

UNITED STATES ARMY WARRANT OFFICERS ASSOCIATION

THE QUIET PROFESSIONALS®

# newsliner

Volume 51, Number 6

June 2022



*Happy Birthday, United States Army!*

*Registration Opens for the  
50th Annual Meeting of the Members!*

SERVING WARRANT OFFICERS & THEIR FAMILIES FOR MORE THAN 49 YEARS

## Senior Warrant Officer Leader Hail and Farewells!

As often opined in the publication, in recent years, we have been blessed with the finest team of senior Warrant Officer leaders in our cohort's century of service to the Army. Elsewhere in this issue you will read about huge gains this team of professionals has made in the area of Warrant Officer talent management, setting us up for a very bright future. This year we will have lost several members of this team as they retire, and we bid them a fond farewell. But we are also welcoming wonderful additions to this great team!



Pictured left, at a change of responsibility ceremony, CW5 Steven Kilgore was honored for his service as the outgoing Combined Arms Center (CAC) CCWO by CAC Commanding General LTG Theodore D. Martin and CAC CSM Stephen Helton. In addition to awarding him a Legion of Merit, LTG Martin also graciously presented him with the Honorable Order of the Eagle Rising (gold level), on behalf of USAWOA.

At the ceremony (pictured right), CW5 Aaron Anderson, Chief Warrant Officer Military Intelligence Branch, was welcomed as the new CAC CCWO, and USAWOA looks forward to working as closely with him as it did with CW5 Kilgore.



Pictured left, CW5 Kilgore and CW5 Anderson took time to pose for a picture, with the members of their lovely families.

Weeks earlier, we bid a fond farewell to outgoing ARNG CCWO CW5 Teresa Domeier, who is retiring back to her home state of Nebraska. Pictured below, the Arlington Hall Minuteman Chapter said their goodbyes to her at a wonderful dinner in Alexandria, VA. National Executive Director CW4 (Ret) Jack Du Teil presented her with the Honorable Order of the Eagle Rising (gold level) at the event. SWOA-CSA CW5 Yolondria Dixon-Carter made a presentation to her. 🇺🇸



## Celebrating Fifty Years of Professionalism, Representation, and Recognition!

By CW5 (Ret) Joachim Consiglio  
National President



Congratulations to all of you as we celebrate the golden anniversary of the USAWOA. It has been a long journey, but our successes would not have been possible without each and every one of you! You *are* not just Members; in a very real sense you are the association, and when an association has support like yours, success always becomes a reality – not just a dream. And what an amazing reality we have lived over the past 50 years! All because of you and your support.

Since the association was founded by CW4 (Ret) Don Hess, we have grown to almost 6,000 members. So many exciting achievements have been made over the last 50 years, such as the commissioning of Warrant Officers and passage of the Warrant Officer Management Act, which (among other things) established the W5 paygrade.

Together with its partners in The Military Coalition (TMC), the USAWOA has led the charge on myriad other issues, as well. Over the past few years, we have worked closely with senior Warrant Officer leaders on important Warrant Officer talent management initiatives – *you can read breaking news about a few of these in this issue, beginning on pages 6 and 16.*

Here are just a few other significant accomplishments our association provided important leadership in achieving:

- Reserve component service members are now eligible to receive the same special and incentive pays as their Active Component counterparts. This was passed in the National Defense Authorization Act (NDAA) of 2022.
- The Bipartisan Budget Act of 2013 inflicted cost of living adjustment (COLA) cuts for retirees, which would have cost the average Warrant Officer *more than \$100,000* in retirement pay over a lifetime. USAWOA and its TMC partners fought hard for funding, in successive years, to reverse this until

2016, when we achieved a complete repeal of this crippling decision in the 2016 NDAA.

- When the ARNG considered abolishing CCWO positions in 2012, the association worked together with senior Warrant Officers from all three components of the Army to save these positions. Although this issue was never formally adopted by the TMC, notable individual support from other TMC partners was crucial.

- In 2007, we achieved combined, targeted pay raises for Warrant Officers – *averaging 12% (in addition to that year's military pay raise of more than 3%)* – fixing the pay compression problem suffered by our cohort for a quarter century.

- Earlier, the association was successful in achieving Warrant Officer Aviation Incentive Pay, equivalent to that given to traditional officer aviators.

These accomplishments could not have been achieved without the collective voice of our Members, or absent their belief in our wonderful association.

On behalf of myself, the national executive director, and our entire board of directors, *thank you*, and cheers to another 50 years.

A perfect venue for celebrating our golden anniversary (and our half century of achievements) will be at the 50th Annual Meeting of the Members (AMM), which is scheduled for 18-21 October 2022, at Fort Bragg, NC. Registration opened on 1 June 2022, and you can read the meeting agenda and learn how to register for this gala event on pages 10-12 of this issue. I look forward to seeing you as we come together again (in person), in the “center of the universe.”

Remember that it is completely appropriate for a Chapter to fund the travel of one or more representatives to the AMM, from fundraising proceeds! The Fort Bragg Silver Chap-

ter is hosting this event and has put together a lot of informative briefings, panels, and spouse activities – do not be the one saying, “I wish I would have gone.” Army Strong!

### National Elections

2022 is a USAWOA national election year, which means we will all be voting on who will be the next members of our national leadership team. This team includes both our national-level officials and our six region directors, who collectively serve on our national board of directors, together with our appointed national treasurer and the national executive director. The nominations deadline is **21 July 2022!**

Those who are considering running should reasonably expect to be able to complete a two-year term of office. In accordance with the USAWOA bylaws, those nominated for the offices of national president, national vice president and national secretary must reside within 300 miles of the USAWOA home office.

Additionally, those nominated as region directors must reside within the region for which they are nominated (all relevant information can be found on our portal). The three methods of nomination include:

- Regular Members may declare candidacy for any office subject to the requirements above.
- Any Member may nominate any regular Member meeting the requirements above. Permission must be obtained in writing from the nominee prior to submission of this form.
- A Region or Chapter may nominate a Member meeting the requirements above. They also must obtain permission in writing from the nominee, prior to submission of this form.

*Register for the 50th AMM today, and please consider stepping up to the national leadership challenge! 🇺🇸*

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**Congratulations to Mr. Steven Tucker, the \$500 winner of our second USAWOA Annual Fundraiser early bird drawing, on 28 May 2022!**

**May 2022 Market Commentary**  
*(courtesy of the Federal Retirement Thrift Investment Board)*

Markets were mixed as investors weighed persistent inflation against the Federal Reserve's signaling that interest rate hikes would proceed more slowly than some observers expected. The C and S Funds fell. The I and F Funds finished higher. The L Income Fund rose slightly, but the other L Funds posted losses. As a result of the TSP's scheduled recordkeeping transition, all Funds ended their performance month on May 26. Note that participant assets remained invested during the transition and the TSP Funds continued to closely track their benchmark indices. ■■■

### May 2022 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	0.2%	1.1%	-1.6%	-3.3%	1.1%	0.2%	-0.1%	-0.3%	-0.1%	-0.2%	-0.4%	-0.1%	-0.3%	-0.3%	-0.3%
Year-to-date	0.0%	-2.3%	-14.3%	-21.6%	-11.6%	-3.2%	-6.1%	-8.9%	-9.8%	-6.7%	-11.5%	-12.3%	-14.3%	-14.3%	-14.3%
3-Year (annualized)	1.7%	-7.5%	-2.9%	-21.8%	-11.6%	-0.9%	-2.5%	-4.3%	-5.0%	-2.7%	-7.3%	-6.6%	-8.4%	-8.4%	-8.6%
5-Year (annualized)	1.4%	0.2%	15.6%	9.5%	6.4%	3.6%	N/A	7.0%	N/A	9.0%	N/A	8.5%	N/A	N/A	N/A
10-Year (annualized)	1.4%	1.3%	12.9%	8.1%	4.2%	3.7%	N/A	5.7%	N/A	7.8%	N/A	8.2%	N/A	N/A	N/A
15-Year (annualized)	1.9%	2.0%	11.1%	11.6%	7.3%	4.1%	N/A	5.3%	N/A	9.4%	N/A	10.3%	N/A	N/A	N/A

Inception date for L 2025, L 2035, L 2045, L 2055, L 2060 and L 2065: July 1, 2009

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## From The Editor's Desk

By CW4 (Ret) Jack Du Teil

Executive Director

### On the Cover

This month's cover features a picture of the Ramada Plaza Hotel & Bordeaux Conference Center, Fayetteville, NC, where USAWOA will celebrate its golden anniversary, at the 50th Annual Meeting of the Members (AMM) this October. Take a look at the impressive business and spouse meeting agendas on pages 10 and 11. Electronic registration for the meeting is now open in the USAWOA online store, or you may use the manual registration on page 12.

### Professionalism and Representation

On page 6, National Executive Director CW4 (Ret) Jack Du Teil provides good news about two important legislative initiatives, including legislation that implements key Warrant Officer initiatives from the Army Talent Management Task Force (ATMTF). Read about successes on other Warrant Officer ATMTF priorities on pages 16 and 17, including one being implemented first in the TN ARNG.

As we approach our golden anniversary celebration this Fall, on page 3 National President CW5 (Ret) Joe Consiglio reflects on USAWOA's remarkable achievements over the past half century. Meanwhile, work continues on USAWOA's ambitious Membership Enhancement Project (MEP) – see the update article on page 8, by MEP Project Manager CW4 Misty Whetung.

On page 20, read Past National President CW5 (Ret) Ray Bell's wonderful article about the benefits of seeking elective office at the Chapter level, and some sage advice for those who step up to this challenge. On page 18, Past National President's CW4 (Ret) Pete Hill and CW5 (Ret) Jim White provide important information about USAWOA's national awards program.

Lately, food prices seem to be skyrocketing – on page 22, read about summer savings from your local commissary, including deep discounts on bulk Power Box meat. On page 23, read about how your commissary system is working to alleviate recent nationwide baby formula shortages for our military families.

### Recognition

As always, please enjoy reading the latest news from our wonderful USAWOA Chapters on page 14 and see the pictures celebrating recent Warrant Officer academic excellence on page 27. 🇺🇸



## Our Efforts Are Paying Off

By CW4 (Ret) Jack Du Teil

National Executive Director

In this column, in last month's *Newsliner* magazine, we asked Members to engage with their senators and congressmen on two issues we have been reporting on all year. In so doing, we advised Members to use a legislative toolkit assembled by USAWOA Special Advisor, Legislative Affairs Lt. Col (Ret) Susan Lukas (which is still available at <https://woaonline.org/Grassroots.pdf>).

As a refresher, the two legislative initiatives we asked Members to engage on were as follows:

**Updating Authorities Governing WO Promotions:** As reported in the March edition of the *Newsliner*, USAWOA learned that there is a legislative bill working its way through channels *that would enact both the Warrant Officer merit-based promotions and opt-out for first year of promotion eligibility initiatives*, championed as part of the Army Talent Management Task Force (AT-MTF).

**The Major Richard Star Act (H.R. 1282/S. 344):** As also reported in the March *Newsliner*, we are focusing on passage of the Major Richard Star Act, on which USAWOA and its partners in The Military Coalition (TMC) are making great progress. If successfully brought over the finish line, this important legislation would support more than 50,300 combat-injured Veterans by allowing concurrent receipt of vested longevity pay and VA disability.

This month, we are happy to report progress on both of these priorities, likely due to both grassroots efforts and additional advocacy efforts by USAWOA, its partners in TMC, and our wonderful, dedicated friends on various congressional staffs.

The latest numbers I have received indicate that more than 239

congressmen have already co-signed this important legislation. Even more important, there are 58 more in the Senate. Call your senators and congressmen *and ask them to join in supporting our brave, combat-wounded Veterans – your call might put this over the top!*

### On Warrant Officer Promotion Authorities

As reported last month, our concern with getting Warrant Officer promotion authority legislation passed had nothing to do with any potential controversy over its contents. In fact, not only would there be no cost associated with implementing it, but there is zero opposition to any of it among senior leaders in the Army (most of whom have expressed support of it).

Our main concern was that this would once again simply be overlooked. With regard to the merit-based promotions component of the legislation, this was precisely what happened in the National Defense Authorization Act (NDAA) of 2019, which authorized the exact same authority for traditional commissioned officer promotion boards – they simply forgot to include the words “Warrant Officer” in the bill. And this is one area in the U.S. code where *the word “officer” does not blanketly cover our cohort!*

Historical evidence supports our concerns. As highlighted in Lt. Col. Lukas's brilliant article in last month's *Newsliner*, Warrant Officers were legislatively left out of historic uniformed services pay raises in the early 1980s. This caused compression of salaries in the Warrant Officer corps with those of the NCO corps, making it difficult to recruit new Warrant Officers.

As stated in the article, aside from the fact that it was simply unfair, “major problems were created with Warrant Officer strength, re-

cruiting, and our cohort's ability to execute its vital mission in support of our Army. It wasn't done on purpose – it was an honest oversight, *but it took a quarter of a century to fix! We cannot let history repeat itself.*”

This month we are happy to report that the language we were seeking to implement both the merit-based promotion and voluntary opt-out of promotion initiatives were included in the fourth tranche of legislative proposals submitted by the Department of Defense (DoD) to Congress, for requested inclusion in NDAA 2023!

On the voluntary opt-out provision, the language states, “Upon the request of a warrant officer, the Secretary of the military department with jurisdiction over the officer may exclude the officer from consideration by a selection board convened under this section to consider warrant officers for promotion to the next higher grade.”

The conditional language of this provision contains the following:

- “The basis for the request is to allow the officer to complete a deepening assignment in support of career progression, advanced education, another assignment of significant value to the Department of Defense, or a career progression requirement delayed by an assignment or education;
- “It is determined the exclusion from consideration is in the best interest of the military department concerned; and
- “The officer has not previously failed of selection for promotion to the grade for which the officer requests the exclusion from consideration.”

Regarding the merit-based promotion provision, the language states, “In selecting the warrant

officers to be recommended for promotion, a selection board may, when authorized by the Secretary concerned, recommend warrant officers of particular merit, from among those warrant officers selected for promotion, to be placed higher on the promotion list contained in the board's report under section 576(c) of this title."

The conditional language of this provision contains the following:

- "In selecting the warrant officers to be recommended for promotion, a selection board may, when authorized by the Secretary concerned, recommend warrant officers of particular merit, from among those warrant officers selected for promotion, to be placed higher on the promotion list contained in the board's report under section 576(c) of this title.
- "A warrant officer may be recommended to be placed higher on a promotion list under paragraph (1) only if the warrant officer receives the recommendation of at least a majority of the members of the board, unless the Secretary concerned establishes an alternative requirement. Any such alternate requirement shall be furnished to the board as part of the guidelines furnished to the board under section 576 of this title.
- "For the warrant officers recommended to be placed higher on a promotion list under paragraph (1), the board shall recommend the order in which those warrant officers should be placed on the list."

The importance of DoD including Warrant Officer merit-based promotions in its legislative proposals to Congress are obvious. Not only does this correct an oversight in NDAA 2019, but it both incentivizes outstanding performance and provides service secretaries with greater flexibility in managing talent within their services.

The importance of providing Warrant Officers with conditional ability to request opting out of a "first look" for promotion are a little less self-evident, but nonetheless

important. This was best encapsulated in the "Section-by-Section Analysis," included in DoD's submission:

"By allowing for a warrant officer to request to not be considered by a selection board for promotion to the next higher grade, the military department concerned will provide the warrant officer more flexibility in developing a career path that meets both personal goals and Service-specific requirements.

"Army warrant officers are periodically assigned outside their core specialties or participate in technical training that enhances an aspect of their primary specialty or of a related specialty. The timing of such assignments and training can create a promotion consideration disadvantage.

"Warrant officers affected by broadening assignments are at particular risk early in their career[s]. A CW2/3 is selected for promotion based on very similar career models as [his or her] peers with performance, assignments, and education remaining the critical decision factors. Warrant officers are not required to have bachelor's degrees during accession, which may create a disparity early in their careers.

"Each Service has unique professional requirements that provide deepening opportunities to become competitive for promotion. All technical warrant officers compete against each other for promotion regardless of military occupational specialty (MOS). W4s are also at risk for promotion to W5 if their career management field provided unequal opportunity for civilian education or current Army requirements.

"In an effort to improve talent management within the Department of Defense, this proposal would ensure that each warrant officer, with the approval of the Secretary concerned, is given the flexibility to take on assignments that broaden [his or her] utility, participate in education to strengthen [his or her] knowledge base, and explore unforeseen career-enhancing opportunities without being penalized for inopportune promotion consideration timing."

This is tremendous progress, but we are not there yet – we must ensure this language winds up in the

final, reconciled version of NDAA 2023, later this year. *When you call your lawmakers asking them to co-sponsor the Major Richard Star Act, tell them to help us ensure that these Warrant Officer provisions make it into NDAA as well!*

Success on achieving these important legislative initiatives, together with all the major accomplishments highlighted on pages 16 and 17, would accomplish virtually all of the tangible objectives identified as ATMTF Warrant Officer initiatives.

USAWOA is grateful for the opportunity to continue working with our amazing senior Warrant Officer leaders in support of their important work, on behalf of our cohort and Army. It is also grateful to our Members, who have supported them at the grassroots level. *The work isn't done, but my goodness, we are making progress!*

#### Coming Attractions

On 23 May 2022, in my capacity as President of the TMC, I delivered our annual statement on "Uniformed Services Personnel, Healthcare, and Compensation Matters" to the House and Senate Armed Services Committees. This seven-page document highlights TMC priorities, as Congress begins work on developing NDAA 2023, and appropriations to fund it.

In next month's issue, I will discuss the details of this document. As a primer, here is what it says about uniformed services pay:

"TMC appreciates the Subcommittee's commitment in recent years to keep uniformed services pay increases commensurate with service and aligned with private sector wage increases as determined by the Bureau of Labor Statistics through their Employment Cost Index (ECI) – currently 4.6 percent for FY 2023 (as reported in October 2021). We request the Subcommittee's support for this military pay raise and seek full restoration of previously capped pay raises resulting in a cumulative gap of 2.6 percent. Considering today's accelerated inflation, this would help sustain our brave service members and their families." ■■■



## USAWOA Membership Enhancement Project MS 365 and Google AdSense Have Launched!

**By CW4 Misty Whetung**  
*Project Manager, MEP  
Northeastern Region Director*

The Membership Enhancement MS 365 Integration Team, led by CW4 (Ret) Carl Burnett, has been hard at work and has made great strides of progress over the past 30 days. The team has launched an MS 365 account for each USAWOA Chapter to initiate and be able to conduct their own MS Teams meetings and messaging, store and share files on MS One Drive, as well as utilize all the other

MS 365 web applications.

The MS 365 account information was sent to each Regional Director to send to the Chapter Presidents. Chapter Presidents, upon receipt of your account please set it up for your Chapter.

Each Chapter will now benefit by having a platform to conduct video teleconferencing and group file sharing through MS Teams. We have found that Google email

addresses work the best when adding Chapter Members to the teams. Military .mil email accounts will not work. Encourage your Chapter Members to update their USAWOA member profiles with non-government emails and to provide them to the Chapter, to be added to MS Teams meetings, channels, and groups. 🇺🇸

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## MEP Sponsorship Team Call to Action

**By WO1 F. John Hamilton**  
*Membership Enhancement Team  
Sponsorship Team Lead*

The USAWOA Membership Enhancement Project (MEP) Sponsorship Team has been charged with delivering an innovative sponsorship service to the association. The goal of this service is to complement what is available through the Total Army Sponsorship Program and Military OneSource, with a particular focus on Warrant Officers.

As Warrant Officers, we are known for our ability to create, grow, and utilize our professional networks to help us maintain awareness and properly advise our commanders. I believe we can use our collaborative nature to support Warrant Officers from all Army components who are facing reassignment, relocation, or transition out of service.

Using USAWOA's new Microsoft 365 suite, we will have the architectural backbone required to implement an effective sponsorship

program. What we need now are sponsorship team members and volunteers to assist with moving the project forward.

We would like to start by gathering at least one sponsorship point of contact in each region to help with identifying requirements and developing solutions. For those members who enjoy flexing their creative muscles, this is your chance to do so and improve the well-being of our association.

Equally, we need the support and guidance of our regional and Chapter leadership. Since you, our leaders, are the eyes and ears of the association, your input is invaluable.

The MEP team is excited for the opportunity to work with association members and leadership to take USAWOA into the next generation in paradigm-shifting ways. If you would like to make a difference for the association and its Mem-

bers, please contact me by email at: [sponsor@usawoa.org](mailto:sponsor@usawoa.org). You can also volunteer to join the Membership Enhancement Team with the QR code below. We hope you will join us! 🇺🇸



# Retiring from service?



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## 50th USAWOA Annual Meeting of the Members

### *The Quiet Professionals®*

*“50 Years of Professionalism, Representation, and Recognition”*

The National President welcomes you to the United States Army Warrant Officers Association Annual Meeting of the Members. As in past years, professional development and fellowship go hand-in-hand with the conduct of the business of your Association – the only military association with exclusive focus on what is important to the Army Warrant Officer Cohort and its Members' families. 🇺🇸

### Business Meeting Agenda

#### **Tuesday, 18 October 2022**

1200 – 1700 Registration – Hotel Lobby  
1200 – 1400 Pre-BOD Meeting  
1800 – 2000 President's Reception

#### **Wednesday, 19 October 2022**

0700 – 0800 Registration Late Arrivals – Lobby  
0700 – 0830 Retirees Breakfast  
0800 – 0900 Call to Order  
Pledge of Allegiance  
Invocation  
Welcome – USAWOA President  
Opening Address – Senior Leader  
Host Region/Chapter Introductions  
Administrative Announcements  
Parliamentarian's Report – Rules & Procedures for AMM  
Quorum Confirmation  
Corporate Partners Recognition  
0900 – 1000 Veterans Benefits

#### **Reports from Association Leadership**

1000 – 1005 National President  
1005 – 1010 Vice President  
1010 – 1015 Treasurer  
1015 – 1020 European Region  
1020 – 1025 Western Region  
1025 – 1030 Mid-Northern Region  
1030 – 1045 Break  
1045 – 1050 Mid-Southern Region  
1050 – 1055 Southeastern Region  
1055 – 1100 Northeastern Region  
1100 – 1130 National Executive Director  
1130 – 1140 Scholarship Foundation  
1140 – 1155 USAWOA-AUSA Partnership  
1155 – 1300 Lunch  
1300 – 1310 Historical Foundation  
1310 – 1325 Past President's Council  
1325 – 1340 Fundraising Programs Upd  
1340 – 1500 WOPD – Personal Financial  
1500 – 1515 Break  
1515 – 1600 WOPD SWOA-CSA  
1600 – 1645 WOPD – ARNG Update  
1645 – 1730 WOPD – USAR Update  
1730 Adjourn  
1830 – UTC Northeastern Region's Reception

#### **Thursday, 20 October 2022**

0700 – 0800 Spouses/Guests Breakfast  
0830 – 0900 Call to Order & Reconvene 50th AMM  
Pledge of Allegiance  
Administrative Announcements  
Quorum Confirmation  
Review and Approve Day 1 Minutes  
0900 – 0930 Day 2 Opening Address – Sr. Leader  
0930 – 1015 WOPD – WO Talent Mgmt. Update  
1015 – 1115 Flagpole of Freedom Briefing  
1115 – 1130 50th AMM Photo  
1130 – 1230 Lunch  
1230 – 1400 WOPD – Special Operations Panel  
1400 – 1415 Break  
1415 – 1515 USAWOCC PME Briefing  
1515 – 1615 WOPD – IPPS-A Briefing  
1615 – 1715 USAWOA Structural Realignment Plan Discussion  
1715 Adjourn

#### **Friday, 21 October 2022**

#### *Joint Session w/Spouses & Guests*

0700 – 0800 Veteran's/VSO Breakfast  
0830 – 0900 Call to Order & Reconvene 50th AMM  
Pledge of Allegiance  
Administrative Announcements  
Quorum Confirmation  
Review and Approval Day 2 Minut  
0900 – 0930 Day 3 Opening Address & WOPD  
0930 – 1130 Enhanced Membership Program  
MEP Overview (Including S Focus Group Results  
1130 – 1145 Break  
1145 – 1155 Update on 51st AMM Plans  
1155 – 1210 Future AMMs (52nd AMM)  
1210 – 1215 Announcement and Swearing-in of  
1215 – 1300 Chapter and Region Awards  
1300 – 1305 Vote to Defer AMM Business to BO  
1305 Benediction  
Adjourn 50th AMM  
1330 – 1500 50th AMM Board of Directors Mtg

**Friday, 21 October 2022**

*continued*

**USAWOA Annual Awards Banquet**

*At the Bordeaux Conference Center:*

- 1700 – 1800 Cocktails
- 1800 – 1815 Receiving Line
- 1815 – 1830 Presentation/Retiring of the Colors
- 1830 – 1845 POW/MIA Table Ceremony
- 1830 Dinner Blessing
- 1845 – 2000 Dinner
- 2000 – 2020 Keynote Dinner Speaker
- 2020 – 2040 Presentation of Awards
- Honorable Order of the Eagle Rising
- Room Recognition
- Don Hess Award for Lifetime Achievement
- President’s Awards Presentation
- Warrant Officer Spouse of the Year
- Warrant Officer of the Year
- 2040 – 2100 President’s Remarks
- 2100 Dancing



**Spouses/Guests Agenda**

**Tuesday, 18 October 2022**

- 1200 – 1700 Registration – Hotel Lobby
- 1800 – 2000 President’s Reception

**Wednesday, 19 October 2022**

- 0700 – 0800 Registration Late Arrivals – Lobby
- 0700 – 0830 Breakfast
- 1000 – 1200 Hummingbird Candle Company (Art Activity – Painting/Candles)
- 1300 - 1500 Starlight Mead and Wine; Pittsboro – Body Scrub Making & Essential Oils
- 1500 – 1700 The Plant (Food, Businesses, & Drink)
- 1830 – UTC Southeastern Region’s Reception

**Thursday, 20 October 2022**

- 0700 – 0800 Spouse/Guest Breakfast
- 1000 – 1400 Botanical Garden (Educational Event & Painting)
- 1500 - 1700 Airborne & Special Operations Museum
- Evening Free

**Friday, 21 October 2022**

***Joint Session w/Spouses & Guests***

- 0700 – 0830 Veterans/VSO Breakfast
- 0900 – 1305 Meetings (See Business Agenda)
- 1700 – 2300 USAWOA Annual Banquet/Ball

**AMM Dress:**

- President’s Reception: Business Attire
- Business Meetings: Business Attire / OCP, ACU, or ASU
- 50th Annual Ball: Black Tie / Suit & Tie / Dress  
Blues / Formal Attire for Ladies
- Southeastern Region’s Reception: Business Casual
- Spouse / Guests events: Casual and Comfortable shoes

**Note:** Times shown are for planning purposes only. A detailed agenda with specific times will be provided in the program and actual start/end times for each activity will be influenced by activity on the floor. Timing and length of breaks, lunch periods and other activities are at the discretion of the Presiding Officer.



# United States Army Warrant Officers Association

## 50th Annual Meeting of the Members (AMM)

### 18-21 October 2022, Fort Bragg, NC

Member Information		
Members Name:		Rank:
Duty Status:	Active Duty <input type="checkbox"/> USAR <input type="checkbox"/> NGUS <input type="checkbox"/> Retired <input type="checkbox"/>	<h2 style="color: #0070C0; text-decoration: underline;">Register Online</h2>
Mailing Address:		
Region:		
Chapter:		
Chapter Office:		
Name of Guests:		

Annual Meeting of the Members Registration, Banquet, and Activities Fees			
	Cost	Number of People	Total Cost
Meeting Registration:	\$50		
Spouse/Guest Registration:	\$50		
<b>Golden Anniversary Masquerade Ball &amp; Awards Gala:</b>			
Member Banquet: Meal Choice: Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian <input type="checkbox"/>	\$75		
Spouse/Guest Banquet: Meal Choice: Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian <input type="checkbox"/>	\$75		
Spouse/Guest Event: Hummingbird Candle Making - 19 Oct 2022:	\$45		
Spouse/Guest Event: Starrlight Mead - 19 Oct 2022:	\$25		
Spouse/Guest Event: The Plant, Pittsboro, NC - 19 Oct 2022:	\$0		
Spouse/Guest Event: Cape Fear Botanical Gardens - 20 Oct 2022:	\$20		
Spouse/Guest Event: Airborne & Special Ops Museum - 20 Oct 2022:	\$0		
<b>Total Amount Due:</b>			

Additional Meeting Information		
Date	Event	Number of People
18 Oct 2022	President's Reception	
19 Oct 2022	Northeastern Region's Reception	
20 Oct 2022	Spouse/Guest Breakfast	
21 Oct 2022	Retirees/Veterans Breakfast	

Badge Information	
Name:	Rank & Status:
USAWOA Office Held:	Chapter Name:

Billing Information	
Credit Card:	Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> AMEX <input type="checkbox"/> Discover <input type="checkbox"/>
Name on Credit Card:	
Card Number:	
Expiration Date:	
CVC Number:	
Billing ZIP Code:	

***If paying by check, make it payable to the "USAWOA"***

Mail completed registration form and payment (so it arrives no later than 30 September 2022) to:  
USAWOA, 462 Herndon Parkway, Suite 207, Herndon, VA 20170-5235

Hotel Reservations at Ramada Plaza Hotel & Bordeaux Conference Center
<p>Make hotel reservations directly with the <a href="#">Ramada Plaza Hotel - Fayetteville, NC</a>.</p> <p>If you have difficulty making reservations, call Ms. Cassandra Chen, at 910-323-0111. Rate: \$69 per night, Plus Taxes. Let the hotel know if you need special accommodations.</p>

***Note: No refunds will be made after 7 October 2022. Members may register for attendance of the meeting right up until it is gavelled into session (on 19 October 2022), but following 7 October 2022, USAWOA Portal online registration will be closed, and registration for any other events/items herein above will only be made on an "as available basis."***



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**Fort Bragg, NC – 11 April 2022**

Outgoing Fort Bragg Silver Chapter President CW5 Nichole Rettmann swore in CW2 Natalie Taylor-Amaro as her successor. The Chapter has an impressive record of serving the community and conducting wonderful mentoring programs (such as its regular “Coffee With Chiefs” events). Fresh from her service as a force multiplier at the award-winning Thousand Islands Chapter, CW2 Taylor-Amaro is an excellent choice to continue the superb leadership provided by CW5 Rettmann.

**Alexandria, VA – 23 and 30 April 2022**

Over two weekends, Members of the Lord Fairfax Silver Chapter performed a huge community service project, making substantial repairs to the home of Mr. Truman Holland, including carpentry, painting, and a major gardening project, collectively donating 42.5 hours of their time. Mr. Holland is pictured surrounded by (left to right) CW3 Nestor Garavito, CW5 (Ret) Ed Clayton, CW5 (Ret) Ron McLendon, and CW5 (Ret) Bill Andrews. Not pictured, Chapter volunteers included CW5 Jennifer Pellegrini, CW3 (Ret) Helen Pennington, CW5 (Ret) Eddie Mallard, CW3 (Ret) Tom Pagano, and CW5 (Ret) Dick Markle.



**San Antonio, TX – May 2022**

The Lone Star Silver Chapter supported the graduation of Warrant Officers from the Veterinary Services Food Safety Officer (640A) Warrant Officer Basic Course. Pictured at left, Past National President CW5 (Ret) Ray Bell congratulated the class honor graduate, WO1 Ericka Acosta Lozado. Pictured right, a few of her classmates posed for a picture with Senior Food Safety Instructor/Writer CW2 Sh-Landa Redding.



**Camp Murray, WA – 3 May 2022**

The Northwest Silver Chapter supported the graduation of Warrant Officers from the latest WOCS class at Camp Murray Regional Training Institute. Following the ceremony (pictured at right), Chapter Vice President CW2 Nick Davis was waiting to help the graduates sign up for their no-cost WO1 18-month memberships!

**Tacoma, WA – 8 February 2022**

The Northwest Silver Chapter welcomed new Chapter President CW3 Mikie Brown and recognized outgoing President CW3 Andrew Rose, with the Honorable Order of the Eagle Rising (bronze level). Pictured left to right are CW5 Robert Lakes, CW3 Rose, and CW3 Brown.



**Pikes Peak, CO – 7 May 2022**

The Pikes Peak Silver Chapter Members and their families provided needed community service, volunteering to clean up headstones at the Pikes Peak National Cemetery.

**Fort Drum, NY – March 2022**

The Thousand Islands Chapter Members and their families are legendary for the support they provide to their community, and CW2 Henry Smith was recognized by his garrison commander as the Volunteer of the Quarter! Pictured left to right at the presentation are COL James Zacchino, CW2 Smith, Chapter President CW2 Yolanda Peterson, and CSM Shelly Jenkins.



**Nashville, TN – 05 May 2022**

The Volunteer Chapter held its second annual Cinco de Mayo taco lunch fundraiser. Donations surpassed \$2000 and will be used to fund the 2022 Volunteer Chapter scholarships. Pictured right, TNARNG CCWO CW5 David Ward and Volunteer Chapter Secretary CW2 Matthew Lentz were definitely ready to serve up some tacos!

## Tennessee ARNG Spearheads Program for The Continued Service of Retired Active-Duty Warrant Officers

By LTC Marty Malone

**FOR IMMEDIATE RELEASE**

23 May 2022

22-17

**CONTACT: LTC Darrin Haas**

**OFFICE: 615.313.0662**

**darrin.w.haas.mil@army.mil**

NASHVILLE, TN – In a first-of-its-kind program led by the Tennessee National Guard, Warrant Officers who have retired from the active-duty Army can now join the National Guard and continue their service.

In 2021, the U.S. Army and National Guard Bureau updated their policies to allow the National Guard the necessary tools to recruit qualified retired active-duty Warrant Officers. These Warrant Officers will keep their retirement pay while also serving in the National Guard.

“This program has been talked about for years; however, Tennessee is the first in U.S. Army history to implement this strategy,” said BG Warner Ross, Tennessee’s Assistant Adjutant General-Army. “This will greatly impact the readiness across our force as it allows our organization to supplement our ranks and hard-to-fill positions with highly qualified individuals.”

Historically, this was only allowed to happen with Soldiers deemed indispensable by the Secretary of the Army. Now, all retired active-duty Army Warrant Officers are eligible. The Tennessee National Guard is the first state in the nation to formalize a state policy to begin accepting Warrant Officers with valuable talent into their ranks.

“This is an exciting time for the Warrant Officers,” said CW2 Nykeah Williams, Warrant Officer Strength Manager for Tennessee. “Tennessee’s Warrant Officer strength is currently at 92%. Our goal is to continue to raise our strength and set a higher standard than we have ever attained.”

One example where this new program benefits the Tennessee National Guard is with the Warrant Officer vacancy for the Airdrop Systems Technician (Military Occupational Specialty 921A). Currently, there are no qualified parachute riggers in the Tennessee Guard and no positions within that career field. The position has been vacant for 1,430 days. In the next 12 months alone, eight Warrant Officers

are retiring from active-duty Army that meet the Airdrop Systems Technician requirements. Tennessee could fill this vacancy with this new program.

Another issue driving this program is the changing demographics within the active-duty Warrant Officer cohort. In 1991, the active component had 1,500 Warrant Officers with more than 20 years of experience. As recently as 2019, the active component had less than 350 Warrant Officers with more than 20 years of experience, and they were all Chief Warrant Officer Fives. With a smaller population of talent leaving active duty, and therefore available to the reserve component, new recruiting initiatives were necessary to maintain National Guard readiness.

Tennessee released a policy in May of 2022 codifying the process and providing implementation guidance to appoint retired active-duty Warrant Officers in the Tennessee Army National Guard.

The process begins with Tennessee’s Command Chief Warrant Officer identifying critical vacancies. The list of vacancies and corresponding career fields are then made available to all Military Personnel Management Offices of all U.S. Army commands in coordination with Human Resources Command and Military Personnel message updates.

Active-duty Warrant Officers in a retired status may apply for vacancies by contacting the Warrant Officer Strength Manager for Tennessee. Once that office has a complete and approved packet, they will coordinate with Tennessee’s Officer Personnel Branch to access the Warrant Officer into the Tennessee Army National Guard.

Final approval for accession into the Tennessee Army National Guard is approved by Tennessee’s Adjutant General under the advisement of the National Guard Bureau and the State Command Chief Warrant Officer.

Retired active-duty Warrant Offi-

cers will be accepted into the Tennessee Army National Guard for an initial three-year tour. Continuation after the initial tour will be granted based on the needs of the state and the performance of the Warrant Officer.

Preferred ranks for accession are CW2s and CW3s. Members at the rank of CW4 will be accessed by exception and at the discretion of the State Command Chief Warrant Officer. This program will not apply to CW5s.

One major point of interest for Warrant Officers considering this program may be how National Guard and retirement pay may be impacted. Also, how continued service could affect retired pay calculations.

For pay purposes, the individual may elect either a day of retired pay or drill pay. He or she will not be paid for both.

For retirement calculations, the Warrant Officer’s rank at retirement will be his or her rank at the start of Army National Guard service. If he or she is promoted while in the Tennessee Army National Guard, active-duty retirement will be updated when the Warrant Officer retires again from the National Guard. The member will remain on the U.S. Army retired list after his or her National Guard service time is complete, even if the Warrant Officer serves more than 20 years in the National Guard after retirement from the active component.

For those receiving a Veteran’s Administration disability, there is no change to how this is paid. If they are paid drill pay, they will forfeit 1/30th of their monthly VA disability pay for each day drilled. It is the same with the Warrant Officer’s retirement pay, it’s their choice. A member could receive VA disability and active-duty retirement at the same time if he or she chooses not to receive drill pay.

There are other stipulations if ordered to, or when volunteering for, active duty while in a National Guard status. The retirement will be calcu-

lated at the end of Guard service to reflect that time into the retirement. If activated for a Title 10 mobilization, the member will be recalled from retirement to an active-duty status regardless of the duration of the orders. Upon completion of Title 10 activation, the member's retirement will be

recalculated to reflect the years of service, rank, and year of the new pay scale.

Tennessee is excited to be on the cutting edge of this new personnel management policy and if you are interested in learning more, please contact Tennessee's Warrant Officer

Strength Manager at [ng.tn.tnarnng.mbx.ngtn-tnarnng-wosm@army.mil](mailto:ng.tn.tnarnng.mbx.ngtn-tnarnng-wosm@army.mil).

All Tennessee Army and Air National Guard press releases can be found at

<https://www.tn.gov/military/news.html>



### What Made This Possible?

By CW4 (Ret) Jack Du Teil



On 22 October 2020, during the 48th Annual Meeting of the Members (AMM), the Talent Management Panel was led by Army Talent Management Task Force (ATMTF) Deputy Director BG Tom Drew, pictured far left.

Joining him physically on the panel, pictured left to right, were SWOA-CSA CW5 Yolondria Dixon-Carter, ATMTF SWOA CW5 Rick Knowlton, and CW5 William Robinson, CIO, G6, HQDA. Joining the panel remotely were CAC CCWO CW5 Steve Kilgore and CASCOM CCWO CW5 Jonathan Yerby.

Pictured right, CW5 Knowlton stated that the ATMTF was then working on 55 initiatives. Eight of these are Warrant Officer specific, including:

1. Merit-based promotions.
2. Opt-out for first year of promotion eligibility.
3. Army directive (AD) allowing direct appointment to CW2.
4. AD establishing AV Branch time-in-grade (TIG) requirement.
5. AD authorizing Warrant Officers with active-duty retirements to further serve in the reserve components.
6. Study on Warrant Officer competitive categories for promotion.
7. Study on selective continuation management.
8. Study of Title 10, USC.

Success on initiatives 3-5 was achieved in 2021. As reported on page 6 of this issue, success appears imminent in passing legislation to successfully implement initiatives 1 and 2.

A reliable source reports that progress is also being made in achieving important objectives envisioned in initiatives 6-8.

USAWOA thanks the Tennessee National Guard for being the first to take advantage of the force multiplying rewards of implementing initiative 5.

Moreover, we congratulate our entire senior Warrant Officer leadership team – including CW5 Knowlton (and his predecessor, CW5 [Ret] Doug Englen) – for making the most of opportunities presented by our involvement in the ATMTF. Due in large part to their efforts, our cohort is well positioned for the future!

Finally, USAWOA would be remiss in not thanking Chief of Staff of the Army GEN James C. McConville (and other key senior leaders) for their support of, and faith in, our cohort, without which none of this would have happened. 🇺🇸

## USAWOA National Awards

By CW4 (Ret) Pete Hill & CW5 (Ret) Jim White  
Past National President National Vice President

This issue of the *Newsliner* announces registration for the 50th Annual Meeting of the Members (AMM), celebrating our association's golden anniversary. As preparations for this wonderful event begin in earnest, I would like to talk about our National Awards Program.

In this article, I will focus heavily on discussing a few of our wonderful nominative awards, but first I want to discuss our annual Regional and Chapter awards that are chosen from the Chapter minutes submitted to our national headquarters (HQ), throughout the year.

Based on the time required to review all minutes submitted by Chapters to determine who achieves which awards (presented at the AMM), the awards year runs from 1 July of the previous calendar year until 30 June of the following year. ***This year, the deadline for delivering all minutes to national HQ for awards consideration is 15 July 2022, and there is no way of overstating the importance of your Chapter minutes.***

In the awards process, the Chapter secretary is the most important person in each Chapter. He or she is tasked with recording the history of events, conducted by the Chapter on a monthly or quarterly basis.

We have a *lot* of wonderful Chapters performing great work within their local communities, which in the end immeasurably strengthens our Regions. However, if these Chapter-level events are not captured correctly – or in a timely fashion – these outstanding efforts by the Members are lost.

Simply put, here is how that happens: In their minutes, Chapters regularly pledge to donate funds or service to a local charity or event. All too often though, when those funds or actions are donated and/or completed, that act simply does not make it into successive minutes.

In other words, a stand-alone motion – expressing a Chapter's *plans* to donate money or services – does not count as evidence of services rendered. Rather, subsequent minutes must document completion of the event in question, and should document as many details as possible (hours of community service, donation amounts, etc.). ***You must close this loop, in order to bank the credit!***

Here is a hint: We have posted an example of what the minutes should look like in the USAWOAM 500-1, for all to use – ***please do so!***

### On Individual Awards

Now is the time to consider which Warrant Officers and spouses in your formation need to be recognized for their contributions to the Chapters, Regions, or national events.

Think about it – this is our 50th year as an association serving our great Warrant Officer population and their families. Who would not want to be remembered as the very special Warrant Officer and Spouse recognized this year for their individual contributions to our association?

During our celebrations this year, we will be highlighting the distinguished individuals after which several of these individual awards were named. There is time to submit worthy award candidates, because ***the deadline for submission of this year's individual, nominative awards is 15 August 2022.***

The four individual awards tied to the AMM are as follows:

- Don Hess Lifetime Achievement Award
- Albert M. Holcombe Memorial Award for Warrant Officer of the Year
- Virginia Holcombe Memorial Award for Warrant Officer Spouse of the Year

- USAWOA Secretary of the Year Award

The **Don Hess Lifetime Achievement Award** must cover a period of not less than 10 years of dedicated support to the association, not tied to a Region nor Chapter. Due to the nature of this award, the USAWOA Board of Directors is the approving authority. This is the highest individual award we can bestow on an individual Member.

The **Albert Holcombe Memorial Award for Warrant Officer of the Year** is presented to one association Member who has shown steadfast and dedicated support to the association throughout the awards year. This individual's actions have stood out amongst his or her peers, and those actions have drawn attention from the Chapter to the national level.

The **Virginia M. Holcombe Memorial Award for Warrant Officer Spouse of the Year** is presented to one association member's spouse who has shown steadfast and dedicated support to the association throughout the awards year. Again, this individual's actions have stood out amongst his or her peers, and have drawn attention from fellow spouses throughout the Region.

The **USAWOA Secretary of the Year Award** can be recommended by a Chapter official, and the national awards committee is the approving authority. This award was created to recognize the crucial importance of Chapter secretaries, in documenting the activities and collective history of our great Chapter organizations.

***It would be great for each Region to nominate at least one Warrant Officer and one Spouse***, for the Warrant Officer of the year and spouse of the year awards. That would give us six outstanding individuals in each category to choose from.

If you don't think you have anyone in your Regions or Chapters who might qualify, I challenge you to look again. Our ranks are *full* of individuals who are doing amazing things for the association every day! We just need to open our peripheral vision and look.

Who is always there at the Chapter meetings? Who is supporting the Chapter silently with donations and in off-duty time, because of duty commitments? Who is willing to host a breakfast, but can't make the meeting? Which one of your members has been a Member of the association the longest, and has never received recognition for that?

Which spouse is standing by and willing to set up that bake sale? Who is willing to open their quarters to new Members within the command, to welcome them into the community? Who has offered to help set up the lunch for a Saturday meet and greet? Who quietly supports his or her spouse, by making sure the association and other military organizations' dues are paid, because it slips the service member's mind?

I have been on the USAWOA National Awards Committee for quite a number of years (with the exception of years during which I served in national elective offices). I have had the privilege of announcing award recipients each year. I can't tell you in words how those individuals feel about getting recognized. Not only the recipients, but their spouses as well.

Just the fact that someone in their Region or Chapter has *noticed* their individual actions – let alone actually taking the time to put those actions in writing and submitting them to national HQ – means more to them than you can imagine.

If you need assistance in submitting the nomination, just let me know. I would be more than happy to assist you in the process. Let's flood the national office with nominations this year folks – your members deserve it, and their spouses do too. We could not have survived 50 years without their support!

To learn more about our national awards program, please refer to USAWOAM 500-1.

**Don't Forget Strive for Five**

The Strive for Five program utilizes our membership base to reach out to our Warrant Officer population and see if we can breach that 7,000-membership mark. In so doing, it will reward our Members for their recruiting efforts.

The campaign period is 1 July through 30 June (the awards period for all national level annual awards). Every Member who recruits five or more members will have his or her name published in the *Newsliner*.

At the end of the awards year, all who have recruited five or more members will be honored at the Annual Meeting of the Members (AMM). The winner, having won the Highest Recruiter award, will be honored at the AMM Banquet and Ball.

The contest rules are:

- To be counted, new member applications must be on manual membership forms, mailed to the National Headquarters.
- Recruiters must place their name and number in the bottom right corner of each member application they submit. NOTE: we cannot count no-cost WO1 applications.
- For security reasons do not submit applications containing credit card information via unsecure email – all such applications will be mailed, faxed (703) 742-7728, or called to Association Headquarters (703) 742-7727.

Additionally, the highest recruiter will receive the following:

- Award certificate signed by the National President.
- AMM registration and dinner meal paid by the Association.
- \$50 from the

National Vice President.

- Honorable Order of the Eagle Rising silver award.

I challenge our Members to reach out and recruit as many Members as they can this year. We understand in today's world it is difficult to recruit new members into any organization. People want to know the benefits of membership and "what's in it for me?"

A great recruiting tool to reference is the December issue of the *Newsliner* magazine. This quality magazine captures all of the association's accomplishments, initiatives, and actions. It lays out our Executives Director's interaction with The Military Coalition and other major organizations we partner with. In addition, you can see how the national leadership engages with senior leaders in the Army, concerning Warrant Officer issues. ■■



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## Seek an Elected Chapter Position – Who, Me? Why? How?

By CW5 (Ret) Ray Bell

Past National President

Throughout my years with USA-WOA, Members often speak with me about Chapter office. Usually, this is a discussion with one or several presently serving Chapter officers about the challenge of getting volunteers to run for office as they approach the end of their leadership terms.

Alternately, it may be discussion with a Member that has been asked to run – or is considering a run for elected office – and is uncertain as to what he or she may be getting into. This is a valid concern, and likely an indication that the individual wants to ensure he or she is prepared to devote the effort required in the office he or she seeks (just the kind of person we need, by the way).

With this brief article I wish to share some of my thoughts on why to run – to identify the personal and professional skills and attributes that one can develop by serving as a Chapter officer. Just as importantly, I want to discuss ideas on how to run for Chapter office.

### Regarding The “Why”

Over the years, I served in numerous leadership positions in the USA-WOA at the Chapter, Region, and national levels. As such, I have personally experienced the benefits gained by accepting the leadership challenge, and witnessed the professional growth experienced by others who served as association leaders.

Based on my experiences, I am confident that Chapter leadership will help you, as it did me, develop and strengthen the following life-long professional skills:

- Organizing and managing

meetings

- Public speaking – planned and impromptu
- Dealing with and reconciling members with opposing points of view
- Building consensus – organizing support for action plans
- Communicating with organizational and/or installation leadership
- Exchanging clear, concise information with Chapter members
- Planning Chapter events and activities – and delegating related tasks

### Regarding The “How”

When deciding to seek elective Chapter-level office, there are a few things it is wise to do first. Always advise your boss and senior commander of your intent. In my experience, these folks are usually very receptive to the idea. None of mine ever said “no.”

There are good reasons for this. Pursuing leadership roles in Chapter organizations of military and Veterans service organizations shows initiative and a willingness to serve. Most of these organizations perform community service, which reflects positively on the specific post or installation, and the military in general.

You should similarly advise your spouse or significant other of your intentions, and gain his or her support as well. This is essential to your success. Your Chapter leadership position will likely not significantly impinge on family time, but it is a commitment, nonetheless. Also, successful Chapters usually thrive on the involvement

of Members’ families.

Finally, seek the support and advice of Warrant Officers with whom you work and network – both senior and junior. This is important as you will have a ready-made support group with which to test ideas.

Recently, National Executive Director Jack Du Teil shared an example that proves my point. A longtime friend and association colleague of his reached out to him for advice, before deciding to run for a higher association office. Right up front he stated that he would not throw his hat in the ring without the support of his lovely wife.

Jack spoke with him at length, discussing the likely workload involved in the prospective position, and likely commitments on his time. He even war-gamed potential delegation strategies, and other ideas that might be helpful.

His friend thanked him and said he would get back to him after further consideration and consultation with his wife. This story had a happy ending – the gentleman contacted Jack to let him know he would indeed seek this higher office. Moreover, Jack believes he will be a great asset to the organization.

For present Chapter officers, I thank you for your service to our great association. You are the field commanders of the USAWOA – keep up the good work. I hope you will find the information provided above to be useful, particularly as you speak to potential candidates for office in your organizations. For Members in general, I hope your interest will be piqued in serving as one of our crucial association leaders. 🇺🇸

# 923A

## COINS & DESIGNS

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Vintage Grace

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Evelyn Williams

Monogramming, etc.

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## NEWS RELEASE Defense Commissary Agency Corporate Communications

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[www.commissaries.com](http://www.commissaries.com)

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### Summer savings

Just in time for BBQ season, commissary customers can see deep discounts on bulk Power Box meat, organic beef

*By DeCA public affairs specialist*



**Facebook-friendly version:** While National Barbecue Month highlights the start of the outdoor grilling season in May, the Defense Commissary Agency is promoting significant savings for its backyard chefs through bulk Power Box meat packages and organic beef. [Click here](#) to read entire story on DeCA website. [Click here](#) to download image on DVIDS

*CONUS stores, including Alaska and Hawaii, will continue to offer 25-30 percent savings on fresh beef and pork packages with a variety of Power Box selections.*

**FORT LEE, Va.** – While National Barbecue Month highlights the start of the outdoor grilling season in May, the Defense Commissary Agency is promoting significant savings for its backyard chefs through bulk Power Box meat packages and organic beef.

“Our commissary shoppers are pulling the covers off their barbecue grills, and we want to deliver significant savings so they can spend their hard-earned money on other fun activities throughout the summer,” said Bridget Bennett, DeCA’s specialty category manager. “This year, in addition to our Power Box program, we are offering outstanding savings on Pure Land Organic Beef, expanding our organic assortment to service members and their families in mainland Japan and Okinawa, Korea, Guam and Puerto Rico.”

In addition to the meats, commissaries also offer significant savings on sauces, condiments, side dishes, aluminum foil and pans, charcoal briquettes and more. For other specific promotions related to the grilling season, commissary patrons can also access the DeCA website and check out the [Savings Center](#) for current promotions and featured recipes.

Ongoing meat-related promotions include the following:

- **Pure Land America’s Grass Fed Organic Beef.** This promotion continues through Sept. 10, providing additional savings on organic meat products – whole tenderloin, half boneless strip loin, ribeye and their other retail cuts along with ground beef – through coupons or reduction in sales price per pound each week. Initially, the organic stock assortment was only available to CONUS, Alaska and Hawaii stores; the assortment is now available in mainland Japan and Okinawa, Korea, Guam and Puerto Rico. The Pure Land America’s Grass Fed Organic Beef is U.S.-bred and 100-percent grass fed. This promotion also offers a track chair worth \$20,000 to one disabled veteran

- **Power Box program.** CONUS stores, including Alaska and Hawaii, will continue to offer 25-30 percent savings on fresh beef and pork packages with a variety of selections:

- o **Tailgate Special Power Box** offers about 19 pounds of different cuts of beef and pork – 80-81 percent lean ground beef patties, USDA Choice strip loin steaks (NY Strip) and pork baby back ribs (about two slabs)
- o **Economy Power Box** offers about 15 pounds of different cuts of beef and pork – 85 percent lean ground beef, boneless center cut pork chops, pork tenderloin, USDA Choice bottom round roast or steaks and USDA Choice top round beef cube steaks
- o **Healthy Alternative Power Box** offers about 16 pounds of different cuts of beef and pork – 93 percent lean ground beef, USDA Choice top round kabobs, USDA Choice top round broil, USDA Choice top round for stir fry, boneless center cut pork chops and Choice top sirloin steak
- o **Fix it and Forget It Power Box** offers about 15 pounds of different cuts of beef – USDA Choice chuck roast, USDA Choice top round stew meat, USDA Choice top round London Broil and 80 percent lean ground beef chili meat

- **Heinz Art of the Burger.** Throughout the summer, Heinz is encouraging shoppers to unleash their “inner burger artist” by treating every burger as work of art. Shoppers can build their burger masterpieces, submit their recipe to their [virtual auction house](#) and at the end of the auction, the top burger recipe will be “purchased” by Heinz for a real cash prize. Participating brands include Kraft, Heinz, Claussen and Oscar Mayer. This event is supported with Heinz coupons.

“Be certain to check out these fantastic deals in your commissaries,” Bennett said. “At a time when prices are skyrocketing, these offerings help put some money back in your pocket.”

-DeCA-



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### Commissaries work with distributors to address baby formula availability and implement shopping limits to ensure equal access

*By DeCA public affairs specialist*



**Facebook-friendly version:** The Defense Commissary Agency (DeCA) is implementing shopping limits on select specialty baby formula items as the agency works with its distributors to increase supply levels. [Click here to read entire story on DeCA website.](#) [Click here to download image on DVIDS](#)

**FORT LEE, Va.** – The Defense Commissary Agency (DeCA) is implementing shopping limits on select specialty baby formula items as the agency works with its distributors to increase supply levels.

Since May 13, in conjunction with established WIC (Women, Infants and Children) program purchasing limits at state level, commissaries have placed product limitations on all classified specialty baby formula, similar to the limits customers are seeing in commercial retailers and military exchanges. Purchase limits can vary by location based on local state WIC purchasing limits. Overseas stores are also tied to purchasing limits through the WIC-Overseas program.

“We’re implementing purchase limits because of increased demand and to ensure that everyone has equal access to essential items, and to prevent ‘panic buying’ where product is available,” said DeCA Director and CEO Bill Moore, “The availability of baby formula for all our stores is fluid right now and evolving daily. We are working with our distributors to increase our supply levels of these critical products.”

The commissaries’ current stock levels of available baby formula are as follows: 50 percent for CONUS and 70 percent for OCONUS commissaries (not counting the recalled products we had to pull from our shelves). “If the availability of baby formula becomes an issue for overseas commissaries the agency will airlift product, if necessary, and assuming the products are available,” Moore said.

For commissaries in Europe there are also alternative options for supply through locally produced products, called “OSA” (offshore acquired items). OSA items are sometimes purchased by overseas commissaries to supplement U.S. stock assortments when needed.

For commissaries in the Pacific, the OSA option isn’t available because there are currently no approved local sources for baby formula, making these stores dependent on DeCA’s distributors.

“Across our commissaries, we are in the same position as commercial retailers,” Moore said. “Our distributors are receiving limited allocations of the quantities (essentially, less than they would like to order), which limits supply to our stores.

“Bottom line, we want our customers to know we are doing everything we can to get the products they need onto their store shelves – especially to our overseas and remote commissaries.”

-DeCA-

**About DeCA:** The Defense Commissary Agency operates a worldwide chain of commissaries providing groceries to military personnel, retirees and their families in a safe and secure shopping environment. Commissaries provide a military benefit, saving authorized patrons thousands of dollars annually on their purchases compared to similar products at commercial retailers. The discounted prices include a 5-percent surcharge, which covers the costs of building new commissaries and modernizing existing ones. A core military family support element, and a valued part of military pay and benefits, commissaries contribute to family readiness, enhance the quality of life for America’s military and their families, and help recruit and retain the best and brightest men and women to serve their country.

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COMMISSARIES.COM: Visit <https://www.commissaries.com/> to learn more about the Defense Commissary Agency: check out the latest news, find a store near you, see what’s on sale, create a shopping list, learn of food and product recalls, scan employment opportunities, read frequently asked questions, submit a customer comment form online through DeCA’s Your Action Line and more.

FACEBOOK: Visit [www.facebook.com/YourCommissary](http://www.facebook.com/YourCommissary), DeCA’s Facebook page, where you can post comments and share news, photos and videos.

PINTEREST: To see DeCA’s theme-based image collections, visit <http://www.pinterest.com/YourCommissary>

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RANK	FIRST NAME	LAST NAME
WO1	CHRIS	ARTERBURN
WO1	FELIPE	ASTORGA
WO1	KYLE	ATWOOD
WO1	EUGENIO	BALDI
CWO	JOSHUA	BALDWIN
CWO	MICHAEL	BALL
WO1	LISANDRA	BENITEZ
WO1	AMBREIA	BLALOCK
WO1	JUSTIN	BODOLAY
WO1	ROBERT	BOWLING
WO1	RONALD	BRAND
CW4 (Ret)	MICHAEL	BROWN
WO1	JOHN	BUDWINE
WO1	VIVIAN	CABANAS
WO1	KRISTOPHER	CARROLL
CW5	DONALD	CHAMBERS
MR	DOUGLAS	CHAPMAN
WO1	CHARLES	CLEMENT
WO1	ANTHONY	COSTABILE
WO1	ADAM	DANIEL
CWO1	SHANNON	DEAN
CWO	CHRISTY	DENNING
CW2	TABBITHA	DIXON
CW4	LEWIS	EKLE
WO1	SHERRY	ELDRIDGE
WO1	ANTHONY	FAVELA
CWO	NICHOLAS	FISHER
WO1	JAMES	FRANKS
WO1	CLINTON	GATLING
CWO	JOSEPH	GYOKERI
CWO	MIGUEL	HERNANDEZ
WO1	GALA	HYLTON
WO1	THOMAS	KITE
WO1	TIMOTHY	KUSIK
CW2	BRET	LANSING
CPT	JAKOB	LEJMAN
WO1	JAMIE	LEON
WO1	RICHARD	LEON
WO1	CHRISTOPHER	LIBBY
WO1	BENJAMIN	LINDQUIST
WO1	SCOTT	MCKENNA
WO1	KIMBERLY	MEYER
WO1	MELISSA	MILLER
WO1	MICHAEL	NAVARRO
COL (Ret)	CLARE	OKEEFFE
CW2 (Ret)	JOSHUA	PELLEGRIN
WO1	TIMOTHY	PLANT
WO1	ERIC	PRIETO
MAJ	DAN	REEP
WO1	KRISTIN	RETFERFORD
WO1	KEEGAN	RINEHART
WO1	JAVIER	RIVERA
WO1	HERLINDA	RODRIGUEZ
WO1	BRYAN	SANTOS
WO1	GREGORY	STERLING
WO1	ANDREW	SUTTON
WO1	TOMMY	THINNES
CWO	JOSHUA	VAN SCHOUWEN
CW2*	CORY	VAZQUEZ
WO1	JOHN	WELCH
WO1	JUSTIN	WELCH
CW3	CHRISTOPHER	WELCH
WO1	MATTHEW	WENMAN
CWO	GREGORY	WISE

RANK	LAST NAME	FIRST NAME	BR	TM	CHAP#
<b>45 YEARS</b>					
CW3 (Ret)	SINCAVAGE	JOHN	SC	*	6699
CW4 (Ret)	WOBITO	HERBERT	QM		0102
<b>40 YEARS</b>					
CW4 (Ret)	PEARSON	BRUCE	QM	*	3399
<b>35 YEARS</b>					
CW2 (Ret)	AMIE	TROY	OD	#	3399
CW4 (Ret)	HILL	KENNETH	OD	*	0503
CW4 (Ret)	INMAN	WILLIAM	AV	#	0520
CW4 (Ret)	LIVINGSTONE	JOSEPH	MP	#	6699
CW4 (Ret)	MAYORAL	FRANCISCO	OD		5599
CW2 (Ret)	NIEHUS	WAYNE	QM		3399
CW3 (Ret)	PHILLIPS	KENNETH	MI	*	0501
CW4 (Ret)	SUSSMAN	MORTON	AG	#	0509
<b>30 YEARS</b>					
CW3 (Ret)	BROCKINGTON	ROBERT	AV	*	5599
CW5 (Ret)	DURHAM	CHARLES	AG	*	0402
CW2 (Ret)	FALSO	CELESTINO	OD	*	0113
CW4 (Ret)	HOPE	EDUARDO	OD	#	0507
CW2	JONES	KEVIN	OD	*	3399
CW5 (Ret)	PRUETT	RHEA	AG	*	0308
<b>25 YEARS</b>					
CW5 (Ret)	ARSENBERGER	DAUN	OD		0611
CW5 (Ret)	CZUHAJEWSKI	MARY	OD	#	0401
CW4	FISHER	AMBER	MI	*	0611
CW3 (Ret)	RUSH	MICHAEL	QM	#	0404
CW4 (Ret)	WHITE	LOUIS	QM	*	0409
CW4 (Ret)	WILLIAMS	STEVEN	AV	*	0507
<b>20 YEARS</b>					
CW4	BROE	DAWN	QM	#	6699
CW3 (Ret)	BREWER	KELLI	AG	#	0325
CW5 (Ret)	COLLORAFI	MARIO	OD	*	5599
LTC (Ret)	SPENCER	JAMES	XX	*	0603
CW4 (Ret)	WATTERSON	MATTHEW	VC	*	0401
CW3 (Ret)	WOLD	GERALD	AG	#	0317
CW4 (Ret)	WARTHON	WILLIAM	OD		0218
CW5 (Ret)	THOMAS	MICHELE	AG	*	0606
<b>15 YEARS</b>					
CW4	ATWOOD	NICHOLAS	AV	*	0520
CW5 (Ret)	BOZEMAN	SHEARRIN	SC	#	0604
CW4 (Ret)	BRUBECK	MARK	TC	#	0601
CW2 (Ret)	CALDWELL	GLEN	MI	*	0601
CW4	DARAKJY	DAMON	MI		0402
CW5 (Ret)	DAVIS	JAMES	EN	*	4499
CW5	FISK	THOMAS	FA	*	0503
CW5 (Ret)	GAMBLE	MICHAEL	OD	*	0604
CW2 (Ret)	GATELY	HERBERT	EM	*	0401
CW5 (Ret)	JOHNSON	BRUCE	MI		0409
CW3 (Ret)	LOVEWINE	GEORGE	MI	#	0522

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

<b>RANK</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>BR</b>	<b>TM</b>	<b>CHAP#</b>	<b>RANK</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>BR</b>	<b>TM</b>	<b>CHAP#</b>
<b>15 YEARS</b>						<b>5 YEARS</b>					
CW3 (Ret)	MAYERS	GARY	AV	*	0507	CW4	HUBBARD	CHRISTOPHER	MP	#	0603
CW4	MICHEL	JOSEPH	SC		0605	CW4 (Ret)	JOHANSON	ERIC	MI	#	0513
CW4 (Ret)	RIDGEWAY	MIRANDA	AG	*	0613	CW4 (Ret)	KILBORN	DAVID	XX	#	0212
CW3	RYAN	SEAN	EM	*	0608	CW3 (Ret)	LALLY	JAMES	MS	*	0211
CW4	SMITH	ELLEN	AG	#	0609	CW4 (Ret)	LAMBKA	GEORGE	AG	#	0509
<b>10 YEARS</b>						<b>5 YEARS</b>					
WO1	BENDEL	MICHAEL	AG	*	0613	CW3 (Ret)	LAWRENCE	JOSEPH	XX		0611
CW5	BIRD	RALPH	OD	#	3399	CWO (Ret)	LEWIS	DARRYL	SC	#	0105
CW3	HAYES	LEWIS	OD		0501	CW3 (Ret)	LITTMANN	RAYMOND	XX	#	3399
CW3	MITCHELL	ERIC	MI	*	0315	CW4 (Ret)	LONG	JOSEPH	XX	#	0603
CW4	MORGAN	ROBERT	QM	*	0606	CW3 (Ret)	MARTIN	JAMES	OD	#	0611
CW3	RAY	REBECCA	QM		0302	CW4 (Ret)	MAYER	ROBERT	AV		6699
CW5	SIMMONS	TODD	OD	*	0301	CW3	MCKAY	BENJAMIN	AV	*	0407
CW3 (Ret)	WHITFORD	NORRIS	MI	*	0325	CW4	MCSALLY	KEVIN	JA	#	0604
CW4	WRIGHT	DEANA	QM	*	0404	CWO (Ret)	MENDITTO	MICHAEL	XX	#	0606
<b>5 YEARS</b>						<b>5 YEARS</b>					
MR	AGOMATE	JEAN-CLAUDE	MI	#	0604	CW5	MOORE	SCOTT	AV		0301
CW4 (Ret)	BAKER	FRANKLIN	XX	#	3399	CW4 (Ret)	MUNOZ	ARMANDO	XX	#	0409
CW3 (Ret)	BOWEN	JOHN	ADA	#	0302	CW2	NEWTON	WESLEY	AV	#	0325
CW4 (Ret)	BOYD	ROBERT	XX	*	0303	CW3 (Ret)	O'HARE	HENRY	XX	#	0211
CW3	BRONDSEMA	MICHAEL	MI	#	0605	CW4 (Ret)	OPUSZENSKI	JOSEPH	XX		0409
CW3 (Ret)	BRUGHELLI	CYRIL	XX	#	2299	CW3 (Ret)	PECE	DOMINICK	AD		0611
CW2	BRUNS	ROBERT	AG		0205	CW4 (Ret)	PETTUS	PRISCILLA	XX	#	0502
CW5	BUGG	LARRY	XX	*	0226	CW4 (Ret)	PINTO	JOSEPH	XX	*	0507
CW4 (Ret)	BURKETT	NICOLE	QM	#	4499	CW4 (Ret)	PYLE	DEBORAH	MI	*	0604
CW3 (Ret)	BUTLETT	DARRELL	XX	#	0222	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4 (Ret)	BYRNE	ROBERT	XX	#	0522	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3	CHIN	JAMES	XX	*	0211	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW2	CIULLO	NICHOLAS	QM		0625	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW2	CONDE	VICTOR	OD		0204	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4	COONCE	CLINTON	OD	*	0605	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4	ECKERSON	DAVID	AV	#	0221	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW5 (Ret)	EDMONDSON	DENNIS	XX	#	0225	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW5	ELWOOD	BRYAN	AV	*	0501	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3 (Ret)	FERNSTRUM	CALVIN	AV	*	0308	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3	FISHER	GENE	QM	*	0324	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3 (Ret)	FOSTER	LAWRENCE	MI		0604	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW5 (Ret)	FRIEL	MICHAEL	AV	*	6699	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3	GAINES	JAFFORICE	MI		6699	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
SGT	GARDNER	BRANDON	MI	##	0604	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW5 (Ret)	GOODMAN	RICHARD	XX		0501	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW5 (Ret)	GORDON	JAMES	XX	#	0522	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4 (Ret)	HANFORD	DWAYN	XX		0604	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3	HANNIGAN	DAVID	XX	#	0622	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW2 (Ret)	HANSEL	GREGORY	MI	#	4499	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4 (Ret)	HARRIS	DARECK	AD	#	0507	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW4 (Ret)	HARRIS	WESLEY	SC	#	0604	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW3 (Ret)	HATLEY	ROGER	XX		0503	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218
CW2	HERRON	PAUL	CY	#	0303	CW4 (Ret)	RANDALL	CRAIG	AV	#	0218

### New Life Members

2510	Mrs. Kathryn E. Howison
2511	CW4 (Ret) Jon G. Fozard
2512	CW5 Donald L. Chambers
2513	CW2 (Ret) Joshua Pellegrin
2514	WO1 Timothy James Kusik
2515	CW5 James W. Jolly, III
2516	CW4 (Ret) Robert A. Daley
2517	CWO Joshua R. Van Schouwen
2518	CW5 Billy J. Welch

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

W01 James Z. Stout, presented by CW4 Castro III.

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

W01 Matthew A. Price, presented by CW5 Napoli.

WOCS  
Class  
22-11



WOCS  
Class  
22-12

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

W01 Mark J. Smetanka, presented by CW4 Dowling.

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

W01 Daniel K. Johnson, presented by CW5 Jones.

WOCS  
Class  
22-12



**New Chapter Presidents**

*SOUTH OF THE ALPS CHAPTER*

CW0 Andrew Kelsay	NEW PRESIDENT
CW3 Benjamin Philpott	PAST PRESIDENT

*PIKES PEAK SILVER CHAPTER*

CW3 George Warner	NEW PRESIDENT
CW5 Mark Miller	PAST PRESIDENT

*FORT BRAGG SILVER CHAPTER*

CW2 Natalie Taylor-Amaro	NEW PRESIDENT
CW5 Nichole Rettmann	PAST PRESIDENT

*MID-AMERICA CHAPTER*

CW0 Christy Denning	NEW PRESIDENT
CW4 Bobby Sattazahn	PAST PRESIDENT

**In Memoriam**

**CW4 (Ret) Howard B. Hunt, Jr**  
Cincinnati, OH

**CW4 (Ret) Walter F. Lindemann**  
Palatine, IL

**CW4 (Ret) Harry C. McCurdy**  
Delran, NJ

**CW3 (Ret) Kenneth R. Phillips**  
Fayetteville, NC

**CWO Rochelle Shehi-Martell**  
Chicago, IL

**CW3 (Ret) Daniel Lee Smith**  
Melbourne, FL

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- *Kerby Stracco*

The PenFed Foundation is there to support military families like that of Kerby Stracco, whose husband suffered severe injuries while serving in Kuwait. As his caretaker, Kerby turned to the PenFed Foundation for help with childcare costs so she could take her husband to doctor’s appointments.

Since 2001, the PenFed Foundation has helped more than 140,000 military families. See how you can make a difference.



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