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MAGAZINE

SPRING
2020

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AIR FORCE MATERIEL COMMAND MONTAGE

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AFSA

-- AFSA IS QUALITY OF LIFE --
THROUGH ADVOCACY AND EDUCATION FOR
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FAIRNESS TO SUPPORT THE WELL-BEING
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Through its many programs and worldwide chapters, AFSA also reaches out to bases and communities to help those in need and to raise awareness of the sacrifices, concerns and contributions of the men and women and their families who serve.

AFSA MEMBERSHIP

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

AIRMEN MEMORIAL FOUNDATION (AMF)

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

https://members.hqafsa.org/Members_AFSA/Donate/Members_AFSA/Fundraising/AFSA_Ways_to_Give.aspx

THE ENLISTED FOUNDATION (TEF)

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

Donate to the enlisted foundation here.
https://members.hqafsa.org/Members_AFSA/Fundraising/TEF_Give_Now.aspx

EDITORIAL STATEMENT

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

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

ON 1 NOVEMBER,
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ARGUABLY THE
SINGLE GREATEST
MEMBERSHIP INCENTIVE,
A ONE COURSE COLLEGE
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FOR THE LOW COST
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PRESIDENT'S COMMENTARY

COVID-19

As I write this article, our nation and citizens, around the world, are in the throes of an epic health pandemic. The Novel Coronavirus is anything but novel or funny or new. The term “Novel,” in the medical context, just means it is a new virus variation from within an existing family of viruses. For the most part, we are isolated in our homes awaiting the all clear to return our lives back to our sense of normal. We get daily, if not hourly, updates as well as new and vital instructions on the best approach to defeating this virus. Since my return from our AFSA Spring Meeting at AFSA HQ, I have followed my family, neighbors, friends, and AFSA Chapters and their members on Facebook. I noticed many chapters still doing what they can, within the established protocols, to help our communities. Three things come to mind as I read and follow what chapters, members, friends and family post on Facebook. First, we are taking this crisis seriously and doing all within our individual and collective powers to remain positive and help where and when possible. Second, as inconvenient as “social distancing” and other lifestyle restrictions are, I see and sense a positive attitude and disposition. I chuckle at individuals heightened sense of humor to lighten the load. My thanks to those who help us laugh and get through each day. You are an inspiration. I have read numerous posts on Facebook on how members are staying engaged. As impactful as this pandemic is on our daily lives, you are staying engaged and connected. Thirdly, I am proud of the continued outward display of Airmanship and leadership by our Air Force. It makes me proud to be a member of the greatest military organization on planet Earth. Our heartfelt thanks to CSAF General Goldfein and CMSAF Wright for your continued leadership. COVID-19 may have us down for the moment, but we are never out. I am proud of each of you for doing your very best for your family and your community.

2020 MID YEAR MEETING

The week of 8-14 March 2020 was an exceptional experience for your AFSA Executive Council. We convened to discuss the association's business and the future. More importantly, it provided additional leadership opportunities for some council members. The first opportunity was AFSA's leadership orientation. The orientation is designed to outline and explain each AFSA Directorate's business and operational aspects and how they interact to complete the AFSA mission. The orientation exposes each new Executive Council member to the internal aspects of Military and Government Relations, Member and Field, Business Operations, Accounting and Finance, and Human Resources. Your leadership team received individualized briefings thereby gaining a greater understanding of AFSA's internal operations. The second opportunity had these AFSA leaders visiting with congressional leaders on Capitol Hill as well as obligatory photo opportunities. These visits were led by Legislative Chairman, Dr. Jim Crissinger and Mr. Matthew Schwartzman. This generation of AFSA leaders, the leaders of tomorrow's AFSA, now have a greater appreciation and deeper understanding of what your Legislative Team and Committee accomplish on our behalf.

2020 PROFESSIONAL AIRMEN'S CONFERENCE

NEWS FLASH The 2020 PAC is still on schedule. Your Executive Director continues to work all the numerous details for our 2020 Professional Airmen's Conference and

and Professional Education and Development Symposium in Reno NV in August. He is currently working the myriad of details to ensure everyone attending has a most enjoyable, memorable and educational experience. You will receive updated information as it become available. If you are considering attending, I am asking each of you to call and make your hotel reservations now. If for any reason you need to cancel, you may do that up to 48 hours prior to the PAC convening. I am looking forward to seeing each of you in Reno.

MEMBERSHIP & OUTREACH

For the past two years, and even for a much longer period, AFSA's leaders have emphasized the concept of "Outreach" as the chapter's vehicle to expand and grow locally. We have also stressed, for many years, the need for increased recruiting and retention of members. I echo and fully support the mantra of a very dedicated and focused AFSA leader that "Membership is Local." You must expand your chapter outreach efforts with any and every organization which embraces our mission, vision, and focus. That means meeting and talking with commanders and senior enlisted leaders at every level. It also includes all base private organization and your off-base organizations who support the association's goals and aims. I am asking each chapter leadership and membership team to review your "local membership message." Your individual messages should be laser focused. That is focused on what your chapter does to support the base and local community. Individuals want to join organizations, and they will join if they know what you offer, and it fits into their individual interests. Local chapter successes are the corner stone for enhancing your recruiting and retention of Airmen and their family members. Legislative successes are important, but are they the most important aspect of your chapter's successes? Airmen of today want to see tangible efforts and results and your chapter must demonstrate tangible efforts and results. This is just another viewpoint and technique for expanding and promoting AFSA and your chapter. It is also an opportunity for your chapter to grow and develop our Airmen into strong Air Force and AFSA leaders early in their careers.

MEMBERSHIP AUTO-PAY

Your AFSA Headquarters, in concert with the leadership is moving forward with the Auto Pay option you requested at the 2019 PAC. We have obtained the vendor and our team is identifying and accomplishing the behind the scenes work which must be completed for this membership payment option to work properly and accurately. You will receive an update in Reno on the project status and when we expect to field this membership option. More to follow soon.

WHAT WE HAVE LEARNED

We have been under some form of "Stay at Home" order for between 4 to 8 weeks and the end I hope is in sight. However, we must be judicious in our actions. So, what have you and I learned or had reinforced from social distancing and other safety measures? I can see two points very clearly. First, the indomitable American spirit is as strong as ever. It will take more than a virus to keep us down. Second, our Core Value of Service Before Self is just as strong as ever and you can see it all over social media. For me I now know how the following products are made: fortune cookies, saltine crackers, fencing mask face guards, dry erase boards, gas grills and gas fireplaces, centrifugal gyroscopes as well as a whole myriad of other important products. I also seem to spend an inordinate amount of time with my Kindle. Aside from all of this, I see the American Spirit is very much alive and center stage, stronger than ever, despite the toilet paper hoarding issues. You read about restaurants cooking meals to feed children who rely on their school food programs for balanced meals. I read about AFSA members offering to help families who may need assistance with groceries, and you know who you are. Thank you for your generosity and selflessness. I read and listen to Air Force enlisted leaders providing learning opportunities such as the Quarantine University. Thank you, Chief Jones, for your leadership. I have another retired friend who is contemplating a leadership POD cast, but there appeared to be some serious push back from his Commander in Chief. I want to very publicly thank CMSAF#5 Gaylor for his insightful Facebook videos. As he stated, he likes to talk, and we have all listened to him for decades. He is, in my opinion, a rare, unique, and treasured storyteller. His remarks are always insightful, educational, humorous, and leaves the audience wanting more. Chief, thank you for helping each of us through these trying times. Finally, A dear friend of mine posted on Facebook a simple but pointed answer to this headline. She stated that parents are home with their kids. Families are experiencing each other. Gas is cheaper, the air is cleaner, and the world, for the most part is much quieter. She ended her post with this: We now have time to stop and smell the roses and we should each take a moment and give thanks to our Creator for all our blessings and gifts. Let's not squander what we have learned and experienced over the past few months.



Michael R. Carton
AFSA International President



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More information about education benefits offered by VA is available at the official U.S. government website at www.benefitsva.gov. Paid ad. No federal endorsement of advertiser(s) intended. Any reference to U.S. Department of Defense (DoD) personnel, products or services does not constitute or imply endorsement by the DoD.

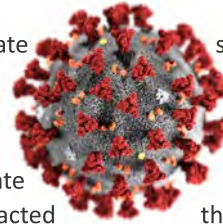


EYE ON WASHINGTON

COVID-19 RESPONSE UPDATE

On Wednesday, March 11, the World Health Organization (WHO) took decisive action when it declared the rapidly spreading COVID-19 a pandemic. This declaration was a formal acknowledgment that the coronavirus was likely to spread throughout every single country on the globe. With no clear end in sight, this unprecedented tragedy has uprooted the day-to-day lives of virtually every American citizen, has forced millions of individuals out of work, and has taken the lives of over 300,000 people worldwide.

In response, policymakers in the public and private sectors have implemented a wide array of social distancing regulations that seek to stop the rapid spread of the virus. These regulations have forced many agents nationwide to implement responsive standard operating procedures that accommodate the immediate health needs of those who have presently contracted the virus or may potentially be exposed to the virus in the near to distant future.



In short, representatives of Congress and their staffs have self-quarantined, commanders have limited beneficiary access to medical treatment facilities (MTF's) and on-base pharmacies, and the VA has announced “fourth mission” actions to provide services to the nation based on requests from the States.

The first segment of this edition of AFSA's “Eye on Washington” will serve as a primary resource to summarize the responses taken by important actors encompassed within the mission of our Military and Government Department and secondarily help readers navigate the unsettling COVID-19 storm that has swept the world off its feet.

COVID-19 and the VA

In response to the spread of COVID-19, the VA has implemented several alternative public health practices to care for Veterans, their families, health care providers, and staff. On March 27, the VA made its COVID-19 Response Plan publicly available.

In short, the VA encourages veterans with symptoms such as a fever, cough, or shortness of breath to immediately contact their local VA facility before visiting. For routine appointments, the VA urges care recipients to use telehealth services or cancel/reschedule your in-person appointment(s) for a later date. It is important to note that if you have a non-urgent elective procedure scheduled, VA may contact you to cancel or reschedule for a later date. However, urgent and emergent procedures will continue uninterrupted and as scheduled.

To change your in-person appointment to a telehealth visit, please use the VA appointments tool by clicking [here. https://www.va.gov/health-care/schedule-view-va-appointments/](https://www.va.gov/health-care/schedule-view-va-appointments/)



Once your provider schedules a telehealth appointment, you will receive a “VA Video Connect Link” or another approved video meeting tool. To learn more about VA’s Video Connect Link, please click [here](#).
<https://www.mobile.va.gov/app/va-video-connect>

To view the VA’s COVID-19 Response Plan in its entirety, please click [here](#).
https://www.va.gov/opa/docs/VHA_COVID_19_03232020_vF_1.pdf

For a complete list of VA COVID-19 frequently asked questions and answers, please click [here](#).
<https://www.va.gov/coronavirus-veteran-frequently-asked-questions/>

As of the date of this submission, the VA has administered nearly 70,000 tests COVID-19 tests nationwide. As of April 15, 4,468 veterans have tested positive for the virus. Tragically, 272 veterans have passed too soon.

In a joint conference call with members of AFSA’s legislative team and representatives from allying MSO’s and VSO’s on April 1, VA Secretary Robert Wilkie echoed that as long as this crisis persists, the VA’s number one priority is to put Veterans first; and, that the VA would only act on its national mission when they feel as if Veterans have been adequately taken care of in those regions.

Just two weeks later, on April 14, the VA announced several actions it had taken to help all Americans during the COVID-19 outbreak via the execution of its national mission, commonly referred to as the “fourth mission”. In short, the VA has decided to:

1. Make 1,500 beds available for the Federal Emergency Management Agency (FEMA) to provide a combination of acute care and intensive care beds for non-Veteran patients
2. Care for dozens of non-Veteran patients pursuant to requests from FEMA
3. Care for people in nursing homes who are especially vulnerable to COVID-19 due to age or pre-existing medical conditions

To learn more about the VA’s efforts to fulfill its “fourth mission”, please click [here](#).
<https://www.va.gov/opa/pressrel/pressrelease.cfm?id=5420>

COVID-19 and CONGRESS

On Friday, March 27, President Trump signed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) into law.



Credit: Alex Edelman Getty Images

This bill provides nearly \$340 billion in COVID-19 emergency funding, mandates that all COVID-19 diagnostic testing be covered by private insurance plans without cost-sharing, provides permanent liability protection for manufacturers of personal protective equipment such as masks and ventilators, creates a temporary Pandemic Unemployment Assistance Program to provide payments to those not traditionally eligible for unemployment benefits, and provides recovery rebate checks totaling up to \$1,200 for individual U.S. residents and \$2,400 for married joint filers.

Subsequent to the enactment of the CARES Act, the Internal Revenue Service (IRS) updated its website to provide all the necessary details to assist you in getting your Economic Impact Payment as soon as possible. To view this extremely valuable resource, please click here.

At its core, the CARES Act was the third phase of an extensive collaborative effort between members of Congress, the White House, and various departments and agencies to provide immediate relief to American citizens and sustained support to American businesses.

“Phase 1” provided an initial \$8.3 billion in emergency funding for federal agencies to respond to the outbreak. “Phase 2” responded to the outbreak by providing paid sick leave, increasing Medicaid funding, expanding food assistance and unemployment benefits, and fully subsidizing COVID-19 testing.

To view the provisions of Phase 1, cited as the Coronavirus Preparedness and Response Supplemental Appropriations Act of 2020, please click here.

To view Phase 2, cited as the Families First Coronavirus Response Act, please click here.

To enter into greater detail as it pertains to COVID-19 testing (as mentioned in part above with Phase 2), the Assistant Secretary of Defense for Health Affairs, Mr. Thomas McCaffery, signed an exception order to waive TRICARE

copays for FDA approved COVID-19 testing to comply with the Families First Coronavirus Response Act.

Beneficiaries required to pay a copay for prescribed COVID-19 testing will be able to file a reimbursement claim, retroactive to March 18, 2020; the date of the law's signature. However, it is important to note that this law DOES NOT waive TRICARE copayments and cost-shares that may be associated with treatments for COVID-19.

COVID-19 and the DEFENSE HEALTH AGENCY (DHA)

On March 30, DHA issued common guidance to all MTF commanders regarding the curtailing of pharmaceutical services at MTF's nationwide.

In an effort to “maintain patient and personnel safety”, MTF commanders have been authorized to limit pharmacy services as deemed necessary. For many, this may include:

1. Alternative pickup options
2. The temporary transfer of non-enrolled, non-active duty service members (ADSM's) and/or non-active duty family members to home delivery or retail
3. The temporary closure of a military pharmacy

Despite these untimely inconveniences, TRICARE beneficiaries have several options available to ensure continued access to needed medications.

Your Pharmacy Options

According to TRICARE, the best option during this time is to switch your prescriptions to home delivery. While copayments will apply, you can get up to a 90-day supply of most medications. If you have a medication supply of fourteen days or less, TRICARE suggests you switch to a retail network pharmacy.

What can you do?

- Call your MTF pharmacy refill line to check for changes to service offerings, closures, and resumptions of services. For more information, please click [here](#).
- Call ExpressScripts at 877-363-1303 or visit www.militaryrx.express-scripts.com/home-delivery to switch your prescription to Home Delivery.
- Call your retail network pharmacy and ask them to call your MTF to transfer your medication or your provider for a new prescription.

- If you aren't already aware, you can find a retail network pharmacy by visiting www.militaryrx.express-scripts.com/find-pharmacy
- If you don't have any refills remaining, call your provider to send a new prescription to either the ExpressScripts TRICARE Pharmacy Home Delivery or your network pharmacy.
- To determine your medication coverage and copayments, please visit www.express-scripts.com/tform

For the most up-to-date information on COVID-19 policy updates from MHS, please subscribe to our [Military and Government Briefs \(M&G-B for short\)](#) <https://www.voterveice.net/AFSA/home> or visit the official website of the Military Health System [here](#). <https://health.mil/Military-Health-Topics/Combat-Support/Public-Health/Coronavirus>

DOD UNVEILS PLANS TO “RIGHT-SIZE” MILITARY TREATMENT FACILITIES

On Wednesday, February 19, DOD upheld its statutory obligation (as mandated in Section 703(D) of the FY2017 NDAA) to submit a report to the Congressional Defense Committees summarizing the decision to “align Military Treatment Facilities to increase the readiness of our operational and medical forces”.

In short, DOD conducted a relatively extensive screening of 343 Military Treatment Facilities nationwide; whereby 77 were determined to require “further assessment”, 50 were determined to require some level of “restructuring”, 21 were determined to not require any changes, and 6 were deferred for “further review”.

Per the report, it is approximated that 84,000 active duty family members and 110,000 military retiree beneficiaries will be impacted by these downsizing proposals; as beneficiaries who now receive care at these facilities will be shifted over time to TRICARE's civilian network.

However, to allow the military services and the DHA to focus efforts on the COVID-19 response, the Deputy Secretary of Defense, David Norquist, has approved a 90-day pause in these rightsizing activities.





Our legislative team has developed an exclusive in-depth summary discussing the findings of this report in greater detail. To see how you and your MTF will be affected, please view the AFSA 2020 Policy Summary: Military Medical Treatment Facility Realignment [here.](https://www.hqafsa.org/uploads/3/8/9/1/38911523/afsa_mtf_summary.pdf) https://www.hqafsa.org/uploads/3/8/9/1/38911523/afsa_mtf_summary.pdf



VA PROPOSES REVISIONS TO PROGRAM OF COMPREHENSIVE ASSISTANCE FOR FAMILY CAREGIVERS (PCAFC)

On Friday, March 6, the VA unveiled a proposal to revise the regulations that govern the Program of Comprehensive Assistance for Family Caregivers (PCAFC). In 2011, PCAFC was established to provide additional benefits for qualifying family caregivers of eligible Veterans who were seriously injured in the line of duty on or after September 11, 2001.

With the unveiling of this proposal, it is clear that the VA seeks to make improvements to PCAFC and update its regulations to ensure full compliance with the VA Mission Act of 2018. According to the VA, this proposal as written would expand PCAFC to qualifying veterans regardless of when they have served and extend eligibility to former service members who sustained service-connected injuries before May 7, 1975.

Additionally, the proposed rule would establish an annual reassessment to determine continued eligibility for PCAFC, revise the stipend payment calculation for Primary Family Caregivers, establish a transition plan for legacy participants and legacy applicants, add financial planning and legal services as new benefits available to Primary Family Caregivers, and more explicitly reference VA's ability to collect any overpayments made under PCAFC.

To view the *Program of Comprehensive Assistance for Family Caregivers Improvements and Amendments Under the VA Mission Act of 2018* in its entirety, please click [here.](https://www.federalregister.gov/documents/2020/03/06/2020-04464/program-of-comprehensive-assistance-for-family-caregivers-improvements-and-amendments-under-the-va) <https://www.federalregister.gov/documents/2020/03/06/2020-04464/program-of-comprehensive-assistance-for-family-caregivers-improvements-and-amendments-under-the-va>

Written comments on the policy proposal may be submitted through <http://www.Regulations.gov>; by mail or hand-delivery to the Director, Office of Regulation Policy and Management (OOREG), Department of Veterans Affairs, 810 Vermont Avenue NW, Room 1064, Washington, DC 20420; or by fax to (202) 273-9026. Comments should indicate that they are submitted in response to "RIN 2900-AQ48, Program of Comprehensive Assistance for Family Caregivers Improvements and Amendments under the VA MISSION Act of 2018."

However, if you wish to submit a comment for the register, it must be received on or before May 5, 2020.

DOD MAKES SIGNIFICANT CHANGES TO CHILDCARE POLICIES

Title 10, United States Code, chapter 88, authorizes the Secretary of Defense to establish policies with respect to programs supporting military families. On February 21, Secretary Esper issued a memorandum outlining the newly proposed childcare prioritization schematic in an attempt to "clarify situations where military families will be afforded priority access".

Effective on June 1, the new policy sets the following priorities for children eligible to receive childcare:

1. Children of Direct Care CDP staff will be placed into care ahead of all other patrons.
 - Children of parents in this category cannot be displaced by those placed in levels of lower priority.
2. Children of Single or Dual Active Duty Members; Single or Dual Guard or Reserve Members on Active Duty or Inactive Duty Training Status; and Service Members with a Full-time Working Spouse
 - Children of parents in this category will be placed into care ahead of all other eligible patrons except for the children of Direct Care CDP staff.
 - However, at no time will a patron in this category be removed from the program to accommodate ANY OTHER patron.

3. Active Duty Members or Guard or Reserve Members on Active Duty or Inactive Duty Training Status with Part-Time Working Spouse or a Spouse Seeking Employment.

- Children of patrons in this category will be placed into care ahead of all other eligible patrons except for those listed previously.
- Patrons may only be supplanted by an eligible patron listed previously when the anticipated placement time of a said patron exceeds 45 days beyond their date care needed.

4. Active Duty Members or Guard or Reserve Members on Active Duty or Inactive Duty Training Status with a Spouse Enrolled in a Post-Secondary Institution on a Full-Time Basis

- Children of patrons in this category will be placed into care ahead of all other eligible patrons except for those listed previously.
- Patrons may only be supplanted by an eligible patron listed previously when the anticipated placement time of a said patron exceeds 45 days beyond their date care needed.

5. DOD Civilians: Single or Dual DOD Civilian Employees; DOD Civilian Employees with a full-time working spouse

- DOD civilian patrons may only be supplanted from care by an eligible patron listed previously when the anticipated placement time of a said patron exceeds 45 days beyond their date care needed.

6. Space Available

- When all previous priorities have been placed into care, CDP's may place additional eligible patrons not previously identified into Space Available Care.

Additionally, the children of service members who are designated as combat-related wounded warriors in an Active-Duty status and require hospitalization, expansive rehabilitation, or significant care from a spouse or caregiver may be placed into the highest Active-Duty priority category. However, this designation falls subject to installation commander approval.

Within every category, in cases where a priority category includes Active Duty members and Guard and Reserve members, the Active Duty members take precedence.

- DOD civilian patrons may only be supplanted from care by an eligible patron listed previously when the anticipated placement time of a said patron exceeds 45 days beyond their date care needed.

BECOME AN INTEGRAL MEMBER OF THE AFSA LEGISLATIVE TEAM

Our Military and Government team is continuously looking for creative ways to accommodate the needs of every community by making the democratic process at-large easily accessible for each citizen. Our legislative action center is a by-product of this mission and serves as a forum that allows members to learn about our specific advocacy campaigns, search and contact your elected officials by zip code, look up and act on specific legislation, and sign up for AFSA exclusive legislative alerts.

To play a pivotal role in passing the most comprehensive women Veterans' healthcare plan of this Congressional cycle, or let your representative know how MTF downsizing may impact you and your family, please visit <https://www.votervoice.net/AFSA/home> and share with your family, friends, and loved ones.



AFSA LEGISLATION ACTION CENTER

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And while you're visiting our action center, please share your story in one of our AFSA exclusive story banks. With Veteran Representation in Government at an all-time low, sharing your story is an opportunity to give our nation's lawmakers a better understanding of the issues we face today. Your unique story puts a human face on complex institutional issues whose solutions often require systemic change. If an opportunity arises to share your story, our military and government team will reach out to you about the opportunity and the next steps to take.

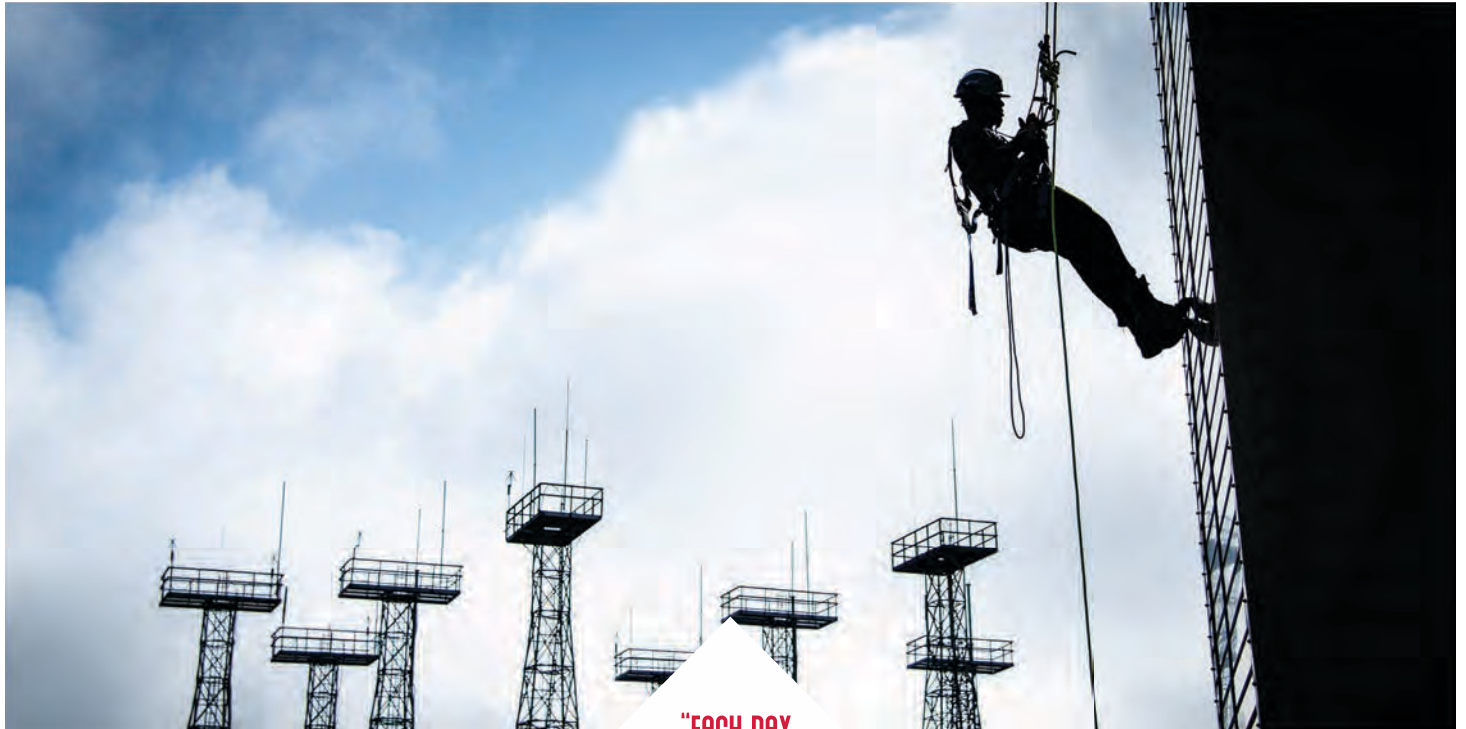


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(Top) Staff Sgt. William Coleman, 96th Civil Engineer Squadron, practices ascending a four-story vertical wall as part of the rescue technician course at Eglin Air Force Base, Fla. The DOD Fire Academy course provides hands-on high elevation rescue, rappelling and moving in confined spaces training for Air Force firefighters. (U.S. Air Force photo/Samuel King Jr.)

**"EACH DAY
I AM AMAZED
AS I LEARN SOMETHING
NEW THAT OUR AIRMEN
DO TO ENSURE
OUR MISSION
SUCCESS"**

(Bottom) Airmen bring the flag up off the casket during the Eglin Honor Guard graduation at Eglin Air Force Base, Fla. Approximately 19 new Airmen graduated from the 120-plus-hour course. The graduation performance includes flag detail, rifle volley, pallbearers, and bugler for friends, family and unit commanders. (U.S. Air Force photo/Samuel King Jr.)





AFMC

WE DO OUR WARTIME MISSION

EVERY DAY



Airman 1st Class Judson Smith, 649th Munitions Squadron, inspects items for shipping April 8, 2020, Hill Air Force Base, Utah. In response to COVID-19, the 649th MUNS at Hill AFB has adopted new procedures and precautions to balance the safety and health of its Airmen while supporting worldwide warfighter requirements. (U.S. Air Force photo by Todd Cromar)

By Chief Master Sgt. Stanley Cadell, Air Force Materiel Command

With a mission that impacts every aspect of the U.S. Air Force and now the U.S. Space Force as well, Air Force Materiel Command is, without a doubt, the most important command to achieve the National Defense Strategy. This statement, a phrase often spoken by AFMC commander, Gen. Arnold W. Bunch, Jr., speaks not only to the criticality of the mission, but it drives home the importance of the work of the more than 86,000 military and civilian Airmen that comprise one of the largest major commands in the Air Force.

With such a large and diverse command in both mission and demographics, it's often easy to overlook the small but mighty enlisted force within AFMC. Nevertheless, these Airmen

make small look huge, and the work the 12,700 plus enlisted servicemembers do each and every day ensures our Air Force platforms and systems remain lethal and ready for the fight.

As a maintainer by trade, I thought I understood the role of AFMC and its importance to the Air Force when I took on the role as command chief in 2019. However, each day I am amazed as I learn something new that our Airmen do to ensure our mission success, whether by maintaining platforms at the depot, developing new technologies in the research lab, saving lives as part of a medical unit, and more. The diversity, skill and expertise of the enlisted Airmen at AFMC are essential to building the Air Force and Space Force we need today and for the future.

And, as our AFMC senior leaders like to say, "We do our wartime mission EVERY day."

THE AFMC CONSTRUCT

Headquartered at Wright-Patterson Air Force Base, Ohio, the AFMC is comprised of six centers and one specialized unit, the National Museum of the United States Air Force, spread over more than 10 bases and multiple operating locations across the globe. Our centers include the Air Force Research Laboratory, Air Force Test Center, Air Force Sustainment Center, Air Force Life Cycle Management Center, Air Force Installation and Mission Support Center, and the Air Force Nuclear Weapons Center. The National Museum of the U.S. Air Force, the hub of our shared heritage, is a specialized unit of the command, charged with preserving the stories of our people, platforms and technology for posterity. Our missions range from the research and development of technology for the future to acquisition, testing and sustainment of Air Force platforms, Air Force uniforms, installations and facilities, security forces training, medical logistics, next-generation nuclear development, preservation of Air Force heritage and more. Essentially, our AFMC Airmen do it all, and there's not an Air Force mission untouched by an AFMC Airman.

If you break down the AFMC enlisted structure according to specialty code, there are more than two dozen AFSCs represented in the command, with security forces, aerospace maintenance and materiel management Airmen comprising nearly one-third of the count. However, our AFMC Airmen include software coders, parachutists, intelligence analysts, cryptologists, scientific applications

specialists, integrated avionics experts, weather experts and more.

“Within an emerging near-peer conflict environment, our Airmen are the key difference that will attribute to mission success,” said Staff Sgt. Kacper Sovinski, a scientific applications specialist at the 711th Human Performance Wing, AFRL. “Providing our warfighters the cutting edge in technologies and methods to better train and assess their readiness equips them to decisively meet current and future threats on the battlefield. Our work enables our Airmen and joint mission partners to continue to be force multipliers.”

Sovinski is just one of the many outstanding Airmen working in our headquarters and centers, and his words are echoed by the countless others significantly impacting the success of the Air Force through their daily efforts.

To better understand how the work of our AFMC Airmen working in so many diverse areas synergizes, let's take a look at our work by center, each of which is equivalent to a numbered Air Force.

AIR FORCE RESEARCH LABORATORY

“Every time we develop a new widget or process for Airmen, even if it seems small, it has a huge impact on the Air Force enterprise,” said Staff Sgt. Nathaniel R. Payne, a research technician at the AFRL. “What we do is important because our job is to connect the dots between the 'big brains' of the research lab and the men and women that are sitting in harm's way. This directly supports the overall AFMC mission.”

Headquartered at Wright-Patterson Air Force Base, Ohio, with units located across the U.S. and internationally, AFRL is the research and development hub of the Air Force. These Airmen are on the frontlines of next-generation technology development, and they work side-by-side with PhD scientists and engineers to ensure our Air Force remains on the cutting-edge.

“I specialize in the engineering of advanced sensor systems,” said Tech. Sgt. Michael Patrick Ingold, a radio frequency weapons research NCOIC. “I design computer models and simulations of experimental sensors, build prototypes and evaluate the performance of these systems against high-power microwave systems through extensive scientific data analysis. My job is to help field leading-edge

capabilities for our warfighters, and to open the door for even more advanced designs that will secure our national edge far into the future.”

In addition to work in areas ranging from novel material development to sensors, space vehicles, munitions and work with the human weapons system, AFRL also supports the Air Force Aerospace Medicine Enterprise through the U.S. School of Aerospace Medicine. USAFSAM Airmen work to ensure readiness and total force health through environmental and health surveillance, laboratory risk analysis, process re-engineering and innovative research to bring cutting edge health capabilities to our mission.

After conducting a swab of a simulated biological warfare agent (cornstarch) and mixing it with a liquid solution, Senior Airman Valerie Schlegel, 72nd Operational Medical Readiness Squadron/ Bioenvironmental Engineering Flight, conducts presumptive testing on-site during a CBRNE exercise. The testing would be conducted twice on hand-held assays and then sent to a state or confirmatory lab. (U.S. Air Force photo/Kelly White)



Tech. Sgt. Charlotte Grumbles, a biomedical engineering technician and instructor here, is responsible for providing worldwide operational health risk expertise to operational commanders. Her work is critical for ensuring Air Force emergency responders are trained and commanders are equipped with the right information to make decisions that impact Airmen at large.

“I provide health surveillance, CBRN response, safe water, and comprehensive vulnerability assessments,” said Grumbles. “The end goal is to optimize human health and performance so that the most important Air Force Weapon System, the Airman, is fully fit and prepared to accomplish their mission. As an emergency responder I also have the responsibility to anticipate, recognize, evaluate, and control hazards in an uncertain and developing environment.”



AIR FORCE TEST CENTER

Headquartered at Edwards Air Force Base, California, the AFTC manages the test and evaluation of aerospace systems from concept to deployment. Before platforms fly, fight and win for the Air Force, they are evaluated by AFTC inside and out, to ensure their viability for airpower.

Test center Airmen work out of three primary locations to carry out their mission: Edwards AFB; Eglin AFB, Florida; and Arnold Engineering and Development Complex at Arnold AFB, Tennessee. Their missions include ground and flight testing, propulsion and wind tunnel analysis, space suitability tests, cyber system evaluation, ballistics tests and more.

“I am a communication navigation mission systems maintenance technician for the KC-135 aircraft. The simplest way to explain my job is that I maintain, inspect, and repair communication and navigation equipment such as radios, radar, traffic collision avoidance and navigational systems. The KC-135 may not seem as cool as the fighter or bomber aircraft, but without it, most other aircraft cannot do what they do,” said Staff Sgt. Alexis Brunson. “Keeping my aircraft in flying condition make many missions and tests possible.”

Staff Sgt. Adam Shoemaker, a bioenvironmental engineering supervisor, performs health risk assessments to ensure his base population is safe from harmful risks. His work includes air and noise sampling, ergonomic evaluations, water tests, electromagnetic frequency radiation tests and more.

“I am able to evaluate any health hazard and can recommend controls to mitigate exposure to personnel,” said Shoemaker. “We are able to keep (our) personnel healthy and protected so that they can continue their mission without delay to get planes off the ground.”

Tech. Sgt. Charlotte Grumbles works in the biomedical engineering laboratory at the Air Force Research Laboratory's 711th Human Performance Wing. As a biomedical engineering technician, she provides health surveillance, CBRN response, safe water, and comprehensive vulnerability assessments to optimize human health and performance so that the most important Air Force Weapon System, the Airman, is fully fit and prepared to accomplish their mission. (AFRL courtesy photo)



Master Sgt. Randall Sole, an Aircrew Flight Equipment Mgr. conducts a hanging harness assessment for a commercial two piece flight duty uniform (2PFDU). He is assigned to the Air Force Uniform Office (AFUO), as well as multiple parachute programs within the Egress and Survival domain. The effort is to provide an interim commercial solution for female sizing in the two piece configuration, while the AFUO work a joint solution along with the Army and Navy to configure a female version of our currently fielded 2PFDU. (AFLCMC courtesy photo)



Master Sgt. Tristan McIntire, an aerial test photographer at Eglin AFB, captures imagery during test missions that helps engineers to develop and upgrade weapons and aircraft systems. Trained as a military broadcaster, working at the test center gives him a unique perspective on what happens behind the scenes to ensure Air Force weapon superiority. “(My work) helps the larger test team ensure that our warfighters are getting the best bombs and missiles possible, giving our Air Force an important advantage in combat,” said McIntire. “And, I get to ride is some of the coolest airplanes in the world!”

AIR FORCE LIFE CYCLE MANAGEMENT CENTER

The AFLCMC provides holistic management of our weapons systems across their life cycle, from concept through development, sustainment and eventual retirement. With nearly 26,000 Airmen working across nine major locations and dozens of smaller sites, the center is key to providing the “Warfighters Edge” through war-winning capabilities. Whether a weapons system, aircraft, ISR platform, uniform, personal protective equipment, network or other, these Airmen play a key role in it all.

Master Sgt. Michael Mathiesen, a communications superintendent at the center's Digital Directorate at Hanscom AFB, Massachusetts, sees his mission as “force-multiplier” that impacts the global Air Force mission. The Integrated Base Defense Security Systems his unit designs, installs and supports ensure Air Force security forces are able to protect and secure Air Force assets without a need to physically post members at certain locations 24 hours a day. Mathiesen and his team help bring the digital realm to force security.

“Because of my division's unique mission, I have to be the SME (subject matter expert) on everything communications-related for a global mission. The systems we field protect everything from nuclear weapon systems, aircraft, and intelligence assets all the way down to things like the local base shoppette,” he said.

Staff Sgt. Darrin Proffitt, a support administrator at the Digital Directorate, augments the program teams working to exploit next generation technologies in multi-domain command and control for the warfighter.

“As the E-3 advanced capabilities branch sole administrative support, I directly support the teams charged with providing MDC2 capabilities to keep the E-3 relevant in today's fight,” he said.

An aircrew flight equipment manager assigned to the Air Force Uniform Office, Master Sgt. Randall Sole is part of a team working to develop better fitting flight duty uniforms for female Airmen. Ensuring our Airmen have the right uniforms to conduct their mission is vital to success, and getting the fit right will impact the service for years to come.

“My role is critical to ensure that not only do the aircrew get the best possible solution for their equipment needs, but those who maintain the equipment are the most equipped to do their job,” said Sole. “I provide the acquisition teams with the field experience and networking ability that ensures nothing is missed from the time an initial equipment requirement is received, though development, testing and all the way through the fielding of an item for the warfighter.”

AIR FORCE SUSTAINMENT CENTER

Working as a maintainer myself during the early part of my career, the work of the Airmen at the AFSC is most familiar to me, and the world-class depot maintenance, supply chain management and weapons system sustainment completed here ensures our Air Force's readiness to generation airpower to the nation.

Headquartered at Tinker AFB, Oklahoma, sustainment center Airmen are also at Hill AFB, Utah; Robins AFB, Georgia; Scott AFB, Illinois; Joint Base Langley-Eustis, Virginia; Wright-Patterson AFB, Ohio and deployed globally. These Airmen perform support nearly every Air Force weapons system, new and old, from the F-15 Eagle, to the KC-46A and every system in between. Whether engine, air

munition, electronics system, guided bomb or component part of an aircraft, these Airmen ensure the readiness of it all.

Senior Airman Jonathan Smith, an air freight technician at the 78th Logistics Readiness Squadron at Robins AFB is responsible for the marshalling, inspecting, load planning and movement of cargo on and off of air frames, ensuring the safety and security of Air Force loads. As a “Port Dawg,” he ensures the Air Force has the equipment and people they need to complete missions across the globe.



ROBINS AIR FORCE BASE, Ga. – Senior Airman Jessica Moe, 78th Logistics Readiness Squadron, assumes a protective posture during the Full Spectrum Readiness Exercise at Robins Air Force Base, Georgia. During the exercise, members of the 78th Air Base Wing participated in unexploded ordnance searches, self-aid and buddy care, donning personal protective gear, chemical detection, and other skills necessary to remain mission ready. (U.S. Air Force photo by Misuzu Allen)

“I help keep the logistics world moving. My work propels humanitarian, joint warfighter and support assets, extending the Air Force's global reach,” said Smith. “Just this past year I helped support the largest Joint Surveillance Target Attack Radar System movement in 19 years, moving 195 passengers and 189 tons of cargo to two AOR's (areas of responsibility). In working movements like this one, I directly impact the AFMC and Air Force mission.”

As a depot programs sections chief at the Air Logistics Center, Robins AFB, Master Sgt. Kyle Sommerfeldt ensures special duty aircraft maintainers are trained, funded, and equipped to deploy worldwide at a moment's notice to recover aircraft that have sustained battle damage. Since his unit is attached to a depot level maintenance facility, many of these Airmen have special certifications that enable them to conduct field level maintenance on tasks typically performed only in the depot or factory.



“The EDMX capability is a crucial sustainment tool for commanders that AFMC is able to deliver across the Air Force. We’re constantly on alert to recover battle damaged or mishap damaged aircraft and provide expedited assessment and repair,” said Sommerfeldt. “We can deliver depot-level maintenance to a commander’s doorsteps.”

Staff Sgt. Wolfgang Kimsey, an aircraft battle damage repair technician at Tinker AFB, is skilled in rapid repair of aircraft in denied environments. His ability to quickly perform sheet metal, electrical, pneumatic and hydraulic repairs from munition damage caused by a hostile force enables aircraft to quickly return to service during contingency operations.

“Our work is critical to the AFMC mission because it allows an organic capability to regenerate, fix or modify aircraft around the world,” said Kimsey. “This allows quick regeneration of heavily damaged aircraft back into the fight when any type of hostile force is impeding on the mission. Without our members’ quick response or ability, the Air Force would not be able to continue the mission in the most critical times.”

AIR FORCE NUCLEAR WEAPONS CENTER

The AFNWC ensures that our warfighters have the nuclear capabilities we need to deter, assure and protect our nation. Headquartered at Kirtland Air Force Base, New Mexico, this is one of the smallest of our centers, with only about 1,400 assigned personnel working at 18 locations worldwide. Of that 1,400, only about 40 are enlisted Airmen with expertise in an area crucial for ensuring our Nation is secure today and into the future.

Whether working on ground-based nuclear capabilities such as the Minuteman III, air-delivery systems such as the AGM-86, command and control communications for future technology concepts, or supporting programs administratively, our Nuclear Weapons Center Airmen are on the front lines of some of the most prominent and visible programs managed by our service. A tour here allows Airmen to work side-by-side with nuclear engineers, physicists and more, and it gives an opportunity to develop a technical expertise unmatched in any other realm.

“I am the liaison between the commander and their units. I manage programs, gather data, and assist with enforcing regulations throughout the unit,” said Staff Sgt. Marla Warthen, a support operations NCOIC. “We can’t all turn wrenches or be engineers. Taking care of the things that I take care of allows others to have more time to directly focus on the mission. I make sure our members are taken care of, and the contributions I bring to the Air Force affect lives.”

ROBINS AIR FORCE BASE, Ga. -- Master Sgt. Jahara Brown, superintendent of the 78th Security Forces Squadron's



Plans and Programs section at Robins Air Force Base, Georgia, recently garnered the honor of being named as one of the Air Force's 12 Outstanding Airmen of the Year for 2019. The AF Outstanding Airman program annually recognizes 12 enlisted members for superior leadership, job performance, community involvement and personal achievements. (U.S. Air Force photo by Tommie Horton)

AIR FORCE INSTALLATION AND MISSION SUPPORT CENTER

The AFIMSC is the hub for all Air Force installation and mission support. With a budget of nearly \$10 billion annually, the Airmen here provide support to all aspects of Air Force installations, ranging from security forces training to facility construction, dining halls, fitness, Airman and family services, contracting, civil engineering, financial management and more. Without the efforts of Airmen at IMSC, the Air Force would not have a place to launch combat platforms or to conduct mission activity, and our Airmen would lack a place to call “home.”

Based out of Joint Base San Antonio-Lackland, Texas, the center oversees the management of 77 Air Force installations, nine major commands, four subordinate units and two direct reports.

For Master Sgt. Brandon Sanderson, executive assistant to the AFIMSC command chief, working at the center has given him a greater appreciation for the wide aperture of career fields, locations and planning required to ensure operational success across the Air Force spectrum.

“It’s amazing to see the full spectrum mission support function that AFIMSC provides through cross-functional teams that are globally integrated and provide resourcing and combat support operations for Airmen and their families,” said Sanderson. “Communication and deliberate planning are key to operational success.”

As a member of the AFIMSC Commander’s Action Group, Master Sgt. Stephen Hebblethwaite sees the importance of deliberate communication and planning to operational success. Given the wide breath of the AFIMSC mission, he helps ensure his center leadership’s vision is synchronized with higher headquarters priorities and that these are clear across all key decision making forums.

“My duties are important to the Air Force, AFMC and AFIMSC missions because I am able to synchronize efforts of the cross-functional teams to bring together a global view for resourcing and combat support for Airmen and their families,” said Hebblethwaite. “Assisting, supervising and mentoring my teammates is not only rewarding, but also ensures the continued excellence of AFIMSC work at all levels, ensuring Air Force mission success.”

Tech. Sgt. Even Farmer, a security forces investigator stationed at Robins AFB, Georgia, investigates crimes that involve Airmen and DoD civilians, ranging from the misdemeanor to felony level.

“Maintaining good order and discipline amidst the evolving threats of domestic terrorism, insider threats and criminal elements ensures personnel can continue to support production and readiness for our warfighters,” he said.

OUR HEADQUARTERS AIRMEN

The enlisted Airmen stationed here at AFMC headquarters are among the most fortunate in our command, as they have an opportunity to see command policy at the strategic level and are exposed to high level Air Force and DoD leadership, which provides them with an education that cannot be duplicated in a book or classroom. While their work here is less hands-on than that being performed by many Airmen at the depots or in the field, what they do each and every day impacts the success of AFMC leaders and Airmen across all aspects of life.

For Master Sgt. Amanda Tilton, juggling the management of countless project deadlines, Airmen enlisted programs, award packages and more, along with the day-to-day coordination with members of higher Air Force and center teams on policy that can impact Airmen can be challenging, yet rewarding nevertheless.

“I would say one of the most important aspects of my job is managing suspense deadlines. Even though it sounds small, it could impact someone's career if something comes through our office and we don't get it taken care of on time. These are programs that affect Airmen in their day-to-day lives,” said Tilton.

As the superintendent of the AFMC Commanders Accelerated Initiatives Group, Master Sgt. David Marshall has a front row seat to new innovations, ideas and policies that are being implemented as part of the AFMC We Need effort to improve the way the command executes its mission. As

an avionics maintainer by trade, this tour at AFMC headquarters has provided a wider perspective on what our command does as a whole and a perspective on the depth and breadth of innovation that occurs each day as Airmen execute their mission.

“Our team is focused on identifying and communicating innovative solutions, lessons learned, and best practices to ensure AFMC's org structure, authorities, policies, procedures, and culture optimally posture the command for mission success,” said Marshall. “Many organizations throughout the command are working innovative solutions to our everyday problems. Unfortunately, there is little collaboration across AFMC mission sets. Our goal is to continually grow our network of AFMC innovative thinkers and responsible risk-takers. Without AFMC, other commands would fail.”



Staff Sgt. Martavious Miller, an enlisted aide at Air Force Materiel Command headquarters, assists during a holiday event at Wright-Patterson Air Force Base. His position has provided him with the opportunity to view the AFMC mission from the lens of a high-ranking senior leader. (Air Force photo by Scott Ash)

ONE AFMC... POWERING THE WORLD'S GREATEST AIR FORCE

Our Airmen are foundational to all that we do at AFMC, and it's hard to capture the diversity, skill and expertise in just one feature story. Whether on the flight lines ensuring our aircraft are ready to fight, in the laboratory developing next generation technology, designing uniforms, protecting our facilities and people or doing any of the other countless duties in support of our mission, the enlisted forces at AFMC work their wartime mission every single day.

With our world-class talent and drive to keep our warfighters on the cutting edge, we are building the Air Force and Space Force we need to fight today and to maintain our superiority in the future. ◆

Note: Marisa Alia-Novobilski, Air Force Materiel Command Public Affairs, contributed to this article.



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
USAF, AF Reserves or ANG are Eligible**



BOB HOPE VILLAGE

HASSLE-FREE, INDEPENDENT LIVING WITH THE CAMARADERIE OF MILITARY LIFE

Bob Hope Village is a 55+, active, independent living community shaped by five villages of one and two bedroom apartments, a community center, a swimming pool, and more.

BOB HOPE VILLAGE 6 - OPENING 2020

An all-in-one community with 63 spacious apartments and its own club house. Select from 4 different floor plans. Each one includes 2 bedrooms/2 baths, a balcony or patio, and plenty of parking.



Bob Hope Village 6 - Opening 2020

Call 850-651-3766 or 850-651-9422 to learn more and how to reserve your new home at Bob Hope Village 6.

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

★ *Thank you to our AFSA friends for your generous support* ★



Operation Tohidu®'s short-duration, high-impact approach has a transformative impact on participants who make the trip to reconnect with their warrior-selves and experience post-traumatic growth.



Melwood Veterans Services Exec. Vice President David Blackledge, Ret. Brig. Gen., far right, and George W. Watkins, Ex Officio Board Chair, welcomed Senator Ben Cardin to Operation Tohidu® earlier this year. Cardin said, "There is an incredible need for the support services Melwood is providing – their methods are a model for others."

OPERATION TOHIDU®

By Sara Newman
RETREAT IS FIRST OF ITS KIND
IN THE MID-ATLANTIC REGION

LEADS THE WAY FOR VETERANS TO HEAL FROM MILITARY SEXUAL TRAUMA

MJ Weerts never knew the difficulties he lived with stemmed from post-traumatic stress, PTS. "I just thought I was crazy," the U.S. Marine veteran said.

Weerts was struggling with trauma-related issues while serving in the military and left without an honorable discharge. For 15 years, his discharge haunted him and despite counseling and therapy, Weerts had yet to break through the barrier that was keeping him from recovering from his trauma.

Based on a recommendation from his counselor, Weerts decided to attend Melwood Veterans Services first all-male Operation Tohidu® retreat for survivors of Military Sexual Trauma (MST).

"[Tohidu] was the single biggest week of change I ever had in my life," Weerts said. "I always felt really self-conscious about my discharge because I really liked the military and while I take full responsibility for my discharge, I get nervous around other veterans. I thought I'd be judged. But the humanity that was shared was unbelievable. I've never seen that much humanity in one place. Isolation is so common in MST and PTS. And then to have eight other people who really understood you and could talk and share about that, the relief was just palpable."

Operation Tohidu® was pioneered by Melwood Veterans Services (MVS) a division of Melwood, a nonprofit that has been supporting the independence of people of differing abilities and injured veterans since 1963. MVS empowers



Operation Tohidu® focuses on confidence-building and uses group discussion in a relaxed, positive environment led by mental health professionals using proven techniques for the self-management of symptoms, stressors, and responses.

veterans to overcome physical, behavioral, and emotional challenges through outdoor adventures, group-based activities, education, and introspection.

Thanks to generous donations and grants from companies like American Airlines, veterans from across the country are flown and housed at Operation Tohidu® at no cost to them. The program is one of very few in the country that accepts all veterans, regardless of their discharge, and the only organization in the mid-Atlantic region that has MST retreats.

Melwood Veterans Services is helmed by retired Brigadier General David Blackledge, a 37-year veteran who was wounded twice in Iraq and often speaks about his personal struggle with post-traumatic stress.

"I consider him a mentor," Weerts said of Brig. Gen. Blackledge. He said to me, "I had never connected the idea or possibility that my symptoms were causing me to act so crazy. I never considered the idea to let myself off the hook at all and find peace with my discharge or my trauma and in one week I was able to find peace with both. I felt a huge weight lifted off my shoulders I never felt before."

"The theme of each of our Military Sexual Trauma-focused retreats is, 'Find Your Voice,'" Brig. Gen. Blackledge said. "Many Military Sexual Trauma victims feel betrayed by the organizations that they served in, suffer in silence, and experience long-term impacts to their close personal relationships. They feel that they've lost control over some parts of their lives and feel alone and unheard. Operation Tohidu® helps them reconnect to their inner warrior and gives them tools to shape their future in a positive manner."

Marie Miller, a former Commissioned Air Force Officer, was living with intense anxiety and panic attacks as a result of her trauma and never thought she would do well in a group setting. Looking back, she realized that the all-female MST group setting she experienced is exactly what has helped her heal.

"It helped that all of us were veterans and all of us went through MST. We can understand what each other went through and how it impacted our lives," Miller said. "There's this bond that you get when you're in the military. It's the same thing with female veterans because we all go through those same challenges of being a woman in the military."



In a peaceful and secluded atmosphere, participants connect with nature and their fellow warriors to become empowered with alternative techniques to manage anxieties, post-traumatic stress and other service-related issues.

Miller and Weerts agreed that the stigma of post-traumatic stress and MST is difficult to overcome and being able to share with those who have had similar experiences makes all the difference.

"It goes against our societal expectations to be with a group of men talking about this... and women have to deal with so much more [stuff] concerning sexual assault," Weerts said. "Anybody who has PTS or MST knows that you can get used to pain and then you're almost comfortable with it and you're afraid to leave it. But seeing the relief of other people and dealing with it myself is really a larger relief than I ever could have imagined."

After veterans leave Operation Tohidu®, the healing continues through goal setting and follow-up calls from the MVS team and other participants to ensure everyone is still doing well.



"I'D NEVER BEEN ABLE TO FIND PEACE WITH MY DISCHARGE OR MY TRAUMA AND IN ONE WEEK I WAS ABLE TO FIND PEACE WITH BOTH. I FELT A HUGE WEIGHT LIFTED OFF MY SHOULDERS I NEVER FELT BEFORE."

Operation Tohidu® assists participants in changing their mindset, reconnecting with their spiritual selves, adapting their approach to trauma, and regaining a sense of well-being and purpose.

FEATURE

“Everyone has a Battle Buddy - or Buddies - who checks in on you,” Brig. Gen. Blackledge said. “Going forward, those Buddies will hold each other accountable. They call each other and check in and see how the other is doing.”

Miller said her experience at Operation Tohidu® has opened her up to attending an MST counseling group at the Veterans Affairs office near her home in Colorado.



Melwood Veterans Services' adventure-based programming and positive psychology approach combine to encourage participants to overcome obstacles to their recovery and achieve the Operation Tohidu® mission of “Peace with the Past, through Power in the Present.”

“This retreat has been the most powerful,” Miller said. “It was transforming but it was also very intensive. The experience is different for each person but we all had breakthroughs.” Large



Participants use ropes courses, zip lines, kayaks, equine therapy and other adventurous activities to augment educational sessions, periods of introspection and reflection, group discussions and spiritual reinforcement throughout the retreat.



Operation Tohidu®'s highly trained staff of certified recreational support professionals facilitate activities that highlight individual ability and teamwork, promote positive engagement, drive transformative discussions and reframe traumatic experience.

group calls also take place after retreats, so everyone has a chance to check in and continue the good work that began from their week together at Operation Tohidu®.

“We've been working with each other since,” Weerts said of his retreat group. “I've kept in touch with my group of guys from the retreat and, even though there are no miracles, I believe I will keep it going and this was a turning point for me.” ◆

Named after a Cherokee word meaning peace of mind, body, and spirit, Operation Tohidu® lives out its promise through therapeutic week-long healing retreats in Southern Maryland. The retreats help veterans and active-duty military cope with post-traumatic stress, military sexual trauma, mild to moderate brain injury, and other service-related traumas, such as moral injury.

Operation Tohidu® offers four unique retreats each focusing on a different population including men, women, couples, and survivors of military sexual trauma. This rehabilitative program focuses on confidence building, outdoor activities, and group discussion to help warriors, their spouses, and caregivers overcome obstacles to their recovery.

For more information about Operation Tohidu® and Melwood Veterans Services, please visit <https://www.melwood.org/veterans->

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

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

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

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

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



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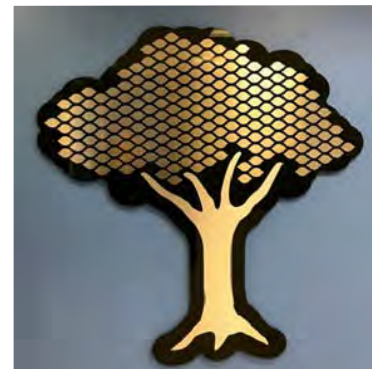
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Suitland, MD 20746



BURIAL AND MEMORIAL BENEFITS



America Flags and flowers placed in honor of those who serve – Memorial Day at Golden Gate National Cemetery in California.

OFFICE OF ENGAGEMENT AND MEMORIAL INNOVATIONS (OEMI) NATIONAL CEMETERY ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS

Communicating information in the military operates by a simple model: *Bottom Line Up Front* or *BLUF*. So here's the BLUF: The best, most effective way to ensure you get the burial or memorial benefits you earned through your service is through a new VA program called Pre-Need Eligibility (Pre-Need). Pre-Need establishes your eligibility for VA burial and memorial benefits in advance of need, so your family doesn't have to go searching for documentation at the time of your death. Simply fill out a VA form 40-10007 and fax it and your DD-214 or other discharge/military paperwork to this number: 1-866-900-6417. You can also print out and mail the information, get more information, print out a form or fill out an online form here: <https://www.cem.va.gov/pre-need/>

VA will establish a case file, and within a few months, you will receive a letter confirming or denying eligibility. If denied you can appeal the decision and submit additional paperwork. If approved, place the letter in a safe location (safety-deposit box), inform your family, and then rest easy. At the time of death, your next-of-kin, funeral home or representative responsible for making your final arrangements should contact the National Cemetery Scheduling Office at (800) 535-1117 to request burial. VA will conduct one final check to confirm eligibility. This last step happens quickly to ensure VA meets a family's needs for burial.

Pre-Need Eligibility provides Veterans and their family with peace-of-mind in knowing their eligibility status. This information is particularly important for reservists from any branch, many of whom don't realize that their service

entitles them to burial benefits. There are some nuances for reservists so it's best to contact VA at the numbers listed above. For example, military orders showing active duty service other than for training can be used to establish eligibility if it is not reflected on a DD-214 or other discharge document. Waiting until the time of need can sometimes result in a non-eligible decision with little or no time to provide additional information. That is best done while the Veteran is still alive.



Memorial Day at Camp Nelson National Cemetery in Kentucky

Many problems encountered in establishing eligibility are most easily resolved while the Veteran was still alive, but VA will work hard with families to establish eligibility regardless of the circumstances. After passing in December 2016, the

family of one Veteran was stunned to learn their father was determined ineligible for interment. He was a sailor and had photos of his service in the Philippines during WWII, but all his paperwork was lost in the fire at the St. Louis records buildings many years earlier. He was even inducted into the Coaching Hall of Fame at a large university where his military service was noted on the plaque. But the family had nothing concrete -- meaning paperwork -- to establish his eligibility. His daughter, however, refused to give up. She kept her father's ashes in her home until she could get to the right person to help. She tried everyone to include congressional officials. No luck. She wanted her father to be buried in a VA national cemetery. A right he had earned. She wasn't going to be stopped by paperwork. A case file was opened.

Then one day, on a hunch, an NCA employee at the National Scheduling Office (NCSO) in St. Louis tried something different. She reversed the Veteran's first and middle name. Boom! Up he appeared on her monitor. The employee called the daughter and said, "I've got great news. I found your father." After several minutes of uncontrollable tears, the daughter offered her eternal thanks. Finally, in January 2018, that Veteran was buried with full military honors at Bay Pines National Cemetery in Florida. Two years later, his wife of 52 years was laid to rest with him.

What are the burial and memorial benefits a Veteran will receive from VA? If a VA national, state, or tribal Veterans cemetery is selected as the final resting place, a Veteran



Flat Granite or Marble Marker Example: 24" x 12" x 4", Approximate weight 130 lbs.

closing of the grave, grave liner, and perpetual care of the gravesite. Memorial benefits include a headstone, marker or niche cover for a columbarium niche, where applicable. All are absolutely free, which means a savings of thousands of dollars to the Veteran's family. If the Veteran chooses to be interred in a private cemetery, he or she can still have a free government-furnished headstone, marker or niche cover. If the Veteran chooses to be buried in a private cemetery with a commercially-purchased headstone, marker or niche cover, the family may request to have a free bronze medallion with the word "Veteran" and the appropriate branch of service affixed to the private headstone. All Veterans' families also receive a burial flag. At all VA national cemeteries, NCA partners with local military units or volunteer service organizations to provide deceased Veterans with military funeral honors, including the playing of Taps and

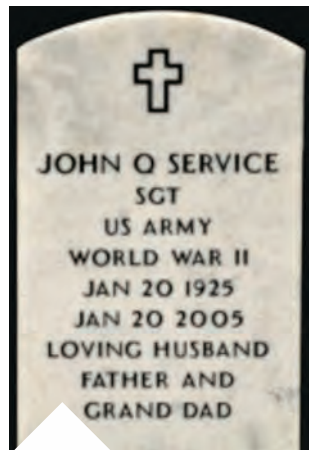


Alexandria National Cemetery, Alexandria, Virginia





presentation of the burial flag. Finally, upon request, the Veteran's family will receive a Presidential Memorial Certificate signed by the current U.S. President. Multiple copies can be requested so that all family members can have one.



*Upright Granite or Marble Marker
42" x 13" x 4", Approximately 24" - 26" above ground.
Approximate weight 230 lbs.*

What happens on the day of the burial or interment? Upon arrival at the cemetery, a cemetery representative will meet the family and help guide them through the process. To accommodate multiple interments, families receive 30 minutes at a committal shelter located on site. After the committal ceremony, the casket or urn is turned over to cemetery personnel for interment into the ground or columbarium later that same day.

While we highly discourage families from witnessing the actual burial process, each cemetery director, at his or her discretion, can determine how to interpret procedures and policy based on the circumstances. Placing or lowering a casket into the ground is the "business" side of a dignified burial that often requires heavy equipment operations. Once the committal service and burial are complete, it takes approximately 30 days for the headstone, marker or niche to arrive and be set into place. VA encourages all Veterans to take advantage of Pre-Need Eligibility to ensure they, and their families, know their eligibility status.



The VA provides a medallion by request, to be affixed to an existing, privately purchased headstone of marker to signify the deceased status as a veteran - for those who served on or after April 6, 1917.



Flat Bronze Marker: 24" x 12", Approximate weight 3 lbs. The Type of headstone or marker will depend on the cemetery and the section.

While families can always apply for the benefit at the time of death, applying in advance brings peace of mind and can help resolve eligibility problems ahead of time, when the person who knows the most about his or her service – the Veteran – is still around to answer questions. VA hopes this process will help with burial planning and place families at ease when the time comes. For more information about VA burial and memorial benefits, please visit www.cem.va.gov. ♦

Burial benefits available include a gravesite in any of our 142 national cemeteries with available space, opening and closing of the grave, perpetual care, a Government headstone or marker, a burial flag, and a Presidential Memorial Certificate, at no cost to the family. Some Veterans may also be eligible for Burial Allowances. Cremated remains are buried or inured in national cemeteries in the same manner and with the same honors as casketed remains.

Burial benefits available for spouses and dependents buried in a national cemetery include burial with the Veteran, perpetual care, and the spouse or dependents name and date of birth and death will be inscribed on the Veteran's headstone, at no cost to the family. Eligible spouses and dependents may be buried, even if they predecease the Veteran.

The Veterans family should make funeral or cremation arrangements with a funeral provider or cremation office. Any item or service obtained from a funeral home or cremation office will be at the family's expense. The VA created Planning Your Legacy: VA Survivors and Burial Benefits Kit, to assist Veterans and their family members in pre-need planning and record storage.

For more information about burial benefits, please visit https://www.cem.va.gov/cem/burial_benefits/



FINAL FLY-BY

George K Akana
Waimea, HI

Harold D Connor
Wesley Chapel, FL

Robert A Hageness
Eau Claire, WI

Merle B Mann
Ponce de Leon, FL

Nickolas Samaras
Hesperia, CA

Donald E Allison
Elm Grove, LA

Daniel L Cordell
Lake Oswego, OR

Basil N Harris
Henderson, NV

Kenneth M Matthews
Karnes City, TX

Richard P Sauer
Oak Ridge, TN

Irma J Anderson
Saluda, NC

Henry G Cozart
Denton, TX

John W Hartman, Jr
Ottumwa, IA

Walter B McClure
Byron, GA

Edgar W Seaman
Lexington, VA

Ronnie E. Arledge
Grove City, OH

Charles L Curtis, Jr
Camarillo, CA

Carl M Hawver, Jr
Niceville, FL

Dorothy V McKinney
Hampton, VA

Irvin L Skov
Palm Bay, FL

Irving C Ayers
Okeechobee, FL

Wilma R Daily
Colorado Springs, CO

Gerald D Henkemeyer
Belton, MO

James H McNew
Raytown, MO

Allard E Stevens
Granite Falls, MN

Dorothy Bamburak
Carteret, NJ

Thomas W Davidson
Murfreesboro, TN

Douglas B Henning
Bellevue, NE

Anthony L Minchella
Springfield, MA

Titus J Strakosz
Deland, FL

Phyllis M Bartholomew
Tarpon Spring, FL

Ralph E Dorn
Grand Junction, CO

Willa D Hyde
Shawnee, KS

Peter P Montera
Windcrest, TX

Franklin V Taylor
Dayton, OH

Franklin S Baxley
Kansas City, MO

William E Dudash
Mc Kees Rocks, PA

Max K Ingham
Sacramento, CA

Shirley I Morris
Eubank, KY

Charles S Thomason
Tucker, GA

Max E Bedwell
Dunkirk, IN

Adam K Erickson
California City, CA

Walter F Inscoe
Wilson, NC

James W Oliver
Langhorne, PA

Bertha M Treglown
Mesa, AZ

Robert J. Bigelow
Cheyenne, WY

Michael R Feltovic, Jr
Thunderbolt, GA

Ruth C James
Fairlawn, VA

James D Olson, Sr
Sacramento, CA

Thelma L Troy
Azle, TX

Willetta R Boggs
Oroville, CA

Edward J Garbarino
North Reading, MA

Donald F Johnson
Fairfield, CA

Francis M Orehowsky
Fairborn, OH

Charles A Van Stone
Sanford, NC

Clarence C Borkowski, Jr
Seguin, TX

Elizabeth L Gilbert
Lincoln, NE

Ervin A Jones
Winterset, IA

Lawrence Payne, Jr.
Cedar Bluff, VA

John C Weber, Jr
New Carlisle, OH

James J Boss
Surprise, AZ

Larry J Godfrey
Murphy, NC

Donald Karcz
Bowler, WI

Melvin L Perdew
Montgomery, AL

Bobby J Wilbanks
West Monroe, LA

Kathryn G. Boulay
Tiverton, RI

George R Gonzales
Tucson, AZ

Roy S. Kirkham
Seaside, OR

Fred J Perkins
Abilene, TX

Walter F Wilson, Jr
Shalimar, FL

Donald R. Boutin
San Antonio, TX

Dee E Griffin
Dexter, MO

Clarence J Klinkbeil
Le Roy, NY

Charles A Plumb
Louisville, KY

Thomas E Wilson
Odenville, AL

Carl L Bowers
Niceville, FL

Roger M Grommesch
Burnsville, MN

Samuel J Kopack, Jr.
Columbia, SC

Johnnie M Pohlars
Ocala, FL

James H Wilson
Columbia, SC

Dewitt J Brown, Jr
Upper Marlboro, MD

Josephine T Grommesch
Burnsville, MN

Joseph C Lacker
Ocala, FL

Goebel D Potter
Overgaard, AZ

Woodley Ed Works
Long Beach, CA

Lawrence Bruce
Savannah, MO

Robert C Gronau
Brainerd, MN

Delma Durant Lee
Norton, KS

Donald W Powell
Coats, NC

Billy E York
Gas City, IN

Kenneth Burda
Green Bay, WI

Rupert N Hackworth
Las Vegas, NV

John J Lewis
Turlock, CA

Rolland L Riese
Grand Island, NE

John J Yuhas, Jr.
Delaware, OH

John W Chamblee
Jasper, AL

Jack F Hagelin
Independence, MO

William R Lewis
Marysville, CA

Dean C Riewald
Saint Augustine, FL

Gary T Zinzi
Tampa, FL

Being a service member is *hard*. To start with, you leave your family, friends, hometown, and everything you've up until then worked for and head off to Bootcamp, an uncertain future where everything is new, and everything is different from what you knew before. You're told what to wear, when and what to eat, when to run, when to shower, when to go to bed, and when to wake up to do it all over again. Your skills are assessed, body honed, and mind conditioned. You become a new version of yourself, with a new family, outlook, and direction. And then the real work begins.



Christian "Military Brat" Zumstein teaches a Lunch Bunch on GIS

VETERANS

A PRICELESS RESOURCE FOR GOVERNMENT CONTRACTORS

By Tina Entzian, Zekiah Technologies, Inc.
Recruiter/Proposal Manager

CHALLENGES

Service members face many challenges that never affect civilians. Constant moves present unique challenges like adapting to a new town and sometimes a new culture or even language. Married service members experience additional stress due to the often negative impact on their spouse's ability to pursue a career. For those shipped out on duty, there are frequent and extended separations from their spouse and children and the guilt and stress associated with missed birthdays, anniversaries, and holidays.

Duty locations present challenges unlike those seen in hometown America. Climate, infrastructure, and local culture can be drastically different from what they're used to, especially in areas decimated by political unrest and war. Yet the hardest challenges are often the mental ramifications: some things can't be unseen, actions can't be forgotten, and squadmates can't be saved. These are the very real challenges facing our service members that civilian Americans don't always acknowledge, and can never fully comprehend. And sometimes, the most difficult challenge of all is assimilating back into society and having a "normal" life after all of these experiences.

CAREERS

Did you know what you wanted to do as a career when you were 18? I didn't. Most enlisting service members don't. Oh, they might have a vague notion of "that sounds cool" or "I'd

be pretty good at that" but they don't know. That's okay though because the military is going to tell them. Whether it is based on interest, skill set, or simply a need to fill a specific role, the military decides what path your career will take.

But what about after you separate? What then? Do your accumulated skills transfer over into civilian life? Are they marketable? Are they needed in your area? Are they something you can list on your resume to grab a recruiter's attention and launch you into the career of your choosing? Zekiah says "YES!" and I'm going to tell you why.

But before we get into the details, **I want you to understand that your skills are *needed*, your experiences *matter*, and there are many, many businesses out there who support you, recognize what you've done for this country, and want to help veterans thrive in their civilian lives.**

THE LITTLE STUFF

Let's start with the little stuff. One of the biggest challenges I face as a technical recruiter is sourcing candidates in our area. Due to the nature of our work, most of our positions are not available for remote/telework. That means I have to find people in our immediate area, or those willing to move to our area, to work either on the base or in contractor facilities adjacent to the base. Frequently, people apply from

out-of-state and say they're "willing to relocate anywhere" yet it only takes a short phone call and a surface contemplation of the logistics of a major move for the brakes to go on with a nearly audible screeeech! Many civilians are born, raised, and settle all in the same general area and to them the thought of moving to another state or across the country is a daunting one.

Not so much for veterans. Veterans (and their children) are so used to moving around the country, and even the world, that they know what they're getting into and know how to make it happen. We have even embraced the term "Air Force/Navy/insert appropriate branch here-brat" to describe these children. Far from the normal negative connotation of the word "brat", these brats are tough, resilient, well-rounded children who go through adolescence with languages, culture, and yes, challenges, that others don't. When I see on someone's resume, cover letter, or social media (yes, I do my homework!) that someone is a veteran or comes from a military family I automatically think "yeah, this is someone who knows what's involved in relocating and isn't afraid to pursue it for the right opportunity; this is someone worth devoting more of my efforts to because they are much more likely to follow through."



Keith Anderson, Navy brat and Army Veteran, Zekiah employee since 2019

SOFT SKILLS

Let's face it, veterans are used to taking orders. They're also highly trainable, mission-oriented, and good at working in a team. All of these skills may not be things you can choose as a major at a university, but **they are priceless skills** to have in the workplace. (If they aren't on your resume – go put them there – I'll wait!) knowing someone is trainable and can take direction lessens the time we spend spinning them up on new projects and makes it easier for us to hit the ground running. Being mission-oriented ensures we get the job done. And working well within a team benefits the whole organization and lets us present a united front to our customers.



Shannon Hicks, "military brat", Zekiah employee since 2019

Veterans understand the Chain of Command. While Zekiah is a small business that prides itself on our open-door-policy and accessibility to all levels of management, doing business with the federal government presents us with our own challenges. One of those challenges is the order and process by which federal contracting is accomplished. Each contract has a specific set of instructions for who does what, when, how progress is tracked and reported, and how changes are addressed and to which government contact. This process is something a veteran understands almost inherently by virtue of their military experience, and something that can be a real struggle for the average civilian.

Also worth mentioning: Zekiah does 95% of our business with the DoD; they are our main customer and veterans we hire offer us unique insight into challenges they faced while serving and how we can better support the warfighter. Veterans are familiar with being on base and base protocols and procedures. There's also a feeling of familiarity and trust when we're able to have veterans support our DoD work.

HARD SKILLS

Government and government contracting labor category descriptions are nothing like commercial job descriptions. The list of requirements the government asks for are very specific, often near impossibly so. Requirements such as "5+ years supporting the US Air Force working on Unmanned Aerial Vehicle (UAV) systems" are not at all uncommon. As a non-veteran civilian, unless you happen to have gotten a foot in the door early and have already been supporting a similar project, chances are you're going to have an awfully hard time qualifying for that position.

Veterans, however, may have already been trained on that system, used it in performance of their duties, and be in an excellent position to fill a hard-to-fit requirement. If you enjoyed your work while in the service, and want to continue that work in a civilian capacity, you are uniquely qualified to support DoD contracts that use, develop, test, or improve the same technology you previously supported. Veterans can also offer insight into systems and problems experienced during the real-world use of those systems. Finally, those problems and insights allow them to make intuitive suggestions not readily apparent to system designers.

CLEARANCES

Another thing that sets veterans apart from many civilians and makes it much easier for a government contractor or government entity to onboard is the presence of a current security clearance. Depending on what each specific contract allows, it can take anywhere from a month to over a year to onboard an uncleared civilian. In some cases, a clearance is never adjudicated or adjudicated unfavorably, and then the hire cannot proceed and all efforts up to that point are time wasted. Many veterans separate with a clearance, and if that clearance is not picked up by a new owning company or government branch within three years the clearance will be suspended.



Zekiah employees gather at a local ball game

Employers benefit greatly by the shortened on-boarding process for currently cleared personnel. It's less of a risk in terms of recruiting, HR, and security resources and allows the company to add the new employee to billable work quickly. Veterans can increase their marketability by finding cleared work and maintaining a current clearance. Some clearances are harder to acquire than others and, generally speaking, the higher your clearance, the more you are worth because you qualify for a greater number of contracts.

However, a word of caution on clearances: while it is helpful and encouraged to list your clearance on your resume and job application, you should never advertise your clearance on any social media site (LinkedIn, Facebook, etc.). Even having it on file with a resume repository such as Indeed Resume can be tricky...when in doubt, leave it out...you can always write something like "Clearance: please ask" and go into details when you know the specific recruiter or company with whom you will be sharing your information.



*Zekiah President,
Steve Bowling, Navy Veteran*

IT'S NOT FOR EVERYONE

A little-recognized fact, applicable to both armed forces service and government contracting, is: **not everyone can do what we do.** The burden of responsibility and toll on mental well-being that walks hand-in-hand with both supporting the warfighter and fighting the war is immeasurable. Many people lack the skills, desire, pride in country, or ability to fill those shoes. Veterans, quite literally, signed on for those challenges, and fought for our freedoms, to preserve our way of life, to protect our allies abroad and our communities back home. They did this, and continue to do it, so that the civilians they love, and the countless faces of those they'll never know can continue to enjoy their freedoms and liberties unhindered by our adversaries.

Zekiah recognizes the veteran, the warfighter, and all who work to keep this country safe and a fierce opponent to any person or nation wishing us harm. We are proud of the veterans who have found a home with us and recognize the priceless resource they are to both our customers and the company. As a small business, the most important of our core beliefs is the value of the relationships we develop with our clients, our communities, and all of those around us. We've supported an ongoing arrangement with AFSA to use our headquarters facility in La Plata, MD for emergency and disaster support to AFSA's important mission.

We encourage anyone reading this who is interested in learning more about Zekiah to visit our website at www.Zekiah.com to learn more about us, our work, and our career opportunities. But, even more importantly, please make a connection with us! Send us an email at contact@zekiah.com to let us know what you think and how we can better engage with and support you, our veterans. ◆

*A Zekiah team members
son placing flags of honor in
Arlington National Cemetery*





DUE TO THE CURRENT COVID-19 GLOBAL HEALTH CRISIS...

THE 2020 AFSA INTERNATIONAL CONVENTION HAS BEEN SUSPENDED UNTIL JULY OF 2021 TO CONVEENE IN ORLANDO, FLORIDA

The proposed 2020 By-Law Changes and 2020/21 Legislative Platform have been provided for your review and information. For additional information, please contact AFSA Headquarters via phone or email to: 800-638-0594, staff@hqafsa.org



The Professional Airmen's Conference and the Professional Education & Development Symposium with go LIVE VIRTUALLY - Tuesday August 25, Wednesday, August 26th and Thursday, August 27th. Visit the AFSAPAC2020 page often for additional details and updates!

AFSA ORGANIZATIONAL INFORMATION

PROPOSED 2020 BYLAW CHANGES

Reference: AFSAM 100-1, Bylaw 1, Section 2, LOCATION

Currently Reads:

"The AFSA International Headquarters shall be located in, or in close proximity of, Washington, D.C. Field offices may be located as determined by the International Executive Council."

Recommended to Read:

"The AFSA International Headquarters and any field offices shall be in a location as determined by the International Executive Council."

Reference: AFSAM 100-1, Bylaw 8, and all other references to "International Executive Council"

Currently Reads:

"BYLAWS 8 – AFSA INTERNATIONAL EXECUTIVE COUNCIL"

Recommended to Read:

"BYLAWS 8 – AFSA BOARD OF DIRECTORS"

NOTE: All other references to AFSA International Executive Council will be changed to AFSA Board of Directors

Reference: AFSAM 100-1, FOREWORD, Paragraph 2.

2. Amendments to the AFSA Bylaws may be submitted in accordance with –. Recommended amendments will be processed as follows:

- a. All field-originated amendments are submitted to the Division/Chapter Executive Council and division general membership and/or chapter general membership as appropriate. If the amendment is a chapter originated amendment and is approved by the AFSA chapter general membership, the amendment is forwarded to the respective Division Executive Council for review and presentation at the next AFSA division membership meeting.

PROPOSED 2020 **BYLAW CHANGES**

b. If approved by the AFSA division membership, the proposed amendment is forwarded to AFSA International Headquarters Executive Director for review and coordination with the AFSA International President to be included on the next AFSA International Executive Council meeting agenda for consideration. If approved by the AFSA International Executive Council, the proposed amendment is then included on the AFSA International Convention agenda for consideration by the delegates at the next AFSA International Conference/Convention.

c. All proposed AFSA changes must be published in the official AFSA magazine at least forty-five (45) days prior to an AFSA International Conference/Convention.

d. Proposed amendments/changes must be, whenever practicable, submitted to the Executive Director for consideration at the next regularly scheduled Executive Council meeting as directed by the International President.

c. The International Executive Council shall present all such proposed amendments to the delegates with or without recommendation. NOTE: This action requires majority approval of the entire International Executive Council by mail, email, conference call, or facsimile vote.

d. If approved by the AFSA division membership, the proposed amendment is forwarded to AFSA International Headquarters Executive Director for review and coordination with the AFSA International President to be included on the next AFSA International Executive Council meeting agenda for consideration. If approved by the AFSA International Executive Council, the proposed amendment is then included on the AFSA International Convention agenda for consideration by the delegates at the next AFSA International Conference/Convention.

e. All proposed AFSA changes must be published in the official AFSA magazine at least forty-five (45) days prior to an AFSA International Conference/Convention.

Incorporate Paragraph 2 into to BYLAW 15 – AMENDMENTS

Recommended to Read: BYLAW 15 – AMENDMENTS

SECTION 1. PROCEDURES.

a. All field-originated amendments are submitted to the Division/Chapter Executive Council and division general membership and/or chapter general membership as appropriate. If the amendment is a chapter originated amendment and is approved by the AFSA chapter general membership, the amendment is forwarded to the respective Division Executive Council for review and presentation at the next AFSA division membership meeting.

b. These bylaws may be amended or repealed by a two-thirds vote (to include assigned voting strength) of the respective delegates present at any Annual AFSA International Conference, Convention, and/or Meeting(s), duly called and regularly held; notice of such proposed AFSA amendments is to be published in an official AFSA publication at least 45 days before such Conference, Convention, and/or Meeting(s). Amendments may be proposed by the International Executive Council, AFSA divisions, AFSA chapters, or upon petition of any 25 AFSA Active members addressed to the International Executive Council and received at International Headquarters no later than 120 days prior to the Annual AFSA International Conference, Convention, and/or Meeting(s).

SECTION 2. CORRECTION. Upon the adoption of an amendment to the AFSA Bylaws, the Executive Director may correct punctuation, grammar, or numbering where appropriate in the AFSA Bylaws, if the correction does not change the meaning, and shall make conforming changes in the Policies and Procedures Manual.

SECTION 3. EFFECTIVE DATE. Unless otherwise provided, an amendment becomes effective upon the adjournment of the Annual AFSA International Conference, Convention, and/or Meeting(s) at which it is adopted.

Reference: AFSAM 100-1, Bylaw 6, Section 3

Currently Reads:

“SECTION 3. NOMINATION AND ELECTION OF OFFICERS AT INTERNATIONAL CONVENTION, CONFERENCE, AND/OR MEETING(S). Nominations for an AFSA International Elected Office must be made prior to the start of the annual convention. Candidates must make their intentions known by submitting their Letter of Intent and AFSA Resume to the International Headquarters not later than the first day of the month preceding the month the Convention, Conference, and/or Meeting(s) is being held in. No nominations will be accepted after this date. During the election caucus, a final candidate confirmation will be

accepted after this date. During the election caucus, a final candidate confirmation will be made in the form of a nomination acceptance by the candidate to the Election Chairperson. The candidate must acknowledge their willingness to serve before the convention delegates in order to be considered for the office they are seeking. The only exception to this rule is if an International Officer is elected to another International Officer position (i.e., International Trustee is elected International President) and their remaining term is open. In the case of a vacant office, nominations will be accepted from the floor and a separate election process held in accordance with to fill the remaining term of the vacated office. All nominations shall be voted upon by open ballot. Balloting for a contested position shall be continued until one candidate receives a majority of the votes cast and the individual receiving the lowest number of votes cast each round being dropped from further consideration.”

Recommended to Read:

“SECTION 3, NOMINATION AND ELECTION OF OFFICERS AT INTERNATIONAL CONVENTION, CONFERENCE AND/OR MEETING(S). Nominations for an AFSA International Elected Office SHOULD be made prior to the start of the annual convention. Candidates SHOULD make their intentions known by submitting their Letter of Intent and AFSA Resume to the International Headquarters not later than the first day of the month preceding the month of the Convention, Conference, and/or Meeting(s) is being held in. Before the start of the election caucus during the nomination period, the chairperson shall announce the name of the office for which a vacancy exists (e.g., the Office President) and then report to the delegation the names of submitted nominees for that office. The chairperson shall then open the floor for nominees for that office. All nominations must be made from the floor. Nominations from the floor shall be closed upon motion, properly seconded, and approved by voice vote. Once nominations are completed no more candidates can declare. During the election caucus, a final candidate confirmation will be made in the form of a nomination acceptance by the candidate to the Election Chairperson. The candidate must acknowledge their willingness to serve before the convention delegates in order to be considered for the office they are seeking. The only exception to the rule is if an International Officer is elected to another International Officer position (i.e., International Trustee is elected International President) and their remaining term is open. In the case of a vacant office, nominations will be accepted from the floor and a separate election process held in accordance with Section 5 to fill the remaining term of the vacated office. All nominations shall be

voted upon by open ballot. Balloting for a contested position shall be continued until one candidate receive a majority of the votes cast and the individual receiving the lowest number of votes cast each round being dropped from further consideration.”

Reference: AFSAM 100-1, Bylaw 6, Section 2

Currently reads:

SECTION 2. QUALIFICATIONS FOR OFFICE. Any respective AFSA member, in good standing for a minimum of six months, shall be eligible for nomination and election to any respective elected office of AFSA unless restricted per . Members seeking election to any office within AFSA must be versed in all aspects of the applicable operation management. Waivers to the above provisions must be approved by the International President. The Retired and Veterans Affairs Trustee shall be a veteran, and the Air Force Uniformed Service Trustee must be currently serving as a uniformed member of the Air Force in one of the three components: Regular, Air National Guard, or Air Force Reserve (not retired). If the status of any of these AFSA trustees changes, whereby a trustee is no longer a member of the component/ group represented, that trustee's term of office shall be automatically terminated unless extended to the next AFSA International Convention, Conference, and/or Meeting(s) by the International President.

Recommended to Read:

“SECTION 2 QUALIFICATIONS FOR OFFICE: Any respective AFSA member, in good standing for a minimum of six months, shall be eligible for nomination and election to any respective elected office of AFSA unless restricted per By-Law 4, Section 3. Members seeking election to any office within AFSA must be versed in all aspects of the applicable operation management. Waivers to the above provisions must be approved by the International President. The Retired and Veterans Affairs Trustee shall be a veteran, and the Air Force Uniformed Service Trustee shall be currently serving as a uniformed member of the Air Force in of the three components: Regular, Air National Guard, or Air Force Reserve (not retired). The Family Matters Trustee shall be a uniformed member, or family member. If the status of any of these AFSA trustees changes, whereby a trustee is no longer a member of the component/group represented, that trustee's term of office shall be automatically terminated unless extended to the next AFSA International Convention, Conference and/or meeting(s) by the International President”.

PROPOSED 2020-2021



AFSA LEGISLATIVE PLATFORM

This platform of legislative objectives serves as a “blueprint” for testimony and advocacy efforts; in conjunction with adjustments dictated by day-to-day events. Listed below are AFSA’s seven major legislative focus groups. Within each focus group are the most important issues to AFSA’s 100,000 members – consisting of military members from all services, of all ranks, and their families. However, in understanding our Nation’s current fiscal situation, success in each of these areas will not always be defined by what is gained. Rather, success will be determined at the level of which a benefit is preserved or from gaining a portion of our objective. At its core, our mission is, and will always be, to defend the quality of life for service members and their families.

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 thus 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; to include expanding and enhancing access for women Veteran health care
- Ensure the delivery of full and timely benefits for Veterans exposed to toxic substances; including but not limited to Agent Orange, burn pits, and K2 Uzbekistan
- 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, review and enhance COLA for high cost areas

bonuses and special pays while protecting funding for commissaries, base exchanges, and MWR facilities;

- 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 them or any dependents whom their benefits may have been transferred
- Extend and enhance educational and employment programs for military spouses; fully fund Impact Aid

ON-GOING LEGISLATIVE ITEMS

Military Healthcare

- 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

Veteran/Retiree 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



Caring For Survivors

- Advocate for DIC recipients to be able to remarry at age 55 and maintain their benefits
- Provide a full accounting of POW/MIAs from all past and future military actions

Military Benefits & Programs

- Seek adjustments to allowances to better reimburse members for expenses they incur for housing and government-directed PCS moves

Air National Guard & Air Force Reserve

- 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

Education

- Advocate for standardized prior learning evaluation, clear and maximized transfer credit between accredited colleges and universities

Military Families

- 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
- Guard the American flag from purposeful acts of physical desecration

ON-GOING POLICY ITEMS

- Extend time on station between Permanent Change of Station (PCS) moves
- Monitor the implementation of the 3-year phased repeal of 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
- 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



The AFSA Legislative Action Center is a platform that allows AFSA members to:

- Search and contact elected officials by zip code
- Look up and act on specific legislation
- Sign up for legislative alerts

For a look at all of AFSA's legislative priorities for the coming year, to sign up for AFSA Legislative eNewsletters and learn more about AFSA's Legislative Program by visiting our website today. www.hqafsa.org

JOIN AFSA NOW | WWW.HQAFSA.ORG

AFSA MEMBERSHIP is open to all:

UNIFORMED SERVICES: Active Duty, Guard, Reserve, Retired and Veteran Military Members (Joint Services Enlisted and Commissioned Officers), Public Health Services (PHS), and National Oceanic Atmospheric Administration (NOAA) personnel;

FAMILY MEMBERS of Uniformed Service Members; and

ASSOCIATE MEMBERS: DoD Civilians, Civil Air Patrol, JROTC, Mission Partners/Sponsors and all Military Supporters.



AIRMEN MEMORIAL BUILDING

5211

→ A MESSAGE FROM AFSA HEADQUARTERS

HIGH TOUCH, HIGH TECH

By Keith A. Reed, Executive Director

Last year the Staff and I were honored to kick off 2019 by listening to a special message from a great mentor and friend, CMSAF Robert Gaylor. Chief Gaylor has been pouring wisdom and knowledge into me and many of my fellow Airmen for years and shared his time and dedication with the Headquarters' staff. For that, I am eternally grateful. The Chief shared a message titled "High Touch/High Tech," focused on staying current with modern technology while at the same time not allowing modern advances to interfere with face-to-face communication. "My message is relatively simple - it's about balance," the chief said. "High-tech is here to stay, but we still need to communicate with each other regardless of the technology we're surrounded by. There's nothing better than face-to-face communication to get your message across." Chief Gaylor defined "High Touch" as "something that happens between people" and as "human experience and interaction."



"I have not found a high-tech device that can provide the pleasure of a warm hug or replace the thrill of hearing a four-year-old giggle as you romp on the floor in a tickling exhibition", says Gaylor. In my opinion, no congratulatory email could ever replace my boss shaking my hand, looking me in the eye, and saying, "good work today."

The Chief's message was fitting because the Headquarters' had selected "High Touch/High Tech" as its theme for 2019. The Staff and I wanted to remind our members how much we value them and how important they are to the Air Force Sergeants Association – our members are our most important resource. We could not have asked for a better way to begin the new year; and what an outstanding year it was.

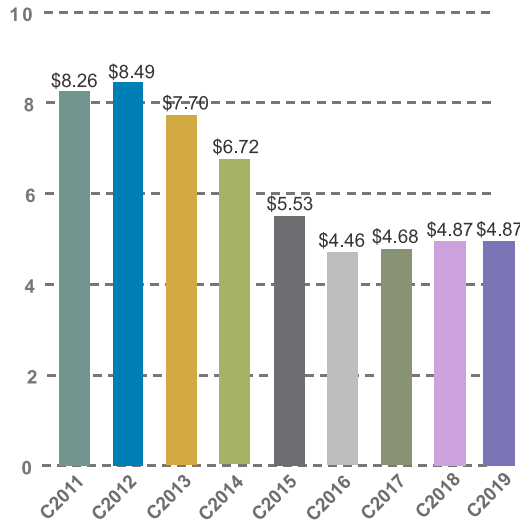
As we move forward this year, the Staff and I are laser-focused on improving programs, processes, and procedures. This year's theme is **Continuous Improvements**. During the kickoff meeting, your Headquarters staff: Juanita, Yolanda, Kim, Andy, Brenda, Lisa, Jammie, Francesca, Maurice, Taneka, Matthew, Marshall, Bria, Larine, Jimmy, Ashley, Erika, Gerald and I identified areas/programs to improve. I'm excited about the opportunities 2020 will bring for YOU, our members.

We are "All In"!

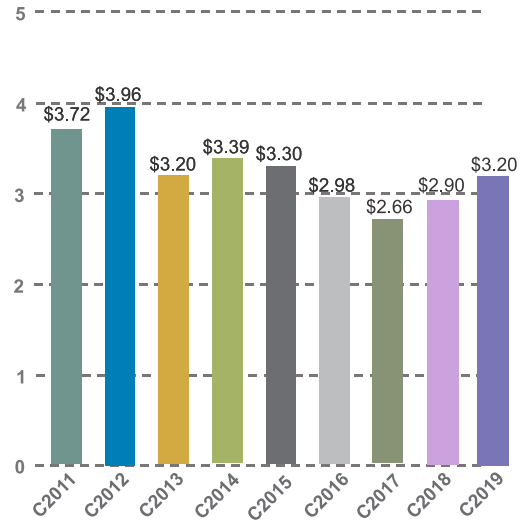
FINANCIAL REPORT

Jan. 1–Dec. 31, 2019 (Preliminary)

COMBINED ASSETS
(in millions)



COMBINED REVENUE
(in millions)



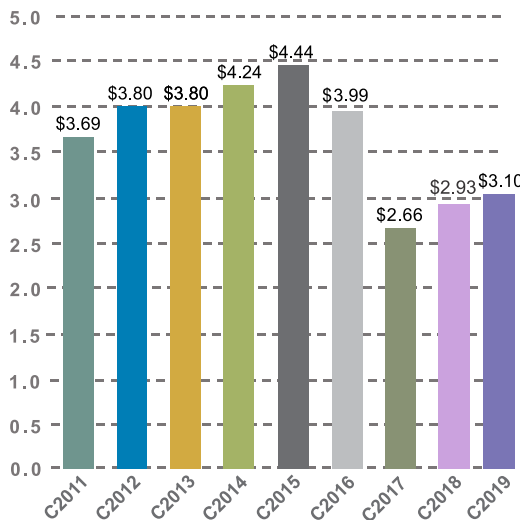
Financial Position

■ Total combined assets increased from the prior year by approximately \$11,000 due to upgrades to the Airman Memorial Building.

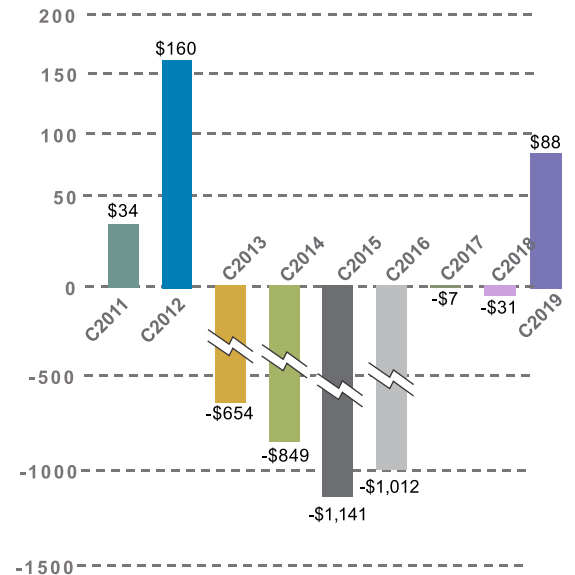
Revenues

■ Combined revenue increased from the prior year by approximately \$345,000 largely to due to an increase in Professional Airman's Conference attendance and donor contributions.

COMBINED EXPENSES
(in millions)



COMBINED NET INCOME
(in thousands)





YOUR EXCLUSIVE AFSA MEMBER BENEFITS

MEMBERSHIP MAKES A DIFFERENCE | Your AFSA leadership advocates education and legislates in Congress 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

100,000
MEMBERS



AFSA currently offers three membership categories for:
AFSA Uniformed Membership: United States Uniformed Service Members (active, retired or Veterans - past and present.

- **UNIFORMED:** All Active Duty, Guard, Reserve, Retired and Veteran Military Members (Joint Services Enlisted and Commissioned Officers); Public Health Services (PHS), and National Oceanic Atmospheric Administration (NOAA) staff members.
- **FAMILY:** Family Members of Active Duty, Retired and Veterans Service AFSA Members
- **ASSOCIATE:** DoD Civilians, Civil Air Patrol(CAP), Reserve Officers' Training Corps (ROTC/JROTC), Member Service Providers, Business Partners, Sponsors and Non-Military Supporters
- **GIFT MEMBERSHIP:** Share the benefits with military associates, friends, family and co-workers.

JOIN OR RENEW NOW: 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 representatives regularly meet 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 Active Duty, Guard, Reserve, Retired and Veteran military members and their families.

Our Legislative priorities include:

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

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

AFSA Communications & Subscriptions



Get connected now. Communication for an informed 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, 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, and division 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 the conversation, 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. The magazine is sent electronically to all members through email. The AFSA E-magazine is a quarterly magazine delivered Winter, Spring, Summer and Fall. The E-magazines are distributed February 15, May 15, July 15 and November 1. To ensure delivery, a personal email of record (not .mil) is preferred. Visit the AFSA website, www.hqafsa.org to update your contact information.

Due to an overwhelming response for a printed/mail in-home version of the magazine, upon requests only, we can now provide members a printed copy of the AFSA magazine for a nominal fee of \$20.00 annually (4 issues) or \$7 per individual copy. Non-members, the fee is \$28 annually (4 issues). To subscribe to printed/mail in-home version of the magazine, please contact your Member and Field Relations Department at (800) 638-0594, ext. 288.

AFSA E-NEWS, AFSA MILITARY & GOVERNMENT REPORT, WASHINGTON REPORT AND AFSA LEGISLATIVE CALL TO ACTION ALERTS

These important eNewsletters provide timely information and review of AFSA legislative activity with elected officials, senior Air Force Force leaders, the Department of Veterans Affairs and other government leaders.

LEGISLATIVE ACTION CENTER

AFSA's Legislative Action Center is a hub of information about all things legislative. On this site, members can search 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 www.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 scholarship valued from \$1000 to \$4000 to students attending an accredited academic institution. The grant amount and total number of scholarships awarded are dependent upon funds available. To date, over 2 million dollars in scholarships have been awarded to Air Force dependent children of AFSA members. (See AMF insert page 1.)

Educational Support & Professional Dev.

AFSA SCHOLARSHIPS & GRANT OPPORTUNITIES

Educational Support & Scholarship: Application 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. 1-800-638-0594 | www.hqafsa.org/scholarships.html

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. Employees, along with their spouse and children, can learn more about these benefits by visiting the CSU partner webpage. Contact: Carl Childs, (MS (USAF Retired) | 800-977-8449 ext 1813. columbiasouthern.edu/tuition-financing/partnerships

eKNOWLEDGE FREE SAT & ACT COLLEGE TEST PREP PROGRAMS

The eKnowledge SAT/ACT Prep Project with AFSA enters its 14th 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 | www.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: 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 | <https://www.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 | www.waldorf.edu/about/partners



Welcome to AFSA...
by becoming a member, you have joined an exclusive group of dedicated military support professionals. We are the Nation's most influential association devoted to the total enlisted corps and their families.

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 participants from senior congressional, DoD and Air Force military leaders, educational centers, supporting joint services trainers, as well as Enlisted Leadership groups. These forums continue to build on the strong, solid foundation of activism, education and support for our Total Enlisted Corps and their families.

The 7 AFSA Divisions and 125 Chapters hold annual conferences at local levels to provide a wide range of educational, mentoring and professional development opportunities, community support, and award and recognition ceremonies. The Annual Conferences and Conventions 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

Employment & 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.edu

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. <http://veteranstaffingnetwork.org>

Finance and Insurance

BANKING - USAA

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 - AFSA INSURANCE PLANS

Health, Life, Dental, Cancer, Long-term Care, Travel and Pet Insurance. Managed by Pearl Insurance, AFSA is pleased to offer a variety of insurance options to fit you and your families' needs. 888-834-9024 | www.afsainurance.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 "Resources" tab to download a copy of the insurance certificate.

LEGAL SERVICES - LEGALSHIELD

We're making smart legal coverage simple. What if instead of shelling out hefty fees for a few days of legal help, you paid a monthly membership and got a law firm for life? Well, we're taking legal representation and making some revisions—in the form of accessible, affordable, full-service coverage. Finally, you can live life knowing you have a lawyer in your back pocket who, at the same time, isn't emptying it. Also, protect your Private information, Explore our affordable plans designed for ultimate protection when it comes to Identity Theft. Whether it's just you, or your whole family, we're constantly working to keep your identity private. 850-624-4814 |

<https://www.legalshield.com/info/airforcesergeants>



Home and Auto



AUTO BUYING PROGRAM -THE VETS-CARS GROUP

We help Veterans buy cars. 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 | <http://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 highly 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. 240-737-8192 | taylormadeteamdmv.com/afsa/

Health and Family Support



HEALTH – 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 https://www.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! <https://afsa.partnersmall.com/customPage/0/home>

Dell Computers

AFSA members and their families can save on select Dell products. 800-695-8133 | www.dell.com/afsa

Flowers from FTD (use promo code 4578)

AFSA members and their families save 20% on floral and gift purchases. 800-736-3383 | www.ftd.com/ufs20/



JOIN AFSA *or*
RENEW your
MEMBERSHIP NOW

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



Subscriptions - Military News

AIR FORCE TIMES

Subscribe to the *Air Force Times* at the price of \$39.95 for 24 issues. When calling: use code C8XASA. 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 | <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 may 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])



#AFSAgivesback... from 5/10K Runs in support of local charities, to Veterans Home visits, food and coat drives, Father/Daughter dances, pizza parties, movie nights and more, your AFSA membership provides you with an opportunity to make new friends at home and abroad with the same interests and concerns.

ENTERPRISE RENTAL CAR

AFSA members and their families may 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=AIRFCSTG **(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)**



AFSA BUSINESS CENTER

With our "Optimus Prime" Canon ImagePress Digital Press, and Fiery Certified HQ Business Center Team, we are busy printing and designing your AFSA Division and Chapter business cards, post cards, flyers, program guides, conference guides, and special occasion and celebration booklets, and invitations, banners, large presentation checks and more. We also offer graphic design services to ensure a consistent communications message and overall credibility. For price list, visit www.hqafsa.org/communications--marketing-materials.html or email directly to: afsabusinesscenter@hqafsa.org

We can print and design your Division Conference Guides, Magazines, Posters, Signs, and other marketing materials.



Large Presentation Checks, Personalized Posters, Signs, and Banners.

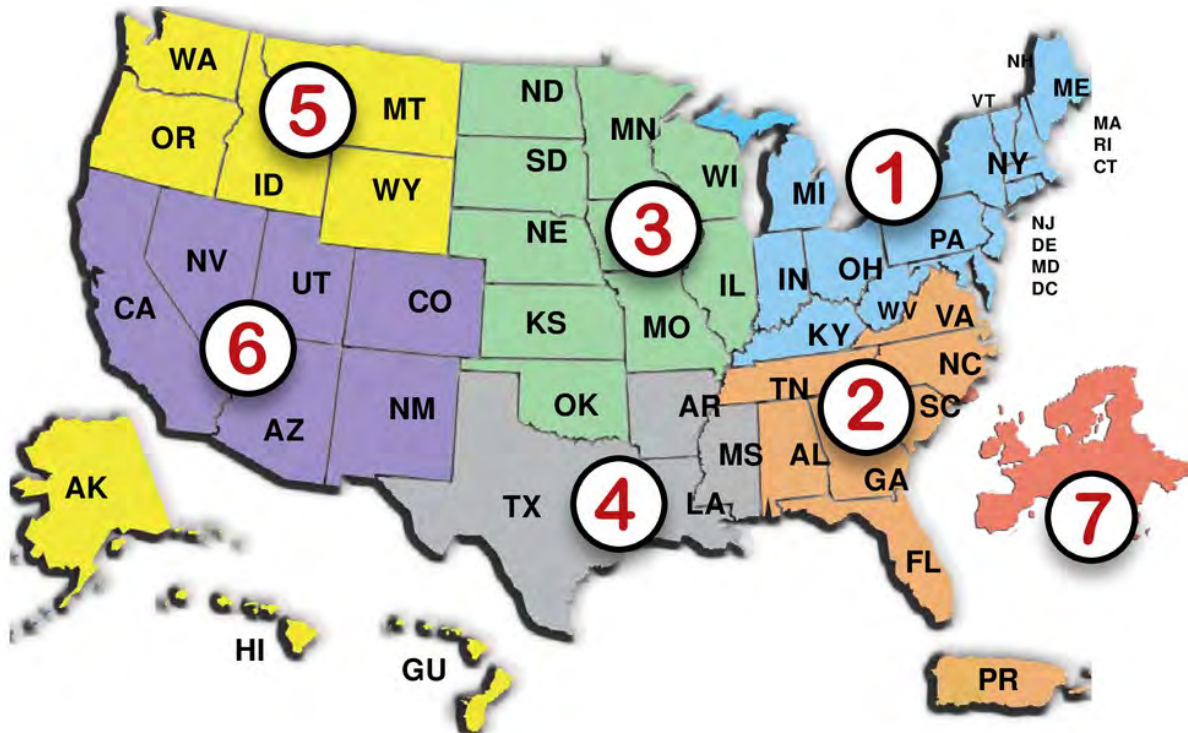
Business Cards, Postcards, Websites and more.



Member alert... UPDATE YOUR CONTACT INFO

LOG ONTO YOUR AFSA MEMBERSHIP ACCOUNT.
 - UPDATE HOME ADDRESS
 - UPDATE & SHARE PERSONAL EMAIL (.MIL NOT PREFERRED)





DIVISION 1

CONNECTICUT

F0182: Bradley/Hartford, CT

DELAWARE

F0201: DoverAFB, 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

F0161: L.G. Hanscom AFB, MA

MICHIGAN

F0768: Selfridge ANG Base, MI

NEW HAMPSHIRE

F0155: 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

F0552: MacDill AFB, FL

F0553: Tyndall AFB, FL

F0554: Eglin AFB, 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: Waynesville, 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

AFSA INTERNATIONAL FOR WORTHY CHARITIES

TAKING CARE OF OUR OWN

“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 “monument” 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 **\$920,100** dollars in



scholarships. AFSA member's dependent children pursuing undergraduate degrees are eligible for scholarships. Each person pursuing a scholarship must have a valid sponsor. Sponsors must be military members (active duty, retired, or veterans). The scholarships awarded are from \$1,500 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 under the age of 23. 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 964 scholarships, totaling over 1.2 million dollars.



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.



Your contributions help continue enhance the quality of life for our AFSA members and their families. Donate to AFSA Charities now by visiting...

www.hqafsa.org/donate



INFORMATION TECHNOLOGY

By Fran Killebrew,
Manager Information Technology

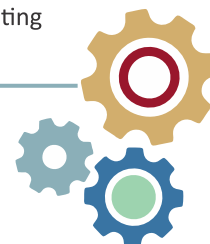
“Technology is best when it brings people together” - Matt Mullenweg

That statement has never been more true than during our day-to-day struggles that we are all facing. It is through technology that we are able to stay connected with our loved ones as well as continue to get our work completed. Technology is being leveraged into new ways for all of us to be able to stay connected with our friends and neighbors as well as our co-workers and the world. The new technologies that will be created in the future will only enhance our current capabilities.

As we strive to stay connected and be an avenue of information to our members, it is imperative that we have the means to reach you with information. We have made the push for all members to make sure their information is as up to date as possible. This will help us to ensure we stay connected with

you and to keep you informed of the latest and greatest that AFSA has to offer. Please keep in mind that your personal email address is our best way to reach you with information. Military email addresses are good; however, it is increasingly harder to have “outside” email delivered to military email addresses.

I encourage everyone to go to the members site, <https://members.hqafsa.org>, and try to log into the members site. If you encounter issues with access to the site, please let us know and we will be happy to assist with getting you logged into the site. We, here at headquarters AFSA are committed to making 'Continued Improvements' by leveraging technologies in new and exciting ways to better serve you...*Our Members*.



COMMUNICATIONS – AFSA MAGAZINE

Communication, informed membership, and an active membership committee are the 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. Please add or update your personal email address in your AFSA membership information to ensure receipt.

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 our enlisted military members and their families. AFSA Magazine reports on AFSA's Congressional and Legislative efforts; the Armed Forces, VA and DoD news; AFSA members 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 2018/19 *Winter* edition featured the Airmen of Andres AFB bringing game-changing innovation to the total Air Force, an AFSA fact sheet, and leadership opportunities for our members.

The *Spring* edition featured the 18th Chief Master Sergeant of the Air Force, Kaleth O. Wright outlining the keys to success, how he is looking forward to the future and becoming the leader we need. Also Included in this spring magazine is the 2018 AFSA Annual Report.

The *Summer* edition highlighted the proud work of Phillip L. Easton, as he shares why it is important to find purpose in enlisted development, the 2018 AFSA International Convention Award Recipients, and the “Eye on Washington” legislative news/updates from Capitol Hill.

The *Fall* AFSA Magazine provided an in-depth overview of the International Convention programs, award honoree's and featured the Air Force Space Command and the journey into space. International President Michael Carton also provided an update on scholarships, auto-pay/ set-it-forever, and resiliency.

To subscribe to, or order the AFSA MAGAZINE email to mfsvc@hqafsa.org or, call 800-638-0594 x288
4 Quarterly Editions (Winter, Spring, Summer & Fall)
AFSA MEMBERS..... \$20, NON-MEMBERS..... \$28
Individual Magazine Purchase: \$7 each



By Kim Webster, MBA
Human Resource Manager

ENHANCE YOUR ENGAGEMENT WITH YOUR CHAPTER MEMBERS

Engagement = Relationship + Action

When you engage with your members, you are showing them that you care about them and the association. Engage is an action word – a verb. But what does engagement look like? In short, engagement is all about relationships - building and sustaining relationships. So, how do you build relationships with your members using volunteers? The following are some tips for building engagement using your volunteers.



1. Create an Engagement Strategy

Way before your volunteer begins, you should create a strategy that outlines exactly what you want from your volunteers. What you want is to use your volunteers to tell your story. The purpose of your story is to deepen the connection to your mission - to inspire people about the difference your chapter is making. Not with just words, but with pictures and videos of all of the great work your chapter is doing in the community.

2. Provide Orientation, Training, and Feedback

Volunteers expect and want organizations that they work with to be professional and organized. You should have an orientation process that gives them an idea of who the

chapter is and how what they are doing adds value to the mission. Your orientation should include giving feedback periodically to the process. This gives them the opportunity to offer suggestions as well as give you the critical information you need to improve your engagement efforts.

3. Show appreciation

Lastly, show your volunteers how much you appreciate their work. Not just verbal communication and encouragement, but with formal recognition as well. Plan parties to say thank you as well as give small gifts on volunteer anniversaries. Use social media to show how much you appreciate the work your volunteers are doing. The more you communicate how much volunteers mean to you, the more likely they will come back or refer your chapter to friends to volunteer or donate.

By taking time to execute these tips, the more you will be pleased with the effects of building lasting relationships. Relationships turn into increased engagement with your chapter. Increased engagement = high renewal and recruitment odds. Remember, engagement is an investment that will reap rewards for your chapter.





REMEMBER THE 3 Rs

RECRUIT, RETAIN, AND RELATE

By Brenda L. Hill,
Director, Member
and Field Relations

In celebrating becoming a year older, at times, I find myself not being able to remember things as quickly as I once did in my 20s. So, I've learned to play tricks with my mind and find other ways to help me speed up the process of recalling certain information. For those of you who don't have that particular problem, that's great, but for the rest of us whose minds sometime tends to get a little overloaded and our brains move a bit slower, I've made remembering my message "Forget Proof."

To help continue the growth of our great Association, we must remember the 3 Rs: **Recruit, Retain, and Relate**

RECRUIT

Invite people to join our exclusive group of devoted military members, veterans, families, non-military supporters and sponsors.

Let them know who we are and what we do:

The Air Force Sergeants Association (AFSA) is a federally-chartered, for purpose organization who advocates improved quality of life and economic fairness that will support the well-being of all military personnel and their families.

Let them know why they should join:

For one, there is strength in numbers. On their behalf, the AFSA leadership advocates, educates and legislates in Congress with military and local leaders to keep them protected and up-to-date on issues, laws and regulations that strongly affect their earned benefits, services and family support. Then mention the great things your chapter does and how they can share in supporting their community. Tell them becoming a member will also give them access to the member-only benefits including insurance and financial investment support. Lastly, tell them for just \$36 for one year, \$63 for two years, or \$89 for three years, they can belong to an exclusive group that is doing great things around the globe.

Let them know what's in it for them:

In addition to all of the reasons stated above, just for joining AFSA, all Military Veterans/Retirees and Family Members, and all Active Duty, Guard & Reserve Spouses or College-age Dependents can receive a sponsored one-course Scholarship

from Columbia Southern University to help reach their educational goals!

RETAIN

Although we are grateful for every member that recruits a new member, it is not enough just to recruit. In addition to recruiting, each of us need to find ways to keep the members we already have and ensure the members we just recruited will continue to remain a member of the AFSA.

How do we do that? One way is for you, as the recruiter, or the chapter to stay engaged with the new members as well as the not so new members. On a chapter level, welcome the new members to your chapter, educate them on the association, the chapter events, the HQ events such as the PAC and check in with them from time to time to see how they are doing. Show them that you appreciate them as a member of the AFSA.

Also, I believe every AFSA member has at least one friend, at least one family member or knows at least one other person in this world. Each member should recruit/retain that one person every 1, 2 or 3 years and have that same person retain you. Right there, that is 1 recruit and 1 retention or 2 retentions. Please keep in mind that retention is a shared effort among all of us, meaning members, chapters, divisions and headquarters.

To get credit for your recruitment and retention efforts, your recruitee/retainee must put your member ID number or name on the application or give that information to Headquarters at the time of the application. You cannot retain yourself, but the other person can get credit as well as

your chapter will receive credit. So, remember to retain current members in addition to recruiting new members, and watch your AFSA grow!

RELATE

Last year, I asked, “Why are you being a secret AFSA member?” and urged everyone to **communicate**. Today, I want you to continue to **communicate** to everyone about AFSA. At least three days out of the week, make it a point to tell at least one person about AFSA. You can do this by mouth, by text, by email, by sporting your AFSA gear or by handing out AFSA material. Whatever way you choose to **communicate**, just do it. Remember to **communicate** to your new and not so new members and **communicate** to them often. **Communicate** to your families, bases, communities and to each other. If you are doing great things in recruiting and/or retaining, share that information with the other members in your chapters. If the chapters, which I know you are, doing great things in your community, share them with us at the Headquarters so we can post them and share the great things you're doing. In the end, **communication** builds relationships and if we remember the 3Rs, Recruit, Retain, and Relate, we WILL grow the AFSA to even greater heights!

LOOKING BACK

Now, let's look back. Throughout 2019, to generate growth in every membership category, we continued to introduce new and robust membership recruiting and retention campaigns such as Boots on the Ground for E5-E7, 1 year for \$30, the Buddy Pass Member For Life for \$200 and \$250, Family and Friends Joint Membership for \$50, Air Force Happy Anniversary Membership Special, 1 year for \$30, and the Deployed Military Special, 2 years for \$50. For retention, we focused on one and two-year members by offering a 3-year membership for \$75, Sustain a Hero, targeting those 5 for \$25ers, each 1, Retain 2, \$30 for the member and the recruiter and the Reward the Recruiter, also rewarding the recruiter efforts.

Also, we had 19 requests from Division and Chapters that requested, and was approved by AFSA Headquarters, their own special membership campaigns that they offered to their chapters and divisions. To further assist chapters with their recruiting and retention efforts, we again offered and sent out free marketing materials that included: Tri-Fold Brochures w/Application, Organizational Guide & AFSA Postcards –

Maximum Quantities: 1,000 each and AFSA Selfie Signs – Maximum Quantities: 200 each.

Bylaw Changes

In 2019, there were no proposed AFSA Bylaw changes approved to move forward to the general membership.

Challenges in 2019

From a membership perspective, the membership campaigns provided a boost in recruiting and retention and the Chapters did an excellent job recruiting new members. Overall, the membership numbers were steady. The difference from the beginning year-end strength and the year-end strength was only 527 members. This tells me, we are not there yet, but the good news is we are closer than we were in 2018 and we are definitely on the right track.

In looking ahead, we plan to continue to introduce new and robust membership recruiting and retention campaigns, target the 5 for 25ers as well as continue to offer chapters and divisions the opportunity to request special membership campaigns. Your Member and Field Relations Department will continue to be here to assist our members and our 125 chapters in their recruiting and retention efforts. You can reach us by calling 1-800-638-0594, ext. 288.

As always,
We Thank You.
We Appreciate You.
We are AFSA.

REMEMBER THE 3 Rs.



AFSA LEADERSHIP

2019 – 2020 INTERNATIONAL EXECUTIVE COUNCIL



L to R: CMSgt (Ret) Michael Carton (International President), Jeffrey Forman (International Vice President), Jeff Ledoux (Senior Advisor), Keith Reed (Executive Director and EC Secretary), CMSgt Jessica McWain (USAF Uniformed Service Trustee), Dr. James Crissinger (Retired and Veterans Affairs Trustee), MSgt Nichole Brown (Family Matters Trustee), SMSgt (Ret) Dave McCoy (Division 1 President).



L to R: MSgt (Ret) Andrea Scherlin (Division 2 President), CMSgt (Ret) Kevin Ott (Division 3 President), MSgt Jonathan "JP" Parker (Division 4 President), MSgt Curtis McLean (Division 5 President), MSgt Blake Manuel (Division 6 President), CMSgt Jennell Chalk (Division 7 President).

PAST INTERNATIONAL PRESIDENTS



L to R: Benny McGehee (1961-1964), Earl Lehman (1964-1965), Elmer Andrews (1965-1968), LeonDonnelly (1968-1969), Robert Long (1969-1970), John Concannon (1970-1971), Jose Rodriguez (1971-1974), Mike Hammer (1974-1976), John Paul May (1976-1978), Walter Scott (1978-1980), Lewis Spence (1980-1982), John Hodson (1982-1984),



L to R: Charles Bryant (1984-1985), John McBrien (1985-1988), Geno Piccoli (1988-1991), Victor Bartholomew (1991-1992), 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 Carton (2009-2009), Jeffrey Ledoux (2009-2012).



L to R: Daniel Yeomans (2012-2016), Jeffrey Ledoux (2016-2018), Michael Carton (2018-Present)

PAST AUXILIARY PRESIDENTS



L to R: Mary Hohman (1973-1974), Barbars Avery (1974-1976), Audrey Andrews (1976-1979), Jacqueline Hopkins (1979-1981), Willa Hyde (1981-1984), Phyllis Bartholomew (1984-1986), Gloria Pinksaw (1986-1988), Shirley Mello (1988-1991), Pegga Stala (1991-1993), LaRene Paul (1993-1994), Barbara Beichler (1994-1997), Elaine Warner (1997-2000),



L to R: Kathryn Oden (2000-2003), Carolyn Whitsell (2003-2007), Carol Ruholl (2007-2008), Marie McDowell (2008-2011),



AFSA LEADERSHIP

INTERNATIONAL HEADQUARTERS LEADERS



L to R: Benny McGehee (1964-1966), Joseph P. Brosnan (1966-1970), Frank C. Fini (1970-1981), Donald L. Harlow (1981-1983), James D. Staton (1983-2004), Richard M. Dean (2004-2009), John R. McCauslin (2009-2014).



L to R: Rob L. Frank (2014-2016), Keith A. Reed (2017-present).

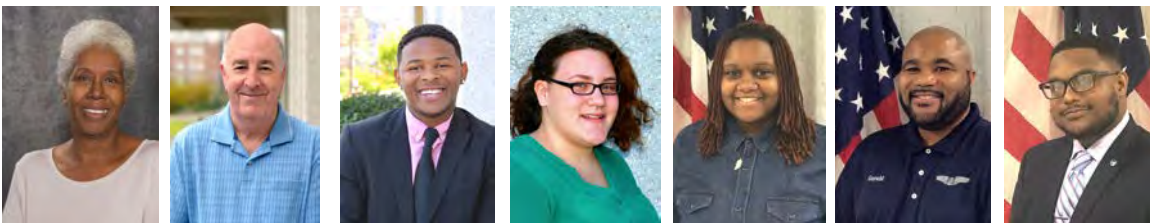


AIRMEN
MEMORIAL
BUILDING
Suitland, MD

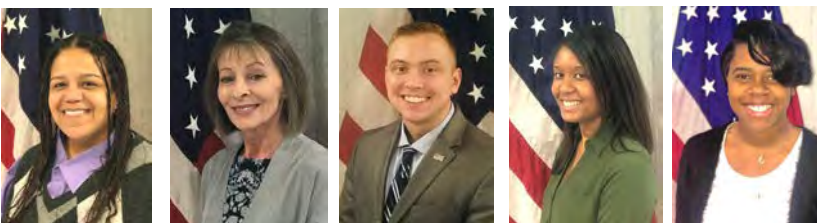
INTERNATIONAL HEADQUARTERS TEAM



L to R: Keith Reed (AFSA Executive Director), Juanita Weems (Chief of Staff, Accounting & Finance Director), Brenda Hill (Member & Field Relations Director), Andrea Sanford (Business Center, Marketing & Communications Director), Maurice Senegal (Accounting & Finance Deputy Director), Francesca Killebrew (Information Technology Manager), Kim Webster (Human Resources Manager).

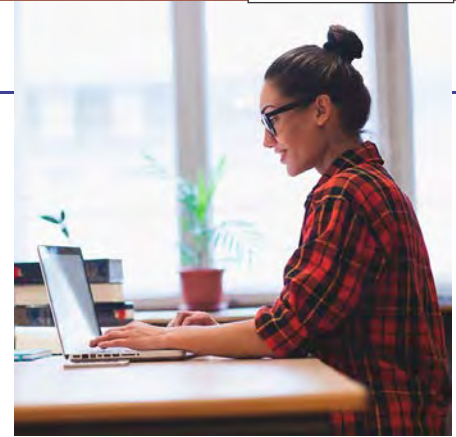


L to R: Yolanda Green (HQ Scheduler/Executive Assistant), James Roberts (Mail Services Manager & Assistant Building Manager), Jammie Abraham (Member & Field Relations Supervisor), Ashley Griffin (Supply & Logistics Specialist), Taneka Jarrell (Accounting & Finance Specialist), Gerald Robinson (Print & Mail Services Specialist), Marshall Padgett (Military & Government Affairs Legislative Communications).



L to R: Larine Greaser (Graphic Designer), Lisa Kibler (Member & Field Representative), Matthew Schwartzman (Military & Government Affairs Policy Advisor, Legislative Affairs), Erika Richardson (Accounting & Finance Administrative Assistant), Bria Coles (Military & Government Affairs Legislative Assistant).

AIRMEN MEMORIAL FOUNDATION



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 2019, approval continued for AMF participation in the fall 2020 Combined Federal Campaign. This was the AMF's 37th 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 2019, 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 2019, 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 31-year CMSAF program's cumulative total to 314 grants worth \$449,500. Among the major contributors to this worth while 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 2019 Chief Master Sergeants of the Air Force Scholarship Program awarded 11 scholarships totaling \$16,500. The top scholarship—The CMSAF Paul W. Airey Memorial Scholarship—goes to Carson B. Ratley. He will continue his education at Middle Georgia State University, Cochran, GA.

\$3,500 CMSAF Paul W. Airey Memorial Scholarship Sponsored by GEICO® Carson B. Ratley

\$2,500 CMSAF Scholarship
Tristan W. Boling

\$2,000 CMSAF Scholarship
Hunter C. Henry

\$1,500 CMSAF Scholarship
Taylor C. Medina

\$1,000 CMSAF Scholarship
Kayla J. West

\$1,000 CMSAF Scholarship
Heath M. Henry

\$1,000 CMSAF Scholarship
Kianna E. Flowers

\$1,000 CMSAF Scholarship
Ivy R. McDermott

\$1,000 CMSAF Scholarship
Kamryn T. Alward

\$1,000 CMSAF Scholarship
Sara J. Powell

\$1,000 CMSAF Scholarship
Jordyn E. Tuning

2. The Airmen Memorial Foundation Scholarship Fund (AMF)

The CY 2019 AMF Scholarship Committee met in June 2019 and selected 18 AFAD, ANG, and AFRC members' dependent children for awards totaling \$27,500. The Clyde V. Prince Memorial Scholarship was the top scholarship at \$4,000; The Julene Howard Memorial Scholarship and Richard Howard Scholarship, established by CMSgt (Ret.) Richard Howard; 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), one \$2,500 Academic Excellence Scholarship, and two \$1,500 Academic Excellence Scholarships. These scholarships brought the total AFM scholarship awards to 650 worth \$798,500.

\$4,000 Clyde V. Prince Memorial Scholarship
Erik Schreiner

\$2,500 Academic Excellence Scholarship
Charles Gallego

\$2,000 Richard Howard Scholarship
Deborah James

\$2,000 Julene Howard Memorial Scholarship
Madison Moore

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

\$2,000 Academic Excellence Scholarships
Dejah Jimerson

\$1,500 Academic Excellence Scholarships

1. Ryan McCauley
2. Katelyn Shibilski

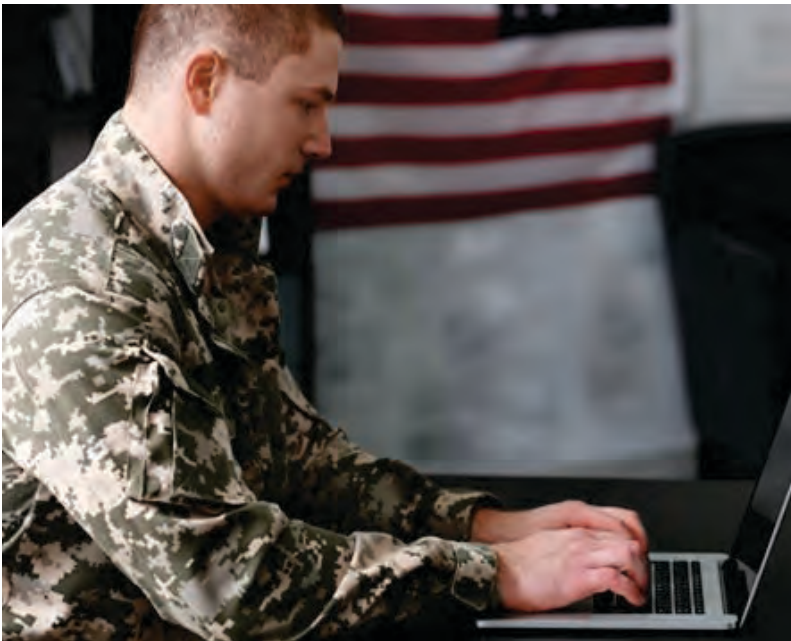
\$1,000 USAA Scholarship Academic Excellence Scholarships

1. James Caughron
2. Janiece Deveaux
3. Kasey Scroggins
4. Madison Meyer
5. Jenna Grutzmacher

\$1,000 GEICO Scholarship Academic Excellence Scholarships

1. Alexis Martinez
2. Skylar Davidson
3. Sean McGinley
4. Jeffrey Malone
5. Mya Vigil

SINCE 1987, THE AMF AND ITS MANAGED FUNDS HAVE AWARDED 964 AWARDS FOR \$1,248,000.



AMF SCHOLARS

The 2019 AMF Scholarship Program awarded 18 scholarships totaling \$27,500. 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.

AFSA Members... you can support the Airmen Memorial Foundation, Inc with your CFC pledge - Designate #10517

Thanks to your generosity, this year we provided 25 AMF Scholarships totaling \$37,500 and 11 CMSAF Scholarships totaling \$16,500!



AIRMEN MEMORIAL FOUNDATION CFC# 10517



Your tax-deductible donations helped make a difference by funding continued educational opportunities for Military members and their families



*Waldorf is honored to serve our nation's
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