

Mr. President, Board of Directors and Members: It is a pleasure to address you here today.

Since the last time that we met, we have unintentionally become much more of a self-managed office/association under the watchful eye of our President, Mr Roy Valiant. After a many years and a long series of unbelievably talented officers acting as our executive directors (ED) we have found ourselves without someone to take the day to day controls of our business affairs. Mr. Bob Scott performed the duties as the ED for many months and would not except our payment(s). Therefore, I ask everyone to share your gratitude to him for his countless ~~hours~~, days, weeks and months of dedicated volunteer time that he has spent working for the USAWOA. His contributions and outstanding results have been remarkable.

The obviously vacant head position, your BOD have had the duties split up into smaller part-time positions in an attempt to attract the same level talent and still serve our end state objective of representing - you our Army's Warrant Officer Corps. The categories ended up being NEWSLINER Editor, Legislative Advisor, Office Manager, the Bookkeeper and Member Services Manager. Our ED has always been our chief writer, editor, our office manager, our liaison to Capitol Hill, the Pentagon, the Hoffman building, congressional subcommittees and other locations in and around our nation's capitol.

Therefore, we hired Mr Herb Rundgren as our full-time office and member services manager and Ms Terri Casteel as our Bookkeeper. Our editor for to the monthly NEWSLINER is Serge Obolensky has done a fabulous job for us. At that same time, we have increased our services to our members by adding another edition (from 11 to 12) to the annual publication requirement (this was now possible as before the ED was totally consumed with AMM in the fall and had limited time to devote to that month's edition). Mr. Ray Bell has agreed to continue on a temporary basis performs for us as the Legislative Advisor. Mr. Dave Welsh has received numerous awards for his efforts as our webmaster. Since his involvement with our web site, it has moved a light speed. His work has truly rivaled the NEWSLINER as a best source of information to the USA Warrant Officer and our association. He has done such a great job and in fact; we have begun to be concerned that he (single handedly) may provide a greater good "on-line" than we can inside our association.

We need you as members but need you as members to continue this service. Our writers have been your board of directors. This has really been a blessing as we have had the true pleasure of getting a great deal of fascinating articles from all over the country. In addition, we have observed significant strides made by the two major spin off organizational structure in both the heritage foundation headed by Dave Welsh, which has working on a second edition of the History of the Warrant Officers published by Turner Publishing Company. In addition, the scholarship foundation headed by Bob Scott have been no less remarkable by providing much needed scholarship money to much deserving young people in our association.

Our relationship with The Military Coalition (TMC) continues to grow better, stronger and closer as we work toward our common good together. With the expert hand of Mr. Bell our legislative LNO to ensure our mutual goals are farther developed and reinforced. Most of you know, that where we can; we try to develop organizational alliances with issues for our members that are common concerns across the DoD and HQDA spectrum. For example on the topic of retirement benefits are worked through the TMC as it has potential to benefit all members of the military and not just the Warrant Officer Corps which then frees up time to allow us to focus on only Warrant Officer issues for you.

Another example is an effort that we have initiated which at present described as the Simultaneous Membership or Dual Membership Program. Executive leaders of several other military associations' such as AUSA, AAAA, and MOAA have received this very favorably. This would allow members to affiliate with several military organizations at a reduced cost. We see this as a win-win opportunity for you our members and for the other associations that you are or might like to affiliate with as member of. This topic is still open and I will report to you as significant events occur.

Prints "The Quite Professional" is now sold out and those lucky investors can now just about name there price if they wanted to sell theirs. Don Stivers has graced us with a second print that is selling at about the same rate as the original. The "Let Go!" print will need to be replaced soon as profit grabbers buying it up and this print will most likely be gone by the time we meet again in Tampa/St Petersburg, Florida area next year. We have begun initial discussions on our third print in the USAWOA series. The thoughts at this point are to show the bond between the Warrant Officer and Non-Commissioned Officer (NCO) Corps. If anyone of our members what want to be able to say that they had a hand in how it was designed please think about how it might be laid out to be presented to Mr. Strivers again for the very successful effort.

As I read the chapter minutes I can clearly see that some of the chapters are struggling with get a crowd to show up for there meetings. I would like to offer these thoughts to assist you. You need to offer your members a reason to come. Your members need to feel like you are giving them more value by coming to your meeting than the cost of there dues plus what ever else that they would be doing by not coming to your meeting. Therefore, I say this, to suggest to you that as an elected top official of your chapter it is your duty to conducting your business portion of your meeting and then reward your members with a professional developing and networking social opportunity. To find out what that is many times it is as simple as asking them what they would like to be exposed to. Retirement services, resume building, job networking, career management, etc As the week progresses I would like to invite you track me down and we can discuss what would best suit the needs of your chapter and your members.

Since we last met in Leesburg, Virginia, we have collectively suffered numerous natural disasters globally starting with the tsunami in southern Asia to Hurricanes Katrina and Rita to the horrendous earthquake in Pakistan. To each of these we have all supported with your nations military to assist the good people of these stricken regions.

To the soldiers that have been protecting us all in the global war on terrorism in the middle east. I have attended too many Purple Heart award ceremonies over the past few years.

Ladies and Gentlemen, I am very concern for our Corps. My duties in force management and as a force developer we are transition into the Modular Army we are growing more warrant officer spaces in that migration and we have not demonstrated that we can recruited to this level. Our Corps as a whole needs to grow to remain viable. We cannot fill the ever-increasing structure that we have lobbied and earned being the true professional that we are, the rest of the Army will be forced to find other methods of finding people to complete this work. The best recruiters are our selves. Please take a moment out of your busy schedules to talk to the outstanding soldiers and NCO that we need to back-fill us and work along side of us.

Membership numbers are down at this time approximately 10%. We need each and every one of you to help us in our efforts of a common good. We need more members! In my tenure as a participant in the EXCOM, I have watched our numbers climb steadily, however, over the past year to 18 months the reverse has taken place. Many rationales could be used to describe these unfortunate events and many of us in your home office have piled over what we could do about this. However, at the end of the day I can only stand here and plead with you to help us help you by getting more members. To do the job that is so critical to our Corps we need money the do our work. The last resort, as I see it is to raise dues, conduct fundraisers and participate in bake sales. The one and only true solution is by being a professional and keeping all warrant officers as members of our fine association. We have a very large void in some MOSs that we do the greatest good. This is called a misrepresented population. Aviation for example, is 48 % of our numbers how ever is only 15% of our association. Over the past year with all of the new members that we have earned we have lost more than gained. We have attempted several programs that have proven quite successful like the no-cost membership for WO1s. The rate of renewal is proving to be admired by other many associations. Another program that we have discussed is developing some sort of on-line membership, which has much to be studied; if this is even possible. I plead with you to help me with innovative ideas (or even wild brain storms) to correct these issues.

I would be very remiss if I did not thank CW5 Vinny Baiocchetti, Fort Lowell-Apache Chapter, Harry Wilson and his gang in the Wild, Wild West Region for hosting us here in Tucson, personally for brings me back home to the southern Arizona where eventually when the Army tells me to go away I would like to retire. I love this area and look forward to one day residing here with you guys. This place is nothing short of wonderful.

Finally, I trust that you will have a productive and enjoyable week here as we endeavor to conduct the work of our Corps!

For the Corps! Thank you.

Your humble servant...Respectfully submitted,

CW5 Gary Nisker, National Vice President, USAWOA