

AAFM Fall 2019 Board of Director Meeting Minutes

5 Oct 2019

1. The Association of Air Force Missileers (AAFM) Board of Directors (BoD) held their 2019 BoD meeting on 5 October 2019 at the Hilton Garden Inn, Denver, CO. The meeting was chaired by Jim Warner, Executive Director.
2. Members in attendance were: Lance Lord (President), Bob Mattson (Vice President), Bob Kelchner, Shane Finders, Jock Dodson, Don Alston, Hank Habenick, Mark Silliman, and Mike Kenderes. Tom Cullen joined from Colorado Springs via phone due to a medical issue. Randy Tymoficuk and Bob Parker were absent to due family commitments.
3. Former board members were invited to attend in an Emeritus status. Jim Knapp, Jim Widlar, and Mike Lenhertz as well as the previous Executive Director, Charlie Simpson, were in attendance.
4. Lance Lord provided opening remarks. He recommended that we all read “Grit” by Angela Duckworth. In this book, the author writes that talent only gets you so far, that then you need grit which is fueled by passion. We all have grit—it’s what we do with it that counts. Gen Lord noted that as a group we need to make sure that people don’t lose their understanding of how important the ICBM mission and the mission of deterrence really is. Additionally, we always need to make sure we don’t lose focus on our people. Lance spoke recently to Lt Gen Tony Cotton who is taking over as the AFGSC/CV—he invited us to visit him as soon as he was settled at AFGSC.
5. Jim Warner led the board through a series of discussion on what the board was doing and what was ahead. He noted that the transition of Executive Director from Charlie Simpson to Jim was as complete as it could be for now. Jim noted that mastering the data base was his toughest challenge to date. Charlie was continuing to provide insight and expertise for Jim and was still working as the newsletter editor and web site expert. While it was great for Charlie to make this offer, Jim is looking for help from the Board and the general membership to pick up some of the responsibilities that Charlie was still working. A request for help will be posted in the next newsletter.
6. Lance asked how donations work. This year we have received donations several ways. First through the store where someone can tack on a donation to an order. Second, via check. Several members (usually life members) have sent a check as a donation to AAFM. In each case a notecard or email is sent back to the donor acknowledging their tax deductible donation.
7. Jim covered membership status:
 - a. We have about 2350 active members.
 - b. Bad addresses and expired memberships—we have 1447 members that are not current with their dues. Many of those are bad addresses. Jim provided a list of bad addresses and expired memberships to the board in case there were members that the board knew and could reach out to. A membership committee will pursue this action in the future.
 - c. The board considered the need to raise the cost of dues, especially life memberships. No motion was made so any action to increase dues was deferred.
 - d. At the current time we are not very active in social media—we are often confused with the Missileers of America. This will need to be a future concern of the board.
8. Jim spent some time talking about the role of the board. While Charlie has successfully run this organization as a one man show for 25 years, Jim believes it will take support from all of

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the board to grow the organization. Jim will provide some insights to the board at a later date on the specific committees he believes are required for the board to grow the organization.

- a. Jim is looking for volunteers to take over the newsletter—Charlie has only agreed to continue in this role as Jim didn't have time to do this on top of the other duties.
 - b. He is also looking for a volunteer to take on the role of tech editor for the newsletter.
9. Jim noted that the Museum Grant program will continue again this year. There is some concern on how much is in the available funds to cover the grants due to some unexpected expenses. Charlie noted that he usually took some money out of the Morgan Stanley account as a “payment” from the lifetime dues. Jim will send out the museum grant requests in late October with a 15 Dec due date. Mike will lead the Museum grant committee again this year with support from Bob Parker and Jock Dodson.
10. Jim noted that the by-laws would need review and updating. As an example, the location of the organization is still listed as Breckenridge, CO. A governance committee will be formed in the future to look at this.
11. Don Alston chairs the Nominating Committee for vacant positions on the Board of Directors. This summer two board members resigned (Pat Fornes and Mark Salyards) due to personal reasons. Don along with committee members Randy Tymoficuk and Mark Silliman identified two candidates who were unanimously approved by the board. Shane Finders took over Pat Fornes term on the board and Jock Dodson assumed the term of Mark Salyards.
- a. The Board discussed the need to maintain a list of potential candidates for upcoming openings. These vacancies were filled by nominees from the board instead of the membership (as allowed for in the by-laws). Don might consider writing something for an upcoming newsletter on how to volunteer for a board position.
 - b. The Board asked if there was any prescribed division of officer vs enlisted on the board. While there was nothing specific in the by-laws about membership, the tradition has been to split the membership evenly between officer and enlisted.
 - c. Shane asked if active duty could be on the board. Charlie noted that we have had active duty board members, who then became active advisors. Eventually they were dropped from the board due to a ruling from Air Force legal.
 - d. There was a long discussion on term limits—the consensus of the board was that there is no reason for term limits but the President and Executive Director should be honest with any member who is not pulling their fair share of the work.
 - e. It was suggested that during the next review of the by-laws that board membership be reviewed and codified in language.
12. The by-laws call for elections in March of even numbered years. Current board members whose terms are up in 2020 were asked to share with the President or the Executive Director of their intent to run for another term. Board members up for reelection are:
- a. Mark Silliman-elected in March 2005
 - b. Bob Mattson-elected in March 2009
 - c. Don Alston-elected in March 2014
 - d. Tom Cullen-elected in March 2015
13. Jim brought up membership. While we continue to get new members, the loss due to expired memberships, bad addresses, and deaths exceeds the new memberships. The board brainstormed on ways to get new members including recruiting more active duty, visiting the school house, visiting HQ AETC and HQ AFGSC, and operational units as well as working

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with other non-profits such as the Strategic Deterrent Coalition. It would make sense to develop a power point presentation and maybe even a leave behind brochure. Both of these presentations should contain short bullets on why the association is important to you. As mentioned earlier, we have little to no presence on social media and we should exploit that where possible. Lance noted that it is important to get the youth involved or we will age ourselves into non-existence. Shane noted that our newsletter needs to be as much about the present and what is happening regarding our mission accomplishment as it is about the history of our mission. Jim noted that the last articles on the Ground Based Strategic Deterrent and the Periodic Maintenance program run by the Program Office are examples of our intent to do just that.

14. Jim briefed the board on the location for the 2020 National Meeting. The Board voted unanimously to select the RL Hotel in Salt Lake City over the Ogden, UT proposal. Jim has yet to work the final details but the room rate is set and there are sufficient rooms to meet our growing need. The Board will meet on Friday morning during the meeting week.
15. The Board discussed potential locations for the 2022 Meeting. The Board directed Jim to reach out to Dayton, Albuquerque, and Huntsville for presentations at the 2020 Board Meeting.
16. The AFGSC Global Challenge Booster Club reached out to us for sponsorship of the Global Challenge Santa Maria BBQ for the competitors. The board voted to provide \$5K towards the BBQ and an additional \$1K towards coins for the participants. The Booster Club will recognize AAFM for its sponsorship with a banner, a table tent, and recognition on the coin. AAFM will have some members attend the dinner.
17. Hank Habenick briefed the board on establishing criteria for the Missileer Hall of Fame at the SAC Aerospace Museum. Hank is working with the awards committee to outline the criteria for recognition and the nomination process. The Board agreed that recognition of the awardees should be done at the National Meeting. There may be a large group recognized up front and then a smaller number in the following years. Don suggested that nominations should come from the membership and not limited to the Board. Also, it was agreed that you don't have to be a member of the Association to be recognized.
18. Mike Kenderes briefed the board on the efforts to create a museum brochure. The example he shared had a map of the US and the locations and contact information for any museum that had a missile display. After discussion, the board agreed that we should supply these brochures to the 33 plus museums around the country that have missile displays and the printing and distribution costs will come out of our museum budget. Jim will include a letter in the annual museum grant request mailing asking museum directors to provide updated information for the brochure and an estimate of how many copies will be required each year.
19. Jim Widlar briefed the board on an effort to bring an Atlas missile to the front gate of F. E. Warren. He has found a missile on a trailer in storage near Patrick AFB but hasn't located the owner. Lots of work to do but he will endeavor to keep us updated in case we can help.
20. Jim provided some background on an email received from a member of the Titan Museum volunteer staff. Due to the sensitivity of the letter, the board agreed not to capture the discussion in these minutes. The Board also decided that there is no good place for us to insert the association in this private museum matter.
21. The meeting was adjourned at 1500.