

35TH USAWOA ANNUAL MEETING OF MEMBERS
MINUTES OF 16 OCT 2007, DAY ONE

OPENING REMARKS:

0900 - President CW4 (Ret) Roy Valiant welcomed all present to day one of the Annual Meeting of Members.

CW3 (Ret) Gene Perrino made administrative announcements.

Mr. Wayne Henderson, Manager of the Holiday Inn, welcomed USAWOA members to the hotel and to San Antonio, TX. Mr. Wayne Henderson also donated a Gift Certificate for a Deluxe Guest Room here at the Holiday Inn to be given away as seen fit by the President.

Catrina, San Antonio Visitor Service Manager, welcomed USAWOA to San Antonio, TX.

0907 - President CW4 (Ret) Roy Valiant officially opened the start of business and led the Body in the Pledge of Allegiance.

CW4 (Ret) Don Hess gave an invocation and asked for a moment of silence for CW4 Candis Martins son, 1LT Tom Martin.

CW5 Sue Farrell had made some Host Region administrative announcements.

CW5 Barbara Carpenter announced that the CW5's would be hosting the hospitality room for Thursday evening.

CW4 (Ret) Roy Valiant asked that all attendees introduce himself or herself.

CW4 (Ret) Roy Valiant asked that CW5(R) Dave Welsh, Parliamentarian, to report on General Rules and Procedures of the Meeting.

CW4 (Ret) Roy Valiant asked that CW3(R) Juan Gomez, Credential Committee Chair, give the Credential Report. CW3(R) Juan Gomez presented a written report to the National Secretary for record. Total number of member's present and valid proxies is 655 – which qualifies a quorum.

President CW4 (Ret) Roy Valiant gave his Report which included that everyone keep CW4 Candis Martin and her husband CSM (Ret) Ed Martin in their thoughts and prayers. He also added that due to his medical condition that he may be passing his proxy to Vice President CW5 Gary Nisker and it would not be directed to who may be speaking at the time.

Vice President CW5 Gary Nisker gave his Report.

1000 –1015 hours - Break

1015 – CW4 (Ret) Roy Valiant announced one of the AMM sponsors, Stanley Vidmar, has a table set up in the hall and for all to stop by to visit them throughout the AMM.

CW4 (Ret) Roy Valiant asked that CW4 (Ret) Don Hess and CW2 (Ret) Gerry Wentworth attach the Thirty Five Year Streamer to the USAWOA Flag, which represents our years of being an association.

The following officials gave their reports in order:

CW2 Natasha Veillard, National Treasurer

CW5 Anthony Rotii, European Region President

CW3 (Ret) Gene Perrino, Southeastern Region Director

CW4 (Ret) Harry Wilson, Western Region Director
CW4 (Ret) Joe Diaz, Mid-Southern Region Director
(Proxy for CW4 Candis Martin; read report)
CW5 Billy Ray Robinson , Mid-Northern Region Director
(Proxy for CW5 Phil Tacket; read report)
CW4 (Ret) Pete Hill, Northeastern Region Director

1130 – 1300 Lunch

1300 – CW4 (Ret) Roy Valiant asked CW3 (Ret) Juan Gomez to give a Credential Report. CW3(R) Juan Gomez provided a written report to CW2 (Ret) Gerry Wentworth, National Secretary reporting total number of member's present and valid proxies is 645 – which qualifies a quorum.

CW4 (Ret) Pete Hill addressed the body about Awards. He stated that he heard a lot of good things as each person introduced themselves and what their chapters are doing and that it needs to be in their minutes so they get credit for it when it comes time to select those deserving awards.

CW4 (Ret) Roy Valiant emphasized and agreed with CW4 (Ret) Pete Hill.

The following officials gave their reports in order:

CW5 Rhea Pruet, Assistant Vice President for Army National Guard
CW4 Janie Diamond, Assistant Vice President for Army Reserve
CW4 (Ret) Percy Butler, Assistant Vice President for Veterans Affairs
CW5 Poyas Haynes, Director of Legislative Affairs & Business Development

Break

President CW4 (Ret) Roy Valiant reported on actions arising from 2006 and other open actions. Focus Group Results of 2006 are:

Command Chief Warrant Officer; fell through the cracks and is still open for one more year.

Deployed Chapters; Manuals are being changed and updated to accommodate Focus Group recommendation.

Finance Warrant Officer; On hold.

Electronic Proxy – By-Laws change will be voted on at the BOD that is scheduled for Saturday.

CW4 (Ret) Pete Hill gave an update on the 2008 USAWOA 36th AMM in APG, MD. He has everything arranged and ready to go. Hotel rates have been locked in at \$79.00 per night – report was submitted.

President CW4 (Ret) Roy Valiant asked for any nominations for the 2009 and beyond AMM host. CW5 (Ret) Vincent Baiocchetti reported that the Fort Lowell-Apache Chapter would like to host the 2009 AMM and submitted his report.

CW2 David E. Rose also reported that the Great Salt Lake Chapter would like to host the 2009 AMM.

There were no other nominations at this time.

The following officials gave their reports in order:

CW5 (Ret) Dave Welsh, Warrant Officers Heritage Foundation Update

CW5 (Ret) Dave Welsh presented two Warrant Officer Legacy Books to USAWOA for display at the National Office and for Travel; CW4 (Ret) Don Hess and CW4 (Ret) Roy Valiant. CW5 (Ret) Dave

Welsh presented CW4 (Ret) Don Hess with a Certificate of Designation as Historian Emeritus and Advisor for the Warrant Officers Heritage Foundation. CW5 Barbara Carpenter donated \$100.00 to the Warrant Officers Heritage Foundation and challenged all to do the same; CW4 (Ret) Buss donated \$150.00 (First State Chapter & a personal \$100.00 donation) and CW4 (Ret) Gouty donated \$100.00.

CW4 (Ret) Robert Scott, Scholarship Foundation Update

The following individuals/chapters donated to the Scholarship Foundation:

CW4 (Ret) Buss, \$100.00(personal); \$150.00 (First State Chapter)

CW4 (Ret) Gouty, \$100.00

CW4 (Ret) Dick Hyde for Hawkeye Chapter, \$100.00

CW5 Billy Robinson for the Star of the North Chapter, \$100.00

1715 hours - CW4 (Ret) Roy Valiant announced that those with proxies need to turn them in to the Credential Committee prior to leaving and the meeting will be in recess until 0900 Thursday morning. He also mentioned that there is a retiree breakfast in the morning at 0700 hours.

35TH USAWOA ANNUAL MEETING OF MEMBERS
MINUTES OF 17 OCT 2007, DAY TWO

OPENING REMARKS:

0900 - President CW4 (Ret) Roy Valiant opened the start of business and led the Body in the Pledge of Allegiance.

CW4 (Ret) Don Hess gave an invocation.

CW5 Sue Farrell had made some Host Region administrative announcements.

CW4 (Ret) Roy Valiant asked the credential committee for a report. CW3(R) Juan Gomez reported that there is 732 member/proxies on the floor and there is a quorum; report was submitted.

CW4 (Ret) Roy Valiant thanked Western Region for sponsoring the hospitality room last night.

Secretary, CW2 (Ret) Gerry Wentworth submitted the minutes from day one and some minor admin changes were made. CW4 (Ret) Roy Valiant called for a motion to accept the minutes and motion was made by CW3 (Ret) Gene Perrino, seconded by CW4 (Ret) Gregory Gouty; the motion passed with a unanimous vote.

CW4 (Ret) Pete Hill motioned to reverse the voting procedures to ask for the nay votes/proxies first to speed up the voting process, the motion was seconded by CW3 (Ret) Gene Perrino; motion passed with 1 nay vote and 708 yea votes.

CW4 (Ret) Roy Valiant announced the Focus Group and team members:

FG 1 – Army and/or DoD

Buss, Group Leader
Abrahams
Clauson
Duteil
Gaddis
Hergert
Hyde, R.
Merchant
Parker
Sammons
Stephenson
Thompson
Wood

FG 2 - Legislative

Butler, Group Leader
Baiocchetti
Dye

Jenkins

Morris

Stiffler
Vachon
White

FG 3 – Strategy

Valiant, Group Leader
Diaz
Hill
Robinson
Rotti
Wilson
Nisker
Wentworth
Veillard
Perrino

FG 4 – Recruiting, Retention & Awards Programs

Gouty, Group Leader

Callaway
Curving
Edwards

Hinkle
Johnson
Mosman

Schue
Stoeter
Weist

FG 5 – Foundation/Misc.
Nelligan, Group Leader
Bennett

FG 6 – Business Development
Haynes, Group Leader

Brewer
Chiles
Dill

Farrell

Fridlund

Gill
Hayes

Huber

Hyde, M.

Kies
Matheis
O'Sullivan

Martinez
Rakowitz
Rose
Strout

Stephens
Swift

CW4(Ret) Roy Valiant designated study areas for Focus Groups and announced that we would reconvene at 1130.

1130 - CW4 (Ret) Roy Valiant received a verbal report on how they stand; all agreed they need more time. CW4 (Ret) Roy Valiant told the groups that they would have more time following CW5 O'Sullivan's report at 1300. He also requested that everyone be seated at 1300 hrs.

CW4 (Ret) Roy Valiant reported that we would recess until 1300 hours.

1140 - 1300 Lunch

1300 – CW4 (Ret) Roy Valiant reported that the CW5's would be sponsoring the hospitality room this evening at 1800.

CW4 (Ret) Roy Valiant introduced CW5 Thomas O'Sullivan, CCWO Army National Guard.

CW5 Thomas O'Sullivan gave his briefing and a copy will be available for all.

1415 - CW4 (Ret) Roy Valiant released all focus groups to continue and to reconvene at 1630 hrs.

1630 – Reconvened and Focus Groups 1, 3, 4, 5, & 6 reported they are ready to present their study. Focus Group 2 reported they are working vigorously.

CW4 (Ret) Roy Valiant stated that the Focus Groups would present their studies tomorrow. He also reminded all proxy holders to turn their proxies in before leaving and to pick up an evaluation sheet on the way out.

1645 - CW4 (Ret) Roy Valiant called for a recess and stated we would reconvene tomorrow at 0900 hrs.

35TH USAWOA ANNUAL MEETING OF MEMBERS
MINUTES OF 18 OCT 2007, DAY THREE

OPENING REMARKS:

0900 - President CW4 (Ret) Roy Valiant opened the start of business and led the Body in the Pledge of Allegiance.

CW4 (Ret) Don Hess gave an invocation.

CW5 Sue Farrell had made some Host Region administrative announcements.

CW4 (Ret) Roy Valiant asked the credential committee for a report. CW3 (Ret) Juan Gomez reported that there is 702 member/proxies on the floor and there is a quorum; report was submitted.

Secretary, CW2 (Ret) Gerry Wentworth submitted the minutes from day two and some minor admin changes were made. CW4 (Ret) Roy Valiant called for a motion to accept the minutes and motion was made by CW5 (Ret) Joe Diaz, seconded by CW4 (Ret) Pete Hill; the motion passed with a unanimous vote.

CW4 (Ret) Roy Valiant called on Focus Group Leaders to present their study for the Body to vote on. CW4 (Ret) Bob Scott stood and reminded all present that the recommendations made will be considered "concepts that will be refined by the EXCOM in addressing the FG issues.

CW5 Anthony Rotti motioned to vote on each topic separately, CW4 (Ret) Harry Wilson seconded; vote was unanimous to vote each topic separately.

Focus Group 1 - Army and/or Department of Defense

Topic - Authorization of Warrant Officers as instructors at the service academies

Recommendation: –Open up billets specifically for WO's who are qualified (ROTC, services academies, etc.)
 –Include CW2-CW5 and Retired WO's
 –Start small – no specification of education inst

After discussion the vote was as follows:

FOR: 87 AGAINST: 578 ABSTAIN: 38

The Body voted against the recommendation.

Topic - Reduction of time in grade requirements in all compo for W2 thru W4 (suggest 4 years each)

Recommendation: –Group supports this but would like to hear what the CCWO of the Reserves has planned
 –Recommend the Association supports the present action of the CCWO's in this area

After discussion the vote was as follows:

FOR: 546 AGAINST: 140 ABSTAIN: 17

The Body voted in favor of the recommendation.

Topic - Authorization to wear the CW6 insignia (at W5 pay rate)

Recommendation: - As a group we fully recommend that the Association support this change

After discussion the vote was as follows:

FOR: 76 AGAINST: 624 ABSTAIN: 3

The Body voted against the recommendation.

Focus Group 2 - Survivor Benefit Plan Adjustment of Housing Allowance Pay Compression

Topic - Survivor Benefit Plan

Recommendation: - Pay both, keep up with the cost of living increase, increase cost of medication and health issues
-Thank the surviving spouse and continue moral support

After discussion the vote was as follows:

FOR: 701 AGAINST: 0 ABSTAIN: 3

The Body voted in favor of the recommendation.

Topic - Basic Housing Allowance Adjustment

Recommendation: Correct the oversight and pay the Warrant Officer what they are entitled

After discussion the vote was as follows:

FOR: 693 AGAINST: 7 ABSTAIN: 4

The Body voted in favor of the recommendation.

Topic – Pay Compression Awareness

Recommendation: - Increase the amount of pay to compensate for the skills and abilities of the Warrant Officers
-Increase the amount of pay to provide incentive to become a Warrant Officer
-Increase the amount of pay to retain the experience and expertise of the Warrant Officer

After discussion the vote was as follows:

FOR: 665 AGAINST: 35 ABSTAIN: 4

The Body voted in favor of the recommendation.

Focus Group 3 - Strategic Planning for the Association

Topic – Resourceing the Association

Recommendation/Improvements: - Publications (manuals):
- Update by next AMM

- Newsliner:
- Color
- Content and Schedule
- Corporate Sponsorship

CW4(R) Percy Butler motioned that the proposed improvements for the operation of USAWOA and Communicate to the members where financially feasible be accepted.

After discussion the vote was as follows:

FOR: 704 AGAINST: 0 ABSTAIN: 0

The Body voted in favor of the motion.

Topic – Communications/Improvements:

- EXCOM Minutes
- Reports to BOD
- SWOAC and HQ DA
- Emails
- ED (Executive Director)

- Full-time

After discussion the vote was as follows:

FOR: 704 AGAINST: 0 ABSTAIN: 0

The Body voted in favor of the motion.

Focus Group 4 - Recruiting, Retention & Awards

Topic - How can USAWOA recruit more members?

- Recommendation:
- Select standing committee to address membership
 - Identify best way to get info about USAWOA out to potential new members
 - Diverse representation from each Region including (personnel & legal)
 - MAP reflecting location Region and Chapters (drill down map)
 - Implement tracking mechanism for PCS WO
 - Due to Joint environment look at including WO from other services (Navy, Marine Corps, Coast Guard)
 - Relationship with Centers of Influence i.e. WOCC, USAREC, TRADOC, NGB, CCWO, and CWOB (EXCOM)
 - Standard Brief from National
 - Standard Poster from National
 - Press Releases using exterior resources (EXCOM)
 - Army Times, Army Echoes regular basis
 - Electronic awareness – AKO, BCKS

 - Review membership costs (EXCOM)
 - Reduce associate member costs
 - Life dues inline with other competing associations
 - Annual dues associated with rank structure
 - Pursue more cooperative agreements (MOAA, NGAUS, and Regimental Associations)

After discussion the vote was as follows:

FOR: 684 AGAINST: 0 ABSTAIN: 2

The Body voted in favor of the recommendation.

Topic – Awards

- Recommendation:
- Development of Electronic Form to standardize / simplify inputs/entries for awards system process
 - Revision of Awards Manual to reflect modification and updates
 - Redefine the Life Member Award and the Don Hess President's Award
 - Change from Life Member Award to Don Hess Life-Time Achievement Award
 - Change from Don Hess Presidential Award to National President's Award

FROM - Life Member Award

- Eligible - Any Life Member of the USAWOA
- Nominator- May be nominated by any Life Member and submitted directly to National HQs
- Purpose-Outstanding dedicated service to the USAWOA
- Approving Authority-National BOD
- Award Type-Certificate of Achievement and Plaque

TO- Don Hess Life-Time Achievement Award

- Eligible - Any USAWOA Regular, Associate, Auxiliary, or Honorary member
- Nominator-May be nominated by Chapter / Region President or National BOD

Topic - USAWOA Scholarship Foundation

Recommendation: - The USAWOA abolish using raffles for fundraising efforts to decrease overhead, monitor the CFC donations to determine effectiveness of this effort, and add a remark on the renewal application to add money to their renewal fees for the Heritage and/or Scholarship Foundation

After discussion the vote was as follows:

FOR: 316 AGAINST: 356 ABSTAIN: 20

The Body voted against the recommendation.

Topic - AUS VS. USA

Recommendation: - The USAWOA goes on record supporting the abolishment of the term AUS Retired

After discussion the vote was as follows:

FOR: 689 AGAINST: 0 ABSTAIN: 3

The Body voted in favor of the recommendation.

Focus Group 6 - Business Development

Topic - Improvement Opportunities

Recommendation: - There were no specific recommendations which required no vote.

NOTE: All focus groups submitted an electronic report, which is available to all members.

Break (1400 – 1410)

CW4 (Ret) Pete Hill announced the following awards:

Best Retention:

Runner-up: 0403 North Texas Chapter with a 51% retention rate

Winner: 0216 Gem State with a 50% retention rate

LONGEVITY AWARDS

35 Year Streamers

Ft. Bragg "Silver" Chapter accepted by Gene Perrino

Ft. Hood "Silver" Chapter accepted by Mike Weiss

Arizona "Silver" Chapter accepted by William (Bill) Whealy

25 Year Streamers

Greater Atlanta accepted by Percy Butler

Ft. Gordon accepted by Gene Perrino

Mid-America accepted by Billy Ray Robinson

St. Louis Gateway accepted by Billy Ray Robinson

Marne Chapter accepted by Charles Schue

20 Year Streamers

Northern California (Nor-Cal) accepted by Harry Wilson

15 Year Streamers

Statue of Liberty accepted by Greg Gouty for Pete Hill

Keystone Chapter accepted by Greg Gouty for Pete Hill

Ft. McCoy Chapter accepted by Billy Ray Robinson

10 Year Streamer
Iron City accepted by Greg Gouty for Pete Hill

5 Year Streamer
Cornhusker Chapter accepted by Billy Ray Robinson
Acadiana Chapter accepted by Joe Diaz
Hampton Roads accepted by Greg Gouty for Pete Hill
Big Sky Chapter accepted by Harry Wilson
Northern Lights Chapter accepted by Harry Wilson

OUTSTANDING REGION:

Runner-up: European Region
Winner: Southeast Region

OUTSTANDING CHAPTER:

Runner-up: Aberdeen-Edgewood "Silver" Chapter
Winner: Redstone Chapter

COMMUNITY AFFAIRS FOR DONATIONS:

Runner-up: Aberdeen-Edgewood "Silver" Chapter
Winner: Heidelberg Chapter

COMMUNITY AFFAIRS FOR SERVICES TO THE COMMUNITY:

Runner-up: Ft. Bragg "Silver" Chapter
Winner: Redstone Chapter

COMMUNITY AFFAIRS FOR SUSTAINING PROGRAMS:

Runner-up: Ft. Lowell-Apache Chapter
Winner: Lord Fairfax "Silver" Chapter

Best Officer Professional Development Program:

Runner-up: First State Chapter
Winner: Aberdeen-Edgewood "Silver" Chapter

CW4 (Ret) Roy Valiant called for any Unfinished Business of 2006.

CW4 (Ret) Harry Wilson asked about the Focus Group for Finance Warrant Officer. CW4 (Ret) Roy Valiant reported that the Focus Group decided to drop the issue.

CW5 John Hinkle opposed dropping the issue and reported that he will continue to pursue a Finance Warrant in other avenues.

CW4 (Ret) Gregory Gouty suggested the group get more information from reliable sources.

CW4 (Ret) Percy Butler motioned that the topic stay tabled, CW3 (Ret) Gene Perrino seconded; motion passed unanimously.

CW4 (Ret) Richard Hyde motioned to vote on the 2009 AMM, seconded by CW4 Paul Huber.

After discussion the vote was as follows:

FOR: 568 AGAINST: 82 ABSTAIN: 38

The Body voted in favor of the motion.

CW4 (Ret) Roy Valiant asked for a vote on those that **DO NOT** want Salt Lake City, UT as the 2009 AMM location.

The vote was as follows:

FOR: 65 AGAINST: 604 ABSTAIN: 19

The Body voted to have the 2009 AMM in Salt Lake City, UT.

CW3 (Ret) Gene Perrino motioned to have all 2007 AMM unfinished business to the BOD, seconded by CW5 Anthony Rotti.

The vote was as follows:

FOR: 679 AGAINST: 0 ABSTAIN: 9

The Body voted in favor of the motion.

CW5 Gary Nisker motioned to adjourn the 2007 AMM, seconded by CW4(R) Gregory Gouty, motion passed unanimously.

CW4 (Ret) Roy Valiant closed the 2007 AMM in peace and harmony at 1650 hours.