

NEWSLINER

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UNITED STATES ARMY WARRANT OFFICERS ASSOCIATION

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CW4 (Ret) Pete Hill
National President
.....



A Word about Mentorship

Throughout our professional lives we regularly pay lip service to the concept of mentorship. All too often we fail to follow up with actions or concrete advice. In this, my second to final President's Report, I thought it fitting to print some very wise tips from a friend of mine, CW5 Chris Volkert. In no particular order, he provides us all with excellent points to not only pass on to our subordinate Warrant Officers, but which even senior Warrant Officers should revisit from time to time. In the words of CW5 Volkert:

Find and latch on to a senior Warrant Officer mentor, even if he or she is not in your unit or MOS. In most cases there is usually at least one nearby.

Find out early on what your boss knows about your duties and responsibilities. If he or she doesn't seem to know, provide him or her with a job description (the Warrant Officer recruiting page has a general description of duties for each MOS). Take the time to explain what you bring to the table, and how you can benefit the command. Highlight any skills or qualifications you may have that make you the Subject Matter Expert (SME) in your area.

Cultivate trust – give the boss a reason to stay out of your business by doing your job well, never letting him or her down, and never leaving him or her uninformed.

Be the best at what you do, and make your unit successful in your area of expertise – try to create programs or set standards that other units want to emulate. When the boss sees that, he or she will clearly see why he or she needs you in your slot, rather than somewhere else doing something that is not your specialty.

Be ready to take on the occasional additional, non-traditional responsibility if the boss needs you to do so. Most times, if you are being asked to do something extra, it's because it's a no-fail situation and this indicates absolute confidence that you can handle it.

As "small-potatoes" as it may sound, don't be "that

guy" who shies away from social functions all the time. Be a team player and show the boss you are 100% a part of his unit. Also, on the "don't be that guy" note – don't reinforce the legend of the old Chief who has a sloppy uniform, doesn't do PT or formations, and doesn't get involved with Soldier issues. Accept the fact that you will be looked upon as a leader, to some degree or another. How much will depend on your MOS and the commander who is looking. In general, lead within your area of expertise. Enforce standards, both in your technical area and the general military standards all Soldiers must meet. Take charge and take responsibility. Realize you might be the platoon leader if there are no Lieutenants around. Accept it, and do it well. Step away from NCO business. Enable your NCOs without smothering them. Announce your goals and standards to them, teach and advise them how to get there, coach and mentor as required, but stay out of their way. Be a mentor to junior officers and NCOs – teach them what they need to know about your area. Conduct OPDs and NCOPDs.

Read, read, and read some more about anything and everything that pertains to your MOS. Learn so you can teach others. Again, the boss will see this and clearly understand why he or she needs you in your area of expertise, and may be less likely to pull you away from it to do other stuff that someone else could do.

Never forget that most of us – when you boil all the fancy stuff down to the essentials – are first and foremost teachers. We provide continuity of knowledge, skills, and expertise by passing them on to others. There is a reason the Army needs Warrant Officers – we provide stability and continuity that regular line officers just can't provide. And finally, the reason is proven and supported by the results seen in a successful unit. 🇺🇸

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National Headquarters Staff Tip of the Month:

You can make changes to your own online personnel record information. After logging in, click "My Information" on the green link-bar. At the top of the My Information page, click on "Edit Information." You can then change everything except chapter affiliation and membership dates. Please take the time to complete any missing information in your record! 

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By CW4 (Ret) Jack Du Teil



New Chief, National Guard Bureau

This month's cover features GEN Frank J. Grass, the recently appointed Chief, National Guard Bureau. On pages 8 and 9 we feature the biography of GEN Grass, who becomes the first ARNG Chief, National Guard Bureau to serve on the Joint Chiefs of Staff. I am personally privileged to have served with GEN Grass when I was a young Soldier, and I know him to be perhaps one of the most gifted leaders the ARNG has ever produced. With his personal commitment to Soldier welfare and his tremendous experience in the operations community, he is uniquely qualified to lead the Soldiers and Airmen of the National Guard at this critical point in their history.

Professionalism

This month, the National President focuses on the importance of mentorship, and reminds us that it is just as important for young Warrant Officers to seek it out as it is for senior Warrant Officers to be prepared to offer it. On page 7 CW4(P) Timothy McCarter makes a compelling case for Warrant Officers to seek-out teaching opportunities at the Warrant Officer Career Center. Also, this year's AMM Chairman gives us a preview of the wonderful events that await attendees at this year's AMM, on pages 14 and 15.

Representation

In addition to focusing on the importance of generating revenue for the Association, this month's Executive Director's Report wraps up the USAWOA's work in representing Warrant Officers on Capitol Hill, as a charter member of The Military Coalition (TMC). Keeping the Members apprised of key legislative efforts has been a priority all year, and will continue to be so moving forward.

Recognition

We are devoting considerable space this issue to publishing Chapter news from around the world. Please enjoy reading about the wonderful activities of fellow Warrant Officers in our many vibrant Chapters, and the impact they have on their various communities. Of course we also continue to highlight our future leaders who have earned honors upon graduation from WOCS. 🇺🇸

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Executive Director's Report



By CW4 (Ret) Jack Du Teil
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Focus On Association Revenues

One of my goals is to develop strategies to save and generate existing and new sources of Association revenues, respectively. One area where we have been successful is in the sale of memorabilia. The release of the USAWOA 40th Anniversary Coin was a tremendous success, generating several thousand dollars in sales. In a vacuum, sales of this item were an unqualified success. Having said this, the traffic it generated in the online store spurred the sale of other items, generating even more revenues. As a result of this, I requested and was granted authorization by the USAWOA Executive Committee (EXCOM) to purchase the first in what I hope to be a series of new products for sale in the online store. These will be low-cost, quality items that will hopefully generate ongoing traffic in the online store. As these products are introduced, they will be announced to the Members via email notification. Our goal is not only to generate a reliable additional source of revenue, but to provide Members and other customers with useful items with which they can proudly express their support of your Association.


In September an unexpected increase in cost forced us to seek-out a new printer to help us produce the NEWSLINER. At the same time, I was developing a new category of corporate sponsorship. The sale of these proposed sponsorships would necessitate expansion of color pages in our publication, in units of 4 pages, to accommodate the increase in advertising. When I negotiated the deal with our new printer, it included prices for these additional pages. I was then able to obtain approval from the EXCOM decreasing the price of a full-page color advertisement and offering the following two new categories of sponsorship:

- \$10,000/year Corporate Partner Sponsorship: This provides the same benefits afforded our regular \$1,600 Corporate Sponsors with two differences. Instead of authorizing them a quarter-page color ad on a quarterly basis, they would receive a full-page color ad every month. Also, it offers them up to 15 associate memberships for their officers and employees.
- \$8,000/year Corporate Partner Sponsorship: This provides the same benefits afforded our regular \$1,200 Corporate Sponsors with two differences. Instead of authorizing them a quarter-page black & white ad on a quarterly basis, they would receive a full-page black & white ad every month. Also, it offers them up to 15 associate memberships for their officers and employees.

We hope our new sponsorships will be successful in generating support from corporations interested in reaching our targeted audience of the U.S. Army's trusted technical experts. We encourage Members to introduce this opportunity to interested corporate leaders in their communities.

The bread and butter source of revenue for your Association is membership dues. The good news is that we have ironed-out most of the challenges posed with the shift to electronic notifications utilized with our still relatively new USAWOA Portal site. Also, we have seen an increase in Life Membership commitments. The bad news is that we have experienced a slight drop in overall membership. In June I began sending email messages to Members who did not renew their memberships, updating them on USAWOA accomplishments and current events, and urging them to consider rejoining. This was successful in bringing back a few Members, but was not nearly as successful as a separate effort conducted by CW5 (Ret) Russell Brewer in the Western Region, over which he serves as Regional Director. Together with his Deputy Regional Director and Chapter Presidents, CW5 (Ret) Brewer engaged in an effort to personally contact and speak with every "dropped" Member in the Western Region and he achieved great success. CW5 (Ret) Jim White (our National Vice President) and I have both asked CW5 (Ret) Brewer to share the secrets of this success at this year's AMM, particularly with our incoming Board of Directors. We have avoided raising our Member Dues for 10 years and if our incoming Regional Directors replicate his success across all six regions we will avoid having to consider this option in the foreseeable future.

Legislative Update

The Military Coalition (TMC) is busy developing priorities for 2013, and focusing on a few last minute issues, prior to congressional debate on the 2013 Defense Bill during the "lame-duck" session of Congress, following the fall elections. A few days prior to the AMM I will "Storm the Hill" with executive directors from other TMC member-associations. We will be meeting with key Senators and enlisting their support in legislating a cap on TRICARE pharmacy co-pays, mirroring similar language in the House version of the bill. We are also enlisting their support in opposition to a proposed "BRAC-like" commission for changing the military retirement system. 



Why Warrant Officers Should Teach

Warrant Officer (WO) training and educational institutions are seeking qualified, highly motivated instructors to support the development of WOs capable of conducting full-spectrum operations in the expeditionary Army. The Army has implemented dramatic changes to the Officer Education System for Warrant Officers (OES-W) to meet the needs of the transforming Army and the realities of the operational environment. However, despite these improvements, many WOs remain reluctant to request an instructor assignment due to unsubstantiated perceptions that an instructor assignment will require more military and civilian education than they possess, WO instructors lose their technical expertise, and that a TRADOC assignment will negatively impact their careers.

OES-W

There are five levels of Warrant Officer education: the Basic Officer Leader Course (BOLC) A (candidate school) and B (WO Basic Course), WO Advanced Courses, the WO Intermediate Level Education (WOILE, commonly referred to as the WO Staff Course), and the WO Senior Service Education (WOSSE, known as the WO Senior Staff Course). Each of these levels requires WO instructors with relevant and current operational experiences and the right interpersonal and communication skills to teach, train, and mentor WO students.

In addition, many schools have increased their internal assignment prerequisites for new instructors to include civilian education degrees. This effort supports the current initiatives by the Army to improve each cohort's overall education system. Integrating more credentialed WOs into the OES-W is sustainable, as increasing numbers of WOs are achieving undergraduate and graduate-level degrees. In fact, the demographic of WOILE students indicates that approximately 25% of the students hold less than an Associate's Degree. There is a collective emphasis by officers and the Army on continuing education for WOs, and that trend is creating a greater pool of qualified, degree-holding WO instructors.

THE EVOLVING OES-W

The emphasis on education by the Army for all of its Soldiers is the result of lessons learned over more than

a decade of sustained conflict. Evolved, contemporary Warrant Officers are expected to be more than equipment experts, especially as they progress through the ranks, as evidenced by this excerpt from Army Doctrine Reference Publication (ADRP) 6-22, 2-11 (August 2012):

"While warrant positions are usually functionally oriented, they lead and direct Soldiers the same as other leaders and staff officers ... Warrant officers functioning at higher levels become systems experts rather than equipment experts. As such, they must have a firm grasp of the environment and know how to integrate the systems they manage into complex operational environments (OE)."

Warrant Officers should teach because it is a demanding and rewarding way to ensure that future generations receive important lessons from those who are still serving. In addition, it is essential for WOs to be responsible for their own education. If WOs do not value the education and training available within the OES-W and serve as instructors, then who will?

The OES-W is evolving to ensure that the future WO is capable of better understanding their role in the OE. Instructor assignments are career enhancing and should be considered by top-performing officers.

You can make a difference. Be a part of the solution to develop the new, better educated, technologically savvy WO Cohort! If you feel you have what it takes to lead the change in Army WO education, contact your manager for assignment consideration at one of your professional military education institutions.

Chief Warrant Officer Four (P) Timothy McCarter, Sr., is the Warrant Officer Proponent at the US Army Warrant Officer Career College (USAWOCC), Fort Rucker, AL. He is also a member of the Warrant Officer Continuum of Learning Study core team, President of the Above the Best Chapter, and a lifetime member of the USAWOA. He taught international strategic studies and was the Military History Department Head at the WOCC. He has multiple civilian degrees, including an MBA in Strategic Leadership from Touro University. ■■■

Biography of General Frank J. Grass

Chief, National Guard Bureau

General Frank J. Grass serves as the 27th Chief, National Guard Bureau and as a member of the Joint Chiefs of Staff. In this capacity, he serves as a military adviser to the President, Secretary of Defense, National Security Council and is the Department of Defense's official channel of communication to the Governors and State Adjutants General on all matters pertaining to the National Guard. He is responsible for ensuring that the more than 470,000 Army and Air National Guard personnel are accessible, capable and ready to protect the homeland and to provide combat resources to the Army and Air Force.

Prior to his current assignment, General Grass served as Deputy Commander, United States Northern Command and Vice Commander, United States Element, North American Aerospace Defense Command (USELEM-NORAD) at Peterson Air Force Base, Colorado. As Deputy Commander, United States Northern Command, General Grass helped lead the command to anticipate, prepare and respond to threats and aggression aimed at the United States, its territories and interests within the assigned area of responsibility and as directed by the President or Secretary of Defense, provide Defense Support of Civil Authorities, including consequence management operations.

General Grass enlisted in the Missouri Army National Guard in October 1969. He attended the Missouri Army National Guard Military Academy Officer Candidate School and was commissioned in the Engineer Corps in 1981. He has served in a variety of command and staff positions as a traditional National Guard Soldier, in the Active Guard and Reserve program, and on active duty. In his first general officer assignment, he served as Deputy Director of the Army National Guard in Arlington, Virginia.

Upon learning of his appointment, then-LTG Grass summed up the awesome responsibility he has undertaken: "I am thrilled and humbled by the opportunity, if I am confirmed, to lead the best National Guard in our nation's history - a force of more than 460,000 men and women proven on the battlefield and during domestic crises."

EDUCATION:

1975 St. Louis Community College, Associates Degree, Environmental Technology, St Louis, Missouri
1985 Metropolitan State University, Bachelor of Science, Liberal Arts, St Paul, Minnesota
1997 Missouri State University, Master of Science, Resource Planning, Springfield, Missouri
2000 National War College, Master of Science, National Security Strategy, National Defense University, Fort Lesley J. McNair, Washington, District of Columbia
2006 National Defense University, CAPSTONE General and Flag Officer Course, Fort Lesley J. McNair, Washington, District of Columbia

ASSIGNMENTS:

1. September 1981 - October 1981, Platoon Leader, Detach-

ment 1, 220th Engineer Company, Festus, Missouri
2. October 1981 - February 1982, Student, Engineer Officer Basic Course, Fort Belvoir, Virginia
3. February 1982 - January 1984, Project Officer, United States Army Corps of Engineers, St. Paul District, St. Paul, Minnesota
4. January 1984 - November 1984, Platoon Leader, Company D, 15th Engineer Battalion, 9th Infantry Division, Fort Lewis, Washington
5. November 1984 - May 1985, Executive Officer, Company D, 15th Engineer Battalion, 9th Infantry Division, Fort Lewis, Washington
6. May 1985 - January 1986, Battalion Motor Officer, 15th Engineer Battalion, 9th Infantry Division, Fort Lewis, Washington
7. January 1986 - February 1986, United States Army Reserve Control Group, Unassigned, St. Louis, Missouri
8. February 1986 - July 1986, S4, 880th Engineer Battalion, Jefferson Barracks, Missouri
9. July 1986 - July 1988, Commander, 220th Engineer Company, Festus, Missouri
10. July 1988 - July 1988, Civil Engineer, 35th Engineer Brigade, Jefferson Barracks, Missouri
11. July 1988 - July 1991, Assistant Professor of Military Science, Missouri State University, Springfield, Missouri
12. July 1991 - June 1992, Student, Command and General Staff Officer Course, Fort Leavenworth, Kansas
13. June 1992 - July 1994, Engineer Exercise Project Officer, Headquarters, US Army South, Fort Clayton, Panama
14. July 1994 - July 1997, Chief, Exercise Section, Exercise Branch, Army National Guard Readiness Center, Arlington, Virginia
15. July 1997 - July 1999, Commander, 203d Engineer Battalion, Joplin, Missouri
16. July 1999 - June 2000, Student, National War College, National Defense University, Fort McNair, Washington, District of Columbia
17. June 2000 - September 2003, Chief, Operations Division, Army National Guard Readiness Center, Arlington, Virginia
18. September 2003 - April 2004, G-3, Army National Guard, Army National Guard Readiness Center, Arlington, Virginia
19. April 2004 - May 2006, Deputy Director, Army National Guard, Army National Guard Readiness Center, Arlington, Virginia
20. May 2006 - September 2008, Director, Mobilization and Reserve Component Affairs, Headquarters United States European Command, Stuttgart, Germany
21. September 2008 - September 2010, Director of Operations, United States Northern Command, Peterson Air Force Base, Colorado
22. September 2010 - September 2012, Deputy Commander, United States Northern Command, Peterson Air Force Base, Colorado
23. September 2012 - Present, Chief, National Guard Bureau, the Pentagon, Washington, District of Columbia

Chief, National Guard Bureau

AWARDS AND DECORATIONS:

Defense Distinguished Service Medal
Defense Superior Service Medal
(with 1 Bronze Oak Leaf Cluster)
Legion of Merit
Meritorious Service Medal
(with 3 Bronze Oak Leaf Clusters)
Army Commendation Medal
(with 3 Bronze Oak Leaf Cluster)
Army Achievement Medal
(with 2 Bronze Oak Leaf Clusters)
Army Reserve Component Achievement Medal
(with 1 Silver Oak Leaf Cluster and 1 Bronze Oak Leaf Cluster)
National Defense Service Medal
(with 1 Bronze Service Star)
Global War on Terrorism Service Medal
Armed Forces Service Medal
Humanitarian Service Medal
Armed Forces Reserve Medal
(with Gold Hourglass Device)
Noncommissioned Officer Professional Development Ribbon
Army Service Ribbon
Overseas Service Ribbon
(with Numeral 2)
Army Reserve Component Overseas Training Ribbon
(with Numeral 2)
Joint Meritorious Unit Award
(with 3 Bronze Oak Leaf Clusters)
Army Superior Unit Award
Parachutist Badge
Army Staff Identification Badge

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS:

National Guard Association of the US (Life Member)
National Guard Association of Missouri (Life Member)
Society of American Military Engineers (Life Member)
Association of the United States Army (Life Member)
National War College Alumni Association (Life Member)
Missouri State University Alumni
Metropolitan State University Alumni

OTHER ACHIEVEMENTS:

The Bronze Order of the de Fleury Medal,
The Army Engineer Association
Missouri Conspicuous Service Medal,
Missouri National Guard
Honorable Order of St Barbara,
United States Field Artillery Association
Distinguished Service Medal,
National Guard Association of the United States
Washington Army National Guard Legion of Merit,
State of Washington

EFFECTIVE DATES OF PROMOTIONS:

Second Lieutenant ARNG 12 September 1981
First Lieutenant USA 19 April 1983
Captain USA 01 July 1985
Major ARNG 04 August 1990
Lieutenant Colonel ARNG 07 February 1995
Colonel ARNG 31 May 2000
Brigadier General (LINE) ARNG 02 April 2004
Major General (LINE) ARNG 22 June 2006
Lieutenant General (LINE) ARNG 30 September 2010
General (LINE) ARNG 07 September 2012. 🇺🇸



Secretary of Defense Leon E. Panetta officiated as GEN Frank J. Grass recited the Oath of Office. GEN Grass is the first ARNG Chief, National Guard Bureau to serve as a member of the Joint Chiefs of Staff.

LTG Frank J. Grass at Senate confirmation hearings.



Gen Frank J. Grass personally honors the service of World War II Veterans.



Bethany Beach, DE

The First two Warrant Officers to be inducted into the Delaware National Guard Hall of Fame stand in front of the newest section established for Warrant Officers. Previously the Hall of Fame was open to commissioned and enlisted soldiers. (L to R) CW4 (Ret) Willis and CW4 (Ret) Di Georamo. Congratulations to these Delaware Warrant Officer pioneers!



Warrant Officer Inducted in the Delaware Army National Guard Hall of Fame

Editor's note: On 6 May 2012 the first Warrant Officers were inducted into the Delaware Army National Guard Hall of Fame. The award was presented to CW4 (Ret) Nick Di Girolamo and CW4 (Ret) Edward Willis at the Bethany Beach Training Site, Bethany Beach, DE. Both are members of the First State Chapter in Delaware. This article features CW4 (Ret) Willis. In the July 2012 issue we featured an article on CW4 (Ret) Di Girolamo. We wish to restate our congratulations to both for their induction in this prestigious Hall of Fame.

CW4 (Retired) Edward Willis began his military service as a private on June 11, 1953 during the summer between his junior and senior year in high school as a member of the Delaware Army National Guard.

On October 14, 1954, he reported to Fort Monmouth, NJ to attend a 33-week Radar Repair Course. On March 1, 1956, he was hired as an Electronic Fire Control Technician with the 193rd AAA BN (75mm Sky sweeper). Upon the reorganization to the M42 Duster's, his duties were changed to a Wheel and Track Mechanic where he progressed through the enlisted ranks of E7.

On 1 December 1968 he was appointed as a Warrant Officer 1 and assigned duties of General Mechanic Foreman and Shop Foreman of OMS #1 at the Greater Wilmington

Airport. His duty assignment in the Delaware National Guard was the Battalion Maintenance Officer of the 1st AW Bn. Of course this all changed when the Delaware Army National Guard was changed over to Signal. Chief Willis' first assignment was the Crypto TTY Repair Technician for Co B, 198 Signal Battalion at Middletown, DE. He was also transferred as the OMS Foreman when the shops were realigned. While working at Middletown OMS, the Unit was changed from Signal to a Maintenance Detachment and then to the 736th Supply and Service Battalion.

Of course this brought along with it many changes to the military assignments. CW4 Willis served as a unit Telecommunications Technician, Armament Technician, Supply Technician, and finally back with the 736th Supply and Service Battalion as the Battalion Maintenance Officer. He also served as COMSEC Custodian and was a Delaware Defensive Driving Instructor for the Guard.

During his 35½ years in the Guard, with 33 years in a dual status, he attended many Service Schools and Civil Service Training Seminars. In furthering the goals of the Battalion Maintenance Officer, CW4 Willis has served in numerous positions of responsibility, culminating as a Life Member of the National Guard Association and an active member of the First State Chapter of the Warrant Officers Association. CW4 Willis is a Life member of the Dover Elks Lodge #1903 and has been with the organization for 45 years. He served as the State President of MD-DE-DC Elks Association in 2006-2007 and was selected as the State Association Elk of the Year in 2005.

CW4 Willis' decorations include Army Achievement Medal (2), Armed Forces Reserve Medal with 'M' device and 2 Silver Hourglass, Reserve Component Overseas Service Ribbon, Delaware Army National Guard Aid to Civil Authority w/numeral 6, The Delaware National Guard medal for Military Merit w/numeral 3 and State of Delaware Conspicuous Service Cross w/star.

CW4 Willis's longstanding record of solid performance, dedication to duty, service, and achievement reflect great credit upon himself, the Delaware National Guard, the United States Army and the Warrant Officer Corps. All of his remarkable accomplishments highlighted his worthiness for inclusion in the Delaware National Guard Hall of Fame. CW4 Edward Willis is truly one of the Delaware National Guard's superior Warrant Officers. 🇺🇸



Melbourne, FL

25 August 2012. National Vice President, CW5 (Ret) Jim White attended a Southeastern Region Council of Presidents (COP), hosted by CW3 (Ret) Gene Perrino, on behalf of CW5 (Ret) Ida Tyree Hyché, Southeastern Regional Director. The meeting, hosted by the Florida Sunshine Chapter, allowed Chapter Presidents to discuss their Chapters' progress, best practices, needed improvements, and their visions for the future. CW5

(Ret) White emphasized the need for collaboration between WOA Chapters and support for the upcoming 40th AMM. Chapter Presidents and officials in attendance included: CW4 (P) Tim McCarter, Above the Best Chapter; CW4 Rodney Ferguson, Tampa Bay Chapter; CW5 (Ret) Arbie (Mac) McInnis, Florida Sunshine Chapter; CW4 (Ret) George McCrea, Florida Sunshine Chapter; CW4 (Ret) Dick Sauer, Florida Sunshine Chapter; CW4 (Ret) Johnnie Walters, Redstone Chapter; CW3 Matthew Tassin, Marne Chapter; and CW4 (Ret) Jim Sungur, Marne Chapter.



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Chapter News



Ozark, AL

11 September 2012. The Above the Best Chapter shared Patriot's Day with the residents of the Providence Assisted Living Home. The residents are all veterans and the wives or widows of veterans of World War II, Korea, and Vietnam. Of note, resident Mr. Marion Cason is a veteran of all three wars. Chapter President CW4 Tim McCarter spoke with the residents about shared sacrifice, the significance of September 11 (1814 and 2001), and the purpose of the Warrant Officers Association. Chapter members then presented gift bags filled with toiletries and snacks to each resident and stayed to talk with them about their service and sacrifices to a grateful nation. Pictured, from left to right, are CW5 Ron Kaita, Mr. Joe Craig, Carl Gassett, Barbara Kreuzmann, CW5 Jim Rathburn, Marion Cason, Ms. Caryl Welch (Providence Director), Jesse Douglas, Mrs. Vanessa Mahone (ATB Treasurer), Doris Shea, CW5 Johnny Silva, Ronald Jochen, CW4 Deb Barthell (ATB Secretary), Kathy Maes and Tricia Alvey (Providence Staff), and CW4 Tim McCarter (ATB President).

Montana

4 August 2012. Big Sky Chapter Treasurer Anita Verbanac (right) reaffirms her Oath of Office, having just been promoted to the rank of CW2 in a ceremony hosted by COL Arnold Marquart, Commander of 95th Troop Command, Montana Army National Guard (left).



Elizabethtown, KY

28 September 2012. The Derby Chapter of Fort Knox presented the Meade County Youth Soccer Alliance's United U12 Team a check for \$500.00 to sponsor the team's new uniforms and equipment. The team is a non-profit organization affording all players the opportunity to participate regardless of ability. The team is new and consists of many dependants of active and retired Soldiers, and is a traveling and competitive team. Chapter members in attendance are CW4 Martha Ervin (President), CW4 Selvina Wasson (VP Plans), CW4 Joseph Wiltz, CW4 (R) Robert Malinowski (Treasurer), and CW4(R) Ernest Emig.



Tampa, FL

21 June 2012. Members of the Tampa Bay Chapter celebrate their Chapter's birthday with cake, sporting their Chapter colors.

Germany

September 2012. Rhein-Neckar Silver Chapter President, CW3 Jeremy Carlson, receives an appreciation award from LTG Hertling, Commanding General, US Army Europe for Chapter sponsorship of the Best Warrior Competition. The chapter donated \$375, which paid for the meals of 20 Soldiers in attendance. The competition winners were 1LT Gilbert (Best Officer), SSG Senna (Best NCO), and PFC Shepard (Best Soldier).



Washington, DC

27 July 2012. Members of the Lord Fairfax Silver Chapter host their annual Casino Night event for residents of the Armed Forces Retirement Home. In addition to donating \$250 for event prizes, Chapter Members participated in the festivities as dealers and hostesses for the residents that evening. Pictured here is CW4 Shaun Edwards, dealing at the Black Jack table.



Annual Meeting of the Members

By CW4 Joseph Witmer,
2012 AMM Chairman



Welcome to the 40th Annual Meeting of the Members!

Fellow Warrant Officers, this year we celebrate the 40th anniversary of the USAWOA at the 40th Annual Meeting of the Members (AMM). As we have done for the past 39 years, we will gather to continue this tradition, this time in Harrisburg, PA, 29 October – 2 November 2012. Our organization was founded with the following statement from the very first flyer: “The genesis of a national association for Army Warrant Officers was an idea developed in Indianapolis, IN, in July 1972, when 42 Warrant Officers met informally for fun, camaraderie, and the opportunity to exchange professional concerns with each other.” We are now an organization including 6 regions with 69 chapters located around the world and still growing.

not already registered to attend, please visit the national website at www.usawoa.org – there you will find more details on the AMM, and you may register to attend online.



are filling up fast. No worries though – there are other hotels nearby if you are one of those last-minute people. The Holiday Inn East has a complimentary Business Center with high-speed wifi, airport shuttle, free parking, an indoor pool with pool-side food service, a fitness room, and more.

For those avid golfers, we have set up an opportunity for you to swing a few clubs at the Sportsman Golf Course. For a nominal fee you can meet in the lobby at 8:00 AM and carpool to the course. We know true golfers will not sweat the Pennsylvania fall temperatures. Enjoy the fall leaves and 18 holes. Make sure you call in advance to schedule your tee time at (717) 545-0023.



Our intent is to get back to the basics of our great Association and to look to the future. The theme for the 40th anniversary is “Professional Experts and Leaders – Past, Present and Future.” Join us to celebrate our history and help shape the future of the Warrant Officer Cohort. This year is a pivotal time for both our cohort and our Association, and the future is in our hands. If you have

Each year the AMM meets to ensure we have a significant impact on the direction of Army Warrant Officers. Over the past several years we have watched as the Warrant Officer Corps transitioned into the Warrant Officer Cohort. Warrant Officers are now being recognized as leaders and officers by all ranks and services. This is in no small part because of work done by the USAWOA, as the result of decisions made at these annual meetings. Once again we gather to ensure future changes in the military include input from the Warrant Officers of the US Army. And like the first meeting held back in 1972, we will also have fun and camaraderie.

Monday 29 October 2012 will be a great day to travel into Harrisburg International Airport or, if you're close, just drive through the beautiful landscapes of Pennsylvania to our hotel, The Holiday Inn, 4751 Lindle Road, Harrisburg, PA 17111. Make your reservations now as we



Join our National President, CW4 (Ret) Kenneth B.N. (“Pete”) Hill, at 6:00 PM in the PA Room for the annual President’s Reception. Enjoy snacks and a cash bar as you meet with fellow Warrant Officers from around the world. Pete has asked to keep this year low-key and the dress will be business casual. Enjoy the piano playing of the 28th Division Band for background melodies.

Tuesday will be the kickoff of

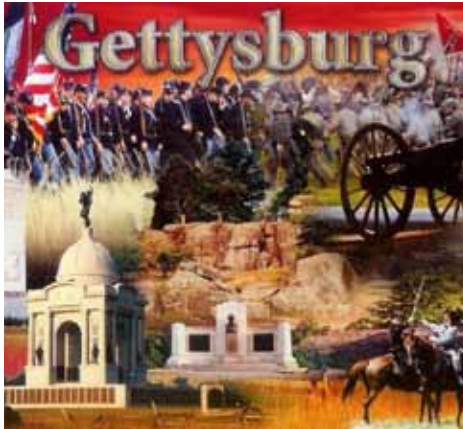
this year's meeting. Remember your badges in your registration kits. The guards are only letting registered members into the room as we are conducting Association business and elections this year. MG Wesley E. Craig, The Adjutant General of the Pennsylvania National Guard, will be addressing us on our first day. During the breaks, don't forget to stop by the Exhibitor area and thank them for making our event possible. Without our friends in the business community there is no way we could afford to have all the great amenities we will enjoy throughout the week. As Warrant Officers we have a tremendous input in what the Army does when it comes to supplies, maintenance, and services. Visit the booths and see what our friends have to offer. The afternoon will include reports from each Region and committee, with important updates. But that is not the end of the day. Starting at 6:00 PM the Keystone Chapter, with the help of the Northeastern Region, will host a hospitality night. Join them for drinks, food and camaraderie like the original founders of this great organization. Everyone's invited so don't miss out on the fun.



On Tuesday, while the members are working, our guests can board a bus in the hotel lobby at 9:30 AM and head to historic Chocolate World, The Hershey Story to do some shopping. Traveling through Hershey, guests have the opportunity to eat on their own at any of a number of restaurants. Not to fear, the buses will get everyone back in time to freshen up and join the members for the evening hospitality event.

Not to be outdone by the past 39 meetings, The Northeastern Region

will host the AMM with a few changes to the typical schedule of events. Unlike past years where the professional development included only briefings and PowerPoint briefings from great speakers, on Wednesday, 31 October, the members and guests will embark on a staff ride to Gettysburg to learn firsthand about the



battles that forged this great nation into what it is today. For those who wish to read up on the events to be discussed, we will focus our professional education around day two of the Battle of Gettysburg. Guest speakers will help us relive the battles and thought processes of leaders from that time. Buses will take us out to the battlefield and we will stop at key points and walk the battle as our guides explain how the events unfolded. Lunch is on your own, with plenty of options available at the battlefield. Buses will pick everyone up in the lobby in the morning and get us back in plenty of time for a night on the town, with nothing official on the schedule.

Central Pennsylvania has lots to do and see. Since this is the night of Halloween, maybe you want to take a trip back to Gettysburg for a haunted tour of this historic town. You might also take a quick 20-minute trip to the Hollywood Casino for table games, slot machines, horse racing, live entertainment or great dining. Downtown Harrisburg is also wonderful, where 2nd Street offers what we call Restaurant Row. See your registration packet for even more things to do.

Thursday is a heavy

working day for the Association. Members have the opportunity for professional development and interaction with leaders such as CW5 Bob Lamphear, SWOC Chair/WO Advisor to the CAC Commander; CW5 Rhea Pruett, WOSAC Chair; CW3 Virginia Oscovitch, Asst VP US Army Reserve; COL Stanley Smith, Cmdt, Warrant Officer Career College; CW5 Randy Johnson, HRC; and CW5 (Ret) Phil Tackett, Warrant Officer Net. You will also hear from the new CCWOs of the ARNG and USAR, CW5 Gary Ensminger and CW5 Phyllis Wilson, respectively. Take advantage of this opportunity to let your voice be heard, and help shape the future of our Cohort!

While Members are working, our guests can take a trip to Kitchen Kettle Village, Intercourse, PA (<http://www.kitchenkettle.com/index.asp>) and Mt Hope Winery. Buses load in the hotel lobby at 9:30 AM, and will return in plenty of time for our next hospitality night, hosted by the Western Region at 6:00 PM.

On Friday, 2 November 2012 we will learn the results of this year's election and welcome our new USAWOA national leadership. During a working lunch we will present well deserved national awards and adjourn business in time to get ready for our evening festivities at the much anticipated 40th Anniversary USAWOA Annual Awards Banquet. Brigadier General (PA Ret) Cecil B. Hengeveld – a former Warrant Officer and Vietnam Veteran will address us at the banquet, as we enjoy a great dinner, music provided by the 28th Division Band, and dancing.

We look forward to seeing everyone this year, as we celebrate our 40th Anniversary of commitment to Warrant Officers and their families. 🇺🇸



In Memoriam

**Chief Warrant Officer
(Ret) Jeffrey S. Sorenson**
Occoquan, VA

**Chief Warrant Officer
(Ret) Gary L Price**
San Clemente, CA

CW3 (Ret) Luther O'Neal Morgan, Sr.
Warm Springs, GA

WO1 Joseph L. Schiro
Coral Springs, FL

CW3 Kenneth L. Moan
Braintree, MA

New Life Members

01449L CW5 DON A SWEENEY

01450L CW4 RICK TANNER

01451L CW5R JOHN A CLARK

01452L CW4R ANICETO I BAGLEY

01453L CW2 SHABBAR F ROBINSON

01454L CW5 DAVID N CONRAD

01455L WO1 DANIEL J MILLER

01456L CW5 JOY Y TEAGLE

01457L CW2 LENNON R RAGHUNANDAN

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The limited edition coin to commemorate the 40th Anniversary Coin of the United States Army Warrant Officers Association is now available for sale on the USAWOA Portal. The selling price is \$12.00 per coin which includes shipping and handling. The coin is shown as the third item in the Online Store.





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* Indicates Life Member

Indicates Multi Year Member

Associate Member

RNK	LAST NAME	FIRST NAME	BR	TM	RNK	LAST NAME	FIRST NAME	BR	TM
40 YEARS					15 YEARS				
CW4R	FRISKO	PHILLIP	OD		CW4R	SCHWARTZ	LESTER	AG	
CW4R	SAUER	RICHARD	AG	*	CW4R	SCHWENDINGER	PHILIP	QM	*
CW4R	STANBERRY	FREELON	OD	#	CW4	SEPULVEDA	GERARDO	OD	*
35 YEARS					CW4R	SMITH	D	AV	*
CW5R	COURSON	MICHAEL	FA	*	CW4R	WARD	DAVID	OD	*
CW4R	TWOHIG	WILLIAM	SC		10 YEARS				
30 YEARS					CW3	BROWN	BETTY	AG	*
CW3R	HAWORTH	GERALD	AV	*	CW3	FORDE	GALE	EM	*
CW3R	KASTAMA	MARVIN	MI	#	MR	HILL	PETER	AD	
CW3R	OSZMAN	MICHAEL	OD	#	CW4	IXTLAHUAC	ERNIE	QM	#
CW3R	SIMPSON	SANDRA	QM	*	CW5	KIM	HAESOO	QM	*
CW5R	STORIE	RICHARD "RICK"	OD	#	CW4	LEROY	GAVIN	MI	#
25 YEARS					CW5R	LOFTIS	STEVEN	AG	
CW3R	COATES	DANIEL	MI		CW3	OSCOVITCH	VIRGINIA	AG	#
CW4R	OTT, JR	CLARENCE	AG	*	CW5	RAY	WAYNE	AV	*
20 YEARS					CW2R	WAY	KEITH	XX	*
CW5R	BATIEN	WILLARD "BILLY"	OD		CW5	WILKE	DANIEL	SF	*
CW4R	DEVORE, JR	ROBERT	QM	*	5 YEARS				
CW4R	FLEMING	WILLIAM	AG		CW4	WADE, JR	WILLIE	OD	
CW3R	MANZO	JAMES	AG		CW2	CULLEN	CHRISTOPHER	AV	#
CW4R	MURRAY	NOEL	OD	*	CW5	DeLEON	DIMAS	AV	#
CW4R	WALSH	BRYAN	QM		CW4	ELLWEIN	FREDERICK	AG	#
15 YEARS					CW2	GOODING	RICHARD	SC	#
CW4	ADAMS	STEPHANIE	QM	#	CW2	HARGRAVES	SHELLEY	SC	#
CW5R	BARRON	JOHNNY	AG	#	CW2	HUNSAKER	ADAM	MI	
CW4R	BAXTER, JR	THOMAS	AG	#	CW4R	JONES	MASON	AG	
CW5	CALLAWAY	BRIAN	AG	*	CW2	JORDAN	KIMBERLY	VC	#
CW4R	CHAPMAN	RUSSELL	MI	#	CSM	LINDGREN, JR	DENNIS		#
CW3R	DARDEN	DERRICK	QM		CW2	MEADOR	JAMES	SC	
CW4R	FERGUSON	THERESA	QM	*	CW3	POWELL	CHARLES	SC	#
CW5R	HANSEN	RICHARD	SC	*	CW5	PRATT	PAUL	SC	*
CW4R	JOHNSON	F JAMES	MP	#	CW3R	RIVERA	LEO	AG	
CW4	JOHNSON	LEWIS	AG		CW3R	SANTEE	JON	MP	#
CW4R	KELLY	ALFRED	EM	#	CW5R	THOMPSON	TRISHA	AV	#
CW4R	LAURY	KEITH	AG	#	CW3R	TURNER	STERLING	SC	*
CW5R	LINDEKE	WILLIAM	XX	#	CW2	WELSCH	SCOTT	MI	*
CW5R	MONTGOMERY, SR	RUFUS	QM	*	CW2	PUBILL	ADRIAN	OD	

Chapter News



The South of the Alps Chapter's Labor Day Weekend trip finished with a visit to Villa Sceriman for a wine tasting on 1 September 2012. The traditional Venetian sparkling wines of Marzemino and Prosecco are only a few of the many wines grown at the 600-year-old villa.

Vicenza, Italy – 1 September 2012 During the Labor Day Holiday weekend the Vicenza/Camp Darby Military Community members and Warrant Officers spent two days enjoying some of the specialties of the Veneto Region of Italy. The South of the Alps Warrant Officer Chapter held their first Labor Day extravaganza, with trips highlighting the ceramics of Nove, the olive oil and wines of Vo, and a pirate-themed cruise in Venice during the Annual Regatta. The invite was extended to Warrant Officers from Germany who came to experience the treasures of Italy. The theme of the event was "giving back to the community and expanding our Warrant Officer Association

footprint within the military and Italian community."

"We decided to do it during Labor Day weekend, because the recent [Primary Change of Station] season attributed to a large influx of new personnel to our region," said CW4(P) Joe Consiglio, European Region Director. According to South of the Alps Chapter President CW5 Teresa Czuhajewski, the Chapter uses its proceeds from these types of events to give right back to the community, supporting high school valedictorians, Girl Scouts, Boy Scouts, the USO and the local Italian community.

"It is good for us and good for the community when we can make a direct impact," said CW5 Czuhajewski. 🇺🇸

Left to Right CW4 Kelly Pipkin (Chapter Vice President), Jim Miller (Raffle Winner), Sara Consiglio, CW5 Teresa Czuhajewski (Chapter President), and CW4 (P) Joachim Consiglio (European Region Director).



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WOCS Class 12-14



Fort Rucker, AL

WO1 Lydia Shirley is presented the USAWOA Distinguished Honor Graduate award for WOCS Class 12-14 by CW4 Bartell.



Fort Rucker, AL

WO1 Rachael Makhfi is presented the USAWOA Leadership award for WOCS Class 12-14 by CW3 Henderson.

WOCS Class 12-22



Fort Rucker, AL

WO1 Matthew A. Gordon is presented the USAWOA Distinguished Honor Graduate award for WOCS Class 12-22 by CW4 Bartell.



Fort Rucker, AL

WO1 David M. Kinyon is presented the USAWOA Leadership award for WOCS Class 12-22 by CW3 Henderson.

WOCS Class 12-23



Fort Rucker, AL

WO1 Angel Gonzales is presented the USAWOA Distinguished Honor Graduate award for WOCS Class 12-23 by CW4 McCarter.



Fort Rucker, AL

WO1 Adam Endemano is presented the USAWOA Leadership award for WOCS Class 12-23 by CW3 Henderson.

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