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MAGAZINE

SUMMER 2019

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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.

AFSA does not necessarily endorse products or services advertised in the AFSA Magazine. Produced in the United States of America.

AFSA

Founded in 1961 by four Air Force enlisted people, AFSA is a non-profit, tax-exempted organization representing the professional and quality-of-life concerns of the Total Air Force (active duty and components) enlisted members in active, retired and Veteran status, and their families, on Capitol Hill and in the Pentagon. Through its many programs and worldwide chapters, AFSA also reaches out to bases and communities to help those in need and to raise awareness of the sacrifices, concerns and contributions of those who have worn or are wearing enlisted chevrons.

AMF

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

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

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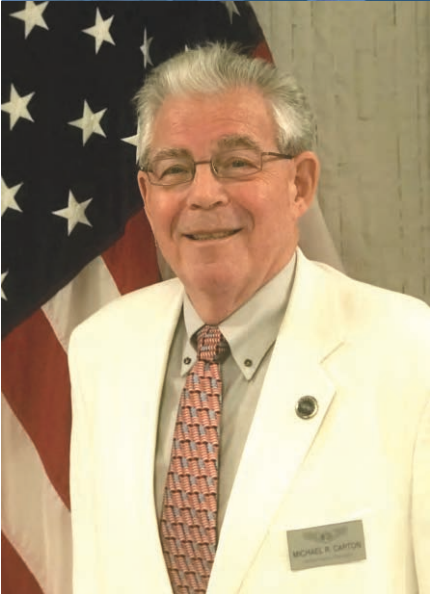
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Atlantic Stripe Conference participants perform a log carry as part of an obstacle course on Ramstein Air Base, Germany, May 18, 2018. The Airmen were selected to attend the conference due to their potential to serve in higher leadership positions as they continue throughout their careers. (U.S. Air Force photo by Airman 1st Class D. Blake Browning)



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



EFFECTIVE OUTREACH

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YOUR MEMBERSHIP,

YOUR CHAPTER,



YOUR MILITARY AND
CIVILIAN COMMUNITIES,

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AFSA BRAND.

PRESIDENT'S COMMENTARY

AFSAPAC19

Did you feel the energy and excitement permeating in the air in San Antonio? Do you still have some of that energy and excitement? The 56th edition of the AFSA International Convention and Professional Airmen's Conference generated an absolute electric atmosphere. My congratulations and thanks to those who participated in making it a huge success. One word which best describes the feeling from the 2019 PAC is INFECTIOUS. I challenge each of you to embrace that infectious energy and make it work for you, your chapter, and your community. You have the opportunity to sow real "Value" in many forms: personal, professional, and AFSA. Your results will be measured in the untold "Successes" you may bring to yourselves, your profession, your association and your communities. Chapter posts on Facebook are showing that infectious energy is being shared across chapters and divisions and, in turn, a positive feeling is emanating throughout our communities.

Speaking of infectious, kudos to CMSgt Lisa Arnold, Los Angeles AFB for being that member who spread the AFSA excitement at our Mid-year Mardi Gras theme party. Thanks Chief!

A very special thank you to CMSAF Kaleth Wright for leading the way for our great enlisted force. Chief, your open approach and panel discussion on suicide and resiliency is a most profound and telling approach in addressing this topic. AFSA greatly appreciates your leadership, guidance, and support.



We honored two outstanding patriots for their hard work and dedication. First, the recipient of AFSA's L. Mendel Rivers Award is the late Arizona Senator, John Sidney McCain III. His son, Navy Lieutenant John S. McCain IV, accepted the honor on behalf of his father's foundation. Senator McCain was the driving force behind AFSA's federal charter.

Our Excellence in Military Leadership recipient was General Tod D. Wolters. Under General Wolter's guidance, Operation GRIT was initiated to provide the time, tools, and resources to promote Airmen taking care of Airmen. Sir, AFSA thanks you for your leadership and all you do for our Airmen and their families.

We also recognized our outstanding AFSA Members, Chapters, and Divisions across the Association. Every nominee excelled within their communities and their efforts are the personification of our Core Values. Congratulations to everyone who was nominated and to those selected. AFSA has captured many of these community related efforts and posted them on our web site for you to use. Log on to the AFSA web page and click on the Event, Project, or Activity tab for the details. Each item is a vehicle designed to bring value to your community and enhance your relationship building efforts.

AFSA leadership at every level should have the ability to identify, cultivate, and develop long-term relationships. You can expand your relationship building experiences via your outreach capabilities. Effective outreach positively impacts your membership, your chapter, your military and civilian communities, and the AFSA brand. You cannot afford not to explore every potential opportunity.

Over the course of our business meetings, I watched the delegates making a subtle but dynamic transformation. My observations confirmed three things. First, the delegates are younger and are very AFSA energized. Second, they want an active role in the decision-making process. Third, these delegates are willing to take risk in order to make their ideas and concepts a reality. I am pleased to know our future is strong and in the right hands.

AFSA WAY AHEAD

Speaking of the future, AFSA's members were very loud and very clear on a variety of important topics. Your AFSA Executive Council, in concert with the Executive Director and Headquarters staff, are focused on growing both our membership and our association. While every area of our association is important, your leadership is going to focus on five areas to enrich and solidify AFSA's position as a premier National Military Association. Your leadership team was already working on these focus areas prior to the PAC conclusion. They include enhancements to membership, the identification and education of future AFSA leaders, implementing enhanced and updated training and education at all levels, our long-term fiscal stability and a complete governance review.

AFSA is 58 years old. We have survived and grown by listening to our members and working toward implementing their ideas. We remain laser focused and committed to improving the Quality of Life for all service members and their families. We will continue to meet these expectations, without fail.

Your leadership remains focused on growing our membership, but we need your assistance and support to make it happen. For example, AFSA conducted an Air Force birthday membership special and chapters jumped at the opportunity. Your chapter can also do special membership campaigns by simply calling the Headquarters for assistance. Think about activities taking place in your own community. You can maximize these local events to enhance your outreach, relationship building, while bringing value to your community. AFSA will continue supporting you on every recruiting and retention initiative.

Your International Headquarters is working on an expansive pay feature within our Membership Management System. The goal is to provide automatic pay options for join and renewal throughout the membership life-cycle. This approach can greatly assist AFSA in reaching new members as well and adds stability to our retention initiatives. The Executive Director is currently working to secure a demo model so, over the next 3-5 months, chapters and members can see how the system interface will work. More information and guidance will be provided to the field as we draw closer to implementation.

Your Division Presidents will be contacting chapters to explain the necessary level of commitment to make this effort

seamless and successful. You have spoken and your leadership is in the process of fulfilling your request.

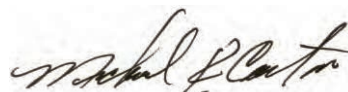
An immediate focus over the next few months is updating the entire spectrum of AFSA training and education. This will include video, webinars, slides, and those mediums which effectively present training to our membership. It will be focused on the Chapter, Division, and International leadership levels. Our overall purpose is three-fold. First, ensure leaders at each level have a clear understanding of the expectations, duties, and responsibilities for their position; be it an elected or appointed leader. We owe each of you a level of understanding to guarantee success. Secondly, it forms the foundation for assuming greater leadership responsibility. Finally, it will allow today's leaders an opportunity to identify, train, and mentor individuals who express and / or demonstrate an aptitude for greater responsibility. At the end of the day, we must set each of you up for success if AFSA is to be successful and prosperous into the future. Vice President Jeff Foreman is charged with making updated training a reality.

Many of you received a fiscal update during the Executive Director's briefing. A synopsis of our financial position is published annually in our spring magazine. Your entire leadership team is committed to ensuring AFSA's daily and long-term fiscal position remains solid.

The final focus area is the governance change process our members and leadership must follow to make changes to our bylaws. More to follow on this as we start working on any proposed adjustments.

The final item is about some positive enhancements to our 2020 AFSA International Convention and Professional Airmen's Conference in Reno, NV. Our 2020 event will see an increase in the number of Professional Development opportunities. AFSA specific business meetings and events will be consolidated in order to better accommodate our members.

These are exciting and positive changes for our Airmen and the professional development of the enlisted force. The Air Force will continue being our partner in creating the professional development programs. This evolutionary step forward forges a stronger bond between the Air Force and AFSA. AFSA's goal is to provide the best opportunities that grow the force and meet the educational and developmental needs of our Airmen.



Michael R. Carton
AFSA International President



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EYE ON WASHINGTON

NDAA UPDATE

The House and Senate versions of the National Defense Authorization Act (**H.R. 2500 and S. 1790**) [<https://www.congress.gov/bill/116th-congress/house-bill/2500/text?q=%7B%22search%22%3A%5B%22hr2500%22%5D%7D&r=1&s=2>] have been approved by their respective chambers and this legislation is now in the hands of a joint House-Senate Conference Committee who have been tasked to resolve differences between the two bills. Both versions will provide military personnel with the full, 3.1 percent pay raise is included in both bills and neither of them include proposals to increase TRICARE fees or alter TRICARE for Life (TFL). DoD plans to eliminate roughly 20 percent (18K) of its military medical personnel soon but the House bill contains language that prevents these cuts until the department analyzes the impact of drastically reducing its medical cadre including how they will affect beneficiaries and communicate the results to Congress. Both NDAA versions include provisions addressing health and safety hazards in military family housing. The House version includes language to repeal the SBP/DIC offset (aka, "Widows Tax"), and the Feres Doctrine. For those who are unfamiliar with the latter issue, this is the law that prevents military members from suing the government for things like medical malpractice. Another House provision seeks to repeal a cap on Post 9/11 GI Bill transfers for older service-members that was scheduled to go into effect in July. One key difference that could prove to be extremely challenging for the Conference Committee is establishing an agreed-upon amount of funding. The Senate version offers the Department of Defense \$750 billion in funding for FY2020 whereas the house version only provides \$733 billion. Again, the fate of this legislation and the provisions described above are in the hands of a joint house Senate conference. There has been minimal staff activity on the bill during the recess, but things will pick up when lawmakers return in the fall. We will be watching progress on this bill and report the outcome in our next issue of AFSA Magazine.

COLA WATCH

Inflation increased by 0.20 percent in July 2019 raising the likelihood of a Cost-Of-Living Adjustment (COLA) in CY2020 ever so slightly. The annual COLA is determined by the percentage increase, if any, between the average 3rd quarter Consumer Price Index (CPI) of the current year over the average 3rd quarter (CPI) of the prior year. Current figures and history suggest the possibility of a COLA in the range of 1.5 to 1.6 percent, but a lot could happen in August and September to alter that figure. We will know the answer in mid-October when the Bureau of Labor statistics announces the Consumer Price Index-W (CPI-W) for the month of September.

VA CAREGIVER PROGRAM EXPANSION DELAYED

The VA MISSION Act included language that will expand eligibility for VA's Program of Comprehensive Assistance for Family Caregivers (PCAFC) to eligible Veterans and their caregivers from all eras. Currently this benefit is only offered to eligible Veterans who

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TO HELP US KEEP OUR
MEMBERSHIP NUMBERS
HIGH TO ENSURE
OUR MESSAGE IS HEARD
LOUD AND CLEAR!**



incurred or aggravated a serious injury in the line of duty on or after September 11, 2001.

By law, the expansion can't begin until VA certifies to Congress that the department has fully implemented a required information technology (IT) system for the program. Initially scheduled to occur in the fall, VA now projects that the mandatory certification won't take place until sometime in the first half of CY2020.

As a reminder, the expansion will occur in two phases beginning with eligible Veterans who incurred or aggravated a serious injury in the line of duty on or before May 7, 1975, with further expansion beginning two years later. VA is working to establish required systems and regulations to improve PCAFC and implement changes required by the MISSION Act. Caregivers and Veterans can learn about the full range of available support and programs available through the Caregiver Support Program by visiting the Caregivers Support Program [website \[https://www.caregiver.va.gov/\]](https://www.caregiver.va.gov/) or by contacting the Caregiver Support Line toll-free at 1-855-260-3274.

VETERANS COMMUNITY CARE PROGRAM (VCCP)

In June, VA successfully launched the new Veterans Community Care Program (VCCP) which was directed by the VA MISSION Act of 2018 (P.L. 115-182). The VCCP expanded eligibility for community care and provides a new urgent care benefit. VA recently shared these answers to four commonly asked questions about the VCCP:

1. When can I receive community care?

Eligibility for community care depends on your individual health care needs or circumstances. You should discuss community care eligibility with your VA care team to determine if you are eligible. This [video \[https://www.youtube.com/watch?v=oggmXhj8QRk&feature=youtu.be\]](https://www.youtube.com/watch?v=oggmXhj8QRk&feature=youtu.be) provides a quick overview of Veteran community care.

2. Can I get dental care through the MISSION Act?

Eligibility for dental services has not changed under the MISSION Act. You should talk to your VA care team about eligibility for dental services. Click [here \[https://www.va.gov/health-care/about-va-health-benefits/dental-care/\]](https://www.va.gov/health-care/about-va-health-benefits/dental-care/) for more information about dental care.

3. How does a community provider know I am eligible to receive community care? If your VA care team has determined that you are eligible for community care and you chose a community provider, VA will send the provider a referral and authorization prior to you receiving care. You must receive approval from VA prior to obtaining care from a community provider in most circumstances.

4. I was authorized for community care under the Choice program. What happens now?

The Choice program expired on June 6, 2019, and specific Choice eligibility for community care is no longer being used. If you were eligible for community care under Choice, you should speak with your VA care team or a VA staff member at your local VA medical facility about updated eligibility for community care. This [video \[https://www.youtube.com/watch?v=z9ac0FqO8To&feature=youtu.be\]](https://www.youtube.com/watch?v=z9ac0FqO8To&feature=youtu.be) also provides a quick primer regarding community care eligibility under the new Veteran community care program.

VA set up a special MISSION Act contact center at (844) 698-2311 so Veterans can call to get answers to their questions about the new program. Select option 1 when/if you call the center whose hours of operation will be 8:00 am to 5:00 pm in all time zones. You can call or visit your local VA facility for information as well.

A separate VA website has updated stories and Fact Sheets about the VCCP and the new Urgent Care benefit as well. We highly recommend those who are eligible or interested in either program to visit this site and review the information there carefully.

VA URGENT CARE

Urgent Care is a new benefit offered by the MISSION Act that gives Veterans a greater choice in their health care. It allows eligible veterans to seek care from designated civilian providers for medical conditions such as colds, ear infections, minor injuries, pink eye, skin infections, and strep throat. The Urgent Care benefit is offered in addition to having the opportunity to receive care from a VA provider, as VA also offers same-day services. VA recently offered AFSA the following answers to common questions they have received about the new Urgent Care benefit:

1. How do I become eligible for the urgent care benefit?

You must be enrolled in VA health care and have received care through VA from either a VA or community provider within the past 24 months to be eligible for the urgent care benefit.

2. How can I find an urgent care provider? To find an urgent care location in VA's contracted network, use the VA facility locator at [\[https://www.va.gov/find-locations\]](https://www.va.gov/find-locations) Select the link entitled "Find VA approved urgent care locations and pharmacies near you".

3. What is the difference between urgent care and emergency care? Urgent care consists of medical services provided for minor illnesses or injuries that are not life-threatening such as strep throat, pink eye, or influenza. Emergency care consists of inpatient or outpatient



hospital services that are necessary to prevent death or serious impairment of health such as severe chest pain, seizures or loss of awareness, heavy uncontrollable bleeding, or moderate to severe burns.

4. Do I have to pay a co-payment if I receive urgent care that relates to my service-connected condition?

Co-payments for urgent care are different from other VA medical co-payments. Co-payments for urgent care depend on your assigned priority group and the number of times you visit any urgent care provider in a calendar year. Visit the Urgent Care [webpage \[https://www.va.gov/COMMUNITYCARE/programs/veterans/Urgent_Care.asp%20-%20Copayments\]](https://www.va.gov/COMMUNITYCARE/programs/veterans/Urgent_Care.asp%20-%20Copayments) for more information about co-payments.

5. How do I get prescription medication related to an urgent care visit? VA will pay for or fill prescriptions for urgent care. For urgent care prescription medication longer than a 14-day supply, the prescription must be submitted to VA to be filled. For urgent prescriptions written by an urgent care provider, you can fill a 14-day supply of medication at a contracted pharmacy within the VA network, in VA, or at a non-contracted pharmacy. If a non-contracted pharmacy is used, you must pay for the prescription and then file a claim for reimbursement with your local VA medical facility.

A couple quick reminders about using the Urgent Care option. Veterans can only use VA approved, Urgent Care providers and only certain services and procedures are covered. If you go to a non-approved provider or receive services other than what is allowed you will be responsible to pay the full cost of that care. Additionally, all Veterans will be charged a \$30 co-pay after three urgent care visits but those in Priority Groups 7 & 8 and certain Priority Group 6 Veterans will be charged that co-pay for every visit. The bottom line: know before you go so read over that Urgent Care [Fact Sheet \[https://www.va.gov/COMMUNITYCARE/docs/pubfiles/factsheets/VA-FS_Urgent-Care.pdf\]](https://www.va.gov/COMMUNITYCARE/docs/pubfiles/factsheets/VA-FS_Urgent-Care.pdf) carefully.

IMPROVING THE VA CAREGIVER PROGRAM

Legislation introduced by Senators Gary Peters (D-MI) and Marsha Blackburn (R-TN) seeks to improve VA's Program of Comprehensive Assistance for Family Caregivers (PCAFC). In the recent past, many caregivers and veterans have been arbitrarily discharged or downgraded from the program and along with it, their benefits have been abruptly reduced or revoked. The public backlash that ensued forced the department to place a moratorium on these types of actions until a comprehensive review of the program could be completed. Put in place last December, that stay remains to this very day. Around the same time, VA's Office of the Inspector General [reported \[https://www.va.gov/oig/pubs/VAOIG-17-04003-222.pdf\]](https://www.va.gov/oig/pubs/VAOIG-17-04003-222.pdf) in 2018 that the department failed to adequately manage the caregiver program and recommended improvements and reforms.

- The AFSA-endorsed, “Transparency and Effective Accountability Measures for (TEAM) Veteran Caregivers Act” (S. 2216) takes several steps to improve the PCAFC program, including
- Ensuring all caregivers are included in the veterans' medical records. Currently, only certain caregivers participating in the Caregiver Support Program are included in veterans' medical records. Including all caregivers in medical records strengthens communication between VA and caregivers and recognizes them as part of the clinical team.
- Establishing a minimum standard of information in downgrade notification letters. This bill would require VA to provide additional context and explanation leading to downgrade or termination decisions. Caregivers have reported that their decision letters are sometimes missing important information that would be necessary to file an appeal.
- Extending benefits for at least 90 days after a termination letter is sent for cases where a veteran is deemed “no longer clinically eligible” for the program. Caregivers have reported being dropped within a couple weeks of receiving a termination letter and have no time to appeal or make new accommodations. This bill codifies VA's goals of maintaining care.

GI BILL COMPARISON TOOL

If you haven't explored your options for GI Bill benefits, [VA's GI Bill Comparison Tool \[https://www.va.gov/gi-bill-comparison-tool\]](https://www.va.gov/gi-bill-comparison-tool) is a great place to start. Learn how to leverage your education benefits for maximum value; look up colleges, training schools, and apprentice programs that may interest you, and see how much your GI Bill benefits will pay. Additional information about the tool is available at [VAntage Point \[https://www.blogs.va.gov/VAntage/48653/vas-gi-bill-comparison-tool-is-a-valuable-resource-in-checking-priority-enrollment-for-veterans-and-service-members/\]](https://www.blogs.va.gov/VAntage/48653/vas-gi-bill-comparison-tool-is-a-valuable-resource-in-checking-priority-enrollment-for-veterans-and-service-members/)

BENEFITS DELIVERY AT DISCHARGE PROGRAM

VA's Benefits Delivery at Discharge (BDD) program allows transitioning service members the ability to file a disability compensation claim 180-90 days PRIOR to separation, which allows the department to grant benefits as soon as the day after discharge. This [video \[https://www.youtube.com/watch?v=DTSujFDP-58&feature=em-uploademail\]](https://www.youtube.com/watch?v=DTSujFDP-58&feature=em-uploademail) describes the eligibility requirements and outlines how to file a BDD claim. Additional information about the DDD program can be found by clicking [here \[https://www.va.gov/disability/how-to-file-claim/when-to-file/pre-discharge-claim/\]](https://www.va.gov/disability/how-to-file-claim/when-to-file/pre-discharge-claim/).



U.S. Air Force Lt. Gen. Richard M. Clark, 3rd Air Force commander, left; Chief Master Sgt. Phillip L. Easton, United States Air Forces in Europe and Air Forces Africa command chief, center left; Airman 1st Class Linda Casul, USAF band's Wings of Dixie regional band vocalist, center right; sing during the Air Force Ball at the officer's club on Ramstein Air Base, Germany, Sept. 23, 2017. The ball is a longstanding tradition commemorating the Air Force birthday. (U.S. Air Force photo by Senior Airman Devin Boyer.)



Chief Master Sgt. Phillip L. Easton, U.S. Air Forces in Europe and Air Forces Africa command chief, speaks with Airmen at an all call during a visit to Aviano Air Base, Italy, July 23, 2018. Easton spoke on the importance of Airmen and families to take time to recharge and come back to complete the mission safely and efficiently. (U.S. Air Force photo by Staff Sgt. Cary Smith)

**"WE DUG OUT OF IT,
THEY GOT BACK ON IT,
AND THEY ARE
DOING GREAT."**



Senior enlisted leaders pose for a group photo during the 8th annual African Air Chiefs Symposium in Marrakech, Morocco, Oct. 23, 2018. This marks the first time in the history of AACS senior enlisted leaders got the chance to meet and discuss their collective security. (DoD photo by Mass Communication Specialist 2nd Class Cody Hendrix)

USAFE-AFAFRICA



EDITOR'S NOTE: This article was written when Chief Master Sgt. Phillip Easton was the U.S. Air Forces in Europe and Air Forces Africa command chief. He has since taken on the role of senior enlisted leader at U.S. European Command and Chief Master Sgt. Brion Blais is the new USAFE-AFAFRICA command chief."

A COMMANDING CHIEF

FINDING PURPOSE IN ENLISTED DEVELOPMENT

By USAFE-AFAFRICA Public Affairs

"My first nine years of my Air Force career I didn't really understand what my purpose was," confessed U.S. Air Forces in Europe-Air Forces Africa top enlisted Airman.

"I wasn't doing my part, and my supervisors weren't doing their part -- I really struggled. That's why I'm so passionate about making sure frontline supervisors and squadron superintendents understand how important their job is and how much they mean to the overall mission."

Despite a rough beginning in the Air Force, current U.S. Air Forces in Europe-Air Forces Africa command chief, Chief Master Sgt. Phillip Easton encompasses the enlisted journey to its fullest

potential – moving from practitioner to manager to leader. After earning honor graduate recognition during technical school in communication navigation systems specialist on heavy aircraft, a young Easton struggled to sustain momentum and ambition early in his career.

"There was a point where I didn't know if I was going to stay in the military or not. I had a four-EPR and it was mathematically impossible to make staff sergeant first time. I didn't even know that Senior Airman Below-the-Zone was a thing." In spite of this, he continued to look for opportunities to help define his Air Force purpose. Becoming a basic military training instructor was the turning point in Easton's career that drove his personal leadership style and goals, changing him both professionally and personally. "I really floundered

for the first nine years until I was an MTI and met Master Sgt. Ralph Perez, who's the most influential person during my career."

Perez was the precise senior non-commissioned officer and mentor Easton needed to reinvigorate his journey. He took Easton under his wing and explained how to be successful in the Air Force. Perez would sign him up for community events, take him to the education center and even watch his flight so Easton could have a more solid work-life balance.

"That's what a great supervisor does. He knew I didn't have the time, or that the flights were going to suffer and he would say: 'Okay, I got this. You go take care of that.' It was all the little things that helped me personally and professionally, because I wouldn't have done it on my own."

"He's definitely a testament to why I'm here today." Easton has taken the servant-leadership style Perez modeled for him and made it his own in good times and in bad.

"It was the best job I've ever had. Three years actually marching Airmen around and developing them. Then I spent a year as a supervisor of other MTIs and a year leading the standards and evaluations section."

Yet, for all his dedication and hard work, the young sergeant continued to struggle in creating a work-life balance befitting of a self-proclaimed family man.

Easton and his wife, Yolanda, have been married for 27 years and have two daughters Briana and Ariana. Currently, Briana, 22, is studying kinesiology at the University of North

Texas and Ariana, 19, is an airman first class studying radiology at Eglin Air Force Base, Florida.

“I was an MTI for five years. I was working 16 to 20 hours a day, six to seven days a week,” he admits. “I tell everyone that when it comes to balance, I made a lot of excuses when our kids were younger. I remember thinking that they wouldn't remember until they're about six years old, and they wouldn't remember dad not being there.”

“The person that does remember is Yolanda,” Easton poignantly states, giving his wife due credit for helping him find stability when it came to long hours, deployments and the responsibilities that come from being a father and husband.

As the years passed, Easton focused on finding the right work-life balance while continuing to rise through the ranks, earning a position in the top one percent of the Air Force and earning the title of chief master sergeant in 2009 while stationed at Misawa Air Base, Japan.



The family of Chief Master Sgt. Phillip Easton, U.S. Air Forces in Europe and Air Forces Africa command chief, poses for a photo. From left is Easton's wife, Yolanda, and daughters Ariana and Briana. (Courtesy Photo)

He went on to serve as the noncommissioned officer academy commandant and as the mission support group superintendent while stationed at Kadena Air Base, Japan. After serving as a chief for almost four years, Easton was hired as the new command chief at Malmstrom AFB, Montana, the first of many command chief positions he would go on to hold.

“I got there in November of 2013, and in less than two months, January of 2014, the test cheating scandal had come out,” Easton says, referencing the Air Force's investigation into alleged cheating by missile launch officers during a routine proficiency test at Malmstrom AFB. The investigation led to the dismissal of nearly the entire operations group chain of command, to include the wing



U.S. Air Force Chief Master Sgt. Phillip L. Easton, U.S. Air Forces in Europe Air Forces Africa command chief, speaks to NCOs during the Atlantic Stripe course at the USAFE Conference Center on Ramstein Air Base, Germany, May 9, 2017. Easton shared experiences he had with past supervisors and encouraged the NCOs to strive to be better than their former supervisor. (U.S. Air Force photo by Senior Airman Devin Boyer)

it was nothing he did directly, but he was responsible for the culture and climate,” Easton remembers. Easton said that event was the most challenging part of his career: learning to lead through adversity. The intense and very public challenges faced during his time at Malmstrom served as the cornerstone to his tenure of command chief roles. “I am a much better person and leader because of it,” said Easton. “We dug out of it, they got back on it, and they are doing great.”

As USAFE-AFAFRICA's current command chief, Easton brings with him a tried and true leadership style forged in family, mentorship, sacrifice and even scandal. Altogether, Easton helps guide more than 21,000 enlisted force personnel across Europe and Africa, including 1,200 members within the command's staff.

By focusing on readiness, personal and professional development, and caring for one another, Easton and Yolanda have helped develop a culture of Airmen who are focused on being well led, well trained and resilient.



Romanian air force's International Senior Enlisted Leader visit attendees walk the flight line at Borcea Air Force Base, Romania, July 11, 2018. More than 25 service members attended the two-day event to tighten professional relations and discuss educational and training processes for combined professional development. (U.S. Air Force photo by Staff Sgt. Neshia Humes Stanton)

US Air Forces in Europe-Air Forces Africa



Several professional development and resiliency programs have been created during Easton's tenure, focused on developing senior enlisted leaders not only in the Air Force but also in other services and other nations, including the Squadron Superintendent Course, the Atlantic Stripe Conference, the Senior Enlisted Leadership Summit and Operation Grit.

Easton elaborated on what developing others means to him. "When I talk about deliberate development, I talk about doing things on purpose, not by happenstance. Knowing that you're making an impact on people's lives; that's what this is all about. That is what I enjoy doing, and it's those experiences that make me excited to get up every morning."

Many of the courses and initiatives implemented by the Easton family have expanded their audiences and curriculums to include the spouses, and are often attended by his wife Yolanda.



Chief Master Sgt. Phillip L. Easton, U.S. Air Forces in Europe Air Force Africa command chief, displays various memorabilia in his office attesting to his experiences over more than 25 years of service in the U.S. Air Force, March 9, 2017, Ramstein Air Base, Germany. Aircraft maintainer and military training instructor are just some of the positions Easton has held. (U.S. Air Force photo by Tech. Sgt. Micky Pena)

"We believe that training and development should occur earlier in a career and that giving spouses the tools and training received by the military member will result in a stronger family unit and ultimately a stronger Air Force," explained Yolanda.

In one of his many roles, Easton serves as part of the Air Force Senior Enlisted Leader Council. The group is comprised of the Chief Master Sergeant of the Air Force, nine active duty Major Command chiefs, Guard and Reserve command chiefs, and other advisors. Over the past two years, Air Force senior enlisted leaders have made significant changes to the lives of thousands of enlisted personnel, who have had to adjust under the demands and responsibilities of a shifting force.

Changes include elimination of the Weighted Airman Promotion System and airman first class and below



U.S. Air Force Airman 1st Class Sequan Gill, center, 100th Logistics Readiness Squadron fixed facilities operator, demonstrates the forward area refueling point tryout process to U.S. Air Force Lt. Gen. Richard Clark, left, 3rd Air Force commander, and U.S. Air Force Chief Master Sgt. Phillip Easton, 3rd Air Force command chief, Jan. 5, 2017, on RAF Mildenhall, England. There are currently nine Airmen assigned to the FARP team. The team works alongside the 352nd Special Operations Wing to refuel aircraft in austere and potentially dangerous areas. (U.S. Air Force photo by Senior Airman Christine Halan)

performance reports, changes to Enlisted Developmental Special Duties, Enlisted Professional Military Education, Enlisted Evaluation System, high-year tenures, and changing the number of bullets required for annual awards packages, to name a few.

"To me, that's the proof in the pudding. The positive feedback that we've gotten from the field in the last two years has been incredible, and has made being a part of this team a joy. Our focus is taking care of the Airmen and giving them the tools they need, and sometimes removing things to give them the whitespace to execute the mission, and take care of themselves, take care of their families, take better care of their Airmen, get the mission done and be resilient Airmen. So to me that's been the best part of being part of the AFSELC."

As Gen. Tod D. Wolters' senior enlisted advisor, Easton is a part of a dynamic group, shaping Airmen across two continents. He is a key player in the four-star's vision to develop and defend air power sovereignty in the region.

Military action taken against Syria in April 2018 demonstrated the allied capabilities of a 75-member coalition focused on destroying the remnants of Islamic State of Iraq and Syria's physical caliphate and setting the conditions for a U.N.-backed Geneva process to succeed. U.S. and allied nation responses are meticulously coordinated operations that rely heavily on joint training and longstanding coalition relationships.

"Developing those relationships is key. For example, one of the four hats that I wear is being responsible for the enlisted force development of our international partners in both Europe and Africa."

"We work through the combatant command to find out who we can and need to work with. Then I make sure their senior pride in," he explained. Easton has hosted multiple senior



Gen. Tod D. Wolters, U.S. Air Forces in Europe and Air Forces Africa commander, signs the reenlistment paperwork for Chief Master Sgt. Phillip Easton, USAFE-AFACRICA command chief, at Ramstein Air Base, Germany, Feb. 25th, 2019. Easton will move from his current assignment to assume the duties of the senior enlisted leader U.S. European Command this summer. (U.S. Air Force photo by Tech. Sgt. Stephen Ocenosak)

enlisted leaders get what they need to be successful. To me, that's one of the roles I have that I really enjoy and I take enlisted engagements with various partnered and allied countries including Bulgaria, Romania, Norway, United Kingdom, Botswana and Morocco.

“One of the things I am most proud of was the work we did during the African Air Chief symposium in 2018 in Morocco. For the first time ever, we were able to invite senior enlisted leaders to help increase our interoperability and build partnerships among us. Nine leaders attended, and it was amazing to see the interaction and have discussions regarding challenges impacting our enlisted forces,” Easton recalled.

As the air component for two combatant commands, USAFE-AFACRICA supports NATO and integrates with functional combatant commands such as U.S. Transportation Command and U.S. Strategic Command on a daily basis.

Last October, Easton was confirmed as U.S. European Command's next senior enlisted leader, replacing Fleet Command Master Chief Crispian D. Addington at EUCOM's headquarters in Stuttgart, Germany.

Easton's recognizable dedication to the enlisted force will be a great asset for EUCOM as he transitions to his new position this summer, serving not only the Airmen he is so connected to, but also Soldiers, Sailors, Marines, and Coast Guardsmen as well. Through his time in the Kaiserslautern military community, Easton has come to develop a keen understanding of the EUCOM mission, vision and goals. “As I move into EUCOM this summer, we'll continue to build upon our relationships and continue to remove road blocks

and make sure that our Soldiers, Sailors, Airmen, and Marines, Coast Guardsmen and civilians have everything they need to accomplish the mission.”

As the senior enlisted leader, Easton will support enlisted development and mentorship for senior enlisted in the European footprint to include: U.S. service components; partner nations within NATO; and Partnership for Peace countries. “We have 29 nations in NATO and many other additional partner countries that make our overall coalition stronger, together. By working together and sharing experiences we all become better.”

As fate would have it, Easton will be joining Wolters at EUCOM who has been nominated as Supreme Allied Commander Europe, succeeding U.S. Army Gen. Curtis M. Scaparrotti. The shift in leadership will make for a smooth transition to the combatant command for both distinguished leaders. Both Wolters and Easton bring with them proven track records for success, which will serve to further enhance opportunities and partnerships across the command.

“We have to make sure our enlisted leaders are prepared to lead and develop the next generation. For me, it's the opportunity to change people's lives and mentor, mold and develop them,” stated Easton. “Additionally, for our spouses that have the desire to become more involved, we want to educate train and prepare them for the future.”

USAFE-AFACRICA Airmen know the kind of leader they have in Easton, and they can rest easy knowing he is taking watch and bringing the kind of commitment and dedication to his new role, serving in one of the most dynamic combatant commands in the Department of Defense.

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WE ARE AFSA

DEFENDING THE ENLISTED CORPS AND THEIR FAMILIES SINCE 1961

During a four-day course squadron commanders, directors and superintendents from across the Air Force gained an in-depth understanding of AFPC programs and processes for talent management and care for Airmen and families. Chief Master Sgt. Kenneth Lindsey, AFPC command chief, and Senior Master Sgt. Jose Sanchez, AFPC first sergeant, mentor and advise participants during the senior enlisted and first sergeant perspective session, Joint Base San Antonio-Randolph, Texas, May 15, 2019. (U.S. Air Force photo by Staff Sgt. Sahara Fales)



MASTERING THE ART AND SCIENCE



By Staff Sgt. Sahara L. Fales | JOINT BASE SAN ANTONIO-RANDOLPH, Texas

THE MISSION

Having never set foot at the Air Force's Personnel Center, Chief Master Sgt. Kenneth L. Lindsey didn't know what to expect when he was selected to be the AFPC command chief. His perception of AFPC wasn't the best, primarily because he hadn't invested time in learning about the organization.

"I'll be honest, due to a lack of my own knowledge, I didn't understand what went on and how we do business here," Lindsey said. "I wish I would've known really what goes on within AFPC from the beginning to the end of a process. Then I could've figured out how to coordinate the perspective on policy, and how to get things across the finish line the first time."

Lindsey emphasized that the main thing he learned upon arrival is the real impact AFPC has on the Air Force's ability to fight and win and to be a more lethal and ready force.

He said AFPC accomplishes this by being the implementation and execution arm for personnel policies and procedures, while managing the human resource function for the Air Force.

Headquartered at Joint Base San Antonio-Randolph, Texas,

AFPC houses approximately 2,500 military and civilian Airmen who execute programs that cover the entire life cycle of all personnel in the Air Force. This includes operations such as retirement, readiness, growth, development and deployment for nearly two million total force Airmen, retirees and family members.

As the senior-ranking enlisted member at AFPC, Lindsey's role is to provide advice and guidance to the commander and staff on the effective use of the organization's diverse workforce.

"Our personnel are entrusted to provide options to decisively employ airpower across the entire spectrum of conflict in a 'Ready to Fight Tonight' mentality," he said.

Lindsey added that this no-fail mission can only be completed through continued dedication and strong teamwork across all career fields, taking care of those who serve from the beginning to the end of their careers and beyond.

"When I think of AFPC, I see us as the wheel; I see everything else, such as the different career fields, mission sets and commanders' priorities as the spokes," Lindsey said. "It's our responsibility here to take all of those spokes and tie them all together so we can enable the fight for our entire force, wherever we take it."

AFPC



In addition to connecting Air Force functions, AFPC supports the force by helping pave the way for new policies.

“Whatever our senior most leaders are saying they want to see in 2030, we have to be flexible and adaptable to make sure our policies align with what they envision. That means assignments, talent management, development, you name it,” Lindsey said. “It is imperative to make sure we are included in those discussions so when it's time to execute, we are prepared.”

TAKING THE REINS

Once selected for his new role at AFPC, Lindsey said he wasn't sure he could influence an organization so different from what he was used to. Having spent a majority of his career performing diverse duties within the Tactical Air Control Party career field, he hoped his insight from the tactical realm would prove to be beneficial.

During his tenure in the Air Force, Lindsey earned Master Parachutist, Military Freefall Jumpmaster, and Air Assault wings, the Pathfinder badge and the U.S. Army Ranger tab. He also deployed in support of Operations DESERT SHIELD

and STORM, ENDURING FREEDOM, IRAQI FREEDOM and NEW DAWN.

“Within the TACP career field everything is full-throttle-- everything is 'go',” Lindsey said. “We assess risk differently, look at policy differently. If it's not in writing, we could do it as long as it was safe, we were not breaking laws and it was necessary for mission accomplishment. If it makes sense, do it...so that was always my mind-set.”

“In this organization it's a lot different because we are policy driven by Headquarters Air Force. It was tough for me to go from a small career field, to one like this, where you're accountable for everyone in the entire force.”

Lindsey initially questioned if he was ready for the personnel environment.

“I came from an entirely different place so this was not in my comfort zone,” he said. “But leadership thought there was a need for a different perspective and I was tasked to do that when I was selected for the job.”

BEHIND THE CURTAIN

The AFPC campus extends across seven different buildings, some containing up to three floors. Each level is a cubicle city with beige partitions from floor to ceiling. As you walk through, concrete support beams are lettered and signs hang from the ceiling to help discern certain sections from the others. This is where business gets done Lindsey said if he could communicate one thing to senior leaders across the Air Force, he would pull back the curtain on AFPC operations to provide them with the insight he never had.

“As a senior leader, if I didn't work in this organization, I would want to know the environment in which the AFPC team gets things done,” said Lindsey. “When people visualize AFPC, they see everyone having their own office and great computer systems where everything is automated. I was shocked when I got here and saw how that's not always the



Chief Master Sgt. Kenneth Lindsey, AFPC's command chief, and Lt. Col. James Valpiani, 461st Flight Test Squadron director of operations, Edwards Air Force Base, Calif., have a discussion during the third AFPC Squadron Commander Course this year at Joint Base San Antonio-Randolph, Texas, May 13-16, 2019. Squadron commanders, directors and superintendents from across the Air Force joined in the course, which focused on AFPC programs and processes for talent management and care for Airmen and families. (U.S. Air Force photo by Staff Sgt. Sahara Fales)

case. We have remarkable men and women often using legacy systems to take care of Airmen across the force. It's incredible!"

When he served as a command chief at a Numbered Air Force, Lindsey remembers sending Developmental Special Duty paperwork up to his major command chief, and from there it went to AFPC--that's all he knew.

"My perception was there are ten people working solely on Developmental Special Duty stuff and to my surprise it was only three--the highest ranking was a master sergeant," Lindsey said. "The field never gets to see that."

promotions, evaluations... and the list goes on," Lindsey added. "Once you go to that cubicle and see the one or two faces behind who is doing all of this, it makes you eat a slice of humble pie. These men and women are amazing."

GETTING TO YES

Lindsey hopes Airmen in the field understand that AFPC truly cares about their story.

"In my mind, I envision that when something comes in from the field we read it, and just as human beings we evaluate and make judgment based on what our heart tells us. THEN overlay policy on it," Lindsey said. "Often we overlay policy first, which allows us to easily say no. Once you add that element of heart, and put yourself in the position of the commander or the member, getting the right answer and 'getting to yes' is easy to do. I think doing that will drive us as an organization in the right direction."



Air Force releases candidate lists for Officer Instructor and Recruiting Special Duty. This program is the next significant milestone in the Air Force's initiative to transform the officer talent management process used to fill education, training and recruiting positions. (U.S. Air Force graphic by Kat Bailey)

One example Lindsey referenced was The Humanitarian Program. This program was established to assist Airmen in resolving severe short-term problems involving a family member.

"According to policy, one of the basic eligibility criteria is that the family member's problem must be resolved within a reasonable period of time, normally 12 months," Lindsey said. "But what if the doctor says it'll take 13 months? Do we just deny the request? No. This is a moment where I'd like us to find a solution to take care of our Airmen."



Premier College Interns immerse into Air Force mission

The Air Force's Personnel Center hosted its first of four 2019 Premier College Intern Program symposiums in San Antonio, Texas, May 29-31 with more than 60 interns attending. The 12-week paid intern program is designed to attract full time college students who are seeking a career in Air Force Civilian Service. (U.S. Air Force photo by Angelina Casarez)

In addition to helping Airmen "get to yes", Lindsey encourages AFPC Airmen to be empowered to review policy and ask questions if something doesn't seem applicable to this day and age.

"If we know something was written five or ten years ago, why can't we look at it through a different lens and come up with a resolution," said Lindsey. "We sometimes fall on 'that's what it says' and stop there. I don't think that's the right answer for the field. I want to go into it further and dig a little deeper. Who is the authority who can change this? How do we edit the policy to make sure it is right?"

Lindsey measures the organization's success by being able to say his team took care of an Airman's situation; not because the guidelines said so, but because they went a little outside of that box and because it was the right thing to do.

INNOVATION AND CULTURE CHANGE

In the future, Lindsey envisions the Center transitioning to using bot technology and smart systems for day-to-day repetitive processes.

"If we are successful in that, we can spend more time addressing the concerns and issues of the field and let the bots take care of systematic things that happen all the time," said Lindsey.

Recently, AFPC deployed its first digital Airman named "HERO 1."

"We have been working to automate work with the idea of freeing up Airmen to focus on the art of personnel actions versus the science. HERO 1 does just that," Lindsey said.

The bot authenticated and sent 80 military PCS orders in approximately seven minutes. Lindsey said this is a huge improvement because previously it took anywhere from "3-5 minutes to process just one."

"We are excited about this new capability, and look forward to deploying more of these digital Airmen in the near future," he added.

While the bot is a big step into the future, Lindsey believes that improving processes incrementally across the organization is what will drive culture change at AFPC. However, he says that change takes time and patience. Winning to me is when someone in the field, someone we've provided customer service to, can go to their family or their unit or some communication platform and share their success story with everyone else."



Superintendents join AFPC Squadron Commander Course Squadron commanders, directors and superintendents from across the Air Force pose for a group photo at the Air Force's Personnel Center, Joint Base San Antonio-Randolph, Texas, May 13, 2019, during the third AFPC Squadron Commander Course this year. During the four-day course, members visited with AFPC leaders and subject matter experts to discuss key programs and processes for AFPC's talent management and care for Airmen and families. (U.S. Air Force photo by Angelina Casarez)



The Air Force's Personnel Center hosted the 2019 Civilian Personnel Training Summit in San Antonio, Texas, July 22-26, 2019. More than 250 civilian personnel professionals from across the Air Force came together to share best practices, latest processes, discuss policy changes and learn about new tools available to them. (U.S. Air Force photo by Angelina Casarez)

WORDS OF WISDOM

Although Lindsey is retiring soon, he applauds his team and encourages them to keep moving in the right direction.

"When you're grinding every day like we do here at AFPC you don't always have enough time to take a step back and look up and see the work that you're really doing for the Air Force," said Lindsey. "When you get those emails, or see an Airman who you've helped out, that's very fulfilling and that's the best part of working in this organization--where taking care of Airmen takes on a different meaning."

After spending eight years of his career as a command chief at different locations and levels, Lindsey's advice for his successor can be narrowed down to one word—balance.

"Typically, a command chief's role is inward facing into the organization to ensure unit objectives are being met, while still understanding headquarters' strategies," Lindsey said. "AFPC is unique. We are customer service for the entire Air Force to include families and retirees. That being said, the preponderance of the command chief's focus here should be out and up."

Lindsey believes success comes from connecting strategic intent to operational outputs.

"If balance is only outward focused, then there is disconnect from the organization and vice versa," Lindsey added. "The sweet spot is balancing both."

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- CMSAF#18 Kaleth O. Wright

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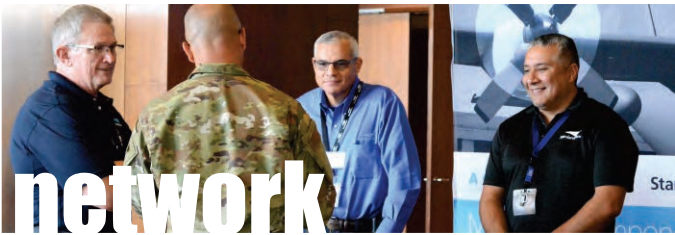
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AFSA PROFESSIONAL AIRMEN'S CONFERENCE AWARD NOMINEES

Celebrating Excellence

The 2019 AFSA Professional Airmen's Conference brought together AFSA Members with Senior Air Force and Congressional leaders for professional development, the sharing of ideas and information, and to conduct Association business.

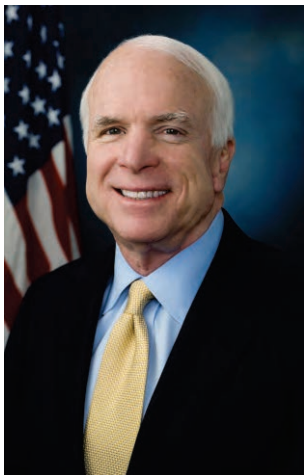
This year, we are extremely honored to host six military conferences and their programs to provide leadership training and professional development for over 1,500 Airmen.

A major highlight of the event is the Award and Recognition Ceremonies, which recognize specific members and supporters who have accomplished great things in support of our Airmen, Veterans, and their families.

We are proud to recognize the names of the following International Award nominees.



L. MENDEL RIVERS AWARD



The Air Force Sergeants Association names

**The Late
U.S. Senator
John Sidney
McCain III***

*as the 2018
L. Mendel Rivers
Award Recipient
awarded posthumously

The L. Mendel Rivers Award is named after the Late Congressman L. Mendel Rivers (D-SC) who served as Chairman of the House Armed Services Committee. Throughout his career in Congress he championed the cause of enlisted members from all armed services.

AMERICANISM AWARD



The Air Force Sergeants Association names the

**Air Force
Enlisted
Village**

*as the 2018
Americanism
Award Recipient*

The Air Force Sergeants Association's Americanism Award is presented annually to deserving individuals or organizations for the development of programs, ceremonies or other initiatives that further patriotism in America.

EXCELLENCE IN MILITARY LEADERSHIP



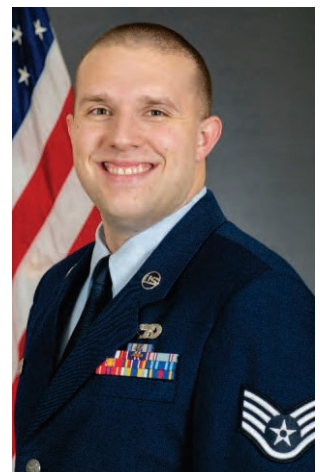
The Air Force Sergeants Association names

**General
Tod D.
Wolters**

*as the 2018
Excellence in Military
Leadership Recipient*

The Air Force Sergeants Association's Excellence in Military Leadership Award is awarded annually for superior military leadership and for exceptionally meritorious conduct in the performance of outstanding service to the Air Force.

WILLIAM H. PITSENBERGER AWARD



The Air Force Sergeants Association names

**SSgt
John P.
Virgin**

*as the 2018
William H. Pitsenbarger
Award Recipient*

The Air Force Sergeants Association's William H. Pitsenbarger Award recognizes an Air Force enlisted member who has performed a heroic act, on or off duty, which resulted in the saving of life or the prevention of serious injury.



AFSA INTERNATIONAL MEMBER OF THE YEAR NOMINEES



DIVISION 1
SSgt Thorne N. Tayamen
Ch. 161, Hanscom AFB, MA



DIVISION 2
MSgt Jeff A. Koenig
Ch. 306, Charleston AFB, SC



DIVISION 3
SMSgt Bobby Kazmir
Chapter 972, McConnell AFB, KS



DIVISION 4
SMSgt (Ret) Daniel Kazumura
Chapter 652, Keesler AFB, MS



DIVISION 5
MSgt Curtis J. McLean
Chapter 1178, F. E. Warren AFB, WY



DIVISION 6
TSgt Paul M. Witt
Chapter 1201, Kirtland AFB, NM



DIVISION 7
SSgt Lisette Judge-Zimmerman
Chapter 1657, Aviano AB, Italy



AFSA INTERNATIONAL FAMILY MEMBER OF THE YEAR NOMINEES



DIVISION 1
Ms. Karol M. Worm
*Chapter 751
Wright-Patterson AFB, OH*



DIVISION 3
Ms. Patti Dalzell
*Chapter 804
Kansas City, MO*



DIVISION 4
Ms. Jackie Clark-Woods
*Chapter 615
Barksdale AFB, LA*



DIVISION 5
Ms. Sariina Eschels
*Chapter 1551
Yokota AB, Japan*

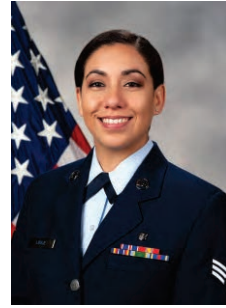


DIVISION 6
Ms. Susan A. Reedy
*Chapter 1201
Kirtland AFB, NM*



NCO OF THE YEAR
NOMINEES

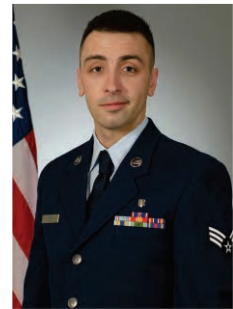
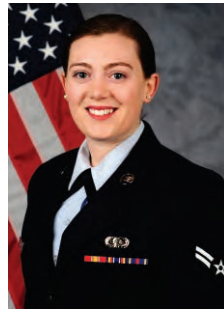
AIRMAN OF THE YEAR
NOMINEES



DIVISION 1
TSgt Benjamin G. Booth
Chapter 211, McGuire AFB, NJ

DIVISION 2
TSgt Brian R. Corbin
Chapter 306, Charleston AFB, SC

DIVISION 1
SrA Maria P. Linaje
Ch. 201, Dover AFB, DE



DIVISION 3
SSgt Brandie L. Benoit
Chapter 985, Tinker AFB, OK

DIVISION 4
TSgt Kevin M. Seney
Chapter 652, Keesler AFB, MS

DIVISION 3
SrA Megan A. Moll
Chapter 881, Whiteman AFB, MO

DIVISION 4
SrA Gary G. Jeffrey III
Chapter 652, Keesler AFB, MS



DIVISION 5
TSgt Joseph A. Leitch
Chapter 1553, Kadena AB, Japan

DIVISION 6
TSgt Patrick M. Kohorst
Chapter 1261, Davis-Monthan AFB, AZ

DIVISION 5
SrA Erica L. Shaw
Chapter 1551, Yokota AB, Japan

DIVISION 6
SrA Karla A. Estrada
Chapter 1201, Kirtland AFB, NM



DIVISION 7
TSgt Benjamin C. Perry
Chapter 1674, Ramstein AB, GE

DIVISION 7
SrA Megan E. Barnett
Chapter 1657, Aviano AB, Italy



CHIEF MASTER SERGEANT OF THE AIR FORCE (CMSAF)
AWARD RECIPIENTS



SMSgt Wayne Sharp
Air Force First Sergeant
of the Year



SMSgt Sean Brasier
Air Force Military Training
Leader of the Year



MSgt Eric Garza
Air Force Military Training
Instructor of the Year



SSgt Alonzo Clark
Air Force Base Honor Guard
Manager of the Year



MSgt John Parris
Air Force Base Honor Guard
Member of the Year



TSgt Johnson S. Xaysana
Air Force Air National Guard
Recruiter of the Year



MSgt James S. Downing
Air National Guard
Retention Office
Manager of the Year



MSgt Gabriel Silva
Air Force Reserve Command
USAF Recruiter of the Year



MSgt Gervacio Maldonado
Air Force
Recruiter of the Year



AFSA INTERNATIONAL AWARD NOMINEES

AFSA Chapter of the Year - Over 500 Nominees

Division 1: Ch 751, Wright-Patterson AFB, OH
 Division 2: Ch 358, Langley AFB, VA
 Division 3: Ch 951, Ellsworth AFB, SD
 Division 4: Ch 652, Keesler AFB, MS
 Division 5: Ch 1551, Yokota AB, Japan
 Division 6: Ch 1201, Kirtland AFB, NM

AFSA Chapter of the Year - Under 500 Nominees

Division 1: Ch 161, Hanscom AFB, MA
 Division 3: Ch 988, Altus AFB, OK
 Division 6: Ch 1253, Creech AFB, NV

AFSA CMSgt Richard L. Etchberger Chapter Communication Award

Division 1: Ch 751, Wright-Patterson AFB, OH
 Division 2: Ch 358, Langley AFB, VA
 Division 3: Ch 951, Ellsworth AFB, SD
 Division 4: Ch 652, Keesler AFB, MS
 Division 5: Ch 1551, Yokota AB, Japan
 Division 6: Ch 1201, Kirtland AFB, NM

AFSA CMSgt Richard L. Etchberger Division Communication Award

Division 3: Mascoutah, IL
 Division 6: Aurora, CO

AFSA International Membership Achievement Award

Division 2: MSgt Jeff Koenig, Ch 306, Charleston AFB, SC
 Division 4: A1C Matthew Ketterling, Ch 652, Keesler AFB, MS
 Division 6: MSgt Benjamin A. Griffin, Ch 1320, Travis AFB, CA

AFSA Volunteer Service Award (VSA) Individual

Division 1: MSgt Joseph F. Moran, Ch 201, Dover AFB, DE
 Division 2: SMSgt (ret) J. Alan Clineman, Ch 554, Eglin AFB, FL
 Division 3: Ms. Helen Hatz, Ch 804, Kansas City, MO
 Division 4: Mrs. Debby Oesterreich, Ch 615, Barksdale AFB, LA
 Division 6: Ms. Nicole Bouts, Ch 1201, Kirtland AFB, NM

AFSA Volunteer Service Award (VSA) Chapter

Division 2: Ch 358, Langley AFB, VA
 Division 3: Ch 951, Ellsworth AFB, SD
 Division 4: Ch 652, Keesler AFB, MS
 Division 5: Ch 1551, Yokota AB, Japan

AFSA Veteran Administration Volunteer Service (VAVS) Award

Division 1: CMSgt (ret) Charles M. Worm, Ch 751, Wright-Patterson AFB, OH
 Division 3: CMSgt (ret) Hershell Spurlock, Ch 804, Kansas City, MO
 Division 4: Mrs. Irene Heffern, Ch 615, Barksdale AFB, LA
 Division 6: A1C Alvina B. Gorash, Ch 1201, Kirtland AFB, NM

AFSA International Legislative Award - Chapter

Division 2: Ch 358, Langley AFB, VA
 Division 3: Ch 985, Tinker AFB, OK
 Division 4: Ch 652, Keesler AFB, MS

AFSA International Legislative Award - Individual

Division 1: CMSgt (ret) William C. McMullen, Ch 201, Dover AFB, DE
 Division 2: SSgt Andrew Harrison, Ch 358, Langley AFB, VA
 Division 3: CMSgt (ret) Kevin Ott, Ch 951, Ellsworth AFB, SD

AFSA Humanitarian Service Award

Division 3: Ch 872, Scott AFB, IL
 Division 4: Ch 652, Keesler AFB, MS
 Division 5: Ch 1551, Yokota AB, Japan
 Division 6: Ch 1253, Creech AFB, NV

AFSA RECRUITING & RETENTION RESULTS



HighFLIER Club 2018
 Retained 100 or more members
 * Denotes Repeat HighFLIER
 from the last two consecutive years

Colin Gates*
 Division 2, Chapter 479
 184 Retentions

Roland Kolwitz*
 Division 3, Chapter 851
 117 Retentions



TwinFLIER Club 2018
 Recruited/retained a
 combined total of at
 least 100 members (75/25)
 * Denotes Repeat TwinFLIER
 from the last two consecutive years

Gregory Gallup*
 Chapter 1076
 45 Recruits
 68 Retentions
 113 Total



TOP RECRUITERS
 2018 Membership Campaign. Top Recruiters must
 recruit a minimum of 100 members. Top Recruiting
 Chapter must recruit at least 200 members

– **Top Recruiter Member–**
Gary Jeffrey III
 Division 4, Chapter 652 -140 Recruits
 – **Top Recruiting Chapter –**
Chapter 652
 Division 4, Keesler AFB, MS
 1,440 Recruits



TOP RETAINERS
 2018 Membership Campaign
 - Top Retainer must obtain a minimum
 100 retentions. Top Retaining Chapter
 must obtain at least 300 retentions

– **Top Retainer Member –**
Colin Gates*
 Division 2, Chapter 479
 184 Retentions

AfSA Recruiting & Retention Results



SKYHIGHer Club 2018 Recruited 100 or more members

* Denotes Repeat SKYHIGHer from the last two consecutive years

Member Name	Chapter	Recruited	Member Name	Chapter	Recruited
1. Jeffrey, Gary	F0652	140	9. Hogan, Brianna	F0652	100
2. Parrott, Michael	F1054	128	10. Padgett, Michael	F0652	100
3. Kazumura, Daniel*	F0652	106	11. Varas, Andres	F0652	100
4. Shaw, Richard	F1180	105	12. Petry, Janis	F0652	100
5. Ketterling, Matthew	F0652	103	13. Garcia, Romero	F0652	100
6. Kazmir, Bobby	F0972	103	14. Mabida, John Andre	F0652	100
7. Griffin, Benjamin	F1320	102	15. Bartlett, Zachary*	F0652	100
8. Seney, Kevin*	F0652	101			

DIVISION 1

CHAPTER	REC	RET
F0102	20	3
F0109	0	0
F0155	0	0
F0161	7	3
F0171	1	3
F0174	0	0
F0177	0	0
F0182	1	1
F0201	23	8
F0211	17	7
F0254	7	0
F0258	1	0
F0265	1	0
F0482	1	0
F0751	108	25
F0768	0	0
F0779	0	0

DIVISION 2 CONTINUED

CHAPTER	REC	RET
F0477	1	2
F0478	1	2
F0479	25	184
F0480	7	3
F0552	8	7
F0553	30	5
F0554	22	11
F0557	16	13
F0559	0	4
F0564	4	11
F0567	11	4
F0570	0	0

DIVISION 4

CHAPTER	REC	RET
F0615	104	59
F0651	3	2
F0652	1,440	16
F0658	18	5
F1054	305	4
F1055	7	2
F1056	81	10
F1062	1	1
F1066	6	2
F1069	2	1
F1073	4	3
F1075	19	37
F1076	69	75
F1077	33	2

DIVISION 6

CHAPTER	REC	RET
F1163	36	1
F1179	6	1
F1180	113	2
F1181	14	3
F1182	1	0
F1201	37	6
F1252	51	11
F1253	7	1
F1255	5	0
F1257	5	2
F1260	53	9
F1261	64	10
F1311	1	1
F1320	170	22
F1322	2	0
F1328	19	7
F1330	2	0
F1356	10	5
F1365	2	1
F1372	47	4
F1379	2	0

DIVISION 2

CHAPTER	REC	RET
F0300	2	6
F0306	133	15
F0358	62	18
F0363	5	8
F0365	0	4
F0367	3	4
F0371	24	4
F0373	0	0
F0376	0	1
F0377	106	8
F0404	10	6
F0444	30	10
F0451	1	3
F0452	0	4
F0455	0	0
F0460	25	8
F0467	1	2
F0473	2	1
F0476	0	1

DIVISION 3

CHAPTER	REC	RET
F0804	14	72
F0851	27	188
F0858	2	9
F0872	76	30
F0881	9	1
F0883	29	0
F0951	35	8
F0959	32	5
F0964	23	5
F0972	136	14
F0984	28	10
F0985	111	6
F0988	35	14
F0990	3	1

DIVISION 5

CHAPTER	REC	RET
F1156	12	1
F1164	24	3
F1178	35	3
F1461	13	1
F1462	5	3
F1473	23	4
F1474	35	3
F1550	19	3
F1551	72	9
F1552	16	1
F1553	7	4
F1554	5	0
F1556	44	7
F1560	16	1

DIVISION 7

CHAPTER	REC	RET
F1650	1	0
F1653	14	1
F1655	2	0
F1657	25	6
F1660	29	4
F1661	10	3
F1663	0	0
F1665	1	0
F1669	73	10
F1670	70	7
F1671	5	0
F1674	46	10
F1678	1	0
F1681	53	9

CONGRATULATIONS TO OUR 2019 SCHOLARSHIP RECIPIENTS

#AFSAGIVESBACK



AFSA and the Airmen Memorial Foundation (AMF) joined together to conduct a scholarship program to financially assist the undergraduate studies of eligible, dependent children of the enlisted Total Air Force members. AFSA, AMF (including the CMSAF Scholarship Program), and AFSA International Auxiliary award scholarships valued from \$500 to \$5,000 to students attending an accredited academic institution. The grant amount and total number of scholarships awarded are dependent upon funds available. To date, over 1,772 scholarships in the amount of \$2,368,300 have been awarded to Air Force dependent children.

AFSA SCHOLARS

The 2019 AFSA Scholarship Program awarded 12 scholarships totaling \$23,500.00. AFSA's top scholarship went to Miranda Pavey who will be continuing her education at Western Carolina University, Cullowee, N.C.

\$2,500 Fini Scholarship
Miranda Pavey

\$2,500 Abbott Scholarship
Alexander Harriman

\$2,500 Klobus Scholarship
Brittany Lundmark

\$2,500 Richard M. Dean Scholarship
Jailyn Figueroa

\$2,500 Staton Scholarship
Katheryne Rosas

\$2,000 Garner Scholarship
Anthony Casino

\$2,000 Rousher Scholarship
Yazmyne Valencia

\$2,000 Page Scholarship
Elizabeth Pennington

\$1,500 the AFSA Excellence in Military Leadership Scholarship IHO General Mark A. Welsh III
Alexa Ortiz

\$1,500 the AFSA Americanism Scholarship IMO the Tragedy Assistance Program for Survivors (TAPS)
Bethany Lovell

\$1,500 Academic Excellence Scholarship
Scott Meyers

\$1,500 Academic Excellence Scholarship
Emery McClenny

AMF SCHOLARS

The 2019 AMF Scholarship Program awarded 17 scholarships totaling \$23,500. 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.

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

\$2,500 Academic Excellence Scholarships
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

CMSAF SCHOLARS

The 2019 Chief Master Sergeants of the Air Force Scholarship Program awarded 11 totaling \$16,500. The top scholarship – The CMSAF Paul W. Airey Memorial Scholarship goes to Carson B. Ratley. He will continue his education at the Middle Georgia State University, Cochran, G.A.

\$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
Kianna E. Flowers

\$1,000 CMSAF Scholarship
Heath M. Henry

\$1,000 CMSAF Scholarship
Kamryn T. Alward

\$1,000 CMSAF Scholarship
Ivy R. McDermott

\$1,000 CMSAF Scholarship
Jordyn E. Tuning

\$1,000 CMSAF Scholarship
Sara J. Powell

AUXILIARY SCHOLARS

\$1,000 Academic Excellence Scholarship
Isabelle Dock Cochran

\$1,000 Academic Excellence Scholarship
Annelise Ehrsam Holland

\$1,000 Academic Excellence Scholarship
Jacob Ryan Gilbertson

\$1,000 Academic Excellence Scholarship
Nicholas Andrew Rhudy

\$1,000 Academic Excellence Scholarship
Cole Weston Carrington

MISSION PARTNER SCHOLARS

NCO of the Year
TSgt Joseph A. Leitch
2-year Scholarship from Columbia Southern University

Airmen of the Year
SrA Gary G. Jeffrey, III
2-year Scholarship from Waldorf University

William H. Pitsenbarger Heroism
SMSgt Wayne Sharp
4-year Scholarship from American Military University

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In honor of our building's 39th 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.

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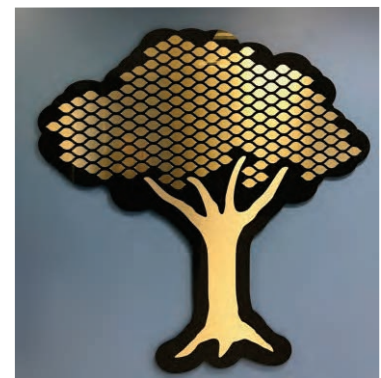
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*Joint Airborne Operation a success for 353rd SOG
An MC-130J Commando II with the 17th Special
Operations Squadron performs a flyby over
Pohakuloa Training Area, Hawaii, July 14, 2016,
as part of exercise Rim of the Pacific 2016. More
than 40 ships and submarines, 200 aircraft, and
25,000 personnel from 26 nations are participating
in RIMPAC from June 30 to Aug. 4 in and around
the Hawaiian Islands and Southern California.
(U.S. Air Force photo/2nd Lt. Jaclyn Pienkowski)*



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