, I have been able to stay focused and have completed my second degree, a Masters of Science in Organizational Leadership. Both of my degrees were completed at Columbia Southern University, an excellent educational institute and huge AFSA supporter.

I am honored to have served in our great Air Force for 17.5 years, and to be an AFSA member where I plan to stay for



the foreseeable future. I am eternally grateful to my AFSA family and CSU for supporting me personally, and by providing me with the opportunity to continue my education and service. Thank you AFSA and CSU. ◆

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Tree

Create a Living Legacy
Sponsor a Personalized
Commemorative Leaf
with your
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The **Airmen Memorial Building (AMB)**, located near our Nation's Capital is home to the Air Force Sergeants Association. AFSA represents all active-duty, veteran and retired military members and their families in Congress, the DoD, the Veterans Administration and through local communities across the globe. AFSA is a non-profit, politically non-partisan United States Armed Forces Veterans Service Organization.

Built in 1980, the Airmen Memorial Building is a fitting tribute to all past, present, and future Airmen.

In honor of our building's 40th Anniversary, AFSA invites you to help protect, maintain and enhance AFSA headquarters by sponsoring a leaf on our **AMB Benefactor Tree**. Your tax-deductible donation (Tax ID#520743333) is a permanent symbol, and unwavering reminder of how you helped support and continue our success. Each leaf recognizing you, your family, loved ones, your group or business will be permanently and prominently displayed on our beautiful **AMB Benefactor Tree** at the entrance of the Airmen Memorial Building at 5211 Auth Road in Suitland, Maryland.

Each Leaf is a minimum donation of \$1,200 (\$100 per month/12 months) and may be personalized with a name, dates of service or special date, memorial tribute, the name of your company, or a special message of your choosing.

The engraving of each leaf can be 1, 2 or 3 lines. The maximum number of letters or numbers per line (including spaces) depends on whether you choose a larger or smaller font size.



ORDER YOUR PERSONALIZED BENEFACTOR TREE LEAF NOW!

1st Line: _____
Maximum 21 letters/numbers including spaces for larger font or 30 for smaller font.

2nd line: _____
Maximum 21 letters/numbers including spaces for larger font or 30 for smaller font.

Optional 3rd line: _____
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All donations are tax deductible. A receipt will be sent to you for your contribution.

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For additional information, please contact AFSAHQ 301-899-3500 | www.hqafsa.org



Mail this form with payment info/check/money order to:



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United States
Census
2020

The U.S. Census Bureau is Hiring Veterans



In advance of the 2020 Census, the U.S. Census Bureau is recruiting thousands of people for temporary jobs across the country.

This is your chance to play a part in history! Temporary census positions offer the perfect opportunity to earn extra income, while at the same time, helping your community.

Did you know: The results of the 2020 Census help determine how billions of dollars in federal funding are spent locally for schools, hospitals, roads, and more. So, it's important that everyone is counted!

If you are a veteran who served on active duty in the U.S. armed forces and were separated under honorable conditions, you may be eligible for veterans' preference. Documentation supporting your claim for preference must accompany your application.

For more information, visit <https://2020census.gov/en/jobs/job-details.html>

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