

# AFSA

MAGAZINE



SPRING 2021

DEFENDING THE ENLISTED CORPS AND THEIR FAMILIES SINCE 1961 | [www.hqafsa.org](http://www.hqafsa.org)



> AFSA ANNUAL REPORT > VA WHOLE HEALTH SYSTEM > EXCHANGE SHOPPING  
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## COVER

### U.S. Space Force makes history at Basic Military Training

United States Space Force Tech. Sgt. Eric Mistrot, 324th Training Squadron military training instructor, stands in front of his flight during the graduation ceremony, Dec. 10, 2020, at Joint Base San Antonio-Lackland, Texas. Seven members of the graduating class are the first Space Force trainees to graduate. The number of Space Force trainees will continue to increase over time as processes for recruiting and training are solidified. Approximately 312 Space Force accessions will graduate from BMT this fiscal year. Currently all Space Force accessions will become Space Systems Operations specialists. (U.S. Air Force photo by Sarayuth Pinthong)

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Members: \$20 (4 issues)  
Non-Members: \$28 (4 issues)  
Individual Copies: \$7 each  
**To subscribe contact:** [mfsvc@hqafsa.org](mailto:mfsvc@hqafsa.org)  
An electronic subscription to the AFSA Magazine is included in membership dues.

AFSA Magazine (ISSN 0360-7364) is published quarterly (Winter, Spring, Summer and Fall) by the Air Force Sergeants Association. Copyright ©AFSA 2020/21, all rights reserved.

### AFSA

-- AFSA IS QUALITY OF LIFE --  
THROUGH ADVOCACY AND EDUCATION FOR  
IMPROVED QUALITY-OF-LIFE AND ECONOMIC  
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OF MILITARY SERVICE MEMBERS  
AND THEIR FAMILIES.  
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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.  
An *electronic subscription* to the AFSA Magazine is included in membership dues.  
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### AIRMEN MEMORIAL FOUNDATION (AMF)

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 by visiting [www.hqamf.org](http://www.hqamf.org)

### 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 by visiting [www.hqafsa.org](http://www.hqafsa.org)  
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### EDITORIAL STATEMENT

AFSA Magazine serves the interests and concerns of our members (military members and their families) 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 MAILING ADDRESS

Send editorial content, questions  
and address changes to:

AFSA Magazine - Editor-in-Chief  
5211 Auth Road  
Suitland, MD 20746

Periodicals postage paid at Southern Maryland Facility, MD 20790/additional mailing offices.



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



I LOOK FORWARD  
TO SEEING EVERYONE  
AT THE  
2021 AFSA CONFERENCE



AND PROFESSIONAL  
DEVELOPMENT AND  
EDUCATION SYMPOSIUM  
(AFSAPEDS21)  
IN ORLANDO, FLORIDA!

# PRESIDENT'S COMMENTARY

## MID YEAR WRAP-UP

March 3-6, 2021 saw your International Executive Council engage in meaningful discussion and decision-making as to how to enhance our association, and move forward in a positive manner. We have all experienced numerous obstacles during COVID-19 and have come together to overcome them. It has not been easy on anyone and we have done our utmost to make the best of a bad situation. I see this positive upswing daily as I review your Facebook posts outlining your chapter's individual efforts and activities. Chapter and community virtual activities along with in-person initiatives are on the rise. Keep up the good work!

Your leadership team received and provided updates on the entire spectrum of AFSA business, to include what was left on the business table because of our suspense of the Reno 2020 Convention. You can be proud of your leadership team as they discussed, reviewed, and approved several proposals which will provide a stable way ahead; to include (if necessary) meeting in a virtual environment. Granted, we are all hopeful of



not having to implement these actions, but we are fully prepared if the situation should arise. Our virtual structure retains an in-person appearance; something that many of you are familiar with. Naturally, we had to make some modifications being in a virtual environment, but nothing out of the ordinary going forward. After all of the necessary planning and discussions to formalize our virtual play book, and updating our policies, I do have great news... **WE ARE GOING TO ORLANDO FLORIDA IN JULY!**

## AFSAPEDS21 IN ORLANDO

We look forward to seeing everyone at the 2021 AFSA Convention and Professional Education & Development Symposium (PEDS) in July. Registration is now open on the [www.hqafsa.org](http://www.hqafsa.org) website. As Florida is a summer vacation destination, we encourage you to register for the event and make your hotel reservations at the **Hilton Bonnet Creek, Orlando** as soon as possible.

This year, the 2021 event will have a slightly different structure. Our delegates and guests will begin their fun-filled week on **Saturday, 24 July** with our InfoEXPO Grand Opening and "Wonderful World of Disney" theme party. The 25th will host our Welcoming Ceremony and the day is dedicated to conducting AFSA business. On the 26th, we will hold the Caucus and Elections and close with the presentation of awards, and the International President's Reception and Dinner. The 27th and 28th are dedicated to Professional Education and Development and AFSA specific leadership training; such as Chapter Operations, Roles, Marketing, & Membership. Everyone is welcome to attend! The Symposium will close on Wednesday, the 28th with the Air & Space Honors Banquet and CMSAF Awards. I am looking forward to seeing you at the Hilton Bonnet Creek. We've blocked rooms in advance to help you start your family vacation planning now for this action-packed week in Florida.

## LEGISLATION

Your International Executive Council approved the 2021/2022 Legislative Platform at our

Executive Council and will be providing you with the 2021/2022 platform for your review and approval. Your Legislative Committee and the Military & Government Relations staff worked extremely hard to compile a comprehensive and inclusive document. The beauty of this platform is its simplicity. Regardless of the issue being examined or discussed, your platform is flexible and open ended, allowing for shifts in our legislative focus without having to change the approved platform. Kudos to Legislative Committee Chairman, Dr. James Crissinger and the team for their hard work, and providing you a great document.

The 2021 POW/MIA and Legislative Awareness Week dates were announced so you can start your planning in earnest. POW/MIA Recognition week will be 12-18 September 2021. The Legislative Awareness Week (LAW) is scheduled for 3-9 October 2021. As you plan this year's LAW activities, I remember the outstanding and remarkably successful vLAW hosted by Matthew Schwartzman, our Military & Government Relations Policy Advisor. What a great program and presentation. Kudos to Mr. Schwartzman and the M&G staff for executing a dynamic program and laying the foundation for future efforts.

AFSA's 2020 Legislative Survey received over 1,240 responses. My thanks to each of you who participated and provided your feedback, insight, and support. One of the telling points in the survey was that many respondents felt that Congress was not responsive to their individual and collective needs. While I cannot change this dynamic, YOU are able to affect that perception and behavior. One of AFSA's missions is to educate Congress on *Who we are* and *What we do* on behalf of our members and all who wear, and have worn the uniform, and their families. Legislation is a grassroots initiative, and the education must also start at the grassroots. Every member of the Senate and House have home offices within your State. Take the time and schedule a meeting with their staff members and not the Member of Congress. Engage in that meaningful dialogue, share our platform, and our concerns, with those individuals who have constant contact with your Member of Congress. You are laying the foundation for eventually having a meaningful dialogue with your Members of Congress and not just a photo op.

## WHAT HAVE WE LEARNED?

One year ago, I wrote that we were under a "Stay at Home" order for a couple of months and that I hoped the end was in sight. Little did I know that 4 to 8 weeks would turn into 12 to 24 months before we would or could return to "normal." Our indomitable American spirit remains as strong as ever. Our

core value, *Service Before Self*, remains at the forefront of who we are and what we do each day. One silver lining during this time frame has been CMSAF#5 Gaylor's continued weekly stories and wonderful messages. Thank you, Chief Gaylor, for your insight and a breath of fresh air. Finally, experience is a great teacher, so let us not squander the lessons learned and experience over the past year. Grow and be a better Airman and Guardian. Through AFSA, we can help make life for everyone just a little bit better.

## FINAL THOUGHTS

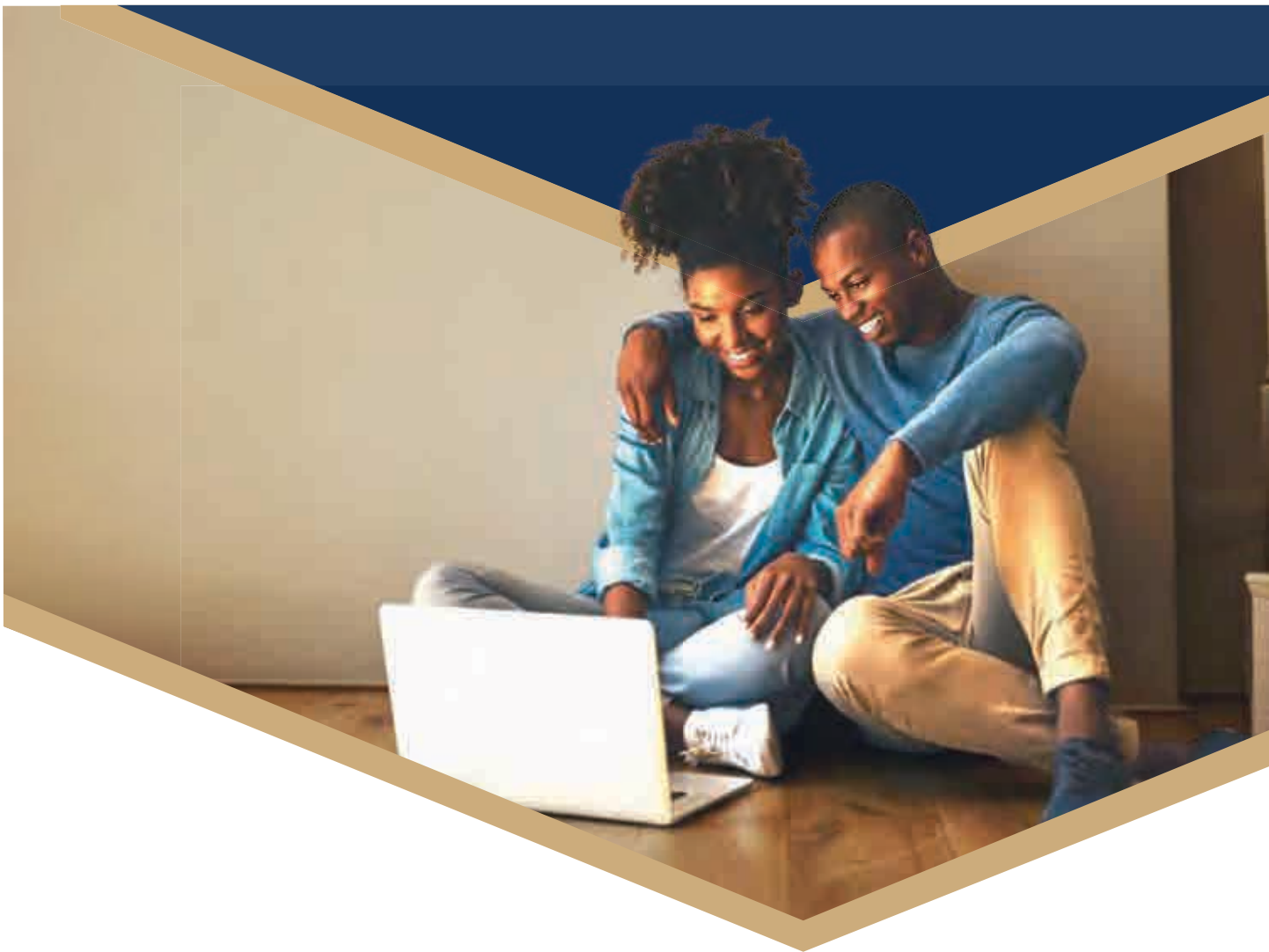
I have had the distinct honor and pleasure of serving as your International President for the past three years. This journey has been a wonderful experience I will never forget. The multitude of new friends from around the world only add to the feeling of satisfaction. As with every new leader, they want to make a difference and move forward. I am happy to say that we have made a difference over the past three years. For example, we now have a monthly Auto Pay membership option. Also, your team is preparing the framework to provide scholarship opportunities for individuals whose focus is working in the "Trades." Another kudos for AFSA taking care of the family.

From a strategic perspective, your Association continues to create and grow new and exciting relationships with other like-minded organizations, which may also offer AFSA additional revenue streams. Our 60-year foundation remains very solid; so, we can "modernize" your AFSA and continue to move forward and improve. We will do all that while we care for our members and their families. This must be a total team effort between your International Executive Council, the Headquarters staff, and YOU. The nature of yesterday's methods and practices just do not work as well. It is not a week-long project, so I ask each of you to keep an open mind and listen objectively. Your new leadership team will not make decisions that negatively impact your AFSA. I want to publicly thank some AFSA leaders for being there when needed. My Vice President, Jeff Foreman; Senior Advisor, Jeff Ledoux; Trustee, Dr. Jim Crissinger; and Past Division Presidents Kerry Wright and Jennell Chalk. You have been a sounding board and a share-point of information and new ideas. My most sincere thanks to each of you; as well as to the entire Executive Council, our committee chairs, and the Headquarters team for being an integral part of AFSA and allowing me the privilege and honor of service as your International President.

God Bless!



Michael R. Carton  
AFSA International President



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# EYE ON WASHINGTON

## AFSA EXECUTIVE DIRECTOR SUBMITS TESTIMONY TO HOUSE AND SENATE VETERANS AFFAIRS COMMITTEES FOR THE RECORD

On March 17, 2021, AFSA's Executive Director, Keith Reed, submitted an official statement to the Senate and House Committees on Veterans Affairs on legislative priorities for the first session of the 117th Congress.

Guided by our Legislative Platform and communications from our members to the Military and Government Relations Team, the statement covered several important issue areas deemed pivotal to protecting and defending quality of life. For matters of convenience, the "top 10" priorities addressed in the executive statement are as follows:

1. Support the Independent Budget, but be prepared to adjust VA's FY22 budget accordingly
2. Support the Department of Veterans Affairs Veterans' and Caregivers' COVID-19 Immunizations Now Expanded Act of 2021
3. Support the Veterans Claim Transparency Act
4. Support the Ensuring Survivor Benefits During COVID-19 Act of 2021
5. Amend the VA MISSION Act of 2018 to accelerate "phase two" of PCAFC implementation
6. Ensure PCAFC expansion does not occur at expense of veterans/caregivers
7. Support the Care for the Veteran Caregiver Act
8. Support the Major Richard Star Act, Retired Pay Restoration Act, and Disabled Veterans Tax Termination Act
9. Establish hypertension and MGUS as presumptive diseases linked to Agent Orange exposure
10. Support the Toxic Exposure in the American Military Act

To read the statement in its entirety, please visit

[https://voterveice.s3.amazonaws.com/groups/afsa/attachments/AFSA%20Official%20Statement%20of%20Keith%20Reed%2C%20MSgt%20\(Ret\)%20-%20HVAC%20SVAC.pdf](https://voterveice.s3.amazonaws.com/groups/afsa/attachments/AFSA%20Official%20Statement%20of%20Keith%20Reed%2C%20MSgt%20(Ret)%20-%20HVAC%20SVAC.pdf)

## THE MILITARY COALITION ANNOUNCES PRIORITIES FOR FISCAL YEAR 2022 NATIONAL DEFENSE AUTHORIZATION ACT

On April 19, 2021, AFSA's Policy Advisor, Matthew Schwartzman, who also serves as a Secretary of the Military Coalition (TMC), submitted the official TMC executive statement to the House and Senate Armed Services Subcommittee on Personnel concerning uniformed services personnel, healthcare, and compensation matters.

What follows, is a consolidated version of several of the legislative priorities that were addressed in the statement:



**MADAM CHAIRWOMAN, MR. RANKING MEMBER, AND DISTINGUISHED MEMBERS OF THE SUBCOMMITTEE,** The Military Coalition (TMC), a consortium of nationally prominent uniformed services and veterans' organizations, is grateful to the committee for this opportunity to express our views concerning personnel and compensation issues affecting the uniformed services community.

**Uniformed Services Pay Raise**

TMC appreciates the Subcommittee's commitment in recent years to keep uniformed services pay increases commensurate with service, and aligned with private sector wage increases as determined by the Bureau of Labor Statistics through their Employment Cost Index (ECI) - currently 2.7 percent for FY 2022 (as reported in October 2020). We request the Subcommittee's support for this military pay raise, and seek full restoration of previously capped pay raises resulting in a cumulative gap of 2.6 percent.



**Basic Allowance for Housing**

Basic Allowance for Housing (BAH) is an essential component of regular military compensation and is applicable to all eight of the uniformed services. TMC applauds Congress' action to protect BAH in recent years. The Coalition urges the Subcommittee to continue sustaining current applicable BAH calculations for all service members and endeavor to restore BAH rates to match 100 percent of median housing costs, thus eliminating the 5 percent out-of-pocket costs to the service members and their families. This is especially important with rising housing costs since the pandemic. Relief, and Economic Security Act (CARES Act) into law.

**Child Care**

DoD has long recognized the importance of high-quality and affordable child care for service members and their families. While we understand child care challenges are a national issue, especially as a result of the COVID-19 pandemic, ensuring access to affordable and quality child care for military families is a key element in ensuring readiness of the force.

Despite previous action taken by Congress and DoD to address child care accessibility and affordability challenges military families face, we continue to hear reports of long wait lists in some locations as well as trouble finding eligible providers within DoD's fee assistance program,

due to strict standards for these providers to participate in the program. As such, we urge Congress to:

- Establish Dependent Care Flexible Spending Accounts. This pre-tax employer-provided benefit is already available to DoD civilians. We ask that our active-duty uniformed services also have access to this financial benefit to help reduce the cost of child and adult care expenses.
- Increase funding and eligible providers for the services' child care fee assistance programs. Many military installations across the services face long child care wait lists at Child Development Centers (CDCs), some of which are located in high cost of living regions. By increasing funding and the number of eligible providers for fee assistance, more military families will be served in the community and will better afford civilian child care.
- Provide funding for public private partnerships outside the installation to increase child care capacity, provide employment opportunities for military spouses, and benefit the local economy. While installations will still need Child Development Centers, commercial leasing of civilian office space for child care centers will increase capacity for DoD child care, benefit local communities, and provide a more cost-effective and efficient alternative to military construction.

**Spouse Employment**

Military spouses consistently face staggeringly high unemployment rates.

According to DoD's most recent survey of military spouses in 2019, the unemployment rate was 22 percent which is statistically unchanged from previous years.



That picture has become even bleaker due to the pandemic, resulting in 34 percent of previously employed military spouses losing their jobs.

While some progress has been made to smooth transferring of licenses over state lines with the establishment of interstate occupation compacts, Congress needs to take a holistic and comprehensive approach to reducing barriers for all spouses seeking employment.

This includes incentivizing employers to hire spouses; expansions to the My Career Advancement Account (MyCAA)



scholarship program; providing technical support to occupational boards, and state officials on privilege to practice accommodations for military spouses transferring a license; and ensuring spouses working in high demand fields - such as child care and health care - have access to student loan forgiveness programs.

### Military Healthcare

TMC understands the goal of the Military Health System (MHS) is to ensure a medically ready force to execute the NDS, and a ready medical force to support our armed forces throughout the world. Additionally, we appreciate the goals of MHS Reform include improved readiness, increased efficiencies, and enhanced access, quality of care and an improved patient experience for beneficiaries. However, we remain concerned that some MHS Reform initiatives have the potential to undermine these goals. As such, we ask Congress to:



- Protect the value of the TRICARE health benefit by opposing any legislation or policy change that would disproportionately increase enrollment fees, deductibles, copays/cost shares or the catastrophic cap.
- Ensure proposed military medical billet cuts, any other uniformed/civilian/contracted medical personnel reductions and/or military treatment facility downsizing or closures are not implemented until DoD presents to Congress a thorough analysis of civilian care availability and plan to mitigate impacts on readiness and beneficiary care. As MTFs restructure, demand transparency on access to care metrics to evaluate impact of changes on beneficiaries.

If you have any additional questions about the priorities addressed in this consolidated statement - or any additional topics addressed in the testimony, please reach out to Matthew at [mschwartzman@hqafsa.org](mailto:mschwartzman@hqafsa.org).

## OFFICE OF MANAGEMENT AND BUDGET RELEASES THE PRESIDENT'S FISCAL YEAR 2022 DISCRETIONARY FUNDING REQUEST: VA AND DOD BUDGET SUMMARIES BELOW

### Department of Defense "Skinny" Budget

The Biden-Harris Administration recently submitted the President's priorities for fiscal year 2022 discretionary spending to Congress.

"The pursuit of our national security interests requires investments that target and align our priorities and capabilities to address the constantly evolving and dynamic threat landscape," said Secretary of Defense Lloyd Austin.

"The President's discretionary funding request represents an important investment that will ensure the Department's resources are matched with our strategy and policy to defend the nation and take care of our people, while revitalizing the key alliances and partnerships to succeed."

A summary of the President's FY22 discretionary request, totaling at \$715 billion, as detailed by the White House, is as follows:

**Defends the Nation.** The discretionary request addresses threats to the Nation by prioritizing the need to counter the pacing threat from China as the Department's top challenge, deterring nation-state threats emanating from Russia, Iran, and North Korea, funding investments in long-range strike capabilities to bolster deterrence and improve survivability, and promoting climate resilience and energy efficiencies.

**Innovates and Modernizes.** The discretionary request makes key investments in technology and modernizes the force. The Department will support defense research and development to spur innovation, optimize U. S. Navy shipbuilding, modernize the nuclear deterrent, and invest in hypersonics, artificial intelligence, cybersecurity, microelectronics, and quantum science. In order to prioritize these key investments, the Department will propose to redirect resources to its top priority programs, platforms, and systems by divesting legacy systems with less utility in current and future threat environments.

**Maintains and Enhances Readiness.** The discretionary request maintains and enhances readiness while addressing threats to readiness, including hate group activity within the military, and prioritizing strong protections against harassment and discrimination.

**Takes Care of Our People.** The discretionary request prioritizes programs that enable the growth and development of our workforce; improves recruiting, retention, training and education; and directly supports military spouses, caregivers, survivors, and dependents. A major element to readiness and the development of our people remains our diversity and the opportunities afforded to all. Therefore, through its focus on personnel readiness, this request will help us achieve a more diverse and effective workforce.

These discretionary investments reflect only one element of the President's broader agenda. In the coming months, the Administration will release a Budget that will build on this discretionary funding request and detail a comprehensive fiscal vision for the Nation that reinvests in America, supports future growth and prosperity, meets





U. S. commitments, and does so in a fiscally sustainable way.

For more information on the President's FY22 discretionary funding request, please visit: <https://www.whitehouse.gov/omb/FY-2022-Discretionary-Request/>.

## DEPARTMENT OF VETERANS AFFAIRS "SKINNY" BUDGET

The Department of Veterans Affairs (VA) is responsible for providing military veterans and their survivors with the benefits, care, and support they have earned through sacrifice and service to the Nation. In order to execute the VA's mission, adequate funding numbers are a non-negotiable.

According to the VA, the President's discretionary request ensures that "all of America's veterans, including women veterans, veterans of color, and LGBTQ+ veterans, receive the care they have earned and prioritizes addressing veteran homelessness, suicide prevention, and care-giver support."

Below is an in-depth description of the skinny budget request our Team received from the VA:

The President's 2022 discretionary request includes \$113.1 billion in discretionary funding for VA, an \$8.5 billion or 8.2-percent increase from the 2021 enacted level. The discretionary request also includes \$111.3 billion in advance appropriations for VA medical care programs in 2023.

### **Protects Those Who Protected America.**

The discretionary request includes \$97.5 billion for VA Medical Care, \$7.6 billion or 8.5-percent above the 2021 enacted level. Of this amount, \$94.2 billion in funding for VA Medical Care was provided through the enacted 2022 advance appropriations; the discretionary request includes an additional \$3.3 billion. These funds, which are in addition to the more than \$15 billion designated for veterans' medical care in the American Rescue Plan Act of 2021, would continue to improve access to VA healthcare, including increases in funding for women's health, mental health, suicide prevention, and veterans' homeless programs. The discretionary request includes \$2.1 billion for veterans' homelessness programs, an increase of 4.4 percent over the 2021 enacted level, excluding supplemental funding, to

further the Administration's goal of achieving a systematic end to veteran homelessness.

**Prioritizes Veteran Suicide Prevention.** The discretionary request includes \$542 million, nearly \$230 million above the 2021 enacted level, for existing programs dedicated to veteran suicide prevention outreach, including funding to increase the capacity of the Veterans Crisis Line.

**Supports Critical Health Care Improvements.** The discretionary request includes over \$500 million within the VA Medical Care accounts to begin implementing new and recently expanded health care programs for veterans, including a new grant program for suicide prevention outreach, increased eligibility for emergency suicide prevention treatment, new investments in women's health programs, and certain expansions for homeless programs and services related to military sexual trauma. The funding would also further support the Department's efforts to address substance use disorders.

**Advances VA's Electronic Health Program.** The discretionary request includes \$2.7 billion to continue modernizing VA's Electronic Health Record to ensure veterans receive world-class healthcare well into the future.

**Ensures Veterans Receive Benefits Efficiently.** The discretionary request provides \$40.3 million to hire 334 new benefits claims processors to support the processing of disability compensation claims for three new Agent Orange presumptive conditions -including bladder cancer, hypothyroidism, and Parkinson's-like symptoms.

**Invests in Research Critical to Veterans' Health Needs.** The discretionary request includes \$882 million, the largest year-over-year increase in recent history, for medical and prosthetic research. This historic investment would advance the Department's understanding of the impact of traumatic brain injury and toxic exposure on long-term health outcomes while continuing to prioritize research focused on the needs of disabled veterans.

It is important to note that the President's submission of the budget is the first step of what can be a very long process.

Our Team is laser-focused on the budgetary process and will provide you with updates as they come to light via our M&G-B and other departmental modes of correspondence. To read the request in full, please visit <https://www.whitehouse.gov/wp-content/uploads/2021/04/FY2022-Discretionary-Request.pdf>.

## AFSA PARTICIPATES IN PRIORITIES MEETINGS WITH HOUSE AND SENATE ARMED SERVICES COMMITTEE LEAD STAFF; VOCALIZES STRONG SUPPORT FOR TRICARE SELECT ENROLLMENT FEE ELIMINATION

In anticipation of the unveiling of the Administration's "skinny budget" for fiscal year 2022, AFSA's Policy Advisor, Matthew Schwartzman, along with other members of the Military Coalition's (TMC) Health Care Committee, participated in a series of meetings with leading staff members of the House and Senate Armed Services Committees (HASC / SASC).

In short, the Coalition as a whole vocalized strong opposition to any additional TRICARE fees in this upcoming budget. As you may be familiar, as of January 1, retirees using TRICARE Select have been set to pay an enrollment fee equating to \$150/year for an individual and \$300/year for a family. Additionally, retirees have also been forced to pay a \$30 copay for a primary care visit or urgent care visit at a network physician, or 25% of the cost for non-network care, as well as \$45 or 25% at a network or non-network specialty care provider.

Joining hand-in-hand with our nation's service members past and present and their families, over the past four years, Congress has worked with the AFSA and other MSO's/VSO's to reject alternative proposals that called for an even higher beneficiary cost share than that currently scheduled for January 1, 2021; including enrollment fees of up to \$900 and a proposed TRICARE for Life enrollment fee that would have charged Medicare-eligible retirees an annual enrollment fee equal to 2% of their gross retired pay.

In fact, very recently, Senate Veterans Affairs Chairman Jon Tester and U.S. Senator Lisa Murkowski introduced S.625, the TRICARE Select Restoration Act. This bi-partisan, AFSA supported legislation would reinstate full health care protections for veterans by eliminating TRICARE Select enrollment fees for veterans who retired prior to 2018.

"No military retiree should ever be at risk of losing their health care coverage-especially during a global pandemic," said Tester. "Our bipartisan bill will ensure that retired veterans aren't burdened by costly enrollment fees that put themselves and their family's health care in jeopardy. This

legislation is a critical step in supporting more folks during these tough times, and I'll keep fighting until every man and woman who has selflessly served our nation has access to affordable, high-quality care."

Text of the TRICARE Select Restoration Act can be found by visiting

[https://www.veterans.senate.gov/imo/media/doc/TRICARE%20Select%20Restoration%20Act\\_Bill%20Text.pdf](https://www.veterans.senate.gov/imo/media/doc/TRICARE%20Select%20Restoration%20Act_Bill%20Text.pdf)

After thorough review and analysis, AFSA's Executive Director, Keith Reed, formally sent a letter to Chairman Teter and Senator Murkowski vocalizing support for this bill. To read the letter, please visit

<https://votervoices3.amazonaws.com/groups/afsa/attachments/S.625%20Letter%20of%20Support.pdf>

Moreover, a heavy emphasis was placed on AFSA and TMC opposition to any cuts or reductions to medical billets. If you are unfamiliar, the FY2020 and 2021 administration budget requests proposed reducing military medical end strength by nearly 18,000 billets, an 18% cut to uniformed medical personnel.

To this point, there has been minimal visibility on planned cuts even though Sec.719 of the FY2020 NDAA required a report to Congress including detailed reviews, analysis, metrics, and mitigation impacts. Any such cuts, especially during the current pandemic, are strongly opposed by the AFSA - and this priority was strongly reflected in the conversation held with HASC staff.

If you have any additional questions about this meeting or about the AFSA's health care priorities for the first session of the 117th Congress, please reach out to Matthew at [mschwartzman@hqafsa.org](mailto:mschwartzman@hqafsa.org).

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## VA ADDS NEW FEATURES ON THE VETERANS LEGACY MEMORIAL WEBSITE IN TIME FOR MEMORIAL DAY

In time for Memorial Day 2021, the Department of Veterans Affairs (VA) National Cemetery Administration (NCA) has upgraded the capabilities of the Veterans Legacy Memorial (VLM) website [www.va.gov/remember](http://www.va.gov/remember). The new VLM experience includes a complete redesign for a fresh look, better usability, and more ways to submit content. And for the first time, VLM visitors may upload **photos and documents** to a Veteran's VLM page.

The Veterans Legacy Memorial website is the nation's first digital platform dedicated entirely to the memory of the 3.7 million Veterans interred in VA national cemeteries. Launched in 2019, the site gives every Veteran interred in a VA national cemetery his or her own dedicated web page, with information such as dates of birth and death, military branch, highest rank held, conflicts in which the Veteran served, and significant military awards received. The site also includes headstone photographs and mapped locations for most Veterans, with more being added every day. Last May, family, friends, and visitors gained the ability to leave "Tributes" or comments on a Veteran's personal page.

Coming this May, visitors to VLM will be able to submit photos and biographical summaries of a Veteran's life, along with historical documents such as award citations, letters, and newspaper clippings. Another feature will allow visitors to follow their Veteran's page and receive email alerts when new content is posted.

In the past year, more than 9,000 tributes have been shared on Veterans' VLM pages. The site has become a place for families, friends, and fellow Veterans to remember those who have gone before them. For many families, it has become a way to show the impact a Veteran has had on their lives long after their military service had ended.

All content submitted to VLM is reviewed by Veterans Legacy Memorial administrators before being posted to the site to ensure dignity and decorum consistent with VA national cemetery standards. Visitors to the site can also flag any questionable content for further review by administrators.

The National Cemetery Administration operates 155 national cemeteries and 34 soldiers' lots and monument sites in 43 states and Puerto Rico. Information on VA burial benefits is available from local VA national cemetery offices, online at <https://www.va.gov/burials-memorials> or by calling 800-827-1000. To make burial arrangements at any open VA national cemetery at the time of need, call the National Cemetery Scheduling Office at 800-535-1117.

*Military Veterans/Retirees and Family Members...*

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*Membership will be validated before scholarship is awarded. Scholarship recipients must enroll in the CSU College course within six months of joining the AFSA.*



[www.hqafsa.org/edconnect](http://www.hqafsa.org/edconnect)

*AFSA Mission Partnered Educational Scholarship Program #AFSAedConnect*

# IT MATTERS WHERE YOU SHOP

## YOUR BX BENEFIT IMPROVES YOUR COMMUNITY

By Julie Mitchell, Chief of Public Relations, Army & Air Force Exchange Service

No matter where your Air Force career has taken you, you've likely spent some time with the Army & Air Force Exchange Service. The BX, with its familiar name brands, value and tax-free shopping, is at the heart of the military community, working behind the scenes to take care of America's Airmen and delivering a taste of home.

"As Airmen, military family members, retirees and Veterans, it matters where you shop," said Exchange Director/CEO Tom Shull. "The BX is critical to mission readiness and resiliency—100% of Exchange earnings go back to the military community. No other commercial retailer aligns that commitment to military families."

Shull, an Army brat, West Point graduate, White House Fellow and Veteran For Life, has a passion for serving those who serve and have served. He has led the Exchange since 2012—the first civilian to helm the Department of Defense's largest retailer. Since that time, the Exchange team has leaned forward to strengthen Airmen's hard-earned benefits for all who serve past, present and future. Today, the Exchange is the 61st largest retailer in the United States, with revenues of \$8.6 billion and earnings of \$369 million in 2019.

"Our Nation's military communities benefit from the Exchange," Shull said. "We satisfy the needs of those who serve their country, and many times the Exchange is their only access to true tastes and conveniences of home. We deliver this lifeline through name-brand general merchandise and convenience items."



*At BXs worldwide and at ShopMyExchange.com, Airmen receive tax-free shopping and military-exclusive pricing-benefits that make a difference.*

### YOUR BX BENEFIT: TAX-FREE SHOPPING AND MORE

The Exchange's "We Go Where You Go" mission encompasses more than 18 distinct lines of service including:

- Department, convenience and specialty stores with tax-free savings and military-exclusive pricing.
- 24/7 shopping at [www.ShopMyExchange.com](http://www.ShopMyExchange.com), which features tax-free shopping and military-exclusive pricing, for active-duty service members, retirees, military family members and honorably discharged Veterans.
- Name-brand restaurants and services.
- Mall stores, vending and kiosks.

- Unprecedented support at the tip of the spear, with 27 military exercises and operations supported in Europe and the Pacific during 2020. Exchange teammates voluntarily deploy to serve those who serve. Nearly 4,900 Exchange associates have deployed since 9/11.
- Military uniforms at cost.
- School meals for Warfighters' children overseas below cost.
- Affordable, responsible credit solutions through the MILITARY STAR card.
- Careers for Veterans, military spouses and dependents.

“Every time Airmen use their BX benefit, they are making life better for every member of the Air Force community,” Shull said. “Every dollar of Exchange earnings is reinvested into the communities the Exchange is honored to serve.”

Roughly 60% of Exchange earnings support Quality-of-Life programs on military installations worldwide. All remaining earnings are reinvested in enhancing the customer shopping experience.

“In the last 10 years, the Exchange has contributed \$2.2 billion to Child, Youth and School Services; Armed Forces Recreation Centers; and other programs to support troops and their families,” Shull said.

## 125 YEARS OF SERVICE AND SUPPORT

The modern-day BX traces its roots to merchants who followed service members on the American frontier and sold good from tents. On July 25, 1895, the War Department formed the post exchange service to provide basic necessities to improve morale and provide protection from unscrupulous sutlers, who traveled from military camp to military camp to sell merchandise, often at highly-inflated prices.

The system remained basically unchanged until 1941, when the War Department established the Army Exchange Service to provide broad guidance for worldwide operations. When the Air Force became a separate service, the Exchange became a joint operation. In 1948, the organization became the Army and Air Force Exchange Service.

Throughout its history, the Exchange has supported deployed service members with a taste of home, from

snacks and personal necessities to name-brand American restaurants. Today, the Exchange delivers the hard-earned benefit in 50 states, four U. S. territories and more than 30 countries. Exchange associates have served troops on the front lines of war zones, devastating natural disasters, and the global COVID-19 pandemic.

## 'ALL IN' FOR AMERICA'S HEROES

Shull, who served in the Army during the Vietnam era, is passionate about serving Warfighters and doing right by them. Shull's family has a rich legacy of service—his father served in the Army during World War II. “Between my wife and me, our families together have 300 years of service,” he said. “My wife has nine West Point graduates in her family, including her father and grandfather. We've been all in. My dad served 30 years in the Army.”

The Exchange support he received while growing up resonates with him today.

“My dad spent more than 40 months in combat, but all he cared about was that his family was being taken care of,” Shull said. As long as his family was taken care of, he was happy, because then he could focus on his job.”

That lifeline to America and the value the Exchange delivers are still true today.

“The Exchange is an integral part of the military community—it's important that we are all in,” Shull said.

“One of our core values is family serving family. Every associate takes this value to heart. The PX/BX treats Warfighters, retirees and military families like family. We are that comfort of home when they can't be with their loved ones.”

## EARNED DoD BENEFIT

The Exchange isn't a private company or a contractor—it's part of the Department of Defense. Per Army Regulation 215-8/Air Force Instruction 24-211 (I), the Exchange's Board of Directors “directs AAFES and is responsible to the Secretary of the Army and the Secretary of the Air Force through their respective Chiefs of Staff.” The 13-member board includes its chair, Air Force Lt. Gen. Brian Kelly, deputy chief of staff for manpower, personnel and services; Chief Master Sgt. of the Air Force JoAnne Bass, and other Army and Air Force senior leaders.

The Exchange has roughly 30 active-duty service members in its ranks. Chief Master Sgt. Kevin Osby serves as the senior enlisted advisor, working as a liaison between Exchange leadership and military commands—and ultimately shoppers. At the Exchange, Osby listens, learns and leans forward to keep the benefit thriving.

“The BX truly is a benefit,” Osby said. “The BX has helped my family throughout my career. Now, as the Exchange’s senior enlisted advisor, I get a firsthand look at how the Exchange operates to improve the Quality-of-Life for our communities. It’s an awesome experience to be part of the decisions that keep the nearly 126-year-old benefit relevant for today’s force.”

## SAFE, SANITIZED, SECURE SHOPPING

The BX benefit has transformed during the COVID-19 pandemic. Last year, as civilian retailers and restaurants closed their doors, the Exchange remained open, working in lockstep with command to protect the force. Throughout the pandemic, the 35,000 Exchange teammates have been mission essential.

“Bringing safe, sanitized, secure shopping is the Exchange’s priority during the pandemic,” Osby said. “Airmen count on the BX to be there during hard times. Since 1895, the Exchange has persevered, taking care of service members during war, natural disasters and strife—and the COVID-19 pandemic was no different.”

Measures put in place during the early days of the pandemic remain today. Associates and shoppers are required to use face masks, adhering to Department of Defense guidance on cloth face coverings. Acrylic shields at cash registers provide an added layer of protection. Contactless shopping options,



*The BX is a vital part of the military community. During the COVID-19 pandemic in 2020, the Davis-Monthan AFB BX saluted kids during a drive-thru “Month of the Military Child” event.*

including curbside pickup and ordering from [www.ShopMyExchange.com](http://www.ShopMyExchange.com), buy-online-pickup-in-store service and restaurant carry-out meals, help the BX meet the needs of the military community while keeping Airmen and their families safe.

## EVERYDAY VALUE

The BX brings everyday value to military communities. At BXs worldwide and at [www.ShopMyExchange.com](http://www.ShopMyExchange.com), the military community receives tax-free shopping and military-exclusive pricing—benefits that make a difference every day. “Many of our shoppers have budgets they are trying to stick to, especially after the challenges of 2020,” Osby said. “The BX delivers value and convenience to Airmen and their families.”

While the BX has a wide selection of name brand shoppers know and love, Exchange-exclusive brands offer authorized shoppers the same quality and selection of national brands at a lower cost. The military community can find savings of 20% to 50% over name-brand items in clothing, kitchenware, home goods, health and beauty, electronic accessories and snacks.

The MILITARY STAR® card—an exclusive line of credit for military shoppers, provides ways to help shoppers stick to their budgets, including:

- 5 cents off every gallon of fuel at Exchange fuel locations.
- 10% off Exchange restaurant purchases.
- Free shipping on [www.ShopMyExchange.com](http://www.ShopMyExchange.com) and [www.myNavyExchange.com](http://www.myNavyExchange.com)
- 2% rewards points on purchases. Shoppers receive a \$20 rewards card every 2,000 points.
- 0% interest military clothing plan.

MILITARY STAR offers budgeting tools such as the *Pay Your Way Plans*, which offer fixed monthly payments at reduced interest. A reduced-interest policy is also available for all eligible deployed service members. The card never charges any annual, late or over-limit fees and offers the same low APR for all cardholders. New cardholders receive 10% off their first-day purchases, and the card is accepted at all military exchanges and commissaries.

“The MILITARY STAR card also helps active-duty service members build credit safely and responsibly,” Osby said. “Many young families have not yet had the opportunity to build a high credit score, so this program benefits those who need it most.”

## SAVINGS FOR MILITARY FAMILIES

Families looking for quality and affordability find exceptional value at the BX.

The Exchange makes it affordable for military parents to find fashionable children's clothing at great prices," Osby said. "Children's wear items are priced at \$5, \$7.50, \$10, \$15 and \$20. This is a tremendous benefit—parents on a budget can walk in and buy a complete outfit for their kids for \$20. Even the two most recognized children's wear brands—*OshKosh* and *Carters*—fall within those five price points, well below our competition."

## A HOLISTIC APPROACH TO BE FIT

The Exchange understands today's fighting force needs to remain ready and resilient. Its "BE FIT" program offers better-for-you meals at 1,700 Exchange restaurants around the world. Shoppettes are stocked with grab-and-go snacks like fruit, nuts and bottled water to make fueling up on the go smarter. In the BX and online, shoppers can find fitness gear to beef up their active lifestyles. Wellness services—optometry, dentistry, durable medical equipment shops and, soon, chiropractic offices—help the military community at large stay healthy. Live weekly workouts on the Exchange's Facebook page [facebook.com/shopmyexchange](https://www.facebook.com/shopmyexchange) strengthen the military community too. The Exchange's [community Hub](#) puts tips and more right at Airmen's fingertips.

## THRIVING BENEFIT FOR VETERANS

After you leave the Air Force, the BX benefit is still here for you. Retirees retain shopping privileges in store and online. All honorably discharged Veterans can shop online at ShopMyExchange.com tax-free for life, allowing our Nation's heroes to stay connected to the military community. Veterans with service-connected disabilities can shop in store and online, receiving the same military-exclusive pricing and tax-free shopping benefits.

Veterans, too, have a place in the Exchange's ranks. The Exchange is committed to hiring 50,000 Veterans and military spouses.

"The Exchange is where heroes work," Shull said. "Veterans and military spouses know our customers because they have been our customers. They have the skill to succeed and have a fulfilling career serving those who serve."



*It matters where you shop. No other retailer does more for Airmen—100% of earnings are returned to the military community.*

## IT MATTERS WHERE YOU SHOP

As Airmen, military family members, retirees and Veterans, every time you shop your BX, you directly make life better for your community.

"Shopping with the BX is a virtuous circle," Shull said. "Every purchase made improves the quality of life for those who wear the uniform today or will wear it tomorrow. The Exchange team is honored to serve with you and go where you go." ♦

### For More Information:

- To shop tax-free online, visit [ShopMyExchange.com](https://ShopMyExchange.com)
- To learn more about Veterans shopping benefits and verify your eligibility to shop, visit [ShopMyExchange.com/vets](https://ShopMyExchange.com/vets)
- For information about community events, visit the Exchange Hub at [ShopMyExchange.com/community](https://ShopMyExchange.com/community)
- To follow on social media, visit [Facebook.com/shopmyexchange](https://Facebook.com/shopmyexchange) or follow on Instagram and Twitter at [@shopmyexchange](https://twitter.com/shopmyexchange)

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# THE VA WHOLE HEALTH SYSTEM

By Ron Rutherford, Whole Health Outreach Lead, Veterans Affairs Office of Patient Centered Care & Cultural Transformation

All who served our country have heard the “call,” and for some that call continues to draw us long after our time in uniform. Air Force Veteran Ray Obenza followed that call by volunteering at the VA Pittsburgh Health Care System, eventually accepting a full-time job in the Director's office.

When the request for employee volunteers to become Whole Health Peer Facilitators came, he quickly raised his hand again. Now, he is now training to be a Certified Whole Health Coach so he can help other Veterans live their best lives using the same tools that helped him.

Ray's path began when he was commissioned a Second Lieutenant in the U.S. Air Force in 1985. He spent four years on active duty as an Electronic Systems Engineer supporting testing of the Maverick missile and maintaining missile equipment. In 1989, he left active duty as a Captain and began a 23-year long career at Carnegie Mellon University's Software Engineering Institute before coming to the VA. Ray says the Whole Health Coach training allowed him to reflect on his personal wellness and what really matters to him in his life. Having achieved some very important personal goals related to his “workaholic” tendencies and his commitment to spending more time with his family, Ray believes the Whole Health model can help all Veterans achieve their goals.

When Ray's daughter was younger, she would ask him to take her places, go on walks, or just generally spend time with him. But at the time, he was often so focused on his work that he lost some of these opportunities. He decided to set a personal goal of spending more time with his family, especially his young daughter. He credits his work with the Whole Health “Personal Health Inventory” tool which helped him review and discover what really matters, and make and keep the commitment to spend more time with his family. Using the Whole Health tools, Ray is currently working on his health goals, including exercising more often and improving his sleep quality.



*Many Veterans practice yoga to find a more balanced and peaceful state of mind and body. VA's Whole Health approach helps Veterans identify integrative health approaches such as yoga as part of their personal health plans.*

Ray's message to fellow Veterans is simple. “Veterans who are informed about their medical conditions are more engaged with their medical providers as partners in their care and are much more successful at managing their conditions and maintaining their good health,” says Ray. “I find that the VA's Whole Health model of care is the perfect way to address the physical, mental and emotional needs we all have and unlock the keys to achieve what we want most in life.”

VA's Whole Health Model, also known as “Personalized, Proactive, Patient-driven Care,” is an approach to health care that empowers people and equips them to take charge of their health and well-being.

The Whole Health System includes conventional treatment, but also focuses on self-empowerment, self-healing and self-care. For some years now, the VA has been shifting from a system designed around disease management to one based on a partnership across time focused on Whole Health.

Part of this model includes Complimentary and Integrative Health (CIH) practices. Since 2017, eight of these practices have been part of the medical benefits package for all Veterans. These include acupuncture, biofeedback, guided imagery, hypnosis, massage therapy, meditation, Tai-Chi and yoga.

Ray explored several of these practices like mindfulness, yoga and Tai-Chi. “Yoga is not as easy as I thought it would

# The Whole Health System Care of Evaluation

be, but it was eye opening, and I look forward to trying it again," he says. "I hope to try them all because I realize there is tremendous value in self-care."

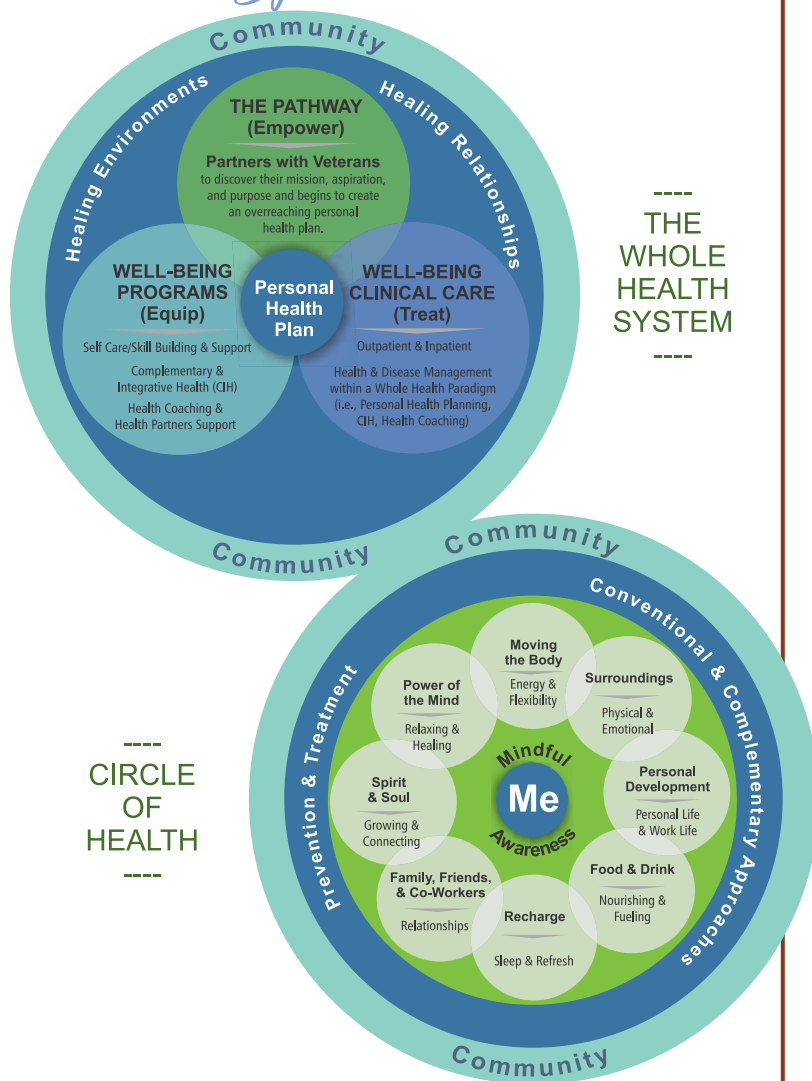
The Whole Health Model includes three parts:

1. The Pathway (Empower) partners with Veterans to find their Mission, Aspiration and Purpose as it begins to create a Personalized Health Plan. Included in the Pathway are services by Veteran Peer Facilitators like Ray, who lead groups of Veterans around topics of their own self-care and awareness (see Circle of Health Graphic). Facilitators provide Whole Health educational courses for other members and they act as "Whole Health Ambassadors" to help Veterans navigate the Whole Health services available at their own VA facility.
2. Well-Being Programs (Equip) center around the Veteran's own self-care and helps them build skills and provide resources to achieve their goals. Some of these resources may include teaching skills such as Meditation, Mindfulness, Yoga or Tai-Chi. They may also decide to use a Health Coach to help them reach their goals.
3. Whole Health Clinical Care (Treat) does not replace conventional care, but adds value to the care already provided by including the Veteran in decisions and establishing shared goals with their provider(s) that include Pathway, Well-Being and Comprehensive and Integrated Health services individually tailored to them. Many VA Providers have already been trained in Whole Health Clinical Care and are using this approach.

The center of the model is the Personal Health Plan. VA hopes to inspire every Veteran to make health care goals, and to create a plan customized to them. VA provides tools and resources to be successful in reaching these goals. The circle around the Whole Health model is community. We know that Veterans live, work, volunteer, worship and receive many services from organizations outside VA. These communities contribute to Veterans' health and well-being.



Reminded of the importance of Whole Health, Ray enjoys slowing down to spend quality time with his daughter



There is evidence to support the *Whole Health* model and its positive effects on wellness, as well as helping improve mental health and chronic pain suffered by many Veterans. A [Whole Health System of Care Evaluation](https://www.va.gov/WHOLEHEALTH/features/Medical_Journal_Features_VA_Whole_Health_Transform.asp) [https://www.va.gov/WHOLEHEALTH/features/Medical\\_Journal\\_Features\\_VA\\_Whole\\_Health\\_Transform.asp](https://www.va.gov/WHOLEHEALTH/features/Medical_Journal_Features_VA_Whole_Health_Transform.asp) released in January 2020 noted that among comprehensive Whole Health users (classified as patients who went to eight or more Whole Health visits), there was a 38% reduction in opioid pain medication usage.

Veterans report that pain management is not the only benefit of using *Whole Health* services. They are having success with weight loss, improved mental health as well as better vital signs and diagnostic test results due to the result of their self-care goals.

For more information on the VA's Whole Health model and how it can help you be your healthiest self, visit <https://www.va.gov/wholehealth> or visit your local VA Medical facility and inquire about the Veterans Affairs *Whole Health* services available for you. ♦



# FINAL FLY-BY

**Benjamin R. Allen**  
Prescott Valley, AZ

**Keith W. Bailey**  
Benbrook, TX

**James R. Baughman**  
New Braunfels, TX

**Ray W. Bortz**  
N Falmouth, MA

**Robert J. Bowen**  
Lumberton, NC

**Sharon A. Brahosky**  
Thief River Falls, MN

**Joseph M. Breglia**  
Papillion, NE

**Albert J. Brickner**  
Tampa, FL

**Wilbert E. Burdorf**  
New Ulm, MN

**Guy E. Cain**  
Panama City, FL

**Robert C. Camp, Sr**  
Memphis, TN

**Alton L. Chandler**  
Cedar Creek, TX

**William R. Collins**  
Pensacola, FL

**Walter L. Creech**  
San Antonio, TX

**Paul D. Cuff**  
Kennett, MO

**Antonio S. Deanda**  
Peoria, AZ

**Donald L. Devendorf**  
Fredericksburg, VA

**John W. Fears**  
Durant, FL

**Charles H. Ferricks**  
Canonsburg, PA

**Robert Forbes**  
Hampton, VA

**Leslie T. Foster**  
Denison, TX

**Roland Frankenberg**  
Topeka, KS

**Donald A. Gadbois**  
Omaha, NE

**John R. Gately**  
Belton, MO

**Gerald S. Gavin**  
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**Garnet T. Geyer**  
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**Kay M. Gouger**  
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Tinley Park, IL

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Prestonsburg, KY

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Llano, TX

**Homer Lott**  
Seminary, MS

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Paige, TX

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Slidell, LA

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**Edward R. Tatyrek**  
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**Jane Taylor**  
Oracle, AZ

**Kent I. Taylor**  
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**Gene G. Thomas**  
Sandy, OR

**James G. Totman, Jr**  
Perham, ME

**Lawrence D. Train**  
Winter Park, FL

**Ervin T. Wade**  
Kinston, NC

**Okey Warden, Jr**  
San Antonio, TX

**Jerry A. Wester**  
Raytown, MO

**Patrick A. Williams**  
Union, MS

**Philip P. Wood**  
Columbus, OH

**Stanley W. Yobi**  
El Cajon, CA



*Ceremonial Guardsmen fold the American flag during practice at Little Rock Air Force Base, Ark., Aug. 25, 2020. The practice exercise was a replication of a funeral ceremony in which the flag draped over the casket is folded and gifted to the departed's next of kin. (U.S. Air Force photo by Airman 1st Class Isaiah Miller)*

AIR FORCE ENLISTED VILLAGE

## 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.

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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](http://WWW.AFEV.US)

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Commemorative Leaf  
with your  
\$1,200 Donation!



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

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

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

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

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



**ORDER YOUR PERSONALIZED BENEFACTOR TREE LEAF NOW!**

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

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

Optional 3rd line: \_\_\_\_\_  
*Maximum 21 letters/numbers including spaces for larger font or 30 for smaller font.*

**All donations are tax deductible. A receipt will be sent to you for your contribution.**

Your Name \_\_\_\_\_

Your Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Payment: [ ] \$1,200 one time charge [ ] 12 monthly installments of \$100 each month

Credit Card # \_\_\_\_\_

Expiration date \_\_\_\_\_ Code \_\_\_\_\_ [ ] Visa [ ] MC [ ] Discover [ ] AMX

Signature \_\_\_\_\_ Date \_\_\_\_\_

For additional information, please contact AFSAHQ 301-899-3500 | [www.hqafsa.org](http://www.hqafsa.org)



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



**AMB Donor Tree Contribution**  
5211 Auth Road  
Suitland, MD 20746

Active-duty,  
Guard and  
Reserve  
Military  
Members...

RENEW  
your  
AFSA  
membership  
now to  
receive a  
sponsored  
One-Course  
Waldorf  
University  
Scholarship  
for your  
Spouse  
and/or  
College-age  
Dependant.

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Mission  
Partnered  
Educational  
Scholarship  
Program

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**WALDORF**  
UNIVERSITY  
[www.waldorf.edu/onlinedegree](http://www.waldorf.edu/onlinedegree)

**AFSA FamilyMatters**  
*Education Connections*

Active Duty, Guard and  
Reserve Members,  
RENEW your AFSA  
Membership now and  
your Spouse and/or  
College-aged Dependent  
will receive a sponsored

## One-Course Scholarship

from  **WALDORF**  
UNIVERSITY

Over a \$900 value, includes Application Fee-Waiver and Free Loaner Books

AFSA is honored to help your journey to reach higher educational goals. **Renew your AFSA membership now to participate.** Membership renewal will be validated before scholarship is awarded. Scholarship recipients must enroll in the Waldorf University course within six months of the AFSA renewal.

[www.hqafsa.org/edconnect](http://www.hqafsa.org/edconnect)

## JOIN AFSA OR RENEW YOUR MEMBERSHIP NOW!

Take something off your to-do list and stay connected!

Sign up for our **Set-It-Forever Easy Auto-Pay Membership – Your Choice...**



**1-YEAR \$36**

ONE TIME PAYMENT/AUTO RENEW  
NO PROCESSING FEE

OR

**\$4 A MONTH**

MONTHLY AUTO-PAY/AUTO RENEW  
INCLUDES PROCESSING FEE



### EASY, QUICK AND SIMPLE

**1** Visit [www.hqafsa.org](http://www.hqafsa.org)  
Select the **Set-It-Forever**  
button to open the  
auto-pay webform

**2** Fill-in the blanks, under  
the “Member Term”  
tab, select **Annual \$36**  
or **Monthly \$4** option

**3** Make a payment  
and hit **Submit**.  
That’s it, you are  
now enrolled!

### AUTO-PAY BENEFITS



Never miss a payment



Continue your Representation



Keep AFSA United in Strength



Greener Footprint



Continued Professional Development

After enrollment, it may take at least one billing cycle for the Auto-Pay to become effective **JOIN or RENEW NOW | [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)**

# #AFSAPEDS21



## AFSA PROFESSIONAL EDUCATION & DEVELOPMENT SYMPOSIUM (PEDS)

AFSA INTERNATIONAL CONVENTION (AFSA) | PROFESSIONAL EDUCATIONAL SYMPOSIUM (PES)  
PROFESSIONAL DEVELOPMENT SYMPOSIUM (PDS) | ENLISTED LEADERSHIP CONFERENCES (ELC)

**July 24th through the 29th, 2021**

**Hilton Bonnet Creek Orlando - Destination Military Support & Family Fun!**

*Developing Airmen and Guardians - Dominating Air, Space and Cyberspace* | #AFSAPEDS21

The Professional Education & Development Symposium convenes in the third quarter of the calendar year at a location somewhere within the 48 contiguous United States. During the PEDS, the AFSA conducts its general membership business. The AFSA delegates, general membership, and International Committees share invaluable information, discuss, and ratify, such things as, AFSA's Legislative Platform for the coming year and other goals and objectives.

In addition to the AFSA's general membership business, the AFSA is proud to host the Military Enlisted Leadership Conferences. These conferences convene simultaneously with the AFSA to discuss Air Force-specific business. However, these separate conferences come together during Professional Development Forums.

AFSA manages these forums with coordination through many of the military conferences. These forums consist of keynote addresses from senior congressional decision makers, Department of Defense and Department of the Air Force senior leadership, war historians, and other professional speakers, just to name a few. Each speaker provides a rich insight to the Air Force's past, present and future. Moreover, these forums continue to build on the strong solid foundation of our professional enlisted corps.

### AFSA INTERNATIONAL CONVENTION and the PROFESSIONAL DEVELOPMENT SYMPOSIUM (PDS) ON-LINE REGISTRATION – [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)

Registration: **\$325** (late registration \$350 July 1-24)

Arrival: Saturday, July 24, 2021

Departure Thursday morning, July 29, 2021

#### Registration includes:

- Information Expo Grand Opening and continued activities
- *Wonderful World of Disney* event opening Theme Party
- Summer Concert Series - *Sponsored by the AMF*
- Welcoming Ceremony
- International President's Reception, Dinner and AFSA 60th Anniversary Celebration
- AFSA Leadership Training opportunities
- Professional Development Speaker activities

Registration does NOT include attendance/meal at the Air & Space Honors Banquet & CMSAF Awards Ceremony (ticket may be purchased in advance or on-site at the Registration Booth - cost \$115). Separate event admission options are available for those who wish to attend selected events only.

**DON'T MISS THIS SPECIAL AFSA EVENT! REGISTER NOW! [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)**

**AFSA | SPRING 2021 23**

## CONFERENCE DESTINATION



**HILTON ORLANDO BONNET CREEK – RESORT EXPERIENCE:** Surrounded by the Walt Disney World® Resort, Hilton Orlando Bonnet Creek is an adventurous destination offering a magical and memorable resort experience. Take in the Florida sunshine at the three-acre pool with a lazy river and water slide, dine at over a dozen restaurant and lounge experiences, explore Walt Disney World® Theme Parks with complimentary shuttle transportation, stay active in the 24-hour fitness center, play a round of championship golf, and relax at the award-winning Waldorf Astoria® Spa. The kids are sure to love zipping down the water slide, playing in the FunZone arcade, and spending time at the WA Kids Club. At Hilton Orlando Bonnet Creek, there are activities for the entire family to enjoy!

### AFSA CONTRACTED ROOM RATE

is only **\$129** + taxes per night from now until June 17, 2021. As this is a popular summer family vacation resort, visit [www.hqafsa.org/afsapeds21](http://www.hqafsa.org/afsapeds21) now to make your reservations!



NOTE\* Conference attendees and delegates should plan to arrive on Friday or Saturday, July 24 and depart on the morning of Thursday, July 29. However, room reservations have been blocked for AFSA guests three days prior and three days (based on availability) after the event to encourage family vacation fun! Please inform the Hilton reservation agent that you are with the Air Force Sergeants Association Professional Education & Development Symposium. Reservations are open now!

Register on-line for the Conference and the Resort at [www.hqafsa.org](http://www.hqafsa.org)

Or, Complete the Conference Reservation Form on the next page 27/28 and send direct to AFSAHQ!

## TRANSPORTATION

### AIRPORT/RESORT SHUTTLE



AFSA has partnered with Hello! Florida Destination DESTINATION MANAGEMENT for transportation services between Orlando International Airport and the Hilton Orlando Bonnet Creek Resort.

- ARRIVALS: Saturday, July 24
- DEPARTURES: Thursday, July 29
- ONE-WAY and ROUND TRIP SHUTTLE RESERVATIONS

Visit the [www.hqafsa.org](http://www.hqafsa.org) website to schedule your ARRIVAL, DEPARTURE and ROUND TRIP shuttle services. Should you have any questions, please call (407) 920-1939, or email [rnonk@hello-dmc.com](mailto:rnonk@hello-dmc.com)

## SPECIAL EVENT ATTIRE

Let your inner princess or prince reign and dress as your favorite Disney character, or simply display your finest Mickey Ears! We can't wait to see your Division/Chapter's creativity shine at our annual **InfoEXPO and Theme Party/ Ice Breaker Grand Opening!**



It's AFSA's 60th Anniversary and we are ready to celebrate and honor our legacy of success. The dress/attire for the **International President's Dinner & Awards Ceremony\***, and the **Air & Space Force Honors Banquet & CMSAF Awards\*** are:



- Gentlemen: Tuxedo or Dark Suit and Tie
- Ladies: Evening wear (long or short)
- Military Personnel on funded TDY: Mess Dress or Semi-Formal Uniform

\*Note: Special Meal Events Tickets are required in advance or on-site at Registration.



# #AFSAPEDS21 CONFERENCE ATTENDANCE OPTIONS AND OVERVIEW

## AFSA INTERNATIONAL CONVENTION (AFSA ONLY) REGISTRATION INFORMATION



**Arrival:** Saturday, July 24th. **Departure:** Tuesday morning, July 27th  
**Registration:** Early Bird \$225 (now to May 31); Regular \$250 (Jun 1 - Jun 30); Late \$275 (July 1 and after)  
**Includes:** Access to discounted hotel room rates, seminar/briefings, Info/Expo and Theme Party Grand Opening events, Welcoming Ceremony, International President's Dinner. However, if you are NOT an AFSA member, you may not access the AFSA Appreciation & Hospitality rooms.  
**Does not include:** Room reservations at the Hilton Bonnet Creek host resort. (Specially discounted rate of \$129/night + tax). Visit [www.hqafsa.org](http://www.hqafsa.org) now to make reservations.

### COMPLETE SCHEDULES & SPEAKERS

Refer to Online Agenda and Course Syllabus closer to, and during the event (Subject to Change)

Saturday, July 24	5:00 pm 7:00 pm 8:00 pm	InfoEXPO Opening <i>Wonderful World of Disney</i> Theme Party Summer Concert Series - Sponsored by the AMF
Sunday, July 25	7:00 am <i>Events continue all day</i>	Welcoming Ceremony* (Business/Military UOD) AFSA Business: Training, Medallion/Awards Ceremony, Parade of Checks, Legislative Forum, Leadership Briefs, Committee Reports
Monday, July 26	7:00 am 7:00 pm	AFSA Business: IP Open Forum, Credentials, Caucus, By Law Review, Elections AFSA International President's Dinner* (Formal Attire)
Tuesday, July 27	7:00 am	Departure <i>(*Ticketed meal/event functions)</i>

## AFSA INTERNATIONAL CONVENTION and the PROFESSIONAL DEVELOPMENT SYMPOSIUM (AFSA & PDS21 COMBO)



**Arrival:** Saturday, July 24th. **Departure:** Thursday morning, July 29th  
**Registration:** Early \$300 (until May 31); Regular \$325 (Jun 1 - Jun 30); Late \$350 (July 1 and after)  
**Includes:** Access to discounted hotel room rates, seminar/briefings, Info/Expo and Theme Party Grand Opening events, Welcoming Ceremony, International President's Dinner, and the Air & Space Honors Banquet & CMSAF Awards dinner. However, if you are NOT an AFSA member, you may not access the AFSA Appreciation & Hospitality rooms.  
**Does not include:** Room reservations at the Hilton Bonnet Creek host resort. Specially discounted rate (\$129/night + tax). Visit [www.hqafsa.org](http://www.hqafsa.org) now to make reservations.

### COMPLETE SCHEDULES & SPEAKERS

Refer to Online Agenda and Course Syllabus closer to, and during the event (Subject to Change)

Saturday, July 24	5:00 pm 7:00 pm 8:00 pm	InfoEXPO Opening <i>Wonderful World of Disney</i> Theme Party Summer Concert Series - Sponsored by the AMF
Sunday, July 25	7:00 am <i>Events continue all day</i>	Welcoming Ceremony* (Business/Military UOD) AFSA Business: Training, Medallion/Awards Ceremony, Parade of Checks, Legislative Forum, Leadership Briefs, Committee Reports
Monday, July 26	7:00 am 7:00 pm	AFSA Business: IP Open Forum, Credentials, Caucus, By Law Review, Elections AFSA International President's Dinner*
Tuesday, July 27	7:00 am	CMSAF, USAF SEL Panel, CMSAF, SecAF Speakers
Wednesday, July 28	7:00 am 7:00 pm	Former CMSAF's, SEAC, CSO, CSAF, SecAF Speakers Air & Space Honors Banquet & CMSAF Awards*
Thursday, July 29	7:00 am	Departures <i>(*Ticketed meal/event functions)</i>



## PROFESSIONAL DEVELOPMENT & EDUCATION SYMPOSIUM (PEDS) EVENT & REGISTRATION INFORMATION



**Arrival:** Saturday, July 24th. **Departure:** Thursday morning, July 29th

**Registration:** Early \$300 (until May 31); Regular \$325 (Jun 1 - Jun 30); Late \$350 (July 1 and after)

**Includes:** Access to discounted hotel room rates, and general events: InfoExpo, Professional Development and Education seminars/briefings, and specific Military Training and Development events.

**Military Registration:** Attendance to the general events are free of charge for all Military Members (Active Duty, Guard and Reserve), and DoD Civilians, Retirees, Veterans and Family members.

**Military Registration does NOT include:** event meal/tickets including the Grand Opening Ice Breaker (\$65), Welcoming Ceremony (\$65), Intentional President's Dinner and Awards Ceremony & AFSA 60th Anniversary Celebration (\$110), and the Air & Space Honors Banquet & CMSAF Awards (\$115). Tickets may be purchased in advance on-line. Or, first-come/first-served on-site at the Reservation center. *Room reservations are separate: Hilton Bonnet Creek specially discounted rate (\$129/night + tax)*



Saturday, July 24	5:00 pm 7:00 pm 8:00 PM	InfoEXPO Opening <i>Wonderful World of Disney</i> Theme Party* Summer Concert Series - Sponsored by the AMF
Sunday, July 25	7:00 am 8:00 am - 5:00 pm 8:00 am - 5:00 pm 8:00 am - 5:00 pm	Welcoming Ceremony* (Business/Military UOD) Enlisted Leadership Conferences (ELC): Air Force Training PDS: Deliberate Development PES: Professional Education
Monday, July 26	8:00 am - 5:00 pm 8:00 am - 5:00 pm 8:00 am - 5:00 pm 7:00 pm - 10:00 pm	Enlisted Leadership Conferences (ELC): Air Force Training PDS: Deliberate Development PES: Professional Education AFSA International President's Dinner* (Formal Attire)
Tuesday, July 27	8:00 am - 3:00 pm	PDS: Deliberate Development
Wednesday, July 28	8:00 am - 5:00 pm 7:00 pm - 10:00 pm	PDS: Deliberate Development Air & Space Honors Banquet & CMSAF Awards* (Formal Attire)
Thursday, July 29	7:00 am	Departures <i>(*Ticketed meal/event functions)</i>

### COMPLETE SCHEDULES & SPEAKERS

Refer to Online Agenda and Course Syllabus closer to, and during the event (Subject to Change)

#### DRESS CODE/EVENT ATTIRE:

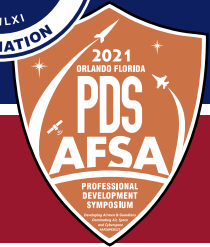
- AFSA Members: Business attire
- Military Personnel on funded TDY orders: Uniform of the Day
- SKYHIGHER/HighFLIER and/or TwinFLIER Club Members: AFSA Blue blazer/Business attire unless Active Duty Military (highly encouraged to wear their service dress uniform)

#### SPECIAL EVENT ATTIRE:

- Grand Opening Theme Party: Disney character/Ears
- AFSA International President's Dinner/Awards & AFSA 60th Birthday Celebration: Black Tie/Gowns
- Air & Space Honors Banquet & CMSAF Awards: Black Tie/Gowns (Military: Mess Dress/Semi-Formal Uniforms)

# 2021 AFSA INTERNATIONAL CONVENTION AND THE PROFESSIONAL EDUCATION & DEVELOPMENT SYMPOSIUM (PEDS)

July 24 - 29, 2021 | Hilton Bonnet Creek Orlando



## AFSA MEMBER REGISTRATION FORM

Register online: [www.hqafsa.org](http://www.hqafsa.org) --OR-- Use this form if you do not have online access!

**AFSA MEMBERS USE YOUR MEMBERSHIP NUMBER TO REGISTER ONLINE: [www.hqafsa.org](http://www.hqafsa.org)**

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

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

**IMPORTANT: DO NOT USE FOR MILITARY CONFERENCES!**

These attendees **MUST** register on-line at [www.hqafsa.org](http://www.hqafsa.org), or call 800-638-0594.

### INDIVIDUAL CONVENTION/PEDS REGISTRATION FORM

Name \_\_\_\_\_

Member ID \_\_\_\_\_

Rank (if applicable) \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Home phone \_\_\_\_\_

Work/Duty/Cell phone \_\_\_\_\_

Division & Chapter # \_\_\_\_\_

I am (check all that apply)

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

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

I am a Spouse/Guest of:  
Name \_\_\_\_\_

**Option 1: Complete Early Registration** ..... \$300  
*Register between April 1 - May 31, 2021*

**Option 2: Complete Regular Registration** ..... \$325  
*Register from June 1 - June 30*

**Option 3: Complete Late Registration** ..... \$350  
*Register July 1 - July 24*

**Complete Registration provides you with access to:**

- Access to discounted hotel/resort room rates
- Seminars and other briefings
- Info/EXPO and Theme Party Grand Opening
- AFSA Welcoming Ceremony
- AFSA International President's Reception and Dinner
- Air & Space Force Honor's Banquet/CMSAF Awards



### Option 2: Separate Admissions for GUESTS

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

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

**TOTAL AMOUNT DUE:** \$ \_\_\_\_\_

### PAYMENT INFORMATION

Check one:  Check     Money Order     Visa  
 MasterCard     AMEX     Discover

Credit Card # \_\_\_\_\_

Exp Date \_\_\_\_\_ Security Code \_\_\_\_\_

Name of Cardholder \_\_\_\_\_

Address for Card \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

TO BE COMPLETED BY AFSAHQ STAFF ONLY

Verified \_\_\_\_\_

A&F Processed \_\_\_\_\_

Info/Expo/Theme Party Grand Opening

Welcoming Ceremony

AFSA International President's Dinner

Air & Space Force Honor's Banquet

**SAVE TIME AND MONEY - REGISTER EARLY - REGISTER ONLINE NOW - [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)**

# 2021 AFSA INTERNATIONAL CONVENTION - ONLY

Registration to attend the AFSA International Convention, InfoEXPO/Theme Party, Welcoming Ceremony, and AFSA International President's Dinner

July 24 - 27, 2021 | Hilton Bonnet Creek Orlando



## AFSA MEMBER REGISTRATION FORM

Register online: [www.hqafsa.org](http://www.hqafsa.org) – Use this form if you do not have online access!

**AFSA MEMBERS USE YOUR MEMBERSHIP NUMBER TO REGISTER ONLINE: [www.hqafsa.org](http://www.hqafsa.org)**

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

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

**IMPORTANT: DO NOT USE FOR MILITARY CONFERENCES!**

**These attendees MUST register on-line at [www.hqafsa.org](http://www.hqafsa.org), or call 800-638-0594.**

### INDIVIDUAL AFSA CONVENTION REGISTRATION FORM

Name \_\_\_\_\_

Member ID \_\_\_\_\_

Rank (if applicable) \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Home phone \_\_\_\_\_

Work/Duty/Cell phone \_\_\_\_\_

Division & Chapter # \_\_\_\_\_

I am (check all that apply)

- AFSA Member                       Non-Member
- AF Active Duty                       Guard
- Reserve                               Retired
- Veteran                               Other \_\_\_\_\_

A Guest/Spouse will accompany me (use a separate registration form to register)  
Name \_\_\_\_\_

I am a Spouse/Guest of:  
Name \_\_\_\_\_

**AFSA International Convention EARLY Registration . . . . \$225**  
*Register between April 1 - May 31, 2021*

**Option 2: Complete REGULAR Registration . . . . . \$250**  
*Register from June 1 - June 30*

**Option 3: Complete LATE Registration . . . . . \$275**  
*Register July 1 - July 24*

**Complete Registration provides you with access to:**

- Access to discounted hotel/resort room rates
- Seminars and other briefings
- Info/EXPO and Theme Party Grand Opening
- AFSA Welcoming Ceremony
- AFSA International President's Reception and Dinner

**Option 2: Separate Admissions for Guests**  
*Do not use this section if paying for Complete Registration. This option is for guests who wish to attend selected special events only.*

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

**TOTAL AMOUNT DUE:**                      \$ \_\_\_\_\_

### PAYMENT INFORMATION

Check one:  Check                       Money Order                       Visa  
 MasterCard                       AMEX                       Discover

Credit Card # \_\_\_\_\_

Exp Date \_\_\_\_\_ Security Code \_\_\_\_\_

Name of Cardholder \_\_\_\_\_

Address for Card \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_



TO BE COMPLETED BY AFSAHQ STAFF ONLY

Verified \_\_\_\_\_

A&F Processed \_\_\_\_\_

InfoEXPO/Theme Party

Welcoming Ceremony

President's Reception & Dinner

**SAVE TIME AND MONEY - REGISTER EARLY - REGISTER ONLINE NOW - [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)**

# 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 Bylaw 15. 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.
- 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.

-----  
**Incorporate Paragraph 2 into to BYLAW 15 – AMENDMENTS**

**Recommended to Read:**

“BYLAW 15 – AMENDMENTS”

- a. SECTION 1. PROCEDURES. 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 correspondence/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). 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.

## PROPOSED 2020 BYLAW CHANGES CONTINUED

- b. SECTION 2. SUBMISSION. 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. 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. 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, and/or Meeting(s) duly called and regularly held.
- c. SECTION 3. 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
- d. 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 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”.

----- ## -----

### 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.

**JOIN AFSA NOW | [WWW.HQAFSA.ORG](http://WWW.HQAFSA.ORG)**

# PROPOSED 2021 BYLAW CHANGES

**Reference: AFSAM 100-1, "Bylaws of the Air Force Sergeants Association", dated December 2020, page 2: "Preamble of the Air Force Sergeants Association"**

**Currently Reads:**

"The AFSA Preamble currently reads: "With reverence for God and Country, and being ever mindful of our responsibility to aid in maintaining a superior defense for our beloved country; our interest in the welfare of the persons who served and are serving in the Air Force; our devotion to our fellow enlisted members and their families in fortune and distress; and our reverence for the memory of those departed; we unite to further the aims and objectives of this association."

**Recommended to Read:**

"With reverence for God and Country and being ever mindful of our responsibility to aid in maintaining a superior defense for our beloved country; our interest in the welfare of persons who served and are serving in the Uniformed Services; our devotion to our fellow members and their families in fortune and distress; and our reverence for the memory of those departed; we unite to further the aims and objectives of this association."

**Reference: AFSAM 100-1, Bylaw 2 Objectives**

**Currently Reads:**

- a. To maintain, primarily within the Total United States Air Force (USAF) (consisting of Air Force Active Duty (AFAD), Air Force Reserve Command (AFRC) and Air National Guard (ANG)), a highly dedicated and professional corps of enlisted personnel.
- b. To uphold fair and equitable legislation and departmental policies, and influence, by lawful means, departmental plans, programs, policies, and legislation affecting primarily AFAD, AFRC, and ANG enlisted personnel in active, retired, and/or veteran status when required.
- c. To actively publicize the roles of primarily Air Force enlisted personnel.
- d. To participate in civil and military activities, youth programs, and fund-raising campaigns to benefit primarily the United States Air Force.
- e. To provide for the mutual welfare and enhance the quality of life of members and their families.
- f. To assist in recruiting for primarily the United States Air Force.
- g. To assemble together for social activities.
- h. To maintain a superior Air Force for our beloved country.
- i. To devote ourselves to our fellow Airmen.
- j. To loyally serve the nation and primarily the Total Air Force, and to do all else necessary to uphold and defend the Constitution of the United States.

**Recommended to Read:**

- a. To enhance the professionalism of a highly dedicated and professional corps of uniformed services personnel.
- b. To uphold fair and equitable legislation and departmental policies, and influence, by lawful means, departmental plans, programs, policies, and legislation affecting primarily enlisted personnel in active, retired, and/or veteran status, and their family members when required.
- c. To participate in civil and military activities, youth programs, and fund-raising campaigns to benefit our membership.
- d. To provide for the mutual welfare and enhance the quality of life of members and their families.
- e. To assemble together for social activities.

**Reference: AFSAM 100-1, Bylaw 6, Section 1a, Section 2, and Section 4 c2**

The AFSA Objectives (Bylaw 6 AFSA International Officers) Section 1 (Elected Officers para a second sentence)

**Currently reads:**

"The elected officers of AFSA shall be the International President, Vice President, Retired and Veterans Affairs Trustee, Air Force Uniformed Service Trustee, and Family Matters Trustee."

**Recommended to Read:**

"The elected officers of AFSA shall be the International President, Vice President, Retired & Veterans Affairs Trustee, Uniformed Service Trustee, and Family Matters Trustee."

**SECTION 2 (Qualifications for Office Sentence 4)**

**Currently reads:**

"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 Nation Guard , or Air Force Reserve (not retired)."

**Recommended to Read:**

"The Retired and Veterans Affairs Trustee shall be a veteran, and the Uniformed Service Trustee must be currently serving as a uniformed member in either the Air Force or Space Force in one of the three components: Regular, Nation Guard , or Reserve (not retired)."

**SECTION 4 c2**

**Currently reads:**

"Air Force Uniformed Service Trustee"

**Recommended to Read:**

"Uniformed Service Trustee"

#####



## DEFENDING THE QUALITY-OF-LIFE FOR SERVICE MEMBERS AND THEIR FAMILIES SINCE 1961



The Air Force Sergeants Association (AFSA) is a federally chartered Military and Veterans' Service Organization representing the professional and personal interests of our members, Total forces, and their families.

With 7 Divisions and 125 Chapters worldwide, our members come together to make a difference within their own communities.

With reverence for God and Country, we work with our nation's Congressional and Military Leaders on Capitol Hill, and within the DoD and VA.

At its core, our mission is, and will always be, to improve the quality of life and support the well-being of all military personnel and their families.

# 2021-2022 **PROPOSED** LEGISLATIVE PLATFORM

This platform of legislative objectives serves as a "blueprint" for testimony and advocacy efforts, in conjunction with responses dictated by day-to-day events. At the over-arching level, our mission encompasses seven major groups of focus - within each focus group are the important issues to AFSA's 100,000 members.

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.

If you have any questions about AFSA's Legislative Priorities, please reach out to our Military and Government Relations team at [milgov3@hqafsa.org](mailto:milgov3@hqafsa.org)

## 2021-2022 AFSA TOP LEGISLATIVE PRIORITIES

- To improve the access to earned military health care benefits enhance existing coverages and services, and resist future fee increase.
- To improve the access to and quality of VA healthcare - thus ensuring the nation fulfills its obligation to care for those "who shall have borne the battle;" to enhance the disability claims and appeals process; reduce claims and appeals backlog; ensure ancillary programs, services, etc. remain fully funded; to extend concurrent receipt to all retirees with disability ratings; to expand and enhance the access to and quality / scope of health care coverage for women veterans; to ensure the delivery of full and timely benefits for Veterans exposed to toxic substances and toxicants - including but not limited to Agent Orange, burn pits, and K2 Uzbekistan.
- To sustain military pay comparability with the private sector via full military pay raises in accordance with current law; to protect or enhance related benefits such as leave, Basic Allowance for Housing (BAH), bonuses and special pays, commissaries, base exchanges, MWR facilities, and Cost-of-Living Adjustments (COLA).



# OUR 7 MAJOR FOCUS GROUPS



## MILITARY HEALTHCARE



## VETERAN/RETIREE AFFAIRS



## BENEFITS & PROGRAMS



## MILITARY FAMILIES



## EDUCATION



## CARING FOR SURVIVORS



## AIR NATIONAL GUARD & AIR FORCE RESERVE



WWW.HQAFSA.ORG

- To support the promotion of future success via the use of hard-earned education benefits such as the Military Tuition Assistance (MilTA) program, MyCAA, Montgomery or "Forever" GI Bill - and ensure that these programs remain relevant and fully funded for themselves or any dependents whom their benefits may have been transferred.
- To extend and enhance educational and employment programs for military spouses; to fully fund Impact Aid.
- To fix the complex reserve duty status system (e.g., 12304b situation) without reducing compensation value; to reduce the Guard & Reserve retirement compensation age from 60 to 55.

## ON-GOING LEGISLATIVE AND POLICY ITEMS

### Military Healthcare

- To provide for an option of TRICARE Reserve Select (TRS) to Air Reserve Technicians (ART)
- To resist TRICARE fee increases, pharmacy co-pays and authorize pre-tax payment of health, dental, and long-term care premiums to include chiropractic care
- To ensure proposed military medical billet cuts, any other uniformed/civilian/contracted medical personnel reductions and/or military treatment facility downsizing, or closures are not implemented until DoD presents to Congress a thorough analysis of civilian care availability and plan to mitigate impacts on readiness and beneficiary care.
- To monitor transition of MTF administration to DHA and secure a transparent analysis and report on access to care at the MTF level as well as beneficiary problem tracking and resolution.

### Veteran/Retiree Benefits

- To extend the VA Caregivers Act to full-time caregivers for Veterans of all eras
- To provide overseas military retirees with full access to exchange / commissary benefits and postal services
- To promote and enhance transition programs and employment opportunities for veterans
- To provide for a full accounting of POW / MIA's from all past and future military actions
- To reverse trends in (and ultimately end) the national tragedy that is suicide among service members past and present and their families; to expand research into core causes, risk factors, and protective factors for suicide among veterans, caregivers, service members and their families; to pursue further legislation and funding for Hyperbaric Oxygen Therapy (HBOT) as treatment of persistent post-traumatic stress disorder (PTSD)/post-traumatic stress injury (PTSI) for veterans through VA.



## Military Benefits and Programs

- To establish a catastrophic leave program; to allow military members the capacity to transfer their annual leave to other military members
- To repeal or further modify the Uniformed Services Former Spouse Protection Act
- To guard the American flag from purposeful acts of physical desecration
- To protect the voting rights of military service members
- To increase USAF and military oversight of privatized and government owned family housing and barracks to ensure quality housing is provided, health and safety hazards are properly addressed, abated, and prevented, and utility rates are equitable.

## Military Families

- To promote and enhance training programs / employment opportunities for spouses
- To improve access to and quality / affordability of childcare; to monitor extension of CDC hours to ensure they reflect operational pace of service members and families using those facilities
- To encourage payment policies that accommodate military lifestyles (i.e. accommodate periods of leave, tax breaks, etc.)
- To support DoD's encouragement for States to engage in immediate actions to fully implement military spouse licensure laws; to attain a baseline of getting military spouses a license in 30 days based on minimal documentation; to seek long-term solutions for reciprocity through compacts.

## Education

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

## Caring for Survivors

- To allow survivors of military retirees to draw the full, final month's retired pay
- To advocate for DIC recipients to be able to remarry at age 55 and maintain their benefits
- To 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

## Air National Guard and Air Force Reserve

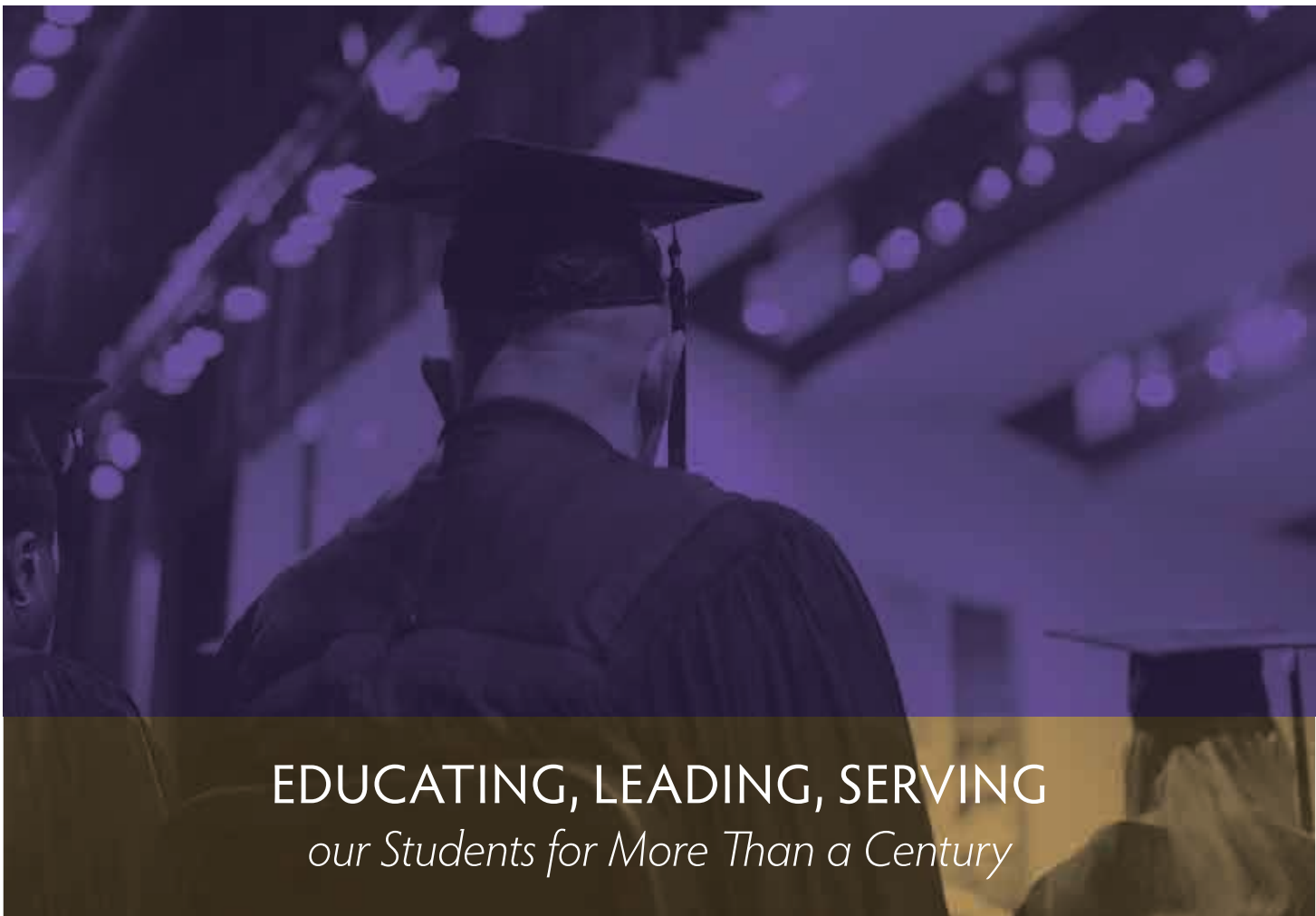
- To credit all post-9/11 active-duty service towards Guard / Reserve early retirement; to remove the annual cap on inactive duty points that can be applied towards retirement
- To acquire MilTA program benefits for Air National Guardsmen and Dual Status Technicians; to enhance the Selected Reserve Montgomery GI Bill (MGIB-SR) benefits



### LEARN MORE AND GET INVOLVED - Visit the AFSA Legislation Action Center to:

- Search and contact your elected officials by zipcode
  - Look up and act on specific legislation
- Sign up for AFSA Legislative eNewsletters and Alerts
- Keep up-to-date regarding all of the AFSA Legislative priorities throughout the year [www.hqafsa.org/takeaction](http://www.hqafsa.org/takeaction)

If you have any questions about AFSA's Legislative Priorities, please reach out to our Military and Government Relations team at [milgov3@hqafsa.org](mailto:milgov3@hqafsa.org)



## EDUCATING, LEADING, SERVING *our Students for More Than a Century*

Waldorf University's dedicated military support staff is keenly aware of the unique challenges faced by active-duty and veteran military members and their families. Waldorf's regionally accredited online degree programs make it easy for you to take the next step in your education, whenever and however you choose.

- // Discounts for Spouses and Children
- // Assistance Available for Tuition Assistance and Veterans Affairs Benefits
- // College Level Examination Prep (CLEP) Courses
- // Credit for Military Training
- // MyCAA Scholarship for Military Spouses
- // Military Spouse Scholarships





A MESSAGE FROM AFSA HEADQUARTERS



By Keith A. Reed, Executive Director

2020 was one of the most memorable years in my lifetime. The Headquarters began the year with our normal excitement and poise for a journey full of initiatives and continuous process improvement. As I look back, we were honored to host the members of our Executive Council for our annual March meeting — and then COVID-19! Shortly thereafter, Maryland Governor Larry Hogan and local County Council Executive Angela Alsobrooks announced a “stay at home” order. This order allowed essential-only personnel to travel back and forth to brick and mortar facilities. We managed through these challenging times. We temporarily closed the Airmen Memorial Building; however, we were blessed to continue Headquarters Operations and provide you, our members, with professional member-service while following CDC guidance. As we continued to following the updated CDC guidance, we were able to reopen the Airmen Memorial Building on June 1, 2020.

We were blessed to continue our very strong relationship with our preferred learning partner, Columbia Southern University. We announced the complimentary one course scholarship for all current members that rejoined the fight and recommitted their time, resources and service to the Association.

As a result of the pandemic, the Executive Council decided that it was best for the members' safety of this great Association not to convene the 2020 International Convention in person in Reno. Since 2006, the AFSA has been providing Professional Development to Airmen attending the Professional Airmen's Conference and the staff and I were determined to make good on that commitment. So, we planned and flawlessly executed AFSA's first ever Virtual Professional Airmen's Conference. The staff and I continued our quest to provide quality member-services by planning and

executing AFSA's first-ever Virtual Legislative Awareness Week – a resounding success.

After months of planning and development and re-development, the Staff and I were successful in deploying the AFSA auto-pay “Set it Forever” program. A major success... this initiative allows our members to continue their relationship with the Association with no annual reminders. Now, AFSA can automatically deduct a monthly and yearly membership subscription. As this program continues to soar with success; the staff and I are committed to seek continuous improvements to services and benefits.

As we look back on 2020, we do just that ... retrospective reflection of a year that was. We made it! We made it through a year that brought so many different feelings to so many different people -- joy, pain, happiness, and even sorrow. We, as an Association, experienced the negative results of a membership campaign special which netted a loss of over 22,000 active members. Nevertheless, we keep fighting for positive changes in quality of life benefits affecting uniformed service members and their families. We will continue to meet our challenges and opportunities by bringing together voices with the same interests and the same goals, thus giving us a stronger voice, and with a stronger voice, decision-makers are more willing to listen.

On a more personal note, my wife Lill joins me in expressing our personal thanks to the MANY of you who reached out to us during the loss of our daughter, Alexandria. Alex was a Life Member of our Great Association, and a member of the Professional Education and Development Symposium Execution Team. We thank you for the many prayers sent and continued prayers – Trust me, we could not have made it this far without you and your prayers and support.

# FINANCIAL REPORT

Jan. 1–Dec. 31, 2020 (Preliminary)

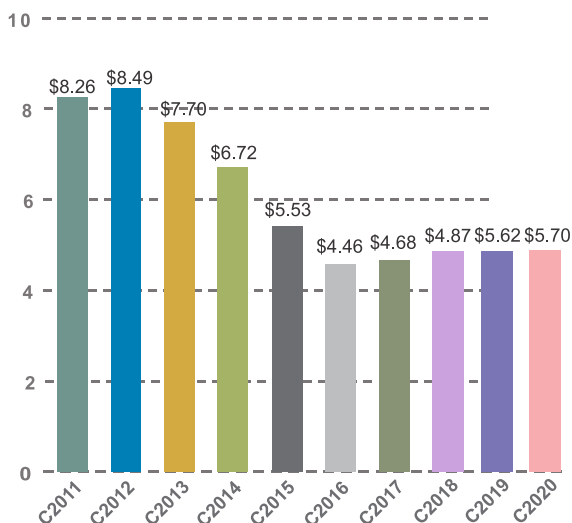
## Financial Position

■ Total combined assets increased from the prior year by approximately \$77,000 due to upgrades to the Airman Memorial Building.

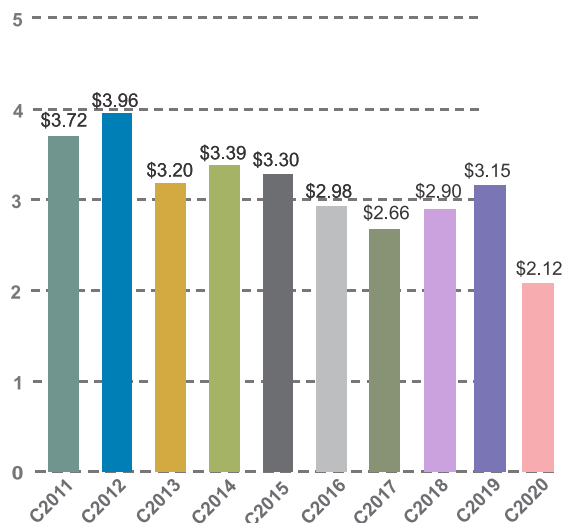
## Revenues

■ Combined revenue decreased from the prior year by approximately \$1,000,000 due to lower donations and the cancellation of the Professional Airman's Conference.

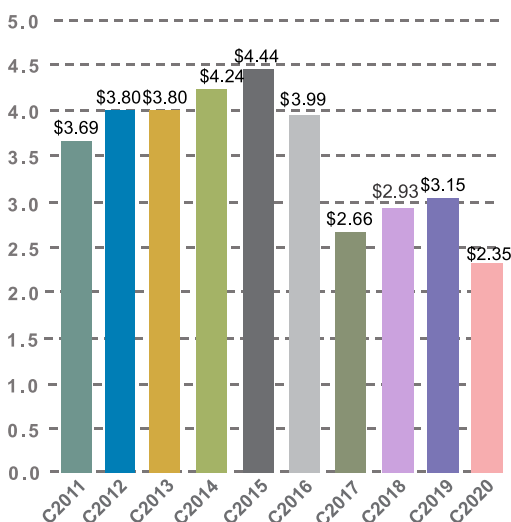
COMBINED ASSETS  
(in millions)



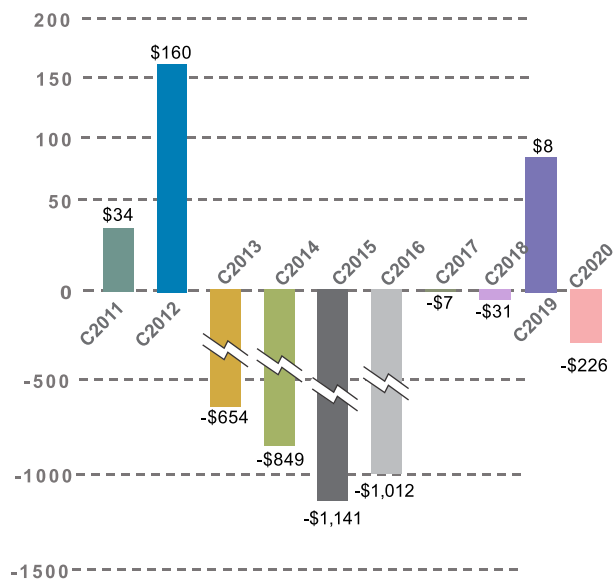
COMBINED REVENUE  
(in millions)



COMBINED EXPENSES  
(in millions)



COMBINED NET INCOME  
(in thousands)





# YOUR EXCLUSIVE AFSA MEMBER BENEFITS

**MEMBERSHIP MAKES A DIFFERENCE** | Your AFSA leadership advocates education and quality-of-life for all military members and their families. AFSA 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 list of current membership benefits and services:

## Membership is for Everyone

75,000+ 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](http://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 <https://www.hqafsa.org/legislativeresources.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](http://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](https://www.facebook.com/AFSAHQ), [Twitter, Instagram @AFSAHQ](https://twitter.com/AFSAHQ). [LinkedIn](https://www.linkedin.com/company/afsa), [YouTube & Vimeo](https://www.youtube.com/channel/UCv8v8v8v8v8v8v8v8v8v8v8)

## 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 their email of record. The *AFSA E-Magazine* is published quarterly in Winter, Spring, Summer and Fall editions. The E-magazines are normally 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](http://www.hqafsa.org) to update your contact information to ensure receipt.

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 MILITARY & GOVERNMENT BRIEF eNewsletters and the LEGISLATIVE TIME SENSITIVE TARGETS (LTST's), and LEGISLATIVE ACTION ALERTS (LAA's)

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. Sign up at [www.votervoice.net/AFSA/Home](http://www.votervoice.net/AFSA/Home)

## 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](http://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 2.2 million dollars in scholarships have been awarded to Air Force dependent children of AFSA members. (See AMF Annual Report insert)

## Educational Support & Professional Dev.

## AFSA SCHOLARSHIPS & GRANT OPPORTUNITIES

Educational Support & Scholarship: Airmen Memorial Foundation (AMF) Scholarship Program and Grant Opportunities. Applications for the upcoming academic year are available between January 1 and March 31. Completed application packages with all required documents can be submitted online, or sent to HQAMF no later than March 31. After March 31, applications are ineligible for consideration. For additional information visit: [www.HQAMF.org](http://www.HQAMF.org)

## 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. AFSA Members, employees, along with their spouse and children, can learn more about these benefits by visiting the CSU partner webpage.

Contact: Carl Childs, (USAF Ret. | 800-977-8449 ext 1813.

[columbiasouthern.edu/tuition-financing/partnerships](http://columbiasouthern.edu/tuition-financing/partnerships)

\*\* Become a Member of AFSA... enjoy a complimentary One-Course Scholarship from CSU! Learn more at <https://www.hqafsa.org/edconnect.html>

## eKNOWLEDGE FREE SAT & ACT COLLEGE TEST PREP PROGRAMS

The eKnowledge SAT/ACT Prep Project with AFSA enters its 15th year assisting students and families. A value of \$350 waived, AFSA members/students only pay \$14.99 for the cost of streaming, student support, customer support, shipping, and materials. 951-256-4076

[www.eknowledge.com/allAccessLandingPage.php?coupon=292520F63C](http://www.eknowledge.com/allAccessLandingPage.php?coupon=292520F63C)



## FEA FINANCIAL EDUCATION PROGRAM/VALOR

FEA, Financial Education & Literacy Advisers (FEA) offers a complimentary, online financial education program known as LifeCents 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](http://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% discount 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 UNIVERSITY

A Preferred AFSA Mission Learning Partner, Waldorf provides AFSA members and their families with a 10% discount on Waldorf University 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](http://www.waldorf.edu/about/partners)  
\*\*\* Renew your AFSA Membership... enjoy a complimentary One-Course Scholarship from Waldorf University. To learn more, visit [www.hqafsa.org/edconnect](http://www.hqafsa.org/edconnect)



**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 EDUCATIONAL & DEVELOPMENT OPPORTUNITIES at AFSA ANNUAL CONVENTIONS

The AFSA International Convention is held annually and is host to the Professional Education & Development Symposium. 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 annual International Convention and Professional Education and Development opportunities, its location and registration information. [www.hqafsa.org](http://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](http://airuniversity.af.edu)

### MILITARY SPOUSE EMPLOYMENT PARTNERSHIP

AFSA member spouses can connect for targeted recruitment, employment and educational solutions. [msepjobs.militaryonesource.mil](http://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 | <https://www.hqafsa.org/usaa.html>

### 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](http://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.afsainsurance.com](http://www.afsainsurance.com)

## INSURANCE - ACCIDENTAL DEATH & DISMEMBERMENT

Your AFSA membership entitles you to a FREE \$1,000 Accidental Death and Dismemberment Insurance Certificate. Visit the AFSA website at [www.hqafsa.org](http://www.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. 850-624-4814 | <https://www.legalshield.com/info/airforcesergeants>



## 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](http://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/](http://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. 800-834-9024 | [www.afsainsurance.com](http://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](http://www.taps.org)

## Shopping Discounts

**NEW!** **AFSARewards PROGRAM**  
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Theme Parks • And More!

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**working**  
ADVANTAGE

### 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](https://www.apple.com/us_epp_248960/shop)

### Dell Computers

AFSA members and their families can save on select Dell products. 800-695-8133 | [www.dell.com/afsa](http://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/](http://www.ftd.com/ufs20/)

**Subscriptions - Military News**

**AIR FORCE TIMES**  
 PLEASE NOTE: Due to COVID-19, the AF Times has suspended print issues at this time. Digital issues are available at \$11.99 for 24 issues until further notice.

**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](http://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](http://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**

Enterprise and National are extending leisure rates to members of the Air Force Sergeants Association. With the Emerald Club, the loyalty program of National Car Rental, members enjoy expedited service, greater ease and exclusive rewards when renting at both National and Enterprise worldwide. Enroll in the Emerald Club loyalty program, make your reservations and reference the AFSA Member Special Account Number XZ16716.

- Enterprise Trucks: [enterprisetrucks.com](http://enterprisetrucks.com)
- Enterprise CarShare: [enterprisecarshare.com](http://enterprisecarshare.com)
- Enterprise Exotic Car Collection: [exoticcars.enterprise.com](http://exoticcars.enterprise.com)
- Enterprise Car Sales: [enterprisecarsales.com](http://enterprisecarsales.com)
- Commute with Enterprise: [commutewithenterprise.com](http://commutewithenterprise.com)
- Subscribe: [enterprise.com/en/car-rental-by-month-subscription](http://enterprise.com/en/car-rental-by-month-subscription)
- Zimride Ridesharing: [zimride.com](http://zimride.com)
- Enterprise Fleet Management: [efleets.com](http://efleets.com)

# 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 and mailing services to ensure a consistent communications message and overall credibility. For price list, visit [www.hqafsa.org/communications](http://www.hqafsa.org/communications) or email directly to: [afsabusinesscenter@hqafsa.org](mailto: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)

# AFSA DIVISIONS

MAP OF DIVISIONS, CHAPTERS BY STATE and COUNTRIES



**WE ARE AFSA – A GLOBAL ASSOCIATION WITH COMMUNITY IMPACT**

With 7 Divisions and 125 Chapter across the globe, AFSA Chapters carry out our mission and strategic goals at the community level.

## DIVISION 1

**CONNECTICUT**  
182: Bradley/Hartford, CT

**DELAWARE**  
201: Dover AFB, DE

**INDIANA**  
779: Fort Wayne, IN

**KENTUCKY**  
482: Louisville, KY

**MAINE**  
154: South China, MA

**MARYLAND**  
102: JB Andrews AFB, MD  
254: Fort Meade, MD

**MASSACHUSETTS**  
109: Westover ARB, MA  
161: L.G. Hanscom AFB, MA

**MICHIGAN**  
768: Selfridge ANG Base, MI

**NEW HAMPSHIRE**  
155: Portsmouth, NH

**NEW JERSEY**  
211: McGuire AFB, NJ  
258: Atlantic City, NJ

**NEW YORK**  
171: East Meadow, NY  
174: Rome, NY  
177: Niagara Falls, NY

**OHIO**  
751: Wright-Patterson AFB, OH  
753: Springfield, OH

**PENNSYLVANIA**  
265: Philadelphia, PA

## DIVISION 2

**ALABAMA**  
444: Maxwell AFB, AL  
467: Birmingham, AL

**NCR**  
300: The Pentagon

**FLORIDA**  
552: MacDill AFB, FL  
553: Tyndall AFB, FL  
554: Eglin AFB, FL  
557: Patrick AFB, FL  
559: Jacksonville, FL  
564: Port Saint Lucie/Lake Worth, FL  
567: Hurlburt Field, FL

**GEORGIA**  
404: Robins AFB, GA  
451: Albany, GA  
452: Dobbins ARB, GA  
455: Columbus, GA  
460: Moody AFB, GA  
480: Fort Gordon, GA

**NORTH CAROLINA**  
363: Asheville, NC  
365: Charlotte, NC  
367: Pope AFB, NC  
371: Seymour Johnson AFB, NC



## **PUERTO RICO**

570: San Juan, PR

## **SOUTH CAROLINA**

306: Charleston AFB, SC  
373: Greenville, SC  
376: Myrtle Beach, SC  
377: Shaw AFB, SC

## **TENNESSEE**

473: Nashville, TN  
476: Clarksville, TN  
477: Arnold AFB, TN  
478: Chattanooga, TN  
479: McGhee - Tyson ANGB, TN

## **VIRGINIA**

358: Langley AFB, VA

## **DIVISION 3**

### **ILLINOIS**

872: Scott AFB, IL

### **KANSAS**

972: McConnell AFB, KS

### **MINNESOTA**

858: Minneapolis/St. Paul, MN

### **MISSOURI**

804: Kansas City, MO  
881: Whiteman AFB, MO  
883: Waynesville, MO

### **NEBRASKA**

984: Offutt AFB, NE

### **NORTH DAKOTA**

959: Minot AFB, ND  
964: Grand Forks AFB, ND

### **OKLAHOMA**

985: Tinker AFB, OK  
988: Altus AFB, OK  
990: Vance AFB, OK

### **SOUTH DAKOTA**

951: Ellsworth AFB, SD

### **WISCONSIN**

851: Milwaukee, WI

## **DIVISION 4**

### **ARKANSAS**

658: Little Rock AFB, AR

### **LOUISIANA**

615: Barksdale AFB, LA

## **MISSISSIPPI**

651: Columbus AFB, MS  
652: Keesler AFB, MS

## **TEXAS**

1054: Sheppard AFB, TX  
1055: Fort Worth, TX  
1056: Dyess AFB, TX  
1062: Houston, TX  
1066: Goodfellow AFB, TX  
1069: Laughlin AFB, TX  
1073: Dallas, TX  
1075: Randolph AFB, TX  
1076: Lackland AFB, TX  
1077: Fort Sam Houston, TX

## **DIVISION 5**

### **ALASKA**

1473: Elmendorf ARB, AK  
1474: Eielson AFB, AK

### **GUAM**

1560: Andersen AFB, Guam

### **HAWAII**

1550: Hickam AFB, HI

### **IDAHO**

1164: Mountain Home AFB, ID

### **JAPAN**

1551: Yokota AB, Japan  
1552: Misawa AB, Japan  
1553: Kadena AB, Japan

### **KOREA**

1554: Kunsan AB, Korea  
1556: Osan AB, Korea

### **MONTANA**

1156: Malmstrom AFB, MT

### **WASHINGTON**

1461: McChord AFB, WA  
1462: Fairchild AFB, WA

### **WYOMING**

1178: F.E. Warren AFB, WY

## **DIVISION 6**

### **ARIZONA**

1260: Luke AFB, AZ  
1261: Davis-Monthan AFB, AZ

### **CALIFORNIA**

1311: Oxnard, CA  
1320: Travis AFB, CA

1328: Edwards AFB, CA  
1330: Los Angeles AFB, CA  
1356: Vandenberg AFB, CA  
1365: La Jolla, CA  
1372: Beale AFB, CA  
1379: Moffett Field, CA

## **COLORADO**

1179: Buckley AFB, CO  
1180: USAF Academy, CO  
1181: Peterson AFB, CO  
1182: Shriever AFB, CO

## **NEVADA**

1252: Nellis AFB, NV  
1253: Creech AFB, NV

## **NEW MEXICO**

1201: Kirtland AFB, NM  
1255: Cannon AFB, NM  
1257: Holloman AFB, NM

## **UTAH**

1163: Hill AFB, UT

## **DIVISION 7 (EUROPE)**

### **AZORES**

1653: Lajes, Portugal

### **BELGIUM**

1655: SHAPE/Brussels, Belgium

### **GERMANY**

1674: Ramstein AB, GE  
1678: Geilenkirchen NATO AB, GE  
1681: Spangdahlem AB, GE

### **ITALY**

1650: Ghedi AB, Italy  
1657: Aviano AB, Italy

### **NETHERLANDS**

1661: Volkel, NL

### **SPAIN**

1663: Rota Naval Station, Spain

### **TURKEY**

1660: Incirlik AB, Turkey

### **UNITED KINGDOM**

1665: RAF Alconbury, UK  
1669: RAF Lakenheath, UK  
1670: RAF Mildenhall, UK  
1671: RAF Croughton, UK

# AFSA INTERNATIONAL FOR WORTHY CHARITIES

## TAKING CARE OF OUR OWN

### 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. Visit [www.hqamf.org](http://www.hqamf.org)



*“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. Here is a synopsis of the programs.*

### 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. (See page 21 for Living Memorial options)

### 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](http://www.hqafsa.org/donate)



# INFORMATION TECHNOLOGY

By Francesca L. Killebrew,  
Manager Information Technology

“Technology in the 2020s is exponentially more powerful than the technology we had at our fingertips in the 2000s and even the 2010s.” – Steve Brown, 'The Innovation Ultimatum'

There is one consistent with technology. It is constantly innovating and evolving. This past year, we have all had to re-evaluate our ideas on how to do everything. From working remotely, attending our fair share of Zoom meetings, and getting acquainted with every delivery app that came on the scene to provide us with a way to stay socially distant but still get the items for our day-to-day needs. For most of us, we have been socially-distanced or isolated from our family and friends to ensure their safety. However, through technology we have been able to redefine what it means to stay connected with others. It has become even more important that we are able to leverage all the technologies, current and future, to let our loved ones know that we are still here. I am so excited for all the new technology that has yet to be developed. I hope you all can share my excitement for new innovations that will be coming out in the future!

As we continue to leverage the different technologies that enable us to stay connected and be an avenue of

information to our members, it is imperative that we have the means to reach you with new/updated 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 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 still committed to 'High Touch, High Tech' 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 2020 **Winter** edition featured a tribute to Medal of Honor recipient SSGT. William Pitsenbarger. The Jeane M. Holm Center was also highlighted, and discussed was first-ever command chief CMSGT Jermaine Evans.



The 2020 **Spring** edition featured the Air Force Material Command and their day-to-day operations. Also included in this edition is the 2019 AFSA Annual Report.

The **Summer** edition shed light on how to build the airmen we need for America's Air Force, the 2019 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 first-ever AFSA virtual Professional Airmen's Conference, award honoree's. Featuring, Wreaths across America, and the journey of becoming the organization it is today. International President Michael Carton also provided updates on the impact of Covid-19 on our association, auto-pay/set-it-forever, and how to match the AFSA strategic vision to develop division and chapters that match the AFSA's strategic plan.

**To subscribe to, or order the AFSA MAGAZINE** email to [mfsvc@hqafsa.org](mailto: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

HUMAN RELATIONS

# STRESS!

By Kim Webster, MBA  
Human Resource Manager

## WAYS TO MANAGE STRESS DAY-TO-DAY



*“The American Institute of Stress states that 80% of workers feel stress on the job. Add to this layoffs, business downsizing, social distancing and the shared experience of a global pandemic — it's safe to say that almost 100% of us are stressed out and could use some pointers in relation to managing stress during times of crisis and uncertainty.”*

### STRESS

What is this thing called stress? We hear about it and we feel it more times than we want. It's hard not to get overwhelmed. Whether the stress is known, or unknown - it has a HUGE impact on our lives. Its invisible. It's sneaky. It just pops up on you without any warning and takes over your life. So, what do we do about it? How do we cope with the everyday stress as well as stress caused by external factors?

*The following are some small things that you can do to help you manage stress:*

1. Make time for hobbies or exercise. Doing something you love takes your mind off worrying. When you are not consumed with worrying, you are in fact reducing your stress levels. If you don't have a hobby, choose exercise. Whether you are a gym rat or not, do something. Start small. If you are a beginner, try yoga – yin yoga. Yin Yoga is less stress on your body than cardio exercises and it forces you to be still. Stillness calms and balances the mind and body while soothing your anxiety. As my yoga instructor says, “Movement is medicine.”
2. Breathe. I know it sounds crazy, but taking deep breaths helps take the pressure off you immediately. Sometimes you may have to take several. Just do it, no matter how many times. It is most effective when you take deep breaths as soon as you recognize that you are stressed. You will also find that it helps you to think clearer.
3. Slow down. In a world where everything is quick. Pop a meal in the microwave and in 3 minutes its ready. Fast lane on the highway, shopping on-line and getting it the next day. Sometimes, it's hard to just stop and enjoy

your day. Start by slowing down to enjoy one meal. Don't multi-task. Turn off the TV or music, shut the door and just focus on your meal. You will find that the food tastes better and you are not thinking about anything else but what's in front of you. Doing this throughout the day will also help in the reduction of stress.

4. Practice being compassionate to yourself. Remind yourself that life is a journey and that you may not make all the right choices at first. But just because you let stress take over once or twice (or more), doesn't mean that you can't do better. Give yourself a break and don't give up. Try again tomorrow.
5. Remind yourself what you are grateful for. Knowing that worry and anxiety is a mental state, reminding yourself of the small things that make you grateful helps you change how you look at your life. Your brain can only effectively manage one thing at a time. If that one thing is gratitude, then everything else that comes your way has little or no power over your thoughts. Start by jotting down the things that you are grateful for and everyday remind yourself of them. Getting in the habit of doing this daily will change how you see stress. You will find yourself looking at stress as just a challenge. That small change in your thinking will alter how you see the situation - thus reducing your stress.

While day-to-day stress management is challenging, keeping your emotions in check is an art form and it takes time and patience. Practice doing these small things and you will find that stress doesn't affect you as much as it used to.



## MEMBERSHIP

# Continue to COMMUNICATE...



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

Last year, I asked, “Why are you being a secret AFSA member?” and urged everyone to **Communicate**. Today, I am urging you to Continue to Communicate, Continue to Create new relationships, and Continue to maintain the ones you already have. Granted, the COVID-19 Pandemic has changed the way we communicate, and we haven't been able to meet face-to-face or in large groups, but the great thing about modern technology, the good ole fashioned telephone and the US postal system is when we use them, we can still **Continue to Communicate**. So, let's not let the Pandemic stop us from communicating to our members.

**How:** You can use Zoom, email, text, Facetime, Facebook, Instagram, send mass emails, call 1, 2 or 3 members a day, or you can send a postcard or letter. It just takes a little planning and a little more effort.

**Why:** Communication builds relationships and once those relationships are established, AFSA will remain at the top of our members' minds which in turn will help AFSA to continue to grow.

### Looking Back

Now, let's look back. The beginning of 2020 started off as any other year with AFSA continuing to generate growth in every membership category by introducing new and robust membership recruiting and retention campaigns such as Reward the Recruiter, Boots on the Ground for E5-E7, 1 year for \$30, the Buddy Pass Member For Life for \$250, Family and Friends Joint Membership for \$50, Air Force Happy Anniversary Membership Special, 1 year for \$30, the Deployed Military Special, 2 years for \$50, Rejoin the Fight, Sustain a Hero target 5 years for \$25 (soft) and the vPAC Membership Special. Only, it wasn't like any other year. The World was hit with the COVID-19 Pandemic that has caused

and is causing everyone to pause, stop and re-evaluate how they do business.

It was a sad and devastating year with AFSA losing valued members, many losing loved ones, businesses closing, jobs and homes lost, and mentally, it affected us all in one way or another. At Headquarters, we provided and continue to provide safeguards, follow CDC guidelines and adhered to the State Governor's mandates to work certain hours and in March of 2020, the Governor issued a *stay-at-home* order, which we did until it was lifted three months later. Our top AFSA priority was, and is to keep everyone safe while keeping operations flowing.

From a membership perspective, the norm that we all once knew no longer existed which caused recruiting and retention efforts to decrease. Along with the robust membership recruiting and retention campaigns, we had 14 requests from Divisions and Chapters that requested, and were approved by AFSA Headquarters, to run their own special membership campaigns offered to their specific chapter and division members. To further assist chapters with their recruiting and retention efforts, we again offered and sent out free marketing materials that included: AFSA Tri-Fold Brochures w/Application, Organizational Guides, Postcards, Posters, Selfie Signs and more. (Maximum quantities for Brochures - 1,000 each; Selfie Signs - 200 each, and Posters - 5 each.

### Bylaw Changes

In 2020, there were four proposed AFSA Bylaw changes approved to move forward at the 2021 International Convention to the general membership.

### Challenges in 2020

Challenges in 2020, which remain a challenge in 2021 is of course, the COVID-19 Pandemic, decreasing recruiting and

retention, finding safe ways to member outreach, and finding new ways to increase members while retaining the members we currently have.

The membership campaigns provided a boost in recruiting and retention and the Chapters did what they could during a Pandemic but overall, membership has declined. The difference from the 2020 beginning year-end strength and the 2020 year-end strength was only 607 members, but we are still recuperating from the loss in membership due to the 5 years for \$25 (5 for 25ers) membership campaign.

### Looking Ahead

In looking ahead, there is light at the end of the tunnel. Although we are still in a Pandemic and we must continue to do the things we've done for the last year to keep us and our families safe, I have no doubt that in 2021, together, we can increase membership with Headquarters plan to continue to introduce new and robust membership recruiting and retention campaigns, and specifically targeting the past 5 for 25ers.

In 2021, I am doing something different by calling all Chapter Presidents to introduce/re-introduce myself and to see how AFSA Headquarters can assist you in your recruiting and retention efforts. Because of the time difference and no access to DSN, I am unable to call overseas; however, I will be reaching out via email.

### Some Friendly Reminders:

Do not forget to give members and potential members your member ID number or name so that you will receive recruit/retention credit.

### Special Membership Campaigns:

To request a special membership campaign, just send me an email at [bhill@hqafsa.org](mailto:bhill@hqafsa.org) requesting it, include your desired beginning and end campaign dates, the number of applications you expect to receive from this campaign and, if you prefer, a name that you would like for your campaign.

### Currently, we are offering:

- **1 year** - \$30 all ranks/types
- **2 years** - \$50 E1-E4
- **3 years** - \$75 all ranks/types
- **MFL** - \$300 all ranks/types

You can choose all options, or pick which ones you would like to incorporate in your campaign. Once your request is approved by Executive Director Keith Reed, our Marketing Team will create a customized application for your use.

### Set it Forever Auto Pay Program

This program creates an opportunity to JOIN AFSA or RENEW a membership by making a \$36 once-a-year/every-year auto payment, or a \$4-each-month/every-month auto payment. The \$36 once-a-year option is set at \$36, and the \$4-a-month option includes a bank processing fee of \$1 each month. You can find campaign materials and training for your chapter via the website below.

<https://www.hqafsa.org/setitforever.html>

### Communications

If you need help with developing and/or maintaining your Facebook page or any other type of communication, please contact [afsacomm@hqafsa.org](mailto:afsacomm@hqafsa.org).

### One Course Scholarship

AFSA has partnered together with Columbia Southern University to provide a sponsored One-Course Scholarship for Spouse and/or College-age Dependents of all new Active-duty, Guard and Reserve Military Members, value over \$700, as CSU has also waived the registration and book fees.

If you have any questions, or need assistance with your recruiting/retention efforts, please do not hesitate to contact me at 1-800-638-0594, ext. 228 or at [bhill@hqafsa.org](mailto:bhill@hqafsa.org).

As always,

**We Thank You.**

**We Appreciate You.**

**We are AFSA.**



# AFSA LEADERSHIP

## 2020 – 2021 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) Jeffrey Koenig (Division 2 President), CMSgt (Ret) Kevin Ott (Division 3 President), CMSgt Court Sartain (Division 4 President), SMSgt David Amidon (Division 5 President), MSgt Blake Manuel (Division 6 President), MSgt Timothy Ferguson (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),

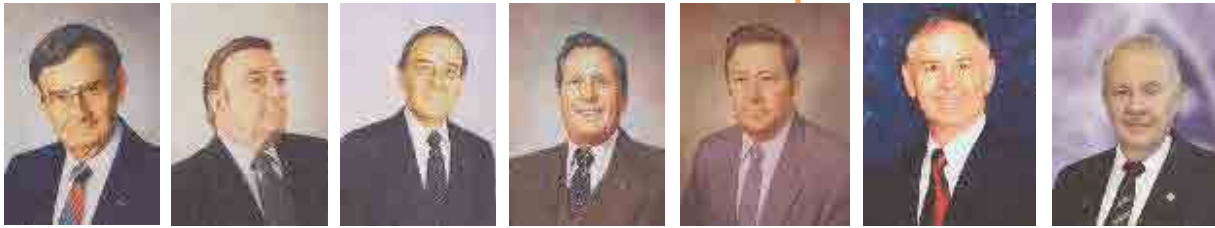


**L to R:** Kathryn Oden (2000-2003), Carolyn Whitsell (2003-2007), Carol Ruholl (2007-2008), Marie McDowell (2008-2011),



# 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).



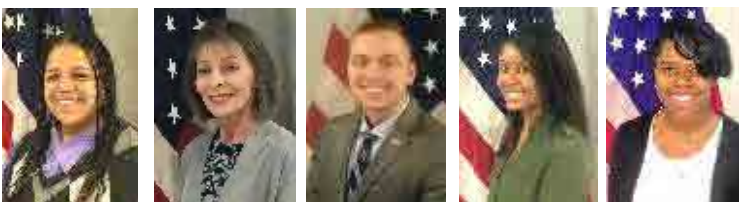
## INTERNATIONAL HEADQUARTERS TEAM



**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 (Business Center Mail Services Manager & Assistant Building Manager), Jammie Abraham (Member & Field Relations Supervisor), Ashley Griffin (Business Center Supply & Logistics Specialist), Taneka Jarrell (Accounting & Finance Specialist), Timothy Castro (Business Center Print & Mail Services Support).



**L to R:** Larine Greaser (Business Center 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 2020, approval continued for AMF participation in the fall 2021 Combined Federal Campaign. This was the AMF's 38th 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 2020, 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**, provides scholarships to active-duty and retired AFAD, AFRC and ANG enlisted members' dependent children. In CY 2020, 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 33-year CMSAF program's cumulative total to 325 grants

worth \$466,000. Among the major contributors to this worthwhile program are the worldwide military conferences, the graduating classes of the Senior NCO Academy, other enlisted Professional Military Education organizations and groups where one of the former CMSAFs conducted speaking engagements around the world.

The 2020 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, sponsored by GEICO—goes to Yazmyne Valencia. She will continue his education at Wilmington University, New Castle, Delaware.

**\$3,500 CMSAF Paul W. Airey Memorial Scholarship**  
Sponsored by GEICO®: Yazmyne Valencia

**\$2,500 CMSAF Spouses' Academic Excellence Scholarship:**  
Kianna Flowers

**\$2,000 CMSAF Scholarship:** Liam Hunt

**\$1,500 CMSAF Scholarship:** Nyah Baltazar

**\$1,000 CMSAF Scholarship:** Joshua Dunkelberger

**\$1,000 CMSAF Scholarship:** Anna Hipps

**\$1,000 CMSAF Scholarship:** Hunter Henry

**\$1,000 CMSAF Scholarship:** Katelyn Shibilski

**\$1,000 CMSAF Scholarship:** Raeven Barnes

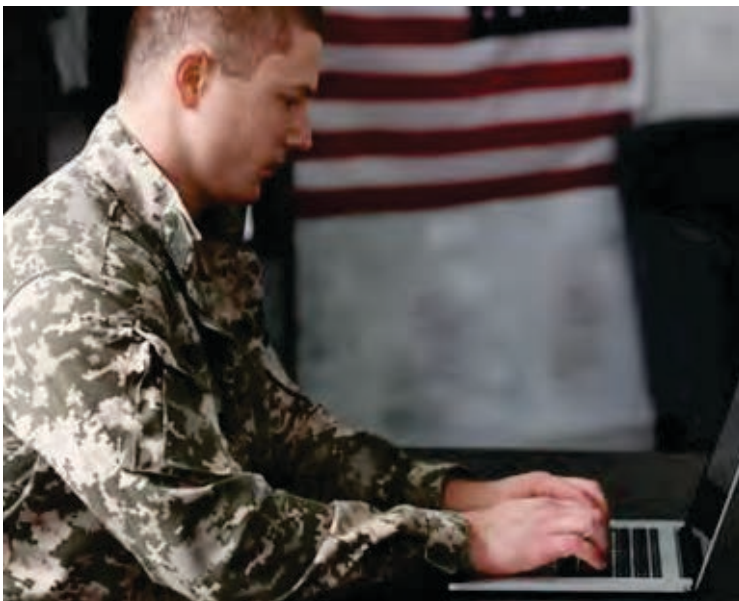
**\$1,000 CMSAF Scholarship:** Kamryn Alward

**\$1,000 CMSAF Scholarship:** Angelina Miller

**For additional details and to submit on-line Scholarship Applications, visit: [www.HQAMF.org](http://www.HQAMF.org)**

**2. The Airmen Memorial Foundation Scholarship Fund (AMF)**

The CY 2020 AMF Scholarship Committee met in June 2020 and selected 25 AFAD, ANG, and AFRC enlisted members' dependent children for scholarships totaling \$34,500. The Clyde V. Prince Memorial Scholarship is the top scholarship at \$4,000. The Julene Howard Memorial Scholarship and Richard Howard Scholarship, established by CMSgt (Ret.) Richard Howard; The Sergeant James R. Seal Memorial Scholarship, established by Mrs. Emma Seal were the next 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, one \$2,000 Academic Excellence Scholarship and two \$1,500 Academic Excellence Scholarships. These scholarships brought the total AMF scholarship awards to 675 worth \$833,000.



**AMF SCHOLARS**

Without the support of the gracious donors and sponsors, and the outstanding partnership with the Government Employees Insurance Company (GEICO), the AMF would be unable to grant the number of scholarships provided to deserving recipients each year.

\$4,000 Clyde V. Prince Memorial Scholarship: Derrick Thompson

\$2,500 Academic Excellence Scholarship: Sophie Crowder

\$2,000 Richard Howard Scholarship: Jaden Jenkins

\$2,000 Julene Howard Memorial Scholarship: Dylan Nichols

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

\$2,000 Academic Excellence Scholarships  
Charles Gallego

\$1,500 Academic Excellence Scholarships  
1. Gwenith Stacks  
2. Heath Henry

\$1,000 USAA Scholarship Academic Excellence Scholarships  
1. Madison Moore  
2. Kayla West  
3. Madison Reuter  
4. Justin Jenkins  
5. Alexander Herman

\$1,000 GEICO Scholarship Academic Excellence Scholarships  
1. Nathan Holty  
2. Isabella Venegas  
3. Amni Austin  
4. Cody Nichols  
5. Jacob Hargesheimer

1,000 Academic Excellence Scholarships  
1. Jaedyn Dunn  
2. Kasey Scroggins  
3. Gabriel Pletan  
4. Ashley Butler  
5. Mya Vigil  
6. Deborah James  
7. Chelsea Hoy

**SINCE 1987, THE AMF AND ITS MANAGED FUNDS HAVE AWARDED 1,817 SCHOLARSHIPS FOR \$2.4 million dollars.**

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# AFSA MEMBER INSURANCE PROGRAM



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- **Service** means helping you navigate the nuances of insurance.
- **Trust** means you can count on us to be there when you need us most.

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# AIR FORCE SERGEANTS ASSOCIATION

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