

AFSA

MAGAZINE

SPRING 2018

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DEVELOPING LEADERS

CMSAF# 18 Kaleth O. Wright



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Jeffrey Ledoux,
Air Force Sergeants Association
26th International President

AFSA ON THE MOVE

Every year in March, your International Executive Council (EC) gets together to discuss the prior year's accomplishments, shortfalls and our way forward. We do this just prior to Division Conventions so you can hear what went on and what's new. This year was no exception.

MID-YEAR MEETING TAKE-AWAY

All participants were full of enthusiasm about AFSA's future. We started with briefings from our corporate partners and ended the day with a briefing from our auditor, who also provided governance training.

- **Budget:** The good news from the auditor is that we are on better financial footing than a year ago. We ended the year with a surplus budget and put \$300K back into investments. We started 2018 with a small surplus budget which is a first for our Association in many years. We believe we are moving forward and we owe our success to the EC, Keith Reed, and the Headquarters Staff and to our chapter members.
- **Talking Papers:** We had several talking papers to work through and in the end, your EC voted to send two Bylaw changes to the general membership for a vote. The first would make the Family Matters Trustee a permanent position, electable, and with full voting rights and the ability to hold a trustee office at all levels. The second would change the membership title of AFSA Active to Uniformed members. This would allow any uniformed member from any service to become a full-fledged AFSA member.

As to the other talking papers, we eliminated the time frame in which chapter elections must be held. It's back in the chapter's hands, and they will ensure their

Standing Rules covers this process. Other talking papers were referred or removed from consideration.

- **Four Pillars:** There was much discussion about our Four Pillars, with much of it relating to Fraternalism. It's an outdated term and the EC and HQs staff believes it may be time to find a better word that captures the intent. While no decision was made, expect to hear more on this subject at the PAC.
- **Strategic Plan:** We spent several hours reviewing the 2015 Strategic Plan and made several needed changes. As we looked at our objectives, many were accomplished, while others needed reevaluation.

LEGISLATIVE UPDATE

This year we were invited to testify on veteran's issues with both the House and Senate Veterans Affairs Committees. While the appropriations bill stripped some of the gains we had hoped for, talking with legislators is why we exist. Since 1961, we have been supporting Airmen through legislation. We do this by testifying on Capitol Hill, meeting with staffers and members of Congress, and through phone calls and email. Following this, the EC voted on our new legislative platform for the upcoming year. We narrowed our platform down to seven focus areas. They are Military Healthcare, Military Benefits and Programs, Caring for Survivors, Veteran/Retiree Benefits, ANG and AFRES, Education, and Military Families. A big thanks goes to Dr. Jim Crissinger, our Legislative Chair, Mrs. Jennifer Davis, our Government and Military Relations Director, and to the members of the Legislative Committee. The team did a great job in all areas.

AFSA'S PROFESSIONAL AIRMAN'S CONFERENCE

This will be a huge event. Our theme for the icebreaker this year is a "Champions Jersey Party!" Support your team and wear your favorite jersey. In addition, we'll have the normal business meetings, elections, and terrific guest speakers. You'll also receive insight from our Air Force Senior Leaders designed to inform and develop you both personally and professionally. All our speakers are sure to inspire you! This year's event will take place Aug. 25-29 in San Antonio, Texas. Mark your calendars and register on the AFSA website. (See pages 22-25 for details.)

OUR FUTURE

There are always challenges to overcome, but your association's future looks pretty darn good. I ask that you take advantage of our new Member for Life program to ensure years of support to AFSA. We continue to grow stronger one new member at a time.

My challenge to you is an easy one: Recruit one new member this year and bring them to an AFSA event. Tell them why you serve! Everyone has a story—tell them yours.

Thank you for allowing me the honor to serve you!

Jeffrey E. Ledoux
AFSA International President

CHARTER MEMBER
2016-2018

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Thank you to the following 43 charter members of the AFSA President's Club. We honor your firm commitment to our Association and its mission to protect and serve our 100,000 members, and the future of our enlisted corps and their families.

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

EDITORIAL STATEMENT

AFSA Magazine is the only magazine
dedicated solely to serving the Total
Enlisted Corps and their families. We
are obliged to serve the interests and
concerns of enlisted personnel and 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
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AFSA

Founded in 1961 by four Air Force
enlisted people, AFSA is a non-profit,
tax-exempted organization representing
the professional and quality-of-life
concerns of the Total Air Force (active
duty and components) enlisted
members in active, retired and Veteran
status, and their families, on Capitol Hill
and in the Pentagon. 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 those who have worn or are wearing
enlisted chevrons.

AMF

An AFSA affiliate, the Airmen Memorial
Foundation (AMF), 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).

IMPORTANT AFSA NUMBERS

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On the Cover: An F-15 crew chief apprentice student at the 362nd Training Squadron talks to Chief Master Sgt. of the Air Force Kaleth O. Wright Jan. 25, 2018, at Sheppard Air Force Base, Texas, during the CMSAF's immersion visit to the North Texas base. Wright, who began his career as a dental apprentice student here, visited the Air Force's largest technical training installation to see the diverse career fields that are taught at Sheppard from aircraft maintenance to communications. (U.S. Air Force photo by Alan R. Quevy)

STUDENT LOAN REPAYMENT PROVISIONS CHANGING PSLF PROGRAM MAY BE ELIMINATED

Currently the benefit that provides relief to service members that acquired student loan debt prior to serving is in jeopardy. The Public Service Loan Forgiveness Program (PSLF) is a program that is intended to entice members to continue public service. Through this program, borrowers can become eligible for PSLF by making 120 qualifying payments on their direct loan while employed for a period of 10 years with a designated federal, state or local government agency, entity, organization or not-for-profit organization.

This is especially important for service members, because after 10 years of service, they can apply for the debt

to be forgiven for loans that were taken out prior to entering the military.

The current Administration has promised that PSLF will remain intact for people already in the program, even if the Department of Education's budget proposal eliminating the Public Service Loan Forgiveness program passes.

Members will not automatically be enrolled into PSLF, therefore members should do the necessary research to see if they have loans that qualify under this provision. You should also calculate how much student loan forgiveness you can expect to receive under PSLF.

You can check your eligibility for other student loan forgiveness or repayment programs offered through:

- State governments
- The military
- Public service organizations
- Professional organizations



WARRIOR GAMES

A member of the Air Force Warrior Games cycling team completes time trials during practice on April 19th, 2018, at Eglin Air Force Base, Florida. The South East Regional CARE Event is an Olympic-style tournament featuring several sports such as sitting volleyball, wheelchair basketball and rowing, in advance of the Department of Defense Warrior Games and Invictus Games sponsored by Britain's Prince Harry. *(U.S. Air Force photo by Staff Sgt. Ryan Conroy)*

VA CAREGIVER PROGRAM— A GOOD START

AFSA SEEKS EXPANSION TO VETS OF ALL ERAS

A vitally important, yet perhaps lesser known benefit offered by the Department of Veterans Affairs (VA) is the Caregivers program. The Program of Comprehensive Assistance for Family Caregivers (PL 111- 163) allows the VA to provide additional support and services to family caregivers of eligible veterans injured in the line of duty on or after September 11, 2001. Benefits available under the department's program include: a monthly stipend, travel expenses, healthcare insurance, mental health services, caregiver training and respite care.

While there have been various attempts at expanding the Caregiver program to those who were injured before 9/11, efforts have been slow and faced adversity especially in the realm of funding. However, due to the support and collaboration of Congress and MSO/VSOs, the MISSION Act, which grants access to the program to those injured in the line of duty on or before May 7, 1975, was recently passed overwhelmingly in both chambers of Congress and signed into law by the President.

As AFSA continues to advocate for a more comprehensive expansion of the Caregiver program to those of all eras, we celebrate in this truly bipartisan and bicameral victory.

EDUCATION DOLLARS

POSSIBLE SHIFT OF IMPACT AID

April was the month of the military child. One of the many ways AFSA advocates for our members is through supporting the protection and enhancement of Impact Aid which directly benefits military families with school-aged children. The Impact Aid program identifies military-connected students within public school districts and seeks to offset tax revenue lost due to the presence of nontaxable federal properties such as military bases.

The Education Savings Accounts for Military Families Act (ESA) was recently introduced and would take funds away from Impact Aid in an effort to provide a “savings account” for military families who wish to educate their children through means other than the public school system. AFSA strongly supports the idea of extending greater flexibility to military families as they choose the best educational fit for school-aged children. However, stripping money from Impact Aid to create the proposed ESA for military families would only serve to decrease the quality of education of military-connected children attending public schools.

TACKLING SPOUSE EMPLOYMENT

NEW LEGISLATION TO SUPPORT MILITARY FAMILIES

In a previous *AFSA Magazine*, we included an article entitled “What the 2018 NDAA Means for the Military Family” in which we highlighted provisions included in the FY2018 National Defense Authorization Act (NDAA) such as added flexibility for military families moving within the continental U.S., a pilot program set up between the government and U.S. companies to provide telework opportunities to spouses stationed overseas, and reimbursement of state-to-state licensing and certification fees associated with military moves. Already, we have seen the FY2019 National Defense Authorization Act (NDAA) continue with a focus on the issues surrounding today's military spouse. The House version of the FY2019 NDAA would require the Department of Defense (DoD) to take a look at the effect of frequent permanent changes of station (PCS) on spouse employment, as well as the consequences on readiness in the military that spouse unemployment or underemployment may have.

In recent months, new legislation has also been introduced to further target other elements associated with spouse unemployment, as well as an executive order issued by President Trump. The Military Spouse Employment Act of 2018 and the Jobs and Childcare for Military Families Act of 2018 are two pieces of legislation which seek to create opportunities for spouse employment through expanded authority for noncompetitive appointments, entrepreneurship, educational opportunities, more affordable childcare, transitional assistance, and providing the Work Opportunity Tax credit to businesses who hire military spouses. President Trump's Executive Order Enhancing Noncompetitive Civil Service Appointments of Military Spouses takes a critically important segment of the Military Spouse Employment Act of 2018 and officially enacts it as law.

As we know, many military spouses willingly and quietly sacrifice alongside their service member loved one. Many times, those sacrifices are felt by the entire family in the form of missed career opportunities. With the current military spouse unemployment rate between 16 and 25 percent, we are thrilled that lawmakers have taken notice and are actively targeting this problem. With a growing focus on military families and their effect on the readiness and well-being of service members, AFSA supports these legislative efforts to increase employment opportunities and further support military spouses seeking to better their economic status and amplify their impact within their communities.

EXCHANGE CHECK DEDICATED BRANDS OFFER NEW CHOICES

Since rolling out their new private label in May of 2017, DeCA (Defense Commissary Agency) store brand items have already become a staple in stores. In less than a year, they have successfully introduced nearly 600 Freedom's Choice (grocery) and Homebase (household) items to their inventory. Together with their private label supplier, SpartanNash, DeCA has no plans to slow down any time soon.

Commissary shoppers should be on the lookout for several new, competitively-priced Freedom's Choice products to be on shelves very soon:

- Baking goods including flake coconut, semi-sweet chocolate chips, milk chocolate chips, baking soda, corn starch, baking powder and graham cracker pie crusts
- Ricotta cheese, sour cream and cottage cheese
- Two types of dry soup mixes
- Four varieties of pie fillings
- Eight varieties of canned beans
- Six varieties of pourable dressings
- Honey

- Ketchup, including options with less sugar and/or sodium
And many more! To view the complete list, click [here](#)

In addition, patrons can expect to see more combined efforts between the commissaries and exchanges, which will serve to showcase the benefits of shopping on military bases. With the newfound success of the MILITARY STAR card being accepted at commissaries, more partnerships between the two sales forces are on the horizon. Events such as sidewalk sales and monthly promotion specials will be joint efforts in order to boost sales through collaboration.

The first event from a combined 2018 marketing strategy is the MILITARY STAR card "Fill Your Fridge for Free" contest. Customers who used their STAR card twice at exchanges and twice at commissaries in the month of April were automatically registered into sweepstakes to win a \$300 commissary gift card.

Richard Honiball, the chief merchandising and marketing officer for NEXCOM, reinforces these combined strategies as being key to the encouragement of "a vibrant military community, one that promotes on-base retail shopping destinations as well as value-added services and entertainment options."

To discover more benefits of shopping on base, visit <https://bit.ly/2pOO9sv>



THUNDER OVER LOUISVILLE

U.S. Air Force Capt. Cody "ShIV" Wilton, A-10C Thunderbolt II Demonstration Team commander/pilot, flies with a P-51 Mustang during the Heritage Flight practice for the Thunder Over Louisville air show in Louisville, Kentucky, April 20, 2018. Thunder Over Louisville is the lead-off event for the Kentucky Derby Festival, which lasts two weeks. (U.S. Air Force photo by Senior Airman Betty R. Chevalier)



A ONE-OF-A-KIND COMMUNITY, A KIND AND CARING MISSION

The Air Force Enlisted Village (AFEV) is a nonprofit organization whose core mission is to provide a safe, secure home for surviving spouses of retired enlisted U.S. Airmen. Located along the beautiful Emerald Coast of northwest Florida in Shalimar near Eglin Air Force Base and Hurlburt Field, apartments are available at Bob Hope Village, our independent living community, and at Hawthorn House, our assisted living and memory care residence located on the Bob Hope Village campus.

**Widows and Couples-Retired Enlisted
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Hawthorn House is an assisted living and memory support community giving residents the choice to live their lives without the worries of daily living such as maintaining a house, cooking meals, or managing medication.

Call 850-609-2550 to learn more



Air Force Enlisted Village | 92 Sunset Ln., Shalimar, FL 32579 | WWW.AFEV.US

★ **Thank you to our AFSA friends for 50 years of support.** ★



THE THUNDERBIRDS

AIR FORCE DEMONSTRATION SQUADRON CELEBRATES 65 YEARS

By Master Sgt. (Ret.) Al Eakle

In 1953, the Air Force wanted to demonstrate the capabilities of one of its frontline fighters, not just only to the country's own citizens, but to the world. An order came down from senior Air Force leaders to form a demonstration team and be ready to fly their first demonstration three weeks later. Thus were the beginnings of the U.S. Air Force Air Demonstration Squadron "Thunderbirds" who continue this mission 65 years later.

"I was walking on the tarmac (at Luke AFB, Ariz.) one day when I was stopped by then-Maj. Dick 'Smokey' Catledge, the first commander/leader of the Thunderbirds," said former Staff Sgt. Bob Graham, a member of the first team. "He asked if I wanted to do something fun." Graham's smile must have been a dead giveaway, for there he began a two-year assignment as a roving crew chief and supply person as team members did double duty in those days. "We really had nothing but a priority to get the job done," Graham added.

Within a year of standing up the team, the State Department sent them on their first overseas tour to 11 Central and South American countries. Since then, the team has visited 62 countries around the world, including last year's demonstration at the Royal International Air Tattoo at RAF Fairford, United Kingdom, and a flyover during Bastille Day in Paris, France.

The Thunderbirds flew several different aircraft their first 16 years, including the F-84G Thunderjet, the F-84F Thunderstreak and the F-100C Super Sabre.

Nearly forgotten, the Thunderbirds flew the F-105B Thunderchief at only six shows between April 26 and May 9, 1964. Tragically, Capt. Gene Devlin was killed during arrival maneuvers at Hamilton AFB, California. His plane had broken in two just behind the cockpit and he had no time to



The first Thunderbirds team started with seven officers and 22 enlisted members. Today the team is made up of 12 officers and 118 enlisted in 28 different Air Force Specialty Codes.



Crew Chief Sgt. Brad Zomer watches during the run-up as a Thunderbirds F-16 Fighting Falcon gets ready to launch. Maintainers proved they were able to convert to a combat unit on short notice in 1988 when they had an F-16 fully ready for combat in less than 24 hours. They installed a Gatling gun with live ordnance under the wings.

eject. The accident investigation uncovered a structural flaw, which led to the grounding of all F-105Bs.

The urgency to get them back on the road and with all pilots also qualified to fly the F-100D, the team transitioned back to the Super Sabre following the incident. Thunderbird pilots flew the F-100C for nearly 13 years.

The Thunderbirds saw a record year in 1965. The team flew three overseas tours: a 7-day tour in four Caribbean countries; a 27-day tour in 10 European countries; and 16-day tour of seven Central American countries and Mexico. Their show season concluded in December, having flown a record 121 airshows.

The Thunderbirds broke the century mark again in 1967, flying 107 demonstrations. An exciting moment came that year when solo pilot Maj. Tony McPeak (later General and Air Force Chief of Staff) had the wings come off his aircraft (due to metal fatigue) during the bomb-burst maneuver. His was the first major accident to happen during a Thunderbirds airshow.

REFIT CHALLENGES

The conversion to F-4E Phantom IIs, T-38 Talons and F-16 Fighting Falcons offered maintainers a challenge.

In the case of the F-4s, the paint scheme changed due to the variations in chemicals. The white paint base was developed and remains a part of today's Thunderbird aircraft design.

The oil embargo of the 1970s nearly spelled the end for all military aerial demonstration teams. The Air Force, however, reasoned the T-38 could perform the mission for one-fifth the fuel usage of the F-4, so the Air Force ordered the transition to the T-38.

The Thunderbird team began an unprecedented effort that required manufacturer-level modifications be done at the squadron level, something unheard of at the time. In typical Thunderbird fashion, they finished the task in only 116 days and did it 50 percent under budget.

Now-retired Gen. Lloyd "Fig" Newton made history by becoming the first African-American Thunderbird pilot in 1974. He held several positions on the team, including Narrator, Slot Pilot and Right Wing Pilot.

In 1976, the team flew with the Bicentennial logo on their tails—the only aircraft in the Air Force inventory to claim that heraldry—because the Thunderbirds were the only military unit recognized as an official Bicentennial organization.

TRANSITIONING TO FALCONS

Sadly, tragedy struck the team Jan. 18, 1982, when Thunderbirds in diamond formation crashed, taking the lives of four pilots. Several months later, Gen. Bill Creech, commander of Tactical Air Command and a Thunderbird alumnus, announced the team would receive and convert to the F-16 Fighting Falcon.

The team went through a difficult rebuilding process, but through the dedicated efforts of officers and enlisted alike, the Thunderbirds were back on the road the following year.

"Replacement pilots were selected and trained, a new airshow sequence based on the F-16's performance was designed, and new operational procedures were developed," said retired Brig. Gen. Jim Latham, Right Wing pilot in 1978-79 who became Commander/Leader in June 1982. "A new paint scheme for the aircraft and installation of a smoke generating system had to be designed and developed. Aircraft maintainers had to be cross-trained from the T-38 to the F-16, and experienced F-16 specialists with skills unique to the aircraft were hired and trained on the unique aspects of being a Thunderbird."

Critical to successful transition and rebuilding the team were its enlisted members, for without them the pilots would not be able to safely fly the demonstrations. "It was not



Thunderbirds crew chiefs scramble to chalk the Thunderbirds T-38 Talons.



Crew Chief Tech. Sgt. Tim Matthews helps Lt. Col. Roger Parrish, Thunderbirds Commander/Leader, strap into his F-4E Phantom II at Howard Air Force Base, Panama.

just the maintainers,” said Latham, “but the logistics, supply, administration and public affairs specialists who often made the impossible happen.” After ten months of training and preparation, the Thunderbirds were back “On the Road Again” for the 1983 airshow season.

Their first public demonstration in the F-16 was April 2, 1983, at Nellis AFB, Nevada. They have been flying the aircraft for more than 35 years, for a total 2,450 demos flown in the Fighting Falcon.

RECOGNITION AND REDEDICATION

The Thunderbirds, as “Ambassadors in Blue” for all Americans, were singled out for being the epitome of the nation’s Air Force community and representing the best of what can be accomplished through teamwork. They received the General of the Army Omar Bradley Spirit of America Award following their triumphant 1984 international tour, the first overseas appearance by the Thunderbirds in 13 years.

In 1986, the Thunderbirds participated in the rededication flyby of the Statue of Liberty and in September, another milestone was attained when the team went over the 200 million mark for total attendance.

The largest crowd ever to see a performance—2.25 million people—was at Coney Island, New York, July 4, 1987. The 1987 Far East tour marked their debut in Beijing, China—the first American military demonstration to ever perform in a Communist country.

The Thunderbirds are more than just a demonstration squadron. Maintainers proved they were able to convert to a combat unit on short notice in 1988 when they had an F-16 fully ready for combat in less than 24 hours. They installed a Gatling gun with live ordnance under the wings and then Logistic Officer Maj. B. J. Java flew the plane to a gunnery range and dropped bombs on target—all bull’s-eyes. The exercise validated the team’s wartime capability.



During their overseas deployment in July 2017, the Thunderbirds performed a flyover in Paris as part of France’s Bastille Day celebration. President Donald Trump was in the audience that day. The inclusion of the Thunderbirds in these festivities marked the 100th year since the United State’s entry into the First World War. The team also flew demonstrations at the Royal International Air Tattoo at RAF Fairford, United Kingdom. This was the team’s first overseas deployment to Europe since 2011. (U.S. Air Force Photo by Master Sgt. Christopher Boitz)

EXCHANGE PROGRAM

A new program for enlisted started in 1989 when Thunderbirds Commander/Leader Lt. Col. Steve Trent and U.S. Navy Blue Angels Commander/Leader Cmdr. Pat Money-maker created an exchange program, which exists to this day. The teams exchange senior enlisted who are fully integrated mission contributors. Master Sgt. Willie Cooper was the first Thunderbird to serve with the “Blues” under this program.

The Thunderbirds flew their 3,000th air show at Naval Air Station Norfolk, Virginia, on April 22, 1990. Two weeks before the scheduled European trip later that year, Iraq invaded Kuwait, triggering Operation Desert Shield. The loss of airlift capability resulted in the short-notice cancellation of a planned European and North African tour, as well as several stateside air shows. Due to the war, the team lost its C-141 support, and for the first time since 1975, it had to rely on two C-130s for transport. The team would not see the return of C-141 support until well into the 1991 season.

In 1991, the Thunderbirds returned to Europe. The team added flags from Hungary, Poland and Switzerland to the flag panel. They were the first team to fly over former Warsaw

Pact countries. This would be the final season the team would fly the F-16A and B models.

The Thunderbirds were the host demonstration team for the Golden Air Tattoo 50th Anniversary of the Air Force air show in 1997. The United States Postal Service honored the Air Force's 50th anniversary as a separate branch of the military in 1997 with a limited edition stamp featuring the Thunderbirds. The stamp pictured the Thunderbirds' Delta formation.

The team made television history in 2003 while celebrating their 50th Anniversary. The Commander/Leader Lt. Col. Richard McSpadden started the Coca-Cola 600 by broadcasting live from the cockpit, "Gentlemen, start your engines."

As a captain, retired Col. Nicole "Fifi" Malachowski made history when she became the first female pilot selected to fly as part of the U.S. Air Force Air Demonstration Squadron. She spent the 2006 and 2007 air show seasons as the Right Wing Pilot in the diamond formation.

Started with seven officers and 22 enlisted, today's Thunderbird Team is made up of 12 officers and 118 enlisted in 28 different Air Force specialty codes. "We are a Total Force team," said Chief Master Sgt. Jason Hughes, chief enlisted manager. "We are always looking for people to serve on the



Tech. Sgt. Christopher Chappell, a tactical aircraft maintainer on the Number Seven jet flown by the Thunderbirds Operations Officer, signs an autograph at an airshow.

team from active duty, Air National Guard and Air Force Reserve volunteers."

If hired, volunteers will typically serve between three and four years as a Thunderbird. Every new enlisted team member begins their Thunderbirds assignment learning about

NEW CHALLENGE COIN RECOGNIZES TWO THUNDERBIRDS ANNIVERSARIES

The Thunderbirds Alumni Association (TBAA) is recognizing two Thunderbirds anniversaries in 2018 with a new challenge coin.

The new challenge coin recognizes the USAF Air Demonstration Squadron's 65th anniversary and the 35th anniversary of the team's first official demonstration in the F-16 Fighting Falcon.

The first official demonstration was flown at Nellis Air Force Base, Nevada, April 2, 1983.

This special coin is struck brass two inches in diameter, 3mm thick and has roughly 8 to 10 colors with shiny silver metal plating.

The cost is \$20 each plus \$3 for postage.

Coins are available through the TBAA website tbaa.org under the Merchandise sub-tab.





Following tradition, the Thunderbirds fly over as cadets toss their hats in the air during their graduation from the U.S. Air Force Academy.

life as a Thunderbird, the team's long and detailed history, its heritage, mission and squadron-specific policies. Their in-processing culminates in an oral exam where they are tested by their fellow Airmen on anything and everything related to the Thunderbirds. Once they complete the final test, the squadron commander rewards them with the Thunderbirds patch and coin.

And once they successfully complete their tour, these individuals have the opportunity to become active in the Thunderbirds Alumni Association, along with the 2,177 men and women who have worn the Thunderbird patch over the last 65 years.

"I served on the team from 1986–88 and worked in Operations," said retired Master Sgt. Tina McCormick. "Being on the team allowed me to get on the flight line and try and learn something other than my job. I learned how to launch and actually launched #8 (Narrator) from a show site. I also spent a winter at Indian Springs (now Creech AFB) learning the music and actually did the music at the Eglin air show."

This year's team is scheduled to fly 64 demonstrations at 34 locations in the U.S. and Canada.



While meeting the USAF Thunderbirds jet demonstration team and crew, Apollo 11 astronaut Buzz Aldrin traded fighter pilot stories with then-Maj. Nicole Malachowski, who in 2006 became the first female demonstration pilot on any U.S. military high performance jet team.

EDITOR'S NOTE: The author served as the Thunderbirds Airshow Coordinator from 1989–91. He currently serves as the Administrative/Communications Assistant for the Thunderbirds Alumni Association.

A CLEAR PURPOSE

CMSAF ROUNDS OUT FIRST YEAR, SAYS THERE'S MORE WORK TO BE DONE



Chief Master Sgt. of the Air Force Kaleth O. Wright marked his first year as the 18th CMSAF in February, 2018. As the chief looked back on the year, he agreed his team was able to accomplish some of what they set out to do on behalf of the enlisted force, and they have no intention of slowing down anytime soon.

“We started out the first year with a very ambitious list of items we wanted to accomplish,” Wright said. “And if I’m being honest, we were able to knock out a lot of them, but there is still more work to do.”

Among those accomplishments were policy changes for enlisted professional military education, including removing promotion and retention restrictions associated with the completion of distance learning courses. More recently, the announcement that officials have removed distance learning requirements for those in the active component, and are now allowing those in the Air Reserve Component to choose between either completing PME requirements through distance learning or by attending the course in-residence.

“We want to ensure each level of EPME is meaningful works to further develop them as professionals, warfighters and leaders,” Wright said.

Other changes included moving commander’s advance notification of promotions back to seven days prior to public release; allowing limited frocking opportunities for chief master sergeant-selects moving to specific billets; and decreasing the amount of bullet statements required for annual awards, beginning with the 12 Outstanding Airman of the Year program.

TRANSPARENT LEADERSHIP

Wright said other advancements his team made this year were less tangible, but were important all the same. He showed a focus on transparent communication with the force through both official platforms and social media. This was most evident during the government shutdown in January, when Wright and his team took to social media to address concerns and answer questions.

“A lack of trust in any workplace is often due to a lack of transparency,” Wright said. “Transparent leadership is huge in fostering a culture of trust between leaders and their Airmen.”

This is why Wright has shown a determination to communicate with the force whenever possible, noting that people



Air Force Chief of Staff Gen. David Goldfein and Chief Master Sgt. of the Air Force Kaleth O. Wright speak with Battlefield Airmen in training during a tour of BA training facilities at Joint Base San Antonio-Lackland June 15, 2017. For the first time in U.S. military history, the Air Force activated a unit solely dedicated to train the service’s ground component. The unit is called the Battlefield Airmen Training Group and it is a subordinate unit of the 37th Training Wing. (U.S. Air Force photo by Johnny Saldivar)

who are kept in the loop, understand their purpose and their organization’s goals are more apt to place trust in their leaders.

A lot of the changes Wright championed were intended to give Airmen more time back and to allow commanders more involvement in processes of leading their units.

FORCE OF THE FUTURE

Moving forward, his attention will be directed toward what the enlisted force needs in order to fully focus on the mission and to increase lethality across the force. He believes it won’t be any one thing, but a series of interconnected areas combined to reach this goal.

Using the 2018 National Defense Strategy as a guiding document, the chief will plot a course for building the force of the future.

One of the NDS’s key areas is building a more lethal force, noting the surest way to prevent a war is to be prepared to win one. Many factors play into reaching this objective, but for Wright, prioritizing readiness and talent management using a competitive approach to force development are at the top of his list.

When prioritizing readiness, Wright has focused on what the Air Force must do to ensure every Airman is properly trained and ready to perform their core mission at all times. One emphasis area he highlights to impact readiness is what he calls “basic NCO business.” He describes this as ensuring

Airmen are current on their individual mobilization readiness items such as physical health assessments, dental exams and immunizations, and that they have all required deployment equipment. This is foundational to total force readiness, and is something he feels all noncommissioned officers can and should affect within their own work centers.

Placing readiness as a priority means nothing is off the table for Wright, including topics that were once almost considered taboo, from studying the feasibility of returning warrant officers to the force to using enlisted Airmen in aircrew positions typically reserved for officers.

During a three day strategic offsite meeting with combatant and major command senior enlisted leaders and key subject matter experts from different Air Force specialties, Wright placed a priority on warfighting excellence to develop and train enlisted Airmen for a high-end fight and to shape the leaders the Air Force needs for the future. This type of leadership development ties directly into his emphasis on talent management.

“I am really looking at how we deliberately develop our Airmen from day one,” he said. “We need to look at our entire enlisted personnel management system, from tooth to tail, and see how to make the process work for how we’ll operate in 20 years.”

For Wright and his team, talent management means looking at how the Air Force promotes the enlisted corps. But, he understands promotions are the end results of a much more deliberate process. In order to ensure the Air Force is promoting the right people with the right skill sets at the right times in their careers, it’s important to first address how supervisors and commanders assess performance. He emphasizes that performance assessment must start much earlier than the end of an Airman’s enlisted performance report cycle, and has to begin with quality feedback.

To get there, Wright says it will take innovation, risk, creativity and purposefulness.

The 18th Chief Master Sergeant of the Air Force is constantly looking at alternative approaches to personnel management. He spends a considerable amount of time researching and studying how other large organizations manage talent, provide feedback and assess performance. But mostly, he listens.



Chief Master Sergeant of the Air Force Kaleth O. Wright flies in an 8th Special Operations Squadron CV-22 Osprey tiltrotor aircraft above Eglin Range, Florida, Aug. 9, 2017. Wright shot the .50-caliber machine gun on the ramp and sat in the cockpit to better understand the diverse capabilities of the CV-22 and how it contributes to special operations. (U.S. Air Force photo by Airman 1st Class Joseph Pick)

BUILDING TRUST

“I listen to our Airmen, to what they really want from leaders and what they believe they need,” Wright said. “I listen to leaders at all levels. And what I hear each group saying is they want a system that allows them to be more candid in their feedback, to provide areas of improvement and a means to honestly document how Airmen are performing.”

Wright is emphatic that there are great Airmen coming into the Air Force every day, who are eager to serve. His attention now is on how to keep them in uniform.

“Not just how do we retain them, but how do we keep them motivated, how do we keep them encouraged, how do we keep them inspired?” Wright asks. “Because that’s how they come to us. They come to us motivated, encouraged, inspired, agile, innovative, and ready to roll. They come to us feeling a sense of connection. They come to us feeling a sense of purpose.”

He continues, “But, along the way somewhere, something happens. Some of it has to do with the nature of our business; some of it has to do with our extremely high ops tempo. Some of it has to do with what we as an Air Force have to get after some of the additional duties, computer-based training, and moving things out of the way. We are doing a lot of work in that arena.”

“But most of it has to do with the level of leadership and encouragement we provide, the environment we create as leaders in our Air Force. That’s how we get them to stay, how we keep them motivated and inspired. That’s how we keep them resilient; how we utilize them and keep them thinking and being innovative.”



Chief Master Sgt. of the Air Force Kaleth O. Wright talks to 363rd Training Squadron armament apprentice Airmen in Training Jan. 25, 2018, at Sheppard Air Force Base, Texas. The CMSAF visited several schoolhouses that make up the 82nd Training Wing technical training mission, providing insight to the diverse career fields taught at the Air Force's largest technical training installation. (U.S. Air Force photo by Alan R. Quevy)

DEVELOPING RESILIENCE

Wright said that in his second year he will continue to place a premium on resilience, highlighting the need to develop resilient Airmen and families who have the tools to manage stress, instability and unpredictability.

“I don’t see our operations tempo decreasing any time soon, and I don’t see our mission requirements lessening any time soon,” he said. “So, as the global environment changes and the world continues to be increasingly unpredictable, it’s imperative they are prepared to manage stress, cope with change and succeed in an environment with less-than-ideal manning and limited resources.”

He said a focus on resiliency is intrinsically tied to warfighting and readiness. But in order to strengthen resilience, leaders must ensure Airmen and their families are fully equipped with the necessary tools, support systems and mentality to persevere through difficult situations while taking care of the mission, themselves and their families.

But Wright contends that part of addressing resilience within the force is helping Airmen move past the mindset that bonding and working to strengthen their resilience should simply be tied to a specific date on the calendar. Instead he’d like to

pave the way for an environment in which Airmen are present for each other and take care of one another every day of the year.

“If we want to change our culture and attack suicidal and disruptive behavior, we need to get into the mindset that ‘wingman day’ is every day,” he said. “We need to pay attention and make ourselves available. And, this is sometimes the hard part, we need to be willing to step in and do the work necessary to identify and to address behaviors before they reach the point of crisis.”

As Wright moves well into his second year as the service’s most senior enlisted leader, he does so with a passion for fighting for the enlisted force. And while there’s more work to be done, he’s not shy about tackling it head on, saying he’s looking forward to what’s to come, keeping his eye on what’s important for enlisted Airmen and the Air Force.

“Readiness, talent management, leadership, education and development, and innovation— those are all vital to the future of our Air Force,” he said. “We have real work ahead of us to determine what the future holds for the Air Force and how we should be preparing. Because it’s up to us to develop leaders for the future. It’s what our Air Force needs, and it’s what our country demands.”

EVERY AIRMAN HAS A STORY

THE INVISIBLE WOUNDS INITIATIVE IS FOCUSED ON
ENHANCING BRAIN HEALTH AND PERFORMANCE



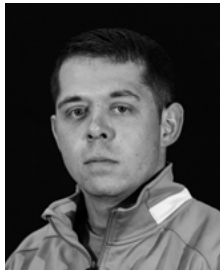
By listening to what they have to say, you could save a life. You're in a position to help.

Everyone has a story, a significant memory, a past. Tech. Sgt. Trevor Brewer and Senior Master Sgt. Joe Chwalik have been through their share of trauma that left long-lasting emotional scars, yet found their way back by asking for help when they needed it most.

Now, they are helping fellow Airmen by sharing their personal stories of pain and healing. They aim to change negative perceptions about seeking brain health assistance by being examples to others. Their stories are ones of hope and resilience.

I WAS JUST WAITING FOR MY TIME TO DIE

Tech. Sgt. Trevor Brewer arrived at Frankfurt Airport, Germany, in March 2011 with his fellow Airmen from the 48th Security Forces Squadron from Royal Air Force Lakenheath, England. The unit was en route to deploy to Kandahar, Afghanistan. Soon after they boarded a bus bound for Ramstein Air Base, Brewer heard what he describes as “pops, like a vehicle running over a rock,” but initially thought nothing of it. Immediately though, he saw a man board the bus armed with a pistol.



“Allahu Akbar,” screamed the intruder as he pulled the trigger, killing the bus driver. In that split second, Brewer realized someone was there to kill them. And he took cover.

“There was nowhere for me to go,” says Brewer emotionally. “I put my head between my knees and said, ‘Goodbye.’ I was just waiting for my time to die.”

While his head was down, all he heard over and over and over was “Allahu Akbar,” followed by nonstop gunfire. He vividly recalls the smell of gunpowder overwhelming his nostrils. His senses were on fire as he lost all sense of time. That is, until the gunman arrived at Brewer’s seat, and they locked eyes.

“At first, I was focused on the barrel of the gun, but then I looked into his eyes,” shares Brewer. “The only thing I saw was pure hate.”

The next thing that happened could only be fate. The gunman raised the pistol, pointed it at Brewer, and pulled the trigger. But this time, it didn’t go off. It jammed. He tried once more yelling, “Allahu Akbar,” but again it jammed.

At that point, the gunman turned and fled. Brewer’s years of training and time in security forces kicked in. He jumped up to pursue the suspect, briefly slipping on the floor of the bus on what he later discovered was a pool of his fellow Airmen’s blood.



The Invisible Wounds Initiative (IWI) is designed to provide oversight, guidance and advocacy to ensure Airmen suffering from invisible wounds successfully reintegrate back to duty or transition into Veteran status with dignity and respect. The initiative was developed in February 2016 by the Air Force’s top leadership and is led by the Assistant Secretary of the Air Force for Manpower and Reserve Affairs.

An Air Force cross-functional team works that integrates quality-of-life efforts, improves readiness, and influences future policies and processes. Their focus is to increase emphasis

on the quality and continuity of care for the Airmen and families suffering from invisible wounds.” to read: “Their focus is to increase emphasis on the quality and continuity of brain health and performance for all Airmen and their families through training and education.

To learn more about the IWI, visit the [Invisible Wounds](#) website.



The bus that transported Tech. Sgt. Trevor Brewer and his fellow Airmen from the 48th Security Forces Squadron being towed from Frankfurt Airport, Germany following the attack in March 2011. (Photo Courtesy of Reuters)

Brewer caught up to and cornered the gunman, who was holding a knife, on the second floor of Terminal 2. At that moment, they briefly made eye contact one final time, and the hate that he first saw had turned to fear.

German police arrived to detain the suspect and allowed Brewer to return to the bus to assess the situation and aid his Airmen. What he found was two Airmen, Airman First Class Zachary Cuddeback and Senior Airman Nicholas Alden, had been killed, and two more were severely wounded.

Within a few weeks of returning home, Brewer knew something was wrong. The incident had been replaying in his mind on repeat. He cleared his home 15 to 20 times each day, as thoughts crept into his head that someone was hiding and waiting to “finish the job.”

After a few weeks, sitting alone at his desk, it hit him that he couldn't go on. The symptoms of his invisible wounds had begun to take over his life. He needed to talk to someone immediately. Brewer believes that going to mental health helped him stay in the military. “I wouldn't have lasted very long without treatment,” he says. “Seeking counseling helped my career.”

One of the first steps he took when his healing journey began seven years ago was to write down his story, by hand, multiple times. According to Brewer, being able to release his story and get it off his chest was incredibly healing. Now, he is sharing his story with audiences across the Air Force as an Ambassador for the Air Force Wounded Warrior (AFW2) Program.



Tech. Sgt. Trevor Brewer addressing fellow Airmen, sharing his story and explaining the importance of seeking help when it comes to mental health. (U.S. Air Force photo by Nellis Air Force Base)

WHAT IS AN INVISIBLE WOUND?

Invisible wounds are post-traumatic stress disorder (PTSD), traumatic brain injuries (TBI); or other cognitive, emotional, or behavioral disorders associated with trauma experienced by an individual. These can be incurred through combat and non-combat-related activities, such as accidents, assaults and disasters. Invisible wounds lack physical markers and are often unnoticeable to others.

These struggles are still an ongoing battle for Brewer. He says, “There have been improvements. I manage it better than I used to. It's definitely not as severe. I am still healing. For me, I don't think I'm ever going to stop healing. I'm going to continue to heal for the rest of my life.”

He hopes that by sharing his story he can give others suffering from invisible wounds hope.

“People have a negative view about going to mental health,” Brewer says. “I can tell you I've gone to mental health. I've returned to full duty. I'm a flight chief who leads 50 Airmen and protects 96,000 personnel. I use myself as an example to give people hope that they can get help and stay in the Air Force.”

I WAITED TWO YEARS TO GET HELP. I WISH I WOULDN'T HAVE.

Like many, Senior Master Sgt. Richard “Joe” Chwalik witnessed a lot during his deployment to Kabul, Afghanistan, in 2009. However, an incident in October of that year left a lasting impact on him. He was on a dismantled patrol when a vehicle-borne improvised explosive device detonated near his location, killing over 15 and injuring dozens more.



Chwalik suffered a traumatic brain injury (TBI) that day. Initially, doctors diagnosed him with a concussion, and it would take two years before they would discover the full extent of his injuries. In a post-deployment evaluation, the physician examining him began crying when Chwalik shared what he'd witnessed “down range.” This display of empathy



32% of troops returning from Iraq and Afghanistan have displayed symptoms of invisible wounds



300,000 service members have been diagnosed with PTSD since 2001



More than **320,000** service members have been diagnosed with a TBI since 2001

had a negative impact on Chwalik and caused him to shut down. Turning inward with his feelings, he made what he considers the biggest mistake of career. He left the facility.

Unfortunately, Chwalik did not return to seek help for almost two years. That time wasn't easy. Due to fears of the medical evaluation board process, he numbed his pain with sleeping pills during the week and alcohol on the weekends. He describes his symptoms as flashbacks, anger, frustration, night sweats, terror and sleepless nights. He constantly relived Afghanistan. He also struggled daily with his undiagnosed TBI. Academics became extremely difficult—he was enrolled in the Noncommissioned Officer Academy and had a very hard time comprehending the material. It finally reached the point that his wife, friends and leaders talked him into seeking help.

Mental health providers gave Chwalik effective tools to help deal with his invisible wounds; tools that soon would become more useful to him than he would realize.

The resiliency he learned from his mental health providers helped him through an onslaught of health issues that soon befell his family. Chwalik's daughter was diagnosed with cancer at just 15 years old. While the family was reeling from this, they learned their three-year-old son, who has Down Syndrome and severe heart problems, had Hodgkin lymphoma. Six months later, Chwalik's mother was diagnosed with cancer.

Chwalik says these issues rocked him to his core and without the help he had sought previously, he would not be where he is today. He says, "I already knew how to handle that great amount of stress. I waited two years to get help, but I wish I wouldn't have."

Finding ways to control the issues is an ongoing struggle, but nothing feels insurmountable anymore. "It's more like maintenance. I hope the maintenance contract doesn't ever come up," he says with a laugh.

"I got the help I needed, and it didn't hurt me," Chwalik states. "I'm a senior master sergeant and first sergeant in the United States Air Force. I'm in the two percent club. I've

continued to excel in my career. It never slowed me down. It might have been a speed bump, but I've been able to continue. And doing that is because I had solid leadership around me when I truly needed it."

FINDING HEALING BY SHARING THEIR STORIES

Chwalik finds healing from being a part of the Air Force Wounded Warrior (AFW2) community. As an ambassador, mentor and AFW2's traveling first sergeant, he has a significant role in the wounded warrior community. He believes that the beauty of the program is being surrounded by those who understand what you have been through.

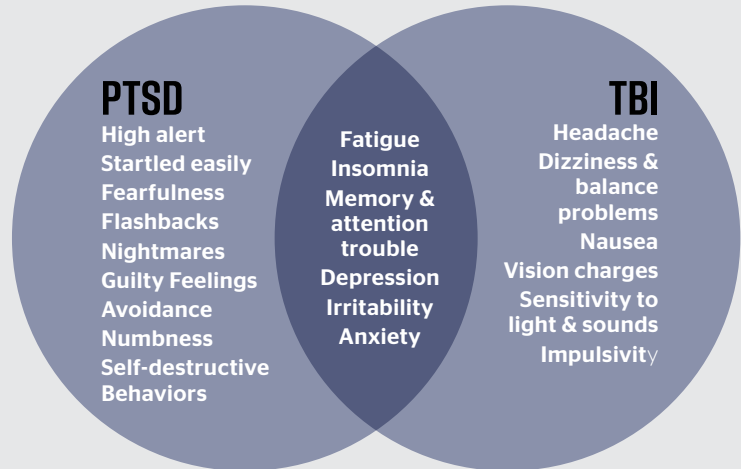


Senior Master Sgt. Chwalik pictured with his three-year-old son, Jeremy, who encouraged his drive to seek mental health support. (U.S. Air Force Photo by Senior Master Sgt. Chwalik)

AN INVISIBLE WOUND IS A WOUND, NOT A WEAKNESS.

Are you or someone you know suffering from an invisible wound? Seeking care early and often greatly enhances successful treatment and positive outcomes. Even if you do not suffer from invisible wounds, you play a critical role in caring for your fellow Airmen. Watch for the signs and symptoms and help them get the care they need. To learn more about available resources to get help for Airmen and their families in need, visit the [Invisible Wounds](#) website.

SIGNS AND SYMPTOMS OF PTSD AND TBI:



“I relate to the warriors because I’m a wounded warrior,” explains Chwalik. “I’ve been able to connect with sexual assault victims, cancer patients and countless Airmen with post-traumatic stress disorder.”

Brewer has found healing through AFW2 as well. He believes his healing was partially on hold until he started connecting with fellow Airmen at AFW2 events. He says,

“For the seven years that I didn’t talk about my incident, I thought that I was healed. But it took me joining the ambassador program and sharing my story to realize I wasn’t. So, I guess you could say, I put my healing on hold and hit the pause button. And about four months ago, I hit play.”

YOU ARE IN A POSITION TO HELP.

Brewer and Chwalik work together to mentor wounded warriors. Both regularly share their stories to help provide opportunities for other Airmen to learn about the value of seeking help for invisible wounds. And both agree that taking care of Airmen should continue to be a top priority across the Air Force.

“Take care of your Airmen,” is the key takeaway Brewer says he wants all leaders to remember. “I believe if you help an Airman get the help they need, they will return to work, and I guarantee, they’re going to work ten times harder for you than any other Airman out there.”

Chwalik reminds others to pay attention and be good Wingmen. He says, “Every Airman has a story. Sitting back and listening is key. Too many times warriors talk about how doors were shut on them. Don’t shut the door on those Airmen. Don’t be afraid to ask the hard question. Listen to their story, because you never know what they’re going to say. Encourage your Airmen to get the help they need. You’re in a position to help.”



Senior Master Sgt. Chwalik and Gen. David L. Goldfein, Chief of Staff of the U.S. Air Force. Gen. Goldfein serves as the senior uniformed Air Force officer responsible for the organization, training and equipping of active-duty, Guard, Reserve and civilian forces serving in the United States and overseas. (U.S. Air Force Photo provided by Senior Master Sgt. Chwalik).

I AM AN AIRMAN!

By Dr. Jim Crissinger

I am an Airman! Pure, plain and simple, I am an Airman! Always have been, always will be. That is my philosophy and that is what I want to share with you and what I want you to share with your friends, family, co-workers, subordinates, and superiors.

My desire and goal is to send a resonating message that “I am an Airman” is our ethos for the Air Force and for life. Doesn’t matter how long you serve or have served, if you are officer or enlisted, active duty, Guard, Reserve or civilian servant. If you wore or are wearing the uniform of the United States Air Force or serving as an Air Force civilian you are and will always be an Airman!

When somebody asks you what you do in the Air Force, your first and triggered response should be “I am an Airman.” This response should be our tenet and engrained in our spirit, showing the pride we have or had in serving our Nation’s call in our beloved Air Force.

We must be proud of our legacy, heritage and history, which is steeped in traditions back to the Wright brothers; Billy Mitchell; Hap Arnold; Daniel “Chappie” James, Jr.; Grace Peterson; Esther Blake; Paul Airey Robin Olds; Stuart Symington; Curtis Lemay; Jimmy Doolittle; Chuck Yeager; William H. Pitsenbarger; John L. Levitow; George “Bud” Day; Lance P. Sijan; Archibald Mathies; Charles Loring; Sheila Widnall; Thomas Barnes; John Chapman and Eddie Rickenbacker. All bold and brazen giants, all heroes in their respective rights but most importantly all Airmen!

You have heard these words and you know these words: “I am faithful to a proud heritage, a tradition of honor, and a legacy of valor. I am an American Airman, guardian of freedom and justice, my nation’s sword and shield, its sentry and avenger. I defend my country with my life. I am an American Airman.” We have a responsibility to our fellow Airmen to keep the legacy alive and start our new heritage and history by continually and proudly proclaiming that I am an Airman.

We need to cease with the inherent response that I’m a flight engineer, I’m a bomb loader, I’m an F-16 pilot, I’m a nurse, I’m a med tech, I’m security forces, I’m a first sergeant, I’m a navigator, I’m a commander, I’m a command chief, I’m a whatever-specialty when somebody asks what do you do. Be proud of your skill sets, be proud of your specialized and technical capabilities across the wide-ranging spectrum of operations in our Air Force but be even prouder of something bigger: your legacy and ethos. Remember before you became any of those specialties, you were and will always be an Airman. Be proud of that fact!

So the next time somebody asks you what you do, you should proudly and profoundly say, “I am an Airman!”



2018-2019 AFSA LEGISLATIVE PLATFORM

This platform of legislative objectives will be used as a “blueprint” for testimony and lobbying efforts, in conjunction with responses dictated by day-to-day events. There are seven major focus groups listed below. Within those generalized focus groups are the Association-approved initiatives which we will list a few main objectives; as we win approval for one of those targeted areas we will remove that ticket item and add another from our on-going support list. This list is not all-inclusive and will be modified as dictated by the situation and events. Understanding our Nation’s fiscal situation, success in each of these areas will not always be defined by what is gained, rather the level of benefit preserved or gaining a portion of our objective.

AFSA’S SEVEN MAJOR FOCUS GROUPS

MILITARY HEALTHCARE
VETERAN/RETIREE BENEFITS
CARING FOR SURVIVORS
MILITARY BENEFITS & PROGRAMS
AIR NATIONAL GUARD & AIR FORCE RESERVE
EDUCATION
MILITARY FAMILIES

- Improve access to earned military health care benefits; enhance existing coverage/services and resist future fee increases
- Improve funding and access to VA healthcare thereby ensuring the nation fulfills its obligation to care for those “who shall have borne the battle;” enhance the disability claims and appeals process and reduce backlog; ensure ancillary programs, services, etc., remain fully funded; extend concurrent receipt to all retirees with disability ratings; expand and enhance access for women Veteran health care

- Repeal the VA Dependency and Indemnity Compensation (DIC)/ Survivor Benefit Plan (SBP) offset of annuities for survivors of service members who died of service-connected causes
- Sustain military pay comparability with the private sector via full military pay raises in accordance with current law and protect or enhance related benefits like leave, Basic Allowance for Housing (BAH) to include dual BAH, bonuses and special pays while protecting funding for commissaries, base exchanges and MWR facilities; review and enhance COLA for high cost areas
- Fix the complex reserve duty status system (e.g., 12304b situation) without reducing compensation value; reduce the Guard and Reserve retirement compensation age from 60 to 55
- Support legislation that promotes future success through the use of hard-earned education benefits, like Tuition Assistance, MyCAA, Montgomery or “Forever” GI Bill, and ensure that these programs remain relevant and fully funded for members or any dependents to whom their benefits may have been transferred
- Extend and enhance educational and employment programs for military spouses; fully fund Impact Aid



2018-2019 AFSA LEGISLATIVE PLATFORM

ONGOING LEGISLATIVE ITEMS

- Provide option of TRICARE Reserve Select (TRS) to Air Reserve Technicians (ART)
- Resist TRICARE fee increases, pharmacy co-pays and authorize pre-tax payment of health, dental and long-term care premiums to include chiropractic care
- Extend the VA Caregivers Act to full-time caregivers for veterans of all eras
- Promote and enhance transition programs and employment opportunities for veterans and spouses
- Improve access to affordable child care, encourage payment policies that accommodate military lifestyles (i.e., accommodate periods of leave, offer tax breaks), and monitor extension of CDC hours to ensure they reflect operational pace of service members and families using those facilities
- Seek adjustments to allowances to better reimburse members for expenses they incur for housing and government-directed PCS moves
- Credit all post-9/11 active duty service toward Guard/Reserve early retirement
- Remove the annual cap on inactive duty points that can be applied towards retirement
- Acquire Tuition Assistance (TA) program benefits for Air National Guardsmen and Dual Status Technicians & enhance Selected Reserve Montgomery GI Bill (MGIB-SR) benefits

- Allow survivors of military retirees to draw the full, final month's retired pay
- Repeal or further modify the Uniformed Services Former Spouse Protection Act (USFSPA)
- Protect the voting rights of military service members
- Provide a full accounting of POW/MIAs from all past and future military actions
- Guard the American flag from purposeful acts of physical desecration
- Advocate for DIC recipients to be able to remarry at age 55 and maintain their benefits

ONGOING POLICY ITEMS

- Extend time on station between Permanent Change of Station (PCS) moves
- Pursue changes in Status of Forces Agreements (SOFAs) to provide overseas military retirees with full exchange/commissary benefits and postal services
- Establish a catastrophic leave program; allow military members to transfer their annual leave to other military members
- Extend length of time allowed on final PCS move for household goods to two years



PROPOSED 2018 AFSA BYLAW CHANGES

1. REFERENCE: AFSA MANUAL 100-1, BYLAWS OF THE AIR FORCE SERGEANTS ASSOCIATION, BYLAW 4, MEMBERSHIP AND ALL OTHER REFERENCES TO MEMBERS AND/OR MEMBERSHIP

BACKGROUND/DISCUSSION:

How we treat the supporters who share their time, dedication, and dollars to support the many Americanism projects and grassroots efforts of the Air Force Sergeants Association is paramount to the Association's survivability. If a service member is willing to work and support the Association's bylaws, mission and vision, we should welcome and receive them with full membership rights.

As the Air Force's only Congressionally Chartered Association, AFSA should open its membership eligibility to all services, all ranks (active, Veterans and 20-year Veterans)

Let's be clear: AFSA's name would remain the same. The founders' true intent of advocating for quality of life benefits—the mission and vision would be expanded to include the AFSA's expanded membership.

These individuals have worn or still wear the uniform; it may not be an Air Force uniform, but is a uniform nonetheless. They have fought and continue to fight under the same American flag as do members of the Air Force ... in many cases fighting side-by-side.

From a legislative/marketing standpoint, when we advocate successfully for quality-of-life benefits for the Enlisted Airmen, does the verbiage in the law only refer to the Enlisted Airmen? One would say that no, the verbiage is for all members from all services.

Let's develop the same attitude in regards to all members—as long as the person is willing to work and support the bylaws, mission and vision of the Air Force Sergeants Association, they should be welcomed and receive full membership in the AFSA.

PROPOSED BYLAW CHANGES:

SECTION 1. COMPOSITION. "Membership in AFSA shall consist primarily of enlisted men and women (hereinafter referred to as Uniformed Services or Uniformed Personnel) of the United States Armed Forces (USA, USMC, USN, USAF and USCG), be they Active Duty, National Guard or Reserve personnel in active, retired, or veteran status, and others meeting the qualifications for membership. Family members and other individuals may be members as outlined in the Family & Associate membership classes of AFSA membership."

Section 3 a., 1 - 2 of the Bylaw 4, CLASSES OF MEMBERSHIP reads as follows:

A. UNIFORMED

Any person who wore the uniform and is in active, veteran or retired status from the Active Duty, National Guard or Reserve or their predecessor services, whose final discharge was characterized as honorable.

Section 3 b of the Bylaw 4, CLASSES OF MEMBERSHIP reads as follows:

B. FAMILY

Family membership consists of persons who in their own right are not eligible for Uniformed Membership; if eligible for Uniformed Membership, individuals may not join under the Family class. Any spouse, father, mother, brother, sister, son and/or daughter of persons eligible for AFSA membership and any widower, widow, father, mother, brother, sister, son and/or daughter of persons eligible at the time of death for Uniformed Membership shall be considered eligible for Family Membership. Former widowers and widows of uniformed members of AFSA who remarry shall also be considered eligible for Family Membership. Any husband or wife divorced from a spouse who was eligible for Uniformed Membership at the time of divorce shall also be considered eligible for Family Membership.



PROPOSED 2018 AFSA BYLAW CHANGES

Section 3 c., 1 – 2. of the Bylaw 4, CLASSES OF MEMBERSHIP reads as follows:

C. ASSOCIATE

Any individual not eligible for Uniformed or Family membership, upon application and approval of the International Executive Council. Criteria for such membership shall be set forth in the AFSA Policies and Procedures Manual.

2. REFERENCE: AFSA MANUAL 100-1, BYLAWS OF THE AIR FORCE SERGEANTS ASSOCIATION, BYLAW 4, SECTION 9B AND BYLAWS 6, SECTION 1A

BACKGROUND/DISCUSSION:

In 2011, AFSA dissolved the Auxiliary and merged it into total AFSA. Since the merge, only one family member has been appointed to the International Executive Committee to serve the interest of this Association's family members.

By current rules, all Trustees are elected at AFSA's International Conference to include our Retiree Affairs and Uniformed Services Trustees. This Association has two elected representatives for 75 percent of our membership, yet we don't have an elected Trustee that could and should represent 25 percent of our membership.

Appointed Trustees have no formal voting powers and are only authorized to attend meetings and voice concerns as the need arises. Family members currently represent almost 7 percent of this association and as such, should have a full voting member at the International Level. By rule, family members can total 25 percent of our Association membership and should have an equal say into our Association. While the current administration has authorized the appointed trustee voting authorization, it's not formalized and therefore future administrations are not bound by our bylaws.

After the merge, there was considerable ill-feelings with our family members that still exists within the ranks. By putting this motion forward, we can regain the trust of our family members and raise a new generation of family members who seek to unify and strengthen this Association.

By having an elected Family Matters trustee at the International Executive Council, the Divisions should follow suit as this would be a great training and development opportunity for future family member leaders.

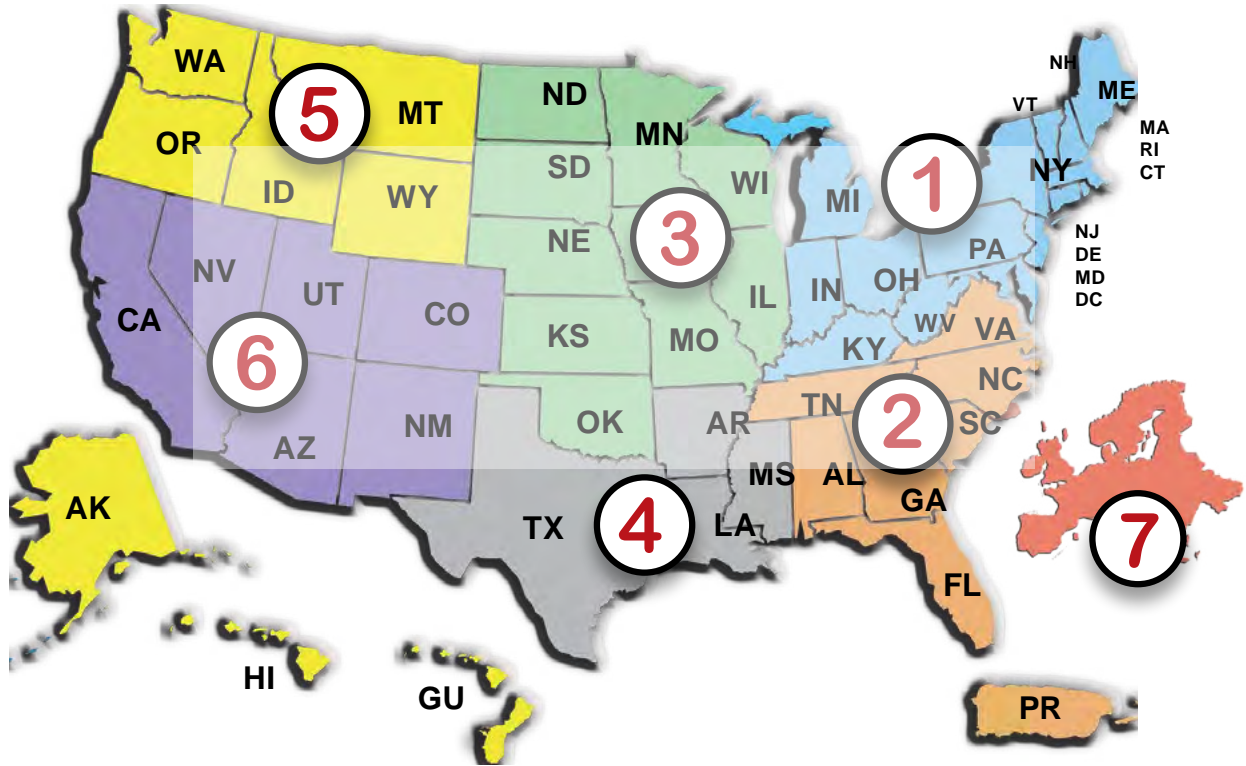
It's time to recognize that our family members are important, and that we seek their leadership.

PROPOSED BYLAW CHANGES:

Recommendations are 1) To formally establish an elected Family Matter Trustee position, 2) Grant them full voting rights at all International Executive Council functions, and 3) Update AFSA Manual 100-1, Bylaw 4, Section 9b to read "Eligible to hold elected Chapter offices and Trustee positions at Division and International levels.



Plan to attend the 2018 Professional Arman's Conference in San Antonio!
Registration information and event schedule are on pages 22–25.



DIVISION 1

CONNECTICUT

F0182: Bradley/Hartford, CT

DELAWARE

F0201: Dover AFB, DE

INDIANA

F0779: Fort Wayne, IN

KENTUCKY

F0482: Louisville, KY

MARYLAND

F0102: JB Andrews Naval Air Facility, MD

F0254: Fort Meade, MD

MASSACHUSETTS

F0109: Westover ARB, MA

F0616: L.G. Hanscom AFB, MA

MICHIGAN

F0768: Selfridge ANG Base, MI

NEW HAMPSHIRE

F1055: Portsmouth, NH

NEW JERSEY

F0211: McGuire AFB, NJ

F0258: Atlantic City, NJ

NEW YORK

F0171: East Meadow, NY

F0174: Rome, NY

F0177: Niagara Falls, NY

OHIO

F0751: Wright-Patterson AFB, OH

PENNSYLVANIA

F0265: Philadelphia, PA

DIVISION 2

ALABAMA

F0444: Maxwell AFB, AL

F0467: Birmingham, AL

NCR

F0300: The Pentagon

FLORIDA

F0527: Pinellas Park, FL

F0552: MacDill AFB, FL

F0553: Tyndall AFB, FL

F0554: Eglin AFB, FL

F0556: Orlando, FL

F0557: Patrick AFB, FL

F0559: Jacksonville, FL

F0564: Port Saint Lucie/
Lake Worth, FL

F0567: Hurlburt Field, FL

GEORGIA

F0404: Robins AFB, GA

F0451: Albany, GA

F0452: Dobbins ARB, GA

F0455: Columbus, GA

F0460: Moody AFB, GA

F0480: Fort Gordon, GA

NORTH CAROLINA

F0363: Asheville, NC

F0365: Charlotte, NC

F0367: Pope AFB, NC

F0371: Seymour Johnson AFB, NC

PUERTO RICO

F0570: San Juan, PR

SOUTH CAROLINA

F0306: Charleston AFB, SC
F0373: Greenville, SC
F0376: Myrtle Beach, SC
F0377: Shaw AFB, SC

TENNESSEE

F0473: Nashville, TN
F0476: Clarksville, TN
F0477: Arnold AFB, TN
F0478: Chattanooga, TN
F0479: Knoxville, TN

VIRGINIA

F0358: Langley AFB, VA

DIVISION 3

ILLINOIS

F0872: Scott AFB, IL

KANSAS

F0972: McConnell AFB, KS

MINNESOTA

F0858: Minneapolis/St. Paul, MN

MISSOURI

F0804: Kansas City, MO
F0881: Whiteman AFB, MO
F0883: Wayneville, MO

NEBRASKA

F0984: Offutt AFB, NE

NORTH DAKOTA

F0959: Minot AFB, ND
F0964: Grand Forks AFB, ND

OKLAHOMA

F0985: Tinker AFB, OK
F0988: Altus AFB, OK
F0990: Vance AFB, OK

SOUTH DAKOTA

F0951: Ellsworth AFB, SD

WISCONSIN

F0851: Milwaukee, WI

DIVISION 4

ARKANSAS

F0658: Little Rock AFB, AR

LOUISIANA

F0615: Barksdale AFB, LA

MISSISSIPPI

F0651: Columbus AFB, MS
F0652: Keesler AFB, MS

TEXAS

F1054: Sheppard AFB, TX
F1055: Fort Worth, TX
F1056: Dyess AFB, TX
F1062: Houston, TX
F1066: Goodfellow AFB, TX
F1069: Laughlin AFB, TX
F1073: Dallas, TX
F1075: Randolph AFB, TX
F1076: Lackland AFB, TX
F1077: Fort Sam Houston, TX

DIVISION 5

ALASKA

F1473: Elmendorf AFB, AK
F1474: Eielson AFB, AK

GUAM

F1560: Andersen AFB, Guam

HAWAII

F1550: Hickam AFB, HI

IDAHO

F1164: Mountain Home AFB, ID

JAPAN

F1551: Yokota AB, Japan
F1552: Misawa AB, Japan
F1553: Kadena AB, Japan

KOREA

F1554: Kunsan AB, Korea
F1556: Osan AB, Korea

MONTANA

F1156: Malmstrom AFB, MT

WASHINGTON

F1461: McChord AFB, WA
F1462: Fairchild AFB, WA

WYOMING

F1178: F.E. Warren AFB, WY

DIVISION 6

ARIZONA

F1260: Luke AFB, AZ
F1261: Davis-Monthan AFB, AZ

CALIFORNIA

F1311: Oxnard, CA
F1320: Travis AFB, CA

F1322: McClellan AFB, CA
F1328: Edwards AFB, CA
F1330: Los Angeles AFB, CA
F1356: Vandenberg AFB, CA
F1365: La Jolla, CA
F1372: Beale AFB, CA
F1379: Moffett Field, CA

COLORADO

F1179: Buckley AFB, CO
F1180: USAF Academy, CO
F1181: Peterson AFB, CO
F1182: Shriever AFB, CO

NEVADA

F1252: Nellis AFB, NV
F1253: Creech AFB, NV

NEW MEXICO

F1201: Kirtland AFB, NM
F1255: Cannon AFB, NM
F1257: Holloman AFB, NM

UTAH

F1163: Hill AFB, UT

DIVISION 7 (EUROPE)

AZORES

F1653: Lajes, Portugal

BELGIUM

F1655: SHAPE/Brussels, Belgium

GERMANY

F1674: Ramstein AB, GE
F1678: Geilenkirchen NATO AB, GE
F1681: Spangdahlem AB, GE

ITALY

F1650: Ghedi AB, Italy
F1657: Aviano AB, Italy

NETHERLANDS

F1661: Volkel, NL

SPAIN

F1663: Rota Naval Station, Spain

TURKEY

F1660: Incirlik AB, Turkey

UNITED KINGDOM

F1665: RAF Alconbury, UK
F1669: RAF Lakenheath, UK
F1670: RAF Mildenhall, UK
F1671: RAF Croughton, UK



travel



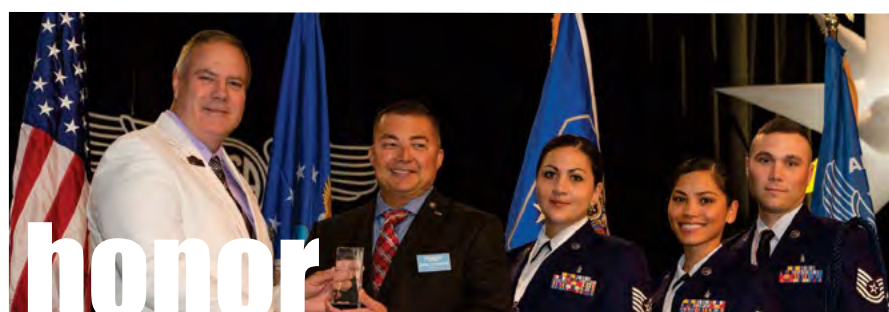
learn



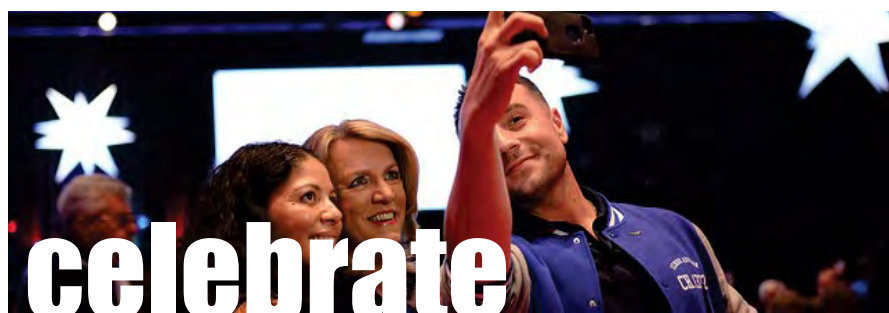
motivate



network



honor



celebrate



Save the Date Saturday, August 25 through Wednesday, August 29 in San Antonio Texas

During the AFSA Annual International Convention, the Executive Council, and Division and Chapter Delegates, come together with our active members to share valuable information, discuss and ratify bylaws, review the Legislative Platform, vote for elected officials, set goals and objectives for the coming year, and celebrate all of the past year's amazing success.

In addition to AFSA's general membership, attendees and guests have the opportunity to meet and greet with past and present AFSA, and military and congressional leaders as part of the professional development forums, attend special events and our prestigious awards and honors ceremonies.

Within our International Convention, AFSA hosts the Professional Airmen's Conference (PAC) to support and educate service members on the issues affecting the U.S. Air Force and our National security. The PAC's feature participants from USAF First Sergeants, Enlisted Professional Military Education, USAF Career Assistant Advisors, Military Training Leaders and USAF Career Field Managers, as well as Senior Enlisted Leadership groups.

AFSA CONFERENCE REGISTRATION now... \$325 (Late registration \$350 Aug 1 - 24) Complete Registration provides you with access to:

- Information Expo Grand Opening and Theme Party;
- AFSA International President's Breakfast;
- AFSA President's Reception and Dinner;
- Air Force Honors Banquet and CMSAF Awards;
- Beverages (e.g. coffee, tea, etc, during morning hours) at meetings;
- Information Expo activities throughout conference;
- Speakers, entertainers, and related conference/convention activities.





August 25 - 29 | Grand Hyatt San Antonio, Texas

2018 PROFESSIONAL AIRMEN'S CONFERENCE

AFSA INTERNATIONAL CONVENTION REGISTRATION INFORMATION

Please complete the registration form on the accompanying page and forward with payment to AFSA Headquarters. Or, visit the AFSA website to register on-line. www.hqafsa.org

INDIVIDUAL COMPLETE REGISTRATION \$325*
 (May 1 - July 31 - \$325; August 1 - 24 Late Registration \$350)

Complete Registration provides you with access to:

- Information Expo Grand Opening and Theme Party;
- AFSA International President's Breakfast;
- AFSA President's Reception and Dinner;
- Air Force Honors Banquet and CMSAF Awards;
- Beverages (coffee, tea during morning hours) at meetings;
- Information Expo activities throughout conference;
- Speakers, entertainers, and related convention activities.

Separate Admissions option available for those who wish to attend selected events only. See website for this option.

AFSA INTERNATIONAL CONVENTION SPECIAL EVENT SCHEDULE

The 2018 Convention is held in beautiful downtown San Antonio. The Grand Hyatt is steps from the Shops at Rivercenter, the Alamo and the Riverwalk.

Saturday, August 25, 2018

Conference guests arrive during the day.

Special evening events include:

- InfoExpo: Exhibitor & Sponsor Meet & Greet
- Theme Party* "Champion Jerseys"
- Some Surprise Events
- Summer Concert Series Event with very special entertainer(s) (Open to all Convention Attendees & Special Guests)

Sunday, August 26, 2018

- AFSA International President's Breakfast and Award Recognition Ceremonies*
- AFSA International President's Briefing
- InfoExpo: Exhibitor & Sponsor Meet & Greet
- Professional Development Forum:
 - Senior Leadership Perspective with The Secretary of the Air Force, The Honorable Dr. Heather Wilson

HOTEL REGISTRATION

GRAND HYATT SAN ANTONIO TEXAS
 600 East Market Street, San Antonio, Texas 32202

Conference attendees and delegates should plan to arrive on **Saturday, August 25** and depart on **Thursday, August 30, 2017**.

Special AFSA rates... \$124 per night!
 (Double occupancy \$149, plus tax)

Visit the www.hqafsa.org website to make Hotel reservations. Or call direct 844-300-6241

NOTE: Please make sure you let the Hyatt reservation agent know that you are with the Air Force Sergeants Association, or the Professional Airmen's Conference and give them our **Pass key: Air Force Sergeants 2018**. Limited availability. Book now!

Monday, August 27, 2018

- Professional Development Forum:
 - Senior Leadership Perspective with Sergeant Major John Wayne Troxell, SEAC (Open to all Convention Attendees, Military Service Members; Active, Retired, Veterans, DoD Civilians)
- Professional Development Forum:
 - AFSA's Four Worthy Charities
- InfoExpo: Exhibitor & Sponsor Meet & Greet
- Professional Development Forum:
 - Services Senior Enlisted Leadership Panel (Open to all Convention Attendees, Military Service Members; Active, Retired, Veterans, DoD Civilians)
- AFSA International President's Reception*

Tuesday, August 28, 2018

- Professional Development Forum:
 - Legislative Update w/a member of the U.S. Congress
 - Senior Leadership Perspective w/Lieutenant General Steven L. Kwast (AETC/CC)
- InfoExpo: Exhibitor & Sponsor Meet & Greet
- Professional Development Forum with CMSAF Kaleth O. Wright

- CONFERENCE DRESS CODE --

BUSINESS MEETINGS

AFSA Members: AFSA Blazers, Professional Business Attire.

Military (TDY status): Light Blue, long/short sleeved shirt/blouse w/without tie/tab. Personnel attending specific PAC Military Conferences should check with their conference manager.

PRESIDENT'S BREAKFAST/AWARDS

AFSA Members: Business Attire
 Military Personnel: Service Dress Uniform

PRESIDENT'S DINNER

AFSA Members: Business Attire
 Military Personnel: Service Dress Uniform
 Top Performer Club Members
 AFSA Members: Blue Blazer,
 Military: Service Dress Uniform

CONFERENCE CAPSTONE

AFSA/AF HONORS BANQUET
 Gentlemen: Tuxedo or Dark Suit
 Ladies: Dress Evening Wear (long or short)
 Military: Mess Dress/Semi-Formal Uniform

Wednesday, August 29, 2018

- Professional Development Forum:
 - Former CMSAF Panel Discussion Sponsored by Mercer Consumer®
 - Senior Leadership Perspective with:
 - Office of the Chief of Staff General David L. Goldfein (CSAF)
 - Department of Labor
 - Department of Veterans Affairs
- M.A.S.S.C. Hiring Fair (Open to all Convention Attendees, Military Service Members; Active, Retired, Veterans, DoD Civilians)
- Conference Capstone & Reception - AFSA/AF Honors Banquet/CMSAF Awards Reception*

Thursday, August 30, 2018

- Final AFSA Meetings
- Conference Adjourned

*Complete registration and tickets required

DON'T MISS THIS EVENT.

REGISTER ON-LINE NOW!

www.hqafsa.org



2018 AFSA INTERNATIONAL CONVENTION PROFESSIONAL AIRMEN'S CONFERENCE

August 25 - 29 | Grand Hyatt San Antonio, Texas

AFSA MEMBER REGISTRATION FORM

Register online: www.hqafsa.org – Use this form if you do not have online access!



AFSA MEMBERS USE YOUR MEMBERSHIP NUMBER TO REGISTER ONLINE: www.hqafsa.org

If you do not have access to a computer, please complete this form and send with payment to:

AFSA - Conference | 5211 Auth Road, Suitland, MD 20746 | 800-638-0594 | Fax: 301-899-8136 | mfsvc@hqafsa.org

IMPORTANT: Enlisted Leadership Conference attendees and their guests should NOT use this registration form. These attendees MUST register on-line at www.hqafsa.org, or call 800-638-0594.

INDIVIDUAL CONVENTION REGISTRATION FORM

Name _____

Member ID _____

Rank (if applicable) _____

Address _____

City/State/Zip _____

Home phone _____

Work/Duty/Cell phone _____

Division & Chapter # _____

I am (check all that apply)

- | | |
|---|--------------------------------------|
| <input type="checkbox"/> AFSA Member | <input type="checkbox"/> Non-Member |
| <input type="checkbox"/> AF Active Duty | <input type="checkbox"/> Guard |
| <input type="checkbox"/> Reserve | <input type="checkbox"/> Retired |
| <input type="checkbox"/> Veteran | <input type="checkbox"/> Other _____ |

A Guest/Spouse will accompany me (go online, or use separate form to register)
Name _____

I am a Spouse/Guest of:
Name _____

Option 1: Complete Early Registration \$300
Register between March 15 - April 30, 2018

Option 2: Complete Regular Registration \$325
Register from May 1 - July 31, 2018

Option 3: Complete Late Registration \$350
Register August 1 - August 24, 2018

Complete Registration provides you with access to:

- Information Expo Grand Opening and Theme Party;
- AFSA International President's Breakfast;
- AFSA President's Reception and Dinner;
- Air Force Honors Banquet and CMSAF Awards;
- Beverages (e.g. coffee, tea, etc. during morning hours) at meetings;
- Information Expo activities throughout conference;
- Speakers, entertainers, and related conference/convention activities.



Option 2: Separate Admissions

Do not use this section if paying for Complete Registration. This option is for guests who wish to attend selected special events only.

EVENT	PRICE
<input type="checkbox"/> Info Expo Grand Opening, Theme Party and Concert	\$ 60
<input type="checkbox"/> AFSA President's Breakfast and Recognition Ceremony	\$ 65
<input type="checkbox"/> President's Reception & Dinner	\$110
<input type="checkbox"/> Air Force Honor's Banquet	\$115

TOTAL AMOUNT DUE: \$ _____

PAYMENT INFORMATION

Check one: Check Money Order Visa
 MasterCard AMEX Discover

Credit Card # _____

Exp Date _____ Security Code _____

Name of Cardholder _____

Address for Card _____

Signature _____

Date _____

TO BE Verified _____
COMPLETED A&F Processed _____
BY _____
AFSAHQ AFSA President's Brunch
STAFF President's Reception & Dinner
ONLY Air Force Honor's Banquet

2018 AFSA INTERNATIONAL CONVENTION PROFESSIONAL AIRMEN'S CONFERENCE

August 25 - 29, 2018 | San Antonio Texas

Event Program Book Advertising Form

Special AFSA Member, Division & Chapter Rates*

AD RESERVATION DEADLINE: JUNE 15, 2018

AD ARTWORK DEADLINE: JULY 10, 2018

Return this completed form with payment and ad copy to the
HQComm Department at afsacomm@hqafsa.org. For additional questions,
please contact Andrea Sanford, Marketing Manager 800-638-0594 x 297



YES!

I'd like my information featured in the 2017 Commemorative Event Program Guide Magazine

Special AFSA Member, Division & Chapter Discounted Rates*

CONTACT/BILLING INFORMATION

Business Name _____

Point of Contact _____

Address _____

City/State/Zip _____

email _____ Phone Number _____

Division # _____ Chapter # _____ Membership # _____

This ad is for my (check one): Division Chapter Personal Other _____

PRINT AD SIZES

Please select the ad size and price. Your ad material must be of print-ready high resolution quality and submitted with the exact dimensions as listed below. All program book ads are printed in full color.

Full Page (7.5" wide x 10" high). \$250

Half Page (7.5" wide x 4.75" high). . . . \$150

1/3 Page (7.5" wide x 3" high) \$100

1/4 Page (3.5" wide x 4.75" high). . . . \$ 85

Business Card (3.5" w x 2.125" h). \$ 50

My print-ready ad is attached here (do not fold)

My ad will be sent to: afsacomm@hqafsa.org
Please add AFSAPAC17 Program AD and your
Div/Chapter/Membership# in the subject line.

Ad resolution must be at least 300DPI. PDF is the preferred format. AFSA cannot adjust or change text and will not accept photo copies, low resolution or folded artwork. Ads must be emailed to afsacomm@hqafsa.org by JULY 10, 2017. Ad design services are available at an additional cost. Please contact us for details.

PAYMENT INFORMATION

Check one: Check Money Order
 Visa MasterCard AMEX Discover

Amount to be billed \$ _____

Credit Card # _____

Exp Date _____ Security Code _____

Name of Cardholder _____

Address for Card _____

Signature _____

Date _____

TO BE COMPLETED BY AFSA STAFF ONLY	Reservation received:	_____
	Artwork received:	_____
	Payment received:	_____
	Payment submitted:	_____
	Entry complete:	_____

Send with Payment to AFSAComm Program Book | 5211 Auth Road, Suitland, MD 20746

Louis H. Adams
LUDLOW, MA

Avery O. Anderson
SEAFORD, VA

Edward S. Ardisson
LAWRENCEVILLE, GA

Francis A. Bailey
EXMORE, VA

Walter P. Best
RAPID CITY, SD

Billy E. Biggs
HENDERSON, NC

Herbert H. Bowers
DES MOINES, IA

James W. Brown
OCALA, FL

Basil T. Brown
BASEHOR, KS

Arnold T. Burke
ELIZABETHTOWN, KY

Donald A. Butner
DOUDS, IA

Bob J. Canada
SELMA, AL

Nada C. Carroll
OLD FORT, NC

Walter J. Chapman
EUFAULA, OK

Charles P. Chenault, III
AUSTIN, TX

Earl Chilton, Jr
BOWLING GREEN, VA

Ronald W. Christenson
OCONOMOWOC, WI

Robert C. Coffman
OLYMPIA, WA

David W. Cookson
CLAYTON, NC

Willard T. Couch
FELTON, DE

Robert D. Cox
ARCHIE, MO

Louis A. Despres
BISMARCK, ND

Rex M. Doll
SAINT JACOB, IL

Thomas N. Eckert
MARCY, NY

Lavonne H. Faulkinbury
SACRAMENTO, CA

Mark Glubczynski
AUSTIN, TX

Katherine W. Goodale
MADISON, AL

Ronald C. Greaves
MURFREESBORO, TN

Clifford L. Gustason
ALBUQUERQUE, NM

Herbert G. Hall
BELLEVUE, NE

Jack D. Hanson
ARLINGTON, VA

Emery D. Haydal
HAMMETT, ID

Thomas L. Hoepfl
MECHANICSVILLE, MD

Claude E. Hopper, Jr
CENTERVILLE, GA

Maurice A. Hudson
PICKERINGTON, OH

Marvin W. Jenkins
APPLE VALLEY, CA

Londalene H. Jones
RENO, NV

Junior H. Jordan
SAN ANTONIO, TX

Allen D. Judy
PARSONS, WV

Howard J. Kilroy
CHICAGO, IL

Jeanette Koleczek
MAIZE, KS

Kenneth L. Kruse
FREMONT, NE

Lorenzo P. LaBrosse
PINCONNING, MI

James E. Lambert
TEMPE, AZ

Thomas Loggins, Jr
EL RENO, OK

William D. Maddox
COLUMBUS, MS

Wilton C. Mauldin
GREENVILLE, SC

Laurence J. McCann
ROME, NY

John F. McKittrick
GREENVILLE, SC

Joe B. Miller
BOISE, ID

James E. Newberry
STATESVILLE, NC

➔ Please call (800) 638-0594, ext. 288, to report the death of an AFSA member and give final honors in the Final Fly-By.

Joseph H. Nix, Jr
HAMPTON, VA

Bobbie E. Nordin
SHALIMAR, FL

Reeves B. Osborne, Jr
GRUNDY, VA

Gene A. Parsons
CASA GRANDE, AZ

Larry A. Peters
DAYTON, OH

Armond A. Pousson
ALEXANDRIA, LA

Constance D. Pousson
ALEXANDRIA, LA

Ray E. Prestegard
CATHLAMET, WA

Adolphus S. Randle
WALDORF, MD

Albert Q. Reed
HEMET, CA

Donald L. Rhodes
RAYTOWN, MO

Harold F. Richardson
POULSBORO, WA

Nina C. Robinson
MELROSE, FL

Adolph Scolavino
ALBUQUERQUE, NM

James R. Sheridan
NORTH EAST, PA

Paul F. Skelley
DECATUR, IL

Howard D. Smith
SCOTTSBORO, AL

June A. Smith
MANASSAS, VA

John A. Stec
HASTINGS, NE

Bernard L. Sutton
COLORADO SPRINGS, CO

Richard N. Swanlund
BOTHELL, WA

Charles A. Taylor
PALMETTO, FL

Jack Taylor
ROYAL PALM BEACH, FL

Roland N. Taylor
SAN BERNARDINO, CA

Timothy F. Tice
SAINT FRANCIS, WI

Chester L. Volle
TUCSON, AZ

John B. Waymack
CABOT, AR

Rita C. Weathersby
MENDENHALL, MS

Glenn E. Weld
GAINESVILLE, GA

Ida A. Wood
MILNER, GA

2017 ANNUAL REPORT



AIRMEN MEMORIAL BUILDING

5211

A MESSAGE FROM AFSA HEADQUARTERS

Keith A. Reed, Executive Director

In keeping with our tradition, 2017 was anything but boring: It was filled with many challenges and great successes. I would like to recognize our outstanding Battle Buddies on the Headquarters staff who made unlimited possibilities possible: Mark, Morgan, Teresa, Johnathan, Michelle, Yolanda, Judy, Jammie, Jimmy, John, Sydney, Ashley, Juanita, Jen, Brenda, Andy and Fran, all of whom stepped up and showed true dedication and commitment to our great Association.

The International President, our Legislative Team and I spent many hours with the White House, Veterans Administration, DoD officials and with congressional members and their staffers discussing the many and varied issues affecting our members and their families. During these meetings and whenever afforded the time and/or opportunity, the AFSA made it very clear to all that when our government makes a promise, written or implied, that it should keep its promises by providing our members and their families with the benefits they were promised, just as we keep our promises to defend this Great Nation.

It is my honor to serve as your Executive Director. As the Headquarters staff and I continue to work closely as a team to accomplish our primary mission of improving the quality of the lives of you, our members and your families, we do so on the foundation laid in 1961. Moreover, on this solid foundation, we lead the Headquarters with a vision of how the AFSA will be—a leaner, more poised Association prepared for the 21st century.

By birth and upbringing, I'm a product of a time when gasoline was sold by the gallon, but by cents not dollars; when

the remote functions were performed by humans (i.e., the kids); when a "hog" and a "deuce and a quarter" were cars, not an animal or money; when coffee was instant and travel took forever; when "call waiting" and "three-way" meant something totally different. A time when there were only four television networks which, oh by the way, all ended broadcasting at midnight with the playing of the National Anthem. Growing up, we enjoyed the awesomeness of Pong by Atari. We felt that by placing the right "English" on the control that we could out serve our opponent.

Now, I stand on the shoulders of some outstanding leaders to lead the Air Force Sergeants Association International Headquarters into the 21st century. The AFSA stands at the threshold of unlimited opportunities. We are pushing forward to provide new and outstanding benefits and services to our members and their families—full membership to all who have served; partnership with The Enlisted Foundation; Veterans' disability claim assistance; financial readiness training; and professional development units during the AFSA's Professional Airmen's Conference.

CMSAF Wright said it best when he said "I would venture to say that this is the premier professional development opportunity in our Air Force for any enlisted Airman. ... Continue to attend events like the (AFSA PAC) and continue to make yourself a better Airman."

Through life experiences, I know that I alone cannot make all the necessary improvements or changes to move the AFSA into the 21st century—but TOGETHER WE CAN! Today, I'm pleased to announce the development of the "21st Century Members Council." If you love the AFSA as I do—as we all do—and you are willing to be "all in" to ensure that the AFSA is here for your kids and grandkids, join me and serve on the Council.

The 21CMC will consist of about 7 to 10 members. Selections will be announced during the Professional Airmen's Conference. Please send your contact information (name, cell phone, personal email) to 21CMC@hqafsa.org

The 21CMC's message to you is: Join -- Be a Part and Find Out!

Technology continues to be woven throughout our lives. Information is shared at lighting speeds from one corner of the globe to the next. Staying up to date with all the things that are important to you is generally a click away. To be able to meet this information demand, most communication is in a digital format. Our magazine is now in a digital format. This allows AFSA to reach even further than before and reinforces the message that AFSA is an organization that is looking to meet the needs of the 21st Century member. As we continue to explore additional ways to enhance the membership experience, we need to ensure that we can reach as many of our members as possible.

In 2017, Headquarters began encouraging our membership to update personal email addresses in the system. While we understand that it is easier for uniformed members to use their military email address, it is increasingly harder to have “outside” email delivered to military email addresses.

As we continue to improve IT functionality and maintain a forward-thinking process, you, our members, will always remain at the center of our focus. We strive to enhance your member experience and strengthen communication with you to deliver the message of AFSA.



COMMUNICATIONS AFSA Magazine

Communication, an informed membership and an active membership committee are keys to the success of an organization. AFSA fulfills these critical functions by distributing information through its AFSA Magazine, legislative bulletins, newsletters and through successful social media communications. Beginning with the 2017 Summer edition, AFSA Magazine is now available as an on-line publication only. Please add or update your personal email address in your AFSA membership information to ensure receipt.

AFSA MAGAZINE

The *AFSA Magazine* is AFSA’s premier publication and is used to inform members, congressional representatives, Department of Defense and Veterans Administration officials, and the public about the issues, topics, events and actions affecting Air Force enlisted members and their families. AFSA Magazine is the only magazine dedicated solely to Air Force Active Duty, Air National Guard and Air Force Reserve Command enlisted members—active duty, retired and veteran—and their families. AFSA Magazine reports on AFSA’s legislative efforts; Air Force, VA and DoD news; AFSA member activities; and other special features to let readers know what our Airmen, of yesterday and today, did and continue to do to keep our nation safe and ensure our democratic way of life.

The AFSA Magazine was published four times this past fiscal year. The 2016/17 winter edition, featured leadership advice from the former Chief Master Sergeants of the Air Force, Air Force Medical Services and Therapy Dog programs.

The Spring edition featured the 18th Chief Master Sergeant of the Air Force, Kaleth O. Wright and his focus on taking care of, and developing our Airmen, the 2016 AFSA Annual Report and our Heritage and History.

Our first *EMagazine*, the Summer edition highlighted the Air National Guard and their readiness to meet any challenge, our International Convention award recipients, and the “Eye on Washington” legislative news and updates from Capitol Hill, the VA and the DoD.

The fall AFSA Magazine provided an in depth overview of the International Convention programs, award honoree’s and the Servant Leadership theme. The Air Force Reserve history and critical mission for today’s national defense was highlighted as its cover story.



YOUR EXCLUSIVE MEMBER BENEFITS

Your AFSA leadership advocates, educates and legislates in Congress and with military and local leaders to keep you protected and up-to-date on issues, laws and regulations that strongly affect your earned benefits, services and family support.

Your membership gives you access to career and professional development resources, educational scholarships, local and global amenities; opportunities to join others to give back within your local military communities, plus Mission Partner discounts, rewards and membership perks.

We are pleased to provide you with the following Membership Benefit Guide and list of current membership benefits and services.

Membership is for Everyone

AFSA currently offers three membership categories for:

- **Active Membership:** U.S. Air Force enlisted (active, retired, or former U.S. Air Force enlisted of the AFAD/ AFRC/ ANG)
- **Family Membership:** family members of active members.
- **Associate Membership:** commissioned officers, Department of Air Force Civilians and Civil Air Patrol members, Mission Partners and Corporate Sponsors.

Give the gift of membership. Share the benefits of AFSA with Airmen, friends, family and co-workers. To join, renew or share a gift membership, visit www.hqafsa.org

Legislative Representation

Our legislative priorities are specifically focused on issues that affect the enlisted corps and their families. The AFSA Military & Government Relations

representative regularly meets with members of the United States Congress and United States Air Force senior leaders to advocate for fair and equitable benefits that matter to today's Airmen, Veterans and their families.

Our Legislative priorities include:

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

To view the complete AFSA Legislative Platform, visit www.hqafsa.org.

AFSA Communications and Subscriptions

Get connected now. Communication for an informed and active membership and legislative committee are key to the success of our organization. AFSA fulfills these critical functions by distributing information through the AFSA website and social media outlets, the *AFSA Magazine*, legislative bulletins, newsletters and other important and timely publications.

AFSA WEBSITE AND MEMBERSHIP PORTAL

Your first stop for AFSA membership and mission information is the AFSA website. Visit "About Us" for our history, objectives, leadership, division and





chapter locations. Select the “Member Log-In” tab to update your information, access the AFSA Chevron Store and more. www.hqafsa.org.

AFSA SOCIAL MEDIA | FACEBOOK, TWITTER, INSTAGRAM

We’re very social and you’re invited to join in to comment and share our posts and special membership information. facebook.com/AFSAHQ
Twitter & Instagram: @AFSAHQ

AFSA E-MAGAZINE

AFSA Magazine is AFSA’s premiere publication and is used to inform members, congressional representatives, Department of Defense and Veterans Administration officials, and the public about issues, topics, events and actions affecting the Total Air Force enlisted members and their families. Published quarterly, the *AFSA Magazine* is available as an online publication and is sent directly to members via email. To ensure delivery, a personal email of record (not .mil) is preferred. Visit the AFSA website, www.hqafsa.org, to update your contact information or subscribe via email to afsacomm@hqafsa.org.

AFSA E-NEWS, AFSA HEADLINE ROUNDUP, WASHINGTON REPORT AND AFSA LEGISLATIVE CALL TO ACTION ALERTS

These important eNewsletters provide headlines from a variety of news sources, inform members about AFSA legislative activity with elected officials, senior Air Force leaders, the Department of Veterans Affairs and other government leaders. Subscribe now by emailing to afsacomm@hqafsa.org.

LEGISLATIVE ACTION CENTER

AFSA’s Legislative Action Center is a hub of information about all things legislative. On this site, members can search for and communicate with their elected officials, sign up for action alerts, search for legislation by key word, and take part in the latest AFSA advocacy or survey campaigns. To subscribe, visit votervoice.net/AFSA/home

Educational Support: Scholarships

AFSA and the Airmen Memorial Foundation (AMF) joined together to conduct a scholarship program to financially assist the undergraduate studies of eligible dependent children of the enlisted Total Air Force members. AFSA, AMF (including the CMSAF Scholarship Program),

and AFSA International Auxiliary award scholarships valued from \$500 to \$3,000 to students attending an accredited academic institution. (See page 47.)

Educational Support & Professional Development

AFSA SCHOLARSHIPS & GRANT OPPORTUNITIES

Educational Support & Scholarships: Applications for the upcoming academic year are available between January 1 and March 31. Completed application packages with all required documents can be sent to AFSA Headquarters NLT March 31. After March 31, applications are ineligible for consideration.

800-638-0594 | <http://www.hqafsa.org/scholarships.html>

BELLEVUE UNIVERSITY \$1,000 AFSA MILITARY TUITION WAIVER

A Preferred AFSA Mission Learning Partner, Bellevue provides AFSA members with a \$1,000 Military Tuition Waiver, a Personalized Degree Plan, and will also waive the application fee for each student.

402-557-7632 | bellevue.edu/prospective-students/military/militarypartner

YOUR EXCLUSIVE MEMBER BENEFITS

COLUMBIA SOUTHERN UNIVERSITY

A Preferred AFSA Mission Learning Partner, and one of the nation's top online universities, CSU offers AFSA members a 10% tuition discount and will waive the application fee (\$25 value) through the learning partnership.

251-981-3771 | columbiasouthern.edu/tuition-financing/partnerships

EKNOWLEDGE FREE SAT & ACT COLLEGE TEST PREP PROGRAMS

The eKnowledge SAT/ACT Prep Project with AFSA enters its 13th year assisting students and families. A value of \$350 waived. Students pay only \$14.99 for the cost of streaming, student support, customer support, shipping, and materials.

951-256-4076 | eknowledge.com/allAccessLandingPage.php?coupon=292520F63C

FELA FINANCIAL EDUCATION PROGRAM/VALOR

FELA, Financial Education & Literacy Advisers (FELA) offers a complimentary, online financial education program known as Life Cents for VALOR for AFSA members and their families. Signing up is quick and easy, and you have the opportunity to win gift cards, books and more. Visit the website: valorusa.org

TRIDENT UNIVERSITY

A WASC-accredited, 100% online university, offers AFSA members and their families a 15% discount for bachelor's degrees and 27.5% for master's/MBA degrees under the military TA program. Trident will waive the application fee (\$75 value) and there is no cost for textbooks. 800-579-3197 | trident.edu

WALDORF COLLEGE

A Preferred AFSA Mission Learning Partner. Provides AFSA members and their

families with a 10% discount on Waldorf online degree tuition. In addition, you, your spouse and children qualify for a \$500, one-time scholarship towards first-year tuition costs.

877-267-2157 | waldorf.edu/about/partners

PROFESSIONAL DEVELOPMENT AT AFSA ANNUAL CONVENTIONS

The AFSA International Convention is held annually and is host to the Professional Airmen's Conference. Members and guests learn about issues affecting the U.S. Air Force and our national security. The Conferences feature educational forums, keynote speakers and program participants are chosen from from senior congressional, DoD and Air Force military leaders, educational centers, supporting joint services trainers, as well as Enlisted Leadership groups.

The 7 AFSA Divisions and 127 Chapters hold annual conferences at local levels to provide a wide range of educational, mentoring and professional development opportunities, community support and awards. The Annual Conferences and Convention are a great way to meet, greet, network and celebrate with your peers.

Become an active member within your local Chapter and Division to learn about upcoming Conference dates, enroll in our social media and watch our website for the International Convention, its location and registration information. www.hqafsa.org

To ensure delivery of important AFSA membership information, please share/register your PERSONAL EMAIL ADDRESS (not.mil) within your membership contact information.





"Resources" tab to download a copy of the insurance certificate.

LEGAL SERVICES - LEGALSHIELD

Prepaid legal services plan that includes access to your credit report (or consumer credit disclosure), consultations, expert restoration and more. No matter how traumatic, no matter how trivial—whatever your situation, we are here to help.

866-288-5229 | legalsshield.com

Home and Auto

AUTO BUYING PROGRAM - THE VETS-CARS GROUP

We help Veterans buy cars. The Vets-Cars Group is a Veteran-owned and -operated company dedicated to providing AFSA members and their families with a respectful and superior automobile purchase and ownership experience.

405-355-8387 | vetscars.com

HOME & AUTO INSURANCE - USAA

Protect what's important to you with affordable insurance from USAA. As an AFSA Mission Partner, USAA offers top-rated coverage at low rates.

877-499-2372 | usaa.com

HOME BUYING/SELLING - THE TAYLOR MADE TEAM AT KELLER WILLIAMS PREFERRED PROPERTIES

A team of seasoned real estate professionals dedicated to providing AFSA members and their families with exceptional, personalized service throughout the entire buying and selling process. Upon request, will provide a free consultation and a dedicated realtor in each state.

800-741-1642 | taylormadeteamdmv.com/afsa/

Employment and Job Placement Assistance

AFJROTC EMPLOYMENT OPPORTUNITIES

Interested in becoming an AFJROTC Instructor? Employment opportunities for recently retired or retiring Air Force members.

866-235-7682 | airuniversity.af.mil

MILITARY SPOUSE EMPLOYMENT PARTNERSHIP

AFSA member spouses can connect for targeted recruitment, employment and educational solutions. msepjobs.militaryonesource.mil

EASTER SEALS - VETERAN STAFFING NETWORK PARTNERSHIP

Provides supportive services to prepare veterans and their spouses to become job ready. veteranstaffingnetwork.org

Finance and Insurance

CREDIT CARDS - AFSA USAA REWARDS VISA SIGNATURE CREDIT CARD.

An AFSA Mission Partner. Get the card that supports the Air Force Sergeants

Association (AFSA) and helps AFSA's mission to advocate improved quality of life and economic fairness for Air Force enlisted members and their families.

877-499-2372 | usaa.com/afsavisa

IDENTITY THEFT - INFOARMOR'S PRIVACYARMOR

Start monitoring and protecting your identity. InfoArmor uncovers identity fraud at the source to detect more fraud sooner, including unauthorized account access, fund transfers, and password resets. Receive a free instant quote or enroll online.

800-789-2720 | orders.infoarmor.com

INSURANCE - MERCER CONSUMER

Health, Life, Dental, Cancer, Long-term Care, Travel and Pet Insurance. An AFSA Mission Partner, Mercer offers a variety of insurance options to fit you and your families' needs.

800-882-5541 | afsainsurance.com

INSURANCE - ACCIDENTAL DEATH & DISMEMBERMENT

Your AFSA membership entitles you to a FREE \$1,000 Accidental Death and Dismemberment Insurance Certificate. Please visit the AFSA website at hqafsa.org (Member login) under the

YOUR EXCLUSIVE MEMBER BENEFITS

FAMILY SUPPORT DISCOUNT PRESCRIPTION CARD

AFSA members and their families will save an average of 20% on prescription drugs not covered by insurance and as much as 50% on select generic medication when ordering by mail.

800-882-5541 | www.afsainsurance.com

TRAGEDY ASSISTANCE PROGRAM FOR SURVIVORS (TAPS) PARTNERSHIP

TAPS offers compassionate care to all those grieving the loss of a military loved one. We are proud of our AFSA/TAPS Mission Partnership and encourage our members to contact TAPS when in need.

800-959-8277 | www.taps.org

Shopping Discounts

APPLE SYSTEMS

AFSA members and their families can save anywhere from \$20 to \$200 on MacBook, MacBook Air, MacBook Pro, iMac, Mac Pro, Mac mini, iPad, iPad Pro and iPad mini. Be sure to request your AFSA member discount when calling Apple.

877-377-6362 | [apple.com/
us_epp_248960/shop](http://apple.com/us_epp_248960/shop)

AZIGO CASH-BACK ONLINE SHOPPING MALL

AFSA members and their families can earn lots of cash back for shopping at your favorite stores such as Kohl's, Target, Nordstrom, Zappos, Sephora and more. Shop and earn cash today! [afsa.
partnersmall.com/customPage/0/home](http://afsa.partnersmall.com/customPage/0/home)

DELL COMPUTERS

AFSA members and their families can save on select Dell products.

800-695-8133 | dell.com/afsa

FLOWERS FROM FTD

AFSA members and their families save 20% on floral and gift purchases.

800-736-3383 | ftd.com/ufs20/

(use promo code 4578)

Subscriptions - Military News

AIR FORCE TIMES

Subscribe to the *Air Force Times* at the price of \$39.95 for 52 issues. With this exclusive offer, you'll save 76% off the newsstand price. As an AFSA Mission Partner, the *Air Force Times* will also donate \$5 to AFSA for every paid subscription.

800-368-5718 | [offers.airforcetimes.
com/afsa/](http://offers.airforcetimes.com/afsa/)





Travel, Hotel and Car Rental Discounts

GREAT WOLF LODGE

AFSA members get 20% off Great Wolf Lodge's best available rates! Clear your calendar, pack your swimsuit, and head to any of Great Wolf Lodge's eleven Resorts.

800-905-9653 | greatwolf.com/

(use promo code AIRF207A)

HOTEL DISCOUNT PROGRAM

AFSA members and their families can receive savings that exceed 50% and average 10-20% below-market on all hotels around the world.

800-892-2136 | travel.localhospitality.com/afsa/travel-afsa.html

**(use pass code "AFSA2"
[upper case])**

ENTERPRISE RENTAL CAR

AFSA members and their families can receive discounts from Enterprise/ National and Hertz. In most cases, rates are lower than those available with a government ID card.

800-261-7331 | legacy.enterprise.com/car_rental/deeplinkmap.do?bid=028&refId=AIRFCST

(use promo code NA16w01)

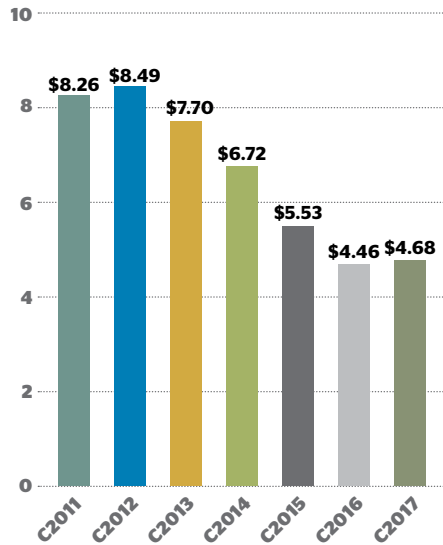
HERTZ RENTAL CAR

AFSA members and their families can receive discounts from Enterprise/ National and Hertz. In most cases, rates are lower than those available with a government ID card.

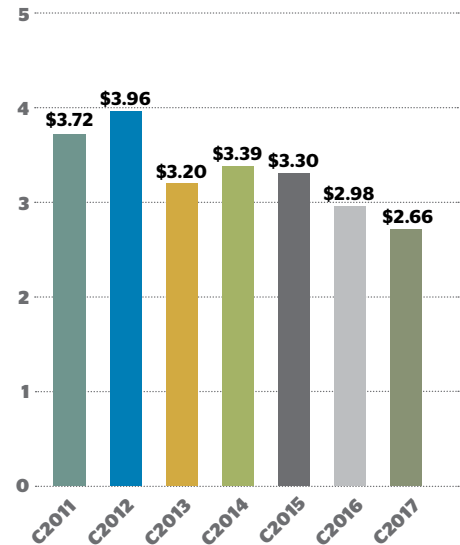
800-654-6511 | hertz.com

(use promo code 10635)

COMBINED ASSETS
(in millions)

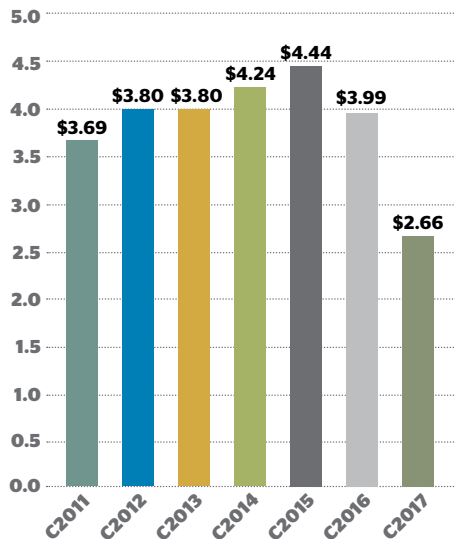


COMBINED REVENUE
(in millions)

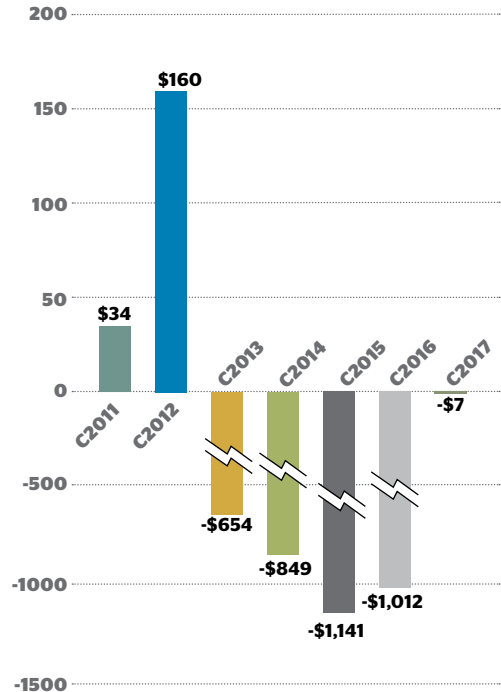


- The C2011-C2012 figures represent an accounting year beginning January and ending December.
- The Air Force Sergeants Association has implemented a new accounting period effective January 2011.
- In Combined Net Income, negative values not to scale.

COMBINED EXPENSES
(in millions)



COMBINED NET INCOME
(in thousands)



“Taking care of our own” is not just a slogan with AFSA members; it is a core value. AFSA members “take care of their own” by participating in the AFSA International Charities Programs. The charities consist of programs to which members and non-members can donate funds to help enhance the quality of life for enlisted Airmen and their families and to maintain the Airmen Memorial Building that stands as a tribute to Airmen of yesterday, today and tomorrow. Below is a synopsis of the programs.

AFSA SCHOLARSHIP PROGRAM

The AFSA has distributed over \$879,100 dollars in scholarships. Air Force dependent children pursuing undergraduate degrees are eligible for scholarships. Each person pursuing a scholarship must have a valid sponsor. Sponsors must be enlisted members currently serving (active duty, Air National Guard or Reserve), retired, or a Veteran of the Air Force. The scholarships awarded are from \$1,000 to \$2,500 to students attending an accredited academic institution. The amount and total number of scholarships awarded are dependent upon funds available. In addition, AFSA conducts a program to financially help members with a valid need of assistance to enhance their income potential through formal education and/or training. The AEG program is designed for members to obtain effective education and/ or training to acquire improved marketable skills.



AIRMEN MEMORIAL FOUNDATION

Founded in 1983, the Airmen Memorial Foundation (AMF) is a not-for-profit charitable and educational assistance

organization. The organization provides funds for worthy causes such as scholarships to enlisted Airmen’s children younger than 24 years of age. Of special note, the AMF also manages, at no cost, other scholarship programs such as the Chief Master Sergeants of the Air Force Scholarship program. To date, the AMF and its managed funds has awarded over 864 scholarships, totaling over \$1 million.

THE AIRMEN MEMORIAL BUILDING FUND

Built by AFSA members, the Airmen Memorial Building (AMB) is so named to represent and stand as a

living monument to not one, but to all enlisted Airmen. The AMB houses the Air Force Sergeants Association International Headquarters, The Enlisted Foundation and the Airmen Memorial Foundation. DC Office. Donations help ensure this enlisted memorial is maintained and operated in a manner in which all Airmen can be proud.

THE ENLISTED FOUNDATION

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 quality of the lives of enlisted members servicing in the armed forces.



The Air Force Sergeants Association founded the Airmen Memorial Foundation (AMF) in 1983. What started as a museum activity evolved into the Airmen Memorial Museum (AMM) and was incorporated as a stand-alone entity in 1988. The AMF then became a leader in philanthropic and educational endeavors focusing on current and former enlisted Air Force Active Duty (AFAD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) members' dependent children.

In December 2017, approval continued for AMF participation in the fall 2018 Combined Federal Campaign. This was the AMF's 35th year as the only all-enlisted-focused charity (#10517) in the national charity drive. Funds derived from this participation will support the Foundation's extensive educational activities. In CY 2017, the AMF provided administrative and financial

management services to the two educational funds listed below.

1. The Chief Master Sergeants of the Air Force (CMSAF) Scholarship Fund,

which provides scholarships to active-duty and retired AFAD, AFRC and ANG enlisted members' dependent children. In CY 2017, the CMSAFs Scholarship Committee Chaired by CMSAF #8

Sam Parish, selected 11 AFAD, ANG, and AFRC dependent children to receive scholarships totaling \$16,500. These academic-excellence scholarships brought the 30-year CMSAF program's cumulative total to 292 grants worth \$416,500. Among the major contributors to this worthwhile program are the worldwide military conferences, the graduating classes of the Senior NCO Academy, other enlisted Professional Military Education organizations and groups where one of the former CMSAFs conducted speaking engagements around the world.

The 2017 Chief Master Sergeants of the Air Force Scholarship Program awarded 11 totaling \$16,500. The top scholarship—The CMSAF Paul W. Airey Memorial Scholarship—goes to Tristan W. Boling. She will continue her education at The University of Alabama At Birmingham.

\$3,500 CMSAF Paul W. Airey Memorial Scholarship Sponsored by GEICO®
Tristan W. Boling

\$2,500 CMSAF Scholarship
Elizabeth Granlundi

\$2,000 CMSAF Scholarship
Leonia M. Hunt

\$1,500 CMSAF Scholarship
Jordan Alyssa DuBose

\$1,000 CMSAF Scholarship
Michael Thomas Sheehan

\$1,000 CMSAF Scholarship
Meredith Nicole Phillips

\$1,000 CMSAF Scholarship
Christine Mariah Fisher

\$1,000 CMSAF Scholarship
Jeffrey Michael Richardson

\$1,000 CMSAF Scholarship
Anne Elizabeth Hobby

\$1,000 CMSAF Scholarship
Bethany Layne Lovell

\$1,000 CMSAF Scholarship
Brandon Michael Lundmark





2. The Airmen Memorial Scholarship Fund.

The CY 2017 AMF Scholarship Committee met in June 2017 and selected 24 AFAD, ANG, and AFRC enlisted members' dependent children for awards totaling \$33,500. The Veterans United Home Loans Academic Excellence Scholarship was the top scholarship at \$3,000. The Julene Howard Memorial Scholarship and Richard Howard Scholarship, established by CMSgt (Ret.) Richard Howard, The Sharon Piccoli Memorial Scholarship, established by AFSA Past President Geno Piccoli; and the Sergeant James R. Seal Scholarship, established by Mrs. Emma Seal were the top "named" awards at \$2,000 each. In addition, the AMF awarded additional sponsored scholarships: five \$1,000 scholarships

sponsored by the United Services Automobile Association (USAA), five \$1,000 scholarship sponsored by the Government Employees Insurance Company (GEICO), five \$1,000 scholarship sponsored by the First Federal Bank of Kansas City, one \$2,000 Academic Excellence Scholarship, and two \$1500 Academic Excellence Scholarships. These scholarships brought the total AFM scholarship awards to 607 worth \$733,500.

AMF Scholars

The 2017 AMF Scholarship Program awarded 24 scholarships totaling \$33,500. Without the support of the gracious donors and sponsors, the AMF would be unable to grant the number of scholarships provided to deserving recipients each year.

\$3,000 Veterans United Home Loans Academic Excellence Scholarship

Abigail Marie Leonard

\$2,500 Academic Excellence Scholarship

Taylor M. Spann

\$2,000 Richard Howard Scholarship

Heather C. Sulier

\$2,000 Julene Howard Memorial Scholarship

Emily Noel Wright

\$2,000 Sharon Piccoli Memorial Scholarship

Brandi Ann Walker

\$2,000 Sgt James R. Seal Memorial Scholarship

Carissa Dee Ann Rodriguez Eckle

\$2,000 Academic Excellence Scholarships

Destiny Brikayla Riddle

\$1,500 Academic Excellence Scholarships

1. Mya Maribelle Vigils
2. Savannah Danielle Perdue

\$1,000 USAA Scholarship

1. Tayanna A. Todd
2. Brandon Javier Villanueva
3. Garrett William Scott Scheel
4. Andie Marie Bolton
5. Joshua Randall Smith

\$1,000 GEICO Scholarship

1. Jesse M. Onken
2. JoHanna Nicole Haiduk
3. Kacey Marie Dwyer
4. Alexandra Q. Dawson
5. Erin Page Rowcliff

\$1,000 First Federal Bank of Kansas City Academic Excellence Scholarships

1. Wyatt Anthony Gardner
2. Josephine Inez Hall
3. Danielle Elizabeth Lyons
4. Rafael Armando Cancino
5. Taylor Marie Valliere

AFSA LEADERSHIP 2017 International Executive Council



President,
CMSgt (Ret.)
Jeffrey Ledoux



Vice President,
CMSgt (Ret.)
Jeff Foreman



Senior Advisor,
CMSgt (Ret.)
Daniel C. Yeomans



Executive Director
and Secretary
Msgt (Ret) Keith Reed



USAF Uniformed
Service Trustee,
MSgt Terry Namkung



Trustee, Retired/
Veterans Affairs,
SMSgt (Ret.) Dale
Lutzen



Trustee,
Family Matters
Patricia Dalzell

2017 Division Presidents



Div. 1. SMSgt (Ret.)
Frank Bearse



Div. 2. SMSgt (Ret.)
Colin Gates



Div. 3. SMSgt (Ret.)
Steven Zalesky



Div. 4. SMSgt (Ret.)
James Crissinger



Div. 5. MSgt Trey Horn



Div. 6. CMSgt (Ret.)
Kerry Wright



Div. 7. SMSgt
Michael Shelly

PAST PRESIDENTS



L to R: Benny McGehee (1961-1964), Earl Lehman (1964-1965), Elmer Andrews (1965-1968), Leon Donnelly (1968-1969), Robert Long (1969-1970), John Concannon (1970-1971), Jose Rodriguez (1971-1974) and Mike Hammer (1974-1976)



L to R: John Paul May (1976-1978), Walter Scott (1978-1980), Lewis Spence (1980-1982), John Hodson (1982-1984), Charles Bryant (1984-1985), John McBrien (1985-1988), Geno Piccoli (1988-1991) and Victor Bartholomew (1991-1992)



L to R: Donald Gammon (1992-1994), Claude Klobus (1994-1997), Steven Norberg (1997-2000), Michael Parente (2000-2003), Joseph Kuchera (2003-2005), John R. McCauslin (2005-2009), Michael R. Carton (2009-2009) Jeffrey E. Ledoux (2009-2012) and Daniel C. Yeomans (2012-2016)



AUXILIARY PAST PRESIDENTS

L to R: Mary Hohman (1973-1974), Barbara Avery (1974-1976), Audrey Andrews (1976-1979), Jacqueline Hopkins (1979-1981), Willa Hyde (1981-1984), Phyllis Bartholomew (1984-1986), Gloria Pinksaw (1986-1988) and Shirley Mello (1988-1991)



L to R: Peggy Stala (1991-1993), LaRene Paul (1993-1994), Barbara Beichler (1994-1997), Elaine Warner (1997-2000), Kathryn Oden (2000-2003), Carolyn Whitsell (2003-2007), Carol Ruholl (2007-2008) and Marie McDowell (2008-2011)



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Whether on duty, on vacation or just running errands, an accident can happen at any time—and the lives of those closest to you could be left in financial hardship.

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You can help your family be prepared for a sudden and unexpected loss by selecting the Principal Sum that best meets your financial needs: \$250,000, \$150,000 or \$100,000.

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- **Guaranteed acceptance.** As an eligible member, you cannot be turned down, regardless of health conditions.
- **Benefits for military air travel** up to \$150,000.
- **Additional benefits paid** for common carrier, common disaster, and use of seat belt and airbag.
- **Additional benefits paid** to help cover expenses such as education, rehabilitation, elderly care and more.
- **Competitive rates** negotiated by AFSA.

To learn more about how the AFSA-sponsored AD&D Insurance Plan can help you[†], call **1-800-882-5541** or visit www.afsainsurance.com

Request Number 081742-1-1-1



[†]Information includes costs, exclusions, eligibility, renewability, limitations and terms of coverage. Coverage is not available in some states.

Underwritten by New York Life Insurance Company, 51 Madison Avenue, New York, NY 10010 on Policy Form GMR

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