

THE MENTOR

Strengthening Future Air Force and Space Force Leaders Through Mentorship

A PUBLICATION OF AFCOMA, INC.

SPRING 2023, VOL 2, ISSUE 1

Brig Gen Cantwell Leads the Charge at the Holm Center



Brig Gen Houston Cantwell

Brig Gen Houston Cantwell is the Commander of the Jeanne M. Holm Center for Officer Accessions and Citizen Development at Maxwell Air Force Base, Alabama. He was superbly prepared to transition back to Maxwell AFB from the NATO Alliance Ground Surveillance Force last summer. Gen Cantwell strategically propels the Holm Center's vision forward by inspiring cadets, officers, civilians, and volunteers to lead beyond today's challenges.

Like AFCOMA, he has a passion for mentorship and impacts nearly 85 percent of the Department of the Air Force's line officers through his commissioning programs. He develops leaders across every domain from recruiting diverse candidates during school visits to scaling mentoring initiatives.

As a University of Virginia ROTC graduate, Gen Cantwell recognizes the dynamic needs of future officers. He believes in breaking barriers for upcoming leaders to enable their success, including promotion to higher levels. He also believes that mentorship begins with building trust, strengthening relationships, then sharing information and teaching. He emphasizes that human rapport is essential to building robust and diverse teams—you must be someone with whom others desire to work. From the medical team that helps retain family members and addresses injuries to security forces, civil engineering, tankers, and everyone in between, each member directly impacts joint lethality.

Innovation is critical to advancing the combat experience and defeating future adversaries. Airmen must think outside of the box to solve the unique challenges to come over the next century. Every level of command needs to focus on the next tier and prioritize goals. Leaders must also overcome faulty paradigms and unconscious biases to excel as a capable, diverse force.

Gen Cantwell dreamed of becoming a fighter pilot at the tender age of 8 years old—and that he did. He was the top graduate of his pilot training class, and he later became an instructor pilot. He has over 2,100 flying hours and more than 400 combat hours, primarily in the F-16 and MQ-9 Reaper.

This fierce defender and five-time commander values the role of each service member with a keen understanding that every specialty contributes to the front-line mission. He is determined to clear the path for new talent and encourage others to reach their goals.

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Col Candice Pipes, PhD, Talks Straight about Meeting Promotion Boards



Col Candice Pipes, PhD

Col Candice Pipes, Chief of Manpower and Personnel Division, Directorate of Personnel and Manpower (J1), Headquarters Special Operations Command, discussed her insights on meeting promotional and developmental educational boards during AFCOMA's Straight Talk series on February 28, 2023.

Col Pipes served on the Major to Lieutenant Colonel Rated Board CY22B for Air Operations and Space War Fighters. She reviewed board procedures beginning with the authorization and eligibility criteria which she recommended viewing fully on MyPers (career development brief). From a board convening to publishing results, it may take approximately three to five months.

Col Pipes prefaced her talk by stating that there were board proceedings that she could and could not share. She began by pointing out that "senior rater credibility is crucial and board results are based upon the potential to serve as a future leader or commander at the next rank versus a reward for past performance."

Your career briefs provide a map and scaffolding though considerations may be made on an individual basis. Professional military education, advanced academic degrees, and leadership are key areas of focus on one's package. The board rates packages based on relevant order of merit using a performance recommendation form.

The board has access to all performance and training reports, Form 77, any adverse information including court-martials, Article 15s, letters of counseling, admonishment, and reprimands. Providing clarification to the board could be beneficial such as information about overcoming adverse events (if not already addressed) or rationale for declining PME in-residence.

Col Pipes emphasized, "it is vital that you ensure your record is updated on the officer selection brief including flying hours, developmental education completion, and a valid reason for completing PME past the deadline with a screenshot of completion." Information is also evolving with the transition to static closeout dates which will center on the four major graded areas.

She also emphasized that "a 'definitely promote' (DP) holds significant weight in addition to stratifications and duty titles—for example, White House Fellow, Flight Commander, or OpsO." Recently, above-the-zone promotion rates increased from three to eleven percent, indicating there is hope despite past misses.

Col Pipes closed her talk with three final tips when meeting promotion boards:

- Emphasize cutting-edge improvements made and include performance wins on decorations to last beyond the prior five years.
- Include positive inspection results and DOD-level awards in your PRF.
- Request that a mentor reviews your records before meeting a board and reach out to subject matter experts, who have sat on boards, like Col Pipes.

AFCOMA Mentorship Program Benefits



AFCOMA

Founded at the Pentagon
30 June 1989

*"Strengthening
Future Air Force and Space
Force Leaders Through
Mentorship"*

- Exclusive access to a network of active-duty and retired Air Force/Space Force mentors
- Greater than 90 percent satisfaction rate for our mentorship program
- Discussion of "straight talk" mentoring forum topics including *Preparation for Command, Leadership Philosophy, Toxic Leadership, Conflict Management, and Officer Evaluations*
- Opportunity to mentor ROTC cadets in tandem with the Cadet Program
- Advise DAF (Air Force and Space Force) senior leaders regarding mentorship needs and pressing issues
- Mentees experience professional growth and development in the mentoring cohorts (recently completed successful 2nd cohort of 50 participants)

From the Chairman's Desk



Did You Know

Since its inception in 1989, AFCOMA has paved the way for new Lieutenants to make a smooth transition from campus life to the military.

AFCOMA has also helped develop officers through structured mentoring so that all officers and civilians can reach their maximum potential in the Department of the Air Force.

AFCOMA is the "mother" of Air Force mentoring and hundreds of officers have testimonials of the positive results that mentoring produces.

Greetings AFCOMA Family!

The Spring issue of *The Mentor* is here!

This is an exciting issue featuring Brig Gen Houston Cantwell, Commander of the Jeanne M. Holm Center for Officer Accessions and Citizen Development at Maxwell AFB, AL, and Col (Dr.) Candice Pipes, Chief of Manpower and Personnel Division, Directorate of Personnel and Manpower (J1), Headquarters Special Operations Command.



Dr. Al Moseley

I'm looking forward to building a strategic relationship with the Holm Center because we are like-minded organizations, and both organizations can benefit each other. And it was an honor having Col (Dr.) Pipes join us for our February mentoring forum as she talked straight about her experiences on promotion boards.

Please join us at our 34th anniversary gala on 6 May 2023, 6:30 pm, Joint Base Anacostia-Bolling Club, Washington, DC. Our guest speaker is Lt Gen Stacey T. Hawkins, Commander, Air Force Sustainment Center. I'm looking forward to awarding several scholarships to ROTC cadets.

As always, thank you for all that you do to advance the cause of mentoring!

All the Best,
Al Moseley



Col (S) Melissa Riddick

Authentic Leadership

Col (S) Melissa Riddick was recently notified that she was selected for promotion to the rank of Colonel. As an eminent Force Support Reservist, she leads with vision, commitment, and persistence. Early mentoring advice that motivated her was from a supervisor who told her, “You can't win unless you play.” These words of wisdom encouraged her to compete for a quarterly award which she won, though this guidance translated into other areas of life. We should have a vision for our lives and take an active role in creating the opportunities we desire.

Col (S) Riddick grew up as the daughter of a marine and was familiar with a disciplined military lifestyle. However, her transition into the Air Force was far from smooth. She has overcome every obstacle placed on her path starting from ROTC and commissioning as an active-duty officer. When beginning her career, she planned to complete her four-year commitment, pay for school, and move on from the military. Sensing her obstinacy, a leader connected with her and provided tough feedback to propel her toward her full potential. Now, she develops leaders and shares difficult feedback when needed most. She leads authentically with passion and straight talk is one of her strengths.

Col (S) Riddick values mentorship beyond leadership alone as it has been impactful in her life. Management and leadership may be your job, but mentorship is a choice with boundless results. She deliberately shapes lives and careers while helping others course correct. Here is the advice she offers to mentees:

- Actively seek out mentorship as most leaders enjoy mentoring others and are willing to help you navigate your journey.
- When approaching a potential mentor, do not be intimidated by rank and remember that all Airmen are people.
- Build cohesion on teams, even with difficult people, to accomplish the mission.
- Distinguish who the unofficial leader of a unit is as obtaining his or her buy-in is key.
- Encourage others to volunteer outside of their comfort zone which leads to exposure and more opportunities.
- Perform well and allow leaders to sponsor you based on merit.
- Be intentional about building relationships and choose mentors who align with your values.

Despite life's challenges including losing her husband in 2011, resilience is her natural response as she conquers challenges. There is no limitation for Col (S) Riddick or her family as they carry on her late husband's legacy through the Shaun T. Riddick, Sr. Foundation. She is a home-flipping business owner, mother of four, and testament of a resilient leader who inspires and teaches many along the way.

Leadership in Action



Freshly minted, **Col George A. Peasant III** is the USAF Director of Acquisition & Industry Relations and Command Element Senior Service Advisor at the Defense Intelligence Agency. He is an approachable leader with a wealth of knowledge and the AFCOMA Vice-President of Membership.

Prior to his current position, he was the Lead Program Manager for the F-35 Flight Technology and previously commanded the 314th Recruiting

Squadron in Burlington, New Jersey. His untraditional career path and dual Air Force specialty codes prepared him as a well-rounded leader. Ready to pivot at any time, Col Peasant has mastered a level of conflict management and team building.

Col Peasant initially enlisted in the Army like his father and became a combat medic before returning to college. He earned a 4-year ROTC scholarship at Tuskegee University, where he later transitioned to the Air Force. He leads by example, maintaining a positive attitude while tackling barriers. Mentorship is deliberate for him as he develops relationships and gives mentees the choice to receive advice.

He takes every opportunity to learn from team members at all tiers and to become proficient in each role. Details matter, from balancing family and honing one's craft to finishing PME early and continuing education. He speaks to other disciplines in their language and demonstrates expertise across the spectrum.

Col Peasant also understands that everyone goes through challenges. For that reason, he avails himself as a mentor to others, whether for career or personal matters. He encourages people to excel and distinguish themselves such as fortifying records well before meeting a board. To this end, he has supported others through robust record reviews and witnessed positive outcomes, even at senior levels.

He also encourages leaders to remind others that they are not alone and to find creative ways to connect with their teams including social media. Finally, mentoring in the military has been Col Peasant's life calling, and he is proud to serve. Military life requires noteworthy sacrifice and support which he provides at every turn.

Member Spotlight and Legacy Flight Academy

Congratulations and Welcome to New AFCOMA Members

Congratulations to **Maj Reginald Howard** who was selected to attend the School of Advanced Air and Space Studies (SAASS) and **Maj Minnenne Holloway** who was selected to attend the Massachusetts Institute of Technology Lincoln Laboratory Fellowship!

Welcome our Assistant Vice President of Veterans Outreach, **Capt Tyler Relph** (DNP), who is a Critical Care Nurse and Element Chief at the 60th Inpatient Squadron, Travis AFB, CA. He has deployed twice as a Critical Care Air Transport Team nurse and joined AFCOMA after nearly 20 years of service to assist veterans for whom he has a passion.

Legacy Flight Academy

Col (Ret) Michael Black attended the Legacy Flight Academy™ and 100 Black Men of Greater Washington, DC Eyes Above the Horizon™-DMV event on April 15, 2023. He represented AFCOMA during this unique one-day outreach, flight introduction program, for students ages 10-19.



Cadet Program Team Visits AFROTC Det. 130 Howard University

Planning

The AFCOMA Cadet Program team collaborated with Lt Col Person, Det. 130 Commander of Howard University, to plan a forum for senior (AS400) cadets.

- **Forum Title:** What's Next After ROTC
- **Goal:** Discuss officer experiences from commissioning to their current positions.
- **Location:** Howard University Campus
- **Date of Visit:** February 8 and 9, 2023, 0930 – 1100
- **Other Information:** Lt Col Person provided AFSCs of all senior cadets to match with the visitors.
- **Howard Univ. Cross-Town Schools:** American U., Catholic U., George Washington U., Georgetown U., Marymount U., Trinity U., and the Univ. of D.C.
- **Visit Team:** Maj Jasmine Brooks (VP, Cadet Program), Lt Col Charles Berry, Lt Col JD Carpenter, Maj Porsha Barnaby, Capt Dain McGlashion, Capt Tisha King, Capt Brandon DeBlanc, and Lt Zachariah Parker

Execution

On the evening before the event, the Cadet Program team emailed details to all volunteers, which included an overview, directions, and an on-site point of contact.

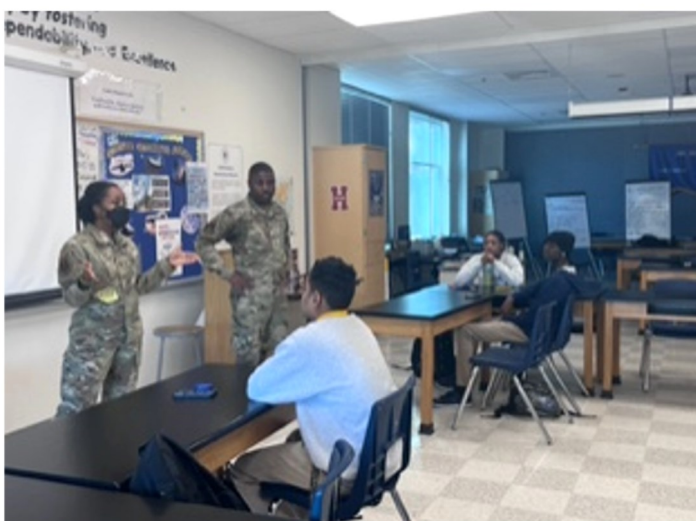
- Air Force and Space Force officers mentored more than 25 senior cadets over two days.
- The sessions began with introductions, followed by questions from senior cadets and healthy discussion.
- The discussions included topics on gaining specific information on officer AFSCs, the history of the Global Positioning System, Chinese weather balloons, and the use of social media/tech tools.

Lessons Learned

- Recruit volunteers early.
- Ensure volunteers receive complete information (e.g., there is only street parking).
- Seek strategic partnerships with like-minded organizations to synergize resources for future cadet events.



Cadet Program Team Visits Dr. Henry A. Wise Jr. High School (JROTC)



Planning

The AFCEMA Cadet Program team scheduled a visit to the Junior ROTC unit at the Dr. Henry A. Wise, Jr. High School.

- **Date of Visit:** February 24, 2023, 0900 – 1030
- **Location:** 12650 Brooke Lane, Upper Marlboro, MD
- **Cadet Participation:** 15
- **Purpose of Visit:** Educate cadets on AFCEMA's history, its scholarship opportunities, a basic understanding of officer vs enlisted members, and commissioning sources.
- **JROTC Leadership:** Capt Todd Meggett (Ret.), Senior Aerospace Science Instructor, and Chief Master Sergeant James Nickerson (Ret.), Aerospace Science Instructor.
- **Visit Team:** Maj Jasmine Brooks (VP, Cadet Program), and Capt Dain McGlashion.

Execution

- Everyone engaged in healthy discussion on the definition of success, setting yourself up for success, and having a plan. "If you don't have a plan, you're planning to fail."
- AFCEMA members used basketball great LeBron James' recent accomplishment to discuss pressure.
- Leaders may place more pressure on followers or younger generations, because they believe in them. The class was motivated to strive for success and not feel overwhelmed when there is "pressure" to be great but understand someone sees something greater in them. "Pressure bursts pipes, but also makes diamonds."
- AFCEMA members guided participants through self-reflection questions:
 - Q1: Who is your hero and why?
 - Q2: If someone wrote a book about you, what would it be about?
 - Q3: How would you want the world to define you?

Lessons Learned

- Several volunteers are not necessary for high school visits; two to three AFCEMA members are ideal.
- AFCEMA should provide "giveaways" to hand out during JROTC unit visits to encourage participation.

Leadership Tip/Trivia Question

Leadership Tip

Refresh

By Colonel (Sel.) Dear Beloved

Mental stress, in my experience, is strongly linked to physical stress. Do you work in an office with fresh ventilation or recycled air? Carbon dioxide buildup in the body increases stress. Do you consume caffeine later in the day, including indirectly through a wide variety of products that contain chocolate?

Caffeine disrupts your body's natural sleep rhythm and disrupts the nightly healing processes, leading to chronic disease conditions. Do you hold your breath subconsciously, or have you worked out with heavy weights in a way that now restricts your diaphragm from fully expanding? Reverse it over time by doing yoga (which translates to strengthening and lengthening).

Are your muscles so tight that they are restricting circulation in your body? This may lead to chronic physical stress due to poor circulation. Are you eating a heavy meal right before bedtime? And does that heavy meal include a bit of alcohol to top things off?

When the body diverts energy to the 3–4-hour digestion process, this diverts energy from the healing processes for your organs which only have so much tire tread before they wear out. Alcohol disrupts the body's sleep cycle as well, contributing to physical stress the next day. Do you get any sun during the day? Sunlight is a key part of our well-being...try to get some daily.

Service before self does not mean service without self. We must take care of ourselves in order to take care of others. Treat your health as your first wealth so that we are ready to give our lives in defense of our country, rather than as an outcome of an unbalanced lifestyle. And if you make it a full career, leave enough in your tank of health to enjoy your retirement!

Trivia Questions

The Mentor Winter Issue Winner:

Lt Col Tieu Myers

Question: What was the name of the organization that is credited with AFCOMA's origin and which year was it established?

Answer: The Army ROCKS. Year was 1974.

The Mentor Spring Issue Question:

New Question:

What AFCOMA founding member is the AFCOMA scholarship named after and what year did the AFCOMA Chairman activate the new name?

IMPORTANT: The first AFCOMA member to respond with the correct answer wins! Send your answer to FutureYr30@aol.com

CHAIRMAN'S OBJECTIVES, GOALS, AND INITIATIVES

The chart below provides a status update of the Chairman's objectives, goals, and initiatives for the 2022-2023 operational year: six objectives, eight goals, and seven initiatives.

Objectives:	Goals and Initiatives	Status
Objective 1: Provide Mentorship for Professional Development of Officers, Civilians, and Cadets	<ul style="list-style-type: none"> Goal 1: Conduct 5 Mentoring Forums (One is a Pre-Gala Event) Goal 2: Conduct 4 ROTC Campus Visits (2 In-Person) Goal 3: Establish Automated Mentoring Connection and Conduct 1 Mentoring Cohort 	<ul style="list-style-type: none"> Completed 4 of 5 Completed 3 of 4 In Progress; 10 Apr—27 Oct 2023
Objective 2: Expand AFCOMA's Reach in the U.S. and Overseas	<ul style="list-style-type: none"> Goal 1. Establish 2 Chapters (Virtual or Non-Virtual) Goal 2. Increase Membership 50% 	<ul style="list-style-type: none"> On Track On Track
Objective 3: Provide Awards and Recognition, and Fellowship with AFCOMA Members and Supporters	<ul style="list-style-type: none"> Goal 1. Host 34th AFCOMA Gala and Pre-Mentoring Session Goal 2. Award 6 Cadet Scholarships (\$2,500 Each) Initiative 1: Revamp Awards and Recognition for AFCOMA Members per Bylaws 	<ul style="list-style-type: none"> On Track On Track In Progress
Objective 4: Share Information Internally and Externally	<ul style="list-style-type: none"> Goal 1. Publicize 4 Quarterly Newsletters 	<ul style="list-style-type: none"> Completed 3 of 4
Objective 5: Build a Collaborative Relationship with the DAF and AFA	<ul style="list-style-type: none"> Initiative 1: Sign DAF-AFCOMA MOU Initiative 2: Investigate Hosting an AFCOMA Booth at the 2023 AFA Convention 	<ul style="list-style-type: none"> On Track In Progress
Objective 6: Enhance AFCOMA Operations and Outreach	<ul style="list-style-type: none"> Initiative 1: Review AFCOMA Bylaws and Recommend Changes Initiative 2: Trademark AFCOMA Logo Initiative 3: Establish Vet Transition Program Initiative 4: Investigate and Recommend AFCOMA Paraphernalia (e.g., shirts, hats, coins, ink pens, cups, etc.) 	<ul style="list-style-type: none"> Completed In Progress Completed In Progress

Air Force Cadet Officer Mentor Association, Inc.




AFCOMA 34TH ANNIVERSARY AWARDS GALA

GUEST SPEAKER:
LIEUTENANT GENERAL STACEY T. HAWKINS
COMMANDER: AIR FORCE SUSTAINMENT CENTER,
AIR FORCE MATERIEL COMMAND

MAY 6, 2023
JOINT BASE ANACOSTIA-BOLLING CLUB
SOCIAL HOUR 6:30 PM
MILITARY MESS DRESS
CIVILIANS BLACK TIE

**THEME: “HONORING 34 YEARS OF MENTORING – THE TIME IS
NOW!”**

GET YOUR TICKET TODAY:

Come, help us celebrate 

Strengthening Future Air Force and Space Force Leaders Through Mentorship

Mentoring Forum — Women in the Arena

www.afcoma.org | Air Force Cadet Officer Mentor Association (AFCOMA) Inc. | afcomainc@gmail.com

AFCOMA *presents*



Strengthening Future Department of the Air Force Leaders Through Mentorship

WOMEN IN THE ARENA

NAVIGATING LEADERSHIP

A dialogue about navigating through leadership challenges and tips on how to effectively lead.



Brig Gen (S)
Joy Kaczor
USAF



Col
Eries Mentzer
USAF



Col
Kathryn Cantù
USSF



Dr.
Alethea Duhon
ISTARI

See the write up in the
Summer issue of *The Mentor*

Join Us!

**30 MAR AT 7PM ET
VIA ZOOM**



THIS IS A NON-FEDERAL ENTITY. IT IS NOT A PART OF THE DEPARTMENT OF DEFENSE OR ANY OF ITS COMPONENTS AND IT HAS NO GOVERNMENTAL STATUS

AFCOMA Needs You!!

AFCOMA's **Mentoring Cohort #3** is looking for Mentors & Mentees!



Open to DAF Civilians, Cadets, & Officers!
Registration Starting Now!



Cohort #3 Duration: 10 April 2023 - 27 Oct 2023

Mentee Benefits

- Assistance with career goals
- Improving interpersonal skills
- Building higher confidence
- Creation of a targeted action plan
- Access to a "sounding board" for career
- Acquisition of a greater understanding of the Department of the Air Force, its culture, and operations

Mentor Benefits

- Sharpening management, leadership, & interpersonal skills
- Learning new mentoring skills and applying those already acquired
- Assisting and advising the rising leaders of the Department of the Air Force
- Receiving the personal Satisfaction of helping the next generation

The Mentorship Committee is also actively recruiting for help with Cohort Execution!

Future Mentors/Mentees: Fill out a Signup Form at this [link!](https://forms.gle/DChwXQoNRA56B3wa8)

<https://forms.gle/DChwXQoNRA56B3wa8>



To obtain more information, email: afcomamentorship@gmail.com



Mentorship Program

Cohort #3
10 Apr—27 Oct 2023

Six Mentoring Pairs

Mentoring Guidelines

- ♦ Tips for Mentors
- ♦ Tips for Mentees
- ♦ Benefits

Mentoring Agreement

- ♦ Mentoring agreement hereby states that the parties (MENTEE and MENTOR) will agree to full participation in the mentorship program.
- ♦ The parties will well and faithfully follow the mentoring guidelines to the best of their abilities.
- ♦ Upon signing, each party will become responsible for executing all terms set forth in the agreement.

Leadership Development Plan

You'll complete four self-assessments:

- ♦ Trust: "The Four Cores of Credibility"
- ♦ Leadership Skills
- ♦ Emotional Intelligence
- ♦ Conflict Management

CALENDAR EVENTS/UPDATES

MAY 2023

AFCOMA 34th Anniversary Gala
Joint Base Anacostia-Bolling Club
6 May 2023, 6:30pm-11:00pm EST

JUNE 2023

AFCOMA Meeting
15 Jun 2023, 7:00 pm-8:00 pm EST
Election of Officers

Mentoring Forum
22 Jun 2023, 7:00 pm-8:00 pm EST

JULY 2023

No AFCOMA Meeting

STAY CONNECTED

Want more information about AFCOMA or the programs we offer?

CADET PROGRAM	Ms. Jasmine Brooks jchapmanbrooks@gmail.com
MENTORING PROGRAM	Mr. Ian Madison ianmadison@gmail.com
MENTORING FORUMS	Ms. Minnenne Holloway m.kinako@gmail.com
SCHOLARSHIPS	Ms. Tieu Myers Tieu.myers@gmail.com
VETERANS OUTREACH	Mr. Dennis May dmay966142@aol.com
CHAPTER ACTIVATION	Al Moseley FutureYr30@aol.com
AFCOMA WEBSITE	www.afcoma.org

NEW BOARD MEMBER AND VACANCY

Col (Sel.) Melissa Riddick, Assistant VP, Mentoring Program. Col (Sel.) Riddick is the Chief, Force Development, Services, and Resilience Division, HQ Air Force, Pentagon.

VP, Finance (VACANT). Interested in holding a board position? Contact FutureYr30@aol.com.



AFCOMA Membership Tiers

01-03 & GS-12 (Non-Life Member)	\$0
Cadet or Officer Training School (OTS) Candidate	\$0
GS-13 & Above (Non-Life Member)	\$100
04 & Above (Non-Life Member)	\$100
Life Membership	\$750

To join, go to: www.afcoma.org

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