AIR FORCE SERGEANTS ASSOCIATION

INTERNATIONAL OFFICER ELECTIONS

2025

CANDIDATES PORTFOLIO

INTERNATIONAL VICE PRESIDENT

AIR FORCE SERGEANTS ASSOCIATION

1124 Meyer Parkway, New Braunfels, Texas 78678132
Phone: 210-334-9954 Email: jwcrissinger@yahoo.com

7 May 2025

From: Jim Crissinger

Subject: Candidacy for AFSA International Vice President

To: AFSA Membership

Greetings AFSA members, after much prayerful thought and discussion I have opted to seek election as AFSA International Vice President and today, I officially announce my candidacy for the office of AFSA International Vice President.

It has been my distinct honor and privilege to have previously served as AFSA International Vice President, Trustee for Retired and Veterans Affairs and an AFSA Division President for two different divisions. I have also had the pleasure of serving as the International Legislative Committee Chair for six years. Moreover, I previously served as International Membership Committee Member, Budget and Finance Committee Member, Training Committee Member, Legislative Committee Member and AFSA Chaplain. I have actively participated in multiple events and activities over the past several years, representing AFSA International, our division and chapters at many venues including visits to Capitol Hill.

As noted in my AFSA candidate résumé for office, I have an all-encompassing background in our great organization spanning more than 35 years of service as an AFSA Officer at every level in our association. I have continually promoted and supported this association and more importantly, strived to take care of the needs of our enlisted members and their families. I am fully retired and have the desire and willingness to serve this association and possess the necessary skillsets and experience required to represent the interests of our association and their respective family members. More importantly, my wife fully supports my intentions and desire to further serve AFSA in this position. My passion and commitment to AFSA remains strong!

If elected my intent is to serve the needs and directions of our membership as well as our AFSA International President. I wish to promote AFSA at all levels and endeavor to keep AFSA strong and relevant in these changing times and enhance our organization. I will do this by listening to the needs and desires of the membership and working closely with the chapters, the divisions, the International President, and Board of Directors, and working in conjunction with the AFSA Staff.

I ask that you favorably consider me for the position of AFSA International Vice President. I am available to address any questions you may have and stand ready to continue to serve AFSA on your behalf.

Yours in AFSA,

Jim Crissinger

Jim Crissinger, PhD, SMSgt (R), USAF

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

AFSA Form 100-10E, January 2007 Substitute Forms Not Acceptable

CANDIDATE FOR: International Vice President
Level/Office

NAME:	**MILITARY RANK:**
James W. Crissinger	SMSgt (Retired)
CURRENT OFFICE:	**CHAPTER ASSIGNED:**
Division 4 Treasurer	1075

I. AFSA ACTIVITIES

Summarize offices held and committee experience. List level and office title

Chapter Trustee Elmendorf AFB, AK; Chapter Trustee Hickam AFB, HI; Chapter Trustee Reese AFB, TX; Chapter Vice President and President Travis AFB, CA; Division Trustee Training & Education, Division 13; Chapter President, Andersen AFB, GU; Division Trustee, Active Duty Affairs, Division 15; Chapter President Vandenberg AFB, CA; Division Trustee Active Duty Affairs, Division 13; Senior Advisor, Kunsan AB ROK; Division Trustee Membership, Division 12; Division Vice President, Division 12; Division President, Division 12; International Membership Committee, International Budget & Finance Committee, Division President's Representative for Divisions 610, 7, and 12. International Legislative Committee Chair, International Vice President, Chapter Trustee Randolph AFB, TX, Division Trustee Membership & Legislative, Division 610, Division Senior Advisor and Legislative Representative, Division 610, Division Vice President for Division 610. International Trustee for Retired and Veteran Affairs, International Legislative Committee Chair and currently Division 4 Treasurer.

II. BASE & LOCAL COMMUNITY ACTIVITES

Former Member of the Blue Knights Law Enforcement Motorcycle Club, participating in the Wounded Warrior Project, veteran parades, and Toys for Tots. Former member of the Community Bible Church of Bulverde volunteering and serving at church services and events, the Holy Smokes BBQ Team and support group leader. Former member of Randolph AFB Guest Speaker Program volunteering to speak at various venues about the Air Force. Author of "Spiritual Thoughts for the Moment" published by Westbow Publishing. Former Chairman Board of Directors Esperanza En Escalante, committee member, boy scout leader and Red Cross volunteer. Currently active with Freedom Fellowship Church and supporting Refuge Church of San Antonio.

III. EDUCATION

Doctor of Philosophy Religious Studies and Criminal Justice from Trinity College Atlantic Coastal Seminary. Completed my Masters of Arts Degree in Criminal Justice from Arizona State University. Dual Bachelor of Science Degree in Human Services and Administration of Justice from Thomas Edison State University. Associate of Applied Science in Personnel Management and Associate of Arts in Criminal Justice from Community College of the Air Force. The following Professional Military Education has also been completed: NCO Preparatory Course, NCO Leadership School, NCO Academy, Senior NCO Academy, and Squadron Officers School. Currently a Certified Homeland Security Specialist and Certified Continuity Planner.

IV. MILITARY SERVICE/EMPLOYMENT Status, dates of service, etc

1976-2001: Served in various aspects of the Security Forces career field at Lackland AFB, Duluth IAP, Chanute AFB, Incirlik AB, Elmendorf AFB, Hickam AFB, Vandenberg AFB, Kunsan AB, and Luke AFB.
1990-1997: First Sergeant in various squadrons at Reese AFB, Travis AFB, Andersen AFB, Guam; and Vandenberg AFB, CA.
2001-2004: Federal Law Enforcement Officer with the Federal Reserve Police Department, Phoenix Processing Center
2004-2009: AF Civilian employee as a Training Instructor, 355th Security Forces Squadron at Davis-Monthan AFB, AZ
2009: Senior Consultant for the firm Booz|Allen|Hamilton working as a contractor for HQ AETC at Randolph AFB, TX
2010-2011: AF Civilian employee working as Program Manager for the Critical Asset Risk Management Program and Signature Management Programs for HQ AETC at Randolph AFB, TX
2012-2013: AF Civilian employee working as Program Manager Operating Location Tinker Sustainment & Integration Division, Air Force Personnel Center at Randolph AFB, TX
2013-2024: AF Civilian at HQ AETC Operations Directorate, Chief, Plans and Programs Branch at JBSA Randolph, TX
2024-Present: Fully retired spending time with my family, traveling and working with my local AFSA chapter and division.

V. FRATERNAL ACTIVITIES

Life Member of the Air Force Sergeants Association, Life Member of the Noncommissioned Officers Association, American Homeland Security Association, and member of InfraGard Security Professionals.

DATE: 7 May 2025

[redacted]

SIGNATURE: Jim Crissinger

AIR FORCE SERGEANTS ASSOCIATION

29 May 2025

TO: AFSA HQ/IP

FROM: SMSgt Ben R. Hardy

SUBJECT: Letter of Intent to Seek Election to the Office of International Vice President

1. In 2014 I attended a Veterans Standdown in Fairbanks Alaska. The Chapter was volunteering like we did every year, serving hot meals and coffee to veterans that needed assistance. In between meals I was talking with some of the attendees. One Vietnam Vet asked if I was there with AFSA. I was a little caught off guard because of how many organizations helped with this event. I told him I was, and then he proceeded to cry while thanking me for lobbying for his benefits and how thankful he was that there are still people that are ensuring his concerns about his benefits were being heard. He said without those benefit he did not know where he would be in life. At that moment I realized that AFSA is not just another organization on base that holds promotion parties and socials. While we are active in that regard, are calling and mission is so much more. I was hooked!

2. It's with great pride that I announce my intent to seek election to the office of International Vice President. It doesn't seem too long ago that I was considering running for the office at the chapter level. After seven years of holding positions within the chapter I decided to make the jump to Division. At the time, I was ready to make the jump to Division, but somewhat unfamiliar with the role I'd be taking outside of the chapter level. After 4 years at Division, I must admit, I love networking with our chapters and members throughout the world. While sitting as a Division Trustee I also was also entrusted with representing Division 2 at the Mid-Year meeting. Filling in as a Division President in one of the most important BOD meetings provide a level of experience that has prepared me to operate at our highest levels. In addition to Division, I have also been on the International Membership Committee and currently chair the International Forms and Publications Committee. We often can get caught up thinking all divisions and chapters are like your own. In reality, every chapter's landscape is different, and I enjoy getting to help others navigate this difference. My goal, if elected, will help elevate the current BOD with the overall direction of our organization while bringing Active Duty optics to the team.

3. Thank you for considering me for International Vice President. No matter the outcome, I will continue to give my all to our organization ensuring that we will always have a voice. Please feel free to shoot me a text or a call if you have any questions or suggestions in ways we can make our organization stronger.

V/R,

SMSgt BEN R. HARDY
Air Force Sergeants Association
Benhardy628@gmail.com
[redacted]

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR: Level/Office International/Vice President	
NAME: Ben Hardy	**MILITARY RANK:** SMSgt
CURRENT OFFICE: Intl Forms/Pubs cmte lead	**CHAPTER ASSIGNED:** 1473

I. AFSA ACTIVITIES

Summarize offices held and committee experience. List level and office title

'14 ' 16 Ch 1474 Trustee	'21, '22 Ch 554 President	'23-24 Intl Mbr Cmte & Ch 371 SA
'15 Ch 1474 VP	'22, '23 Div 2 Trustee	'24 Interim Div 2 Pres f/Mid Yr Meeting
'18, '19, '20 Ch 554 Trustee	'24, '25 Div 2 VP	'24, '25 Intl Forms/Pubs Cmte Chair

II. BASE & LOCAL COMMUNITY ACTIVITES

Maxwell 360° instructor, over 520 instructional hours. Vol'd 4 Vet Standdown events, coord'd 12 AFSA led state park restorations, teamed with Sharing & Caring to distribute 40K+ lbs of US pandemic relief provisions, liaised with Okaloosa Salvation Army to lead Angel Tree program, hosted 4 AF Enlisted Village Holiday parties, guided over 200 AFSA events across 3 chapters.

III. EDUCATION

IIIa Military: CCAF - Instructor of Technology and Military Science, CCAF - Aircraft Armament System Technology, ALS, NCOA, Basic Instructor Course, SNCOA

IIIb Civilian: 2018 - B.S. Occupational Education, Wayland Baptist University
2021 - Master of Executive Leadership, Liberty University

IV. MILITARY SERVICE

Status, dates of service, etc

Active Duty
Jul 2006 - Present
3x Iraqi Freedom 2007, 2008, 2009
2x OEF - Afghanistan 2010, 2013
1x OEF - HOA 2012

V. FRATERNAL ACTIVITIES

2020 - 33 FW Top III Treasure
2021 - 33 FW Top III Vice President
2022 - SNCO Induction Chair

DATE: 22 May 25	**ADDRESS:**	**SIGNATURE:** //SIGNED//

CANDIDATE FOR: Division Trustee Level/Office	
NAME: Ben Hardy	MILITARY RANK: SMSgt

VI. CONTINUATION

Lifetime Membership numbers
Recruitments – 324 Retains - 192

2022-2023 International TWIN FLYER Membership award recipient
2024 HIGH FLYER Membership award recipient
2x Division Member of the Year
Chapter President for back-to-back Division Chapter of the Year
4x Division Chapter of the Year as VP, SA, Trustee
Chapter President for 2x International Communication Chapter of the Year
2024 International President's Award Recipient

AIR FORCE SERGEANTS ASSOCIATION

International Vice President

29 May 2025

David I. McCoy
4327 Weber Dr
Beavercreek, OH 45430

Dear AFSA Delegates, President Haro, and Executive Director Reed,

It is with great enthusiasm that I announce my intent and candidacy to run for re-election to the office of AFSA International Vice President. With the concurrence and backing of my wife, Tomomi, I humbly seek the singularly distinctive, AFSA-passionate support of all our delegates!

I have had the genuine privilege to serve in a multitude of roles at three separate chapters, as well as at the division level as a Trustee and Vice-President, while simultaneously serving as Chapter 751 President for five years. I served as Division 1 President for four years, have been appointed a second time as the Division 1 Senior Advisor, and served as your International Membership Committee Chair for the past seven years and as your current International Vice President for the past two years. It has truly been an honor and a sincerely rewarding experience. I am grateful for your confidence in me, serving both our Board of Directors, and especially in supporting you.

I pledge to do all that I am able to further the efforts of this prestigious organization, and I will provide assistance, whenever the need arises or I am called upon to do so. I will continue to work strategically across the enterprise, to further our goals and to guide the policies of this great association. I will continue to build upon relationships with our current partners and to leverage our good standing within the national community in forging new and lasting relationships with our military and community leaders, as well as with future partners. I do not take any of these obligations lightly, quite the contrary in fact. With your support, I will serve with your chapters at the forefront of decision-making and will further the unity that you have come to expect.

I have included much more of my experience on the attached resume, and it is my sincerest hope that you will find me adaptively current, perceptively relevant, and skillfully qualified to surpass expectations in this role and to excel at the responsibilities commensurate with this position. I happily encourage you to contact me directly, at dmccoy@hqafsa.org or by phone at [redacted], should you have any questions, concerns, or just a desire for more information.

With Deepest Gratitude and Respect,

David I. McCoy

DAVID I. MCCOY, SMSgt, USAF (Ret)
International Vice President
Air Force Sergeants Association

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR: Level/Office AFSA International Vice President	
NAME: David I. McCoy	**MILITARY RANK:** SMSgt (Ret)
CURRENT OFFICE: AFSA Int'l Vice President	**CHAPTER ASSIGNED:** 751

I. AFSA ACTIVITIES
Summarize offices held and committee experience. List level and office title

HQ: IVP 2023-Present, Division 1 President 2019-23, Int'l Membership Cmte Chair 2018-Present
- Launched HQ-lvl marketing efforts; sourced iHeartMedia--scrubed data/performed site selection
- Streamlined member page; united multiple functions into single landing--removed redundancies

II. BASE & LOCAL COMMUNITY ACTIVITES

WPAFB/Beavercreek, OH:
Director, Retiree Activities Office 2022-Present; led RAO vols/4 Wg Retiree Appreciation Days AF Marathon Lead; oversaw tm shirt sorting/trn'd parking lead successor--provided vol trng x50
Treasurer, Stonegate II HOA 2012-Present; maintain dues/insurance/grounds fees f/43 families

III. EDUCATION

IIIa Military: IG Trng Crse - Oct 14, Basic Inspector Trng - Jul 14, Basic Instructor Trng - Jul 13, CCAF Professional Manager Certification - Apr 2011, SNCOA Graduate - Feb 2010

IIIb Civilian: Current Goal: Project Mngt Prof. Cert; Green Belt Training via eLearning - Jul 2024
Master's in Business Admin./Marketing - Columbia Southern University - Jun 2024

IV. MILITARY SERVICE
Status, dates of service, etc

Active Duty (26 years): 88 MDOS/AFRL IG/USAFSAM Wright-Patterson AFB, Ohio 2011-2016; 61 MDOS Los Angeles AFB, California 2009-2011; 613 AOC Hickam AFB, Hawaii 2003-2009; 374 AES Yokota AB, Japan 2001-2003; 366 MDOS Mountain Home AFB, Idaho 1999-2001; 374 AES/9AES/21 ASF Yokota AB, Japan 1991-1999; Clinicals/Tech School/BMT 1990-1991

V. FRATERNAL ACTIVITIES

Air Force Sergeants Association, Lifetime Member
Disabled American Veterans, Lifetime Member
Air & Space Forces Association, Current Member
Veterans of Foreign Wars, Current Member

DATE: 30 Jun 2024	[redacted]	**SIGNATURE:**

CANDIDATE FOR: Level/Office AFSA International President	
NAME: David I. McCoy	MILITARY RANK: SMSgt (Ret)

VI. CONTINUATION

I. AFSA ACTIVIITES

International:

- Engineered position descriptions/summaries; captures vol exp--translates to civilian enterprise
- Overhauled AA&F/DOO; merged each 1-2 pages--simplifies completion/increases compliance
- Championed AFI remedy; authored AFI 34-223 Private Org update--boosts PO to NMA status
- Advocated Education & Training; pushed f/formal certifications--ID'd tangible value proposition
- Crusaded awards; penned SNCO proposal/relaxed 6-month restrictions--amplified recognition
- Developed first-ever incentive program; led 10-mbr cmte--delivered performance-based option
- Launched recruit/retain platform; created membership booth--enabled 6 SUMMITs/7 locations
- Aided full AFSAM 100-1/-2 reviews; submitted extensive inputs--enhanced clarity & readability
- Previous active member of Int'l IT, Pubs & Forms, and Membership Committees, respectively

Division 1 (D1):

- Sr. Advisor Aug 23-May 24/May 25-Present; aided EC mtgs/qrtrly all-calls--ensured continuity
- Led '24/aided '25 DivCon1; secured rooms/food/awards/gifts--enabled ProDev. f/75 delegates
- Shadowed D1 President; participated in AFSA Mid-Year mtgs 2018 & 2019--prepared for DP1 DVP 2016-2019, D1 Trustee 2013-2016, Convention Mgr 2016-2023, Awards Chair, D7 MI/ OH Rep, D1 KY/IN Rep, Membership Chair, Membership Cmte mbr, D7 Trustee 2012-2013

Chapter 751 (C751):

Supported general membership/EC mtgs, presented awards, conducted chapter elections, Senior Advisor 2019-2020, President 2014-2018, hosted 2015 & 2017 Division 1 Conventions, provided 2015/2017 AF Marathon Hydration Station Teams & 2018 Marathon Parking Detail, supported 2012-19, 21, & 23-24 Dayton Air Shows, 2012-2013 AFSA C751 Golf Donations Teams, and facilitated briefings for: AF Students, FTAC/ALS, & Amn/NCO/SNCO Professional Enhancement Seminars, sponsored Annual Chamber Chats, oversaw/supported seven ALS/ eight FTAC graduations, & sponsored Quarter/Annual Awards at four separate levels annually

Chapter 1330: President, Nov 2009-Aug 2011

Chapter 1550: Sr. Advisor - 2007-2008, President - 2006, CVP - 2005, Golf Tourney Chair 2004

II. BASE & LOCAL COMMUNITY ACTIVITES

Wright Patterson AFB, OH:

2020-21 Dayton VA American Vet. Heritage Cntr Ed./2019 B.C. Chamber Bylaw Review Cmtes

Led USAF Marathon (Expo/Prep) 2014-2018, Parking/Prep Lead 2018-2019 & 2022-2023, Volunteered for USAF Marathon Expo/prep 2011-2013, Competed in and completed 2012 & 2016 USAF 1/2 Marathon, Competed in and completed 2013 & 2014 USAF Full Marathon

711 HPW Top III Fundraising Chair, 2014 AFMC Annual Enlisted Award Gift Co-Lead

Ewa Beach, HI:

Past Board Member & Vice President, Ke'alohi Kai Community Association (now at 555 units)

Past Board Member & President, Ke Noho Kai Community Association (now up to 411 units)

Hickam AFB, HI: Past President, HQ PACAF Top 3; Past VP, Guest Speakers - Hickam Top 3; Past President, 13 AF, PACAF DO, & 502 AOG Booster Clubs; Past 5/6 SA/Insurance Commr

IIIa. EDUCATION, MILITARY: SEJPME Correspondence - Mar 2008, CCAF in Allied Health Sciences - Jul 2006, Crse, 12 Correspondence - Jul 2005, NCOA - May 2001, ALS - Dec 1994

IIIb. EDUCATION, CIVILIAN: Bachelor's Business Admin., Webster U. - 2012; Pilot Ground School - WPAFB - 2012; AA in Police Sci./Crim. Investigation, Merritt College - 1990

V. FRATERNAL ACTIVITIES: Past Member: Miami Valley Military Affairs Association, Civil Air Patrol, Greater Dayton Real Estate Investors, Hawaii R.E. Investors, Airlift Tanker Association

INTERNATIONAL RETIRED/VETERANS AFFAIRS TRUSTEE

AIR FORCE SERGEANTS ASSOCIATION

574 Brunswick Gardens Haughton, LA 71037
Phone: 318-470-4546 Email: jcbyrdpm@gmail.com

May 7, 2025

My Fellow AFSA Members and Delegates,

This is my letter to each of you advising you of my intent to seek election to the the office of AFSA International Trustee for Retired and Veterans Affairs. It has been my honor to serve AFSA as a Division President, International Board of Directors member, International Awards Committee Chair, former Legislative Committee member and team member across the AFSA spectrum. Serving members across three Divisions as Division President, Vice President, Trustee since the late 90's led to many successes in Division 16 (now Division 7), Division 610 (now Division 4) and multiple times now in Division 4. But, it could not have happened without a great team of AFSA professionals.

There are many benefits, entitlements that AFSA has been able to garner and protect for our Service men, women, and families that WE as an organization must continue to protect. We also have the potential for so many more in the future as the economic and political environment's change on the Hill and across the nation. It is my desire to be there to ensure we don't miss those opportunities to protect and garner additional benefits and entitlements for those who have served, are serving and will serve in the future and our families.

Your vote for me as the next Trustee for Retired and Veterans Affairs enable me to continually serve along side of International Board of Directors, and the HQ Staff with the goal of making AFSA stronger, fiscally sound and ensure our VOICE on Capitol Hill is large and resounding now and into the future.

As many of you are aware, I am very passionate about our organization and will always make time to serve. I am immediately ready, willing and able to travel to Chapters, other Divisions and Capitol Hill to get the job done at any time day or night. There are no restraints or potential conflicts of interests, as I am fully retired and have the support of my loving family. Of note, my wife Lisa fully supports this action as she an active member, volunteer and life member of AFSA and knows what I bring to the table as many of you already know who have worked with me.

If you have questions, please feel free to contact me via my email or phone number listed above. **My time is yours!**

Sincerely,

Johnny Byrd

JOHNNY C. BYRD, MBA
President, Division 4
International Board of Directors
Chair, International Awards Committee
Air Force Sergeants Association

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR: Level/Office AFSA International Trustee, Retired and Veterans Affairs	
NAME: JOHNNY C. BYRD	**MILITARY RANK:** MSgt (Ret)
CURRENT OFFICE: President, Division 4	**CHAPTER ASSIGNED:** 615

I. AFSA ACTIVITIES
Summarize offices held and committee experience. List level and office title

- AFSA International Board of Directors - while serving as Division 4, 16, and 610 President
- AFSA International Awards Committee Chair while serving as Division 610 & Division 4 Pres.
- Various AFSA International Committees; Division/Chapter duties include (see Sect. VI)

II. BASE & LOCAL COMMUNITY ACTIVITES

- Masonic Service Association National Representative for Overton-Brooks VA Medical Centers
- Disabled American Veterans Chapter 30 life and Disabled Veterans of Louisiana life member
- Veterans of Foreign Wars Life Member, Post 5951 in Bossier City, Louisiana
- Regular Chapter 615 Volunteer-$50k+ donatedannually across Local, State and National levels

III. EDUCATION

IIIa Military: CCAF Transportation; Leadership School and SNCOA; Squadron Officers School in residence; BS in Prof. Aeronautics w/Aviation Safety Minor w/Honors

IIIb Civilian: Masters in Business Administration (dual concentration) Military Operations; and Conflict and Negotiations Management (Magna Cum Laude)(see Sect. VI)

IV. MILITARY SERVICE
Status, dates of service, etc

USAF Active Duty from October 25, 1977 - November 1, 2004 with assignments in Virginia, Mississippi (x2), North Dakota, Korea (x2), Florida, United Kingdom, Germany, Wyoming, Turkey, Louisiana and Saudi Arabia. Campaigns include OPERATIONS Northern and Southern Watch, and Enduring Freedom; Closed Bentwaters AF & Dhahran AB w/relocation(see sect. VI)

V. FRATERNAL ACTIVITIES

- Worthy Grand Patron, Grand Chapter of Louisiana Order of the Eastern Star; Various leadership positions in Grand Lodge of Louisiana F&AM; Shriners, Scottish Rite & York Rite
- NRA Training Counselor and Instructor; Owner J Byrd Sports, LLC; Louisiana and Mississippi Concealed Carry Instructor; National Safety Council, Instructor OSHA Safety Courses

DATE: 5/7/2025 [redacted]	**SIGNATURE:** Johnny Byrd

CANDIDATE FOR: Level/Office	AFSA International Trustee, Retired and Veterans Affairs
NAME: Johnny C. Byrd	MILITARY RANK: MSgt (Ret)

VI. CONTINUATION

- Sect I. (cont): Various positions at the Chapter level from Secretary to Chapter President. Performing duties at each of the Chapter activities from Legislation to Membership. Am a Sky-High Recruiter; an AFSA member since early 80's; and Life Member of AFSA since 1996.
- Sect II. (cont): Regular Chapter 615 volunteer and team mbr; contributed hundreds of hours helping raise over $300k which has been donated to hundreds of Base, Community, State and international causes benefiting thousands of AFSA and non-AFSA service mbrs and families
- Sect III. (cont): Level 1 & 2 Defense Acquisition Certified, Contracting Specialist. Numerous Continuing Education hours in Business and Acquisition. Contract Specialist with experience in all aspects of Acquisition management working Contract actions valued in excess of $20M.
- Sect IV. (cont): to Prince Sultan AB, Saudi Arabia. Military Awards: Meritorious Service Medal w/devices; Achievement Award w/devices; Outstanding Unit w/Valor and many others. To include numerous AFSA Chapter, Division and International awards ranging from Member of the Year, Legislative Award, Newsletter of the Year (editor) while at Incirlik AB and others.

Additional Information: It is my ardent desire to see AFSA continue to prosper into the future. With my experience, training, education and passion for our organization we will grow and increase our VOICE on Capitol Hill. Legislation is the watchword for HQ AFSA, and as your next Trustee for Retired & Veterans Affairs, it is my goal to work tirelessly with the HQ Staff, USAF HQs, and Local Wing Veterans Affairs agencies to ensure the needs of our Service Members and their families are met and maintained. Chapters are the grass-root efforts in membership and the HQ is the grass-roots to what AFSA is all about, fighting for our benefits and such by Legislative activities on Capitol Hill. Working between and with Divisions and Chapters to enhance communications and support will be a goal from the onset of service as Trustee. Legislative action and participation is something that I am actively involved in locally and at the state level here in Louisiana, through Voter Voice, I have established communications with Senator Kennedy's staff addressing the needs of our members and have opened dialogue with some of the other State and Federal leaders about potential Congressional support/attendance at future AFSA Division events. Communication efforts have also been extended to other Louisiana political leaders as well. During my time as Legislative Trustee for Barksdale Chapter 615 several years back, I was able to coordinate visits with State Representatives here in the Bossier/Shreveport to attend and speak at some Chapter meetings such as former Representative Henry Burns and Representative Dodie Horton.

Finally, thank you all for what you do for AFSA and our USAF, USA, USMC, USN, and USCG Service members and their families.

Your Vote for me is a vote for growth, success and hopefully improved benefits/entitlements for every service and family member that has or will serve this great Nation.

Thanks again to you all and God Bless!

AIR FORCE SERGEANTS ASSOCIATION

30 May 2025

TO: AFSA Executive Councils
AFSA Chapter Presidents
AFSA Members

FROM: CMSgt (ret) Dr. Keith Castille

SUBJECT: Letter of Intent to Seek Election to the Office of the Retiree and Veterans Affairs Trustee

1. Dear Members of the Air Force Sergeants Association (AFSA), I am honored to submit my candidacy for the position of Retiree and Veterans Affairs Trustee. The opportunity to serve AFSA in a role where I can shape policy and help fight for every member who wears or has worn the uniform is a dream come true. It's a dream that I've prepared for, and I've found the most opportune time to jump in. After serving 28 ½ years to this great nation, I now serve in a different capacity, helping partner nations, service members, corporations, and military organizations improve/enhance their human capital initiatives. As a recent retiree approaching one full year, I'm excited to walk hand in hand with the AFSA leadership team to make a positive change in the lives of millions.

2. AFSA has played a significant role in my life, both personally and professionally. In 2010, I became a single father with three sons. There were many quality-of-life issues that AFSA fought for during that time that helped my family endure the hard times. From military pay, housing, and daycare initiatives, AFSA played a critical role in a fight that many were not aware of. I can attest firsthand that without the team in place, my family would not have been able to endure if someone had not had our backs. That same year, my unit performed at the AFSA Summit, pouring our hearts into our presentation so that all members could genuinely feel the work that goes into their efforts and the sacrifices that many silent heroes undertake for our freedom.

3. My career has been dedicated to service at the highest levels of our Air Force, and I believe my experience uniquely qualifies me to represent our members effectively in this vital role. Additionally, my career path has enabled me to work at the Pentagon within the Department of the Air Force, alongside the Chief Master Sergeant of the Air Force and HAF/A1, where I contributed to shaping policies and initiatives that impact our enlisted and officer forces. This experience has given me invaluable insight into the intricacies of military legislation, policy development, and advocacy at the highest levels of leadership. I have seen firsthand how legislative decisions shape the future of our Airmen, and I am eager to bring this understanding to AFSA's legislative efforts.

4. In addition to my work with senior leadership (SECAF, CSAF, SEAC, AFSELC), I possess a broad and deep background in talent management and force development. I have been involved in programs designed to enhance the skills, careers, and overall well-being of our Airmen. From developing initiatives that promote professional growth to managing talent pipelines, I have always prioritized the needs of our service members and their families. I am passionate about ensuring that their voices are heard and that their interests are represented in the legislative arena through the work and efforts of my team. Throughout my career, I have been committed to advocacy and service, often working behind the scenes to support large-scale programs that benefit our Airmen. While engagements at the local level have been

limited due to mission demands, my dedication to the mission and to the members we serve has never wavered. Through strategic engagements working alongside local chapters, the TOP 3, Professional Development Organizations, and the Chief's Group, I have found ways to ensure that we support our AFSA teammates in meeting their goals and milestones. I have always dreamed of holding a position within AFSA that allows me to have a direct, positive impact on the lives of our enlisted Airmen, and I see this role as a perfect opportunity to do so.

5. If elected as your Retiree and Veterans Affairs Trustee, I pledge to serve with integrity, transparency, and unwavering dedication. I will work tirelessly to advocate for policies that support the professional and personal well-being of our Airmen, and I will ensure that their voices are heard at every level of government and policy-making. I am committed to fostering open communication, building strong relationships with legislative bodies, and ensuring that AFSA remains a powerful and effective voice for our enlisted community.

6. Thank you for considering my candidacy. I am eager to bring my experience, passion, and commitment to this important role, and I look forward to the opportunity to serve our members and our Air Force community. Regardless of the outcome, I will find ways to support AFSA, where my talents and voice can be utilized to add value to their cause. This great nation in which I have served afforded me the tools to continue to be a vessel and beacon for hope. Please feel free to contact me if you have any questions.

Very Respectfully,

Keith Castille

KEITH CASTILLE, CMSgt (ret)
Kcastille33@gmail.com
[redacted]

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR: Level/Office: Retiree and Veterans Affairs Trustee	
NAME: Dr. Keith Castille	**MILITARY RANK:** CMSgt (ret)
CURRENT OFFICE: N/A	**CHAPTER ASSIGNED:** AFSA Chapter 300

I. AFSA ACTIVITIES
Summarize offices held and committee experience. List level and office title

CMSAF Liaison to AFSA-2021, CMSAF Liaison to AFSA-2022, CMSAF Liaison to AFSA-2023, AFSA PEDS Speaker (2010-2019). Part of the AFs Profession of Arms Center of Excellence, supported over 200 AF Orgs, AFSA Chapters presenting Enhancing Human Capital Course.

II. BASE & LOCAL COMMUNITY ACTIVITES

Base-Top 3 Vice President (2011, 2012) President (2013, 2014). 5/6 Development Team (2008, 2009). Top 3 Liaison (2017, 2018, 2019). Make It Better Program SJAFB (2014, 2015). Back to Basics Youth Enrichment Germany (2010, 2011, 2012). Youth Sports Programs (2006-2014). Veterans Growing America (2024, 2025). Total Force Development (2009-2014, 2016-2019).

III. EDUCATION

IIIa Military: Aircraft Armament Systems & Instructor of Technology and Military Science CCAFs

IIIb Civilian: Doctorate: Strategic Leadership, Liberty Univ, Master's Degree: Human Resource Management, Troy State. Bachelors: Workforce Education, Southern Illinois Univ

IV. MILITARY SERVICE
Status, dates of service, etc

RETIRED
29 Nov 1995 - 30 May 2024. RegAF

V. FRATERNAL ACTIVITIES

International Coaching Federation, Member (2023–Present) • Air Force Sergeants Association, Member (2009– Present) •John Maxwell Team, Team Member (2016– Present). Veterans Growing America (2024-Present)

DATE: 30 May 2025 [redacted] **SIGNATURE:** Keith Castille

CANDIDATE FOR: Retiree and Veterans Affairs Trustee Level/Office	
NAME: Dr. Keith Castille	MILITARY RANK: CMSgt (ret)

VI. CONTINUATION

Chief Master Sergeant (ret) Keith Castille's last position was as Senior Enlisted Leader, Office of the Chief Master Sergeant of the Air Force, Talent Management Cell, Pentagon, Washington, District of Columbia. He delivered DAF talent management initiatives and developed Air Force-level policies and procedures across talent management life cycles. Chief Castille oversaw research and analysis teams to develop and adapt best practices and identify innovative solutions to current and future human resource challenges. He was responsible for synchronizing talent management efforts across the entire Air Force. He prepared the Deputy Chief of Staff, Manpower, Personnel and Services, and the Chief Master Sergeant of the Air Force for senior-level decision forums, and congressional testimonies. Chief Castille developed proposals and Air Force-wide implementation plans and shaped the Secretary of the Air Force, Chief of Staff of the Air Force, Deputy Chief of Staff, Manpower, Personnel and Services, and Chief Master Sergeant of the Air Force key messaging to the force. As an advisor to the Air Force Senior Enlisted Leader Council, he helped shape Air Force-wide policy and programs to deliver ready Airmen to fight and win…for today and tomorrow.

Assignments Last 10 yrs:
Dec 2014 – Oct 2015, Superintendent Armament, 4th EMS, Seymour Johnson AFB, NC
Oct 2015 – Feb 2019, Director of Operations, Profession of Arms Center of Excellence, Randolph, Texas
Feb 2019 – Sep 2020, Superintendent, 326th TRS, JBSA-Lackland, TX
Sep 2020- May 2022, Chief, Air Force Enlisted Force Development, Pentagon, VA
June 2022 – June 2023, SEL, Air Force Talent Management Innovation, Pentagon, VA
June 2023 – June 2024, SEL, OCMSAF, Air Force Talent Management Cell, Pentagon, VA

Education Last 10 yrs:
2014 Graduate Certificate, Human Resource Management (capstone), Villanova University
2014 Graduate Certificate, Applied Project Management, Villanova University
2015 Air Force Master Resiliency Training Course, Joint Base McGuire-Dix-Lakehurst, NJ
2016 Transformative Leadership, U.S. Air Force Academy, Colorado Springs, Colorado
2016 Internationally Certified Speaker, Trainer, Coach, John Maxwell Team
2016 SEA-CJCS Professional Leadership Conference, National Defense University
2017 Outward Mindset Course, Arbinger Institute
2017 Speed of Trust Training and Development Course, Stephen Covey
2018 Senior Leader Development Course, Next Jump Leadership Academy, Boston, Mass
2020 Behavioral Analysis Consultant (DISC) Level II, John Maxwell Team
2020 Air Force Enterprise Leadership, Strategic Mindset Seminar, SAI International, VA
2021 Enterprise Leadership Course, UNC-Chapel Hill, Kenan-Flagler Business School, NC
2022 Enterprise Leadership Course, Senior Enlisted Legal Orientation, Maxwell AFB, AL
2022 Executive Coaching Certification, Level II, Flatter Inc & International Coaching Federation
2022 Executive Strategic Leadership Grad Certificate, Liberty University, Lynchburg VA
2023 Future of Leadership: Human & AI Collab in the Workforce, MIT
2024 Doctorate, Strategic Leadership, Liberty University, Lynchburg VA
2025 Human Rights Certification, USIDHR (US Institute of Diplomacy and Human Rights)

AIR FORCE SERGEANTS ASSOCIATION

Defending the Enlisted Corps and Their Families Since 1961

Marylynn Scherlin
361 Huckle Hill Rd
Vernon, VT 05354
m_scherlin@hotmail.com
[redacted]

20 May 2025

AFSA International Members,

With this letter, I formally announce my candidacy for the office of AFSA International Retired and Veteran Affairs Trustee. I am seeking election at the 2025 AFSA International Convention. I ask that you review my resume, which details my AFSA experience, qualifications and dedication.

Retired and Veterans Affairs Issues are very important to me, not only as a Veteran myself, but also the daughter of a Veteran, spouse of a Veteran and the mother of Veterans. Recent years I have learned how important it is to not only keep up with your records when you first leave the Service, but how years later it is important to update your records with the VA. I have both family and friends that have had medical issues developing or worsen years after leaving the Service. I take every chance I get to pass on any and all information I gain to other Veterans, to help them with the benefits they are entitled to.

Working with various AFSA positions and events has become a tradition for many of my family members as well. My spouse was a member of AFSA. My children, their spouses, and my grandchildren are currently active Chapter members. I feel that my experiences within AFSA give me a unique look at the needs of different generations.

I believe my experience in various AFSA positions and career in both Active Duty and Reserve Service, along with my civilian experience will allow me to continue with AFSA traditions as well as making improvements where and when needed.

My family fully supports me for AFSA International Retired and Veterans Affairs Trustee.

Thank you for your consideration and support.

Marylynn Scherlin

MARYLYNN SCHERLIN, MSgt (Ret), USAF

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR: International Retired and Veterans Affairs Trustee Level/Office	
NAME: Marylynn Scherlin	**MILITARY RANK:** MSgt (Ret)
CURRENT OFFICE: Ch 109 Senior Advisor	**CHAPTER ASSIGNED:** F0109

I. AFSA ACTIVITIES
Summarize offices held and committee experience. List level and office title

Div 1 President Aug 2023 - May 2025, Div 1 Trustee 2013 - 2023, (Pre Merger) Div 1 President 2008 - 2013, Div 1 Trustee 2000 - 2008, Westover ARB Ch 109 Pres 2003 - 2008, Cannon AFB Ch 1255 Pres 1996 - 1999, Div 12 Trustee 1998 - 1999, Yokota AB Ch 1551 Pres 1991 - 1995,

II. BASE & LOCAL COMMUNITY ACTIVITES

Chapter 109 Senior Advisor
Chairman, Vernon's Cemetary Committe; Chairman, Vernon's Elderly Assistance Board
Hand selected to spearhead the Vietnam Veterans Moving Wall memorial at Cannon AFB;
2019 Vice Chair for American Legion Post #5's Veterans Recognition Day and Ceremony

III. EDUCATION

IIIa Military: Phase I - IV PME, NCO Leadership School, SNCO Academy, CCAF Physical Therapy, CCAF Education Management

IIIb Civilian: State Certification in Victim Advocacy & Crisis Intervention Mgmt, Bachelor's Psychology, Bachelor's Criminal Justice, Master's Mental Health Counseling

IV. MILITARY SERVICE
Status, dates of service, etc

Active Duty Mar 1979 - May 1999, Active Reserves 2002 - 2011
Apr - Sep 1979 Keesler AFB, Sep - Nov 1979 Sheppard AFB, 1979 - 1984 Lackland AFB, 1984 - 1987 Ramstein AB, 1987 - 1989 Dyess, AFB, 1989 - 1995 Yokota AB, 1995 -1999 Cannon AFB, 2002 -2011 Westover ARB

V. FRATERNAL ACTIVITIES
AFSA Life member
American Legion Post #5
Life member Rainbow Girls/OES

DATE: 20 May 2025 [redacted]	**SIGNATURE:** Marylynn Scherlin

CANDIDATE FOR: International Retired and Veterans Affairs Trustee Level/Office	
NAME: Marylynn Scherlin	MILITARY RANK: MSgt (Ret)

VI. CONTINUATION

AFSA Activities Cont:

Div 15 Trustee 1993 - 1995, Dyess AFB Ch 1056 Trustee 1988 - 1989, Ramstein AB Ch 1674 Trustee 1985 - 1986, Lackland AFB Ch 1076 Trustee 1982 - 1984
International Budget & Finance Chair 2013 - 2016 & 2018 - Present
International Budget & Finance Committee 2009 - 2013
International Credentials Chair 1993 - 2008, International Credentials Committee 1991 - 1992

Awards and Decorations

Air Force Meritorious Service Medal
Air Force Commendation Medal with two oak leaf clusters
Air Force Achievement Medal with three oak leaf clusters
2016 International President's Special Achievement Award
2013 AFSA Lifetime Trustee
2012 Div 1 William A. Batchelder Award
2009 439 ASTS SNCO of the Year
2009 439th Airlift Wing SNCO of the Year
1998 Air Force Physical Therapy Manager of the Year
1997 Medical Group NCO of the Quarter
1993 Division 15 Member of the Year
1989 Lifetime Trustee Chapter 1056, Dyess AFB

INTERNATIONAL FAMILY MATTERS TRUSTEE

To My AFSA Family:

I have had the honor of serving as the International Family Matters Trustee for the last two years. In the first year I really learned a lot by observing and taking it all in while also asking a bunch of questions to anyone that would listen.

I remember as I walked into the headquarters building for my first mid-year meeting how nervous i was. I opened the door, and the history of the organization was right in front of me in the lobby. From the coin display case to the display of past Air Force uniforms, emotions overcame me. Riding up the elevator, I was still nervous if this is where I should be, wondering if I was the "right" person for this position. I stepped off the elevator and saw pictures of the formers CMSAFs. Then, standing in front of the boardroom doors, I took a breath. I was about to sit at the BOD table.

I, me, "just" a spouse, was wondering how I got here. I sat down, and at that moment I knew I was in the right spot. During that meeting there was so much discussed. I learned more about AFSA history, and why things were or weren't done. I took a lot of notes, there were things I didn't want to forget. It was important.

Flash forward to my first IC as International FMT, I was more comfortable and confident. I was able to speak to more people. Members were coming up to me with questions, most of which I had the answer to right then. It was after the first three questions I decided monthly FMT calls were a need. Since September 2024, I've hosted monthly FMT calls to get information out to our chapters.

As I walked into the headquarters building for my second mid-year meeting, I was less nervous and more confident. This meeting, we (the BOD), were able to make a trip to Capitol Hill and meet with senators. In these meetings, I made sure to remember the key points I had been hearing from our families: healthcare options being cut, huge concerns about on and off-base childcare, and base housing quality below standard of the civilian sector. I was able to state the issues with the offices with confidence and observed staffers taking notes on what I was saying. That day on the Hill will be one I remember for a lifetime.

While I have been able to break down some of the old ideas of what this position was, I am still working hard to make sure our families' voices are heard loud and clear. There are still chapters without an FMT, there are still spouses that don't know what Votersvoice is, and some families are still in the dark about changes that could affect them personally. There are still spouses that need to be in the know and AFSA is the way to go. A knowledgeable spouse is a powerful spouse. Let us (AFSA) get more spouse involved! These are just a few of the reasons that make me highly motivated to continue to represent you and your families as the FM trustee and ask for your support as I run for reelection.

Air Force Sergeants Association
CANDIDATE RESUME FOR OFFICE

CANDIDATE FOR:
International Family Matters Trustee

NAME: Carey E. Crance	**MILITARY RANK:** Civilian
CURRENT OFFICE: International FMT	**CHAPTER ASSIGNED:** 480

I. AFSA ACTIVITIES

FMT Chapter 1473 - 2021
FMT Division 5 - 2021- Jan 2023
FMT Chapter 480 - Jan 2023 - Aug 2023
International FMT - Aug 2023 - Present
Attended Division conventions and International since 2022
Family Member of the Year 2022

II. BASE & LOCAL COMMUNITY ACTIVITIES

- Manager of the Airmen's Attic
- KSM of the 3d IS
- Member of the CAT for 480th ISRG
- 3d IS MRT senior advisor

III. EDUCATION

IIIa Military:

- Spouse Resilience Instructor
- Master Resilience Trainer
- SafeTALK certified
- ASIST certified

IV. MILITARY SERVICE

KS- 381st IS 2019-2023
KS - 3d IS 2023-2024
KSM - 3d IS 2024-Present
RTA - 2020-2021
MRT - 2021-Present

V. FRATERNAL ACTIVITIES

JBER Spouses Club Secretary 2019-2020
JBER Spouses Club Vice President 2020-2021
JBER Spouses Club President 2021-2022
JBER Spouses Club Treasurer 2022-January 2023

DATE: May 27, 2025	**ADDRESS:**	**SIGNATURE:**

CANDIDATE FOR:
International Family Matters Trustee

NAME: Carey E. Crance	**MILITARY RANK**: Civilian

VI. CONTINUATION

I. 1473: Participated in mock BTZ boards, hosted AFSA air show booth, family game nights at USO-Alaska.
480: mentored EC for chapter 480, hosted Family dinners filling in the needs of the base.
- Organized the first chapter Back to School Bash working with 480th ISRG. Briefed at FTEC on Ft Eisenhower reaching Airmen of 6 squadrons, 3 groups, and 3 wings.
- Attended 2 mid-year BOD meetings.
- Spoke on behalf of families to 3 different senators on our capitol hill visit in regards to housing, moves, healthcare, childcare, and more.
- Currently a member of the legislative committee, secretary of the IMC, and chair of the Family Matters committee.

II.
- GUILD Co-op Middle School social studies and Elementary STEM teacher
- American Heritage Girls Troop 6190 Tenderhearts Group Leader
- American Heritage Girls Troop 6190 Service Project Coordinator

IIIa:
- KSL/KSM
- EFMP 101- Air Force
- EFMP 101- Army
- OPAC -> VMIS
- VPT Training 2024

IIIb - Civilian:
- QPR Instructor

Chapter 1473 Family Member of the Year 2022
Division Family Member of the Year 2022
AFSA Family Member of the Year 2022
381st IS KS of the Year 2022
16th AF KS of the Year 2022
ACC KS of the Year 2022
3d IS KS of 2Q , 4Q 2023
480th ISRG KS of the Year 2023
3d IS KS of 1Q, 2Q, 4Q 2024
3d IS KS of the Year 2024

V. Ft Eisenhower Airmen's Attic Manager 2024-Present
Ft Eisenhower 480th ISRG CAT Member 2024-Present
Air Eisenhower Trunk or Treat Co-Chair 2023-Present
Air Force Ball Committee Member 2023-2024