

newsliner

Volume 51, Number 1

January 2022



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ORDER OF THE EAGLE RISING SOCIETY



The U.S. Army Warrant Officer Career College's (USAWOCC's) Order of the Eagle Rising Society annually recognizes one individual who has contributed significantly over his/her lifetime to the promotion of the Warrant Officer Community in ways that stand out in the eyes of the recipient's seniors, subordinates, and peers. These individuals must also demonstrate the highest standards of integrity and moral character, display an outstanding degree of professional competency, and serve the Warrant Officer Community with distinction.

The nomination packet must contain a nomination form and all supporting documentation. Download the nomination form from the USAWOCC webpage located at <https://usacac.army.mil/organizations/cace/wocc>. Click on the "Eagle Rising Society" hyperlink located under the "Quick Links" section. The USAWOCC approves only one nomination for induction.

Completed packets may be sent electronically or to the mailing address below:
usarmy.rucker.cac.mbx.wocc-proponency@army.mil.

Deputy Commandant
U.S. Army Warrant Officer Career College
Eagle Rising Selection Committee
5302 Outlaw Street - Swartworth Hall
Fort Rucker, Alabama 36362-5000

Recipients shall receive the Order of the Eagle Rising Society Medallion and Certificate, MOAA Lifetime Membership, and a \$500 monetary award. Additionally, their name will be prominently displayed at the USAWOCC. (See bylaws for complete details).

CRITERIA. A nominee for the Order of the Eagle Rising Society must: be a military or federal civilian employee retiree that served with distinction within the military community; have contributed significantly and conspicuously to the promotion of the Warrant Officer Community and the U.S. Army over the course of an entire career and beyond; maintained the highest standards of integrity, moral character, professional competence, and dedication to duty; displayed an outstanding degree of professional competency while serving the U.S. Army community with distinction.

The nominee's contributions to the Army and Warrant Officer Community must have occurred over the course of an entire career. (The nominee must have been retired for at least five years at the time the nominee is inducted in the Society. A posthumous nominee must have been retirement eligible at the time of death). The nominee's post-retirement contributions are highly significant, especially when the contributions are selfless in nature (i.e. voluntary contribution of time and effort beyond elements of the nominee's post retirement employment).

You can view all current members at: <https://warrantofficerhistory.org/EagleRisingSociety.htm>

All nominations are due no later than 2 May 2022

Note: "Neither the USAWOCC nor the US Army endorses MOAA's services or products."

NDA 2022 Signed Into Law Victory on Guard and Reserve Incentive Pay Parity!

By CW4 (Ret) Jack Du Teil
National Executive Director



On 27 December 2021, President Biden signed the bipartisan fiscal year 2022 National Defense Authorization Act (NDAA) into law. In a huge victory for USAWOA and its partners in The Military Coalition (TMC), the provisions from the National Guard and Reserve Incentive Pay Parity Act were included in the bill.

Incentive pay parity represents perhaps the biggest legislative achievement spearheaded by USAWOA since the targeted Warrant Officer pay raises achieved in 2007, ending pay compression in our cohort. In achieving this, USAWOA specifically partnered with several great associations in TMC, with almost unanimous support from all associations in the coalition.

As explained in the October *Newsliner*, this will provide Reserve and National Guard service members with incentive and special duty pays at the same rate as their active-duty counterparts. Prior legislation capped the amount of pay that members of the National Guard and Reserves receive to a fraction of what those on active duty receive.

Initially passed in the House of Representatives on 23 September 2021, NDAA 2022 was passed in the Senate on 15 December, with a strong bipartisan vote of 88-11. Moreover, the defense bill authorizes \$770 billion in defense spending – \$25 billion more than requested by the President.

As always, the February 2022 issue of the *Newsliner* will include the list of major TMC achievements for the year 2021. In addition to incentive pay parity, some of these include:

- **Military pay raise:** Includes funding to support a 2.7 percent pay raise for both military service members and the DoD civilian workforce.
- **Bereavement leave:** Creates a new category of bereavement leave for military personnel that would permit service members to take up to two weeks of leave

in connection with the death of a spouse or child.

- **Parental leave:** Increases parental leave to 12 weeks for all service members for the birth, adoption, or foster care placement of a child.
- **Basic needs allowance:** Establishes a basic needs allowance to ensure that all service members can meet the basic needs of their families.
- **Impact aid:** Authorizes an increase in funding of \$70 million for Defense-wide Operations & Maintenance, Department of Defense Education Activity, for Impact Aid, including \$20 million for military children with severe disabilities.
- **Child care:** Expands the in-home child care pilot program providing financial assistance for in-home child care.
- **Exceptional family members:** Establishes an Exceptional Family Member Program Advisory Council to better support military families who have members with special needs.
- **Basic allowance for housing (BAH):** Requires a report by the Department of Defense on family size within the military including if BAH accurately assesses the needs of military families' moves.
- **Military spouse employment:** Establishes a three-year pilot program to provide employment support to the spouses of members of the Armed Forces through a paid fellowship with employers across a variety of industries.
- **Military medical manning:** Makes additional changes to previous limitations on the realignment or reduction of military medical manning end strength in light of emerging requirements.
- **Suicide prevention:** Requires the Department of Defense

to conduct a thorough and independent review of suicide prevention and response programs at various military installations.

As we have repeatedly explained in past issues of the *Newsliner*, authorizations (such as in NDAA 2022) are useless, absent appropriation legislation necessary to fund them. The federal government is currently operating under a continuing resolution (CR), set to expire on 18 February 2022, and late last year we began hearing rumors about some lawmakers considering yet another CR beyond this.

On 22 December 2021, TMC sent letters to appropriators and leaders of the House and Senate, on behalf of 31 TMC organizations, imploring them to pass appropriations legislation. In it we reminded lawmakers of all the damage done by CRs, concluding with: "TMC requests that you pass these critical appropriations bills by February 18, 2022, to adequately support the millions of service members, civilians, veterans, and military families who serve or have served our great nation."

Grassroots Efforts Can Make A Difference!

In the October 2021 *Newsliner*, I took time to thank many of the folks who helped make the victory on the incentive pay parity issue a reality. No one was more pivotal to our success than Lt. Col. Susan Lukas (USAF Ret), who recently retired as Director, Legislation and Military Policy at the Reserve Organization of America (ROA), one of USAWOA's staunchest TMC allies.

We are truly excited that she has chosen to *continue* serving uniformed service members as a volunteer and Associate Member of our association. Please read her debut article on page 12, discussing the important impact grassroots efforts by Members of our association can make on important issues in 2022. It will be pretty obvious to all that this is a great passion of hers! 🇺🇸

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December 2021 Market Commentary

(courtesy of the Federal Retirement Thrift Investment Board)

Equity markets rallied, even as employment growth fell short of many observers’ expectations and a new coronavirus variant fueled a surge in cases. The Federal Reserve left its target short-term interest rate unchanged but acknowledged inflationary pressures, signaling its intent to scale back monetary stimulus in the coming months. The C, S, and I Funds rose, with the latter’s gain helped in part by a weaker U.S. dollar. Longer-term interest rates edged higher, contributing to a loss for the F Fund. All the L Funds posted gains. ■

December 2021 TSP Net Returns

	G Fund	F Fund	C Fund	S Fund	I Fund	L Income	L 2025	L 2030	L 2035	L 2040	L 2045	L 2050	L 2055	L 2060	L 2065
1 Month	0.12%	0.37%	4.48%	0.48%	5.30%	1.08%	1.90%	2.64%	2.78%	2.99%	3.17%	4.00%	4.08%	4.08%	4.08%
Year-to-date	1.36%	-1.48%	29.68%	12.45%	11.45%	0.42%	0.75%	12.37%	13.43%	14.51%	15.40%	16.34%	15.90%	15.90%	15.90%
5-Year	0.30%	-0.48%	28.68%	12.45%	11.45%	0.42%	0.75%	12.37%	13.43%	14.51%	15.40%	16.34%	15.90%	15.90%	15.90%
3-Year (annualized)	1.03%	-0.81%	26.02%	23.80%	13.67%	0.01%	N/A	13.71%	N/A	16.67%	N/A	18.09%	N/A	N/A	N/A
5-Year (annualized)	1.90%	3.60%	18.44%	15.27%	0.90%	4.99%	N/A	10.52%	N/A	11.47%	N/A	12.96%	N/A	N/A	N/A
10-Year (annualized)	1.93%	3.13%	16.67%	15.66%	0.30%	4.58%	N/A	9.60%	N/A	10.58%	N/A	12.08%	N/A	N/A	N/A

Investment data for F, 2020; L, 2020; L, 2045; L, 2050; L, 2055 and L, 2065; July 1, 2020

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AMM HIGHLIGHTS

By CW4 (Ret) Jack Du Teil

Executive Director

On the Cover

In a huge victory for USAWOA and its partners in The Military Coalition (TMC), the provisions from the National Guard and Reserve Incentive Pay Parity Act were included in NDAA 2022, which was signed into law on 27 December 2022. This month's cover features a picture of Executive Director CW4 (Ret) Jack Du Teil Holding up an earlier version of the legislation at an 8 May 2019 meeting with House leaders on Capitol Hill.

Seated next to him is his longtime ally Lt. Col. (Ret) Susan Lukas, who also fought for years to pass this and other crucial legislation. On page 3, read CW4 (Ret) Du Teil's article about this and other gains made in NDAA 2022. On Page 12, read Lt. Col Lukas' article on the importance of grass-roots advocacy from USAWOA Members in 2022.

Professionalism and Representation

On page 6, CW4 (Ret) Du Teil announces his retirement from USAWOA, which will occur on 31 December 2022. USAWOA is soliciting resumes to fill his office – do you have the passion to serve in this role?

A big part of ongoing Warrant Officer Army talent management efforts involves changes to our professional military education system. On page 8, three U.S. Army Warrant Officer Career College (USAWOCC) luminaries offer their perspectives on “reimagining Warrant Officer senior service education.” On page 20, read a brilliant piece by USAWOCC instructor CW4 Charles Davis on Iran's road to regional dominance.

We are fortunate to publish great articles from senior Warrant Officer leaders each month. This month, read the article on page 24, from a senior *enlisted* leader, sharing her perspectives on Warrant Officers she has worked with. On page 14, a leader on our Membership Enhancement Project (MEP) team shares exciting news about progress on the MEP Branch Discussion Project.

The Warrant Officer Historical Foundation (WOHF) had a *very* busy year in 2021 – please read WOHF President CW5 (Ret) Al Curving's annual report on page 26. Also read USAWOA Scholarship Foundation President CW5 (Ret) Jim White's 2022 scholarship announcement on page 19 – *updated scholarship applications and information will be available on 15 January 2022!*

Eagle Rising Society Nominations

The inside cover of this edition announces the opening of nominations for this year's inductee into the Order of the Eagle Rising Society (ERS). A joint initiative of USAWOCC and the Military Officers Association of America (MOAA) since 2004, the ERS recognizes one exceptional retired Warrant Officer per year who, after exemplary military service, continued to selflessly serve the cohort. If you know someone deserving of this extraordinary recognition, please submit a nomination for consideration.

Recognition

On 4 November 2021, Three outstanding Warrant Officers were inducted into the Quartermaster Hall of Fame – see the story on page 15. On page 16, read the latest news from our wonderful Chapters around the world, and as always, please see the pictures celebrating recent Warrant Officer academic excellence on page 30. 🇺🇸



National Executive Director Will Retire At End of Year (Resumes for Next Executive Director Sought Between Now and 14 February)

By CW4 (Ret) Jack Du Teil
National Executive Director

At the annual meeting of the USAWOA board of directors (BOD) on 22 October 2021, I notified the BOD of my intention to retire as your full-time national executive director. I will do so on 31 December 2022, at the completion of my 11th year in the position.

At the meeting, it was decided that this should be announced in this edition of the *Newsliner*. Resumes will be accepted between now and 14 February 2022, from anyone interested in becoming the next executive director of our great association.

Although I am retiring, I intend to continue serving the USAWOA – in an unpaid capacity – as an appointed vice president of legislative and government affairs. This will not only allow me to continue serving in my new role as president of The Military Coalition (TMC), but also to provide assistance to our new national executive director.

Tough, But Rewarding

I became USAWOA national executive director on 1 January 2012, reporting as a full-time employee on 14 May of that year. Professionally, the years since have inarguably been the most rewarding of my life – but I have also never had a more demanding job. One look at the position description on the facing page should make it obvious you don't do it for the money. But if a successful applicant does it purely out of love for our association, and of our Corps, he or she will never regret it.

The really great news is that while our headquarters staff is one of the smallest in the entire TMC, it is one of the best – and certainly the most dedicated. They handle all of the day-to-day functional tasks required to run the association, with little (if any) supervision.

They ensure payroll is met, the bills are paid, membership and

chapter records are maintained, reports are created and run, and mailings go out. These and myriad other functions are performed flawlessly. No one is perfect, but they are pretty close to it – all I ever really had to do was make sure I had their backs, on the rare occasion something fell through the cracks!

The dedication and efficiency of the staff are crucial to successful execution of the executive director's mission. Without them, there simply would not be enough hours in the day to properly perform the role. But the rest of it is up to the executive director. There is no editorial staff to help out with the magazine, and no paid legislative assistants to help with the association's national-level representation mission, as there are at larger associations.

However, if you have that passion I mentioned above for our Warrant Officer cohort and association, you will be amazed at how much support you will really have as executive director. One of the great things about TMC is that it is made up of dozens of experts, each with varying degrees of knowledge and expertise in different facets of its collective mission on behalf of the uniformed services and their personnel.

No individual man or woman can be an expert on all legislative – or policy-driven issues. You may turn to someone from the National Military Family Association (NMFA) or Tragedy Assistance Program for Survivors (TAPS) for advice on family or survivor benefits questions. Likewise, they may turn to you for clarification on some aspect of Army policy. Second only to the sheer numbers we represent as a coalition, this kind of collaboration is perhaps the greatest source of strength within TMC.

Being responsible for publishing the *Newsliner* each month was per-

haps the *most* daunting challenge I faced in 2012, when I took the job. I knew I not only had to personally edit its content, but I also either had to write it myself or go find it!

I was lucky to have married an amazing professional editor, so to this day, as long as I ensure the material is edited for content, Karen makes sure it is virtually typo-free and grammatically perfect. USAWOA also employs a truly gifted graphic design expert named Michael Varner who puts all the content together for us, ensuring it is a professional-looking product.

I also have a great volunteer team that looks at it one more time before Michael gets it to the printer and past National President CW5 (Ret) Frank Meeks (our tireless portal webmaster) publishes it online. Finally, I owe a huge debt of gratitude to the hundreds of people who have written wonderful articles for publication over the years, including senior Warrant Officer leaders, USAWOA leaders (from the chapter level on up), corporate partners, and countless others.

So if you are the right kind of person – one with the requisite skills and a passion to try and make a difference – I hope you will consider submitting your resume. From experience, I can ensure that you will never regret the decision. ■



Position Title: USAWOA National Executive Director

Salary: \$60,000

Position Location:

United States Army Warrant Officers Association (USAWOA)
462 Herndon Pkwy, Suite 207, Herndon, VA 20170-5235

Employment Type: Full Time

Description

The National Executive Director is the full-time administrative director of the association and its national headquarters staff. The primary duty is to perform day-to-day conduct of all official business of the association, on behalf of the elected national leadership of the USAWOA.

The incumbent is the USAWOA's principal point of contact with representatives of the Department of the Army, Department of Defense (DoD), United States House of Representatives, the United States Senate, and the White House.

The incumbent is the USAWOA's principal point of contact with the senior Warrant Officer leaders in all three Army components, and by extension with the members of the Army Senior Warrant Officer Council (ASWOC), and other senior Warrant Officer bodies.

The incumbent will represent the USAWOA in all functions of The Military Coalition (TMC), a consortium of more than 30 military/Veterans service organizations (MSOs and VSOs), collectively representing more than 5.5 million service members, Veterans, survivors and their families.

The incumbent will serve as senior editor of the USAWOA Newsliner, the monthly magazine of the USAWOA, and is solely responsible for all aspects of its monthly production and publication.

Major Duties:

- Create/update all official correspondence on behalf of the USAWOA, such as membership letters and emails, fundraising materials, and letters to Congress and other government officials.
- Preparing annual USAWOA focus areas and developing legislative objectives and strategies; and write, staff, and publish USAWOA's annual Legislative Resolutions document.
- Attend all monthly general session meetings of TMC and separately, all meetings conducted by TMC committees on which USAWOA sits.
- Attend pertinent meetings, press conferences, "hill-storming" events, bill signings, and other events on Capitol Hill, on behalf of both USAWOA and TMC.
- Serve as member – ex-officio and otherwise – of all national-level committees of the USAWOA, such as meetings of the board of directors (BOD), executive committee (EXCOM), finance committee, and annual meetings of the members (AMMs).
- Plan, gather, edit, and coordinate production and publication of all content for the USAWOA *Newsliner* magazine, on a monthly basis. Write at least one article per month for publication therein.
- Develop, coordinate, and maintain all corporate partnerships, other financial relationships, and fundraising activities on behalf of the USAWOA.

KNOWLEDGE REQUIRED

Position requires a Bachelor's degree in a related field or a combination of education and related experience, such as relevant experience in Government Affairs and demonstrably strong management/leadership skills. The following are also highly desired in a successful incumbent:

- Familiarity with the Department of the Army staff organization, and the structure of Capitol Hill offices including experience in the political/legislative process
- Previous Department of the Army staff experience
- Familiarity with the structure and functional missions of the ASWOC and other senior Warrant Officer leadership bodies
- Previous experience as a Regional and/or Chapter leader in the USAWOA
- Excellent oral and written communication skills and a flexible, collaborative, and congenial work style
- Ability to work and write independently
- Experience in autonomously managing multiple efforts and achieving stated goals and requirements
- Knowledge and skill in applying analytical and evaluative methods and techniques to complex projects
- Ability to use interpersonal techniques to meet and deal effectively with others at all levels of authority
- A good understanding of U.S. Army Warrant Officer history

COMPLEXITY

The incumbent will be involved in every facet of running the day-to-day operations of a national MSO, and driving its overall mission and the successful achievement of its organizational goals. This will be accomplished with a relatively small staff, compared to other peer organizations. Success will be achieved with hard work, extraordinary multitasking abilities, and a true sense of servant leadership.

TRAVEL (10-15%)

Work is performed primarily in an office setting, with most travel occurring within a 50-mile radius of USAWOA National Headquarters. However, the incumbent is expected to travel to USAWOA annual meetings, and when feasible to official Warrant Officer seminars and meetings, USAWOA Chapter and Region events, and graduations from Warrant Officer-producing schools.



Reimagining Warrant Officer Senior Service Education

(Pictured Left to Right)

By CW4 (Dr) Leonard Momeny,
CW5 (Ret) James Steddum,
& CW4 (Ret) Thomas Grandinetti

Author's note: Thoughts and assessments in this work are those of the author and are not meant to reflect organizational opinions of the US Army Warrant Officer Career College or the Army.

Introduction

Army commanders require Senior Warrant Officers to think strategically, communicate effectively, and masterfully integrate Army systems to enable the organization to execute commander's intent without supervision (J. Drushal, personal communication, November 9, 2021). Senior Warrant Officers realize that they were never intended to be habitually utilized like regular commissioned officers.

However, the current educational model within the Warrant Officer Senior Service Education (WOSSE) course bears too much resemblance to other traditional officer curricula, e.g., the Command and General Staff Officer's Course (CGSOC) or the Army War College.

In effort to better meet the intent of waypoint 2028, the authors propose that the current WOSSE course continue to evolve beyond just traditional commissioned officer curricula. A reimagined WOSSE must continue to "educate to win" (Funk, 2021) and empower senior Warrant Officers to create real value for senior leaders and their organizations in the face of an uncertain future.

The cohort can do this if it reimagines "the capstone course for Warrant Officer professional military education [PME]" to better meet the needs of senior leaders, emphasize strategic thinking, and contextualize Army strategic principles in terms of the student's role as a senior service Warrant Officer in assignments "at the highest organizational levels" (DA PAM 600-3, 2019, p. 8).

Needs Analysis

In 2020, the Joint Chiefs of Staff (JCS) published a reassessment of

how joint officers were to be better developed, considering the "evolving and dynamic security environment."

The crux of their argument can be winnowed down to a need for PME and other talent management systems to work in unison to better identify and develop strategically minded joint officers "skilled in the art of war and the practical and ethical application of lethal military power" (JCS, 2020, p. 2). All officers, regardless of rank, must be capable of employing independent strategic thought, which includes holistic critical, creative, and systems thinking.

Current efforts by some senior service educators work toward such outcomes through creative, self-guided learner experiences, as pointed out in the article, *Metacognition and the Military Student: Pedagogical Considerations for Teaching Senior Officers in Professional Military Education* (Khachadorian, Steen, & Mackenzie, 2020).

Faculty at both the U.S. Marine Corps War College and the U.S. Air War College have been able to create courses of study that produce student-driven experiences to cultivate greater self-awareness, decision making, and critical thinking (Khachadorian et al., 2020). This begs the question, do senior leaders require the same outcome regarding the refinement of strategic thought in Warrant Officer senior service students?

Assume that senior officers would desire similar learning outcome and development in the senior Warrant Officer student body. While the current curriculum meets standards and expectations for general learning outcomes (USACAC, 2019), and students enjoy the experience, the vision of the JCS demands an innovative analysis to better position the cohort for waypoint 2028 success.

The WOSSE course is currently 20 training days (TDs) long with only six WOSSE classes each year. Because some senior Warrant Officers thought

it better to attain a degree of parity to regular commissioned officers, a blending of course presentation and content that lacks context to the role of Warrant Officer has evolved.

As such, WOSSE could do better to develop and assess the capacity of strategic thought discussed by the Joint Chiefs of Staff. The current course expertly provides staff-centric content and rigor, but the CGSC-like content lacks a degree of context relevant to the senior service Warrant Officer, specifically, the future roles in echelons at brigade and above and their linkages to Army enterprise (Drushal, 2021).

If nothing else, the WOSSE course must achieve relevance to both the future CW5 and meet the needs of both current and future commanders. WOSSE must continue to educate an officer to create value for senior leaders and organizations by enabling highly effective mission execution.

The current course meets the needs of senior Warrant Officers employed by current senior leaders. Does it prepare senior Warrant Officers to meet the needs of future senior leaders, within **future** multi-domain operations, when the Warrant Officer cohort must do better to attain appreciable relevance with respect to the prescribed vision from the Joint Chiefs of Staff?

Can We Do Better?

What would better look like? The Warrant Officer senior service student needs a relevant instructional course design, comparable to the Army War College. However, the curricula cannot be so in-depth that it casts the Warrant Officer as something he or she is not.

A better approach might include an educational model that allows students to synthesize how to properly cast their experience, expertise, and branch-specific knowledge, as complementary to their commander's intent and to effectively communicate their capability to their organization.

A fascinating example of such an educational model was prevalent in GEN Eisenhower's year at the War College (Bruscino, 2020). Instructors realized there was too much to teach regarding greater Army operations, and so they broke students into working groups and focused on teaching relevant lectures and informational briefs.

All the while students had to work through group-based practical exercises that maximized opportunities for student-led instruction and experience-centric application of group knowledge. Everything culminated in a meaningful capstone event for all students that applied knowledge in a way relevant to their roles as future Colonels and higher in the Army.

Imagine the novelty of something like this for the Warrant Officer. GEN Eisenhower was prepared for his future role as Supreme Allied Commander, thanks to his experience at the Army War College.

The practical exercise had students go through the role of preparing for war and executing a war plan. This begs the question, can WOSSE better prepare the student to be a Command Chief Warrant Officer, Warrant Officer of the Branch, Branch Proponent Warrant Officer, or similar senior position?

The authors think that WOSSE can and *must* prepare the future CW5 for those coming roles. We also realize that a CW5 will not create war plans nor lead massive formations. Focus should be placed on common roles shared by CW5s as senior officers, and those are typically grounded in being advisors or technical managers.

Only when the cohort enables senior Warrant Officers to contextualize their future roles can an appropriate educational experience develop. Such an experience will allow those future CW5s to more effectively meet the needs of their commanders by properly integrating knowledge and experience of capabilities into strategic conceptual communication and action.

To meet this audacious goal, we should create an educational model that maximizes experiential learning of the Army Warrant Officer, much like GEN Eisenhower's experience at the Army War College. Remember, it is not to go too deep, but just deep enough.

Then, we can do better by War-

rant Officer students if they are able to contextualize their educational experience into something relevant for themselves and the Army. The experience must be truly learner-centric, with less overwhelming amounts of information in such a condensed period. We must also more efficiently capture the Warrant Officers' experiences, knowledge, and vision in a meaningful manner that has impact on the greater Army.

The following proposal will seek to challenge current accepted educational norms for the Army Warrant Officer; however, the authors believe it is for the best as it realigns the strength of the cohort to an educational experience focused on the senior student's future role in the Army.

The Proposal

The current WOSSE model is comparable to other traditional Army curriculum. USAWOCC instructors teach a tremendous amount of information in a super-condensed period, based on external limitations. This blur of activity potentially leaves the student wondering about application of the information as a future CW5. Though there is not a minute wasted in WOSSE, how impactful or memorable is the educational experience (Funk, 2021)?

While the instructors are phenomenal and experienced, the curriculum and assessments lack a necessary role-based focus. WOSSE can instead focus on contextualizing the current learning objectives in a manner that is more beneficial to the needs of the future CW5.

Many would say this is unattainable due to differences in military occupational specialties (MOSs) and branches, but commonality in future positions are shared *across* the branches. And so, the student's experience should be specifically aimed at supporting senior officers (Colonel and above), in his or her eventual role.

This is only achieved by allowing the student to create, synthesize, and envision application of his or her education within the confines of his or her technical specialty.

This model would wipe out assessments and practical exercises (PEs), shifting all instruction to the beginning weeks of the course, and change both assessment criteria and grading.

A senior service student requires a capstone because they must synthe-

size knowledge and address problem sets with strategic thought and vision. A senior service student should not be distracted by grade-based competition, but instead seek content mastery. The assessment should be a go or no-go event, maximizing a student's ability to think critically, apply information, and synthesize, thus creating new knowledge.

Finally, a senior student must be capable of effectively communicating technical capability into relevant dialogue that conceptually informs strategic leadership. This new model retains valuable content emphasizing the needs and role of the senior warrant, thereby better serving the senior leaders of the Army.

The entire process would look very similar to the current program, save for the aforementioned differences. During reception, the senior student would be informed of the coming group-produced written capstone. The idea is to communicate to the student the purpose and significance of the course, specifically as it relates to desired learning outcomes.

Students would receive a suggestive prompt that would orient their perspective with provided lectures and information. A prompt might look like the following:

As a future CW5, how do you think the introduction of AI will impact the Army and greater Joint Force with respect to its ability to operate in LSCO, across all domains, in support of National Strategy in 2030 – 2040? Explain your answer with respect to your specific field (MOS) and War Fighting Function (WfF), and what that means for the Army as contextualized through DOTMLPF-P.

With this prompt at the forefront, the students would then organize by MOS and WfF, working together as a team to produce group-specific analysis of received information that specifically addresses the prompt in detail and role. Each team would have to present both a 10-page paper and presentation.

The entire assessment would be a true exercise in strategic thought and vision. The students would then receive intense lectures oriented around the *why* and *how* common to strate-

gic roles, and by the fourth week they refine and submit their capstone. For example:

(WHY) Week 1 – Historical analysis of Warrant Officer evolution (MOS) ISO of National Strategy and the greater Army mission. National Strategy.

(HOW) Week 2 – DOTMLPFP, Mission Command, Ethics, Organizational Leadership, Strategic Thinking ISO Leadership.

(WHAT) Week 3 – Operations, Pure, Joint, and Combined

Week 4 – CAPSTONE. Publish the entire class collection of written products, along with an introduction and summary. Be prepared to present all team findings and summaries to a team of senior Warrant Officers and senior leaders from across the Army.

By the time this entire experience is done, the senior service Warrant Officer student has not simply earned a traditional grade and certificate. Instead, those officers have cast themselves into a potential future role and applied all knowledge acquired from the preceding lectures and briefs toward a meaningful publication that collects the insight of future CW5s into an accessible, strategic vision presented from the unique perspective of the Warrant Officer cohort.

Just imagine what the Army could do with that collected insight. Finally, students would then focus their technical expertise, contextualize their new education into an insightful publication, and present their work to a senior pan-

el at a final information brief.

This all represents a yet unrealized future that could literally change the perceived value of the Warrant Officer Education System and experience. Also, this exercise and proposal does not suggest growth, but instead insists this outcome can come from the current framework, with no additional cost.

Conclusion

Reimagining WOSSE is a necessary exercise. Senior Warrant Officers must continue to refine their perspective with regard to their role and value to senior leaders in the Army. That perspective should then feed an educational experience that better prepares the future leaders of the cohort to serve in greater positions of responsibility.

While the diversely experienced faculty at USAWOCC continues to provide superb course development and instruction to our cohort, we must all remain vigilant concerning our future education. The faculty have consistently shown their talents through focused periodic course updates and refinement.

However, the future demands their talents should be harnessed to specifically create an experience that allows students to cast themselves into their coming roles, and effectively communicate their technical capabilities and requirements into real conceptual application at the strategic level.

If such a change could happen at the WOSSE level it could even bring evolution to traditional candidate and intermediate-level courses as well. It is definitely time to allow Warrant Officers to blaze their own path into the future, and it must be one that contextualizes our technical experience to

the unique need of the cohort and the individual technician. ■■

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Grassroots Efforts: You Can Make It Happen In 2022!

By Lt. Col. (Ret) Susan Lukas
Special Advisor, Legislative Affairs

The Real Housewives of Beverly Hills are novices at reality TV compared to the decades of Congressional members on CSPAN. Sure, the housewives may have more takedowns and throw more drinks, but Congressional members throw zingers across the political aisle, day after day, without retakes.

Senate discussion on the National Defense Authorization Act (NDAA) of Fiscal Year 2022, 15 December 2021, Congressional Record.

Mr. LEAHY: “As we prepare to vote for the NDAA, Republicans have not come to the table to negotiate top-line spending numbers so that we can actually enact an appropriations bill to pay for our national defense. Some have said that they would be fine if the government ended up operating under a full-year continuing resolution.”

Mr. THUNE: “Mr. President, I am pleased that today we will finally move to a vote on the National Defense Authorization Act for Fiscal Year 2022. Thanks to the Democrats’ focus on their reckless Build Back Better tax-and-spending spree, consideration of the NDAA, one of the most important bills we consider every year, was delayed for months.”

Despite accusations that go back and forth on CSPAN, don’t be fooled for one minute – Democrats and Republicans support bipartisan bills every day, and that is where **your** grassroots efforts are needed!

As we enter 2022, we also enter the final session of the 117th Congress and there are many good reasons on why this is a good year for you to help USAWOA get legislation passed.

Mid-Term Election Year

Most mid-term election years are typically boring, simply because they are not timed with a Presidential election and voter turnout is therefore typically low. For example, in Alabama, for the November 2012 Presidential elections there were 1,933,630 votes cast, but in the following November 2014 mid-term elections, there were only 1,080,880 votes cast.

However, I think the 2022 mid-term elections this November will have strong voter turn-out, because the Democrats are trying to keep their majority in the House and gain the majority in the Senate. On the other hand, Republicans are already fighting for the

Presidential election in 2024 and believe gaining Republican seats will influence the Presidential election.

This is important to **your grassroots efforts, because Congressional members will want as many legislative wins as possible, to help them get reelected.**

Census

Every 10 years the census is taken and the increases and decreases in population mean that every Congressional district can change, when they are redrawn. As of the end of 2021, Republicans had gained ground in Arizona and North Carolina, and Democrats similarly made gains in Illinois, Nevada, New Jersey, New Mexico, and Oregon.

Whether a state gains party seats or not, you also often have a situation such as in Prince William County, VA, where the proposed redistricting map changes districts to the point that two incumbents are now in the same district, and are running against each other in that redrawn district.

Overall, according to Project FiveThirtyEight, “There are 126 Democratic-leaning seats, 117 Republican-leaning seats, and 22 highly competitive seats in the new maps so far [visit <https://projects.fivethirtyeight.com/redistricting-2022-maps/>].”

This can also work to your advantage, in your grassroots efforts, because competition for political parties will be strong, as incumbents work hard to rack up their legislative wins before the November 2022 elections.

Departing Members

Finally, I want to address the issue of departing members, and you are probably wondering how this can be turned into a legislative win. This is a case where you can help your Representative or Senator go out in a blaze of glory. It is their final year, and they don’t **have to please anyone!**

With that comes the freedom to support legislation that matters to **them** and helps them leave a legacy to take to the private sector, for their next job. After all, Congressional members don’t ever really retire, they most often just move into more lucrative positions. Let’s help them help themselves, by giving them USAWOA legislative priorities.

Please see a list of members of Congress who will be departing this year, at conclusion of the 117th Congress, and put it in your personal, grassroots advocacy toolkit. I look forward to working with USAWOA National Executive Director CW4 (Ret) Jack Du Teil, in an effort to roll out more tools we can **all** use to make this a great legislative year for the Warrant Officer cohort, and all of our brothers and sisters in the uniformed services!

Editor's Note: Lt. Col. Susan Lukas (USAF Ret) recently retired as Director, Legislation and Military Policy at the Reserve Organization of America (ROA), one of USAWOA's staunchest allies in The Military Coalition. For years she was a crucial partner of CW4 (Ret) Du Teil's, in huge legislative victories, such as the inclusion of the National Guard and Reserve Incentive Pay Parity Act in the recently passed NDAA 2022. USAWOA is delighted she has chosen to continue this work as a volunteer and Associate Member of our association. 🇺🇸

Representatives and Senators Retiring or Seeking Other Office

House Democrats

1. Kirkpatrick (D), AZ
2. Vela (D), TX
3. Bustos (D), IL
4. Ryan (D), OH (Senate)
5. Crist (D), FL (Governor)
6. Demings (D), FL (Senate)
7. Kind (D), WI
8. Lamb (D), PA (Senate)
9. Bass (D), CA (Mayor)
10. Yarmuth (D), KY
11. Price (D), NC
12. Doyle (D), PA
13. Brown (D), MD (MD Attorney General)
14. Speier (D), CA
15. Butterfield (D), NC
16. Welch (D), VT (Senate)
17. Johnson, E. B. (D), TX
18. Suozzi (D), NY (Governor)
19. DeFazio (D), OR
20. Lowenthal (D), CA
21. Murphy, S. (D), FL
22. Roybal-Allard (D), CA
23. Sires (D), NJ

Senate Democrats

1. Leahy (D), VT

House Republicans

1. Reed (R), NY
2. Hice (R), GA (GA Secretary of State)
3. Brooks (R), AL (Senate)
4. Zeldin (R), NY (Governor)
5. Brady (R), TX
6. Budd (R), NC (Senate)
7. Hartzler (R), MO (Senate)
8. Long (R), MO (Senate)
9. Gonzalez (R), OH
10. Kinzinger (R), IL
11. Gohmert (R), TX (TX attorney gen.)

Senate Republicans

1. Toomey (R), PA
- Portman (R), OH
- Blunt (R), MO
- Burr (R), NC
- Shelby (R), AL





USAWOA Membership Enhancement Project Development of the Branch Discussion Portal

By *Brian Matthews*

*Membership Enhancement Project Team
Branch Discussion Project Lead*

I'm Brian Matthews, a member of the Membership Enhancement Project (MEP) team. Specifically, I am the project lead for the USAWOA Branch Discussion Portal development. As the project lead, the USAWOA and MEP team has tasked me with *developing a resource that provides USAWOA members with the latest information and news regarding their military-affiliated branch.*

As a proud member of the Cyber Branch, I often find myself accessing multiple military resources to gain a complete picture of the latest branch initiatives. The Human Resources Command (HRC) website may have some information, but then I may need to jump over to the MilSuite. Then perhaps I will find out that *both* sources are out of date, and the Fort Gordon Facebook page has posted the most recent information.

I have no doubt that many of you have had similar experiences, and the MEP team and I want to help develop a solution.

The goal behind the USAWOA Branch Discussion Portal is to mitigate or eliminate the need to access numerous resources, as described above, to gain insight on the latest branch-related news and information or to contact key members of the branch.

However, the MEP team and I will need your help to create a portal that will meet most of the needs of our Members. Over the next few months, we may *request your input* to help us shape the portal.

Some of the questions that would help us shape the portal are centered on what type of information you would expect to see on a centralized branch portal. We would like to determine what resources you currently use to stay updated with your branch as well.

Providing your input to questions like these will help us shape

the requirements and ultimately build a portal based on what our **Members** feel will be most beneficial.

The MEP team and I are proud to be serving the Members of the USAWOA, and look forward to building and developing a resource that will support our Members in staying abreast of the latest branch information.

Please take a few minutes and complete the Branch Discussion Portal Customer Survey by accessing the QR code below. We are asking for just a few moments of your time to help us design resources that meet your needs. We appreciate your input! 🇺🇸



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2020 Quartermaster Corps Hall of Fame Inductees



As recently reported on the Quartermaster (QM) Corps' official website, its QM Corps Honors Program was created to recognize outstanding individuals and units (both past and present) who have helped fulfill the Corps' mission and have brought known credit to the Corps over the course of its long and proud history.

On 4 November 2021, BG Michelle K. Donahue, the 56th Quartermaster General and Commandant of the United States Army Quartermaster School officiated the Quartermaster Hall of Fame (HOF) ceremony — honoring those individuals selected for induction into the Quartermaster Hall of Fame from the 2020 Honors Board.

BG Donahue also conducted a change of Honorary Colonel, Chief Warrant Officer, Sergeant Major, and Civilian of the Corps. LTG (Ret) Ray Mason was appointed as the 10th Honorary Colonel of the Corps; CW5 (Ret) Karen L. Ortiz, as the eighth Honorary Chief Warrant Officer of the Corps; SGM (Ret) Joseph W. Brundy, as the ninth Honorary Sergeant Major of the Corps; and Dr. Ellen Pruett was appointed as the second Honorary Civilian of the Corps.

Twenty-three Veterans were also inducted in the QM Corps HOF, including CW5 (Ret) Pablo A. Brown, CW5 (Ret) Roberto L. Figueroa, and CW4 (Ret) Cornelius B. Williams.



Following the ceremony (pictured left, left to right) the following QM luminaries posed for a picture: CW5 (Ret) Rufus N. Montgomery, Sr., Chief Warrant Officers of the Corps, Emeritus; CW5 Milo N. Jones, 16th Chief Warrant Officer of the QM Corps; CW5 (Ret) Figueroa, 2020 QM HOF inductee & former QM regimental Chief Warrant Officer; and CW5 (Ret) James Tolbert, Deputy Chief, Office of the Quartermaster General.



CW5 (Ret) Figueroa also posed for a picture with his family. Flanking him left to right are his brother, Juan Carlos Figueroa; his mother, Iris Encarnacion; and his father, Berto Figueroa (who CW5 [Ret] presented with a lapel pin, honoring his service as a Veteran). Not pictured is CW5 (Ret) Figueroa's lovely wife Sonia, who was also in attendance.



Arlington, VA — 13 October 2021

ARNG CCWO CW5 Teresa Domeier swore in CW4s Ellen Smith and Bernard Aguon as the president and vice president of the Arlington Hall Silver Chapter, in the atrium of the Herbert R. Temple Jr. Army National Guard Readiness Center. Following this, she conducted a ceremony to promote CW3 Marc Wildeman to the rank of CW4. Pictured left to right are CW4 Aguon, CW5 Domeier, CW4 Wildman, and CW4 Smith.

Huntsville, AL — 22 October 2021

Audie L. Murphy Chapter leaders CW4 (Ret) Terri Marshall and CW3 (Ret) Christy Buckley proudly represented their Chapter at the 49th Annual Meeting of the Members, and posed for this picture with national leaders at the 49th AMM Awards Banquet and Ball. Pictured left to right are National President CW5 (Ret) Joe Consiglio, CW4 (Ret) Marshall, past National President CW4 (Ret) Pete Hill, CW3 (Ret) Buckley, and National Executive Director CW4 (Ret) Jack Du Teil.



Battle Ground IN — 23 September 2021

The Crossroads Chapter was invited to attend a staff ride at the Tippecanoe Battlefield Museum, attended by Warrant Officer Candidates (WOCs) from the Camp Atterbury Regional Training Institute (RTI). Thanks to a generous donation, the Chapter was able to sponsor the event, paying the museum admission for more than 200 WOCs, also offering them no-cost WO1 memberships in USAWOA. Pictured left is Chapter Treasurer CW2 Bo Haugestad. At right, a few of our new Members posed for a picture.



Tacoma, WA — 23 November 2021

Just in time for Thanksgiving, the Northwest Silver Chapter donated \$300 to the Fisher House on Joint Base Lewis–McChord (JBLM). Pictured left to right are Chapter President CW3 Andrew Rose, Vice President CW3 Mikie Brown, CW5 (Ret) Dick Hergert, Fisher House Operations Assistant Ashley Stowers, and Chapter Charity Committee Chair CW4 (Ret) Jay Swift.

Tacoma, WA — 16 November 2021

The Northwest Silver Chapter donated \$300 to Donna Handoe of Santa's Castle, an all volunteer organization on Joint Base Lewis McChord (JBLM) that gives toys to the children (aged 17 or younger) of needy military families. Pictured left to right are Chapter Treasurer CW5 (Ret) Dick Hergert, Charity Committee Chair CW4 (Ret) Jay Swift, Vice President CW3 Mikie Brown, Ms. Handoe, and Secretary CW5 (Ret) Charles Dowd.





Fort Irwin, CA – 4 November 2021

With the assistance of Chapter Vice President CW2 Arquimides Sanchez-Figueroa, Chapter President CW4 Shane Harbor affixed the Painted Rock Chapter's 20-year and best-recruiting streamers, presented at the 49th Annual Meeting of the Members.

Carthage, NY – 4 November 2021

Thousand Islands Chapter President Yolanda Peterson swore in CW2 Steven Tipton as the Chapter's new vice president.



Nashville, TN – 22 September 2021

Members of the Volunteer Chapter and the Screaming Eagle Silver Chapter met for an evening of fun and fellowship to watch the Nashville Sounds beat the Columbus Clippers! At Left, Volunteer Chapter President CW4 Scarlett Bernier and Screaming Eagle Silver Chapter President CW4 David Bruce get a hug from Nashville Sounds mascot Booster the Rooster.



Burns, TN – 25 October 2021

Members of the Volunteer Chapter and the Screaming Eagle Silver Chapter met for the annual Volunteer Chapter Golf Tournament at Montgomery Bell State Park. More than 100 people showed up at this great event, which is the main fundraiser for the Volunteer Chapter.

London, England – 13 October 2021

Mr. Paul Forte, chief executive officer of USAWOA corporate partner FedPoint, attended the annual Churchill Society Conference. Pictured left, Mr. Forte met WWII flying ace Colin Bell, now 101 years old, at an evening reception at the Royal Air Force Club. Mr. Bell was a deHavilland Mosquito pilot, who flew more than 50 missions over Germany (33 over Berlin). After Mr. Bell presented him with his challenge coin, the ever humble Mr. Forte reports, "I was speechless!"



Profile In Excellence!

By CW5 (Ret) Keith Langewisch

President, Redstone Arsenal Silver Chapter

CW4 (Ret) Max Bennett – a past Secretary, past Vice President, and past President of the Redstone Arsenal Silver Chapter – realized a lifelong dream, as he successfully completed the oral defense of his doctoral dissertation, in October 2021. The success resulted in Max becoming a doctor of education in educational leadership, with a specialization in curriculum and instruction.

This year's USAWOA 49th Annual Meeting of the Members (AMM) was held in Huntsville, AL, and Max was one of the primary organizers, together with Chapter President CW5 (Ret) Keith Langewisch and Chapter Member, CW5 (Ret) Alan Ruzicka.

Max was the Master of Ceremonies for the 49th AMM Awards Banquet and Ball as well. In 2010, he had been the primary organizer of the 38th AMM, the last time a USAWOA AMM was hosted in Huntsville.

However, in 2021, ever-present on Max's mind was the defense of his dissertation, scheduled for a week after the 49th AMM's conclusion. On a Zoom video-conference, Max presented his dissertation to three university professors, who then quizzed Max on the dissertation he had been polishing for more than a year. At the conclusion of the defense, the professors notified Max that he was now Dr. Max Bennett.

Two years ago, Max concluded the classroom portion of his doctoral program with a grade point average of 3.76 and had to choose a topic for his dissertation. Max read a report that nationally, more African American male students did not graduate high school than they had in 2010. Heartbroken, Max found a case that he felt he could study with passion.

Max retired as a CW4 in 2006, with nearly 23 years in service, serving primarily as the detachment commander of Test, Measurement, and Diagnostic

Equipment (TMDE) activity detachments as a 918A, 918B, 948B, and 948E.

Max has not only served as the president of the Redstone Arsenal Silver Chapter of the USAWOA, he has also volunteered as follows:

- President of the North Alabama Veterans and Fraternal Organizations Coalition (NAVFOC)

Since 2009, Max has co-hosted the live television broadcast of the Veterans Day Parade on WAFF Channel 48 (Huntsville), the local NBC affiliate. In 2021, he was asked by the city of Huntsville to be the grand marshal of the 2021 Veterans Day Parade. Over the years, in addition to his many official military awards, just a few of Max's accolades include:

- Redstone Arsenal, Alabama's Veteran of the Year
- City of Madison, Alabama's Veteran of the Year
- 2012 USAWOA Don Hess Lifetime Achievement Award
- 2010 USAWOA President's Award
- YMCA's Brigadier General Bob Drolet Service to Veterans Award
- North Alabama Veterans and Fraternal Organizations Coalition (NAVFOC) Lifetime Achievement Award



2021 Huntsville/Madison County Veterans Day Parade Grand Marshal CW4 (Ret) Doctor Max Bennett is pictured with his lovely wife Neşe during the event, riding in style, in a Jeep Willy, sponsored by the U.S. Veterans Memorial Museum of Huntsville, AL.

- Vice President of Honor Flight, TN Valley, under Civilian Aide to the Secretary of the Army Dr. Joe Fitzgerald
- Vice President, Redstone-Huntsville Chapter of the Association of the United States Army (AUSA)
- A member of the board of directors for Kids To Love, a local children's home.

Over the past decade, Max assisted others in running the Huntsville/Madison County Veterans Week and Parade, and then went on to be the primary organizer for this important event for many years.

- Huntsville, Alabama's Veteran of the Year

Max is married to Neşe Bennett, and they live in Madison, Alabama. He has a daughter, Shannon, who is a paralegal and legal secretary in Indianapolis with her husband Chris, and their one-year-old (Max's only grandchild), Pepper Lilia Riester.

Max and Neşe have two sons, Kevin B. Bennett, J.D., who lives with his wife Mallory in San Antonio, and Alexander S. Bennett, an Auburn Chemical Engineering graduate of Auburn, who is in his final year in the Chicago-Kent School of Law, where he is studying to be a patent attorney. 🇺🇸

2022 Scholarship Announcement

By CW5 (Ret) Jim White
 USAWOASF Chairman/CEO

The United States Army Warrant Officers Association Scholarship Foundation (USAWOASF) is pleased to announce that it will once again be offering college scholarships for the 2022-2023 school year. The USAWOASF was incorporated and federally recognized as a 501(c)(3) non-profit organization in 2003, and is a separate entity from the United States Army Warrant Officers Association (USAWOA). *All* donations are tax deductible.

The USAWOASF, its Board of Directors, and all applicants and recipients wish to thank the Members, Chapters, Regions, and corporate sponsors of the USAWOASF Foundation, for their generous tax-deductible donations that benefit our military families. Without those funds we would not be able to offer these scholarships that are so justly deserved. Thank you very much!

USAWOASF would like to increase the number of scholarships awarded this year. This will only be possible with the continued support of our Members and Chapters.

Chapters are encouraged to work together within their Regions, to donate

to named regional scholarships. Let's not stop there – how about a chapter scholarship, or a scholarship named in honor of a Member? The USAWOASF scholarship program benefits USAWOA Members and their dependents.

Donations can be made directly, via a link on the foundation's Scholarship Honor Roll page, also accessible via the USAWOA website at <http://www.usawoa.org/scholarship>. **Now, more than ever before, we need your support in order to keep this worthy organization going!**

Scholarship applications are accepted from the children (natural and adopted), grandchildren, and dependent stepchildren, under the age of 23 years (seniors in high school or above) of Members in good standing in the USAWOA. Sponsoring members must have been members of the USAWOA for a minimum of six months prior to the date of the application.

If your dependents are college bound, please encourage them to apply for one of our generous scholarships for the upcoming 2022-2023 school year,

by also visiting <http://www.usawoa.org/scholarship> to complete the application – **updated scholarship applications and information will be available on 15 January 2022.**

Please note that the application instructions have changed. Be sure to read all the instructions for the 2022-2023 school year. The window to apply for a scholarship is between 15 January and 15 May 2022. Feel free to contact me directly, with any questions you may have – my email is jwhite2239@gmail.com, and I may also be reached at (585) 216-7237.

Again, please consider supporting the USAWOASF, and challenge your Chapters and Regions to donate to this worthy cause as well, on behalf of your fellow Members and their dependents. We would like to grow our family of scholarship recipients, but we need your help.

The year 2021 was rough on us all – let's work together in 2022, investing in a bright future. And after all, there is no better investment than to invest in the higher education of our loved ones. 🇺🇸



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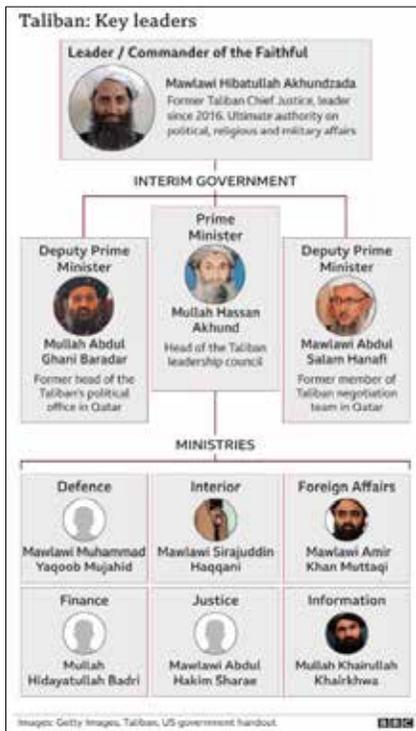
From Mashhad to Kabul Iran's Road to Regional Dominance

By CW4 Charles Davis

Instructor, International Strategic Studies
US Army Warrant Officer Career College (USAWOCC)

Author's note: Thoughts and assessments in this work are those of the author and are not meant to reflect organizational opinions of the US Army Warrant Officer Career College or the Army.

In 2014, Rand Corporation analysts stated: "The U.S. drawdown from Afghanistan may lead to greater instability and a vacuum in that country. The Islamic Republic of Iran, one of the most powerful regional actors in Afghanistan, is poised to exercise substantial influence there after the U.S. drawdown."¹



The Rand product also suggested Iran would likely leverage its influence to alleviate political and economic pressures associated with the country's ongoing nuclear program. Seven years later, these forecasts seem to be ringing true. Iranian political and military leadership are diligently shoring up old relationships to place the country in a position of strength throughout the region.

The SOUFAN Center, a non-profit

strategic analysis organization, also believes Iran is posturing to reinforce its influence base within the new Taliban government. In its 26 August 2021 INTEL BRIEF², SOUFAN indicated "Iranian officials began meeting with Taliban insurgent leaders, and Iran hosted a senior Taliban delegation in Tehran in February 2021."

SOUFAN assesses Tehran is hoping to stabilize its borders and reduce the flow of refugees into Iran, which hosts some 600,000 documented and two million undocumented Afghans. While many of these predominantly Shia refugees are not likely to rush home to a country led by staunch Sunni fundamentalists, with a history of Shia abuses, Iran is probably hopeful stability in the western provinces might provide some relief within the camps.

The INTEL BRIEF also reflects on Tehran's past strategy in Afghanistan and suggests Tehran will hedge its engagement with a new Taliban regime, with attempts to build leverage against the group, should the Taliban again become hostile to Iran and its Afghan allies.

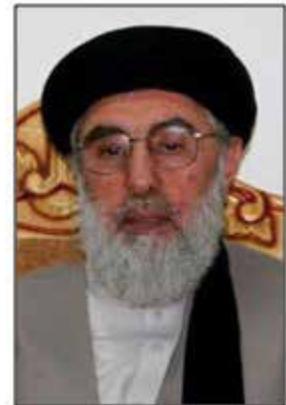
Three individuals and one highly effective program are likely to provide Iran placement, access, and operational capability within Afghanistan, in the near future. These men are not on the interim government organizational chart, developed by US State Department officials, and they are not likely to be as publicly known here in the United States.

However, they are historic figures in Iranian, Pakistani, and Afghan political and military circles. Their names are Gulbeddin Hekmatyar, Ismail Khan, and Esmail Qaani. The program is Iran's heavily recruited and highly effective Fatemiyoun network of soldiers.

Gulbeddin Hekmatyar made a public appearance on 5 September 2021, in an Afghan news clip, when he met with Pakistan's Inter-Services Intelligence (ISI) commander General Faiz Hameed. News coverage sug-

gested the meeting focused on the Taliban's approach to a more inclusive government.³

As a former Prime Minister for the country, in 1996, Hekmatyar anticipates an opportunity within this newly forming government. It will be interesting to see how this plays out, as Hekmatyar lost that position when the Taliban overthrew the Soviet supported government.



@bashirgwakh twitter

Hekmatyar fled Afghanistan and established residence in Mashhad, Iran and ultimately in Pakistan. After the 2001 retreat of the Taliban, Iran's Islamic Revolutionary Guard Corps (IRGC) Quds Force used Hekmatyar's Hizb-e Islami militia to get Bin Laden back into Afghanistan, via his loyalist, Hassan al-Turabi,⁴ as well as helping them protect Bin Laden and the rest of Al-Qaeda's leadership in both Iran and Pakistan.

Hekmatyar was also instrumental in aiding IRGC Quds Force efforts in launching the insurgency of Abu Musab al-Zarqawi in Iraq, an organization that eventually became the Islamic State.⁵

Hekmatyar's relationship with Iran is much older though. In their book, *Night Letters*, Sands and Qazizai assert Khomeini and Hekmatyar established a connection in 1979, when the newly established IRGC provided weapons and funding for his Islamic Republic, which grew into Hizb-e Is-

lami.⁶

A Guantanamo Bay detainee interview⁷ indicates in January of 2000 Hekmatyar, the detainee, Taliban officials, and Iranian representatives all met to discuss US intervention in the region, as well as strengthening ties between the Taliban and Iran.

Ultimately, Iran's long-standing relationship with Hekmatyar will provide open lines of communication and situational awareness regarding the strength and presence of Islamic State/ al Qaeda in Afghanistan, and may eventually provide Tehran a voice within the governmental structure. Hekmatyar, in turn, will likely continue to receive Quds Force support, training, and financing to maintain his militia.



Ismail Khan's relationship with Iran has grown from his provincial governance of Herat. Like Hekmatyar, Khan fled to Mashhad, Iran after the Taliban seized Herat in 1995. Khan also commands a militia and used these roughly 8,000 fighters to support US and Northern Alliance efforts against the Taliban.

But like Hekmatyar, Khan's relationship with Iran began in 1979 when he pledged allegiance to Ruhollah Khomeini.⁸ Khan, serving as a Captain in the Afghan Army, led a revolt in Herat that year. Using soldiers and civilians he attempted to seize control of the border province from the Soviet-backed government.⁹

Khan served in several positions in the US-backed Afghan government, first as the Provincial Governor of Herat and then as President Karzai's Minister of Water and Energy. He was dismissed from both positions due to concerns regarding the depth of his relationship with the Islamic Republic of Iran.

Khan was also known to withhold customs revenue and tax collections intended for the country's national coffers.¹⁰ While governor of Herat, Khan received fuel, ammunition, and arms from Tehran. In exchange, he provided access through Shindand District into the heart of Afghanistan's Shia Hazara communities. A Los Angeles Times report from 2002 suggests between November and December of 2001, Khan received as many as 20 truckloads of money to secure his Iranian loyalty and support.¹¹

In early 2012, the IRGC began reactivating its Fatemiyoun network under Khan in response to NATO's drawdown.¹² Comprised of Afghan Shias, similar organizations have not fought outside Afghanistan since the Iran Iraq war.



The program, which is supervised by IRGC Quds Force and maintains a primary recruitment office in Mashhad, Iran, saw regular combat in Syria from 2013 through 2017, when Tehran began to draw down the numbers and encourage veterans to return home to Afghanistan. In 2016 Iran boasted Fatemiyoun numbers reached 20,000.¹³

A 2019 report by USIP indicates "The IRGC may have downsized the Fatemiyoun, but a committed core of the most loyal fighters remains, which suggests that Iran envisions a use for the outfit in a protracted, low-intensity fight in Syria, or for deployment to other regional conflicts in the Middle East."¹⁴

In December 2020, Iran's Foreign Minister, Mohammad Javad Zarif, offered to coordinate with the Afghan government for the use of Fatemiyoun forces.¹⁵ He framed this offer of sup-

port as an effort to combine forces to defeat Daesh [ISIS-K] and reaffirmed that Fatemiyoun forces would fight under the guidance/command of the Afghan government.

Coincidentally, Khan again raised his militia in an effort to protect Herat, during the Taliban advance in August of 2021. He was captured on 13 August and held for questioning, only to re-surface in Mashhad, Iran several days later.

Additionally, in the same TOLO news interview with Iran's Foreign Minister, he was specifically asked about Taliban and Iranian connections in Mashhad. While acknowledging he has heard of the Mashhad Council, he was not familiar with it.¹⁶ Historic and recent reporting continuously provide links back to the city of Mashhad.

Most recently, Khan has spoken out against former president Ashraf Ghani. Using Iranian media platforms, Khan is reestablishing his narrative as a Mujahedeen leader and central figure in Afghanistan's long fight against occupation.¹⁷

Khan is also playing on his prominence in Shia communities, even though he is a Sunni. He likely hopes this will provide an opportunity for political clout as more governmental positions are announced.

There is a common thread between the Fatemiyoun Brigade, Ismail Khan, and Gulbeddin Hekmatyar – it is the IRGC. This relationship is long standing, with origins to Ruhollah Khomeini and the Islamic movement of the late 70s and early 80s. The new face of the IRGC Quds Force is Esmail Qaani (pictured below), former deputy to his predecessor Qasim Soleimani and expert on Afghanistan.



Taken from www.basijpress.ir

Qaani, who was born in Mashhad Iran, once said of Soeimani: “Those who become friends at times of hardship, have deeper and more lasting relations than those who become friends just because they are neighborhood friends.”¹⁸

This bond of hardship and combat likely extends to both Hekmatyar and Khan through their mutual ties to the United Islamic National Front for the Salvation of Afghanistan, also known as the Northern Alliance, against the Taliban in the late 1990s.¹⁹

Furthermore, this affiliation to what Qaani calls the boys of Mashhad extends to the current Supreme leader of Iran, Ali Khamenei. A young Khamenei would lead mourning ceremonies for Imam Reza, the eighth Imam of the Shi’a buried in Khorasan, with “the boys from Mashhad,” who served in the Fifth Nasr Division during the war with Iraq.²⁰

Qaani’s Quds Force experience in Afghanistan is first reported in Mohamad Mohaddessin’s “Islamic Fundamentalism: The New Global Threat” circa 1993²¹ and this expertise has solidified his point position on all things Afghan.

On 7 September 2021, Qaani briefed the Majlis (Iranian parliament) focusing on the Taliban’s intention to form an inclusive government and the importance of avoiding a Sunni/Shia conflict in the country. This message is certainly in line with holding back on use of Hekmatyar and Khan’s militia groups in favor of political maneuvering up front.

Another key indicator of a common and unifying goal in Afghanistan comes from author Sadollah Zarei: “Worthy of note is that in the past two decades, the Taliban have been following the call of the founder of the Islamic Republic, Ayatollah Ruhollah Khomeini on Muslims to strive to form governments that are independent of oppressing foreign powers, and fight against corruption at home.”²²

This thought resonates with another observation by Oved Lobel. In his paper, *The Graveyard of Empires: The Causes and Consequences of American Withdrawal from Afghanistan*, Oved Lobel states: “In reality, the Islamic Revolutionary Guards Corps (IRGC), as its name implies, has absolutely no relation to Iran. It is the army of a wholly integrated transnational clerical network that emerged out of

the Iraqi Shia religious center of Najaf in the 1950s and 1960s.”

Lobel further asserts it is not the leaders of Pakistan, Iran, and Afghanistan who call the shots, but a pan-Islamic global crusade whose elements are inextricably intertwined, and ultimately control Pakistan and Iran.²³

Understanding Khomeini’s interpretation of velayat-e faqih (province or governorate) is the key to Iranian foreign policy. This is especially true since the players outlined in this work are all vehement followers of his movement. Ayatollah Ruhollah Khomeini claimed both religious and political authority over jurists (those who make law) and the people.

This is in direct contrast to Grand Ayatollah Ali Sistani and current marji (religious reference) in Najaf. Sistani is a staunch believer in the separation of church and state, denouncing the idea of absolute guardianship. So, as the West continues to view current events as a move towards regional dominance, the East likely sees this as the next step in validating Khomeini’s interpretation of the Quran. 🇺🇸

ABOUT THE AUTHOR: CW4 Charles Davis serves on the faculty of the Warrant Officer Career College. He currently instructs *International Strategic Studies at all levels of Warrant Officer Education*. CW4 Davis is a graduate of the U.S. Army War College Strategic Broadening Program and holds a Master’s Degree with Honors in Intelligence Studies from American Military University. CW4 Davis is also a recipient of the Military Intelligence Corp Knowlton Award.

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Senior Enlisted Leader Sounds Off About Our Cohort's Impact!

By **CSM Elizabeth Daniels**

38th Sustainment Brigade

Introduction by: **CW4 Anthony Musgrave**

Indiana Army National Guard

Introduction

On 30 October 2021, I attended a Warrant Officer career fair hosted by CW5 Ronald L. Baird Jr., Command Chief Warrant Officer of the Indiana Army National Guard. The event was held at the Kokomo, IN, armory, the home of the 38th Sustainment Brigade. CW5 Baird had asked Brigade Command Sergeant Major CSM Elizabeth Daniels to assist him in opening remarks.

I have known CSM Daniels for more than 20 years and have interacted with her in multiple capacities. She has always been a “mission first, people always” leader. In her remarks, she discussed how Warrant Officers had mentored and influenced her career.

One of those mentioned was Indiana's First Command Chief Warrant Officer, CW5 (Ret) Larry Massey. CW5 (Ret) Massey was also a mentor of mine. Prior to the days of the CW5 rank and the CCWO billets (*thanks to USAWOA*), it took Warrant Officers such as Larry Massey, who went the extra mile, to grow replacements in our cohort.

CSM Daniels' words resonated with me, as I sat listening that morning. I thought it was a message worthy of repeating in the *News-liner*. CW5 Massey mentored her and grew a tremendous Command Sergeant Major. In turn, CSM Daniels was advocating for junior NCOs to seriously consider the pathway to becoming a Warrant Officer.

CSM Daniels' Speech

Good morning!

I want to start out by welcoming you to the Kokomo National Guard Armory, which is the home of the 38th Sustainment Brigade Headquarters. My name is Command Sergeant Major Elizabeth Daniels, and I am the 38th Sustainment Brigade Command Sergeant Major. It is great to have you all here today. I commend each one of you for step-

ping outside of your comfort zones, and exploring new career opportunities – it says a whole lot about your character.

Today I was asked if I could take a little time to share with you how I, as a Senior NCO, value Warrant Officers. So I first want to start out by telling you what a Warrant Officer is to me.

I call them visionaries, game changers, and multi-functional subject matter experts. Their job and mission is so important to our organization. They are the voices of change, the initiators of transition of our Army leaders' vision – from the planning stage to the execution stage.

They are an impactful network of professionals, who not only provide technical and tactical expertise for multi-enterprise systems, but also teach, coach, mentor and advise the next generation of Soldiers. They identify systematic issues and implement solutions, but as the Army evolves, the role they play will become even more important!

I want to share three distinct situations in which Warrant Officers had a profound effect on shaping the Indiana Army National Guard Soldiers and the force as a whole.

I met and worked for my first Warrant Officer in 1994. His name was Chief Larry K. Massey. There are a few people in this room that may be old enough to know him or remember him. He later went on to become the State Command Chief Warrant Officer.

In 1994, he was the Indiana National Guard's senior personnel Chief Warrant Officer – what we would call a 420A. He was a technical expert in every way, when it came to systems, personnel actions, and regulations. He was a walking encyclopedia of information. He was the go-to person for all things personnel action-related.

But I will tell you that his work

didn't stop there. He went on to affect Soldiers' lives for more than 40 years of service. He touched no less than 12,000 Soldiers' lives each year he served in this capacity as the senior personnel Warrant, culminating with becoming the Indiana Command Chief Warrant Officer.

CW5 Massey made national change, taking on the role of a regional chair of the Warrant Officer Senior Advisory Council (WOSAC), covering six other states. He also sat on national committees that developed regulations that not only protected the needs of the organization, but improved the lives of Soldiers, through our National Guard's education services, health services, recruiting and retention, personnel systems, personnel actions, and retention.

He was that visionary, he was a game changer, he was a coach, a mentor, and he advised our next generation of Soldiers. I believe he set the foundation for what I have become today. Such a foundation that he is the only person that has ever given me my oath of extension in my entire career. He even came into the office last year, and administered my oath of extension, to extend my contract to 2026.

My more recent experiences were while I was deployed in 2019-2020, with the 638th Aviation Support Battalion. I had the privilege to work with some incredible Warrant Officers on a deployment that took our Soldiers to no less than 13 locations, across three countries, supporting an aviation brigade in support of Operation Inherent Resolve and Operation Spartan Shield.

I believe there are a few of those Warrant Officers in this room, who were on that deployment. I saw these innovative Warrant Officers in three different countries wrap their arms around one of the most junior groups of Soldiers for a deployment.

More than 80% of the battalion

had never deployed before, we had Soldiers coming from four different states and two Army components, and we were working under the very first combat aviation brigade (CAB) to deploy from the US Army Reserve.

The average age of our Soldiers was in the 20s. In a complex environment, with a young crew where lives mattered daily in such an unstable region of the world, this group of Warrant Officers made things happen. They were our game changers in the theater of operation. They identified systematic issues, and implemented solutions – not in a vacuum, but teaching our Soldiers how to do it along the way.

I had an even *more* recent experience at a war fighter exercise with the 38th Sustainment Brigade at Camp Atterbury, last year. I know that no one ever wishes to fail at anything, but I am a believer that the right time to fail is during a training mission so that when we are called

for a real mission – and yes, we will be called – we will be a well-oiled machine.

I saw every Warrant Officer in the brigade taking time to teach, coach and mentor Soldiers on the staff. They were allowing them to fail, but they never allowed them to give up.

They didn't stifle the Soldiers' creativity, they enhanced it by lifting them up with their visions and passing on their years of knowledge. Their subject matter expertise ensured the brigade's success in our Warfighter. As the Army evolves, the role they play will become even more important!

All three of these scenarios show a constant theme in them, where Warrant Officers are an impactful network of professionals, who not only provide technical and tactical expertise for multi-enterprise systems, but also teach, coach, mentor, and advise the next generation of Soldiers.

I ask you, what kind of impact do you want to leave on this organization? I ask you, how do you plan to pass on your knowledge and technical expertise that you show so much passion for?

We must continue to grow our Warrant Officers and that starts with the Soldiers in this room who have taken time to step outside their comfort zone, and become a part of a community whose job and mission is so important to our organization.

Thank you to everyone in this room, who is currently serving in the role as a Warrant Officer, and thank you to everyone in this room who is thinking about becoming a Warrant Officer.

I wish to thank our State CCWO, Chief Baird, for bringing this incredible event to the Kokomo Armory. And I wish to thank all of those Warrant Officers who have volunteered to share their craft on their field today. 🇺🇸

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Warrant Officer Historical Foundation Annual Report 2021

*By CW5 (Ret) Albert G. (Al) Curving
President and Director*

Governance of the Warrant Officer Historical Foundation (WOHF) consists of the following officers and directors:

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CW5 (Ret) John A. Robinson, EdD.

Director and Compliance Officer

CW4 (Ret) Keith R. Prather

WOHF Fellow

CW5 Russell J. Houser, DMA

Meetings

Board meetings were conducted via teleconference on 21 January, 18 March, 20 May, 22 July, 23 September, and 18 November 2021. The WOHF welcomed two new directors, in 2021.

Compliance Officer and Advisor CW4 (Ret) Keith R. Prather was elected as a director to replace CW2 (Ret) Benjamin Gottfried, who resigned due to health considerations. A cut crystal presentation was sent to him in appreciation of his 15 years of service to the foundation, using funds raised from directors' personal contributions.

In October, the WOHF board of directors welcomed its 12th director, CW4 Clarisse Scarlett Bernier. Scarlett presently serves as Education and Incentives Branch Chief, Joint Force Headquarters, Tennessee Army National Guard.

CW4 Russell J. Houser (recently promoted to CW5), DMA, was selected as the first WOHF nonresident fellow from a pool of CW3s-CW5s on the uniformed faculty and staff of the Warrant Officer Career College (WOCC).

Cohort W Podcasts

The brainchild of Director Robinson, the fledgling WOHF Nonresident Fellow program has been a tremendous success – so much so that in November, the WOHF and WOCC agreed to collaborate on appointment of a second fellow, for 2022.

In April, CW4 Houser published the first in a series of more than 20 “Cohort W” podcasts to capture the experiences of mostly company-grade Warrant Officers – selected by their respective branch CWOBs/CCWOs – viewed through the lenses of both Large Scale Combat Operations (LSCO) and Multi-Domain Operations (MDO).

Directors Robinson and Du Teil assisted in promotion of these informative oral histories, viewed by thousands. After the launch podcast, additional episodes included:

- “Cohort W Field Artillery” podcast featuring CW3 Aaron Sargent.
- “Cohort W Transportation” podcast featuring CW2 Alicia Sexton.
- “Cohort W Military Intelligence” podcast featuring CW2 Andrew Seamon.
- “Cohort W WOHF President” podcast featuring CW5 Retired Albert G. (AL) Curving.
- “Cohort W Judge Adjutant General” podcast featuring CW3 Raphael Johnson.
- “Cohort W Chemical Corps” podcast featuring CW3 Dante Wins.
- “Cohort W Order of the Eagle Rising Society (OERS)” podcast featuring CW3 Benjamin Richards, OER-AO.
- “Cohort W Adjutant General” podcast featuring CW2 Marcus Harvey.
- “Cohort W Aviation” podcast

featuring CW3 Andrew McCowen.

- “Cohort W Veterinary Corps” podcast featuring CW3 Adrienne Denham.
- “Cohort W Order of the Eagle Rising Society (OERS) Inductee” podcast featuring CW5 (Ret) Harry L. Hobbs, PhD.
- “Cohort W Ordnance Corps” podcast featuring CW3 Juan Santi-banez.
- “Cohort W Special Forces” podcast featuring CW2 Dave Cleveland and CW2 Parker Reading.
- “Cohort W Quartermaster Corps” podcast featuring CW2 Mark Locquiao.
- “Cohort W Air Defense Artillery” podcast featuring CW3 Christopher Cronen.
- “Cohort W WOHF Strategy Officer” podcast featuring CW5 (Ret) John Robinson, EdD.
- “Cohort W USAWOA Executive Director Veterans Day” podcast featuring CW4 (Ret) Jack Du Teil.
- “Cohort W Military Police Corps/ CID” podcast featuring WO1 Benjamin Moon.
- “Cohort W Christmas” podcast featuring WOHF board of directors.

Historical Feature Articles

In partnership with USAWOA, the WOHF continues to publish updated articles excerpted from “The Quiet Professional: A Centennial Tribute, the History of the Warrant Officer Corps, as Told by its Branches and Components” (2018), CW5 (Ret) John Robinson, EdD, editor.

The following articles appeared in *Newsliner* magazines throughout 2021, reedited and published by Directors Robinson and Du Teil:

- “Health Service Maintenance Technician,” by CW4 Kenneth J. McCutcheon
- “Special Forces Warrant Officer,” by CW5 (Ret) Robert Hart
- “38th Anniversary of the Aviation Branch,” by CW5 (Ret) Joseph B.

- Toland & CW5 Jeremie J. Zabko
- “Ordnance Warrant Officers,” by CW5 John J. Shappell, Jr.
 - “Adjutant General’s Corps Warrant Officers,” by CW5 (Ret) David G. Betancourt, CW5 William S. McCulloch, and CW5 Marl W. Hickman
 - “Cyber Operations Technician & Electronic Warfare Technician,” by Mr. Scott Anderson
 - “Signal Corps Warrant Officers,” by Mr. Steven J. Rauch
 - “Army National Guard Warrant Officers” written by CW5 (Ret) Peter Panos

Donations

Over the years, the WOHF has generously supported the National Museum of the United States Army (NMUSA). Including a \$500 donation in July, WOHF’s total donations in support of NMUSA are \$34,850, and Warrant Officers are well represented throughout the NMUSA complex.

WOHF also occasionally purchased memorial brick pavers in the past. In 2020, at the recommendation of Director Robinson (in his role as WOHF strategy officer), the board of directors agreed that promulgation of Warrant Officer pavers at museums around the country would be a cost-effective way of expanding Warrant Officer recognition bandwidth.

Director Robinson exhaustively compiled a list of museums around the country where these memorial pavers might be purchased, simultaneously supporting perhaps scores of museums, and raising awareness of our cohort. In doing so, he solicited the help of WOHF board members and USAWOA Chapters and Regions, in his search.

He then broke down his list into regional areas of the country, contacting individual museums, and developing recommended purchases for approval by the WOHF board. Here are the results of all his hard work, in 2021:

- An 8” x 8” memorial paver with Eagle Rising logo was purchased for \$300 at the Army Aviation Museum, Fort Rucker, AL.
- A 4” x 8” memorial paver without a logo was purchased for \$150 at the Gold Star Military Museum, Iowa National Guard.
- An 8” x 8” memorial paver with

- Eagle Rising logo was purchased for \$255 at the National Mounted Warrior Museum in Fort Hood, TX.
- An 8” x 8” memorial paver with Eagle Rising logo was purchased for \$200 at the Transportation Corps Museum, Fort Eustis, VA.
- An 8” x 8” memorial paver with Eagle Rising logo was purchased for \$575 at the Virginia War Memorial Foundation in Richmond, VA.
- An 8” x 8” memorial paver without logo was purchased for \$250 at the Friends of the Army Women’s Museum Association, Fort Lee, VA.
- An 8” x 8” memorial paver without a logo was purchased for \$250 at the Maine Veterans Memorial Cemetery Association, ME.
- A 6” x 9” memorial paver without a logo was purchased for \$150 at the New Hampshire Veterans Cemetery Association, NH.
- An 8” x 8” memorial paver without a logo was purchased for \$150 at the Danbury Veterans Walkway of Honor, CT.
- An 8” x 8” memorial paver without a logo was purchased for \$150 at the Andover Veterans Monument Park, CT.
- A 6” x 6” memorial paver without a logo was purchased for \$75 at the North Country Honor the Mountain Monument, Watertown, NY
- A 4” x 8” memorial paver without a logo was purchased for \$75 at the Veterans Memorial, North Brunswick, NJ.
- A 6” x 9” memorial paver without a logo was purchased for \$50 at the Memorial Garden, VFW 7677, Medford, NJ.
- A memorial paver with a logo was purchased for \$75 at the Commercial Township Veterans Memorial, Port Norris, NJ.
- A 4” x 8” memorial paver without a logo was purchased for \$75 at the Veterans Memorial, North Brunswick, NJ.
- A memorial paver without a logo was purchased for \$250 at the Veterans Honor Park of Lancaster County, Lititz, PA.
- An 8” x 8” memorial paver without a logo was purchased for \$150 at the Worcester County Veterans Memorial, Ocean Pines, MD.

- An 8” x 8” memorial paver for the Airborne & Special Operations Museum, Fayetteville, NC, for \$200

In Summary

In October 2021 WOHF President Albert G. (AL) Curving presented a summary report to the USAWOA 49th Annual Meeting of the Members (AMM) in Huntsville, AL. The 2021 National President’s Award was presented to 2021 WOHF Fellow CW5 Russell J. Houser, DMA, at the formal awards presentation at the 49th AMM Awards Banquet and Ball, in recognition of his countless achievements.

On 18 November 2021, the WOHF board of directors held its last virtual meeting of the year. In the middle of his briefing to the team, Director and Strategy Officer CW5 (Ret) John A. Robinson, EdD, received a surprise visitor at his door.

In front of his WOHF colleagues, Southeastern Region Director CW3 (Ret) Bill Alcorn (who flew in for the occasion) presented him with the Honorable Order of the Eagle Rising (gold level). The award was made not only for his myriad achievements on behalf of the WOHF, but his decades of devoted service to USAWOA and our cohort.

In 2021, the Foundation’s contributions of eight Newsliner articles, 21 Cohort-W podcasts, purchase of 18 memorial pavers, and sustained a \$500 contribution to the National Museum of the US Army were only possible through the hard, collective work of the board of directors. It is my pleasure to serve with each and every one of them.

Finally, on behalf of the entire WOHF team, I offer my sincerest gratitude for all the donations made to the foundation, by our generous donors. You know who you are, and quite frankly we could not function without your loyal support. 🇺🇸

Note: A Financial Summary is not yet available at the time of this writing; but financial reports can be viewed on the WOHF website or can be obtained via written request to the WOHF address or to the Virginia State Office of Consumer Affairs, P.O. Box 1163, Richmond, VA 23218.

USAWOA Cordially Welcomes Its New Members

RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME
W01	PEDRO	AMARO	W01	MAYKELL	GUERRERO	W01	RICARDO	RIOS
CW4 (Ret)	JOSE	ASTURIAS	W01	MARIECRISTA	HINES	W01	CHRISTOPHE	ROWELL
CW2	ROBERT	BAKER	CW2	SHUSILA	HODO-SAVEA	W01	ANDREW	SCHMIT
W01	THOMAS	BALL	W01	GREGORY	JOHNSON	CW3	TODD	SHEALY
W01	TRAVIS	BOWERS	W01	KIPTIATU	KOROMA	CW2	OLGA	SINGLETERRY
CW4 (Ret)	JESSE	DIZE	W01	LESLIE	KRAUSE	CW3 (Ret)	JOHN	SPRINGER
W01	MARY	DUNPHY	W01	MICHAEL	LEFF	CWO (Ret)	ZACHARY	STANCZAK
W01	ARTURO	ELIAS	CW2	ANGEL	LOPEZ	CWO	JERED	STETTER
CW2	CARLOS	FELIPE	W01	SAMUEL	LORONA	W01	BRANDON	SULLIVAN
CW2	JENNIFER	FELIPE	CW2	DOUGLAS	LOVELESS	CW2	LANCE	THOMAS
W01	TARA	FOX	W01	BRIAN	MANSFIELD	W01	BRONIQUE	THOMPSON
W01	EDWIN	GARCIA	W01	CHRISTOPHER	MCCANN	W01	JEFF	TROMBLEY
W01	MONICA	GONZALEZ	W01	STEVEN	MILLER	W01	JAVIER	URRUELA
W01	ANTHONY	GOUTHRO	W01	CELESTIN	OWONA	W01	TAMIEKA	VASSELL
W01	TALER	GRIER	W01	SHANEQUA	PENDERGRASS	W01	ETHAN	WHISENHUNT
			W01	MICHAEL	PEREZ			

New Life Members

- 2482 CW3 James R. Varney
- 2483 CW4 (Ret) James W. Thompson
- 2484 CW4 Daniel W. Peoples
- 2485 CW5 (Ret) Rolly S. Gelhaus
- 2486 CWO (Ret) Michelle L. Anderson
- 2487 CW2 (Ret) Wayne Robert Mackey, Sr.
- 2488 CW4 (Ret) Edward W. Scott, Jr
- 2489 CW3 (Ret) Bryan D. Simpson
- 2490 W01 Christine May Smith

In Memoriam

- CW4 (Ret) Raymond J. Canfield**
Leesport, PA
- CW4 (Ret) Richard Gadarian**
Fountain, CO
- CW4 (Ret) William T. Harris**
Williamsburg, VA
- CW3 (Ret) Edgar Hinkle**
Clarksville, TN
- CW2 Natalie Wamsley**
Louisville, KY

New Chapter Presidents

HAMPTON ROADS CHAPTER

- CW4 (Ret) Alton A. Walker NEW PRESIDENT
- CW5 (Ret) Donald W. Woodruff, Sr Past POC

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 # **MULTI YEAR MEMBER**
 ## **ASSOCIATE MEMBER**
 XX **BRANCH NOT IDENTIFIED BY MEMBER**

*Thank You for Your Continued Dedication and
 Financial Support of USAWOA over the Years*

RANK	LAST NAME	FIRST NAME	BR	TM	CHAP#	RANK	LAST NAME	FIRST NAME	BR	TM	CHAP#
45 YEARS						15 YEARS					
CW3 (Ret)	ARMOUR	THEODORE	MI	*	6699	CW2 (Ret)	COMPTON	CHARLES	AV	*	0319
CW4 (Ret)	BURKHARDT	JOSEPH	AV	*	0515	CW4	HART	TERESA	TC	*	0225
CW4 (Ret)	EVERLY	FREDERIC	MI	*	0204	COL	HEBERT	EUGENE	XX	* ##	0613
CW4 (Ret)	LIGGENSTOFFER	BUDDY	AV	*	3399	CW5 (Ret)	NELSON	MARILYN	AG	*	3399
CW2 (Ret)	SCHOBERG	RICHARD	OD	#	0401	CW4	PENDLEY	MICHAEL	OD		0519
40 YEARS						CW5 (Ret)	RADFORD	CAROL	AG	#	3399
CW3 (Ret)	BEAUPRE	DENNIS	QM		0608	CW2 (Ret)	YOUNG	ELIZABETH	AG	#	0404
CPT (Ret)	STONE	JAMES	QM	#	3399	10 YEARS					
CW4 (Ret)	TAYLOR	P DAVID	VC	*	0402	CW3	CZOLADA	BRIAN	SC	#	0103
CW3 (Ret)	WALSTON	AMOS	OD	#	5599	CW5	ELLIOTT	JENNIE	AG		0609
35 YEARS						CW3	ENGLAND	TERRY	MI		0203
CW2 (Ret)	BLANC	JOHN	SC	*	6699	CW3	FISHER	PAUL	SC	#	5599
CW2 (Ret)	BROWN	DAVID	MI	*	4499	CW2	FOX	TIMOTHY	OD	#	0513
CW4 (Ret)	COOLER	WILLIAM	SC	*	0509	CW4	GILGER	ELWOOD	AV	*	0613
CW3 (Ret)	FLACK	STANLEY	SC		0509	CW5	JENSCHKE	PAUL	XX	#	0411
CW3 (Ret)	TETHER	MICHAEL	XX		0217	CW2	KOSAL	TROY	AV	*	3399
30 YEARS						CW4 (Ret)	LANE	DON	OD	#	0319
CW4 (Ret)	BUCK	HENRY	MI		0509	CW2 (Ret)	LOGSDON	GENE	XX	#	0319
CW3 (Ret)	JOHNSON	JAMES	MI	*	0402	CW4 (Ret)	MARTIN	JAMES	AV	*	3399
CW5 (Ret)	STARNES	WILLIE	OD	#	0401	CW2 (Ret)	MCWHIRTER	THOMAS	OD	*	0208
25 YEARS						WO1	MILLER	DANIEL	QM	*	0611
CW5 (Ret)	BARGEWELL	ROBERT	OD	*	0223	CW4	OLDFATHER	BRETT	AV	#	0322
CW5 (Ret)	BETANCOURT	ANTONIO	OD	*	0401	CW4 (Ret)	OZGOWICZ	RICHARD	XX	#	0503
CW3 (Ret)	DASHNER	STEPHEN	AV		0406	CW3 (Ret)	RAGHUNANDAN	LENNON	OD	*	0401
CW3 (Ret)	FAMBROUGH	DALE	OD	*	0515	CW4	RIVERACASTRO	VICENTE	QM	*	0507
CW3 (Ret)	GALLIMORE	NEVILLE	OD	*	0603	CW3	SLICER	CHRISTOPHER	AV		0613
CW5 (Ret)	MILLIGAN	JAMES	SC	*	0507	CW4	UPCHURCH	CRAIG	AV		0503
CW4	ROSARIO	DAVID	QM	*	5599	5 YEARS					
CW4 (Ret)	SHOEFSTALL	PATTI	EN	#	0604	CW4 (Ret)	AUSTIN	RANDY	OD	*	0605
CW4 (Ret)	ST.AUBIN	CHRISTOPHER	AV		0211	CW5	BEACH	GREG	OD		0223
CW2 (Ret)	TAYLOR	RODOLFO	QM		0502	CW4 (Ret)	EATLEY	GORDON	AV	#	0407
CW5 (Ret)	WIMBERLY	ROBERT	AG		0522	CW4	HUCKE	JON	OD	#	0102
20 YEARS						CW4	KOEPPEN	NICHOLAS	AV	*	0301
CW4 (Ret)	BIGGS	DONALD	AV		0606	CW5 (Ret)	LARSON	MICHAEL	MI	#	0605
CW4 (Ret)	BILLINGS	ROBERT	AG	*	2299	CW4	LYTLE	CHAD	XX	#	4499
CW4 (Ret)	KELLY	ROY	OD	*	0605	CW3	MAXIMIN	JUANITA	TC	#	0113
CW4 (Ret)	NICAS	STEPHEN	SC	#	0211	WO1	MAYHEW	KRISTOFFOR	AG	#	0221
CW4 (Ret)	RABUCK	GUY	FA	*	0404	CW4	MITCHELL	JOSEPH	XX	#	0513
CW4 (Ret)	ROBERTS	DAVID	MI	#	0302	CW4	PENNY	JOHN	QM		0309
CW5	SHAPPELL	JOHN	OD	*	0315	CW3	PLUVIOSE	GASNER	OD	#	0105
						CW4	PUTMAN	VIOLET	AG	*	0609



WOCS
Class
22-01

**USAWOA CW3 (Ret) Doris Allen
Distinguished Honor Graduate**

WO1 Trevor R. Nelson, presented by CW4 Castro III.

**USAWOA CW4 (Ret) William Ruf
Leadership Award**

WO1 Patrick D. Daniels, presented by CW5 White.

WOCS
Class
22-01



WOCS
Class
22-02

**USAWOA CW3 (Ret) Doris Allen
Distinguished Honor Graduate**

WO1 Aaron V. Hoover, presented by CW4 Castro III.



**USAWOA CW4 (Ret) William Ruf
Leadership Award**

WO1 Chase T. Dehart, presented by CW5 Finney.

WOCS
Class
22-02



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USAWOA Tape Measure (10' retractable/non-slip/ rubber grip/ thumb lock) - \$10 (\$13)	<input type="checkbox"/>	\$[_____]
USAWOA 11-Function Pocket Knife - \$10 (\$13)	<input type="checkbox"/>	\$[_____]
2013 Commemorative Edition Print of "The Quiet Professional" by Don Stivers- \$213	<input type="checkbox"/>	\$[_____]
"Let Go" Note Cards (box of 14 w/envelopes) - \$20 (\$25)	<input type="checkbox"/>	\$[_____]
Warrant Officer Coverlet (AKA Lap Blanket) - \$60 (\$70)	<input type="checkbox"/>	\$[_____]
Warrant Officers Code Walnut Plaque (can be personalized) - \$35 (\$40)	<input type="checkbox"/>	\$[_____]
(Maximum 2 lines, 48 characters per line) Line 1 [_____]		
Line 2 [_____]		
USAWOA Wall Clock with battery - \$30 (\$35)	<input type="checkbox"/>	\$[_____]
USAWOA Life Member Lapel Pin - \$5 (NA)	<input type="checkbox"/>	\$[_____]
WOA Oval Car Decal - \$2.50 (\$3.50)	<input type="checkbox"/>	\$[_____]
Adhesive Decal (Composite Metal, indoor/outdoor use) – \$11 (\$15)	<input type="checkbox"/>	\$[_____]
Golf Towel (with embroidered Eagle Rising) - \$30 (\$35) White or Black (circle choice)	<input type="checkbox"/>	\$[_____]
Insulated USAWOA Travel Mug - \$7 (\$10)	<input type="checkbox"/>	\$[_____]
USAWOA Logo Decal circular full color Outside paper decal - \$1 (\$1.50)	<input type="checkbox"/>	\$[_____]
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FROM THE PRESIDENT'S DESK:

Dear USAWOA members,

As the longest-serving Commander in Afghanistan, I've seen first-hand the sacrifices of our nation's men and women in defense of our freedom. Now, I hear the stories of those same men and women who, after returning home, find themselves in a position they never imagined—the need for help.

For over 20 years, PenFed Foundation has been providing that help to veterans and their families. Together, we will help put veterans back to work and help our Nation recover from the negative impacts of the pandemic.



General John W. Nicholson, Jr., USA Retired
President, PenFed Foundation

Learn more at [PenFedFoundation.org](https://www.PenFedFoundation.org)