

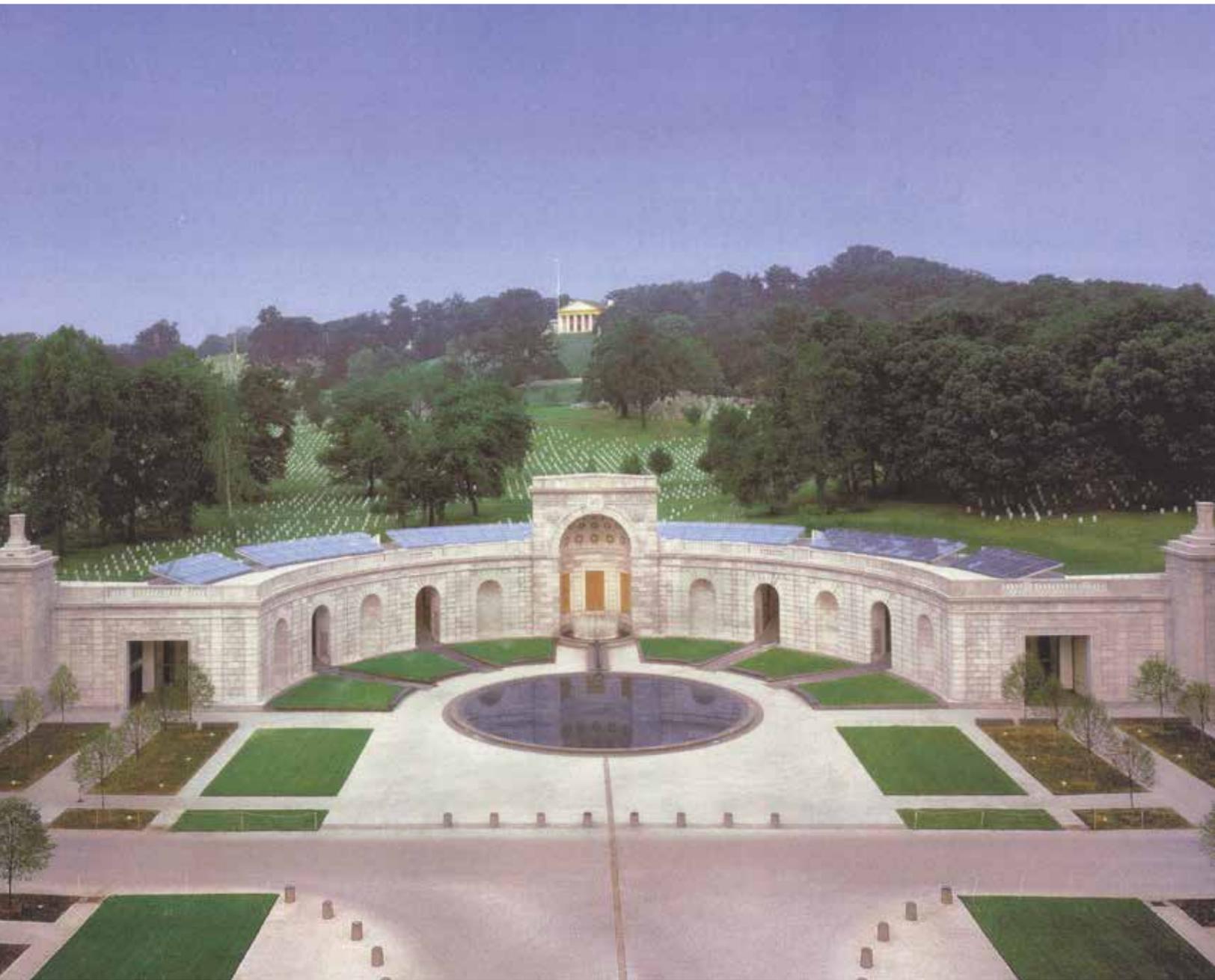
UNITED STATES ARMY WARRANT OFFICERS ASSOCIATION

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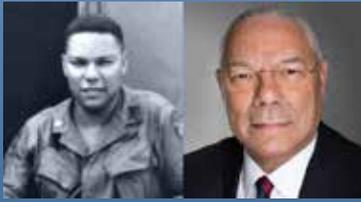
Volume 51, Number 3

March 2022



Celebrating Women's History

SERVING WARRANT OFFICERS & THEIR FAMILIES FOR MORE THAN 49 YEARS



THE UNITED STATES OF AMERICA
**VIETNAM WAR
COMMEMORATION**

50th

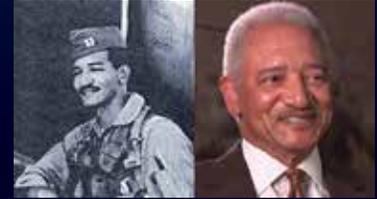


**NATIONAL
VIETNAM WAR
VETERANS DAY**

29 March

*Join the Nation
... thank a
Vietnam veteran!*

vietnamwar50th.com



Affecting Change, We Need You!

By CW5 (Ret) Joachim Consiglio
National President, USAWOA



I would like to remind all Members that this is an election year for the United States Army Warrant Officers Association (USWOA), 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.

These positions include the following:

- National President**
- National Vice-President**
- National Secretary**
- European Region Director**
- Western Region Director**
- Mid-Northern Region Director**
- Mid-Southern Region Director**
- Southeastern Region Director**
- Northeastern Region Director.**

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. Also, 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:

1. Regular Members may declare candidacy for any office subject to the requirements above.
2. 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.
3. 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.

Holding a position in this great association is rewarding, and an act of service. You are able to provide new ideas, new ways of thinking, and work with other military associations, while working challenges that face our cohort daily. I can personally attest to this, from first-hand experience.

Over the years, I have been privileged to serve in various capacities (as National President, National Vice-President, European Region Director, and Chapter President). It has been an honor for me to serve at all levels of USAWOA, serving our local communities, extending our footprint with senior leaders at various levels of the Army and on Capitol Hill, promoting professional development, and a myriad of other efforts toward the betterment of our Members, cohort, and Army.

We Need You!

For some organizations, national elections are largely pro forma, with national leaders virtually selected in advance, by a very few at the top. When the late CW4 (Ret) Don Hess founded USAWOA, he did so with a very different philosophy. He believed our long-term success was dependent on the infusion of new ideas.

From the very beginning, our goal has been to encourage the nomination of at least two candidates for every position, in any given election, throughout the organization. Perhaps you are passionate about developing robust professional programs.

Maybe you are a great recruiter and enjoy talking to folks about our primary missions of professionalism, representation, and recognition. Or maybe someone you know and respect is a natural leader, perfectly suited to coalescing the efforts and lessons-learned of multiple Chapter organizations across a Region, ensuring productive collaboration of efforts. All of these are skillsets perfect for a candidate for national and regional office.

Please consider running for office yourself or take the time to canvas your population (and you know exactly who I am talking about), and have someone either self-nominate or nominate them for one of these critical positions. We must have strong leadership during these interesting times, to help promote our cause.

Nomination forms and information can be found in the Newsliner, beginning on page 22. Don't forget, the deadline for nominations is 21 July 2022. If you have any questions regarding this process, please contact Nominations Committee Chairperson (and past National President) CW4 (Ret) Greg Gouty, at gregorygouty45@msn.com.

Collectively we can help set the tone to meet tasks we face, with the desire to fervently champion the Warrant Officer cause. God bless each and every one of you – and thank you for all you do! 🇺🇸

Vintage Grace

Evelyn Williams
Monogramming, etc.

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

Higher-than-expected inflation reports generated speculation about how quickly the Federal Reserve might raise short-term interest rates. Geopolitical concerns took center stage as the Russian invasion of Ukraine was countered with sanctions by the U.S. and others. Many investors sought safety amidst the uncertainty. Longer-term interest rates ended the month higher nonetheless, contributing to a loss for the F Fund. The C and I Funds declined while the S Fund was effectively flat. All the L Funds posted losses. 🇺🇸

February 2022 TSP Net Returns

	TSP Net Returns as of February 28, 2022												
	G Fund	F Fund	C Fund	S Fund	I Fund	L Income	L 2019	L 2020	L 2021	L 2040	L 2050	L 2060	L 2080
1 Month	2.34%	1.00%	-2.55%	0.23%	-2.51%	-0.51%	-1.21%	-1.45%	-1.01%	-1.79%	-3.23%	-2.23%	-2.20%
Year-to-Date	3.28%	-3.15%	-0.01%	-10.25%	-6.47%	-1.79%	-3.36%	-1.72%	-5.23%	-5.72%	-6.12%	-6.52%	-7.67%
% Year	1.51%	-9.47%	16.37%	-6.52%	3.56%	2.99%	-3.56%	-6.58%	-5.91%	-6.22%	-6.45%	-6.72%	-8.67%
3 Year (annualized)	1.47%	3.25%	18.22%	13.25%	8.99%	4.59%	N/A	3.29%	N/A	10.32%	N/A	12.22%	N/A
5 Year (annualized)	1.96%	2.81%	15.14%	11.93%	7.52%	4.32%	N/A	3.37%	N/A	9.31%	N/A	10.32%	N/A
10 Year (annualized)	1.94%	2.72%	14.62%	12.57%	6.58%	4.97%	N/A	3.19%	N/A	9.44%	N/A	10.38%	N/A

Projection date for L 2019, L 2020, L 2040, L 2050, L 2060 and L 2080: July 1, 2020

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From The Editor's Desk

By CW4 (Ret) Jack Du Teil

Executive Director

On the Cover

This month the USAWOA celebrates Women's History Month, and our cover features a photograph of the Women In Military Service For America (WIMSA) Memorial, located at the gateway to Arlington National Cemetery. Measuring 33,000 square feet, this is the nation's only major memorial to tell the story of women's service to the nation (beginning with the American Revolution), currently documenting the patriotic service of 250,000 servicewomen. Please help them document the service of any servicewoman you may know, living or dead, by visiting the memorial's website at www.womensmemorial.org and on page 16, read WIMSA President CW5 (Ret) Phyllis Wilson's article about one of our very first female Army Warrant Officers, Olive Hoskins.

Professionalism and Representation

The inside cover reminds Members to celebrate Vietnam Veteran's Day (29 March) by reaching out to Veterans, a point amplified in Executive Director CW4 (Ret) Jack Du Teil's article on page 6, where he also discusses USAWOA legislative priorities for this year. On page 7, Special Advisor, Legislative Affairs Lt. Col (Ret) Susan Lukas provides another tool for Member grassroots legislative toolkits, and on page 8, Military Officers Association of America executive Mark Belinsky discusses progress on passing the Major Richard Star Act.

Beginning on page 10, SWOA-CSA CW5 Yolondria Dixon-Carter lays out her vision for moving our cohort forward in 2022. On page 13, outgoing ARNG CCWO CW5 Teresa Domeier bids us all a fond farewell, and shares her perspectives on Women's History Month.

If you enjoyed outgoing Warrant Officer Historical Foundation (WOHF) Fellow CW5 Russ Houser's wonderful "COHORT W" podcast series in 2021, you are in luck. On page 19, CW5 Houser introduces our 2022 WHOF fellow, CW5 Leonard Momeny, who promises to bring the program back for a second season! The Membership Enhancement Project (MEP) is moving forward at a fast pace – read about all the exciting progress on page 18.

This year we celebrate our association's 50th birthday at the 50th Annual Meeting of the Members, at Fort Bragg, NC. Read all about it on page 20. On page 3, National President CW5 (Ret) Joe Consiglio also reminds us that this is a USAWOA national election year. After reading his advice, turn to page 22 to find out how to throw your hat in the ring, and make a difference as a national or regional officer! As always, please also see the pictures celebrating recent Warrant Officer academic excellence on page 27. 🇺🇸

For the situational awareness of our Members: As part of the ongoing MEP project, many of the emails listed here on pages 4 and 5 have changed.



Legislative Coming Attractions

By CW4 (Ret) Jack Du Teil

National Executive Director

On page 7 of this issue Special Advisor, Legislative Affairs Lt. Col (Ret) Susan Lukas has provided us with another tool for Member grassroots legislative toolkits, in the form of a comprehensive list of House and Senate Veterans Affairs Committee members building on information she has provided in earlier issues.

Throughout the balance of this year, we will publish additional tear-out pages on specific legislative issues you can use as you visit, call, or email your congressional members. As often pointed out by Lt Col (Ret) Lukas, “your story and position on given issues is the most powerful part of the information we provide.”

One issue we will be focusing on this year is passage of the Major Richard Star Act, on which USAWOA and its partners in The Military Coalition (TMC) are making great progress on. 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.

These individuals, often seriously disabled, are subject to an offset, where their retirement pay is reduced for every dollar of VA disability received. In some cases, their retirement pay is completely eliminated.

One huge TMC champion in this noble effort is Director, Currently Serving and Retired Affairs Mark Belinsky, from the Military Officers Association of America (MOAA). Please read his great article on the subject, reprinted on page 8 of this issue.

Warrant Officer Management Legislation

As reported by SWOA-CSA CW5 Yolondria Dixon-Carter, in her article on page 10, three out of nine core Warrant Officer initiatives from the Army Talent Management Task Force (AT-MTF) have already been put in effect:

1. Army directive (AD) allowing direct appointment to CW2 – authorizing Special Forces

pilot program for E7s – E9s, presuming completion of all other requirements.

2. AD establishing Aviation Branch time-in-grade (TIG) requirement – 24 months TIG for promotion to CW2 now starts with MOS qualification. Supporting the need for developmental time.

3. AD authorizing Warrant Officers with active duty retirements to further serve in the reserve components – the retired Warrant Officer would receive the higher of his or her retired versus drill pay, during drilling periods.

Five of the remaining initiatives are also directly targeted to Warrant Officer management. As stated in CW5 Dixon-Carter’s article, “We are currently working on a Warrant Officer study for the following initiatives, to determine the best course of action for implementation”:

1. Title 10 Warrant Officer reform – pick up where the Warrant Officer Management Act left off, allowing broader service secretary authority to make additional Warrant Officer management changes, via ADs.
2. Expansion of competitive categories for promotion – expanding the categories beyond just aviation and technical Warrant Officers to multiple categories, perhaps based on branch or COE.
3. Selective continuation management – the goal would be keeping the right folks in key positions, extending careers versus the current “up or out” approach.
4. Merit-based promotions – the top 10% to 20% will be promoted in this fashion, while

the remainder will be traditional time-in-grade promotions.

5. Opt-out for first year of promotion eligibility – option to delay a first look, facilitating career field deepening to better prepare for the next rank and remain more competitive, moving forward.

USAWOA has learned that there is a legislative bill working its way through channels *that would enact both the merit-based promotions and opt-out for first year of promotion eligibility initiatives!* We have already alerted key partners on Capitol Hill, who have ensured us that they will add this bill to their legislative tracking mechanisms, to pull it in as a priority. Currently this is one of our top two USAWOA priorities (the other being the Star Act).

Vietnam Veteran’s Day

As reported in the February *News-liner*, 29 March 2022 will be the fifth anniversary of National Vietnam War Veterans Day. For a second month, this event is featured on the inside cover. As a reminder, between now and then, I am calling on all of our Members to simply reach out to *every Veteran they know*, and convey (in his or her own words) one simple message:

“You have earned the love and gratitude of every patriotic American in this country – and hundreds of millions of freedom-loving people around the world – who collectively honor you for your unwavering service to our country, and all that is decent and good.”

The goal is simple – to organically create a grassroots effort to remind all Veterans of how much they are loved and appreciated, individually, with a personal touch. I know our amazing Chapters and Members are up to the task (and I hope I get a picture or two of your efforts to put in the Chapter News section, in future issues).

Folks, let’s make this happen! 🇺🇸

Grassroots Efforts: HVAC and SVAC Information For Your Legislative Toolkit!

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

In the January and February *Newsliners*, we provided information to our Members to help them build legislative toolkits. The list of House and Senate Veterans Affairs Committee members is the latest addition to these. Throughout the balance of this year, we will publish additional tear-out pages on specific legislative issues you can use as you visit, call, or email your congressional members. Remember, your story and position on given issues is the most powerful part of the information we provide. 🇺🇸

House Veterans Affairs Committee

DEMOCRATS

Mark Takano (CA-1st), Chairman

Julia Brownley (CA-26th)
Conor Lamb (PA-17th)
Mike Levin (CA-49th)
Chris Pappas (NH-1st)
Elaine Luria (VA-2nd), Navy
Frank Mrvan (IN-1st)
Sheila Cherfilus-McCormick (FL-20th)
Gregoria Kilili Camacho Sablan (Northern Marian Islands)
Lauren Underwood (IL-14th)
Colin Allred (TX-32nd)
Lois Frankel (FL-21st)
Elissa Slotkin (MI-8th)
David Trone (MD-6th)
Marcy Kaptur (OH-9th)
Dr. Raul Ruiz (CA-36th)
Ruben Gallego (AZ-7th), Marine Corps

REPUBLICANS

Mike Bost, (IL-12th), Ranking Member,
Marine Corps

Amata C. Radewagen (American Samoa)
Jack Bergman (MI-1st), Marine Corps
Jim Banks (IN-3rd), Navy Reserve
Chip Roy (TX-21st)
Tracey Mann (KS-1st)
Barry Moore (AL-2nd)
Nancy Mace (SC-1st)
Madison Cawthorn (NC-11th)
Troy Nehls (TX-22nd)
Matt Rosendale (MT)
Mariannette Miller-Meeks (IA-2nd)
Jake Ellzey (TX-6th)

Senate Veterans Affairs Committee

DEMOCRATS

Jon Tester (MT), Chairman
Patty Murray (WA)
Bernard Sanders (VT)
Sherrod Brown (OH)
Richard Blumenthal (CT), Marine Corps Rsv
Mazie Hirono (HI)
Joe Manchin (WV)
Kyrsten Sinema (AZ)
Margaret Wood Hassan (NH)

REPUBLICANS

Jerry Moran (KS), Ranking Member
John Boozman (AR)
Bill Cassidy (LA)
Mike Rounds (SD)
Thom Tillis (NC)
Dan Sullivan (AK), Marine Corps
Marsha Blackburn (TN)
Kevin Cramer (ND)
Tommy Tuberville (AL)



Star Act Update: Support in Congress Approaches Tipping Point

By Mark Belinsky

Director, Currently Serving and Retired Affairs
Military Officers Association of America (MOAA)

Originally Published: 2 February 2021

Nearly 30 House members signed on to co-sponsor the Major Richard Star Act in January, as support for the MOAA- and USAWOA-backed legislation designed to end an unfair offset for combat-injured Veterans approached a tipping point.

At the end of January, bipartisan support for the bill stood at 180 cosponsors in the House and 55 in the Senate. With midterm elections on the minds of elected officials, cresting 200 in the House and 60 in the Senate is within reach.

With these cosponsor tallies, the legislation will reach a level of support where constituents can point to the long list of legislators and ask their elected officials: “Why don’t you support our combat injured, especially with so many others from your state delegation already signed on?”

How Can I Help?

Please take time to send your lawmakers a message, urging them to support the Major Richard Star Act. This can be accomplished in just a minute or two, by visiting <https://moaa.quorum.us/campaign/36675/>.

You can check by state to see whether your lawmakers support this important bill by visiting <https://www.congress.gov/bill/117th-congress/senate-bill/344/cosponsors>.

Understanding the Star Act

The Star Act would support more than 50,300 combat-injured Veterans by allowing concurrent receipt of vested longevity pay and VA disability. These individuals, often seriously disabled, are subject to an offset, where their retirement pay is reduced for every dollar of VA disability received. In some cases, their retirement pay is completely eliminated.

MOAA and fellow advocacy groups have reiterated these

points to legislators and their staffs, as we have worked to move this legislation forward:

- Retired pay is for completed years of service paid by the Department of Defense (DoD).
- Disability compensation is for lifelong injury paid by the VA. These are two different payments for two different purposes.
- Reducing retired pay because of a disability is an injustice.
- No other federal system would reduce retirement pay due to disability.



In 2004, Congress authorized concurrent receipt for those who retired with 20 years or more of service and had a VA disability rating of 50% or more. Left behind were those with a 40% rating and below and those forced to medically retire. Of the group left behind, our combat injured need this support the most and often have compounding challenges from

their injuries.

Thanks to engagement from MOAA members and [The Military Coalition](#) (TMC) – a group of military and veterans organizations with a combined membership of nearly 5.5 million members of the uniformed services community – support for the Star Act is growing.

MOAA and TMC advocate for concurrent receipt for all, and the Star Act is part of an incremental strategy. Increased support for this legislation is timely, with the recent tragic exit from Afghanistan that left many with moral injury, and coming the year after Maj. Richard Star, USAR, an Iraq and Afghanistan Veteran, [passed away](#).

Looking Ahead

As we approach spring, lawmakers will seek opportunities to connect with constituents because of upcoming elections. This is a great opportunity to send a message and follow the similar path to success taken with the repeal of the “widows tax.” The final surge of that advocacy effort in 2019 leveraged overwhelming bipartisan support, in both chambers of Congress, with 383 House and 77 Senate cosponsors.

[Reach out to your lawmakers today](#) and ask them to join the expanding ranks supporting the Major Richard Star Act! 🇺🇸

923A

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Moving Our Cohort Forward In 2022!

By CW5 Yolondria Dixon-Carter

Senior Warrant Officer Advisor to the
Chief of Staff of the Army

Happy New Year to the world's most supportive and amazing Warrant Officers! Yes, I know we are in the third month of the new year, and I may be a bit behind, but I hold fast to my statement – you are amazing. Point blank. Period!

Today

When the calendar flipped to 2022, we thought the pandemic would be over, but we found ourselves still in masks. But good news! We can finally take off the masks and join together again – in person. However, we must continue to practice good discipline and order and remain vigilant.

I am happy to have served the past year with our Warrant Officers. The many accomplishments and achievements you have made are lasting. You are always the inspiration behind every initiative, but we still have much work to do.

Last month, we held our first Army Warrant Officer Council (ARWOC), chaired by yours truly with Combined Arms Center (CAC) CCWO CW5 Steve Kilgore serving as the deputy chair.

The purpose of the council is to advise and assist Army senior leaders across the total Army on Warrant Officer initiatives, including professional military education (PME), talent management, and other initiatives that require integration and synchronization that impact accessions and retention, culture, standards of grade, and quality of life programs.

In our first meeting we introduced the membership and discussed important topics such as PME and talent management. Once the minutes are approved by the Vice Chief of Staff, Army, we will disseminate to the CCWOs of their Centers of Excellence (COEs) for further dissemination.

Current Events and Army Senior Leader Thoughts

We continue to navigate an unpredictable future and face challenges

at home and overseas. We currently have more than 119,000 Soldiers deployed in more than 140 countries, and approximately 8,000 deployed to Europe, due to the ongoing crisis in Ukraine and Russia.

Our Army Senior Leaders – Secretary of Army Honorable Christine Wormuth, Army Chief of Staff (CSA) General James McConville, and Sergeant Major of the Army (SMA) Michael Grinston – have to make some tough decisions but are prepared to make the right ones for our Army.

Whether it is defending our nation at home or overseas, they understand our nation counts on the United States Army to be the first line of defense. Therefore, they are committed to continue building our Army on a strong foundation of people, modernization, and readiness, and I stand with them.

In order to make informed decisions, they are conducting analysis on our force structure, readiness, modernization programs, and our infrastructure. In every analysis, Warrant Officers are involved, not just in advisory roles, but they are contributing to the discussions and are hands-on in modernization and readiness.

Many of our Warrant Officers developed the concept behind Project Convergence. Project Convergence is one of our largest and highest profile experimentation events and seeks to learn how the joint force will defeat our adversaries in an advanced and high-intensity fight.

They participated in a number of experiments with our sister services, involving more than 100 different technologies, and were recognized by the CSA for their exceptional work and dedication to strengthen our Army.

Talent Management

General McConville reminds us that we are in a war for talent. We continue to move from industrial age to a digital one. The Integrated Personnel

and Pay System – Army (IPPS-A) is not coming, *it is here*. Consequently, we will soon see the full integration of more than 1.1 million Soldiers into a multi-component personnel and pay system.

IPPS-A will play a vital role in how we manage talent. The last time I wrote about talent management, we had nine approved recommendations. I am pleased to announce three of nine are in effect:

- 1. Army directive (AD) allowing direct appointment to CW2** – authorizing Special Forces pilot program for E7s – E9s, presuming completion of all other requirements.
- 2. AD establishing Aviation Branch time-in-grade (TIG) requirement – 24 months TIG** for promotion to CW2 now starts with MOS qualification. Supporting the need for developmental time.
- 3. AD authorizing Warrant Officers with active duty retirements to further serve in the reserve components** – the retired Warrant Officer would receive the higher of his or her retired versus drill pay, during drilling periods.

In addition to the approved initiatives, the Warrant Officer Diversity, Equity and Inclusion Plan led by CW4 Shaleem Dempsey of the Army Talent Management Task Force (ATMTF) was also approved.

I want to thank CW5 Rick Knowlton for continuing to lead our Warrant Officer initiatives on the ATMTF. It is because of his steadfast and unwavering commitment to better our cohort that we are where we are today. Yes, there is still much work to do and we are committed to getting it done.

We are currently working on a Warrant Officer study for the follow-

ing initiatives, to determine the best course of action for implementation:

1. **Title 10 Warrant Officer Reform** – pick up where the Warrant Officer Management Act left off, allowing broader service secretary authority to make additional Warrant Officer management changes, via ADs.
2. **Expansion of Competitive Categories for Promotion** – expanding the categories beyond just aviation and technical Warrant Officers to multiple categories, perhaps based on branch or COE.
3. **Selective continuation management** – the goal would be keeping the right folks in key positions, extending careers versus the current “up or out” approach.
4. **Merit-based promotions** – the top 10% to 20% will be promoted in this fashion, while the remainder will be traditional time-in-grade promotions.
5. **Opt-out for first year of promotion eligibility** – option to delay a first look, facilitating career field deepening to better prepare for the next rank and remain more competitive, moving forward.

There are a lot of great things occurring in the realm of Warrant Officer Army Talent Management, to include PME. In today’s operational environment, we cannot afford to take risk in taking care of our number one weapons system – *people*.

We must recruit and retain the very best and in order to do this, we need leaders who are highly trained, disciplined, and fit. We also need leaders who are self-aware.

As a result, the Army continues to invest in Project Athena and has appointed our very own, CW5 Kilgore, to lead Warrant Officer efforts in modernizing Warrant Officer PME and incorporating leader self-development assessments. He recently spearheaded several PME working groups across all three Army components (COMPOs), and was one of the

leads in Project Athena for Warrant Officers.

What is Project Athena? I’m glad you asked. Project Athena is a series of tools and resources in the form of assessments designed to make you more self-aware of your strengths, weaknesses, and “blind spots.”

It consists of a series of developmental assessments that measure leadership, cognitive abilities, communication and interpersonal skills, and mental toughness. The assessment challenges you to answer questions similar to those below:

1. **Am I as good a leader and as skilled as a technical and tactical expert as Soldiers and my leaders in my command need me to be?**
2. **Are you willing to be honest in answering the assessment with who you really are and not who you want to be or think you should be?**
3. **Are you willing to put in the effort to be as good as you need to be?**

If the answer is “yes” to these questions, Project Athena is the tool to help. Be honest in your assessments. The program was only initiated in 2020, and was recently introduced to Warrant Officers. As a result, there is limited data to provide a healthy assessment on how we are doing. However, students who are honest in their answers can work on improving themselves.

Our Soldiers, our leaders, our Warrant Officers, and even our civilians and family members deserve leaders who are self-aware and humble enough to know where they need to improve and how they can use the assistance of others to do so. If you are interested in learning more about Project Athena, I encourage you to contact your proponent.

Accepting the Call

Every day there is a call for Warrant Officers. Every day! Career managers, Command Chief Warrant Officers, and Senior Warrant Officers nominate whom they believe are the “best” qualified for the position or mission. Many are called, but

very few are chosen. The question is, “Will you accept the call when you are chosen?”

Everywhere you go there is a need for a Warrant Officer. We have critical shortages across all three COMPOs in junior and mid-grade levels. Most of our shortages on the active duty side are due in large part to retirements (92%).

Although we are working on a get-well plan – spearheaded by CW5 Victoria “CJ” James of Warrant Officer Accessions Policy Integrator and Accessions Policy Branch – we are starting with accessions, but will need to shift immediately to retention.

So why do I mention “accepting the call?” In recent times, there has been an increase in Warrant Officers, more at the senior level, *declining* the call. There are some valid reasons for the declination, but there are reasons – if I may be candid – that are self-serving.

We are doing a lot to modernize our talent management system. I understand it is not perfect, but if you are called and chosen for assignment, it is because the Army recognized your potential to serve in positions of increased responsibility for your commitment, mastery of skills, and leadership capabilities.

We need the most senior level positions to include talented Warrant Officers, across all branches and COMPOs. Although talent management is intended to capture the knowledge, skills, behaviors, and even preferences of individuals during the course of their career, let us not abuse the latter, and continue to decline the call.

We are in a war for talent and need the best and brightest Warrant Officers to serve at the highest levels, and in nominative O11A positions. Winning matters, but we cannot win if we continue to decline the call. So the next time you are called *and* chosen, do not hang up. It is the right call, at the right time, for the right Warrant Officer, and that Warrant Officer is you. Accept the call – *please and thanks!*

Good News Stories

COMPO 1: Congratulations to CW4 Kevin Jones on his selection as the Cyber Center of Excellence In-

structor of the Year! He is the Senior Instructor in the 170A Warrant Officer Basic and Advanced Courses, and constantly seeks course- and self-improvement through continuously reviewing the course content to ensure operational relevance. He strives to provide the operational force with highly trained, disciplined, and fit Warrant Officers who are ready and relevant to fight and win our nation's wars.

Instructors play a significant role in how our soldiers view the Army. It can have a lasting impact on whether they decide to remain or separate from the Army. Kevin is the kind of leader that motivates people to stay in. He is the kind of leader all soldiers benefit and the leader we need in our Army today! Congratulations CW4 Jones. Job well done!

COMPO 2: The United States Army National Guard (ARNG) has been extremely busy over the last year. ARNG CCWO CW5 Teresa Domeier worked tirelessly with CW5 Knowlton and the ATMTF on the approval of authorizing Warrant Officers with active duty retirements to further serve in the reserve components. If anyone is interested in becoming an ARNG Warrant Officer, please contact the state in which you are interested, for further information.

Teresa and her team of 54 CCWOs, across the states and territories, also developed the Warrant Officer Candidate Accessions Program (WOCAP). This program has proven to be extremely helpful for aspiring noncommissioned officers in the development of their applications. It also allows the senior Warrant Officer an opportunity to access the applicant through continued mentorship.

Once selected, the process does not stop. The candidate is followed throughout Warrant Officer Candidate School (WOCS) and their basic course (WOBC). If there is lag time between WOCS and WOBC, they return to their home state and will work with the senior Warrant Officer for further development, and assist with recruiting efforts.

WOCAP is open to all COMPOs. If you are interested in the program, I encourage you to contact the state's CCWO for additional information. Do not miss out on opportunities to sharpen your skills and become one of the

very best leaders and subject matter experts in your field.

COMPO 3: Early in fiscal year 2021, Human Resources Command (HRC) conducted an accessions board to fulfill a dire need in COMPO 3. For the first time in almost 17 years, that board allowed the opportunity for 12 of the premier 91 series Ordnance NCOs to transition to Warrant Officer without leaving the Active Guard-Reserve (AGR) program.

All 12 of the Warrant Officer Candidates attended an accelerated joint COMPO 2 and 3 Warrant Officer Candidate School (WOCS), using the Army National Guard (ARNG) Regional Training Institutes (RTIs). Phase 1 was conducted in August 2021, at the Pennsylvania RTI located on Fort Indiantown Gap, and Phase 2 was conducted in September 2021, at Camp Atterbury, IN.

On 25 September 2021, 10 USAR candidates pinned as WO1s. A big congratulations to each of them!

But it did not stop. After every WOCS graduation, there must be attendance of the basic course (WOBC). However, we lacked a training plan for the 915A WOBC graduating so soon. In addition to these challenges, The Army Logistics University (ALU), although eager to train our newest Warrant Officers, was short staffed.

USAR CCWO CW5 Pat Nelligan and his team came together with multiple combined resources across the USAR to formulate the training plan for these newly minted WO1s, to include collaborating with COMPO 2, to meet the need of instructors.

Three instructors (2 USAR; 1 ARNG) accepted the call and took the required steps to become certified instructors at the ALU. Thank you **CW4 Joseph Berdis**, **CW4 Benjamin Hinkle**, and **CW3 Daniel Bish**, for accepting the call to lead. The efforts were long and hard, but not impossible.

The benefits of having a multi-component class taught by senior Warrant Officers from USAR and ARNG is a testament to your leadership and will have a lasting impact not just on the Ordnance Corps, but the entire cohort.

It is because of your dedication, commitment to your profession and the Warrant Officer cohort, that Warrant Officers from all three COMPOs will graduate next month. Thank you

for being the example of a cohesive team.

Congratulations

Congratulations to **CW4 Donna Morgan** (420C-Bandmaster), who recently assumed command of the United States Army's Fife and Drum Corps, Fort Myer, VA. The Fife and Drum Corps is the only unit of its kind in the armed forces and is a part of the 3rd United States Infantry Regiment, The Old Guard.

They average approximately 500 performances a year, at home and abroad, to include major parades, historical celebrations, professional sporting events (to include the Super Bowl and the Kentucky Derby), and most notably, in support of the President of the United States, where they perform at all Armed Forces arrival ceremonies for visiting dignitaries and heads of state at the White House.

They also participate in the Presidential Inaugural Parade, and have done so since 1961, when President John F. Kennedy was in office. The Corps showcases the professionalism of the musician in our Soldier ranks and is a constant reminder of our nation's musical heritage.

We are incredibly proud of CW4 Morgan's selection to command. Donna is the second female to command since 1960. CW5 Jeanne Pace was the first female to command, the last active soldier from the Women's Army Corps, and longest serving woman.

I would also like to congratulate **CW5 Aaron Anderson**, CCWO of the United States Army Intelligence Center of Excellence, on his selection to become the next CCWO for the Combined Arms Command, Fort Leavenworth, KS. Aaron brings a wealth of energy, imagination, drive, and innovation and will continue the successes of CW5 Steve Kilgore.

Congratulations on your selection, Aaron. We know you will continue to move our cohort in the right direction in keeping with priorities of people first, readiness, and modernization.

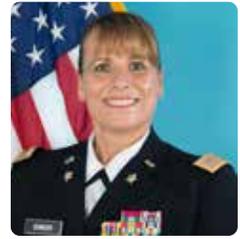
Farewells

It is time to bid farewell to some of the most amazing professionals I have had the opportunity to work alongside in my career. CW5 Teresa Domeier, CW5 Steve Kilgore, and CW5 Rick Knowlton.

Continued on page 24

Parting Thoughts and Women's History Perspectives, From the Seventh ARNG CCWO

By CW5 Teresa Domeier
CCWO, ARNG



As I pass the saber as the ARNG CCWO, I find myself reflecting on my career, and on all the amazing people I have been blessed to work with, on behalf of our cohort, the ARNG, and the Army as a whole. As the first female incumbent of my office, I also want to share my perspectives on Women's History Month, and the future of women in the Army.

Reflections On a Career

I was raised in a large family with five brothers (four of whom were older) and four sisters. As you might imagine, I was often recruited to play football (or whatever game they needed an extra player for). In my family, you had to sound off to be heard, and gender, age, and size made little difference in the assignment and accomplishment of chores.

With 10 children to feed, my parents both worked fulltime, leaving the older kids in charge, ensuring all chores were accomplished and everybody did their share. Even so, the best part of growing up in our family was having the love, loyalty, and support from our parents and each other.

It was far from perfect, and we had our differences, but our family ties were strong, largely because Mom would not tolerate any less! A strong woman (and exceptional role model), she taught us to treat others the way that we would want to be treated ourselves, and I have lived by that lesson my entire life.

When I decided to join the Army, it did not shock many family members or friends (although my mother was a bit emotional). I took my recruiter's advice (MSG Sharon Hilt was as honest as they came) to volunteer for nothing, and just do as I was told as a basic trainee.

That lasted only a few days, when the drill sergeants (DSs) noticed that physical training (PT) came easily to me (I actually performed 39 pushups on my initial diagnostic Army Physical Fitness Test [APFT]). I was then

"voluntold" that I would be a remedial pushup trainer.

After a few weeks of helping females (some who could not do one correct pushup), they were all improving. Following this, the DS informed me he had fired all of our squad leaders and I was one of the new ones (okay, so laying low did not work out for me).

We began with 225 women recruits, with several male DSs and just a few female ones. But one of the females, SFC Miller, had a profound impact on me. She was a lean, fit, African American lady, with the voice of an angel, as she sang cadence.

SFC Miller was not a DS in our platoon, but when she took over cadence during our long, company runs, I could run all day long! These early experiences validated my upbringing and cemented two core principles that drove the entire course of my military career:

- No matter the mission, never perform at a level of less than 100%
- Whenever it arises, *always* seize the opportunity to encourage and mentor

Consequently, throughout my career, my number one goal was in taking care of Soldiers, and I have always enjoyed teaching, training and mentoring them. Aside from that, logistics is what I loved best in all my assignments.

As a Warrant Officer, I could suggest changes in regulations in working groups. My goals were always to seek the best for the organization and the Soldiers in it. For example, I believe I made substantial positive change in the food service community, as the ARNG Region V representative for 14 years, and National Eagle Rep for six years.

Against all odds, I sought an upgrade of the G4 food service advisor/manager position to a GS11 level. Through hard work, research, and finding the right leaders that under-

stood the manager requirements, training aspects, inspections, and position description, this was achieved.

Those of the 54 states and territories (54) that implemented this upgrade in the position retained their expertise, but the ones that decided not to lost the experience of these professionals to higher-paying positions, with less responsibilities and stress.

As CCWO of Nebraska

After 21 years serving as the state food advisor, and regional- and national-level representative, I applied for and accepted the position of Nebraska senior quartermaster advisor, but nine days later, I was encouraged to apply for the state CCWO position.

I had reservations about my readiness to take on a position of such great responsibility, but my mentors encouraged me, providing several examples where I would likely excel, and serve as a positive role model to other female Warrant Officers. I was the only female candidate among a total of five, when I was selected.

I made it clear to Adjutant General Maj. Gen. Daryl L. Bohac that his top priorities were my own, top among which was development of a great Warrant Officer mentorship program and a career management board. I truly enjoyed working for him, because he genuinely understood what the Warrant Officer cohort brought to the organizations. We need more leaders like him in our military.

Being the first female Nebraska CCWO was challenging, but what gratified me most was all the females who thanked me for "breaking glass ceilings" for females to serve in high-profile leadership positions and inspiring them to continue serving and excelling. I believe I made a lot of positive change in Nebraska, but not without push-back in the beginning.

Some Warrant Officers did not like coming out of their comfort zones, but I encouraged them to do so, as they developed into exceptional technical

leaders, serving our State and country. I developed a strong career field manager (CFM) team, to assisting in management of all state Warrant Officers.

The CFMs were aware of their personnel experiences and capabilities, and assisted in managing their career moves with the state leadership. Together we made our Warrant Officer cohort stronger, ensuring 100% maintenance of our recruiting goals.

Perhaps my biggest challenge as the CCWO was with some friends, several of whom I had known my entire career, who expected favors from me. CCWOs are the advisors to their Adjutant Generals and must work with all leadership to make the best decisions for the future of their organizations.

Many did not understand this, and there were a few difficult conversations in my office (regarding assignments, evaluations, and even promotions). In the end, I sadly lost a few friends.

The most rewarding part of serving in this position was working with amazing leaders and senior Warrant Officers who I consider as my military family, and shall remain friends for the rest of my life. Within two years, I was nominated as the Region V chair for the Warrant Officer Senior Advisor Council (WOSAC).

The majority of the team supported me, and it was an honor working with CW5s Kevin Dares, Michelle Struemph, Earnest Metcalf, Hector Vasquez, Mike Smith, Pat Muenks and Donny Kinder. Together we made positive change for our Region, providing valuable tools for WOSAC utilization. The team was professional, strong, and we supported each other. I was proud to serve with them all.

As ARNG CCWO

After my third year as Nebraska CCWO, ARNG CCWO CW5 Peter Panos announced his retirement, encouraging everyone to apply for his position. I initially dismissed the idea (as I wished to continue serving my state), but my fellow WOSAC Region V CCWOs encouraged me to apply. I discussed it with my husband, and with his support I became one of 10 CW5s who applied.

Toward the end of the process, I was honored to be one of the three candidates interviewed twice by then Director of the Army National Guard LTG Timothy Kadavy, together with

CW5s James Baumann and Todd Dressler, either of whom would have been superb choices. Frankly, when LTG Kadavy called to offer the position to me, I was a little taken back.

I called my husband Dave to let him know I had accepted the position, knowing that I would be the first female to serve as the ARNG CCWO. It was all a little intimidating – once again, I was a “first,” as I had been in Nebraska.

I also knew this time I would be a geographical bachelorette, as Dave would not move to the East Coast to live in an apartment, while I worked long hours and traveled the majority of the time. He held down the fort in Nebraska, and I did my best to get home for a visit every six to eight weeks, schedule (and COVID) permitting.

I traveled to NGB prior to my report date to cross train with CW5 Panos. He had a short timeline before heading back to Minnesota, with his beautiful wife Marsha. He filled me in and gave me the best handoff possible.

Being the ARNG CCWO was challenging, but extremely rewarding. Particularly gratifying was conducting visits within the 54, overseas travel to visit deployed Soldiers, and working with our great leaders in the WOSAC and across all three Army components (COMPOs) on major initiatives impacting Warrant Officers in these three COMPOs.

Thanks To So Many

It has been one of the greatest honors in my life, serving as the 7th ARNG CCWO, for three different directors of the ARNG (DARNGs). When I joined the Guard more than 38 years ago, I could not have imagined one day serving in this prestigious position.

I had two amazing executive officers, in CW4 Ellen Smith and CW5 Brian Brooks, who have earned my undying gratitude. Loyal, trustworthy, and thoroughly professional, I could *always* count on them to flawlessly perform their crucial duties, still finding time for maintenance of individual requirements (physical fitness, weight standards, personal records review, etc.). Moreover, they were not afraid to speak up when they needed to advise me on issues – simply superb!

As ARNG CCWO it was a privilege to work closely with the WOSAC. Together, we made positive change for

the ARNG. Current WOSAC Chair CW5 Brian Searcy and Vice Chair CW5 Kenny Henderson are an amazing team who will ensure support of the 54, and work hand-in-hand with the new ARNG CCWO.

Equally gratifying was working with Army senior leaders and the entire cohort. As I leave this position, I am immensely proud of what we have accomplished together, over the past 3 1/2 years. The total Army team (All three COMPOs) has made us stronger, and I truly believe this is why our endeavors were so successful!

The communication between me and the two most senior Warrant Officer leaders in the Regular Army and USAR – SWOA-CSA CW5 Yolondria Dixon-Carter and then USAR CCWO CW5 Hal Griffin – was excellent. We accomplished many goals, such as the first accelerated regional training institute (RTI) WOCS, at Fort McClellan, AL.

Thanks are due to CW5 Griffin and all the senior leaders in Alabama, and ARNG-G3 COL (TRI-Institutional Training Branch) Leland Blanchard, who believed in supporting the efforts, for making it so successful! We know that the ARNG has the capabilities, as long as we receive funding.

We have strengthened enduring alliances and emerging partnerships within our cohort, officer and enlisted corps, and our local communities, while successfully responding to crises at our National Capitol and around the world. I am very proud of you all! In turbulent times, you exhibited extraordinary honor, loyalty, courage, commitment, and self-sacrifice in your roles as technical experts in your MOS, and as the senior Warrant Officers in the 54.

I am happy that I will be returning back to Nebraska in April – to finally live with my husband full-time. It will be nice to return to the Nebraska Army National Guard to plan my retirement and enjoy the good life.

On Women's History Month

Women's History Month will empower, inspire, and educate everyone during the month of March, where we should be celebrating the achievements of amazing women throughout history. Recognizing gender-based inequities that still exist today is why the theme for 2022 is “Providing Healing, Promoting Hope.”

Believe it or not, currently there are

still a lot of mixed feelings about this celebration, plus added criticism. It amazes me that after more than 200 years of American women fighting to be heard – by taking on many challenged expectations and being on the frontline of change – women are still faced with criticism.

I have read numerous articles in the last six years on the history of women making changes in politics, education, work, health, and fashion, only to see that there are still many obstacles that we must overcome.

Let's look back at how Women's History Month originated. It actually evolved from Women's History *Week* in Sonoma, CA, in 1978. The organizers chose the week to correspond with International Women's Day. From there it spread across the country, as many implemented their own celebrations.

In 1980, President Jimmy Carter issued the first presidential proclamation declaring the week of March 8th as National Women's History Week. This was supported with every president following after him and then in 1987, Congress passed Public Law 100-9, designating March as Women's History Month.

We Still Have Work to Do

Earlier in this article I spoke about how several experiences in basic training actually validated my upbringing and cemented core principles I still live by today – but there was a horrible experience that still haunts me from that initial Army assignment.

Five weeks into training, I started hearing rumors that DSs were messing around with some of the trainees and showing favoritism. One afternoon I was called in the DS's office, in my APFT uniform. I stood at attention with my DS behind his desk and three others sitting on the couch looking at my profile.

The DS told me to stand at parade rest. Then they all started commenting to each other that they were not sure that I "would do it." Humiliated, I silently endured this harassment, but finally I looked at my DS and asked if he was through with me – he yelled "yes, *get out of my office!*" I left, shaking inside, but never let anyone know.

Sadly, even in this day and age, this type of behavior (and worse) still exists, and senior leaders must eliminate personnel from the ranks, demonstrating this is *not* tolerated. Some will choose

the easy way out and continue to ignore it, but others will take action – *if you see or hear something, then say something!*

This month, please take the time to thank females that continue to serve, and comrades that sacrifice time away from their families to serve our great Army. Do not engage in slander, until you have walked in the shoes of someone you *think* you know. Ask yourself how you would like someone talking about your wife, daughter, female relative, or friend in such a way. We need to celebrate breaking glass ceilings, and the success of women!

Ending on a positive note, I want to leave you with a quote from my amazing friend CW5 Yolondria Dixon-Carter, who let me use it in some of my speeches:

"Take TIME (Talk, Inspire, Mentor and Engage) to have TEA (Train, Educate and Advise) with your Warrant Officers, and future accessions, to show that there is HOPE (Help Overcome Problems Everyday) in our Army to strengthen our Cohort and the organizations that we belong too!" 🇺🇸



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Women Warrant Officers – The ONLY Women in The Army 1926 – 1937

By CW5 (Ret) Phyllis J. Wilson

President, Women in Military Service for America Memorial Foundation

During the Spanish-American War, military medical care was unable to care for the service members struck down by yellow fever, malaria, and other tropical diseases. Some 1,500 contract nurses were recruited, and they helped to turn the tide with the epidemics.

The nursing professionals' contributions became the justification for a permanent female nurse corps and on 2 February 1901, the Army Nurse Corps was founded. While women were now official members of the military, they were granted "relative rank" and were referred to as "Nurse" or "Miss," and were paid half that of their male counterparts.

During WWI, the United States Navy, Marine Corps, and Coast Guard allowed women to enlist for the first time (other than nurses) in our nation's history. Of course, these women were released from military service following the end of the war. The U.S. Army was staunchly opposed to admitting women into the ranks.

Even while General Pershing demanded women switchboard operators be sent to the war front, there was confusion as to whether or not they were in the Army, or under contract. It was not until 1977 that these switchboard operators, the "Hello Girls," were granted official Veteran status.

Many experts in military history have long believed that following World War One, no women (except for the Army and Navy Nurse Corps) were serving in the military. Well, I have uncovered some stories of fascinating women Warrant Officers that served in the 1920s and 1930s!

Olive Hoskins was one of three females made full-fledged members of the US Army, when a move to change the status of field clerks to Warrant Officers was Congressionally enacted, on 27 April 1926. Likely, Congress did not realize that among 327 Army field clerks whose

status was changed to Regular Army Warrant Officers, three of them were women.

In 1926, the first three female field clerks became the first female Warrants. They were Jean Doble, on duty at IX Corps Area headquarters in San Francisco, CA; Olive Hoskins, on duty at the VII Corps Area headquarters in Omaha, NE; and Mrs. N.W. Jenkins, who died just 19 days later, on 16 May 1926.



Because of physical disabilities caused in a car accident, Mrs. Doble retired on 13 December 1929, leaving Ms. Hoskins as *the only female still on active duty in the Regular Army*, until her own retirement in 1937. Not until WWII did the Army again appoint women as Warrant Officers.

American newspapers dubbed her the "Woman Warrior" and said she led a "Petticoat Brigade." From

13 December 1929, until she retired with the consent of President Franklin D. Roosevelt on 15 September 1937, Olive Lenore Hoskins was the only female in the United States Regular Army. But she never wore a uniform and never saluted a superior officer. The only "weapon" she ever used was a typewriter.

The media covered Warrant Officer Olive Hoskins' career because she truly was a "unicorn" (as the ONLY woman in the entire Army, during the 1930s). It seems fitting that during Women's History Month that we pause and remember this trailblazer. Once I learned of her story of service, I took it upon myself to register her story into the Military Women's Memorial's national database – the only major national memorial that tells these stories, so they will be visible for generations to come.

So this month, please ensure that your story – or that of a military/Veteran woman you know – has been added into the national database for all of America to see. Anyone can create an account and register herself, or a woman that has served – living or deceased.

I just added Warrant Officer Olive Hoskins in February 2021. Once you create your account, you can search to see if friends, family, and coworkers have stepped up and told their stories. To do so, please visit https://myaccount.womensmemorial.org/nc_createaccount.

History is not complete without every story being told. Watch for the next article about women Warrant Officers, such as CWO Nana M. Seymour-Bell, who served in WWII! 🇺🇸





She's in the Army but Doesn't Dig Ditches

Miss Olive Hoskins, Warrant Officer, Has Never Worn a Uniform Either—Sailing for Philippines to Complete Her Service

This is a story to make a doughboy weep.

Olive L. Hoskins has worn the title of Army Warrant Officer for more than 16 years now. She's been in the service for 25 years. She has been the only feminine warrant officer for the past two years. But she has never:

- Worn a uniform.
- Been called on to salute a superior.
- Been rudely awakened by reveille.
- Done field duty.
- Stood in line for mess.
- Slept in a pup tent.
- Or otherwise shared in the rigors of Army life.

Olive Hoskins, the then only female member of the United States Regular Army, at her typewriter at the Army Base in New York City on December 13, 1932



Member
WO Olive Hoskins

MEMBER ID
762835

SERVICE
Army

HIGHEST RANK
WO1

SERVICE DATES

Army 1926-1937

MEMORABLE EXPERIENCE

Olive Hoskins was born at Santa Rosa, Sonoma, California, on December 2, 1882. She grew up in Palo Alto, Santa Clara. One of Ms. Hoskins' sisters worked for the Quartermaster's Department and later the civil government in the Philippines, and Olive visited her there for 12 months in 1904-05, and again in 1907. On the latter visit, she sat and passed a civil service examination and on August 1, 1907, started a job with the US Army as a civil grade headquarters clerk in Manila, on \$1200 a year. Ms. Hoskins remained in the Philippines until November 1912, when she was transferred back to San Francisco. On August 29, 1916, her position was changed to Army field clerk and she was assigned to Mexico during the "Pancho Villa Expedition", which lasted until February 7, 1917. In 1919 she was reassigned to the Philippines, as personnel manager for the Judge Advocate's Office. In 1922 Ms. Hoskins returned to the US to work with the Seventh Army Corps in Omaha, Nebraska. She remained there until January 19, 1933, when she was once again sent to the Philippines. She resisted a transfer to Governors Island, New York, in 1934, but was ordered to duty in the Judge Advocate General's office with the 6th Corps in Chicago in September 1935 and her final assignment from July 1936 until retirement on \$140 a month in September 1937 was at the Ninth Corps headquarters in San Francisco. Hoskins was one of three females made fully-fledged members of the US Army when a move to change the status of field clerks to warrant officers was enacted by Congress on April 27, 1926. Congress had not realized that 3 of the 327 field clerks were women. Ms. Hoskins died at the Protestant-Episcopal Home on Lombard Street, San Francisco, on October 15, 1975, aged 82, and is buried at the Cypress Lawn Memorial Park, Colma, San Mateo, California.

AWARDS & DECORATIONS

OVERSEAS

Philippines

REGISTERED BY

Phyllis Wilson





USAWOA Membership Enhancement Project Progress Update and What Comes Next

By CW4 Misty Whetung

Project Manager, MEP

Northeastern Region Director

The Membership Enhancement Project (MEP) is well on its way to developing a more valuable membership program for you as a USAWOA member. We are currently focused on the infostructure transition of the USAWOA portal data and web services, which is a major component of the modernization effort of the project.

While the project's team leaders are busy conceptualizing the content and layout of the member benefit services, CW4 (Ret) Carl Burnett is spearheading the data cleansing effort for extraction from the current system for integration into the new one. We plan to have a Microsoft (MS) 365 service provider hired and in place by the end of the second quarter this year, and to begin implementing the new USAWOA web application and data portal by the end of the third quarter.

MS 365 service accounts have already been initiated for USAWOA Executive Committee (EXCOM) members, Regional Directors, and other key USAWOA headquarters leaders. This is an excellent first push in our project's modernization efforts! This new capability offers USAWOA many updated capabilities, making the job of volunteer leadership for USAWOA easier.

The MS 365 service accounts allow USAWOA headquarters, the EXCOM, and Regional Directors to have role-specific USAWOA leader accounts that can be handed off to newly elected and appointed leaders. These MS 365 accounts provide USAWOA EXCOM and Regional Directors with access to many Microsoft applications, including Teams, a USAWOA-specific Outlook email account, OneDrive storage, Word, Excel, PowerPoint, Access, and Publisher.

Access to these applications by key USAWOA leaders allows organization data and documents to be immediately shared and available among these leaders, but also to incoming EXCOM members. This IT enhancement greatly improves knowl-

edge and information management within the USAWOA.

USAWOA will immediately benefit from these key leaders having access to MS Teams, which offers a secure platform for important meetings to be conducted remotely to include EXCOM, board of director (BOD), Annual Meeting of the Members planning, and Counsel of Presidents (COP) meetings.

This IT investment will improve communication, event scheduling, and information management throughout the association. Additionally, the use of periodic MS Teams meetings in the place of in-person meetings will result in a reduction of travel expenses for USAWOA.

A major feature of the Membership Enhancement Project is to hire a Microsoft service provider and buy licenses for each USAWOA member, to have access to Microsoft 365 Business Basic Account as a part of USAWOA membership. The MS 365 account will include a USAWOA-specific Outlook email address and access to Word, Excel, Outlook, PowerPoint, Teams, and OneDrive cloud storage of 1 TB.

Offering MS 365 Business Standard services for annual membership is truly a significant membership benefit, since the out-of-pocket cost for MS 365 services is approximately \$99 per year. Additionally, all members having MS Teams accounts will offer a single paid

platform for Chapters to conduct remote meetings and share information easily and quickly. We hope to have a service contract in place and to be able to start issuing MS 365 accounts to individual users by the end of the first quarter next year.

These benefits are just a portion of what the Membership Enhancement Team is working diligently to bring to you. Follow our progress and updates published monthly in the *News-liner* magazine, and published on the Membership Enhancement Project webpage, accessible at: <https://mep.usawoa.org>. We frequently ask for your valued input to design capabilities in the USAWOA web application that you want to have available to you. Please take a couple of minutes to provide your feedback. ■■

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USAWOA 50th Annual Meeting of the Members “50 Years of Professionalism, Representation, and Recognition”

By CW5 Nichole S. Rettmann

President, Fort Bragg Silver Chapter

The Fort Bragg Silver Chapter is honored to host the 50th Annual Meeting of the Members (AMM) at the home of the Airborne and Special Operations forces! It is significant that we are to hold our association's golden anniversary event at what many call the Army's "Center of the Universe," home to major Army commands including Forces Command, U.S. Army Special Operations Command, the 18th Airborne Corps, the U.S. Army Reserve Command, and the storied 82nd Airborne Division.

We are in the process of inviting many military senior leaders from the local major commands, as well as from the national capital region, to address the participants and be part of the professional development panels. The 50th AMM is scheduled for 18-21 October 2022, with online registration opening this June. This will be the professional development event you absolutely *do not want to miss*.

Location and Logistics

The main events will be held at the Ramada Plaza Hotel and Bordeaux Conference Center, in Fayetteville, NC. This location is within walking distance of various restaurants and is a straight shot on the All-American Highway from the main gate of Fort Bragg.

We have blocked 100 rooms at the hotel for AMM participants and their spouses and guests. Reservations will open in June 2022, with a deadline of 19 September, to take advantage of the AMM rate of \$69/night.

The 50th AMM begins the afternoon of 18 October with registration in the Orleans conference rooms of the Bordeaux. It will continue in the evening, as Members and guests mingle with USAWOA's National Board of Directors at the President's Reception, also conducted in the same location.

The opening day of the AMM will be Wednesday, 19 October, beginning with the Retiree and Veterans Breakfast. At 0900 hours, our na-

tional president will gavel in the first official session of the meeting. Check in and registration for late arrivals will be available outside of the conference room, for those who could not arrive in time on Tuesday.

Outings for spouses and guests will begin in the hotel main lobby on both the 19th and 20th of October, at 0930 hours. Participation and pricing will be part of the online registration, to ensure an advanced estimate of total participants for the various events planned.

We will conclude the first day's events with the Mid-Atlantic Region's Reception. Thursday morning's activities begin with the Spouses and Guests Breakfast. Day two official meetings will begin at 0900 hours and the additional schedule of event details is still to be determined.

Professional Development

The USAWOA AMM is the platform for premier professional development panels every year, geared specifically for our Warrant Officer Members. We plan to hold two main professional development panels this year, on day one and two of the meeting, respectively (19-20 October), with additional networking and professional development ongoing throughout the event.

I foresee one professional development panel, focused on talent management, including the topics of transforming Warrant Officer professional military education, mentorship, and career planning. The topic of the second main professional development panel is still being determined and might be focused on topics ranging from special operations and cyber security to sustainment.

Additional professional development events will likely focus on modernization, exploring topics involving emerging technology such as total sustainment, linking the Integrated Personnel and Pay System-Army (IPSS-A) to Enterprise Business Systems - Convergence (EBS-C) for personnel,

financial management, and logistics.

As always, we will invite our distinguished senior Warrant Officer leaders to provide updates on key actions they are working from their foxholes. These will include the Senior Warrant Officer Advisor (SWOA) to the Chief of Staff Army, the SWOA to the FORSCOM CG, the Army Reserve CCWO, the Army National Guard CCWO, and other CCWOs from major commands in Army components.

Our Members who are retirees and Veterans will appreciate most of these professional development events, learning about the future of our Army and their currently serving brothers and sisters in our cohort. Having said this, where some planned events are likely to involve a deep dive into technical issues on systems they will never use, this will probably not be the case.

To offset such events that might be tedious to our retiree and Veteran attendees, there are plans underway for alternative Veteran and retiree breakout sessions, where topics more relevant to them will be discussed. Presenters will likely hail from the Veteran Support Center on Fort Bragg, and from other agencies to be determined. Greater detail on specific agenda items will be provided in future 50th AMM update articles in the coming months.

Social Events

As noted above, the first social event will be the National President's Reception on Tuesday evening, hosted by National President CW5 (Ret) Joe Consiglio. Also in attendance will be the entire national leadership team, together with the candidates running for *all national-level offices*, who will be elected at and sworn in during the official meeting. That's right folks, this is an election year!

The President's reception will be an excellent opportunity to relax, enjoy a drink of your choice, and meet the next leadership of the association, while thanking current officers who

might be departing for their leadership.

The Chapters of the Northeastern Region will host a reception on Wednesday evening, 19 October, in keeping with the association tradition of this event being conducted by the Region hosting the following year's AMM.

The Fort Dix Doughboy Chapter will host the 51st AMM in October 2023. Officials from the Chapter also look forward to providing details about next year's meeting on the last day of the 50th AMM. The attire for both receptions will be business casual and will feature hors d'oeuvres and a cash bar.

Various spouse and guest outings are being planned to include local sites (such as Cape Fear Botanical Gardens), Historic and cultural venues (including the Airborne Special Operations Museum, Poe House, Museum of the Cape Fear, and Arsenal Park).

Special activities will include pottery making, painting, and candle making. Participants should plan to register their spouses and/or guests for events of interest during the online registration process, where associated costs will be identified.

The culminating event of this year's AMM will be the USAWOA 50th Annual Banquet and Ball, a European-style masquerade ball in the grand ballroom of the Bordeaux Conference Center, on Friday evening, 21 October. The annual banquet and ball are the highlight for many, at *any* AMM.

The dinner and awards will be followed by a night of dancing. Look for more details on these spectacular events, which will be highlighted in future issues of the *Newsliner*, as well as in short videos on the Fort Bragg Silver Chapter and USAWOA national Facebook pages (<https://www.facebook.com/FtBraggUSAWOASilverChapter> and <https://www.facebook.com/USAWOA>, respectively).

[com/USAWOA](https://www.facebook.com/USAWOA), respectively).

We look forward to hosting the 2022 USAWOA 50th AMM and intend to not only provide a fun event, but also an informative and memorable one, packed with valuable professional development, networking opportunities, and Warrant Officer fellowship.

Agenda and Registration

An agenda for the 50th AMM will be available on the USAWOA website and is also scheduled for publication in the May edition of the *Newsliner*. Registration for the meeting and associated events will open in June 2022. As in the past, registration will be accomplished either electronically on the portal, or manually. Manual registration forms will also be published in future *Newsliner* editions and will be available for download from the website. 🇺🇸



DON'T MISS THE PREMIER WARRANT OFFICER PROFESSIONAL DEVELOPMENT EVENT OF THE YEAR!!







Professional Development Panels
19-20 October



Masquerade Ball
21 October



Spouse Events
19-20 October

18-21 October 2022
At the Ramada Plaza and Bordeaux Conference Center

US Army Warrant Officers Association

50th Annual Meeting of Members

Hosted by the Fort Bragg "Silver" Chapter

Registration Opens June 2022! Online at: <https://netforum.avectra.com>







United States Army Warrant Officers Association 2022 National Office Nominations Instructions



The USAWOA national elected positions open for nominations are as follows: President, Vice-President, Secretary, European Region Director, Western Region Director, Mid-Northern Region Director, Mid-Southern Region Director, Southeastern Region Director, and Northeastern Region Director.

USAWOA Form 200-13 must be submitted to nominate fellow Regular Members or themselves for national offices within the association. (NOTE: Associate Members may NOT hold elected office.) Those nominated 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 President, Vice President and Secretary must reside within 300 miles of the USAWOA Home Office. Also, those nominated as Region Directors must reside within the region for which they are nominated. The three methods of Nomination are:

- 1) Regular Members may declare candidacy for any office subject to the requirements above.
- 2) 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.
- 3) 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.

Each nominee must submit a written resume plus a head-and-shoulders photograph with any nomination. In accordance with USAWOA Bylaws, nominations, candidacy declarations, and resumes must be received at the USAWOA Home Office not later than 90 days prior to the first business day of the USAWOA Annual Meeting of the Members, thus permitting the ballot to be printed and mailed to each member. Therefore, all nomination materials **must be received no later than 21 July 2022** by the Nominations Committee Chairperson, by email to gregorygouty45@msn.com or by mail to: CW4 (Ret) Greg Gouty, C/O USAWOA National HQ, 462 Herndon Pkwy Suite 207, Herndon, VA 20170, in order to meet this requirement.

Resume Instructions for 2022 Nomination for National Office

Grade/Name _____	Address _____
Region/Chapter _____	Office & Home Phone _____
Office Sought _____	E-mail address _____

The nominee resume for a National Office is limited to 800 words. A quality resume will contain the following four elements on information:

- 1) The number of years of USAWOA membership and the elected or volunteer Association positions previously or now held.
- 2) Comment on what the candidate believes his or her experience, knowledge, skills and abilities can contribute to the betterment of the Association and Warrant Officer Corps.
- 3) Comment on what the candidate believes to be the most significant challenges (no more than three) facing the Warrant Officer Corps, presently or within the next five or more years, and how they believe USAWOA can best assist the Army and the Corps to meet these challenges.
- 4) Comment on the most significant challenges (no more than three) that face USAWOA, presently or in the next five years, and how they believe the Association leadership; Chapter, Region, and/or National, can best meet these challenges.

You may visit the USAWOA digital library to download a sample resume template:
(at <https://docs.usawoa.org/forms/forms.html>).

NOTE: The resume should be inserted immediately after Office Sought above. Attach a head and shoulder photograph to nomination, and submit with resume by email to gregorygouty45@msn.com, or by mail to: CW4 (Ret) Greg Gouty, C/O USAWOA National HQ, 462 Herndon Pkwy Suite 207, Herndon, VA 20170, so as to arrive not later than 21 July 2022. Nominee resumes should be of 800 words or less, and will be printed in the News-liner magazine. Instructions will be provided there to Members who wish to view full nominee resumes online, if they need to be edited down to meet space requirements.

Signature and Date _____



United States Army Warrant Officers Association National Office Nomination Form



This form provides USAWOA members the opportunity to nominate fellow Regular Members for national offices within the association. (NOTE: Associate Members may not hold elected office.) Those nominated should be reasonably expected to be able to complete a two-year term of office. In accordance with the USAWOA Bylaws, those nominated for the offices of President, Vice President, and Secretary must reside within 300 miles of the USAWOA national headquarters office. Also, those nominated as Region Directors must reside within the region for which they are nominated. The three methods of nomination are:

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

All nominees must submit a written resume and photograph. In accordance with USAWOA Bylaws, nominations, candidacy declarations, and resumes must be received at the USAWOA home office not later than 90 days prior to the first business day of the USAWOA Annual Meeting of the Members, thus permitting the ballot to be printed and mailed to each member.

- I, _____ declare my candidacy for the office indicated below.
 I, _____ submit the following nomination(s) for the office(s) indicated below.
 The _____ Region/Chapter submits the following nomination(s) for office(s) indicated below.

National Officers

President _____
 Vice President _____
 Secretary _____

Board of Directors

Director, European Region _____
 Director, Western Region _____
 Director, Mid-Northern Region _____
 Director, Mid-Southern Region _____
 Director, Southeastern Region _____
 Director, Northeastern Region _____

I certify that the Members(s) listed above have been contacted, have consented to have their names placed in nomination, and understand that their resume(s) must be forwarded by the Nominations Committee Chairperson to the national office not later than 90 days before the USAWOA Annual Meeting of the Members.

Printed Name _____

Signature & Date _____

E-mail Address _____

The completed form along with a head and shoulders photo and resume must be sent to the USAWOA Nominations Committee Chairperson, Past National President CW4 (Ret) Greg Gouty – by email at gregorygouty45@msn.com, or by mail to: CW4 (Ret) Greg Gouty, C/O USAWOA National HQ, 462 Herndon Pkwy, Suite 207, Herndon, VA 20170, so as to arrive **not later than 21 July 2022**.

Moving Our Cohort Forward In 2022!

Continued from page 12

As Rick would say, “We’re inexpensive, but valuable.” I want to echo his sentiments. From the 54 states and territories, to the initiative and significant progress of modernizing PME and developing Project Athena for Warrant Officers, to managing the talent of our Warrant Officer cohort, you added value.

You answered the call and made a difference. Each of you have done an awesome job, through ups and downs, and with limited people and resources. I have learned so much from you and will cherish the lessons and memories.

I thank your families for sharing you with our team. The many sacrifices you all have made in support of your profession and commitment to our success will never be forgotten. We were all fortunate to have you and have benefitted from your leadership. It is sad to see you go, but I know for every end, there is a beginning.

On behalf of the entire Warrant Officer cohort, across all branches and

COMPOs, thank you for everything you have done (and it has been a lot). I’m going to miss each of you, but I know your legacy will live on in the hearts of our entire cohort and the Army. All the best, my friends. This is not goodbye; it is “until next time.” Soldiers 4 Life! Army Strong!

Thoughts On Women’s History

This month, we celebrate women’s history. I am grateful for the women who have forged a path for service in the military, where I have had the opportunity to serve a greater purpose.

Women add to the beautiful fabric of our nation, and the strength of our Army. They are leaders; courageous, caring, committed, professionals; and experts of their craft – and they strive to make our Army better every day.

I am incredibly proud of their accomplishments and the foundations laid that created opportunities for me and so many other women. Thank you for Providing Healing, Promoting

Hope.

In Closing

I remain humble and at your service, as the Senior Warrant Officer Advisor to the Chief of Staff, Army. It is not an easy job, but all of you make it worth the challenge. I could not be prouder of the vision for our Warrant Officer cohort – “Acquire, Develop, Employ and Retain the Best Warrant Officers.”

I am honored to work with 30-plus members of the ARWOC, and members of the United States Army Warrant Officers Association, who accepted the call to make our cohort stronger.

We have lots of work to do, but I am confident we have the right vision, the right attitude, and the right Warrant Officers in place to do just that. Continue to do great things and remember, your proximity to the fight does not lessen your value to the cohort. You matter. Your voice matters. Your profession matters. Now go be great!

People First! Winning Matters! Army Strong! 🇺🇸

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* **LIFE MEMBER**
 # **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)	HEIDT	RANDY	OD	*	0507	CW5 (Ret)	DENHAM	MITCHELL	OD	*	0613
CW3	MORRISON	EDGAR	OD	*	0507	CW3	FISHER	ERIC	SC	#	6699
40 YEARS						10 YEARS					
CW4 (Ret)	EVANS	RICHARD	SC	#	0226	CW3	GALLEGOS	BORIS	OD	*	0603
CW2 (Ret)	GERMAIN	PAUL	CS	*	0604	CW4	HEEG	JASON	SF	*	0522
CW5 (Ret)	LEGGs	ROSCOE	OD	*	0501	CW4	JOYCE	JOHN	QM	*	0221
CW4 (Ret)	RICHARDSON	JULIUS	OD	*	0507	CW3	KELLEY	JOHNNY	OD	#	0515
CW4 (Ret)	STARBUCK	LAWRENCE	AV		0302	CW4 (Ret)	MARQUIS	EDGAR	SC	*	0522
35 YEARS						5 YEARS					
CW4 (Ret)	BAKER	LEE	QM		3399	CW4	MCCLELLAND	SANDRA	MI	#	0604
CW5 (Ret)	BRANDT	THOMAS	QM	*	3399	CW3 (Ret)	MERCHANLEON	JUAN	OD	#	0309
CW5 (Ret)	CARTMELL	HENRY	QM	*	6699	CW4 (Ret)	PETERSEN	JOHN	MI	#	0601
CW3 (Ret)	EXLEY	FREDERICK	EN		0501	CW3	RUSSELL	GALE	MI	*	0203
CW3 (Ret)	PAULEY	STANFORD	AG		0205	CW5 (Ret)	WHITT	EDDIE	AV	*	0603
CW5 (Ret)	TARR	CHARLES	MP	#	6699	CW3 (Ret)	WILLIAMS	JOSHUA	MP	#	0203
30 YEARS						5 YEARS					
CW3P	BRUCE	RALPH	OD	*	4499	CW3 (Ret)	BOGGS	LAWRENCE	SC	*	0205
CW3 (Ret)	FRANKLIN	STEVEN	OD	*	6699	CW3 (Ret)	ELLIOTT	CHRISTOPHER	AD	#	0507
CW2 (Ret)	FULTON	TERRY	QM	#	0401	CW3	FEIGHERY	JEFFREY	OD		0608
CW2 (Ret)	JOHNSON	TIMOTHY	MS	#	3399	CW3	LENNON	MICHAEL	OD	#	0317
CW5 (Ret)	JONES	JOHN	AG		0509	CW2 (Ret)	LOUTTIT	MARK	MI		0622
CW4 (Ret)	LEAS	RODNEY	MS	#	0402	CW4	NESBITT	EMMA	XX	*	0603
CW4 (Ret)	WALTERS	JOHNNIE	OD	*	0507	CW5 (Ret)	PAUL	VANCE	AV	#	0503
CW5 (Ret)	WURM	ROBERT	OD	#	0605	CW3	SCHESSO	DYLAN	OD	#	0501
25 YEARS						5 YEARS					
CW4 (Ret)	BILEY	MICHAEL	MI	*	0211	CW3	WALDEN	MARCUS	AG	*	0520
CW4 (Ret)	BOHALL	RODERICK	QM	#	0603	CW2	WATERS BOGGS	KATRINA	XX	*	3399
CW4 (Ret)	DEKOK	WILLEM	OD		0204	5 YEARS					
CW3 (Ret)	GONZALES	SANTIAGO	OD	#	0402	W01	ALTMAN	LEON	AG	*	0319
CW4 (Ret)	MARTINEZ	PAULA	JA	#	0509	CW5	BAMBAS	SHAWN	XX	#	0324
CW4 (Ret)	TETTERTON	MARSHALL	AG	#	0509	W01	BARRETT	MICAH	OD	#	0404
CW5 (Ret)	TYREE-HYCHE HILL	IDA	AG	*	5599	CW4 (Ret)	BRYANT	HENRY	AV	#	0404
CW5 (Ret)	WORRELL	ROBERT	OD	*	3399	CW4 (Ret)	CHASTAIN	DELBERT	AG	*	0611
20 YEARS						5 YEARS					
CW5	ABRAHAMSEN	JEAN	AG		0514	W01	COCCIOLILLO	FRANK	XX	#	0606
CW4P	COFFMAN	SHERYL	MI	#	0302	CW4P	ERICKSON	WILLIAM	AG		0228
CW3 (Ret)	HORNSBY	RORY	MS	*	0402	CW3	JEANBAPTISTE	MEEKLIN	QM	*	0209
CW4 (Ret)	MORRIS	PATRICK	AG	#	0605	CW4	LYONS	ALFRED	SC	*	0309
CW4 (Ret)	SOUSA	DOUGLAS	AV	*	3399	CW3P	MASCHINO	BRIAN	XX	#	0324
15 YEARS						5 YEARS					
CW3 (Ret)	BERNIER	CHRISTOPHER	EN	*	2299	CW2	NEDDERMAN	ROBYN	MS	#	3399
CW3 (Ret)	ABRAHAM	JAMES	OD	*	0501	CW5 (Ret)	SCOTT	PAUL	QM	*	0622
15 YEARS						5 YEARS					
CW3 (Ret)	BERNIER	CHRISTOPHER	EN	*	2299	CW5	STANLEY	JON	SC	#	0309
CW3 (Ret)	ABRAHAM	JAMES	OD	*	0501	CW3 (Ret)	STUTZMAN	JON	MI	#	0604
15 YEARS						5 YEARS					
CW3 (Ret)	BERNIER	CHRISTOPHER	EN	*	2299	CW3	VAUGHT	LLOYD	XX	#	0514

New Life Members

2494	CW2 Joshua Mark Becker	2498	CW4 Matthew M. Schuld
2495	CW3 (Ret) Rafael A. Vega Martinez	2499	CW3 Brian Chad O'Rourke
2496	CW2 Robert Debonise, Jr	2500	CW4 (Ret) Mark L. Jackson
2497	CW3 James Christ Heiser		

USAWOA Cordially Welcomes Its New Members

RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME
WO1	TIMOTHY	ANDRESS	WO1	JACOB	HOWELL	CWO (Ret)	CATHERINE	RAUSCHENDORFER
CWO	JUSTIN	BROWN	WO1	JANEAN	JORDAN	WO1	LEAYA	SANDERLIN
CW4	JASON	BRUSHINGHAM	WO1	CHRISTOPHER	LAWRENCE	WO1	SAMUEL	SCHIELKE
CW5	BRIAN	ERKSON	COL (Ret)	SUSAN	LUKAS	CW2	JONTEIA	TALIAFERRO
WO1	ANDREW	FARNSWORTH	WO1	CARLOS	MARTINEZ	WO1	ANTHONY	THOMPSON
WO1	ALEXANDER	GIRARD	WO1	RODIA	MOORE	WO1	BRIAN	THOMPSON
WO1	ROSIE	GUMBS	WO1	GREGORY	MOREIRA	CW2	NEIL	WESTERBERG
CW3	KAYLAN	HARRINGTON	WO1	KATE	MUMMA	WO1	MICHAEL	WIATER
CW3	JAMES	HEISER	WO1	EMMANUEL	MURDOCK	WO1	STEVEN	WISE
WO1	NICHOLAS	HILL	WO1	ADAM	PALONE	WO1	EMILY	WOOD



In Memoriam

CW4 Robert Lee Beightol
Mount Dora, FL

CWO John Franklin Denny
Stockbridge, GA

CW5 (Ret) John R. Jones, Jr
Deland, FL

CW3 Mona Rae Kincaid
Ohio

CW3 (Ret) Nash Montgomery
West Point, MS

CW3 (Ret) James F. Reed
Oak Harbor, WA

CW5 Craig G. Sumner
Gilbert, AZ

CW4 Alvin Surkin
Fayetteville, NC

New Chapter Presidents

GEM STATE CHAPTER

WO1 Daniel Putnam NEW PRESIDENT
CW4 Richard Stover PAST PRESIDENT

CRATER SILVER CHAPTER

CW3 Demetria Timothy NEW PRESIDENT
CW4 (Ret) Francis Pattin PAST PRESIDENT

RUSHMORE CHAPTER

CW3 Gene Fisher NEW PRESIDENT
CW4 (Ret) Thomas Flint PAST PRESIDENT



**WOCS
Class
22-04**

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

W01 Michael J. Sawyer, presented by CW4 Dowling.



**WOCS
Class
22-04**

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

W01 Michael J. Sawyer, presented by CW5 Yerby.



**WOCS
Class
22-05**

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

W01 Nicholas K. Deweese, presented by CW4 Castro.



**WOCS
Class
22-05**

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

W01 Joel A. Jones, presented by CW5 Polk.



**WOCS
Class
22-06**

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

W01 Collin S. Odenweller, presented by CW4 Castro.



**WOCS
Class
22-06**

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

W01 Zane A. Wilson, presented by CW5 Combs.

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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)