



**AIR FORCE RECRUITING ALUMNI ASSOCIATION
(AFRAA)**

**Radisson Hill Country Resort
9800 Westover Blvd
San Antonio, Texas 78251**

November 29, 2007

1. CALL TO ORDER at 1500 hrs: Jerry Nelson and Ron Lajoie

A. Roll Call-Ron Lajoie-

- (1) Andy Coppi-Board**
- (2) Bob Cantu-Board**
- (3) Jerry Nelson-Board**
- (4) Ron Lajoie-Board**
- (5) Stan Staples-Board**
- (6) Robbin McGregor-Board**
- (7) Dale Ullrich**
- (8) Tom Strack**
- (9) Paul Hamilton**
- (10) Brian Erickson**
- (11) Joe Kozusko**
- (12) Jim Askins**
- (13) Dave Frutchey**
- (14) Bob East**

B. Opening Remarks-AFRAA President Jerry Nelson opened the meeting by welcoming members and introducing the 2008 board members and our guest, CMSgt Ed Vargas, Senior Recruiter at Air Force Recruiting Service.

2. SECRETARY'S REPORT

A. Secretary Ron Lajoie read the minutes for the first board meeting held November 18, 2007. Brian Erickson motioned that minutes be accepted, seconded by Dale Ullrich and unanimously voted to accept.

3. TREASURER'S REPORT:

A. Stan Staples read the financial report to the membership. We currently have \$4429 in the bank. 2008 dues are starting to come in and that number should rise. Stan covered the few expenses we have had thus far in 2007. Stan also presented the 2008 Proposed AFRAA Budget. The Board of Officers will consider his proposal at their next meeting and the approved budget will be posted on the Website.

B. Stan also discussed our opportunity to make some additional money by assisting Air Force Sergeant's Association with their food booth at several venues around San Antonio. Some members assisted at one at Retama Park and AFRAA gets a share of the proceeds. Stan will report on our share as it is received from AFSA.

4. OLD BUSINESS: None as this is the first official annual General Membership Meeting

5. NEW BUSINESS:

A. Annual AFRS/CC Leadership Conference

(1) Conference Panels: Bob Cantu and Dale Ullrich gave a report on the panels they sat in on during the AFRS Commander's Leadership Conference. A copy of their observations will be posted on the website.

1. One of the highlights of the panels is the AFRS leadership proposed that the active duty and civilian employees of the AFRS become members of the AFRAA. The AFRAA Board of Officers will consider this proposal as well as others made by the AFRS Commander at its next board meeting and report back to the membership.

(2) Golf Tournament: Jerry Nelson gave a report on the tournament which was being held in conjunction with this meeting and the AFRS Commander's Leadership Conference. The tournament was co-sponsored by the AFRS Top Three and AFRAA. Proceeds to be split 50-50.

B. Operation Blue Suit Involvement: Bob Cantu and Ron Lajoie briefed on status of the various Blue Suit functions we are involved with. We are sponsoring a luncheon on Friday, February 25 at the Enlisted Club at Lackland AFB. The plan is to invite the few Blue Suit sponsors who are not a large corporate entity such as John Hancock from Kel-Lac, the Langley's daughters, and Ramelle Glasscock. Ron Lajoie is the AFRAA POC and will coordinate with the AFRS Blue Suit POC.

C. Recruitment Campaign

(1) 2008 Annual Dues are due NOW! Members discussed ways we could continue to get the word out about our association and get new members.

(2) Recruitment campaign—how do we get the word out and recruit new members?

1. It was generally agreed that recruitment, although the responsibility of each member, was the primary responsibility of the Members-At-Large.

2. One suggestion was to create an AFRAA Generic Business Card. Ron Lajoie and Stan Staples agreed to work on this with the Webmaster-Karen Gordon and report to the Board at the next Board Meeting.

3. Another suggestion was to once again generate a letter to all current members asking them to seek out former alumni and forward their information to the board for recruitment. The Board members will address this at their next meeting.

4. Whatever we do, we need to remember to make this organization fun to be a member of and easy to get access to information.

a. Suggestion made to design a "password" protected section to the website so members could access personal/private information on other members they wish to contact.

b. Suggestion made to have members "opt in" or "opt out" to have their information available to other members on this secure site and create an e-mail address for the board members on the site to route requests for information from field members. The Secretary will work with the Webmaster to develop these ideas and report to the Board at the next Board Meeting.

D. What other Activities Do We Plan to Get Involved In?

- (1) **The AF Recruiting School:** In years past, high ranking officers and SNCO's of the AFRS attended every graduation. In recent years this seems to have gone by the wayside. Suggestion was made to energize our local members to participate in the Recruiting School graduation.
 1. Ron Lajoie pointed out that during the AFRS Commander's Leadership Conference, he was approached by the current Commandant of the school, CMSgt Mike Rowland to do just that. Ron will get with Chief Rowland and work out the details were members of our organization can be the guest speaker at the graduations.
 2. Someone also brought up the idea of presenting an award to the Distinguished Graduate of each class. The Board will address this issue at their next Board Meeting.
 - (2) **Scholarships:** We discussed creating several scholarships-one for each our three regions and coordinate with the local Recruiting Groups for selection and presentation. The Board will address this issue at their next Board Meeting.
 - (3) **Helping Our Own"** Bob East and Dave Frutchey both brought up the fact that AFRS and the Air Force does a tremendous job of taking care of the folks assigned to the AFRS nationwide. One of the things they felt we also need to do as an organization is take care of our own membership in the form of cards or letters of condolences or get well when a members or a member of their immediate family is ill or passes. They recommended setting a committee to handle this. The Board will address this issue at its next meeting.
- E. Open Forum:** The Commander of AFRS, General Suzanne Vautrinot came by to speak to the membership. She explained to the board her feelings and direction as the Commander of the AFRS toward our organization. She expressed that she felt this organization and the AFRS need to work hand-in-hand to help make AFRS the command it one was and that several events in recent past have pretty much decimated their ranks. She briefed that she and all members of her leadership team as well as her superiors were in total support of our organization and wanted to be an integral part of it. She has designated her Senior Recruiter, CMSgt Ed Vargas as our liaison and wants to be kept up to speed about what we are working on as well as provide us feedback on issues she feels we could assist the AFRS with.
- (1) One of the issues she felt we could help with is recruiting. They have had to close several recruiting offices, 4 squadrons, and one group and their penetration nationwide is rather diminished. A large portion of their budget was reallocated to other services and she felt that their ability to "be everywhere" was basically gone.
 - (2) She also briefed the "state of recruiting" by sharing with us her "Recruiting Watch Items"-4 areas that her staff monitors very closely each month/day. They are: Mission Success—how many squadrons, flights and recruiters are making goal. Those numbers have been going up in the past few months. Second is" Environment—defined as the propensity to enlist or the propensity to recommend enlistment. These numbers have been going down steadily in the past few years and are at an all time low. Third is: Resources—this has been a major struggle as their budget has been cut severely and with the closure of several offices and units, their ability to penetrate markets is drastically reduced. Fourth is: Indicators—defined in terms of flow to the MEPS, ASVAB, Quality of Enlistees, etc. She feels that by keeping a close eye on these "Watch" items, they can far better project and plan for success as a command. She briefed that the Air Force is still the hardest service to get in and that they will NOT sacrifice that quality for goals.
 - (3) She briefed the membership on the AFRS's current manning in comparison to the other services-for every AF RIC, there is 9 Army, 6 USN, and 4 USMS recruiters who are better funded. She feels this is one area that we can help her and the

command the most—getting the word out through our membership who are retired and living all over the USA.

(4) The Board of Officers plans to develop on her ideas in the coming months and will report back to the membership on that effort.

F. General Vautrinot answered a few questions from the membership: What is the current status of Physician Recruitment-Bob East. She briefed that AFRS had proposed a 70/30 mix for the return of HPSP Scholarships VS Fully Qualified and was awaiting approval to get the program going. She also briefed that OTS is now once again the responsibility of the Enlisted Accessions recruiters. Ron Lajoie asked if they had explored using civilian contractor recruiters to assist in her manning shortfalls. She briefed that they had but under current DOD mandates about not hiring new contractors and funding, it was tabled as not feasible. Also the Army is doing this and they are on commission and they have had some rather serious integrity issues to deal with.

6. ADJOURNMENT: Meeting was adjourned at 5 PM.