

THE D4 REPORT

AFSA Division 4 Newsletter | Covering 4 States | 14 Total Chapters | 4 Pillars

A Peek Inside...

We hope everyone is staying warm during this **unusually harsh Winter season**. But the D4 Report is **back and bringing the heat!**

- Division 4 President Dr. Crissinger tackles the question: "What has AFSA ever done for me?"
- Division 4 VP Scott Turner covers Myths, Myths and more Myths
- Legislative update from the Legislative Trustee, R.J. Orwig
- Senior Advisor Johnny Byrd gives us the latest on the Awards Program
- Membership Trustee (C)MSgt Christopher Gradel reveals 5 steps for a successful Membership Team in 2015
- The latest Division 4 Convention Details
- This months Air Force History section remembers Brig. Gen. Robin Olds, AKA the "father of Mustache March

WORDS FROM OUR PRESIDENT

I know you may have heard me expound on this before, but I am still continually asked the question, "What has AFSA ever done for me?" I actually love when people ask me that now, because I can't wait to jump up on my soapbox and start singing our praises.

Therefore, let us take a quick glance at just a few things that AFSA has done for you. Annual pay raises, defeated TRICARE hikes numerous times and minimized when they did get approved, concurrent receipts, Reinstatement of Tuition Assistance, GI Bill upgrades (the transferability, equal tuition rates) survivor benefits upgrades, wounded warrior protections, repeal of the REDUX retirement penalties, retirement age credit for guard and reserve, year-round commissary benefits for the guard and reserve, Career Enlisted Flyer Incentive Pay, Tricare for Life, the Medicare/Tricare reimbursement rate formula, better known as the "Doc Fix", the list could go on and on. How about representation by one of our staff members or advocates on Capitol Hill everyday Congress is in session? What about our new informative Headline Roundups sent out via e-mail or the new Voter Voice that replaced CAPWIZ? How about informative briefings and information from key Air Force personnel or the entertaining and candid insight from our former CMSAF's at our Professional Airmen's Conference. What about recognizing and rewarding our heroes, our airman, NCO or members of the year? AFSA has done plenty for us and will continue to do even more



Dr. Jim Crissinger

for us in the future.

While the list is impressive and I could go on, I won't. Simply stated, "We are an enlisted organization taking care of enlisted members and their families." I doubt there is any professional organization out as dedicated to the needs of the enlisted as our great organization is; that is my humble opinion. Moreover, I've stated before we need your help, we need you to help us in our recruiting and retention efforts. We also need help soliciting involvement with our legislative process by exercising your right to vote and contacting your elected officials through Voter Voice. Our chapters need your help with events and committees throughout the entire year. Won't you help us help you?

Dr. Jim Crissinger - Division 4 President

Myths, Myths and more Myths



Scott Turner

After doing some digging I ran across an article posted by The Non Profit Times - August 18, 2014, which lists three myths and truths about committee volunteers (excerpt below) that I thought you may find interesting:

Myth 1: Association volunteers are in it for themselves: to improve their skills, build their resumes, or gain acceptance with their peers

The truth: Hoffman and Engel cited a study called The Decision to Volunteer, which showed, of the top five reasons given for volunteering, four are outward facing: It's important to help others; doing something for a cause that's important to me; because I feel compassion for others and,; to gain empathy and new perspectives.

Myth 2: People don't volunteer for reasons outside of an organization's control.

The truth: According to a study in the American Sociological Review, most of the reasons people don't volunteer are tied to poor volunteer management practices. These include lack of information about volunteer operations, never being asked to volunteer, and lack of information about short-term or virtual assignments.

Myth 3: The decision to volunteer is spontaneous and triggered by a call for action.

The truth: Volunteering is a calculated decision, according to The Decision to Volunteer. It's not a whim; it's a choice, and it's driven by an organization's mission and the desire to help.

Now that you have had a chance to digest these three topics, we need to ensure we are taking care of our people too; give them the chance to excel! It is our responsibility as a professional organization to make avail these opportunities to our members.

M Sgt (Ret.) Scott Turner - Division 4 Vice-President

Division 4 Legislative Update

Dear AFSA members

I need your combat action skills to fight against the loss of benefits!

It's this simple.

CLICK on <http://www.hqafsa.org/>

CLICK on <http://www.hqafsa.org/legislative.html>

CLICK on Access the Action Center Here

CLICK Take Action HR 303 - Retired Pay Restoration Act (Concurrent Receipt)

Representative Gus Bilirakis has reintroduced legislation in the 114th Congress that would end the offset of earned retired pay by VA disability compensation for retirees rated as less than 50 percent disabled (concurrent receipt). As in past years, the bill number is H.R. 303.

Currently, only retirees with combat-related injuries or those who are rated as 50 percent or more are authorized full concurrent receipt. Retirees rated less than 50 percent continue to lose a dollar of their retired pay for each dollar in VA disability received for the foreseeable future.

AFSA members should contact their Representative in Washington and urge them to support this important legislation.

Fill out the information for your Congressman. They will need your address!

HIT SEND e-mail

Then you have **CLICK, CLICK, CLICK,** and **BOOM!** and fought for your current or future benefits.

Make a difference in the AFSA fight and **support** the HR 303 - Retired Pay Restoration Act (Concurrent Receipt)

I also need your legislative week plans e-mailed to myself or division president.

Thank you all for what you do and the sacrifices you have made for this great country.



R.J. Orwig

MSgt (Ret.) R.J. Orwig - Division 4 Legislative Trustee

Division 4 Awards Update



Johnny Byrd

Chapter Presidents and Division members, our Division Convention is just around the corner and the deadline for Award Package Submissions is nearly here too. The last date for package submissions is March 2, 2014. The e-mail address to submit your Chapter packages is division4awards@gmail.com. I've received one phone call concerning package requirements and no packages as of this date.

As a reminder to Chapter Leadership..we have an obligation to our Chapter members to show that we care for the work that they do day-in and day-out. Recognition is the key and Concern enough to show how much you're members efforts mean to the Chapter helps keep all of our members engaged in doing what they have done into the future. Our organizations future depends on its volunteers. Without our volunteers, our membership numbers will do one of a few things, dwindle, stay the same or increase. Increase in membership is our desire. For through a strong membership our Legislative advocates on Capitol Hill speak in volumes.

Although I don't want to kill a dead horse, I do want everyone to know that I care and will do anything/ everything possible to help the chapters recognize the efforts of their members. If anyone has any questions or needs any assistance with anything Awards, Reports, Chapter organization etc., or anything else just let me know. I can be reached at johnny.byrd@us.af.mil or via my cell at 318-470-4546.

Have a Great AFSA and Air Force Day,

MSgt (Ret.) Johnny C. Byrd - Division 4 Senior Advisor

5 Steps to make a 2015 Membership Team Successful

Membership is an important pillar of our AFSA foundation. Membership is a huge endeavor for any chapter when you break down the fact that membership entails recruiting, retaining AND covering the bad address list. I'd like to submit a blue-print to assist in making your membership team successful for 2015.

- 1) **Membership Trustee** – Over communicate. It is your job to manage the membership program. Develop sub-committees with Chair persons over recruiting/retention/bad address.
- 2) **Recruiting** – Assign a particular member a particular brief based on skill and personality. Give them the ownership of the event and lay down expectations for the brief.



(C)Msgt Gradel

- 3) **Retention** – Assign one person to oversee team of 2-3 people. Their job is to scrub the 4-month lapse roster or chapter roster sorted by members coming due in the next 6 months. You can retain them IF you make sure they use/you use an AFSA membership number. Also a selling point when retaining 6 months out is your chapter gets the credit/gets \$1 and their membership never lapses...the retain starts when the previous membership WAS SET TO EXPIRE.
- 4) **Bad Addresses** – Often overlooked this is a critical part of any successful chapter. Remember your chapter will not get credit for folks in Bad Address status. Those folks in turn are likely never to renew their membership. You should have a team that can scour social media/send out emails/ or just pick up the phone and call to make sure the address is no longer “bad”.
- 5) **Know AFSA** – Take the time to understand what AFSA does for each enlisted tier. Know how to discuss with retirees and veterans the legislation that impacts them. Be knowledgeable about the difference this organization makes for your family.

Follow these 5 steps and your Membership Team will truly be successful this year!

(C) MSgt Christopher Gradel - Division 4 Membership Trustee

There is still time

In the second week of March I will be heading over to AFSA Headquarters to begin some work for our great association and the mid-year business meeting. One of the key items that the International Executive Committee is going to work on and put together is our suggestions for the AFSA Legislative Platform which will be presented to the general membership at PAC in San Antonio later in the year. There is lots of work to be done in legislative arena so, if you have any ideas or suggestions please let me know. We are always open to new ideas and suggestions. You can e-mail me at AFSALegislativeTeam@yahoo.com Moreover, if you have any other issues or concerns that wish me to take forward to the International Executive Committee please let me know as soonest. As always thanks for all you do for AFSA.

Dr. Jim Crissinger - Division 4 President



2015 Division 4 Convention Details

As the 2015 Division 4 Convention draws near, we encourage you to join us for loads of fun this year in Abilene, Texas. The Division Convention is an opportunity to recognize outstanding performers/ contributors from 2014, learn more about our great organization, receive specialized training and of course meet up with other AFSA members across Division 4. Please see below for further details on this years convention and how you can reserve your spot now!

Dates: Thursday, April 16 through Saturday, April 18, 2015

Hotel Reservations: Our host hotel is the MCM Eleganté Suites, Abilene Texas, located at 4250 Ridgemont Drive. Please make reservations at 325-698-1234. Please identify yourself as an AFSA Division 4 Convention attendee. The special rate will only be available until 2 April 2015.

Hotel Features: The MCM Eleganté Suites is a full service hotel featuring honest to goodness two room suites with 13” Simmons Beauty-rest mattresses and luxurious synthetic down bedding. You will find all the accommodations you would expect from a premiere hotel, including a wet bar, refrigerator, microwave, coffee maker with gourmet coffee, two 32” flat screen televisions, iron with full size ironing board, hair dryer, Bath & Body Works amenities, free wireless internet and a full size sofa bed in every suite. Unwind with free cocktails at our FREE managers reception served each evening and wake up to our FREE full breakfast buffet with eggs cooked-to-order. The rest of the time, relax poolside at our indoor heated pool.

Location: Voted Abilene’s Best Hotel, the MCM Eleganté Suites is Abilene’s only ALL Suite Full Service Hotel offering all the comforts of home! Surrounded by the luxury and elegance of a four star hotel. Friendliness, cleanliness and impeccable service. FREE Breakfast with Eggs Cooked-to-Order, FREE Happy Hour and the most comfortable beds on the planet set us apart from all the rest. All the little details that make the difference between an ordinary visit and a spectacular experience are yours.

Golf Scramble: A 4-person scramble will be held on Dyess AFB Mesquite Grove golf course on Thursday, 16 April 2015 with a shotgun start at 0900. Check-in will begin at 0800. Cost will be \$50, which will include entry fees, cart, green fees, & lunch! Any individual or group can also sponsor a hole for \$100 and we will ensure that each hole proudly displays a banner or sign for each sponsor. Money raised will be for the Air Force Enlisted Village and Division 4. A golf registration flyer will be created and sent out separately or you may contact MSgt David Roux at DSN: 461-2362 or david.roux@us.af.mil or MSgt Christopher Baker at DSN 461-8339 or christopher.baker.7@us.af.mil. The golf registration cut-off is **4 April 2015 or until all slots are full.**

Icebreaker Theme: Are You Ready to enjoy West Texas with a Boot Stomping Western Hoedown? Bring out your favorite pair of cowboy boots and hats, with your best belt buckle and jeans. Show everyone your creative side and let’s have a great time! Our Icebreaker will be held on Thursday evening starting at 1800.

AFSA Airman & NCO of the Year Nominees: Enlisted Awards nominees need to attend the Enlisted Nominees Get-Together on Thursday, April 16 at 1800 to get acquainted with each other, learn about the

convention, and the enlisted board procedures. In addition, each of you will meet a board comprised of several Chief Master Sergeants on Friday at 1400. As a reminder, each nominee must have been an AFSA member prior to 1 Jul 2014.

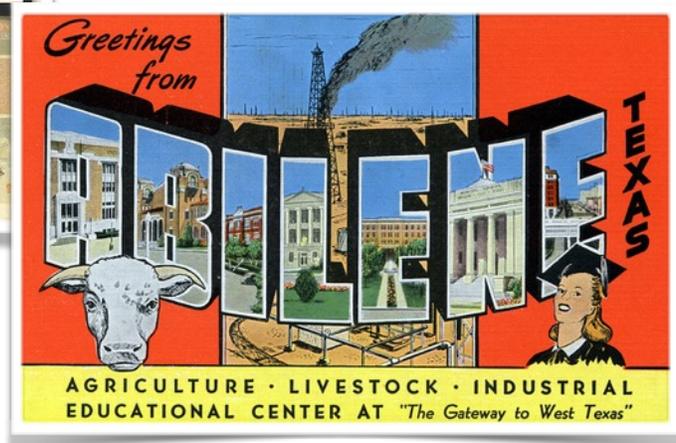
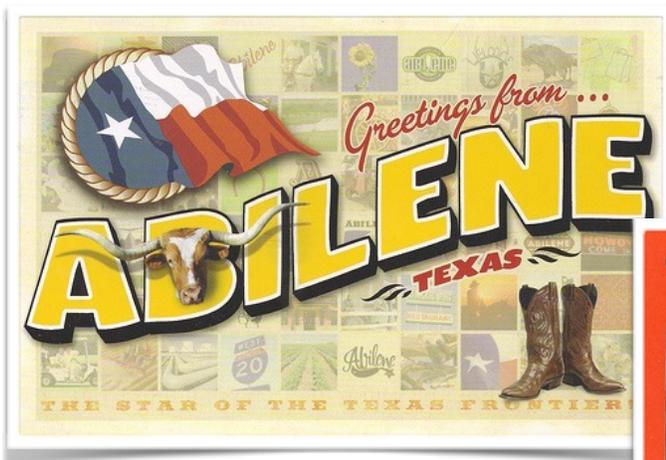
Convention Attire: Authorized uniform for active duty Air Force personnel is the Service Dress for the opening ceremony and any combination blues attending the convention for those TDY. Military personnel must be on leave to wear civilian attire. For meetings and official meals (except for the Honors Banquet), dress is business casual (no shorts). The meeting rooms may be cool and attendees are advised to bring sweaters or coats. For the Honors Banquet; suggested wear for gentlemen is a tuxedo or suit for this special function. Ladies should wear evening attire (long or short dresses, or, pant suit). Military members should wear their mess dress or semi-formal uniform.

Free Night: Friday night, April 17 is a Free Night. We will be offering bus service from the hotel to Cypress Station in downtown Abilene. There are many shops and restaurants that you may visit, to include the Abilene Brewery Company and The Mill Winery.

Hospitality Suite: The Division 4 Hospitality Suite will be open after 9:00 pm on Thursday and Friday. The hospitality suite location will be announced in the welcome package, upon check-in. (See registration form for applicable fees, if not attending the entire convention).

Registration Fee: The convention registration fee which includes several convention meals is \$120.00 if received prior to March 14, 2014. The registration fee received after March 14th will increase to \$130.00. With all of the items that are included in this fee, it's a great bargain for you and worth much more than the cost. We are ready to accept your registration!

Please download the Division 4 Convention Registration form [HERE](#) and follow the directions to reserve your spot in April!



We Need you, Division 4!

In early 2014, we made the transition from our traditional newsletter to the D4 Report. Our aim was to improve upon the same great editorial content and leverage any technology that could make the newsletter better. We feel we have achieved that, but we are not stopping there! Division 4 has always been considered a trailblazer, and we are looking for your editorial help to continue that tradition.

We are seeking individuals to write articles on topics including:

1. **Chapter Countdown:** Division 4 would like to highlight each Chapter with an article in the D4 Report. This article would include ongoing events, membership recruiting strategies, and Chapter success stories. We want the Division to know more about your Chapter and the great things you do on a daily basis!
2. **Inspirational Stories:** Throughout my years of being an AFSA member, I have heard many tremendous stories from our members. The D4 Report would love to feature your stories that inspire and uplift others!
3. **Professional Development:** Professional Development is a staple in our growth as military members and we must constantly strive to educate ourselves as leaders.

Writers are not limited to the topics above, and any ideas are welcome. At the end of the day, this is your newsletter Division 4 and we want to provide you a product that contains value added. Not only do we want your involvement in creating the newsletter, we want your feedback whether it be negative or positive. **If you would like to write an article for the D4 Report or just have feedback you would like to leave, please feel free to email me directly at jewell.hicks@gmail.com.**



(M) Sgt Jewell Hicks - Division 4 Trustee



Robin Olds: Wolfpack hero, legacy



As we enter the month of March, it is only right that we pay homage to the “father of Mustache March”, Robin Olds. Please read on to learn about one of the most influential figures in Air Force History. This article was originally published on 12 August, 2011 by Howard E. Halvorsen.

This historian is hardly the first to declare former Brig. Gen. Robin Olds as the greatest aerial warrior and leader in American history.

When learning about his life, it is as if he was made to be the perfect Airman. He was a triple ace who had ideas about tactical air power that were as big as his physique. He was constantly arguing -- not always tactfully -- for better fighters, better pilot training, new tactics and the like. This he did his entire career and afterwards as an after-dinner speaker and in TV interviews. And, of course, I don't know of another fighter pilot who was ever married to a beautiful movie star. Robin Olds was bigger than life.

Olds was born at Luke Field Hospital in Honolulu on Bastille Day, July 14, 1922 to Army Air Corps Capt. Robert Olds and Eloise Wichman Olds. His mother came from a line of Hawaiian landowners.

His father's family from Virginia traced its roots back to the American Revolution, with one family member serving as Gen. George Washington's aide-de-camp. The family was then stationed in Virginia, and Olds' father became aide to Gen. Billy Mitchell before moving on to Langley.

Initially, you might think the young Olds would become successful due to association. Frequent family guests included Hap Arnold, Carl Spaatz, Ira Eaker, Fiorello La Guardia, Harold George, Frank Andrews, Bob Williams, Ernst Udet, Roscoe Turner, Edward Mannock, Elliott White Springs, Jimmy Mattern, Beirne Lay and even Eddie Rickenbacker.

However, Olds' success was not achieved by great association, but rather by his dreams of air power. His ideas were shaped from these World War I heroes and early air pioneers. He heard them discuss making air power prevail in future battles, the horror of trench warfare and an endless stalemate.

Considering how far ahead they were looking into the future beyond the then-current air abilities, it is almost no wonder these ideas were disregarded as impossible. Billy Mitchell was court-martialed for his outspoken belief in the future of air power with Olds' father at his side. Mitchell died in 1936, but World War II proved his ideas and theories to be right.

All of these ideas were things Olds carried with him into the future. But now it was up to a new generation of fighter pilots to win in the air. After Lieutenant Olds entered World War II, he was quickly promoted to captain in the 434th Fighter Squadron, flying a P-38J Lightning named "Scat I." He became an ace in his first two combat missions, shooting down two FW-190s on Aug. 14,

1944, and three ME-109s nine days later. The 479th re-equipped with P-51 Mustangs in September and Olds scored his first kill in "Scat V" on Oct. 6, 1944.

Promoted to major in February 1945, he claimed his seventh victory southeast of Magdeburg, Germany, the same day. He recorded three confirmed victories Feb. 14: two ME-109s and an FW-190. By the end of his tour, he had shot down 13 German planes, destroyed 11 others on the ground and become commander of the 434th.

Before leaving Europe at the end of the war, the still-young Major Olds was given direct orders to report to U.S. Strategic Air Forces near Paris. On arrival, he was to report to Spaatz's office for further instructions. The good major arrived, and the room slowly filled with names that are now known to the world: Eaker, Vandenberg, Stratemeyer, Quesada, Norstadt, Doolittle, Partridge, Strothers and others.

When Spaatz arrived, he greeted everyone and then ignored them all to take Olds to a private room for a chat. In meetings like this and through personal experience, Olds grew to learn what was important:

"Know the mission, what is expected of you and your people. Get to know those people, their attitudes and expectations. Visit all the shops and sections. Ask questions. Don't be shy. Learn what

each does, how the parts fit into the whole. Don't try to bullshit the troops, but make sure they know the buck stops with you, that you'll shoulder the blame when things go wrong. Correct without revenge or anger. Recognize accomplishment. Reward accordingly. Foster spirit through self-pride, not slogans and never at the expense of another unit.

"It won't take long, but only your genuine interest and concern, plus follow-up on your promises, will earn you respect. Out of that you gain loyalty and obedience. Your outfit will be a standout. But for God's sake, don't try to be popular! That weakens your position, makes you vulnerable. Again, make clear to your troops you are the one who will take the heat."



His most famous operation, the one that gave the 8th Tactical Fighter Wing its name -- the Wolf Pack -- was Operation Bolo, a masterpiece of planning and execution. His tactics, along with another great Airman,

Vice Commander Col. Daniel "Chappie" James, were the wonder of the world and grounded the communist foe's air force for months.

Olds shot down four MiGs rather quickly and then never shot down another. He had been told if he became an ace he would lose his command, because his capture would be a public relations coup. He was also told he could only fly 100 missions in the Vietnam War. We now know his

final mission was his 152nd, and as much as we know about the man, we can safely say he did not kill only four MiGs. Olds was almost certainly an ace in Vietnam, but being an ace mattered far less than leading his men and getting them home safely.

When Olds came home it was to brief the President and the Joint Chiefs of Staff. His words with then-President Lyndon B. Johnson were few: "Get us out of this goddamn war!" When LBJ asked how, Olds replied, "It's simple, sir -- win it!"

Olds was promoted to brigadier general but never held a major command. He spent the remainder of his career in non-operational positions, as commandant of cadets at the Air Force Academy and as a bureaucrat in the Air Force Inspector General's Office.

His ideas, however, have survived him. Modern fighters like the F-15 and F-16 "have capabilities we never knew in speed, range and accuracy," he said. Accuracy, stealth and range are the most important differences, according to the venerable fighter pilot. A few tactical planes now have the ability to do the job in one mission with surgical precision -- just as Olds imagined might be done with P-51s in World War II.

"And that's what the old boys dreamed of in World War I," he said. "It was the basis of their doctrine. So I guess it's true: What goes around, comes around."

Olds, known for the flamboyantly waxed, regimental mustache he sported in Vietnam, talked openly about his individuality. An oil painting of him grinning

through his illegal mustache is featured prominently in the lobby of the Air Force Wargaming Institute at Maxwell AFB, Ala.

"Generals visiting Vietnam would kind of laugh at the mustache," Olds said. "I was far away from home. It was a gesture of defiance. The kids on base loved it. Most everybody grew a mustache."

Returning home, however, he discovered not everyone was fond of his maverick behavior.

"I remember my first interview with (Air Force Chief of Staff Gen. John P.) McConnell," Olds said. "I walked briskly through the door, stopped and snapped a salute. He walked up to me, stuck a finger under my nose and said, 'Take it off!' And I said, 'Yes, sir!' And that was the end of that."

Are there other great Air Force men in the Air Force's short history? Of course. There are many. But it was Robin Olds who was so persistent during all of those inter-war years, constantly asking for better planes and better training when it would have been better for his career if he had toed the line more often. Vietnam proved him correct, and the Air Force finally came to his way of thinking through Red Flag and more.

What does this teach us? Do what is right and be ready to fight.

