



BOARD OF DIRECTORS REGULAR MEETING

17 October 2025 Meeting Minutes
PROVISIONAL

Board Members Present: Cathy Almand '90, Chair; Lee Krauth '72; Vice Chair; Christopher Walker '88; Secretary; Christian Evans '08, Treasurer; Hank Hoffman '63; Bob Lowe '71; Dan Bohlin '71; William Carpenter '73; Denny Merideth '73; Robert Bishop '74; David Thompson '85; Nathan Dial '10; Jennifer Walters '11; Alexander Fogassy '12.

Recorder: Ginny Caine Tonneson '80

Board Members Present via Videoconference: Garry Dudley '68; John Cinnamon '91, President, Class Advisory Senate.

AOG Staff Present: Mark Hille '97, President and CEO; Katie Willemarck, Chief Financial Officer (CFO); Kelly Banet, EVP of Development; Michael Cornelious '00, EVP of Alumni Relations; Naviere Walkewicz '99, SVP of Engagement; Wyatt Hornsby, SVP of Marketing and Communications; Mary Elsner, Executive Assistant to the President and CEO; Eli Alvarado, IT Support Specialist.

Guests Present: Terry Drabant '65, Dan Grynewski '68, Mike Rose '69, Jerry Bruni '70, Anou Gessner '72, Skip Morgan '72, Ski Wagasky '72, AJ Ranft '73, Ron Scott '73, Kathryn Smith '82, Carolyn Benyshek '87, Melissa Cunningham '96, Ebony Sanula Johnson '00, Jason Harris '01, Ellie Morgan '06, Kyle Carnahan '08, Jason Minnich '08, Frank DeFalco '79.

I. Call to Order/Chairman's Welcome

Chair Almand called the meeting to order at 8:52 a.m. MDT on Friday, 17 October 2025. She spoke about unity and challenged the Board to do their duties as Directors.

II. Agenda

No items were moved from the consent agenda which included the 28 August 2025 Meeting Minutes (Attachment 1); 25 July 2025 Meeting Minutes (Attachment 2); 7 May 2025 E-Vote Minutes (Attachment 3); 29 April 2025 E-Vote Minutes (Attachment 4); 25 April 2025 Meeting Minutes (Attachment 5); 2023-2028 Strategic Plan Mid-Course Review (Attachment 6); and CEO Monitoring Reports – 2.8 Compensation and Benefits, 2.10 Programs, Events, Services, and 2.11 Official Opinions or Recommendations (Attachment 7).

Director Bishop requested that the discussion on the pardon and amnesty vaccine mandate issue be up moved on the agenda so that the guest speaker could address it immediately following the lunch break. Chair Almand concurred.

Chair Almand noted that the graduate community was heavily divided in regard to the proposed motions to award Charlie Kirk an honorary degree, Honorary AOG membership, and an annual award. She requested that the motions be withdrawn for the betterment of the graduate community, the Academy, and our nation. Director Bishop, the author of the motions, noted that we had carried through on giving graduates a voice and that when it came time to discuss these issues during the meeting, he planned to move that we carry the items forward to the next meeting to allow for better discussion among ourselves to determine a proper award for Charlie Kirk. The items remained on the agenda.

MOTION: Director Lowe moved and Director Krauth seconded to approve the agenda (which included the consent agenda). The motion passed unanimously. The approved agenda is in Attachment 8. Note: There was only a motion to approve the agenda and there was not an additional motion to adopt the consent agenda. The Chair responded to points of order to call this to the attention of the Board by stating that the consent agenda was also adopted with the same motion to approve the agenda.

III. Membership Minute

Chair Almand gave those visitors who wanted to speak two minutes to do so:

- Kathryn Smith '82, the Executive Director of Zoomies Against Sexual Assault (ZASA), provided background on the organization and how they support victims. She thanked the AOG for their contribution to the survivors' retreat.
- Carolyn Benyshek '87 wanted to see how the Board deliberates about divisive issues and talked about the importance of professional dialogue and openness.
- Jason Harris '01 expressed his concern about the effective and efficient governance of the AOG. He noted that the Board's conduct must be a model and he expressed his concern about efforts to politicize the AOG and the lack of timely Minutes from the current Board.
- Jason Minch '08 urged the Board to consider the serious ramifications of providing Charlie Kirk with an Honorary AOG membership. He did not believe Mr. Kirk met the standard required to become an Honorary member and urged the Board to be aware of the precedence it sets.
- Kyle Carnahan '08 expressed his concern about the Charlie Kirk motions. He did not think these motions deserved our time when there are so many other pressing concerns. He gave his class ring to Chair Almand and told her she could return it if the Board decided against the motions.
- Ron Scott '73 presented an opposing view to that of Mr. Carnahan. He expressed that we pledge alliance to a political idea and that the Academy is there to serve a great ideal--America. Charlie Kirk was willing to die to stand up for what American should be about.

Chair Almand closed the session by expressing concern that the turmoil on the Board has damaged both the AOG and USAFA and weakened our relationship with the Foundation. We are duty bound to support USAFA and preserve our heritage. We should be setting the example, and even when we disagree, we can talk it over and come to a decision. She then went on to highlight the excellent work of the AOG to include the Summer 2025 *Leading Edge* and the YouTube video on the 2025 State of the Association.

IV. Staff Update

a. CEO Report (Mark Hille)

CEO Hille began by referencing General MacArthur's 1962 speech, which spoke to the values that define a soldier's life and service--the "fixed mission." As we wrestle with priorities, it is important to remember our own fixed mission and to recognize what should be left to others. Our mission is to inform and engage our graduates, raise and steward private support for USAFA, and preserve the growing heritage of the Academy and its graduates. By focusing on these few priorities, we have a real impact on what we value. The strategic plan addresses these areas and serves as the roadmap for the next three years. The budget aligns with both the mission and the strategic plan, without increasing staffing or operational costs.

CEO Hille also highlighted the many recent accomplishments of the organization, while expressing concern about squandering these gains. He noted that while the staff feels a sense of internal unity, they also observe disagreement within the Board. At the same time, social issues and cultural changes place pressure on the organization to decide whether or not to engage publicly. He noted that it is vital to remember that the AOG serves all graduates and must respect the wide range of experiences and perspectives they bring. We share common values and a deep bond shaped by unique experiences; everything else is corollary to the mission.

b. EVP of Alumni Relations Report (Michael "Baja" Cornelius)

EVP Cornelius gave an activity snapshot for the period from July through September 2025 categorized by support for USAFA, serving graduates, and preserving heritage. He then discussed the Next of Kin program, noting that over the past five years, we have averaged one graduate death every two days. This will increase as has memorial attendance. Additional personnel will be required to sustain the program, and fundraising to this end is ongoing. He then talked about our AOG chapters, noting that they are the heartbeat of supporting and maintaining a connection with graduates. Personnel departures have impacted continuity in chapter support and the strategy and operating plan need to be revised. He discussed the plans they have to revitalize the chapters.

EVP Cornelius then turned to career services, noting that this was the biggest area of future growth within the AOG. The importance of career and transition services has

been a consistent theme from graduates. The AOG now has a career services management person who is engaging with companies and attending conferences, and they have several initiatives underway to increase support. He then talked about merchandise sales and the fact that there are now two full-time and one part-time staff working in this area. Sales have been on target all year. The discussion following his presentation included the idea of having a presence at sporting events such as baseball, supporting the Tuskegee airman projects, and the fact that there is no longer a Heritage Committee. The AOG staff was complimented on their efforts over a year to rectify a misspelling of a graduate's name on a memorial.

c. CFO Report (Katie Willemarck)

CFO Willemarck provided the quarterly update. Total assets are up \$10 million. We reported an operating surplus of \$2.6 million, slightly above the \$2.4 million budgeted, driven by investment gains of \$5.3 million, leaving a net positive of \$3.3 million for the year. Unexpected costs included an unbudgeted server replacement due to flooding, although \$110,000 was recovered through insurance. While tailgate events ran over budget due to higher costs under new contracts and alcohol purchasing restrictions, savings emerged in facilities and operations after moving the staff into Wecker Hall. Looking ahead, she noted the importance of controlling expenses and generating additional revenue to avoid further endowment draws, with only \$1.7 million planned to be used from reserves to support operations.

She also discussed longer-term capital and revenue projects. The planned renovation of Doolittle Hall will require roughly \$20 million in fundraising, with a likely 6–7-year horizon before completion. The Hosmer Visitor's Center is expected to increase traffic and merchandise sales, although the AOG will not have a retail outlet there; we are currently limited to a small area in the Hotel Polaris. The hotel, which opened less than a year ago, is improving financially but remains below “escape velocity,” generating about \$3 million EBITDA in its final 2025 quarter while carrying debt obligations. CEO Hille is on the hotel board which meets monthly to review the finances. The AOG's \$6 million guarantee on hotel bonds remains a concern, although it is offset by \$8 million in debt service reserves.

CFO Willemarck then talked about the 2026 budget, which anticipates a \$522,000 operating loss but balances it through investment income, fundraising, sponsorship growth, and continued efforts to strengthen the endowment. She noted that she is making a concerted effort to grow the operating reserve fund.

MOTION: Director Evans moved and Director Walker seconded to approve the 2026 budget. The motion passed unanimously.

CFO Willemarck noted that they are managing 475 funds worth over \$165 million with two people. She talked about the many projects that we have funded over the past year. To address transparency, the Stewardship Committee is getting a report

on all spending and they highlight what is happening financially via *Checkpoints*. CEO Hille noted that they look carefully at every gift request and match it with the gift intent. All are documented and tracked so they can show where every donor dollar went. A short discussion ensued about learning who is being targeted in sponsorship and advertising to see if there are graduates who are already associated with those organizations. The group also discussed the ineffective government process to receive gifts.

V. Board of Visitors (BOV) Meeting Summary (Director Krauth)

Vice Chair Krauth reported on the Board of Visitors' (BOV) meeting, which he attended as the Board representative. CEO Hille and Director Bishop attended as well. The BOV reports directly back to the Department of War and the President, and they intend to be proactive. They desire graduates who are future leaders, with character and integrity, dedicated to the warrior ethos. They will encourage and assist the Superintendent to change the emphasis and training of the Wing to instill a sense of pride and heritage in our nation. They stressed weeding out Diversity, Equity, and Inclusion (DEI) ideology, and they want graduates to take pride in knowing they earned their status from their merit. A member of the BOV noted that USAFA is different from civilian institutions and that our graduates should be able, after four years, to articulate American exceptionalism and what they are willing to die for.

VI. Task Force Update

a. Implementation Task Force (Director Walker)

Director Walker gave an update on the Implementation Task Force. He noted that during the current meeting there were, by his count, 14 AOG members in the room or overflow area, but none were present via zoom. CEO Hille mentioned that while we are able to have participants join via zoom, he did not have clear direction from the Board to publish the zoom link. Previously, AOG meeting attendance was limited to in-person attendance only; however, there was a motion concerning that in July, and the Governance Committee has already made the change reflecting that in the Bylaws. There will be new equipment installed in November which will improve the zoom experience. A discussion ensued about how we are improving transparency by recording the meeting and through more timely minutes, and how it is important to have a specific method for graduates to communicate their concerns. It is also important for graduates to be able to see the meetings so they will better know who to vote for in future elections. The discussion then turned to the mechanics of having graduates attend meetings via zoom. Chair Almand directed that the February 2026 Board meeting be live streamed.

MOTION: Director Walker moved and Director Bohlin seconded to upload the recording onto the website.

MOTION TO AMEND: Director Thompson moved and Director Fogassy seconded to amend the motion. The motion to amend was unanimously approved.

AMENDED MOTION: Director Walker moved and Director Fogassy seconded that the AOG staff facilitate the viewing, participation, and recording of the AOG meetings, and place the recording on the AOG website so that only verified AOG members have access to it.

Discussion: A short discussion ensued with concern about recordings being sent to non-AOG entities. CEO Hille understands the intent and will work out implementation details such as secure member verification, user agreements, registration to speak ahead of time, and placement of the recordings behind a firewall. Director Bishop volunteered to work with webmaster.

The amended motion passed by a vote of 15-1 (Director Dudley against).

Chair Almand directed that virtual attendees must register to receive a live link. She commented that the original tasking for the Implementation Task Force had three parts: working on transparency, giving graduates a voice, and engagement. Director Walker will report to the Board on the three areas at the February, April, and July meetings.

VII. Class Advisory Senate Update (AJ Ranft, CAS Vice Chair, for Director Cinnamon)

CAS Vice Chair Ranft outlined three recommendations to strengthen communication and support between the CAS and the Board of Directors. First, the CAS requests access to provisional minutes prior to their meetings so discussions can be based on recent Board actions. This has been taken care of with the addition of a recorder to the BOD meetings. Second, they would like Senators to be able to stream the Board meeting which would allow Senators to stay informed and better represent graduate perspectives. This has been taken care of with the decision to stream future BOD meetings. Third, they recommended that a Board representative regularly attend CAS meetings to provide updates and foster two-way communication. The former CAS President, Randy Helms, noted that historically, past chairs and vice chairs consistently attended CAS meetings, which were typically scheduled before AOG Board meetings to provide input. Chair Almand said they would attend future meetings.

Chair Almand would like the CAS to discuss the idea of having Board members coordinate with all the Senators from their respective decade. Vice CAS Chair Ranft also talked about using surveys to gather sentiment from graduates through their Senators to ensure a broader representation of views. Overall, the Board expressed appreciation for the CAS's role in connecting with graduates and acknowledged the importance of their input in guiding Board decisions.

VIII. Reports of Committees

a. Audit Committee (Director Carpenter)

Committee Chair Carpenter opened by calling on CFO Willemarck to talk about the 2022 Instructional Technology (IT) audit by Nexus Tech. It has been largely completed, with only two items pending: a PCI compliance audit (budgeted for 2025) and a risk management plan (which will be in the 2026 operating plan). She emphasized the need for a long-term IT roadmap and building partnerships with trusted firms for unbiased guidance, rather than vendors pushing products.

Separately, two recent grievances were investigated by a joint audit committee led by Ted Legasey (AFA Foundation BOD), Director Merideth, and Director Dudley. The complainants did not take the opportunity to go to the CEO with their issues, as outlined in the employee handbook. The committee produced a thorough, impartial report (15–20 pages plus 33 attachments) finding no basis in any of the concerns. It will be sent to the AOG and AFA Foundation Board chairs. The investigation verified the professionalism and accountability of staff, particularly in financial operations.

b. External Communication Committee (Director Thompson)

Director Thompson was tasked to develop and submit for Board approval a proposal to establish an External Communications Committee. He talked about the proposed purpose, which is to support the vision, mission, and activities of the AOG by facilitating purposeful, proactive, and consistent engagement with external stakeholders (Congress, Air Force, Academy leadership, Board of Visitors, etc.) and the graduate community. The committee would provide AOG Board members and staff with a current, consistent set of themes and messages to support them in their activities and engagements, both official, and as desired, unofficial. He then talked through the proposed committee responsibilities and battle rhythm to include meeting not less than annually, what to do between BOD meetings, and how to address “as needed” actions. He proposed membership to include himself as chair, CEO Hille, and Directors Cinnamon, Bishop, and Evans.

A discussion ensued about the proposed membership of the committee, particularly regarding potential conflicts for active-duty members and individuals with roles in other organizations. The question also was raised about the role the committee would play when directors are contacted about contentious issues. Director Thompson envisioned the committee coming up with a consistent message that directors should share. When asked about the committee’s actions when the AOG only has a very short period to act, he noted that if the AOG feels it necessary, they would engage the ECC, but the intent is not to get into the communications business of the AOG. If approved, the committee would come up with language for the Bylaws and other governing documents, develop proposed enduring themes and messages, identify topics and emerging issues, and begin to develop an external engagement plan.

MOTION: Director Thompson moved and Director Walker seconded that the Board of Directors approve the establishment of the External Communications Committee as a standing committee of the Association of Graduates Board of Directors with roles, responsibilities, tasks and membership as described in the preceding brief and amended in Board deliberations. The motion passed by a vote of 13-1 (Director Almand against) with Directors Evans and Walters abstaining. The updated Committees of the Board list is Attachment 10.

c. Finance and Investment Committee (Director Evans)

Committee Chair Evans brought forward two motions from the committee. The first was to move the unused reserve fund (created in 2017) into the operating fund to better support operations.

The second related to the Graduate Engagement Fund which allowed for \$3,000 to be used annually for engagement. This limited amount was not impactful, so the recommendation is to remove the quasi-endowment restriction on the fund to allow it to be used more flexibly for graduate engagement activities, including but not limited, to tailgates and chapter events.

MOTION: The Finance and Investment Committee moved to move the reserve fund balance to the operating fund. The motion passed unanimously.

MOTION: The Finance and Investments Committee moved to remove the quasi-endowed restriction and designate these funds to be used to offset engagement to include tailgates, chapters, and other activities. The motion passed unanimously.

MOTION: Chair Almand moved and Director Fogassy seconded to move the Nominating Committee ahead of the Governance Committee on the agenda. The motion passed unanimously.

d. Nominating Committee (Director Dial)

Committee Chair Dial discussed the list of 36 candidates who have previously been reviewed as candidates to be appointed directors. Over the next two months, the committee will contact the candidates to confirm their willingness to serve, gather current CVs, and collect their responses to three standardized questions which are under development. In December, the committee will review the CVs and responses to narrow the list to the top 10 candidates. In January, these candidates will be sent to the entire Board, and each Director will submit their top two candidates. At the February meeting, the Board will vote for the top four candidates to fill future appointed director vacancies.

A discussion ensued with concern about shaping the Board, having objective criteria, and the committee eliminating candidates prior to the list coming to the full Board. The point was made that the reason we have committees is to do this sort of work.

There are 12 people on the committee (5 directors and 7 non-directors) and during their committee meeting 75% thought this was the correct process. A concern was raised about the number of people on the committee, but the committee membership was previously approved.

Committee Chair Dial then discussed the status of the awards process. The awards submission window opened on 1 September and closes on 31 December. As of October, there were no submissions for the Distinguished Graduate Award (DGA-40+ years post-graduation), no submissions for the Leadership Achievement Award (16-39 years post-graduation), and only one submission for the Young Alumni Excellence Awards (15 or fewer years post-graduation). For the DGA, the nominations normally remain valid for 3 years, but this year, the clock is being reset, and all previous nominations will require fresh submissions. Henceforth, the submissions will remain active for three years. Committee Chair Dial will personally contact the individuals who previously submitted packages to tell them they need to re-submit them. He encouraged the directors to contact their networks to encourage nominations. The CAS has already briefed this to the Senators and there are upcoming *Checkpoint* notifications, email pushes, and social media reminders. To eliminate the perception of Board members having an advantage, they recommend that sitting directors no longer nominate or receive any of these awards.

e. Governance Committee (Director Krauth)

Committee Chair Krauth began by showing the Board calendar and the schedule for reviewing the Bylaws. The committee has met multiple times and posted the results of the meetings on Basecamp. The committee reviewed Governance Policy Category 3 and did not find any substantive changes. He noted that the entire Governance Policy is outdated and needs a comprehensive revision that will take 6-9 months.

1. Award Eligibility

The Governance Committee met with the Nominating Committee and had several recommendations. First, they wanted to codify the idea that Directors do not nominate for or receive any awards while they are on the Board. The first location for this change was in the Governance Policies, Attachment 2 (Nominating Committee Guide), Duties section. They proposed adding part 11 to read: *(The Nominating Committee will) ensure that directors do not nominate, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.*

They also added a new paragraph 2 to the Governance Policies Section 4.6.c. which reads: *2. The Board will ensure that directors do not nominate, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.* Subsequent paragraphs were renumbered.

MOTION: The Governance Committee and Nominating Committee jointly moved that the Board of Directors approve the corrections and changes to language in the Governance Policies 3rd Edition (26 July 2024) as presented that codifies the changes to the process for AOG Directors inability to nominate and receive awards under the Board of Director's purview. The motion passed unanimously.

2. Award Eligibility (Bylaws Change)

The Governance Committee and Nominating Committee also recommended codifying the idea that Directors do not nominate for or receive any awards while they are on the Board in the Bylaws. The recommended adding a paragraph g to Article XI (Conflicts of Interest), Section 1 (Director Content) which reads: *Directors may not be nominated, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service. Directors are also prohibited from nominating other individuals for such awards.*

MOTION: The Governance Committee and Nominating Committee jointly move that the Board of Directors approve the corrections and changes to language in the AOG Bylaws (Effective 4 March 2025) as presented that codifies the changes to the process for AOG Directors nominating others and receiving awards under the Board of Director's purview.

Discussion: There was concern over the placement of the wording in the Bylaws or whether it even belonged in the Bylaws. It was noted that Bylaws changes required a 2/3 vote of all Directors for approval, whereas the Governance Policies only require a majority of Directors present at a quorum for approval. There was also concern as to whether it would bring into question earlier nominations.

The motion failed by a vote of 9-5 (Directors Walker, Bohlin, Merideth, Fogassy, Cinnamon against) with Directors Evans and Bishop abstaining.

3. Single Pathway to Election Ballot

The Governance Committee and Nomination Committee recommended that to get onto the Board election slate all candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate's full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.

There are five places where this change impacts the Bylaws and Governance Procedures:

- Bylaws Article VI (Nomination and Elections) Section 1: Change part c by eliminating the current language and adding new language so that it reads:

c. To be placed on the election ballot for the AOG Board of Directors, all candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate's full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.

- Bylaws Article VIII (Committees) Section 6 (Standing Committees), part c: Eliminate part i and move part ii to be part i.
- Governance Policies, Attachment 2 (Nominating Committee Guide), Definitions section: Delete parts 2 and 3, which define “petition candidate” and “candidate.” Substitute with one new part 2 giving a new definition of “candidate” and correct subsequent numbering. The new part 2 reads: 2. *Candidate: An applicant who has submitted a completed nomination package and acquired 100 signatures from Graduate Members.*
- Governance Policies, Attachment 2 (Nominating Committee Guide): Delete “petition candidate” from all sections including: Definitions, Duties parts 4 and 5, and Timeline part 6.
- Governance Policies, Attachment 2 (Nominating Committee Guide), Procedures section: Change part 1 to read: 1. *There is one way for a member to get on the ballot for election to the Board of Directors:*
 - a. *All candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate's full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.*

MOTION: The Governance Committee and Nominating Committee jointly moved that the Board of Directors approve the corrections and changes to language in the AOG Bylaws (Effective 4 March 2025) and Governance Policies 3rd Edition, 26 July 2024 as presented that codifies the changes to the process for AOG members getting on to the election ballot for the Board of Directors.

Discussion: There was a short discussion about using the term, “recruited.” While one Director wanted the term included in the verbiage, a committee member explained that we don’t want any perception of the Board reaching out to develop candidates. This takes away the notion that the board was shaped.

The motion passed by a vote of 14-2 (Directors Merideth and Fogassy against).

4. Even Year Appointed Directors

The final motion from the Governance Committee and the Nominating Committee dealt with appointing directors on even years. There two locations in the Bylaws with recommended changes.

- Bylaws, Article V (Board of Directors), Section 3: Change part b language to clearly define moving appointed directors to even years following an election. The month of March was selected in the even year following the election because that is one year after the odd year election cycle concludes. The revised language would read: *b. The terms of appointed directors shall be staggered with the intent of having no more than two directors appointed following each biennial election of the Board. The appointed directors will be selected in March of the even year following the biennial election of the board and will serve a four-year term.*
- Bylaws, Article V (Board of Directors), Section 2 (Elected and Appointed Directors), part b. The changed wording is in italics: ... The Board may fill appointed director vacancies ~~at any time during nonelection years (even years)~~

MOTION: The Governance Committee and Nominating Committee jointly moved that the Board of Directors approve the changes to language as presented that codifies moving appointed director selections to March of the even year following the biennial election.

Discussion: The discussion revolved around whether this should be part of a complete package dealing with appointed directors, whether appointed directors should have a vote, and whether the committees studied all aspects of the appointment process. The committees focused on the items they could agree on, and other aspects of process will be discussed at the next meeting. This action diminishes the perception of shaping the Board. Additional discussion centered on the fact that there is a large window between when a new Board is seated in April and the selection of the appointed directors the following year.

The motion passed by a vote of 11-4 (Directors Walker, Hoffman, Bohlin, and Merideth against) with Director Dudley abstaining.

IX. Motions

a. Postponed from July 2025 Meeting

i. Pardon & Amnesty Updated - Vaccine Mandate Motion (Director Bishop)

Director Bishop explained the background and some of the legal aspects of the issue. He believes this is a chance for us to be a Board of influence. The orders were issued in January to right the wrong of service members dismissed for not receiving the COVID vaccine, but the policy is not being implemented. Over

95,000 members left the service and it is estimated that hundreds of them were graduates. He introduced Brig Gen (ret) Cunningham '96 who talked about the medical aspects and her personal experience with the Anthrax and COVID vaccines. She was denied both medical and religious accommodation requests and was forced to retire rather than take the vaccine.

MOTION: Director Bishop moved and Director Fogassy seconded that the AOG BOD adopt the resolution endorsing that the President of the United States grant pardons/amnesty to all who have suffered harm from the Anthrax or COVID mandates and recommend to OSW P&R that the vaccine task force be established to evaluate all the transgressions that occurred during the mandate period against our military personnel. Additionally, the AOG BOD recommends OSW P&R explore all options to expedite the processing of correction of military records and provide relief through the VA for those who have been harmed by the vaccine if not eligible for military-related healthcare.

Discussion: A discussion ensued regarding whether this would be considered political or interfering in U.S. policy. One director questioned why we would not tell a graduate with this issue to go directly to STARRS. Other directors questioned why we were doing something that has essentially been overcome by events, and whether the AOG was the appropriate avenue for graduates with issues related to this. A guest stated that in 2018, the board passed a resolution to promote a general and implied the Board has influence that it could use constructively. CEO Hille read Bylaws Article I, Section 3.d. where it says the Board will "refrain from comments on policy decisions of either organization" (USAFA and the USAF).

MOTION: Director Fogassy moved and Director Hoffman seconded to end the discussion.

Discussion: A director pointed out that the action of the Board has significant consequences and we should not rush the discussion.

The motion failed by a vote of 6-8 (Directors Krauth, Dudley, Lowe, Carpenter, Merideth, Thompson, Dial, Cinnamon against) with Directors Evans and Walters abstaining, so the discussion did not end.

Discussion continued about the resolution with comments about how we are trying to be a bridge between the problem and the solution, but that we are not the appropriate tool. Additional comments related to the possibility of turning the motion over to a special committee and finding a way to advocate for our graduates to make this a higher priority. CEO Hille suggested that we needed to find a way to articulate this in a way that talks about service to our graduates and aligns with the policies of the Department of War. Several directors agreed, and a

suggestion was made to turn it over to the new External Communications Committee (ECC).

The motion was withdrawn. The ECC will take action and have a subsequent e-vote after a rewrite of the motion.

ii. Amendment for Appointments (Director Merideth)

This motion was withdrawn as it is to be included with other motions for consideration by the Governance Committee.

iii. Appointed Directors to the AOG BOD (Director Bohlin)

This motion was withdrawn as it is to be included with other motions for consideration by the Governance Committee.

iv. Board of Visitors input on Justice Delayed (Director Bishop)

Director Bishop discussed the fact that sometimes the USAFA justice system is delayed and is detrimental to our cadets.

MOTION: Director Bishop moved and Director Merideth seconded that the following be approved:

Whereas justice delayed is justice denied.

Whereas AOG Board members have received extensive feedback from graduates, parents, cadets, and lawyers that the time involved in resolving military justice cases is excessive

Whereas excessive timelines in administering justice run contrary to the original intent of the military justice system and are extremely detrimental to the morale of a unit.

Whereas graduates, parents, cadets, and lawyers have informed AOG BOD members on other irregularities in the USAFA justice system also negatively impacting morale

It is so moved that the External Communication Committee and/or the Association of Graduates' CEO communicate these concerns of our community to the organization that has oversight of the morale at USAFA--specifically the USAFA Board of Visitors--for their possible action.

Discussion: The discussion centered on whether the AOG should formally direct the Superintendent to expedite the military justice process. Several members clarified that the group's role is to serve as a sounding board, consolidating concerns from cadets, parents, and graduates and to pass them along, not to

issue directives. Some noted that the Superintendent and BOV are already aware of the issue, making further action redundant. Others cautioned that the proposed motion risks sounding like a proclamation, which is outside the AOG's advisory role. It was suggested that concerns be communicated informally through existing channels--specifically via CEO Hille, who meets regularly with the Superintendent and can relay the feedback directly. CEO Hille took this for action.

The motion was withdrawn.

v. Merit in the Military (Director Walker)

Director Walker noted that in our Articles and Incorporation and Bylaws, merit is mentioned many times. He wanted to put this in the form of a resolution that merit-based criteria should be used in all Department of Defense military personnel actions, explicitly prohibiting the use of race, ethnicity, and national origin, to ensure the highest level of combat effectiveness and military readiness.

MOTION: Director Walker moved and Director Hoffman seconded that the Board of Directors adopt the following resolution and the AOG CEO ensure delivery to appropriate congressional leadership.

Discussion: The Board discussed whether religion should be included in the resolution. Some directors argued that pushing issues to Congress is outside the board's scope and does not directly support graduates, cadets, or heritage. It was noted that a presidential executive order already covers the matter, and further proclamations by the Board were seen as inappropriate and potentially diluting our power. Concerns were raised that the Board had been overextending itself with proclamations unrelated to its mission. Others highlighted the importance of addressing merit within the Bylaws rather than through external proclamations. It was pointed out that the BOV is already handling these issues and that the AOG should "stay in its lane" while still considering how to incorporate merit into its governance. Chair Almand noted that the Implementation Task Force should take this forward. In response to a question about the BOV Minutes, Hille noted that the AOG should link to BOV Minutes on their official site rather than duplicating their work.

The motion failed by a vote of 6-9 (Directors Almand, Krauth, Evans, Lowe, Carpenter, Thompson, Dial, Walters, Dudley against) with Director Cinnamon abstaining.

MOTION: Director Almand moved and Director Evans seconded to rearrange the order of remaining items. The motion passed unanimously.

vi. Review of Appointments (Director Merideth)

The motion was withdrawn as it is to be included with other motions for consideration by the Governance Committee.

b. New Motions

Motions related to Charlie Kirk

- vii. Honorary Member of AOG Motion (Director Bishop)**
- viii. Honorary Degree CK from USAFA (Director Bishop)**
- xiii. New AOG Award CK Recipient (Director Bishop)**

Director Bishop submitted three motions related to Charlie Kirk. The three motions were as follows:

MOTION: Director Bishop moved that the USAFA award Charlie Kirk an honorary BS Degree from the USAF Academy for all the reasons in the accompanying Resolution

MOTION: Director Bishop moved that Charlie Kirk be recognized as an Honorary Member of the USAFA Association of Graduates for all of the reasons listed in the proclamation

MOTION: Director Bishop moved that Charlie Kirk be the first recipient of the XXX [unnamed] Award for all of the reasons in the resolution.

Director Bishop then made the following motion:

MOTION: Director Bishop moved and Director Walker seconded that we postpone the three Charlie Kirk motions.

Discussion: SVP Hornsby noted that several media outlets were waiting to see how the AOG would respond to the Kirk issue. Discussion focused on whether proposed motions were appropriate, with recognition that Mr. Kirk's service on the BOV and his connection to the Academy made the gestures meaningful, but also that the proposals could be divisive as not all graduates shared in the idea to honor Mr. Kirk. The Class Advisory Senate and other graduates are split on the issue, with CEO Hille receiving more than 1,400 emails and many phone calls.

Concerns were raised about structural barriers--such as the lack of authority for the Dean of Faculty to grant an honorary degree. Some directors emphasized Kirk's influence on cadets, while others questioned whether he met the threshold for honorary AOG membership or whether this was the right venue. A suggestion was made to amend the motion to drop Mr. Kirk's name from the proposal related to a new award. Several directors suggested finding a different path that would not divide graduates, with some commenting that postponing rather than withdrawing the motions could be divisive in nature.

CEO Hille stressed urgency, noting the AOG faced a press deadline. He suggested that the motions be withdrawn to allow time to receive additional feedback and to make a thoughtful decision about a new award and how we might honor the BOV service of Mr. Kirk. This could help avoid further division, which could affect relations with the AFA Foundation. Several members supported this approach, suggesting that honoring Kirk through a *Checkpoints* article or considering a new award in the future would be more unifying. Two graduate Congressmen have written a memorial for Mr. Kirk which has already been published in ZoomieNews. Chair Almand reiterated her recommendation that the motions be withdrawn.

MOTION TO AMEND: Director Bishop moved and Director Krauth seconded to withdraw the first two motions (the honorary degree and honorary AOG membership).

Discussion: The Directors discussed the feedback being received and the various opinions and perspectives.

The motion passed unanimously (with Director Evans abstaining). The honorary degree and honorary AOG membership motions were withdrawn.

ix. Motion on AOG Award (Director Merideth)

Director Merideth proposed establishing a new award to be given to a citizen of the United States whose character, accomplishments, and stature in the civilian community draw a wholesome comparison to the values of "Integrity First, Service Before Self, and Excellence in All We Do."

MOTION: Director Merideth moved and Director Fogassy seconded to establish the Ronald R. Fogelman award to be presented by the AOG to a U.S. citizen whose accomplishments and service reflect the ideals of the United States Air Force Academy. The Board requests the CEO, in coordination with the Awards Recognition Committee, to determine a professional process for the award and presentation of the award.

Discussion: Discussion centered on whether the award was duplicative of the Thomas D. White Award given by the Academy which honors non-graduates with significant contributions to the Air Force and national security. Others were concerned that naming an award after someone who was a premier example of military leadership did not make sense when awarding it to a civilian. It was pointed out that the recipient did not need to be a civilian and that the award could bring visibility and honor to the Academy, similar to West Point's Thayer Award. Suggestions included exploring alternative names such as the Polaris Award and referring the matter to the Nominating Committee and the Governance Committee for further discussion.

The motion failed by a vote of 6-8 (Directors Almand, Evans, Dudley, Lowe, Carpenter, Thompson, Dial, and Walters against with Directors Cinamon and Krauth abstaining).

x. Motion on AOG DC Presence (Director Merideth)

Director Merideth proposed having an active AOG presence in the National Capital Region as it could enhance the AOG's stated vision to be an "Association of influence and impact."

MOTION: Director Merideth moved and Director Krauth seconded that the Board of Directors direct the AOG CEO to evaluate the feasibility of establishing an AOG presence in the National Capital Region and report his findings at the next scheduled Board of Directors meeting.

Discussion: The discussion was very brief with directors noting prior conversations on the idea and expressing support for expanding influence and visibility in the area.

The motion passed 14-0 (with Director Almand and Evans abstaining).

xi. Governance Committee (GC) to Deliberate Appointed Director Motions (Director Bohlin)

Director Bohlin introduced a motion to assign the responsibility to discuss the three postponed motions related to appointed directors to the Governance Committee. These motions were postponed from the July 2025 meeting. The intent is for the Governance Committee to study the issue, provide an interim report, and recommend possible courses of action.

MOTION: In consideration of the Governance Committee's duties stated in the AOG Bylaws, Article VII. COMMITTEES, Section 6, Standing Committees, para d. Governance Committee (GC), Director Bohlin moved and Director Dudley seconded that the Board assign to the Governance Committee the responsibility to deliberate on the three (3) postponed motions pertaining to

appointed directors made at the Board's 25 July 2025 regular meeting and the GC provide an interim report to the Board, NLT its next regular meeting, regarding: (a) key assumptions, (b) considerations and (c) possible courses of action; then 2. At the following regular Board meeting, the GC will provide a final report to the Board for its consideration; the report will include proposed action item(s) and a final suggestion.

Discussion: Discussion highlighted disagreements over process and substance. Some directors supported handling the matter through the Governance Committee (possibly in joint session with the Nominating Committee), while others argued the key question was simply whether appointed directors should have voting rights. One director noted that the committee had already debated this issue, lacked consensus, and chose not to forward the motion, which was therefore reintroduced by an individual director. Concerns were also raised about the inefficiency of continued debate without resolving the central question.

The motion failed by a vote of 7-9 (Directors Almand, Krauth, Evans, Dudley, Lowe, Carpenter, Thompson, Dial, and Walters against).

xi. Motion to Pass RESOLUTION re AOG Chapters (Director Bishop)

Director Bishop introduced a resolution on AOG chapters, but following discussion and a briefing earlier in the meeting, the original motion was withdrawn. Director Merideth then offered a substitute motion, directing the CEO to renew support for and prioritize revitalization of the AOG Chapter program, present enhancements at the next Board meeting, and coordinate a panel of chapter presidents to supplement the presentation.

MOTION: Director Merideth moved and Director Fogassy seconded that the Board of Directors recognize the need to renew support and priority to AOG Chapters. The Board requests the AOG CEO to elevate the effort to revitalize the AOG Chapter program. The Board requests that the AOG CEO present to the Board the enhancements at the next regular Board meeting and coordinate a panel of AOG Chapter Presidents to supplement the presentation.

Discussion: Discussion was brief with some directors debating whether a formal motion was necessary for actions staff was already pursuing.

The motion passed by a vote of 13-2 (Directors Almand and Dudley against with Director Dial abstaining).

xii. New AOG Award CK Recipient (Director Bishop)

MOTION: Director Bishop moved and Director Fogassy seconded that the AOG will continue to gather inputs from graduates to make recommendations to the AOG Board on appropriate ways to recognize Charlie Kirk.

Discussion: Discussion on the topic was mixed. Some directors thought we were doing a disservice to our graduates by punting on everything related to Charlie Kirk. Others disagreed, stating that we were not punting; it was appropriate to think carefully about how to recognize him.

The motion passed by a vote of 9-4 (Directors Evans, Dial, Dudley, and Walters against with Directors Almand, Lowe, and Carpenter abstaining).

xiii. Special Committee to Deliberate Appointed Director Motions (Director Bohlin)

This motion was withdrawn.

XI. Adjournment

Chair Almand adjourned the meeting at 4:20 p.m. MDT.

Respectfully submitted,
Ginny Caine Tonneson '80, Recorder

Atch:

1. 28 August 2025 Approved Meeting Minutes (pages 21-48)
2. 25 July 2025 Approved Meeting Minutes (pages 49-182)
3. 7 May 2025 Approved E-Vote Minutes (pages 183-184)
4. 29 April 2025 Approved E-Vote Minutes (page 185)
5. 25 April 2025 Approved Meeting Minutes (pages 186-330)
6. Joint Strategic Plan Mid-course Update 2025-2028 (pages 331-338)
7. CEO Monitoring Reports (pages 339-343)
8. Approved Agenda (pages 344-347)
9. 17 Oct 2025 Meeting Slide Deck (pages 348-456)
10. Committees of the Board (pages 457-459)



Board of Directors Adjourned Meeting

28 August 2025 Meeting Minutes

Location: Zoom Meeting

APPROVED

Board Members Present: Cathy Almand '90, (Chair); Lee Krauth '72 (Vice Chair); Christopher Walker '88 (Secretary); Hank Hoffman '63; Garry Dudley '68; Bob Lowe '71; William Carpenter '73; Denny Merideth '73; Rod Bishop '74; David Thompson '85; John Cinnamon '91, President, Class Advisory Senate; Alexander Fogassy '12; Dan Bohlin '71; Jennifer Walters '11

Members Present Via Videoconference: ALL

Staff Present: Mark Hille '97, Association and Foundation President/CEO; Katie Willemarck, Association and Foundation CFO; Kelly Banet, EVP Development; Naviere Walkewicz '99, SVP Engagement; Molly Staley, Executive Assistant to the EVP of Development and Boards

Guests Present: Michael Rose '69

I. Call to Order

Chair Almand called the meeting to order at 11:30 a.m. MDT on Thursday, August 28, 2025.

II. Moment of Silence & Pledge of Allegiance

Chair Almand led the group in observing a moment of silence and the Pledge of Allegiance.

III. Notified Absences

- a. Director Dial and Director Evans

IV. Agenda Approval

MOTION: Director Almand moved that the agenda be approved. Director Walters seconded. Discussion regarding whether a motion was needed since it was a continuation of the July meeting.

V. Director Motions

- a. Amendment to Clarify Article XII (*Director Merideth*)

(Attached – pages 6-8)

MOTION: Director Merideth moved that the motion be taken to a vote. Director Fogassy seconded. The motion failed (9-5; 2 directors not present).

VI. Task Force Updates

- a. Implementation (*Director Walker*)
- b. Election Hot Wash (*Director Walters*)

Director Walker and Director Walters presented on their respective task forces (attached – pages 9-20). The Board discussed, made inquiries, and provided comments.

VII. Class Advisory Senate

- a. Common Values (*Director Cinnamon*)

Director Cinnamon shared feedback he has received from multiple generations of graduates and the varying perspectives of each generation, leading to varying ways of engagement and support needed from the AOG. The Board discussed, made inquiries, and provided comments.

VIII. Committee Non-Voting Member Decision (*All Directors*)

- a. Finance Committee
 - Glenn Strebe '87
 - Wes Williams '00
 - Steven Nelson '14

MOTION: Director Cinnamon moved that the members be approved. Director Krauth seconded. The members were approved (14-0; 2 directors not present).

Adjourn / Assignments for regular October meeting

- I. Operating Plan and Budget to Directors
- II. BOD Meeting
 - a. AOG / AFAF Update
 - b. Committees / CAS Reports
 - c. Assign Gov. Policies Cat 2 / Calendar Review
 - d. Approve Budget
 - e. Tabled and Postponed Motions

- i. BOD Resolution – Merit in the Military (*Director Walker*)
- ii. BOD Resolution – Pardon & Amnesty (*Director Bishop*)
- iii. Appointed Directors to the AOG BOD (*Director Bohlin*)
- iv. Review of Appointments (*Director Merideth*)
- v. Amendment for Appointments (*Director Merideth*)
- vi. Board of Visitors input on Justice Delayed (*Director Bishop*)

The meeting was adjourned at 1:05 p.m. MDT

Attachments:

1. Board Meeting Slide Deck

Board of Directors Adjourned Meeting

28 August 2025





Agenda

- 1** **Call to Order**
- 2** **Moment of Silence & Pledge of Allegiance**
- 3** **Notified Absences & Introductions**
- 4** **Agenda Approval**
- 5** **Director Motions**
- 6** **Task Force Updates**
- 7** **Class Advisory Senate**
- 8** **Committee Non-voting Member Decision**

Director Motions

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Motion on amendment to Clarify Article XII



Author: Director Denny Merideth

MOTION: Move that the AOG Board of Directors amend the Bylaws to clarify Article XII “Amendments to Bylaws and/or Article of Incorporation” by making the following changes (additions in red and deletions with strikethrough):

ARTICLE XII. Amendments to Bylaws and/or Articles of Incorporation

Section 1. Board Proposed: The Bylaws will be reviewed biennially by the Governance Committee. The Board may propose and approve amendments to the Bylaws **and may propose amendments to** ~~for the~~ Articles of Incorporation. All amendments must be approved by two-thirds majority of the entire Board. Bylaws changes are effective immediately upon approval, unless otherwise specified.

Section 2. Membership Proposed: A member may also submit proposed amendments for a vote of the membership by obtaining the signatures of members representing at least five percent of all voting members. ~~All membership-proposed amendments to Bylaws and Articles of Incorporation must be submitted to a vote of the members. A quorum of 10 percent of the membership eligible to vote is required for the vote to be valid. The amendment must be approved by the majority of that quorum. Once the vote is concluded, the revisions and amendments will be adopted upon certification by the Board Secretary.~~

Section 3. Membership Voting: All membership-proposed amendments to Bylaws and Articles of Incorporation **and all Board-proposed amendments to the Articles of Incorporation** must be submitted to a vote of the members. A quorum of 10 percent of the membership eligible to vote is required for the vote to be valid. The amendment must be approved by the majority of that quorum.

Motion on amendment to Clarify Article XII – cont.



~~**Section 4. Non-Substantive Changes:** The Board shall have the authority to make non-substantive wording and numbering changes to the Bylaws for the purpose of ensuring their consistency, grammatical correctness, and coherence.~~

Section 45. Effective Date of Adoption of Membership Proposed Bylaws and Amendments: Once the vote is concluded, ~~and the~~ revisions and amendments **approved by the membership under paragraph 3 above** will be adopted upon certification of the election by the Board Secretary.

TABLE OF CONTENTS TO BE CHANGED TO REFLECT DELETION OF SECTION 4 AND RENUMBERING OF SECTION 5 TO SECTION 4.

Prior Action: Governance Committee discussed the motion. Director Walters provided an insight on her view that section 4 regarding “Non-Substantive Changes” should be retained. The ensuing discussion was not closed and bears further review upon motion presentation.

Purpose: The amendment written and adopted that changed this portion of the Bylaws inserted some uncertainty and duplicated some language. The bulk of this motion clarifies and cleans up the language. The following explains the logic of the changes:

1. Section 1 change: amending the AOI is codified in the Aol and does not delegate the authority for changes to the BOD. This change aligns the Bylaws with the AOI.
2. Section 2 change: the verbiage deleted is repeated in Sections 3 and 4/5 so deleting the sentences is removing duplicated wording.
3. Section 3 change: adds the clarification of board proposed amendments for vote which aligns the guidance to the change in section 1.
4. Section 4 deletion: the concept is a holdover from previous Bylaws, at least as far back as the 2011 version. The point of the paragraph was to allow the BOD to make non-substantive changes so that mundane type of corrections or improvements did not need full membership approval. With the 2021 amendment giving the BOD authority to make all changes to the Bylaws there is no real need for the non-substantive paragraph.
5. **Table of Contents:** changing the table of contents is needed in order to reflect the deletion of Section 4 and renumbering of current Section 5 to Section 4.

Task Force Updates

PROVISIONAL



Implementation Task Force

Director Walker

PROVISIONAL



Election Hot Wash Task Force

Director Walters

Engagement Paradox



What the Data Reveals:

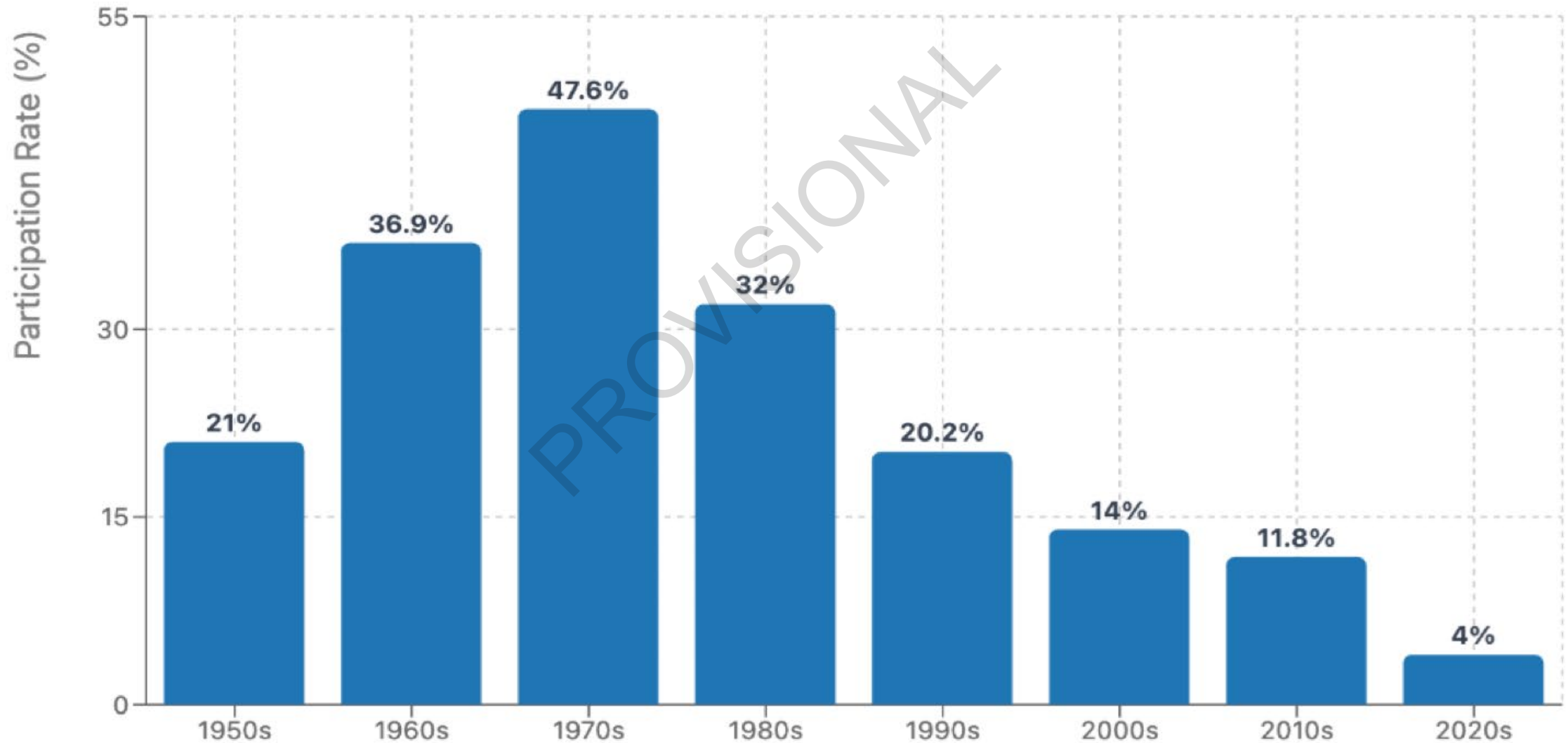
- 22.87% participation rate (Page 1) - yet 94.1% satisfaction with process mechanics (Page 8)
- Stark generational divide in participation that winnows to almost none

Strategic Insight: mirrors MIT's Election Lab research showing "higher education, older age" are strongly associated with higher voter turnout. Our issue isn't process failure—it's relevance failure for younger demographics.

Key Implication: high-quality process that isn't reaching the members who most need Board representation for long-term organizational health

USAFA Alumni Board Election Participation by Graduation Decade

2025 Board Election Results - Average participation rate by decade of graduation



Beyond Traditional Voting Theory



CIRCLE Academic Research Findings:

Shows "a 29-point gap in self-reported voter turnout between young people who were contacted at least once and those who were not contacted at all."

Gen Z and Millennials, those early in their career engage weekly when associations adopt technology effectively

Strategic Question: Are we treating all members the same when research shows different generations require fundamentally different engagement approaches?

Note: CIRCLE is the Center for Information & Research on Civic Learning and Engagement at Tufts University.

Appointed Director Timing Issue



The Confusion: Election results announced immediately, appointed directors selected immediately afterward - risk creating perception of predetermined outcomes

Research-Based Solution: MIT Election Lab research shows that transparency and clear processes are key factors in voter engagement. When people understand how systems work, they're more likely to participate.

PROVISIONAL



Implementation Roadmap

Why 26% for Recent Graduates?

Current Reality:

- 44-percentage-point gap between 1970s (48%) and 2020s (4%) graduates
- Overall organizational average: 23% participation

Research-Based Target Logic:

- 26% represents closing the generational gap by exactly half
- Brings recent graduates slightly above organizational average
- Creates measurable benchmark: 44-point gap → 22-point gap

Implementation Timeline: 6 months:

4% → 6.5% | 12 months: 6.5% → 10% | 18 months: 10% → 15.5% | 24 months: 15.5% → 21% | 2027 election: 21% → 26%

Next Steps



Collaborative Team Effort from Grads Who Experienced the Election Process First-Hand

Erin Staine-Pine, 98, 33.1%

Ebony Johnson, 2000, 26.5%

Charlie Crouse, 2013, 17.4%

Incorporating the insights and feedback of grads who have already demonstrated a desire to serve in a volunteer capacity for the betterment of the graduate community

October 2025 Meeting → will bring recommendations and motions for the Board's consideration



Direct Feedback (Comments Section)

- Majority praised the electronic voting process as efficient and user-friendly
- "This was a very efficient and effective voting process"
- "Simple and straightforward. One stop shop for candidates, bios, amendments, proposals etc."

Top 3 Improvement Areas Identified

- Technical Issues - Session timeouts causing lost votes
- Information Access - Ballot delivery problems and insufficient amendment context
- Data Privacy - Concerns about member information access and unauthorized communications



Technical Issues - Session Management & Platform Stability

"I needed more than one hour to reads all the bios and vote. I lost my ballot when I went over an hour. When I signed in again the ballot I'd been working on was gone and I had to start over."

"Ballot timed out before I was finished and wiped out all of the selections made up to that point. No warning that it was timed out until I tried to cast the ballot."

"I used the Vote Now link and completed and submission failed and brought me back to a blank form requiring me to reenter my selections and submit a second time."

Information Access & Data Privacy



"WAS PRETTY HARD TO GET A BALLOT. STILL DON'T HAVE AN EMAIL. THANKFULLY THIS WAS FOLLOWED UP WITH SNAIL MAIL."

"Arguments for and against the amendment would have been useful."

"I would've like to have more information on the rationale behind the changes to the bylaws."

"I think it's sketchy to receive mail from the Unity group. Who else is the AOG giving my information to?"

"Any candidate who exploited laws pertaining to obtaining my personal information to include my address should be identified on the ballot."

Class Advisory Senate

Director Cinnamon





Finance Committee

Director Evans

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Members

- Christian Evans '08
- Rod Bishop '74
- Glenn Strebe '87, Non-Director
- Wes Williams '00, Non-Director
- Steven Nelson, '14, Non-Director



- **Committee Non-voting Member Decision**

PROVISIONAL

Assignments for next meeting

PROVISIONAL



- **Operating Plan & Budget to Directors**
- **BOD Meeting**
 - **AOG / AFAP Update**
 - **Committees / CAS Reports**
 - **Assign Gov. Policies Cat. 2 / Calendar Review**
 - **Approve Budget**



Motions Adopted at the July Meeting:

- **Surviving Spouse (16-0)**
- **Transparency (15-1)**
- **Give Grads a Voice (10-0, 6 abstentions)**
- **ECC (13-3)**
- **Space Force additions to Bylaws (12-4)**



Motions Tabled/Deferred at the July Meeting:

- -Merit in the Military
- - Pardon & Amnesty
- - Appointed Directors to the AOG BoD
- - Review of Appointments
- - Amendment for Appointments
- - BoV input on Justice Delayed



Board of Directors Meeting

25 July 2025 Meeting Minutes

Location: Lyon Boardroom at Doolittle Hall

APPROVED

Board Members Present: Cathy Almand '90, (Chair); Lee Krauth '72 (Vice Chair); Christopher Walker '88 (Secretary); Christian Evans '08 (Treasurer); Hank Hoffman '63; Garry Dudley '68; Bob Lowe '71; William Carpenter '73; Denny Merideth '73; Rod Bishop '74; David Thompson '85; John Cinnamon '91, President, Class Advisory Senate; Nathan Dial '10; Alexander Fogassy '12; Dan Bohlin '71; Jennifer Walters '11

Members Present Via Videoconference: None

Staff Present: Mark Hille '97, Association and Foundation President/CEO; Katie Willemarck, Association and Foundation CFO; Michael Cornelius '00, EVP Alumni Relations; Kelly Banet, EVP Development; Naviere Walkewicz '99, SVP Engagement; Wyatt Hornsby, SVP Marketing and Communications; Molly Staley, Executive Assistant to the EVP of Development and Boards; Mary Elsner, Executive Assistant to the President and CEO; Eli Alvarado, IT Support Specialist

Guests Present: Lucky Ekman '63; Michael Rose '69; Ski Wagasky '72; Steve Simon '77; Hans Mueh '66; Gary Kyle '76, Ebony Sunala Johnson '00

I. Call to Order

Chair Almand called the meeting to order at 8:00 a.m. MDT on Friday, July 25, 2025.

II. Moment of Silence & Pledge of Allegiance

Chair Almand led the group in observing a moment of silence and the Pledge of Allegiance.

III. Notified Absences

IV. Consent Agenda

The consent agenda included:

- a. 7 May 2025 E-Vote Minutes for Audit and 990 Approval
- b. 29 April 2025 E-Vote Minutes for Audit Committee Non-Director Appointments
- c. 25 April 2025 Board Meeting Minutes
- d. Quarterly Financial Report

MOTION: Chair Almand moved that approval of the consent agenda items listed above: a. 7 May 2025 E-Vote Minutes for Audit and 990 Approval, b. 29 April 2025 E-Vote Minutes for Audit Committee Non-Director Appointments, and c. 25 April 2025 Board Meeting Minutes, be moved to a future date. The motion was approved.

V. Agenda Approval

MOTION: Chair Almand moved that Director Hoffman be allowed to make a statement between agenda items V and VI and Director Bohlin be allowed to speak between agenda items VI and VII.

MOTION: Director Merideth moved to amend to adopt the proposed agenda. Director Bohlin seconded. The motion failed with 7 yea, 8 nay, 1 abstain.

MOTION: Director Bishop moved that agenda item XIII be moved before agenda item VII. Director Merideth seconded. The motion was approved with 14, yea, 0 nay, 2 abstain.

MOTION: Director Almand moved that the revised agenda be approved. Director Cinnamon and Director Lee seconded. The motion was approved.

VI. Director Announcement (Director Hoffman)

- a. Director Hoffman provided comments regarding his service on the AOG BOD.

VII. Staff Report

- a. CEO Report (Mark Hille)

CEO Hille provided an overview of the Association and Foundation in his presentation (attached – pages 11-13). The Board discussed the presentation, made inquiries, and provided comments.

- b. EVP Report (Michael “Baja” Cornelius)

- i. Surviving Spouse Members
- ii. AOG Member Video Attendance at Board Meetings
- iii. Books for Cadets

EVP Cornelius provided an overview of the topics above in his presentation (attached – pages 14-17.) The Board discussed the presentation, made inquiries, and provided comments.

- c. CFO Report (Katie Willemarck)

CFO Willemarck provided an update on future meetings/AV capabilities and pricing. (attached – pages 18-21). The Board discussed the presentation, made inquiries, and provided comments.

VIII. Executive Session

The Board went into executive session for Article V Section 8c at 0820 to discuss board conduct.

MOTION: Director Bohlin moved and Director Hoffman seconded, motion approved 13-2 to move to executive session.

MOTION: Director Fogassy moved and Director Thompson seconded to come out of executive session at 0845. The motion was unanimously approved.

IX. Reports of Committees

- a. Governance Committee - Director Krauth (attached pages 27-35)
 - a. MOTION 1: Approval of Members: Denny Merideth '73; Dan Bohlin '71; Jenn Walters '11; Lee Krauth '72; Skip Morgan (non-director) '72. Director Lowe first. Director Dial second. The motion was approved.
 - b. MOTION 2: To add USSF and Dept of AF (replacing USAF) to ENDS and Approve updated calendar changes 7/26/2024.
 - c. MOTION 2b: To amend the motion to add USSF and Dept of AF in all instances where applicable in the Bylaws. Director Fogassy first. Director Lowe and Director Dudley second. The motion was approved.
- b. Nominating Committee - Director Dial (attached pages 36-72)
 - a. MOTION 1: Approval of Members: Col (Ret) Hank Hoffman '63; Col (Ret) Bob Lowe '71; Gen (Ret) David "DT" Thompson '85; Lt Col Nathan Dial '10; Maj Alexander Fogassy '12. Director Dial first. Director Bishop second. The motion was approved.
- c. Audit Committee - Director Carpenter (attached pages 23-25)
 - a. MOTION 1: Approval of Members: Trapper Carpenter '73; Garry Dudley '68; Denny Meredith '73; Ty Shandy '97, Non-Director (Voting member); Dan Shafer '70, Non-Director (Voting member); Katie Willemarck, Non-Director (Non-Voting member). Director Merideth first. Director Krauth second. The motion was approved.
- d. Finance and Investments Committee - Director Evans (attached page 26)
 - a. Director Evans shared information on a proposed travel stipend for AOG Directors. Staff will send the specifics to the board in the coming weeks.

- b. Glenn Strebe proposed as a non-director member. This discussion/decision postponed to Adjourned Meeting in August 2025.

Director Merideth motioned to recess at 11:02 a.m. MDT. Director Bishop seconded. The motion was approved. The meeting resumed at 11:11 a.m. MDT.

X. Director Motions

1. Giving Grads a Voice (attached – page 96)
Approved: 10 yea, 6 abstain
2. Formation of External Communications Committee (attached – page 97)
Approved: 13 yea, 3 nay, 0 abstain
3. Appointments to External Communications Committee (attached – page 98)
Approved: 13 yea, 3 nay, 0 abstain

Director Merideth motioned to recess at 12:03 p.m. MDT. Director Cinnamon seconded. The motion was approved. The meeting resumed at 12:18 p.m. MDT.

XI. Foundation Report (Alex Gilbert)

- a. Presentation attached – pages 86-91.

XII. Honorary Membership Recommendation: Mr. Duane Boyle

- a. Steve Simon + Hans Much to present but sponsored by Director Dudley (attached pages 133-134).
The motion was approved.

XIII. Director Motions Continued

4. BOD Resolution – Merit in the Military (attached – page 99)
5. Formation of Advisory Council Task Force (attached – page 100)
Failed: 6 yea, 10 nay, 0 abstain
Postponed to October 2025
6. BOD Resolution – Pardon & Amnesty (attached – page 101)
Postponed to October 2025
7. Appointed Directors to the AOG BOD (attached – page 102)
Postponed to October 2025
8. Aligning Bylaws with USAFA and DAF Terminology (attached – page 103)
Amended motion by Director Fogassy approved: 12 yea, 4 nay, 0 abstain
9. Review of Appointments (attached – page 104)
Postponed to October 2025

10. Amendment for Appointments (attached – page 105) Postponed to October 2025
11. Surviving Spouse Amendment (attached – page 106) Approved: 15 yea, 1 nay, 0 abstain
12. Transparency Amendments (attached – page 107) Approved: 15 yea, 1 nay, 0 abstain
13. Board of Visitors input on Justice Delayed (attached – page 108) Postponed to October 2025
14. Amendment to Clarify Article XII (attached – page 109-110) Postponed to Adjourned Meeting that will occur in August 2025.

XIV. Task Force Updates

- a. Implementation (Director Walker)
- b. Election Hot Wash (Director Walters)
Time did not permit this agenda item to be discussed. Moved to the agenda for the Adjourned Meeting that will occur in August 2025.

XV. Class Advisory Senate

- a. Common Values (Director Cinnamon)
Time did not permit this agenda item to be discussed. Moved to the agenda for the Adjourned Meeting that will occur in August 2025.

XVI. Committee Non-voting Member Decision (All Directors)

Time did not permit this agenda item to be discussed. Moved to the agenda for the Adjourned Meeting that will occur in August 2025.

Adjournment

Chair Almand motioned to move all agenda items that were not addressed (below) be moved to an Adjourned meeting to be scheduled in August 2025.

- Director Motions
 - Amendment to Clarify Article XII (Director Merideth)
- Task Force Updates
 - Implementation (Director Walker)
 - Election Hot Wash (Director Walters)
- Class Advisory Senate – Common Values (Director Cinnamon)
- Committee Non-Voting Member Decision (All Directors)
 - Finance Committee
 - Glenn Strebe '87
 - Wes Williams '00
 - Steven Nelson '14

The meeting was adjourned at 1:46 p.m. MDT

Attachments:

1. Board Meeting Slide Deck
2. CEO Monitoring Reports (pages 107-111)
3. CEO Board Remarks (pages 112-116)
4. Financial Statements for the fiscal year through June 30, 2025 (pages 117-121)
5. Foundation Board Update Deck (pages 122-126)
6. Nomination Recommendation for AOG Honorary Membership (pages 127-128)

PROVISIONAL

Board of Directors Meeting

25 July 2025





Agenda

- | | | | |
|----------|---|-----------|---|
| 1 | Call to Order | | |
| 2 | Moment of Silence & Pledge of Allegiance | 8 | Task Force Updates |
| 3 | Notified Absences & Introductions | 9 | Class Advisory Senate |
| 4 | Consent Agenda Approval | 10 | Foundation Report |
| 5 | Agenda Approval | 11 | Honorary Membership Recommendation |
| 6 | Staff Report | 12 | Committee Non-voting Member Decision |
| 7 | Reports of Committees | 13 | Director Motions |



- Call to Order
- Moment of Silence & Pledge of Allegiance
- Notified Absences & Introductions
- Consent Agenda Approval
 - 7 May 2025 E-Vote Minutes for Audit & 990 Approval
 - 29 April 2025 E-Vote Minutes for Audit Committee Non-Director Appointments
 - 25 April Board Meeting Minutes
 - Quarterly Financial Report
- Agenda Approval



Staff Report

PROVISIONAL

CEO Update

Mark Hille '97



Engagement

- Work to do on core programs (reunions, chapters, young alumni programs)
- Membership, graduate (MAG) and parent (paid)
- Next Gen Council is up and running - need to invest in career service
- Young alumni survey complete

Philanthropy

- Campaign complete – final impact report completed
- Raising support for operating/AOG service funds and Academy
- Planning underway for next major effort (\$500mm?)
- Grad participation rate

Stewardship

- Quarterly grant-making cycle
- Remaining campaign projects underway

Communications

- New website – shared platform, and from this century
- New media – podcasts and social

Organizational Excellence

- Next level leadership training
- Move to Wecker Hall/Yost Plaza, Doolittle Hall design underway

EVP Report

Michael “Baja” Cornelius ‘00

PROVISIONAL



Motion: Surviving Spouse Amendment



- BLUF: Currently an active membership benefit & program
 - Continued life membership
 - Invites to reunions & other events
 - Legacy parent benefits (if applicable)
 - Doolittle Outfitters & Hotel Polaris discounts
 - Checkpoints (online) & access to online resources
 - Invite to Surviving Spouse private group (LBL Portal)
 - Invite to the USAFA Memorial Ceremony
- Does not include:
 - Voting rights

HOME USAFA CEMETERY LOCAL RESOURCES USAFA MEMORIAL CEREMONY

SURVIVING SPOUSE RESOURCES



Surviving Spouse Resources

Membership Benefits

The Surviving Spouse of a Graduate Member will receive amended benefits:

- Continued Life Membership of the USAFA Association and Foundation
- Invite to Reunions and other events
- Legacy Parent benefits if son/daughter currently at [USAFA](#) or [USAFA Prep School](#).
- Membership discount rate at Doolittle Outfitters.
- Online copy of Checkpoints
 - If the graduate was receiving the printed Checkpoints, the surviving spouse will continue to receive the printed magazine (unless they opt out).
- Invite to Surviving Spouse private group within Long Blue Line Portal
- Invitation to attend USAFA Memorial Ceremony, which is held annually at USAFA. Each year, the previous year's deceased graduates will be remembered.
- Access to online resources. Please see "Support Resources" section below.
- This membership does not include voting rights.
- Membership discount at Hotel Polaris (*subject to availability*)

Motion: Giving Grads a Voice



- BLUF: New website has a “contact us” section
 - This electronic drop box was used on the old website and continues to serve as a tool for graduates, parents, etc. to provide feedback
 - Alumni Relations (customer service) routinely receives emails from graduates and answers them promptly
 - Some of those issues can be handled internally
 - If not, we pass those through SLT and address them, if applicable, with USAFA
 - CAS Senators have also taken the charge to collect inputs from their classes and pass feedback to Director Cinnamon

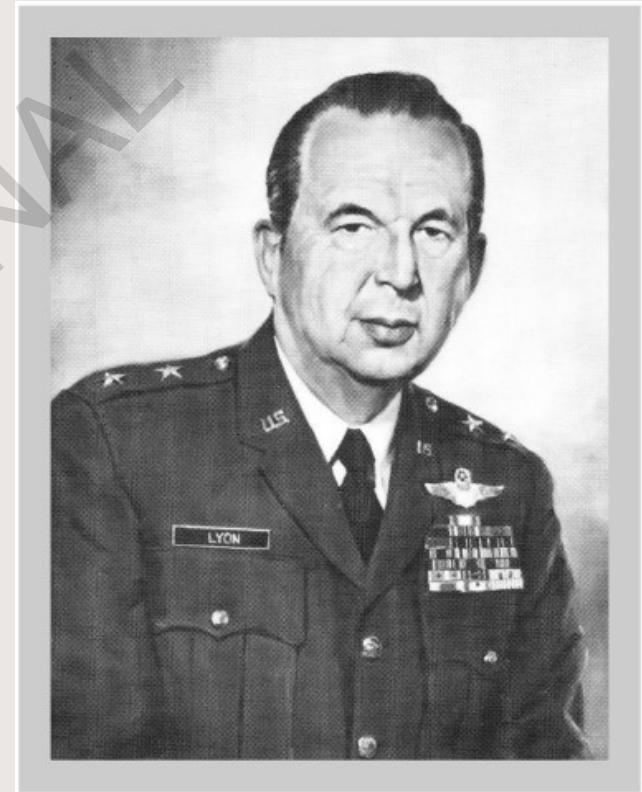
A screenshot of the USAFA 'CONTACT US' form. The background image shows a large group of graduates in blue uniforms posing in front of a modern building. The form is overlaid on the bottom right. It includes a dropdown menu for 'To:' with options like 'Christopher "Mookie" Walker', 'Christopher Gardner', 'Customer Service' (selected), 'Dan Bohlin', 'David "DT" Thompson', and 'David Bitton'. Below this is a text field for 'Reason for contacting' and another for 'First name'. Contact information for USAFA is listed on the left: 3116 Academy Drive, USAF Academy, CO 80840, 719.472.0300, and Engage@usafa.org. Social media icons for Facebook, Instagram, LinkedIn, YouTube, and Twitter are at the bottom left.

<https://www.usafa.org/contact>



Inquiry: Lyon Boardroom AV

- Current Logitech setup is a closed system, which doesn't allow external microphones/speakers
- LAV (current partner) could "override" the system, but the expense is not worth it for a temporary fix
- Katie will provide an overview of the cost breakout for improvements



CFO Report

Katie Willemarck

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Audio Visual Enhancement



Short-term Option

- Individual microphones and speakers with external AV company
- Need a space for speaker set up and AV person to operate the audio system
- Only space in Lyons conflicts with cameras and visibility of screens



Audio Visual Enhancement



Long-term Options

- Sent RFP to 6 companies
- Requirements:
 - Increase online experience
 - Enhance visual display within Lyons boardroom
 - Maximize audio experience within Lyons boardroom
- All proposals require overhaul of our current system
- Received 3 viable proposals

Audio Visual Enhancement Options



Option	Cost	Pros	Cons
Spectrum: Additional TVs Improved cameras In-ceiling mic array Corner low profile speaker	\$35,000	• Visual enhancements • Improved microphones for online • Audio more spread out • Lowest cost	• No individual presenter mic • AV equipment rack needs to be installed within boardroom
CCS: Improved cameras 98" Front Wall Display In-ceiling mic array Ceiling speakers	\$62,000	• Visual enhancements • Improved cameras for tracking speaker • Improved microphones • Integrates with current system	• No individual presenter mic • Some equipment quality is low
Highpoint: Auto-tracking cameras In-ceiling mic array Touch panel room control ADA Compliant hearing assist Voice Lift system amplifier 98" Samsung Commercial TV Wall mounted speakers	\$76,000	• Enhanced speakers in room • Known company/quality (assembly) • Visual enhancements • Quality audio/mics • Mic arrays ensure whole room pickup • ADA speaker/hearing support	• Cost

Reports of Committees





Audit Committee

Director Carpenter

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Members

- Trapper Carpenter '73
- Garry Dudley '68
- Denny Meredith '73
- Ty Shandy '97, Non-Director (Voting member)
- Dan Shafer '70, Non-Director (Voting member)
- Katie Willemarck, Non-Director (Non-Voting member)

Committee Activity

- Immediate Task
 - Annual (31 Dec 2024 Close Out) Audit and IRS Form 990 Reviews and Approval
 - Audit Review – Stockman, Kast, Ryan & Co.
 - Steve Hockstetter and Kim Coleman
 - IRS Form 990 Review – Stockman, Kast, Ryan & Co.
 - Kim Coleman
- Schedule
 - Audit Committee Meeting (Via Zoom) – Tuesday, 6 May 2025
 - AOG Board E-Votes: Thru Monday, 12 May 2025
- New Business
 - Explore IT Audit, including budget for 2026



Finance Committee

Director Evans

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Governance Committee

Director Krauth

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Members

- Denny Merideth '73
- Dan Bohlin '71
- Jenn Walters '11
- Lee Krauth '72
- Skip Morgan (non-director) '72

Recommended Cat I Bylaw Changes

- Add USSF and Dept of AF (replacing USAF) to ENDS.
- Approve updated calendar changes 7/26/2024

Cat III Bylaw Changes

- Review Cat III board/staff linkage policies and recommend any changes at October meeting

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Consensus on Motions

- New Category for Surviving Spouses
- Eligibility standards for Achievement Awards (serving director eligibility)
- Non-Director Committee members will be non-voting members
- Elimination of sentence defining “special mtgs as being non-open” – Art. V, Section 7b
- Endorse Director Meredith’s motion to perform outreach to membership re: appointed directors (work in conjunction with Nominating Committee on this)
 - Present options moving forward to BOD April 2026 meeting

Motion 1: Move that the Board amend the AOG



Bylaws: **Article 1. Vision, Mission, Guiding**

Principles, Section 2. Mission: to read, “. . . support USAFA in its mission to forge leaders of character, motivated to a lifetime of service, and developed to lead our Air Force and Space Force as we fight and win our Nation’s wars.”



Motion 2: Move that the Board amend the AOG Bylaws: **Article I. Vision, Mission, Guiding Principles, Section 3. Guiding Principles:** para. d. by changing “U.S Air Force” to read “Department of the Air Force (DAF)”.



Motion 3: Move that the Board amend the AOG
Bylaws: **Article III. Membership, Section 5.**
Honorary Members: by inserting “the Space
Force,” between “the Air Force,” and “the
Academy”.



Motion 4: Move that the Board amend the AOG

Bylaws: **Article III. Membership, Section 9.**

Termination or Denial of Membership: para. c. by inserting “the Space Force,” between “the Air Force,” and “the Academy”.



Nominating Committee

Director Dial

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Members

- Col (Ret) Hank Hoffman '63
- Col (Ret) Bob Lowe '71
- Gen (Ret) David "DT" Thompson '85
- Lt Col Nathan Dial '10
- Maj Alexander Fogassy '12

July Discussion Points

01 Committee Non-Directors

02 Award Committees

03 Tweaks to Awards

- a. Bylaw Change
- b. Award Submissions & Selection

04 Election Ballot & Materials

- a. Single Pathway
- b. Proposed Material Changes

05 Board Composition & Size

- a. Number of directors & term limits
- b. Appointed Positions

06 Request for Action

- a. Communication of Awards
- b. Election Information
- c. Appointed Director Database



01. Non-Director Members

Nominating Committee Non-Directors



Names | Graduation Year

1. Eric Hembling | 2020
2. Johnston Hall | 2012
3. Krystal Grunell | 2011
4. Marc Fulson | 2003
5. Tish Norman | 1985
6. Tom Berry | 1971
7. Dana Drenkowski | 1968

Roles on Committee:

Confirmed, none are running for election in 2027

Non-voting members

Provide information, feedback, and ideas to the committee

Serve as committee members for awards over the next two cycles



02. Award Committees

Distinguished Graduate Award



Committee Chair: Bob Lowe | 1971
AOG President/CEO: Mark Hille | 1997
DG Recipient: TBD
DG Recipient: TBD
Non-Director: Krystal Grunell | 2011
Non-Director: Dana Drenkowski | 1968

Formalize Committee: 30 August 2025
First Meeting: September or October TBD



Leadership Achievement Award

Committee Chair: DT Thompson | 1985
AOG Staff: Naviere Walkewicz | 1999
LAA Winner: TBD
Non-Director: Johnston Hall | 2012
Non-Director: Tish Norman | 1985
Non-Director: Eric Hembling | 2020

Formalize Committee: 30 August 2025
First Meeting: September or October TBD

Young Alumni Excellence Award



Committee Chair:	Alex Fogassy 2012
AOG Staff:	Michael “Baja” Cornelius 2000
YAEA Winner:	TBD
YAEA Winner:	TBD
Non-Director:	Marc Fulson 2003
Non-Director:	Tom Berry 1971
Formalize Committee:	30 August 2025
First Meeting:	September or October TBD

Sullenberger Award for Courage*



Sullenberger Office:	TBD
USAFA Strategic Comms:	TBD
AOG Board Member	TBD – Trapper Carpenter?

Formalize Committee:	TBD
First Meeting:	TBD

*Presentation is every year during National Character and Leadership Symposium (NCLS)

*Not Part of the Awards Night in July where DG, LAA, and YAEA are presented



03. Bylaw Changes to Awards

Bylaw Changes – Award Eligibility



Current AOG Directors cannot win or be nominated for awards while serving on the Board.

Current AOG Directors cannot nominate individuals for awards while serving on the Board

Governance Committee:

- Suggestion: Bylaws Article VIII, Section 6, c, add “iii” with both statements.



Draft motion together with Board

Award Submissions

Young Alumni Excellence & Leadership Achievement Awards



Standardize award applications & number of winners:

- 2 recommenders (no more & no less) | CV/Resume | Personal Information Validation
- Codify “up to three winners” for each award (YAEA, LAA, & DG)

Encourage committees to evaluate packages on three areas:

- Military excellence
- Business and civilian service excellence
- Contribution to USAFA/AOG Community (outside of financial giving)

Positives:

- Codifies the selection of three members annually
- Encourages analyzation of “contributions” into three clearly defined lanes
- Streamlines the review process for all applications

Negatives:

- Raises the bar for applications, potentially excluding strong candidates
- Prevents the Board from rolling over pre-2025 applications without significant revision



04. Election Ballot & Materials

Proposed Election Materials



1. CV/Resume
2. Candidate statement
3. Official headshot
4. **Provide answers to three standardized questions**
 - Questions developed by the Nominating Committee and approved by the Board
 - Questions help the electorate understand the candidate's strengths & goals

Positives:

- Encourages meaningful differentiation between applications, highlighting unique strengths and contributions

Negatives:

- Requires the Board to reach consensus on evaluation criteria and priorities
- Assumes voters will thoroughly review each candidate's complete application package

Bylaw Change - Single Pathway to Election Ballot



Two actions finalize an application to be eligible for the ballot

1. **Acquire 25 member signatures (potentially up to 100 signatures)**
2. **Complete an application packet**

Positives:

- Reduces confusion by clarifying the application process
- Increases the standard of entry, ensuring more qualified submissions

Negatives:

- Application packages require more time and effort to complete

Governance Committee:

- Suggest: Bylaws Article VI, Section 1, b & c, change wording to reflect new rule
- Suggest: Governance Policies, 4.9, 2, b, iii, change wording to reflect new rule



Draft motion together with Board
for one path on to election ballot

Bylaws Article V, Section 1 edit



05. Board Composition, Size, & Appointed Directors Discussion

Board Composition Discussion



Recommendation to keep current regulation for Director terms:

- 4-year terms with no more than 2 consecutive terms (8 years total)

Other options discussed:

- 6-year terms, no more than 2 consecutive terms (12 years total)
- 6-year terms, not eligible for consecutive terms

Board Composition Discussion



We should have an odd number on the Board

- Currently, 16 Directors serve, and *we recommend 15*

Positives:

- Prevents 8-8 votes & increases the efficiency of the Board

Negatives:

- Implementation timeline & the Board loses a resource



Draft motion together with Board
for 15 Directors

Bylaws Article V, Section 1 edit

Board Composition Discussion



4 options discussed on the path to 15 Directors

(Status quo) 11 elected + 1 CAS president + 4 Appointed

1. 11 elected + 1 CAS president + 3 Appointed
2. 10 elected + 1 CAS president + 4 Appointed (Recommendation)
3. 12 elected + 1 CAS president + 2 Appointed (Recommendation)
4. 14 elected + 1 CAS president



Do you see the following Directors as assets or liabilities?

Gen (Ret.) David “DT” Thompson | 1985
Christian Evans | 2008
Lt Col Nathan Dial | 2010
Major Jennifer Walters | 2011

If you see all four as assets

Vote to Keep 4 Appointed Directors

If you see some as assets and others as liabilities

Vote to keep 2 Appointed Directors

If you see none as an asset, and all as liabilities

Vote to eliminate all Appointed Directors



Vote 1:

Do we have 0 or more than 0 Appointed Directors for reasons outside of replacement?

Vote 2 (if necessary):

Do we have 2 or 4 Appointed Directors for reasons outside of replacement?



Draft motion together with Board
For 0, 2, or 4 Appointed Directors

Bylaws Article V, Section 2, b edit

Appointed Position Discussion



When should the Board appoint?

- Every even year following the election

Positive:

- Allows for the current (not outgoing) Board to determine how to use the tool

Negative:

- Requires 2x more new Director training for staff and less continuity for the Board

Appointed Position Discussion



Appointed Directors serve one 4-year term only

Positive:

- Ensures a range of graduates serving in the Appointed positions

Negative:

- Creates more turnover and less continuity



Draft motion together with Board
for appointing Directors on the even
year following an election

Bylaws, Article V, Section 3, b edit

Appointed Position Discussion



Should Appointed positions be able to run while serving?

- The off-cycle appointments raises this question
- Elections will be held during their 1st and 3rd appointment years

Recommendation:

- Appointed Directors cannot run for election until after their 4-year term is complete



Draft motion together with Board
explaining Appointed directors
cannot run for election until after
their 4-year term is complete

Bylaws, Article V, Section 3, c edit
or

Add “e” to section explaining

Appointed Position Discussion



Mechanics to even year appointees:

- Dial & Evans remain on the Board through April 2028
- Thompson & Walters remain on the Board through April 2030

Positives:

- Board maintains continuity and smoothly transitions to the new appointment format
- Predictable participation and configuration

Negative:

- Requires current appointees to serve 5-year terms.



Draft motion together with Board
explaining Appointed directors serve
one 4-year term, with carve out for
current Appointed Directors

Bylaws, Article V, Section 3, c edit
or

Add “f” to section explaining



06. Requests for Staff & Directors

Communication Strategy with Awards



Staff Request:

1. We would like to see the Communication staff's plan to leverage former winners, Foundation and AOG Board members, and Class Advisory Senate (CAS) members to get the word out and solicit more applications and membership participation in the awards process.

Committee Suggestion: Social media & emails that individuals can copy & paste, to provide one consistent voice with the proper links, information, etc.

Positives:

- Standardizes messaging across the USAFA community
- Leverages the networks of former award recipients, CAS members, and AOG/AFAF Board members
- Encourages authentic engagement from trusted voices within the community

Negatives:

- Increases workload for staff
- Relies on each group's willingness and comfort level to copy, paste, and share the message

Election Information



Staff Request for information:

1. What is the number of candidates on the ballot during the 2019/2021/2023/2025 elections?
2. What is the number of people who used the 25-nomination option in 2019/2021/2023/2025?
3. What is the price point for each election round using the software vendor?
4. Is it possible to add video to the election ballot?
 - Some directors are curious if we can have it to offer a higher level of connection/scrutiny of each candidate.

Future Appointed Directors



Director Request:

We ask each Director to supply 1 name with the following information NLT 1 Sept 2025:

1. Two areas of expertise that drives your recommendation. Provide one sentence for each area.
2. Last Name, First Name
3. Class year
4. Email
5. AOG Number
6. Cell phone
7. Location (city, state)
8. Military status (active duty, retired, separated)
9. Gender (optional)
10. Ethnicity (optional)

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Task Force Updates





Implementation Task Force

Director Walker

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Election Hot Wash Task Force

Director Walters

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Engagement Paradox



What the Data Reveals:

- 22.87% participation rate (Page 1) - yet 94.1% satisfaction with process mechanics (Page 8)
- Stark generational divide in participation that winnows to almost none

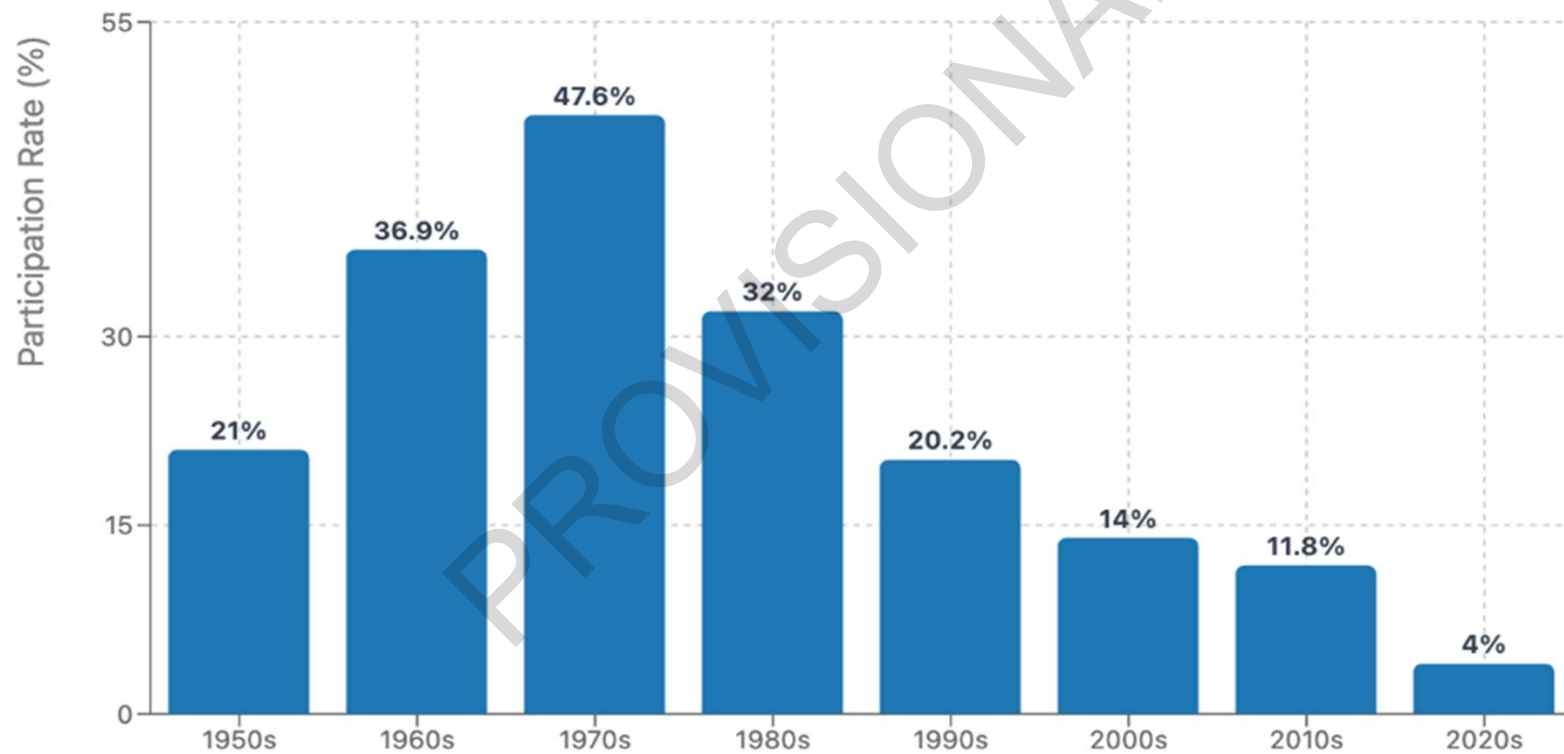
Strategic Insight: mirrors MIT's Election Lab research showing "higher education, older age" are strongly associated with higher voter turnout. Our issue isn't process failure—it's relevance failure for younger demographics.

Key Implication: high-quality process that isn't reaching the members who most need Board representation for long-term organizational health



USAFA Alumni Board Election Participation by Graduation Decade

2025 Board Election Results - Average participation rate by decade of graduation



Beyond Traditional Voting Theory



CIRCLE Academic Research Findings:

Shows "a 29-point gap in self-reported voter turnout between young people who were contacted at least once and those who were not contacted at all."

Gen Z and Millennials, those early in their career engage weekly when associations adopt technology effectively

Strategic Question: Are we treating all members the same when research shows different generations require fundamentally different engagement approaches?

Note: CIRCLE is the Center for Information & Research on Civic Learning and Engagement at Tufts University.



Appointed Director Timing Issue

The Confusion: Election results announced immediately, appointed directors selected immediately afterward - risk creating perception of predetermined outcomes

Research-Based Solution: MIT Election Lab research shows that transparency and clear processes are key factors in voter engagement. When people understand how systems work, they're more likely to participate.

Implementation Roadmap



Why 26% for Recent Graduates?

Current Reality:

- 44-percentage-point gap between 1970s (48%) and 2020s (4%) graduates
- Overall organizational average: 23% participation

Research-Based Target Logic:

- 26% represents closing the generational gap by exactly half
- Brings recent graduates slightly above organizational average
- Creates measurable benchmark: 44-point gap → 22-point gap

Implementation Timeline: 6 months:

4% → 6.5% | **12 months:** 6.5% → 10% | **18 months:** 10% → 15.5% | **24 months:** 15.5% → 21% | **2027 election:** 21% → 26%

Next Steps



Collaborative Team Effort from Grads Who Experienced the Election Process First-Hand

Erin Staine-Pine, 98, 33.1%

Ebony Johnson, 2000, 26.5%

Charlie Crouse, 2013, 17.4%

Incorporating the insights and feedback of grads who have already demonstrated a desire to serve in a volunteer capacity for the betterment of the graduate community

October 2025 Meeting → will bring recommendations and motions for the Board's consideration

Direct Feedback (Comments Section)



Strong Overall Satisfaction

- Majority praised the electronic voting process as efficient and user-friendly
- "This was a very efficient and effective voting process"
- "Simple and straightforward. One stop shop for candidates, bios, amendments, proposals etc."

Top 3 Improvement Areas Identified

- Technical Issues - Session timeouts causing lost votes
- Information Access - Ballot delivery problems and insufficient amendment context
- Data Privacy - Concerns about member information access and unauthorized communications

Technical Issues - Session Management & Platform Stability



"I needed more than one hour to reads all the bios and vote. I lost my ballot when I went over an hour. When I signed in again the ballot I'd been working on was gone and I had to start over."

"Ballot timed out before I was finished and wiped out all of the selections made up to that point. No warning that it was timed out until I tried to cast the ballot."

"I used the Vote Now link and completed and submission failed and brought me back to a blank form requiring me to reenter my selections and submit a second time."

Information Access & Data Privacy



"WAS PRETTY HARD TO GET A BALLOT. STILL DON'T HAVE AN EMAIL. THANKFULLY THIS WAS FOLLOWED UP WITH SNAIL MAIL."

"Arguments for and against the amendment would have been useful."

"I would've like to have more information on the rationale behind the changes to the bylaws."

"I think it's sketchy to receive mail from the Unity group. Who else is the AOG giving my information to?"

"Any candidate who exploited laws pertaining to obtaining my personal information to include my address should be identified on the ballot."

Class Advisory Senate

Director Cinnamon



Foundation Report

Alex Gilbert '87



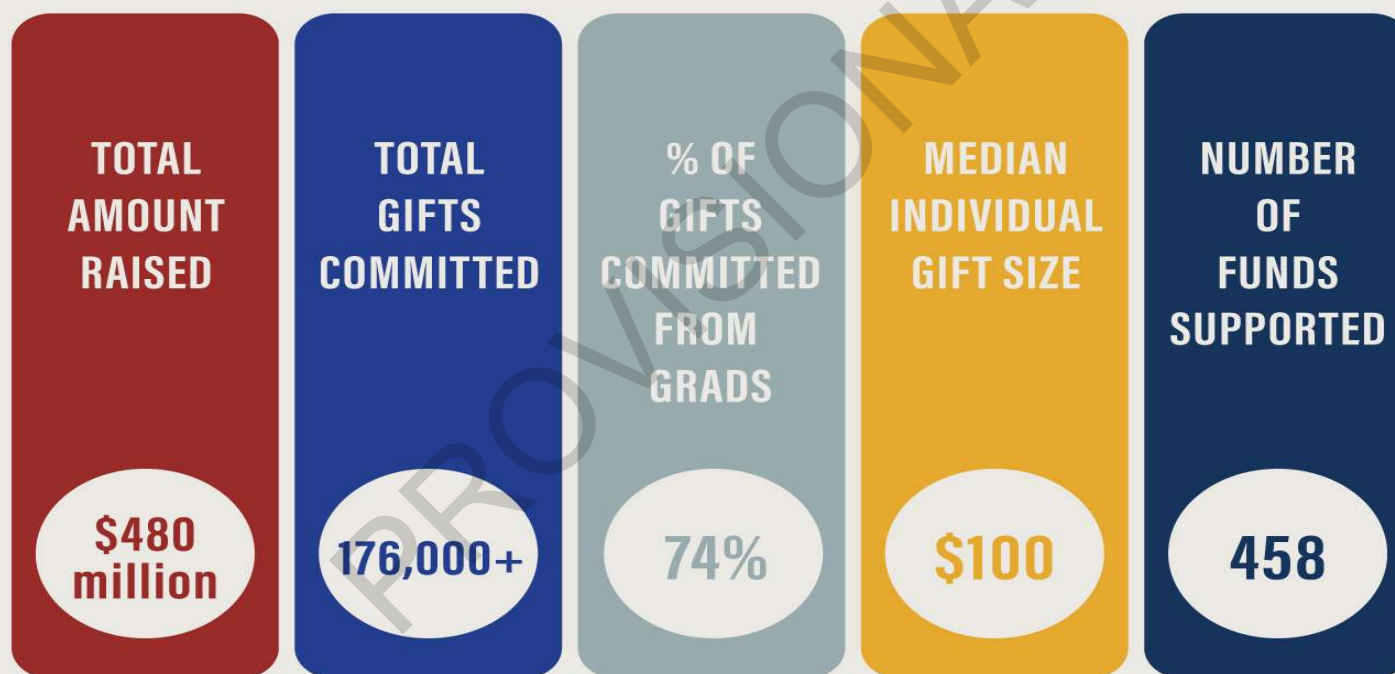
Air Force Academy Foundation Board of Directors



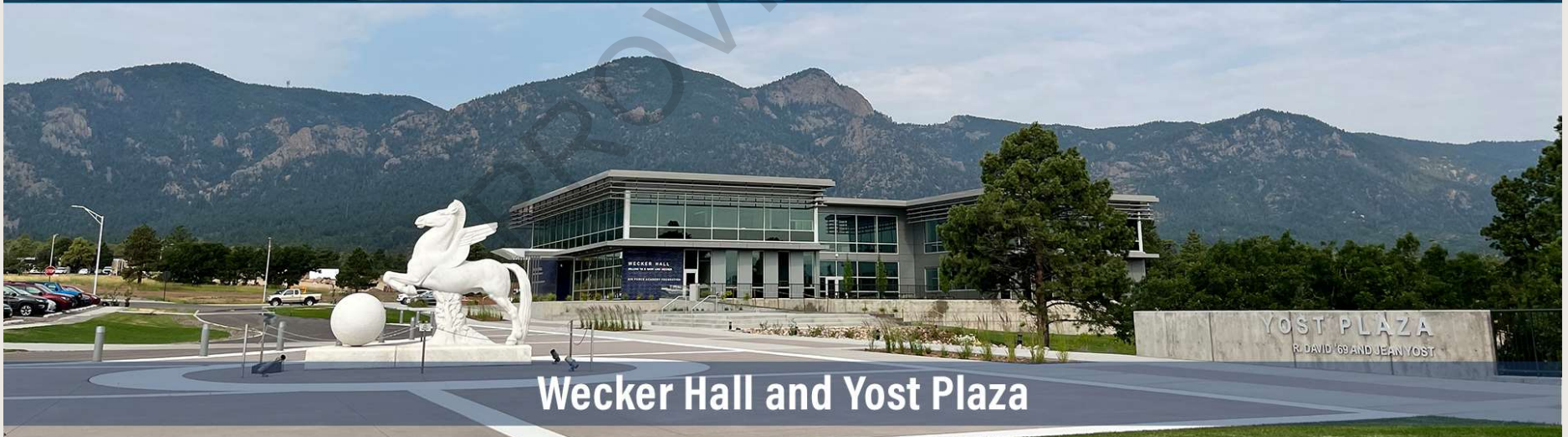
The Air Force Academy Foundation exists to provide financial support for Academy programs and ensure all donations are carefully and faithfully stewarded.

- Board focuses on strategic direction and alignment with Academy mission.
- 61 Board directors – virtually every decade represented.
- Board meets 3X's annually plus committee meetings and ExCom.
- Board fully supports joint mission with AOG: **Support Academy, serve graduates and preserve heritage of institution.**
- Positive relations with USAFA critical to mission and impact.

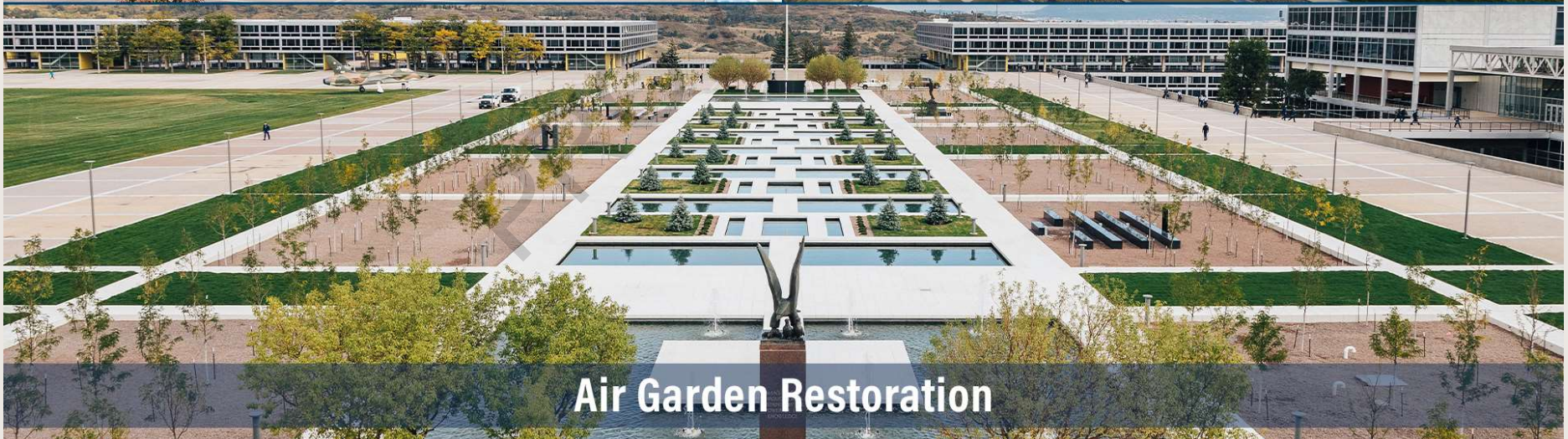
Foundation impact since 2007



Donor-supported projects



Donor-supported projects



Donor-supported projects



HH-3E Jolly Green Giant



Air Warrior Combat Memorial



Leadership Challenge Tower



Institute for Future Conflict

Honorary Membership Recommendation – Mr. Duane Boyle

Hans Mueh + Steve Simon, sponsored by Director Dudley



All Director Discussions

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- Committee Non-voting Member Decision

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Director Motions

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Motion on Giving Grads a Voice



Author: Director Rod Bishop

Motion: Move the Board of Directors provide the following directions to the AOG staff:

WHEREAS in February, 2025, AOG members elected new members of the AOG Board of Directors in part because of their pledge to try to cause the AOG to “give grads a voice” about the Air Force Academy, if elected;

WHEREAS in February, 2025, AOG members voted by a margin of 76%+ to change the Articles of Incorporation and the Bylaws of the AOG in part to “give grads a voice” about the Air Force Academy; and

WHEREAS AOG members are more likely to feel that their AOG supports them and, as a result, to support the AOG and the Air Force Academy if the AOG “gives grads a voice” by collecting and providing the Air Force Academy’s leadership information about the view of graduates about the Air Force Academy and other issues of concern to our graduate community, and also forwarding to applicable organizations or offices with the power to take action;

THEREFORE, the Board of Directors of the Air Force Academy Association of Graduates directs that its staff put on the AOG website a means of collecting the views of Air Force Academy graduates about the Air Force Academy, and other issues of concern to graduates, and of identifying appropriate information about those graduates and their concerns/suggestions. Additionally, the staff is asked to provide the AOG Board of Directors ideas and suggestions on additional ways to “give grads a voice” about the Air Force Academy and concerns/suggestions they might have.

Prior Action: None taken.

Purpose: Justification is in body of motion.

Motion on forming External Communications Committee



Author: Director Denny Merideth

Motion: Move that AOG Bylaws be amended to add paragraph e to Article VIII section 6 authorizing a standing External Communications Committee to develop relationships extending the visibility and influence of the AOG and AOG Board by adding the following:

External Communications Committee: The External Communications Committee (ECC) shall be composed of not less than 5 voting Directors and the AOG CEO as a non-voting member. Members shall be experienced in cultivating networks, public engagement, and communication. The ECC shall develop and execute engagement opportunities to build a supportive and synergistic network of relationships across the spectrum of organizations, boards, and entities that can positively impact the AOG's mission and the USAF Academy. The ECC will ensure relationships are supportive of the AOG CEO and BOD. A monthly report will be posted on the BOD internal management platform, and a consolidated report will be given at each scheduled board meeting.

Prior Action: Governance Committee acknowledged the motion, but no discussion or action followed.

Purpose: Members of the BOD have excellent standing with various entities and influence leaders. This committee is to leverage the skills and access of members of the BOD to "advance key mission-related concepts, build alliances, further the impact of the association, raise the confidence of stakeholders, and build trust in the association.

Motion External Communications Committee Appointments



Author: Director Denny Merideth

Motion: Move the following Directors be appointed to the External Communications Committee and the Committee Members select the Committee Chair at their first meeting: DT Thompson, Rod Bishop, Christopher Walker, John Cinnamon, and Alex Fogassy.

Prior Action: Governance Committee acknowledged the motion, but no discussion or action followed.

Purpose: Capture the outstanding capabilities of specific directors to build relationships in concert with the CEO. Each named director has superb credibility with a range of entities and can represent the AOG BOD in a truly impactful fashion.

Motion on BOD Resolution – Merit in the Military

Author: Director Christopher Walker



Motion: Move the Board of Directors adopt the following resolution and the AOG CEO ensure delivery to appropriate congressional leadership.

Resolution – Merit in the Military

WHEREAS, the United States Armed Forces bear the solemn duty to defend the nation and, at all levels, require the best-qualified leaders to ensure mission success and to optimize warfighters' safety;

WHEREAS, the principle of merit-based advancement is fundamental to military effectiveness, requiring personnel actions—including accessions, training, assignment, and promotion—to be based strictly on demonstrated performance, capability, technical competence, and fitness;

WHEREAS, race, ethnicity, and national origin have no correlation with leadership ability, and their consideration in military personnel decisions would violate the constitutionally mandated equal protection of the laws and undermine selection of the best-qualified individuals;

WHEREAS, the use of demographic goals, targets, or preferences in military personnel decisions can erode trust, weaken morale, and diminish unit cohesion, ultimately degrading combat effectiveness;

WHEREAS, DoD civilian employees are protected by statutory prohibition (Title VII) against race-based discrimination, but uniformed service members lack such statutory protection, necessitating clear legislative safeguards; and

WHEREAS, Congress has the constitutional duty under Article I, Section 8 to regulate the armed forces and to ensure military personnel policies align with equal protection principles as much as possible; now, therefore, be it

RESOLVED, by The United States Air Force Academy Association of Graduates, at its Board of Directors meeting on July 25, 2025, that merit-based criteria should be used in all Department of Defense military personnel actions, explicitly prohibiting the use of race, ethnicity, and national origin, to ensure the highest level of combat effectiveness and military readiness.

Motion to form an Advisory Council Task Force



Author: Director Denny Merideth

Motion: Move that the Board of Directors establish an Advisory Council Task Force to determine the feasibility of forming an Advisory Council for the AOG Board of Directors. The Advisory Council would serve as an independent sounding group, provide advice, expertise, and special project leadership. The size of the Council, selection of members, stating objectives, defining clear organizational lines, and lines of synchronization are to be among the recommendations of the Advisory Council Task Force. A key objective is for the Council to provide awareness to the Board on the effectiveness of hearing the voices of graduates and the effectiveness of outreach to graduates from both the AOG and the AOG Board of Directors. An initial report of the Task Force will be due to the Board of Directors at the October 2025 scheduled board meeting.

Prior Action: Governance Committee briefly discussed the motion, but no definite action followed.

Purpose: The benefits of a positively structured and charged advisory council or advisory committee can be significant. Establishing an advisory body can expand the active involvement of graduates, provide both a depth and breadth of knowledge to be tapped for advice, and enhance the transparency of the BOD. There are advisory bodies at other institutions and non-profits that can be researched for whether the concept is effective or not. The potential benefits of an advisory body justify the formation of a task force to make recommendations and to refine an approach to implementation.

Motion on BOD Resolution - Pardon & Amnesty



Author: Director Rod Bishop

Motion: Move the Board of Directors adopt the following resolution and the AOG CEO ensure delivery to appropriate administration leadership.

WHEREAS federal courts have ruled that the military's anthrax and COVID vaccine mandates violated federal law and the President of the United States and the Secretary of Defense have stated in writing that the military's COVID vaccine mandate was "unjust" and "unlawful as implemented," respectively;

WHEREAS, thousands of military members, **including USAFA graduates**, negatively impacted by these illegal military vaccine mandates deserve remedies they have not received;

WHEREAS, the means of obtaining these remedies, including through the Boards for Correction of Military Records, which can be costly and time-consuming, are not timely, effective or otherwise satisfactory;

THEREFORE, the Board of Directors of the Air Force Academy Association of Graduates strongly endorses the recommendation of other organizations that the President of the United States grant pardons/amnesty to all those who have been negatively impacted by the military's anthrax or COVID vaccine mandates.

This resolution will be posted on our Association of Graduates website and included in updates sent to graduates of the United States Air Force Academy.

Prior Action: None taken.

Purpose: Justification is in body of resolution.

Motion Regarding Appointed Directors to the AOG BOD



Author: Director Dan Bohlin

Motion: Move that the AOG Board directs that the Governance Committee report to the Board proposed changes to the Bylaws, NLT than its next regular meeting, that ensure the Board only makes future Director appointments to the Board to fill elected Directors' vacated positions.

Prior Action: Governance Committee acknowledged the motion, and incorporated ideas into the larger discussion of appointed directors but no action followed.

Purpose: In March and April 2025 following the issues surrounding appointments there were many graduates who voiced concerns about the process. This motion honors their request of BOD having no appointed Directors except to fill a vacated elected Director's position for the remainder of that Director's term.

Motion on Aligning Bylaws with USAFA and DAF Terminology



Author: Director Dan Bohlin

Motion: Move that the AOG Board amends the AOG Bylaws as reflected in the following:

Article I. Vision, Mission, Guiding Principles, Section 2. Mission: to read, "... support USAFA in its mission to forge leaders of character, motivated to a lifetime of service, and developed to lead our Air Force and Space Force as we fight and win our Nation's wars."

Article I. Vision, Mission, Guiding Principles, Section 3. Guiding Principles: para. d. by changing "U.S. Air Force" to read "Department of the Air Force (DAF)." *[Director Fogassy recommends "U.S. Air Force and U.S. Space Force" instead of Department of the Air Force (DAF) for this line]*

Article III. Membership, Section 5. Honorary Members: by inserting "the Space Force," between the Air Force and the Academy.

Article III. Membership, Section 9. Termination or Denial of Membership: para. c. by inserting "the Space Force," between the Air Force and the Academy.

Prior Action: Governance Committee discussed the motion and Chair Krauth stated that prior proposals by the committee for like changes would be incorporated into the final motions. General consensus to support the changes.

Purpose: Update the guidance to incorporate changes made to the alignment of the Space Force, Department of the Air Force and USAFA mission and vision statements.

Motion on Review of Appointments



Author: Director Denny Merideth

Motion: Move that the Board of Directors direct the Governance Committee to conduct an outreach process to gather AOG member inputs on Board appointment of directors, review requirements, establish a timeline of actions, and prepare a proposed amendment addressing BOD appointments of directors. to be voted upon by the AOG Board of Directors at the October 2025 scheduled board meeting.

Prior Action: Governance Committee discussed at two committee meetings with general agreement on concept and wording. Primary clarification needed on date as the initial motion identified December meeting and at most recent committee meeting a general agreement was that the April 2026 meeting would give time to prepare. Additional discussion on the group to task led to a consideration of a joint committee made up of the Governance Committee and the Nominations Committee.

Purpose: There are several issues raised concerning BOD makeup, term length, appointments, and voting as well as several motions put forward to amend guidance in reference to the wide range of questions. Establishing a responsible committee or task force with an expected completion date consolidates the linked issues.

Motion on Amendment for Appointments

Author: Director Denny Merideth



Motion: Move that the AOG Board of Directors amend the Bylaws to make Appointed Directors non-voting positions except in the case where a director is appointed to replace an elected Director vacancy by making the following changes:

Change Article II Section 5 to read: **Appointed Directors:** AOG graduate members appointed to the Board of Directors as non-voting Directors pursuant to the requirements set forth in Article V".

Change first line of Article V Section 2b to read: "There shall be no more than four non-voting appointed directors ..."

Change first line of Article V, Section 5d to read "The Secretary shall be an elected ~~or appointed~~ director and shall serve as...."

Change Article V Section 10a to read: A quorum of two-thirds of the total number of directors eligible to vote must be present for the Board to act on any issue.

Change Article V Section 10b to read: Each elected director, and any director appointed to fill an elected vacancy, is entitled to one vote on every issue., ~~except that appointed directors eligible for reappointment may not ratify their own appointment.~~

Prior Action: Governance Committee acknowledged the motion, but no discussion or action followed.

Purpose: In March and April 2025 following the issues surrounding appointments there were many graduates who voiced concerns about the process. This motion honors their request for the BOD to consider the voting privileges of appointment Directors.

Motion on Surviving Spouse Amendment



Author: Director Alexander Fogassy

Motion: Move that AOG Bylaws be amended to add a category of membership to Article III titled “Surviving Spouse Member” by making the following changes:

Replace Article III Section 2 with the following: **“Surviving Spouse Members:** Surviving spouses of Graduate Members are invited to opt-in for a lifetime membership in honor of their spouse’s Graduate Membership with all benefits except they may not vote in elections.”

Renumber the remaining sections to 3 through 10 accordingly.

Prior Action: Governance Committee discussed the motion and CEO Mark Hille provided additional input as to the current recognition of Surviving Spouses. The discussion included a determination that the category of Surviving Spouse would be for the spouse at the time of a member’s death. The details of how to incorporate the added category with ongoing recognition efforts would be the responsibility of the AOG staff.

Purpose: Throughout a lifetime of service and commitment to the AOG the spouses of many graduates are just as invested as their graduate spouse. The addition of the category of “Surviving Spouse” recognizes the service and commitment that a spouse has given through lifetime of association with the AOG.

Motion on transparency Amendments



Author: Director Denny Merideth

Motion: Move that AOG Bylaws be amended to improve transparency by making the following changes:

Change Article V Section 7b to delete the following sentence: "Special meetings are not considered open meetings."

Delete the second sentence of Article V Section 8: "All Board meetings shall be open to all members who are able to attend in person. ~~This does not include attendance at committee meetings.~~"

Prior Action: Governance Committee discussed the motion and addressed whether the entire sentence should be deleted or just to remove the word "not" from first portion of motion. Either action achieves the same end point. The deciding point is whether a positive reference to "are open" is preferred versus the lack of any contrary statement about the meetings being closed.

Purpose: There has been a perception of a lack of transparency in BOD meetings and decisions. These two changes are fashioned to make improvements in both the perception and the practical application of transparency.

Motion - Justice Delayed Input to Board of Visitors Committee



Author: Director Rod Bishop

Motion:

Whereas justice delayed is justice denied.

Whereas AOG Board members have received extensive feedback from graduates, parents, cadets, and lawyers that the time involved in resolving military justice cases is excessive

Whereas excessive timelines in administering justice run contrary to the original intent of the military justice system and are extremely detrimental to the morale of a unit.

Whereas graduates, parents, cadets, and lawyers have informed AOG BOD members on other irregularities in the USAFA justice system also negatively impacting morale

It is so moved that the External Affairs Committee and /or the Association of Graduates' CEO communicate these concerns of our community to the organization that has oversight of the morale at USAFA – specifically the USAFA Board of Visitors – for their possible action.

Prior Action: No prior action.

Purpose: Captured in the body of the motion.

Motion on amendment to Clarify Article XII



Author: Director Denny Merideth

MOTION: Move that the AOG Boad of Directors amend the Bylaws to clarify Article XII "Amendments to Bylaws and/or Article of Incorporation" by making the following changes (additions in red and deletions with strikethrough):

ARTICLE XII. Amendments to Bylaws and/or Articles of Incorporation

Section 1. Board Proposed: The Bylaws will be reviewed biennially by the Governance Committee. The Board may propose and approve amendments to the Bylaws and may propose amendments to ~~for the~~ Articles of Incorporation. All amendments must be approved by two-thirds majority of the entire Board. Bylaws changes are effective immediately upon approval, unless otherwise specified.

Section 2. Membership Proposed: A member may also submit proposed amendments for a vote of the membership by obtaining the signatures of members representing at least five percent of all voting members. ~~All membership-proposed amendments to Bylaws and Articles of Incorporation must be submitted to a vote of the members. A quorum of 10 percent of the membership eligible to vote is required for the vote to be valid. The amendment must be approved by the majority of that quorum. Once the vote is concluded, the revisions and amendments will be adopted upon certification by the Board Secretary.~~

Section 3. Membership Voting: All membership-proposed amendments to Bylaws and Articles of Incorporation and all Board-proposed amendments to the Articles of Incorporation must be submitted to a vote of the members. A quorum of 10 percent of the membership eligible to vote is required for the vote to be valid. The amendment must be approved by the majority of that quorum.

Motion on amendment to Clarify Article XII - cont.



Section 4. Non-Substantive Changes: The Board shall have the authority to make non-substantive wording and numbering changes to the Bylaws for the purpose of ensuring their consistency, grammatical correctness, and coherence.

Section 45. Effective Date of Adoption of Membership Proposed Bylaws and Amendments: Once the vote is concluded, and the revisions and amendments will be adopted upon certification of the election by the Board Secretary.

Prior Action: Governance Committee discussed the motion. Director Walters provided an insight on her view that section 4 regarding “Non-Substantive Changes” should be retained. The ensuing discussion was not closed and bears further review upon motion presentation.

Purpose: The amendment written and adopted that changed this portion of the Bylaws inserted some uncertainty and duplicated some language. The bulk of this motion clarifies and cleans up the language. The following explains the logic of the changes:

1. Section 1 change: amending the AOI is codified in the Aol and does not delegate the authority for changes to the BOD. This change aligns the Bylaws with the AOI.
2. Section 2 change: the verbiage deleted is repeated in Sections 3 and 4/5 so deleting the sentences is removing duplicated wording.
3. Section 3 change: adds the clarification of board proposed amendments for vote which aligns the guidance to the change in section 1.
4. Section 4 deletion: the concept is a holdover from previous Bylaws, at least as far back as the 2011 version. The point of the paragraph was to allow the BOD to make non-substantive changes so that mundane type of corrections or improvements did not need full membership approval. With the 2021 amendment giving the BOD authority to make all changes to the Bylaws there is no real need for the non-substantive paragraph.

Assignments for October meeting





- Operating Plan & Budget to Directors
- BOD Meeting
 - AOG / AFAP Update
 - Committees / CAS Reports
 - Assign Gov. Policies Cat. 2 / Calendar Review
 - Approve Budget

MONITORING REPORT

DATE: 25 July 2025
POLICY TYPE: Executive Limitations
POLICY NUMBER: 2.5
POLICY TITLE: Asset Protection
POLICY DESCRIPTION: **The CEO shall not allow the assets of the AOG to be unprotected, inadequately maintained or unnecessarily risked. Accordingly, he or she may not:**

1. Fail to insure:

- a. against theft and casualty losses to at least replacement value, and**
- b. against liability losses to Board members, staff and the organization itself in an amount at least equal to the average for comparable organizations.**

REPORT:

The AOG maintains a comprehensive set of insurance policies which provide protection against theft and casualty losses; the current policy covers the calendar year. The current year coverage for Doolittle Hall and surrounding area (including the Southeast Asia Memorial Pavilion and Plaza of Heroes) is \$14 million. Additionally, the AOG maintains a Directors and Officers policy in the amount of \$4.0 million, Employment Practices Liability coverage of \$4.0 million, and Fiduciary Liability Insurance of \$1.0 million, which are all sufficient coverage for an organization of our size. The AOG also maintains an umbrella liability policy of \$9.0 million, business auto liability and calendar year workers compensation coverage of \$1.0 million each, and a general liability policy (aggregate) of \$1.0 million. Our Cyber Insurance coverage is \$2.0 million to cover incident response, digital data recovery, network extortions, and payment card loss.

2. Allow on-bonded personnel access to material amounts of funds or fail to insure against employee theft and dishonesty.

REPORT:

The AOG employee theft and dishonesty policy has coverage of \$3 million for the new coverage year and provides protection to the organization for acts of theft by AOG employees; forgery and alteration of documents, computer fraud, credit card fraud, and other liabilities. Additionally, our internal operating and control policies provide for appropriate segregation of duties and responsibilities that ensure the proper handling for cash and credit card data.

3. Subject facilities and equipment to improper wear and tear or insufficient maintenance.

REPORT:

The AOG has a facilities staff who maintain our building. The organization, by direction of the Board, established and funded a Heritage Initiatives and Preservation Fund that provides for the purchase of equipment and payment for services incurred to maintain all areas of the

constructed and leased property, excluding Doolittle Hall. When needed, maintenance assets and equipment are purchased, and upkeep and upgrade operations are conducted regularly to maintain the property.

4. Unnecessarily expose the AOG, its Board or staff to claims of liability.

REPORT:

As previously mentioned, the AOG maintains Directors and Officers, Employment Practices and other insurance coverage to mitigate exposure for the organization. Our internal operating procedures, human resource policies and our building use and maintenance procedures are developed and designed to provide a reasonable, commonly accepted and legal approach to conducting our business. Additionally, issues of a questionable nature which may affect the AOG's legal liability are referred to available legal counsel for an appropriate opinion, when necessary.

5. Make any purchase:

a. wherein normally prudent protection has not been given against conflict of interest

REPORT:

The AOG has a Conflict-of-Interest policy which requires Directors and Officers to disclose any conflicts or affirm that no conflict exists. This policy is executed on an annual basis, and Directors and Officers are required to update the disclosure in the event an occasion arises that would create a potential conflict of interest. The Employee Handbook, given to and acknowledged by all employees, also states the organization's policy regarding employee conflicts of interest.

b. of over \$50,000 without having obtained comparative prices and quality

REPORT:

All major purchases for the organization are approved by both the CEO and the CFO. Organization policy requires the submission of three qualified estimates or bids, when possible, for purchases in excess of \$50,000.

6. Fail to protect intellectual property, information and files from loss or significant damage, in accordance with commonly accepted business practices.

REPORT:

The AOG maintains electronic files which are backed up regularly to cloud storage service. Additionally, internal hard copy files are kept in a central location, and are locked, with limited access, during off duty hours.

7. Fail to inventory and maintain physical property with safeguards to minimize/prevent loss, damage or theft.

REPORT:

Merchandise for sale is inventoried and kept under lock and key in a designated storage area with limited and controlled access. Additionally, a detailed inventory of all fixed assets is maintained in our accounting software.

8. Receive, process, or disburse funds under controls that are insufficient to meet the Board-appointed auditor's standards.

REPORT:

Counter cash for merchandise is balanced daily with the assistance of the Customer Service staff, a cash requirements list is approved by the Senior Director for Finance prior to printing and disbursing of checks, and transfers of operating funds to Schwab, our investments custodian, are approved in writing by two senior staff members before being authorized for transmittal. Petty cash is sparingly used and is kept locked in a hardened steel safe during the day and after hours.

9. Endanger the AOG's public image or credibility.

REPORT:

All employees on staff have received a copy of the updated January 2024 Employee Handbook which outlines employee responsibilities to the organization, in fact and in appearance.

10. Change the organization's name or substantially alter its identity.

REPORT:

In its meeting on October 18, 2024, the Association of Graduates board of directors approved a new brand and identity, including use of a shared brand with the Air Force Academy Foundation. Though the shared brand makes use of the name U.S. Air Force Academy Association & Foundation, the Association of Graduates' name remains the organizational identity, and the brand captures the mission and purpose of the AOG.

Status: In Compliance

MONITORING REPORT

DATE: 25 July 2025
POLICY TYPE: Executive Limitations
POLICY NUMBER: 2.6
POLICY TITLE: Investment Management
POLICY DESCRIPTION: **The CEO will not fail to invest in accordance with the current Board-approved Financial Management and Investment Policy (FMIP).**

REPORT:

Investments are compliant with the approved FMIP. The Chief Financial Officer invests operating capital and other required liquid funds in a US Treasury fund or other high-quality money market fund, as required by the FMIP.

Status: In Compliance

PROVISIONAL

MONITORING REPORT

DATE: 25 July 2025
POLICY TYPE: Executive Limitations
POLICY NUMBER: 2.13
POLICY TITLE: Annual Audit Report
POLICY DESCRIPTION: **The CEO will not fail to immediately address major findings in the annual audit report.**

REPORT:

There were no significant or unusual transactions or significant accounting policies in controversial or emerging areas identified in the audit of the fiscal year 2024 financial statements. The auditors issued an unmodified report on our 2024 financial statements. Additionally, the organization's 990 was prepared and filed on time.

Compliance Status: **In Compliance**

PROVISIONAL

Board Remarks – July 2025

1. Good morning. My remarks today will be focused on two principal topics before handing over the floor to Baja/Kelly and Katie. First, I will offer some reflections on our organization after five years in this or an adjacent seat, and second, I will provide my traditional overview of our activity for the last quarter.
2. I'll begin with some history.
3. During the AOG election in February of 2019, the membership approved a change to the Bylaws, and with it, the adoption of the single CEO model. General Mike Gould was subsequently named the first CEO in the spring of 2020.
4. I returned to our Academy about that same time and have served, first as the president and now CEO... During those years, I've had a chance to observe several realities of this unique union.
5. One observation is that we are not alone. I'm often asked "what do West Point and Annapolis do?" West Point has a single organization and a single board – not unlike our AOG circa 2001. Annapolis, on the other hand, mirrors our organization today - two boards connected by a memorandum of agreement, sharing a single staff. The only difference is that our Annapolis colleagues have been at it for nearly 30 years instead of 5. Regardless of the governance model, in both instances the staff functions as a single unit. Alumni affairs, communications, development, stewardship...all integrated.
6. This is common in higher education and creates – from the staff perspective at least – significant operating efficiencies. There is a unified operating approach to our daily "external relations activities" without significant intramural squabbles, daily collisions or overlapping responsibilities.
7. From the board perspective, there are efficiencies in sharing staff as well. We save money. Several years ago we were paying for two finance offices, two HR functions, two communications departments, two payroll systems and separate benefits plans with smaller and more costly insurance pools. In combining the staff, we have eliminated duplicative support positions, cut cost and redeployed savings into the core business of engagement and fundraising...this is good.
8. But as the saying goes, there's no free lunch.
9. So, while the staff has a sense of being unified internally, we see the potential for competing priorities at the board level, and for tension. Which organization does the staff report to - both organizations fully, or to each one partially? What happens if the boards disagree about a response to Academy actions or policies? What happens if there are differing priorities for use of the staff? Indeed, it is not unreasonable to imagine that the boards may wrestle with these questions under the terms of the current arrangement. While each board retains full authority

to direct the activities of its organization, in a practical sense, each board's actions may significantly impact the future of the other.

10. In effect, each board has surrendered a bit of its autonomy to this greater joint enterprise, for the promise of a brighter future for all. These are boundaries yet to be tested, thankfully, and we will give everything we have to keep the system in its fine balance...but that balance does keep me awake at night.
11. I'll add a final wrinkle to this...the size of our boards. Between the two organizations we have 77 directors of which 70 are voting members serving on 21 different committees. We host seven board meetings and roughly 90 individual committee meetings each year, not including the activities of the Class Advisory Senate and other advisory councils. As an engagement tool, more is more...but from the standpoint of good governance and unity of purpose, I see a structural limit emerging. No doubt these issues were discussed six or seven years ago at the beginning of this arrangement – and those questions may need to be readdressed in the years to come.
12. **NEXT SLIDE:** Now to our performance over the last quarter.
13. One major development in terms of our first priority, **engagement**, is the addition of Baja Cornelius to the team, having taken over the responsibilities that Naviere held prior to her move to North Dakota and subsequent change in role. Recall that we sought an individual to round out our senior team who had significant Air Force experience, and Baja's presence and background is beginning to have the intended effect. Baja was only a few weeks into his tenure at the last meeting – now he is getting his arms around the work of graduate and parent relations...reunions, chapters, career services, Next of Kin support, graduate events.
14. Several of these programs are in need of renewed attention. As we aim to further expand alumni engagement around the country, we really do need to solve the **great question of chapters**. Chapters are wonderful instruments of local engagement, and in some places they are incredibly active organizations, to powerful effect. North Texas and South Carolina are two strong examples. But in many other locations, chapters are not active at all. Some chapters have broad representation of all grads living in that area... young, old, active duty, guard, reserve, retired and those in civilian careers. The Twin Cities Chapter stands out. Meanwhile others are unidimensional – a few classmates meeting for coffee at 10am.
15. Chapters come in all shapes and sizes, but each should be growing and reaching new members in their own way. Baja now has the challenge in the coming year to take the feedback from our strategic plan mid-course review, from chapters, and blend that to reinvest, and where necessary, reinvent our approach.
16. Another topic Baja has been tackling – which he will say more about in a moment – is our reunion program. We were delighted to receive a \$4mm gift last year to help make reunions more accessible, especially for the 10 and 20 year classes. But we have much work left to do to achieve our strategic goal of an 18-month planning window. Some classes naturally get there

(Class of '76 has been working on its 50th since the 45th), but others get behind the curve and the experience suffers.

17. Meanwhile, our membership for all program continues with current and soon-to-be graduates. We are also outpacing parent (non-voting) memberships from prior years. This, along with small improvements in our earned revenue activity in the last quarter means that we are trending in the right direction. I am pleased to report that in both the Association and Foundation, our net assets are growing, and we are meeting or exceeding operating results.
18. A particular bright spot provides an opportunity to compliment Navire in her new responsibilities. Our NextGen Advisory Council is up and running, and may be among the most important efforts we will undertake during my tenure. Following both boards' direction two years ago, we have formed a council advising the boards and the CEO, and working to connect, engage and invite the participation of graduates under the age of 50. This weekend the Council is meeting for the first time – 23 of the most dynamic individuals have dedicated their time and significant resource to making a difference. This group will meet twice a year, including this weekend when they will be reviewing the results of a recently completed young grad survey. I would strongly encourage each of you to spend time getting to know members of the council.
19. In terms of **philanthropy**, the first half of the year has been a good one. We understood that this would be the year or 18 months of a "recovery breath" following the successful seven-year campaign. Many of our most loyal donors made stretch commitments during the campaign, and the key projects have been completed, or nearly so. This is our chance for a strategic pause as we gather information from the Academy and stakeholders and consider the framework of the next campaign. Kelly will talk about the process, but the future effort might amount to another seven years, and a half billion dollars of support.
20. We can already see some projects emerging as possibilities; a renovated Doolittle hall, a restored Carlton house, help with the Baseball Field and the Cadet Library renovation, and perhaps a Space Education Center if approved. There must also be support for academic and athletic programs, faculty and departmental endowments, cadet travel as well as unrestricted contributions. The total needs will almost certainly outstrip our capacity, so identifying the intersection what is needed and what donors will support is key.
21. This moment of campaign soul-searching coincides with significant transformation at our Academy. Civilian personnel cuts, talk of a staff reorganization and change across DoD all mean that the question of "wither goes thou" our Academy is the essential one.
22. Nevertheless, we've raised more than \$21 million in the first half of the year outpacing 2024 and several of our better years in the campaign... I'm also pleased to report that we have finished out all but one of the major campaign projects and priorities, the remaining one being the Tuskegee airman memorial, a priority set by our former superintendent and carried forward by this administration.

23. But back on the naughty list after a great year in 2024 is graduate participation. It seems that as soon as we move the needle in the positive direction, we take a step back. Consistency in participation, especially for graduates of the last three decades, is a real issue. I will invite Kelly to share more about this during her remarks – we work on participation every day.
24. Now let's turn our attention to our third strategic imperative, **stewardship**.
25. A moment ago I mentioned a renovated Doolittle Hall. That gives me an opportunity to talk about our stewardship imperative of the history and heritage of the Long Blue Line. The future of Doolittle Hall, this campus and the heritage trail is an obligation we take seriously. I am pleased to say that we inspired images to get us launched on a fundraising effort to restore and enhance Doolittle Hall, ensuring that it is a heritage and events center for the future. Constructed in 1992, Doolittle Hall has been a marvelous asset of the Association of Graduates, but it was chopped up over the years with offices and it became more difficult to host events. With the completion of Wecker Hall and Yost Plaza, we are able to tackle a bold vision for the future of our AOG home. We are also proudly adding to the heritage trail...with ribbon cuttings set for fall of 2026.
26. **Communication**...One of the big demands of the strategic plan was to create and launch a combined brand for both the Association of Graduates and the Air Force Academy Foundation. Several recent comments from our graduate community, following the launch of the new website, have questioned the fidelity of the new brand to our heritage as an organization. Are we still the Association of **Graduates**? Are we also the Foundation? The answer is...yes. The organizations' names remain the Association of Graduates and the Air Force Academy Foundation. But rather than continue with two completely unrelated brands, we sought and received approval in 2024 for a combined representation of our organizations, abbreviated the association and foundation. I believe this multi-layer approach has merit, and would urge us to live with it for a period of up to 18 months before considering major adjustments, even as we sharpen our use of the individual and combined brands. Bill Boisture '67 – former CEO of Gulfstream and AOG director encouraged us to “spend behind the new brand” and tell the story of both organizations working together.
27. Amidst this, we are pleased to have launched a new website on July 1, and not a moment too soon. The AOG website was nearly 20 years old, and it showed. I bet you didn't know that every time we wanted to change a sentence, add a period, post a photo or a new set of minutes we needed a computer programmer to change code... this is how websites were constructed 20 years ago. Modern websites are far more nimble. We now have a website platform that allows our team to quickly respond with changes and new functionality. We launched the new site with the majority, but not all, of the content we will ultimately have. Each week we're adding another 5 to 10%. By the end of summer we will be fully operational.
28. I also want to reference the quality of our social media and new media. Three years ago we had little if any social media presence and our new media presence was thin. I am proud to say that has changed. This may not mean much to some of us who consume information via hard copy or email... But to engage young graduates, this is an essential capability. I would ask you spend a

little bit of time orienting yourself to some of these improvements. Wyatt or Naviere would be delighted to walk you thru individually as well.

29. Finally, a reference about our **organizational excellence**. One of the more significant developments for our staff over the last year is what we call our leadership council. It is effectively the next line of leaders in our organization beyond the group that's here in the boardroom with you. All credit to Katie Willemarck for not only bringing this concept forward, but nurturing it as well. The strategic plan calls for thoughtful succession planning training our newer leaders, is part of that. The results are positive - a stronger sense of shared goals, reduced turnover, and increased productivity and professionalism. And of course the move to Wecker Hall has arrived right on time – further enhancing our ability to work efficiently together day in and day out.
30. In closing, on behalf of the staff I thank you for your continuing service and generosity. We serve a noble mission together, and we appreciate the care you provide to us amidst your duties for the Association and Foundation.
31. I'll pass the mic to Baja and Katie.



Financial Statements

For the fiscal year to date through June 30, 2025

Management Discussion and Analysis

Statement of Financial Position (Page 2)

The enclosed financial results for the fiscal year-to-date through June 30, 2025, were prepared in accordance with generally accepted accounting principles (GAAP).

The total assets of the organization were \$124 million, an increase of approximately \$5.1 million from 2024. The use of \$10M of Moller fundings for the Kucera Legacy Center at the Academy's direction has been offset by market growth over the past year in both investments and the beneficial interest. Cash has decreased year-over-year due to timing of the Moller trust. In 2024, the Moller June payment was invested in July. In 2025, the Moller June payment was moved into investments in June. Additionally, pledges and accounts receivable decreased year-over-year related to timing of sponsorship payments.

Total liabilities have increased by \$0.5 million related to timing of the intercompany payable expenses owed to AFAF and timing of deferred sponsorship contracts.

Total net assets have increased \$4.5 million from the use of \$10M of Moller funds for the Kucera Legacy Center combined with 2024/2025 market performance.

Operating Statement of Activities (Page 3)

Overall, we have a net surplus of \$2.4 million for the fiscal year to date, entirely due to investment gains. Shortfalls on revenue targets are being offset by overall savings in expenses.

Revenues (Highlights Page 3)

- Overall revenue is slower than budgeted. **Merchandising revenue** has been negatively impacted by base closures and not hosting Fam Fest on In-processing Day. **Advertising and Sponsorship revenue** remain behind and an area of focus for the AOG.

Expenses (Highlights Page 3)

- **Personnel costs** are lower than budgeted by \$236 thousand due to attrition.
- Overall, we are controlling our costs well particularly within events and employee travel.



Statement of Financial Position As of June 30, (Unaudited)

	2025	2024	\$ Variance
Assets			
Cash and Cash Equivalents	\$ 508,237	\$ 1,341,719	\$ (833,482)
Merchandise Inventory	469,503	413,802	55,702
Pledges and Accounts Receivable	217,679	318,013	(100,334)
Prepaid Expenses and Other	204,644	173,049	31,595
Total Current Assets	1,400,064	2,246,582	(846,519)
Investments	57,926,824	54,779,807	3,147,017
Beneficial Interest in Trust	61,954,858	58,783,526	3,171,332
Fixed Assets	14,503,608	-	-
Less: Accumulated Depreciation & Amortization	(11,752,299)	2,751,309	(414,757)
AFAF/AOG Intercompany	150	2,352	(2,202)
Total Assets	\$ 124,033,205	\$ 118,978,333	\$ 5,054,872
Liabilities			
Accounts and Other Payables	\$ 106,809	\$ 17,015	\$ 89,794
Agency Deposits	1,639,441	1,561,066	78,375
Deferred Income and Unearned Life Memberships	2,442,538	2,201,196	241,341
Intercompany Payable (Receivable)	281,302	197,530	83,772
Other Liabilities	256,231	231,407	24,823
Total Liabilities	\$ 4,726,320	\$ 4,208,214	\$ 518,106
Net Assets			
Unrestricted – AOG Operating Reserve	\$ 1,338,455	\$ 1,338,455	\$ -
Unrestricted-designated – for Short-term Purposes	169,182	290,520	(121,339)
Unrestricted-designated – for Endowments	5,534,808	5,220,963	313,845
Invested in Property and Equipment	2,751,309	3,166,066	(414,757)
Unrestricted-undesignated	32,708,450	30,456,305	2,252,144
Total Without Donor Restrictions	42,502,203	40,472,309	2,029,894
With Donor Restrictions	76,804,682	74,297,811	2,506,872
Total Net Assets	119,306,886	114,770,120	4,536,766
Total Liabilities and Net Assets	\$ 124,033,205	\$ 118,978,333	\$ 5,054,872



Operating Statement of Activities

For the Year to Date ended June 30, 2025
(Unaudited)

	YTD Actual	YTD Budget	Variance	PY YTD
Revenues				
Donations and Contributions	\$ 2,901	\$ 2,500	\$ 401	\$ 174,468
In-Kind Contributions	30,595		30,595	
Membership Dues	434,071	430,849	3,222	433,020
Merchandising	373,219	456,500	(83,281)	380,867
Member Services	9,950	14,300	(4,350)	13,310
Advertising and Sponsorships	271,705	367,500	(95,795)	405,516
Reunion Services			-	435
Administration Fees	34,468	33,000	1,468	32,284
Conferences	80,887	75,000	5,887	33,331
Royalties	63,335	59,000	4,335	109,737
Football Tickets and Tailgates	360		360	
Activities and Social Events	40,405	48,070	(7,665)	36,039
Miscellaneous Income	3,154	2,697	456	4,608
Transfers from/(to) Restricted Funds	49,748	36,912	12,836	9,876
Total Revenues	\$ 1,394,798	\$ 1,526,328	\$ (131,530)	\$ 1,633,490
Operating Expenses				
Salaries and Wages	\$ 1,194,488	\$ 1,408,474	\$ (213,987)	\$ 1,056,053
Payroll Taxes	103,370	119,720	(16,350)	86,977
Benefits	202,847	208,808	(5,961)	189,023
Board Governance Costs	42,651	43,680	(1,029)	16,812
Professional Services	102,196	144,565	(42,369)	159,002
Professional Printing	111,058	132,192	(21,134)	109,759
Postage and Shipping	62,793	73,203	(10,410)	63,510
Merchandise Cost of Sales	176,028	196,295	(20,267)	204,283
Insurance and Bonding	67,465	44,460	23,005	39,985
Employee Travel and Meals	25,402	82,424	(57,022)	44,629
Social Events and Meetings	121,044	72,912	48,132	33,482
Office Supplies	26,076	22,513	3,563	24,973
Advertising and Corporate Promotion	13,233	12,740	493	9,124
In-Kind Expenses	32,491	-	32,491	-
Office Expenses	281,805	239,412	42,393	245,130
Employee Training and Education	2,946	14,590	(11,644)	2,607
Facilities Expenses	176,004	216,177	(40,173)	200,273
Depreciation and Amortization	286,219	255,000	31,219	300,552
Total Operating Expenses	\$ 3,028,116	\$ 3,287,166	\$ (259,050)	\$ 2,786,175
OPERATING SURPLUS/(DEFICIT)	(1,633,318)	(1,760,838)	127,520	(1,152,684)
Investment Income				
Investment Interest & Dividends	445,064	422,400	22,664	510,256
Realized/Unrealized Gains/(Losses)	3,246,501	858,000	2,388,501	2,751,609
Total Investment Income	3,691,565	1,280,400	2,411,165	3,261,865
Other Income and Deductions				
Grant/Service Agreement from AFAF	175,000	175,000	-	104,825
Allocated Expenses to Foundation	175,488	164,239	11,249	83,188
Total Other Income and Deductions	350,488	339,239	11,249	188,013
NET SURPLUS/(DEFICIT)	\$ 2,408,734	\$ (141,199)	\$ 2,549,933	\$ 2,297,194



Schedule of Investments

For the Year to Date ended June 30, 2025
(Unaudited)

	Amount	%	Target	Max
Cash/Short-term	\$ 5,527,693	10%	5%	20%
U. S. Equities (value & growth)	24,293,355	42%	43%	50%
International Equities	12,725,135	22%	28%	50%
Emerging Markets	2,720,885	5%	5%	10%
Real Estate/REITs	2,695,123	5%	5%	15%
Fixed Income	6,376,545	11%	10%	20%
Alternatives	3,588,087	6%	5%	20%
TOTAL	\$57,926,824	100%	100%	



Schedule of Capital Additions

As of June 30, 2025
(Unaudited)

	<u>Actual</u>	<u>Annual Budget</u>
Paid with operating funds:		
Merchandise Area Improvements	\$ -	\$ -
Building Maintenance	-	-
IT Equipment (1)	138,857	-
Total for operating funds	<u>138,857</u>	<u>0</u>
Paid with restricted funds:		
Distinguished Graduate Recognition	0	0
Total for restricted funds	<u>0</u>	<u>0</u>
TOTAL	<u>\$ 138,857</u>	<u>\$ -</u>

(1) This is related to the pipe burst in the basement of Doolittle Hall over the server room. We lost several servers and had to replace them. We are expecting insurance payout of \$110k in July/August 2025 to offset this.

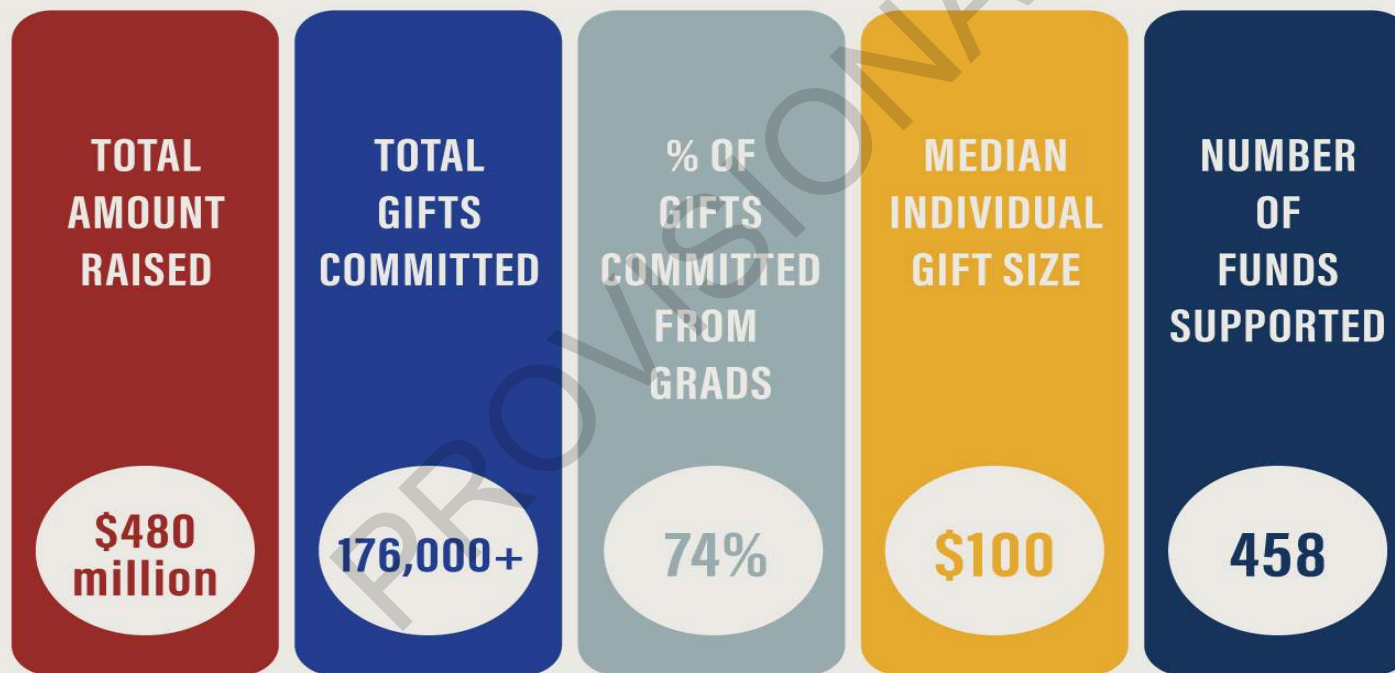
Air Force Academy Foundation Board of Directors



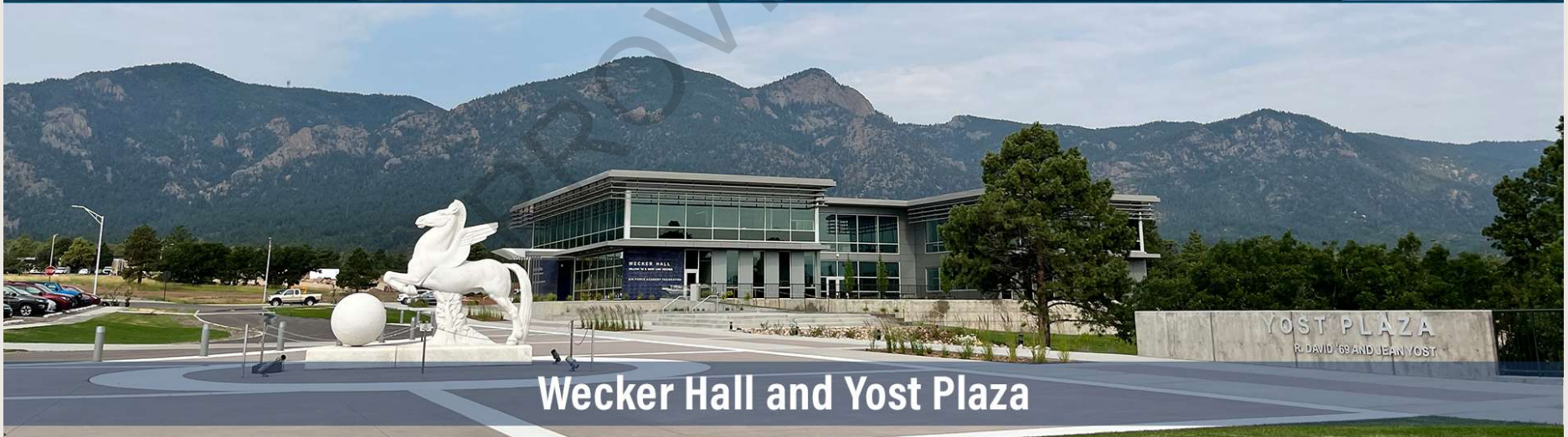
The Air Force Academy Foundation exists to provide financial support for Academy programs and ensure all donations are carefully and faithfully stewarded.

- Board focuses on strategic direction and alignment with Academy mission.
- 61 Board directors – virtually every decade represented.
- Board meets 3X's annually plus committee meetings and ExCom.
- Board fully supports joint mission with AOG: **Support Academy, serve graduates and preserve heritage of institution.**
- Positive relations with USAFA critical to mission and impact.

Foundation impact since 2007



Donor-supported projects



Donor-supported projects



Donor-supported projects



HH-3E Jolly Green Giant



Air Warrior Combat Memorial



Leadership Challenge Tower



Institute for Future Conflict

Nomination Recommendation for AOG Honorary Membership
Mr. Duane Boyle

Nomination Written by Lt. Col. (Ret.) Steven A. Simon, Class of '77
3 June 2025

I am proud to recommend Mr. Duane Boyle for honorary membership in the Association of Graduates. The AOG Bylaws state that "Honorary membership may be awarded to non-graduates who have rendered outstanding and conspicuous service to the Air Force, the Academy, and/or the AOG." Mr. Boyle has served the Academy with distinction for parts of six decades. Since the Academy's founding days, no one has been more responsible for the Academy's strict adherence to the architectural standards that make our alma mater a cherished national treasure.

Duane Boyle is a native of Colorado Springs. He grew up on the Air Force Academy campus, utilizing facilities such as the Field House and the cadet library, and spending time on the Academy Terrazzo during high school. Those experiences inspired him to pursue a career in architecture. After graduating from Air Academy High School, he attended the University of Colorado, where he earned both his bachelor's and master's degrees in architecture. In May 1979, while awaiting his license, he took an internship in Colorado Springs with Skidmore, Owings and Merrill, the Chicago-based architectural firm that designed the Air Force Academy. Shortly afterward, the Academy requested SOM to prepare a master plan, as one had not been established since the original construction in the late 1950s and early 1960s. Boyle contributed to that project, which reinforced his interest in modernist architecture. After completing the updated master plan, SOM departed, leaving no one at USAFA to oversee the Academy's architectural integrity and ensure that future structures maintained the necessary design quality to keep the campus thematically cohesive.

To address that shortcoming, visionary Academy officials brought Duane onto the Academy staff, despite there being no architect position available at the time. Over the next 40 years, he took part in every project that transformed the Academy's fundamental appearance. He managed most of the Academy's master planning, ensuring that each new proposal considered how the buildings relate to and enhance one another. His first project involved finding a location for and overseeing the construction of the B-52 static display near the North Gate. He played a crucial role in the Academy's application for the Cadet Area to be included in the Department of the Interior's National Register of Historic Places. That designation, authorized by the National Historic Preservation Act of 1966, is part of a national program aimed at coordinating and supporting public and private efforts to identify, evaluate, and protect America's historic and architectural resources deserving of preservation. The Academy received this honor on April 1, 2004, the 50th anniversary of its founding.

Mr. Boyle played a pivotal role in the Academy's most significant architectural upgrades and campus transformations over the past four decades. He managed the renovation of the Air Garden, restoring it to its original design by noted landscape architect Dan Kiley. He brought an innovative approach to the design of Polaris Hall, proposing and overseeing a competition among designers to create the most iconic design possible. The success of his proposal is evident in the striking building that emerged from the competition. Until his retirement in December 2024, he oversaw the planning for the ongoing renovation of the Cadet Chapel,

leading the effort to ensure that the replacement aluminum matches the look, properties, and color profile of the original material.

He represented the Academy in numerous professional organizations and architectural forums throughout his career. He served two terms as President of the Colorado South Chapter of the American Institute of Architects. He also held the position of President at the Partnership for Community Design. As an Advisory Board Member for the City of Colorado Springs, he assisted in evaluating design proposals for public buildings. He was a Council Member for the Pacific Region of the Society for College and University Planning. The governor appointed him to the Colorado Board of Examiners of Architects, where he served as President and Board Member of the Colorado Department of Regulatory Agencies.

Mr. Boyle was generous in his commitment to both the written and spoken word, reflecting positively on the Academy. He authored several papers about the Academy and its unique architecture. In his service to the Academy, he played a key role in preserving its rich heritage. Duane was heavily involved in the seminal work on the design and construction of the Academy campus, "Modernism at Mid-Century: The Architecture of the United States Air Force Academy." The book's acknowledgement page thanks "Duane Boyle, who, charged with overseeing the preparation of this book from the Academy's side, made it a personal crusade." The book includes an interview he conducted with the then-Superintendent, Lieutenant General Brad Hosmer, a Class of '59 graduate. Boyle was a recurring guest lecturer at the University of Colorado. He spoke at the Saving Places National Conference on Historic Preservation and frequently appeared as a guest on Colorado Public Radio.

Even closer to home, Duane generously dedicated his time to support the Association of Graduates. He provided essential architectural facts and figures for many Checkpoints stories over the years, including features on the Air Garden renovation and the Cadet Chapel. This year, he also participated in a Heritage Minute Special podcast, a 90-minute oral history in which he recounted his career at the Academy. That interview is available on the AOG website's heritage page. Speaking of oral history, he was a longtime friend of many of the Academy's original architects and designers, especially SOM's lead designer, Walter Netsch. Mr. Boyle has offered to collaborate with the AOG to capture and preserve these invaluable insights and stories.

The Honorary Graduate program allows the Association of Graduates to recognize non-graduates who have championed the AOG's mission to "serve and support the United States of America, the United States Air Force, the United States Air Force Academy, and the graduate community." Awarding Mr. Duane Boyle honorary membership would demonstrate the AOG's appreciation for his exceptional contributions that have benefited these constituents.

Mr. Duane Boyle's long and distinguished career in service of the Air Force Academy and the Association of Graduates mark him worthy of inclusion in the pantheon of renowned individuals who have been recognized as Honorary Members of the Air Force Academy's Association of Graduates.



BOARD OF DIRECTORS ELECTRONIC VOTE

Motion to Approve the 2024 Audit, 2024 Form 990 and the 990-T for Submittal

07 May 2025

APPROVED

Board Voting Members Participating: Cathy Almand '90, Chair; Lee Krauth '72, Vice Chair; Christopher Walker '88, Secretary; Christian Evans '08, Treasurer; Hank Hoffman '63; Garry Dudley '68; Dan Bohlin '71; Bob Lowe '71; William Carpenter '73; Denny Merideth '73; Rod Bishop '74; David Thompson '85; John Cinnamon '91, President, Class Advisory Senate; Nathan Dial '10; Jennifer Walters '11; Alexander Fogassy '12

Background:

Audit

The auditors have issued an unmodified opinion which is the highest level of assurance that an auditor can give on the financial statements. We had no adjustments to the audit and the footnotes that accompany the audited financial statements are relatively unchanged from the prior year except for note 4 that goes into more details about the Cooperative Operating Agreement with the Foundation.

990

The 990 is an informational tax return and is a public document. A few things of note from the 990.

Page 13 (PDF)- All 2024 board members are listed within the 990. Additionally, under the common paymaster single employer we are now required to only list the compensation paid to employees by each individual organization on the 990.

Page 16 (PDF)- This page lists out our functional expense which shows that 87% of every dollar we spend go to support our mission. Industry standards are to be above 80%.

Page 22 (PDF)- The AOG derives 64.02% of its revenue from public sources. The IRS requires this to be at least 33 1/3% so we have well surpassed this requirement.

Page 38 (PDF)- The \$10,371,037 grant listed on Schedule I to the Foundation is the Moller Funding that General Clark designated to the Kucera Legacy Center (Falcon Stadium) project.

The AOG also files a 990-T tax return that reviews our potential taxable income derived from advertising (mainly from Checkpoints) however, we do not generate a profit from our digital advertising therefore, there is no tax owed.

The remainder of this return is information about the operations and financial statements of the AOG.

The AOG Board vote was conducted by email on 07 May 2025.

MOTION: Director Carpenter moves to approve the 2024 Audit, 2024 Form 990 and the 990-T for Submittal.

The motion passed with 12 yes, 4 abstain/ did not respond.

PROVISIONAL



BOARD OF DIRECTORS ELECTRONIC VOTE
Motion to Add Non-Directors to Audit Committee

30 April 2025

APPROVED

Board Voting Members Participating: Cathy Almand '90, Chair; Lee Krauth '72, Vice Chair; Christopher Walker '88, Secretary; Christian Evans '08, Treasurer; Hank Hoffman '63; Garry Dudley '68; Dan Bohlin '71; Bob Lowe '71; William Carpenter '73; Denny Merideth '73; Rod Bishop '74; David Thompson '85; John Cinnamon '91, President, Class Advisory Senate; Nathan Dial '10; Jennifer Walters '11; Alexander Fogassy '12

Background: The Audit Committee recommended 3 non-director individuals to continue their service on the Audit Committee. The AOG Board vote was conducted by email on 29-30 April 2025.

MOTION: Director Carpenter moves and Director Dudley seconds to add the following individuals as two non-director voting members and one non-director non-voting member to the Audit Committee through April 2027.

Don Shafer '70 (Non-Director, Voting Member)

Ty Shandy '97 (Non-Director, Voting Member)

Continuing service – more than six years on the Audit Committee – necessary for continuity.

Katie Willemarck, CPA, AOG/AFAF CFO (Non-Director, Non-Voting Member)

The motion was unanimously approved.



Board of Directors Meeting

25 April 2025 Meeting Minutes

Location: Lyon Boardroom at Doolittle Hall

APPROVED

Board Members Present: Cathy Almand '90, (incoming Chair); Lee Krauth '72 (incoming Vice Chair); Christopher Walker '88 (incoming Secretary); Ginny Caine Tonneson '80 (outgoing Secretary); Christian Evans '08 (incoming Treasurer); Hank Hoffman '63; Garry Dudley '68; Bob Lowe '71; William Carpenter '73; Denny Merideth '73; Rod Bishop '74; David Thompson '85; John Cinnamon '91, President, Class Advisory Senate; Nathan Dial '10; Alexander Fogassy '12

Members Present Via Videoconference: Dan Bohlin '71; Jennifer Walters '11

Staff Present: Mark Hille '97, Association and Foundation President/CEO; Katie Willemarck, Association and Foundation CFO; Michael Cornelius '00, EVP Alumni Relations; Kelly Banet, EVP Development; Naviere Walkewicz '99, SVP Engagement; Wyatt Hornsby, SVP Marketing and Communications; Molly Staley, Executive Assistant to the EVP of Development and Boards; Mary Elsner, Executive Assistant to the President and CEO; Eli Alvarado, IT Support Specialist

Guests Present: Lucky Ekman '63; Michael Rose '69; Ski Wagasky '72; Andrew Gessner '72; Tanya Regan '80; Gay Harrison '84; Eleanor Morgan '06

I. Call to Order/Chairman's Welcome

Vice Chair Almand called the meeting to order at 8:21 a.m. MDT on Friday, 25 April 2025.

II. Vice Chair's Comments

Vice Chair Almand reminded the guests about the expectations for participation and conduct.

III. Consent Agenda

The consent agenda included the 18 October 2024 Meeting Minutes (Attachment 1), 7 February 2025 E-vote Minutes for CEO Bonus (Attachment 2), 28 February 2025 E-vote Minutes for Leadership Achievement Award (Attachment 3), 28 February 2025 E-vote Minutes for Young Alumni Excellence Award (Attachment 4), 6 March 2025 E-vote Minutes for Distinguished Graduate Award (Attachment 5), 19 March

2025 Special Meeting Minutes (Attachment 6) and CEO Monitoring Reports – 2.1 Treatment of Other Constituents, 2.9 Board Awareness and 2.12 AOG/AFAF COA (Attachment 7).

MOTION: Vice Chair Almand moved and Director Lee seconded to approve the agenda. The motion was unanimously approved.

IV. Agenda Approval

MOTION: Vice Chair Almand moved and Director Dial seconded to approve the agenda. The motion was unanimously approved. The approved agenda is in the Attachment 8.

V. Election of New Board Chair

Director Carpenter represented the Nominating Committee and presented the two candidates, Vice Chair Almand and Director Merideth, for Chair. Both were provided with an opportunity to say a few words.

MOTION: Director Carpenter moved and Director Dial seconded to move into executive session. The motion was unanimously approved. Vice Chair Almand, Director Merideth, guests and staff departed the room.

VI. Executive Session

The Board went into executive session IAW Bylaws Article V Section 8 at 8:27 a.m. MDT to discuss the two candidates.

MOTION: It was moved and seconded to come out of executive session. The motion was unanimously approved.

VII. Open Session

The Board went into open session at 8:54 a.m. MDT and Vice Chair Almand and Director Merideth, guests and staff rejoined the meeting. Dr. Tonneson called for a vote via written ballot.

MOTION: Dr. Tonneson moved and Director Dial seconded that Vice Chair Almand be appointed as Chair after receiving 9 of the 16 votes via written ballot. The motion unanimously approved.

VIII. Election of Board Officers

Chair Almand nominated Director Krauth as Vice Chair, Director Walker as Secretary and Director Evans as Treasurer.

MOTION: Chair Almand moved and it was seconded that the slate of new officers be accepted. The motion was unanimously approved.

IX. Committee Appointments

Chair Almand nominated Director Krauth to Chair the Governance Committee, Director Dial to Chair the Nominating Committee, Director Evans to Chair the Finance & Investment Committee and Director Carpenter to Chair the Audit Committee.

X. Proposed Task Forces

Chair Almand proposed 2 task forces to undertake Implementation and Election Hot Wash. The Implementation Task Force will address the proposed changes to the bylaws and Articles of Incorporation. It will be headed by Director Walker. The Election Hot Wash will be headed by Director Walters.

XI. Staff Updates

a. CEO Report

CEO Hille provided an overview of the activity, the team and the progress toward the objectives in the current strategic plan, as well as the plan for a mid-course review of the strategic plan. Where the organization stood regarding engagement, philanthropy, stewardship, communications and organizational excellence were shared in red, yellow, green light approach. CEO Hille proposed the mid-course review timeline, which includes feedback from the board at the July meeting and a re-endorsement at the October meeting.

b. Quarterly Financial Update

CFO Willemarck provided the quarterly financial update. The total operating revenue is down, while liabilities are up. A timeline for the audit and 990 was presented.

c. Brand Update

SVP Hornsby presented a status update of where the launching of the new brand stood. Currently in Phase 3, which includes the implementation/launch. The website (or digital launch) will take place 18 June 2025.

d. Awards Process & Affinity Groups

EVP Cornelius provided background information regarding the awards process, as well as affinity group work progress.

XII. Motions and Governance Discussion

Director Bishop opened the presentation by sharing slides regarding the background and what had been shared with the board in the past.

MOTION: Director Bishop moved and it was seconded that the BOD ask the newly appointed BOD members Thompson and Walters to voluntarily resign as voting members of the BOD and that, if they have resigned, the BOD amend the bylaws to allow Walters and Thompson to be appointed, non-voting members of the BOD and afterwards appoint Thompson and Walters as non-voting members of the BOD. The motion failed (4 votes for, 10 votes against, 1 abstained, 1 absence).

MOTION: Director Bohlin moved and it was seconded that the three letters (dated 12 March 2025, 18 March 2025, 3 April 2025) from the newly elected BOD members to the previous BOD members by the newly elected BOD members showing the opposition of AOG members to the BOD appointing BOD members be published by attaching them to the minutes of this meeting of the BOD to show the opposition of the newly elected BOD members and other AOG members to the appointment of Thompson and Walters as voting members of the BOD. The motion failed.

MOTION: Director Fogassy moved and it was seconded that all issues regarding the appointment of members of the BOD (including whether there should be any appointments and, if so, when, how many, by whom, for what purposes, pursuant to what criteria and whether voting or nonvoting) be sent to a committee of all BOD members to study and to make recommendations regarding what the BOD should do about these issues. The motion passed (8 votes for, 2 votes against, 5 abstained, 1 absence).

MOTION: Director Dudley moved and Director Lowe seconded that the second motion be revisited. Directors Dudley and Lowe asked that the survey results referred to in the motion be removed and not included in the minutes. The motion was approved (8 votes for, 7 votes against, 1 absence).

XIII. Class Advisory Senate Update

Director Cinnamon provided the CAS update. He gave some history, structure and current opportunities and challenges of the CAS. He shared some informal survey results from the senators of top concerns, which included: reunions, majors, honor code, safety of cadets and DEI.

XIV. Committee Updates

a. Governance Committee

Chair Almand presented suggested edits to Governance Policies Category 3 and 4.

MOTION: The Governance Committee moves that the Board approve the changes to Categories 3 and 4 of the Governance Policies as presented. The motion was unanimously approved.

XV. Adjournment

The meeting was adjourned at 1:08 p.m. MDT.

Atch:

1. 18 October 2024 Meeting Minutes
2. 7 February 2025 E-vote Minutes for CEO Bonus
3. 28 February 2025 E-vote Minutes for Leadership Achievement Award
4. 28 February 2025 E-vote Minutes for Young Alumni Excellence Award
5. 6 March 2025 E-vote Minutes for Distinguished Graduate Award
6. 19 March 2025 Special Meeting Minutes
7. CEO Monitoring Reports
8. Approved Agenda
9. Board Meeting Slide Deck
10. Unity Letters

X

Christopher S. Walker, Brig Gen (Ret), USAF
AOG Board Secretary

PROVISIONAL



BOARD OF DIRECTORS MEETING

18 October 2024 Meeting Minutes

APPROVED

Board Members Present: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Hans Mueh '66; Garry Dudley '68; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; Randy Helms '79, President, Class Advisory Senate; Christian Evans '08; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Member Present via Videoconference: Emma Przybyslawski '10.

Advisor to the Board: Mike Gould '76, Executive Vice Chair.

AOG Staff Present: Mark Hille '97, AOG/AFAF President/CEO; Katie Willemarck, AOG/AFAF CFO; Naviere Walkewicz '99, SVP, Alumni Relations and Business Development; Kelly Banet, SVP Development; Jillian Wood, Chief of Staff and Special Assistant to the Boards; Wyatt Hornsby, AOG/AFAF SVP of Marketing and Communications; Emma Ross, Board Support/Office Manager; Eli Alvarado, IT Support Specialist.

Guests Present: Lt Gen Tony Bauernfeind '91, Superintendent; Lt Col Andrew Radzicki, CAG Director, CMSgt John Alsuig, Command Chief; Lucky Ekman '63; Ron Olds '69; Ski Wagasky '72; Rod Bishop '74; John Cinnamon '91.

I. Call to Order/Chairman's Welcome

Chair Bishop called the meeting to order at 8:00 a.m. MDT on Friday, 18 October 2024.

II. Consent Agenda

The consent agenda included the 26 July 2024 Meeting Minutes (Attachment 1); CEO Monitoring Reports - 2.8 Compensation and Benefits, 2.10 Programs/Events/Services, and 2.11 Official Opinions or Recommendations (Attachment 2); and Q3 Financials (Attachment 3).

MOTION: Director Tonneson moved and Director Bledsoe seconded to approve the consent agenda. The motion was unanimously approved.

III. Agenda Approval

MOTION: Director Tonneson moved and Director Bledsoe seconded to approve the agenda. The motion was unanimously approved. The approved agenda is in Attachment 4.

IV. Staff Update (Attachment 5)

a. CEO Report

CEO Hille reported on the strong relationship with the Superintendent and Vice Superintendent, noting that he meets with them regularly, often weekly. The AOG continues to offer support, including with communications to graduates, parents, and friends. The Superintendent has clear priorities and is open to dialogue with Chair Bishop. CEO Hille then provided an update on the strategic plan using a stoplight chart to highlight key areas of engagement, philanthropy, stewardship, communications, and workplace excellence. All areas were green with the exception of the following areas:

- Reunion program (yellow): While the AOG has hosted 11 reunions this year, there are increasing capacity constraints at the Academy, so one of the focus areas in 2025 will be to have more effective planning for reunions with clear expectations.
- Satellite location (yellow): The AOG is moving closer to having a satellite location in the Cadet Area, potentially in Fairchild Hall. This will increase visibility of the AOG among cadets.
- Stewardship metrics (yellow): Better stewardship metrics are needed to ensure donors are recognized appropriately.
- Staff retention (yellow): Turnover has been uncomfortably high, but the trend this quarter is more positive. The AOG has put in staff retention efforts via the culture, pay, and benefits. They continue to break down stovepipes via cross-functional collaboration.
- Graduate participation in philanthropic efforts (red): The number of annual donors has fallen consistently since 2018, to approximately 10% of our graduate community. There are fewer donors, but they are donating more money. West Point and Annapolis are experiencing the same trend, but we have a lower participation rate to begin with. A focus area in 2025 will be on reversing this trend, especially with younger classes.

Executive Vice Chair Gould commented that the graduate survey has informed everything about the strategic plan. We have made tremendous progress in bringing the AOG and AFA Foundation together.

SVP Walkewicz highlighted the progress of alumni relations. The AOG now has a graduate membership rate of 71.19%. Graduates want to help, connect, and make a difference. There are currently 7,400 graduates on the graduate portal. The class presidents of 2024-26 are working to make this the class portal after graduation. She highlighted the work Directors Dial and Evans have done in relation to alumni relations and the fact that there are six events scheduled in 2025.

b. Brand Update

SVP Hornsby provided an update on the joint branding initiative for the AOG and AFA Foundation. They collaborated with a Milwaukee firm and conducted surveys with 200 graduate influencers to gauge reactions to three logo concepts. Key findings included that 72.2% felt the strategic priorities supported the needs of graduates and members, while 55% were enthusiastic about the brand message. The prop and wings logo were the clear favorite among participants, with 83.1% selecting it as their top choice.

The logo is intended to reflect the unifying vision of both organizations without competing with the Air Force logo. They will refine the design to avoid confusion with Army branding. There also will be organization-specific logos to use as needed. The development phase is nearly complete, with a full launch planned for spring, coinciding with a new website. Discussions included considerations for different branding strategies for younger alumni and the importance of maintaining a strong connection to the Academy. Overall, there was broad support for moving forward with the proposed branding, as they prepare for the implementation phase.

V. Committee Updates (also in Attachment 5)

a. Finance and Investment Committee

SVP Banet discussed plans to increase corporate sponsorship by 15% in the 2025 budget and noted that they had recently hired a Director of Corporate Sponsorship. The goal is to professionalize sponsorship efforts, targeting sectors such as airlines and beverages. An audit of current sponsorships is underway to improve access and build a stronger case for potential sponsors. The conversation touched on the differences between corporate sponsorships and donations, with insights on the types of sponsors they are seeking and the potential for collaboration with other USAFA organizations.

Committee Chair Strebe commented on the growing collaboration between the AOG and AFA Foundation. CFO Willemarck then outlined the 2025 budget, which anticipates modest revenue growth of 7%. Sponsorship changes are expected to drive further growth in 2026. There is a 4% expense growth driven by personnel costs and travel for engagement, but this will be offset by a detailed scrutiny of events. There will be an increased focus on our lines of business driven by the new EVP position. The proposed budget includes a total revenue of \$3.92 million (down from \$4.12 million in 2024) and total operating expenses of \$6.98 million (up from \$6.78 million in 2024). The subsidy from the AFA Foundation is expected to be \$350,000 in 2025.

MOTION: The Finance and Investment Committee moved to approve the 2025 budget. The motion was unanimously approved.

b. Governance Committee

Committee Chair Almand noted that we will review Governance Policy Chapter 4 and the calendar/schedule for the next meeting. She then talked about what, if any, action the Board should take regarding the Unity petition submitted for a Bylaws and Articles of Incorporation change on the ballot. Bylaws Article XII, Section 2 allows members to propose amendments by obtaining the signatures of members representing at least five percent of all voting members. A discussion ensued about whether we needed to clarify to the AOG membership what would be on the ballot. CEO Hille pointed out that the AOG communicated to the membership in May when the mailing list was released to the Unity group per Colorado law and again in September when the Unity letter was generated. In both cases, the AOG communication simply stuck to the facts. The conversation continued about whether we should discuss this further in executive session.

MOTION: Director Dial moved and Director Dudley seconded that we go into executive session (at the end of the day) IAW Bylaws Article V Section 8a with Executive Vice Chair Gould, CEO Hille, SVP Walkewicz, and SVP Hornsby staying. The motion passed with a vote of 12-3 (Directors Almand, Hoffman, and Krauth against; Director Bishop abstained).

c. Nominating Committee

Committee Chair Przybyslawski noted that there was no change to the election communication plan. The remainder of her presentation was held in executive session.

VI. Class Advisory Senate Update

Director Helms announced that CAS elections will take place from 7-17 November, with SVP Walkewicz assisting in the process. A survey-type ballot will be sent to each Senator, and they will transition to the new officers at the 21 January CAS meeting. The new CAS President will transition with Director Helms at our February meeting. Col. Marc Sands, the Senior USSF liaison to USAFA, will speak at the next CAS meeting, which will also cover the Unity letter.

Director Helms mentioned ongoing discussions regarding the toleration clause of the Honor Code. Under current rules, 4th- and 3rd-degree cadets are not required to report violations but must confront the individual, while 2nd- and 1st-degree cadets must report the violation. This topic will continue to be addressed in the January meeting. A short discussion ensued. Chair Bishop suggested inviting representatives from the Center for Character and Leadership Development to speak to the Board about the Honor Code.

VII. In-person Meeting Discussion

Director Lowe recommended holding an in-person meeting in February to maintain momentum and productivity, especially since the next in-person meeting isn't until April. He suggested this would be a good opportunity to address potential Bylaws changes, discuss the upcoming election, and brainstorm new ideas, possibly with a facilitator.

Chair Bishop reminded everyone that we had previously agreed to align our meetings with the AFA Foundation's and that we would use Zoom in between meetings as needed. He also noted that the election results would not be available in February, and that we would have a farewell for departing Board members at the April meeting. He suggested letting this cycle run for a couple of times. A discussion ensued about doing an optional Board retreat in February, attending the National Character and Leadership Symposium (NCLS) in conjunction with a meeting, the costs of having an in-person meeting, and the idea of adding an extra day to the April meeting for brainstorming. Chair Bishop reminded the group of the fact that the new Directors have a half-day training session the day prior to the April meeting.

MOTION: Director Lowe moved and Director Dudley seconded that we have a February in-person Board meeting focused on brainstorming. The motion passed by a vote of 12-0 (Directors Bishop, Almand, Evans and Dial abstained).

Discussion: Following the motion, the discussion turned more toward the idea of having a strategy summit meeting in February, to include the vision, and what problems we needed to solve, and how we could avoid moving to the tactical level. CEO Hille reminded the group that the current Strategic Plan has an imperative to review it in 2025. Chair Bishop requested the AOG to suggest what a strategic summit in February might look like, but noted that the Board needed to come up with the agenda. Directors Lowe, Carpenter, and Dial will address this.

Prior to going into executive session, Lt Gen (ret) Rod Bishop mentioned that graduates with questions about the Unity slate can visit a dedicated website. The petition has received over 2,000 votes and 650 comments.

MOTION: Director Evans moved and Director Tonneson seconded to go into executive session. The vote was 12-2 (Directors Hoffman and Kraus against; Director Almand abstained).

IX. Executive Session

The Board went into executive session IAW Bylaws Article V Section 8a at 11:21 a.m. MDT to discuss communication surrounding the Unity Bylaws changes that will be on the ballot.

MOTION: Director Tonneson moved and Director Bledsoe seconded to come out of executive session. The motion was unanimously approved.

X. Open Session

The Board went into open session at 12:02 p.m. MDT.

XI. Lt Gen Tony Bauernfeind '91, Superintendent

Lt Gen Bauernfeind began by providing an overview of the key staff positions, noting that the Vice Superintendent's position had been upgraded to a general officer position. He talked about staff restructuring and how we need to maintain our military as world-class to deal with current and future world problems. He discussed his three main priorities: 1) develop warfighters to win; 2) develop leaders of character and quality; and 3) develop critical thinkers to adapt. He highlighted the necessity of a culture of respect and announced a return to a four-class system for cadets to ensure they graduate with all the necessary leadership skills. This includes additional training for those who do not meet standards. Foundational elements for these priorities include:

1. Standards, readiness, and training, emphasizing readiness as a mindset.
2. Challenges, teamwork, and crucibles, highlighting the importance of teamwork in overcoming challenges.
3. Heritage, recognizing the importance of history while promoting accountability and service.
4. Perspectives, background, and problem-solving, focusing on cross-cultural communication and a zero-tolerance policy for misconduct.

He noted that he is demanding, not demeaning. The Superintendent concluded by asking for continued support and engagement.

XII. Executive Session

The Board went into executive session IAW Bylaws Article V Section 8a at 1:42 p.m. MDT to discuss the Board's internal survey and to approve the candidates on the ballot for the upcoming election. Chair Bishop, Director Helms, Director Bledsoe, and Director Walters did not attend this part of the meeting as they are running for re-election.

MOTION: Director Tonneson moved and Director Dudley seconded to come out of executive session. The motion was unanimously approved.

XIII. Open Session

The Board went into open session at 2:41 p.m. MDT.

Directors Hoffman, Carpenter, and Dial will take over looking at action steps from the Board's internal survey from Directors Mueh and Walters as their terms are ending.

MOTION: Director Kraus moved and Director Dudley seconded to rescind the 26 July 2024 motion (*The Nominating Committee moved that the AOG Board of Directors*

indicate the 10 candidates who have received the highest scores on the Nominating Committee skills and attributes matrix on the 2025 election ballot.)). The motion was unanimously approved by a quorum of directors.

MOTION: The Nominating Committee moved to put the 17 candidates on the ballot. The motion was unanimously approved by a quorum of directors.

XV. Adjournment

Vice Chair Almand adjourned the meeting at 2:45 p.m. MDT.

Note: Portions of the minutes were rearranged from the time sequence to topical sequence.

Respectfully submitted,
Virginia Caine Tonneson, Secretary

Atch:

1. 26 July 2024 Approved Meeting Minutes
2. CEO Monitoring Reports
3. Q3 Financials
4. Approved Agenda
5. Board Meeting Slide Deck



BOARD OF DIRECTORS MEETING

26 July 2024 Meeting Minutes

APPROVED

Board Members Present: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Hans Mueh '66; Garry Dudley '68; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; Randy Helms '79, President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Advisor to the Board: Mike Gould '76, Executive Vice Chair.

AOG Staff Present: Mark Hille '97, AOG/AFAF President/CEO; Katie Willemarck, AOG/AFAF CFO; Kelly Banet, SVP Development; Jillian Wood, Chief of Staff and Special Assistant to the Boards; Wyatt Hornsby, AOG/AFAF VP of Marketing and Communications; Emma Ross, Board Support/Office Manager; Eli Alvarado, IT Support Specialist.

Guests Present: Lt Gen (Ret) Michelle Johnson '81; Col Marc Sands '94, Space Force LNO to USAFA, Commander, Detachment 1; Lucky Ekman '63; Dan Bohlin '71; Ski Wagasky '72.

I. Call to Order/Chairman's Welcome

Chair Bishop called the meeting to order at 8:03 a.m. MDT on Friday, 26 July 2024.

II. Consent Agenda

The consent agenda included the 19 April 2024 Meeting Minutes (Attachment 1); 14 May 2024 E-Vote Minutes (Attachment 2); and CEO Monitoring Reports - 2.5 Asset Protection, 2.6 Investment Management, and 2.13 Address Major Audit Findings (Attachment 3).

MOTION: Director Tonneson moved and Director Carpenter seconded to approve the consent agenda. The motion was unanimously approved.

III. Agenda Approval

MOTION: Director Tonneson moved and Director Strebe seconded to approve the agenda. The motion was unanimously approved. The approved agenda is in Attachment 4.

IV. Staff Update (Attachment 5)

a. CEO Report

CEO Hille began by discussing his initial interactions with the new Superintendent who will assume command on August 2. His priorities are warfighting, leadership development, and critical thinking. There will be tighter uniform standards and a renewed intensity over deadlines.

CEO Hille then discussed the strategic plan using a stoplight chart to highlight areas of success and those needing additional work.

- Engagement: Annual giving and the Next Gen program are doing well, while alumni programs are showing incremental improvements. He commented that they need to ensure they focus on the most important efforts.
- Philanthropy: The campaign has exceeded \$300 million. As the campaign concludes, they will determine what comes next. They are looking at how to endow various programs such as *Checkpoints* and the next-of-kin program.
- Stewardship: They are moving to a quarterly grant-making cycle, which was formerly done on an ad-hoc basis. Construction is everywhere to include the Madera Cyber Innovation Center, stadium, North Gate projects, and Space. One area where they have struggled this quarter is in earned revenue. It is lagging, but they are controlling operating costs to match, so our net income is on budget.
- Communications: Rebranding efforts are taking shape and he assured the Board that we would not be surprised with the resulting logo.
- Organizational excellence. Staff turnover is too high, but some of that is related to factors they cannot control such as the availability of higher-paying jobs with more flexibility. The staff climate survey, which was conducted in May 2024, pointed to stovepipes. For example, because some elements only have a single person, they may not know what the person down the hall is doing. To remedy this, they are focused on cross-functional collaboration and internal communication. In addition, Wecker Hall will house the entire team so they will not be as scattered as they are currently. The survey also showed that individuals have a strong connection to the team and leadership, they live the USAFA core values daily, and it is clear that the staff cares about each other.

Executive Vice Chair Gould then added his thoughts. The fact that he is away from day-to-day activities has allowed him to watch the strategic movements, and he believes we are on course. He noted that CEO Hille's visit to the new superintendent was at the superintendent's request, which is a positive sign. He also commented on staff turnover. While people like working at the AOG, there are many other opportunities available to them. On a positive note, when AOG staff members decide

to leave the organization, they do not point to their senior staff as a factor. A brief discussion ensued about potential methods to keep staff.

b. Quarterly Financial Update

CFO Willemarck provided the second quarter financial review. We made some aggressive revenue goals but are currently 17% behind those largely due to merchandise sales. She explained the factors behind that and the fact that they have implemented *Shopify* for online sales. She noted that West Point has sales of \$12 million in merchandise. Another area where we are falling short is in sponsorship and advertising. We increased the goal from last year, and while we are ahead of where we were at the same time in 2023, we are still behind the goal. They are focusing on staff to improve sponsorship and advertising sales. A short discussion ensued concerning what companies we would like to have as sponsors, our relationship with the Air Force Academy Athletic Corporation (AFAAC) as far as merchandise is concerned, marketing as part of the Olympic Training City, and other potential venues where we might sell merchandise. Chair Bishop asked Mark to give the Board a sense of the types of companies they are looking at and to possibly preview it at the October Board meeting.

In total operating revenue, we are down \$756,000 from this time last year, but we are also under budget on expenses. Part of this is related to timing of payroll, and \$73,000 is because of merchandise. They have put several measures in place for cost-savings and have a finance liaison for everyone who owns a piece of the budget. The overall operating loss is better than it was last year (\$719,000 today versus \$751,000 last year) and we are doing very well in investments. CEO Hille noted that we function on operating loss, so it is expected that the investments will fill that. Overall, net assets are up \$6.1 million.

V. Committee Updates (also in Attachment 5)

a. Governance Committee

Committee Chair Almand explained that the committee reviewed Governance Policies Category 3 and found only administrative changes, which are shown below. (New wording is in italics).

3.1b. If Board members or committees request information or assistance without Board authorization, the CEO can refuse such requests that require, in his/her opinion, a material amount of staff time or funds *and/or pose disruption to staff duties*.

3.2 The Board will instruct the CEO through written policies that prescribe the organizational Ends to be achieved and describe organizational situations/actions to be avoided, allowing the CEO to use any reasonable interpretation of these policies.

3.2a. The Board will develop and maintain policies instructing the CEO to achieve certain results, for certain recipients *in a prioritized scheme*. These policies will be

developed *systematically and called Ends policies*. All issues that are not Ends issues, as defined here, are Means issues.

3.2b. The CEO will make inputs to the development of Board policies, including *organizational Ends*, to the Board as he/she deems appropriate.

Chair Almand then discussed a proposed resource document that would provide a more user-friendly reference document for Board members. Directors could then look at the Bylaws and Governance Policies for more specifics. The Board agreed it was a good idea so the Governance Committee will continue to pursue creating the resource document with a goal of having it ready for review before the new Board is in place in April.

Finally, the group discussed the idea of having a permanent AFA Foundation member as a voting AOG Board member and vice versa. While we currently attend each other's Board meetings as non-voting members, the proposal would identify a specific Board member who is also on the other Board. We would need to have a membership vote on something of this magnitude. Chair Bishop suggested that this move was too soon, and perhaps we could consider making it an additional duty for someone.

b. Nominating Committee

Committee Chair Przybyslawski began by providing an election update including the timeline, the number of Board positions coming open, candidate recruiting, and election ballot endorsements. Candidate submissions opened in June 2024 and submission closes on 7 October. We need a minimum of 10 names on the ballot since we are losing five elected members. If the package is incomplete and it is prior to 7 October, the Nominating Committee will contact the person to tell them it is incomplete. The cutoff date for someone to become an AOG member for voting purposes is 20 December. The election runs from 3 February to 3 March. The group discussed the fact that the Bylaws state that if someone is running for election, they cannot serve on the Nominating Committee.

In the past, if a package was sent to the Nominating Committee, they were put on the ballot. This raised the question of whether there was a possibility of having an exorbitant number of candidates and whether everyone should be required to have 25 AOG member signatures. The Nominating Committee recommended that the Board endorse five candidates in the upcoming election. They proposed scoring the candidates based on the skills and attributes matrix and coming to the October meeting with a slate of eight candidates which the Board would reduce to five. VP Hornsby then discussed the communication plan for the election and the details of the three phases in the plan.

CEO Hille noted that he had spent a significant amount of time talking to folks about the election and that it was important to ensure everything was in the open. He pointed out that when we talk to others to run for the Board, we need to know that they are truly qualified. Director Helms noted that when he discussed the idea of an

endorsed slate with the Class Advisory Senate (CAS), seven senators came up to him afterward against the idea. No senator said they were for the idea.

A lengthy and vigorous discussion ensued about whether we should identify the top candidates based on the skills and attributes matrix. The discussion included the fact that we did not want it to appear that the Board “had a thumb on the scale,” but also that we needed to be responsive to the individuals on the election survey who expressed concern with having to do independent research on the many candidates in the last election. The idea that we should do nothing was also discussed. After much debate, the sense of the Board was that we wanted scoring of some sort.

MOTION: The Nominating Committee moved that the AOG Board of Directors indicate the 10 candidates who have received the highest scores on the Nominating Committee skills and attributes matrix on the 2025 election ballot. The motion was approved by a vote of 14-2 (Directors Dudley and Hoffman against).

c. Finance and Investment Committee

Committee Chair Strebe provided an investment update. He noted that the portfolio has continued to grow despite helping to fund AOG operations. He talked about taking money out of investments to be used where needed (rebalancing). The areas that need money include Falcon Stadium (\$3 million from the Moller Trust), Tuskegee Memorial (\$1 million from Bennett Soaring) and Q4 Operational (\$500,000) for a total of \$4.5 million. The committee goes through rebalancing every quarter. He then talked specifically about the Bennett fund. In 2016, the Board designated that the unrestricted Bennett fund restrict \$3 million for the Soaring Program. The fund has grown to \$4.7 million, but they have only granted \$178,000 over the life of the fund. They need money to construct a new pavilion and exhibit to honor the Tuskegee Airmen.

MOTION: The Finance and Investment Committee moved to approve the redesignation of \$1 million from the Francis C. Bennett Soaring Margin of Excellence Fund to support construction of the Tuskegee Airmen Memorial. The motion was approved by a vote of 14-1 (Director Dudley against).

The estimated distribution timeline will be \$400,000 in Q4 2024 and \$600,000 in Q1 2025.

VI. Lt Gen (Ret) Michelle Johnson '81

Lt Gen (Ret) Johnson relayed a concern a graduate had brought to her about an AOG chapter event. The individual felt uncomfortable because the chapter was very active politically, including having a political action group, newsletter, and a blog. She read us the DOD directive that said we are federal agency adjacent and should not be advocating a political party. In addition, the AOG Articles of Incorporation state: “The corporation shall at no time be used in any way to support or oppose any political ideas,

organizations, or candidate.” Chair Bishop will work with CEO Hille to reinforce the fact that we are not supposed to use the chapters for politics. Lt Gen (Ret) Johnson concluded by discussion the Harmon Memorial and the quotes about character, education, and leadership.

VII. Col Marc Sands '94, Space Force LNO to USAFA

Col Sands provided an overview of the USSF at the Academy. He stressed that we have one academy for two services and that “until we are no longer on earth, the USSF Academy will be at USAFA.” His job is to educate, train, and inspire cadets to become officers of character motivated to lead the U.S. Space Force. About 100 cadets go into the USSF. He then talked about how his organization drives the accession process for how USAFA Guardians are selected, synchronizes Guardianship programs across USAFA missions, provides support to “all things space,” and develops and executes the Summer Azimuth programs. He provided details on the USSF selection process, funding, the five career fields, and their five lines of effort. He ended his comments with a note that the best path to becoming an astronaut was still via the Air Force.

VIII. Class Advisory Senate Update

In addition to the comments about the election noted in Section V.b., Director Helms noted that the CAS had updated the CAS Procedures. The two changes were to include a term limit of four 2-year terms for the CAS President and that the election would be in November.

IX. NextGen Task Force Update

Task Force Lead Dial began by noting that the purpose of the task force was to come up with ways to increase the participation of graduates in the classes of 2000 and beyond. There was a short discussion about the factors that made 2010 participation so much higher than the other 21st Century classes (18% versus 3-4% for others).

He noted that the information on the slides was for all of us to use in the get-out-the-vote campaign. Chair Bishop wanted to ensure we are not crossing into what the AOG staff is doing. CEO Hille would like SVP Walkewicz to help coordinate. They will discuss this offline to make sure we are not working at cross purposes.

He reviewed the NextGen Task Force ideas to include:

- 1) continuing the Long Blue Line Socials (focusing on six cities with the highest percentage of graduates);
- 2) engaging with the USAFA Careers and Networking Facebook Group and the class Facebook Groups;
- 3) creating a “Demystifying the AOG Board” presentation;

- 4) having purposeful network communication (e.g., at job drop and 100's Night); and
- 5) supporting the USAFA alumni soccer team playing in "The Soccer Tournament" (TST 2025) with a tailgate.

MOTION: Director Bishop moved and Director Tonneson seconded to go into executive session to discuss an update on the Board self-assessment and the AOG succession plan. The motion was unanimously approved.

X. Executive Session

The Board went into executive session IAW Bylaws Article V Section 8c at 2:44 p.m. MDT.

MOTION: Director Tonneson moved and Director Dial seconded to come out of executive session. The motion was unanimously approved.

XI. Open Session

The Board went into open session at 3:18 p.m. MDT.

MOTION: Chair Bishop moved and Director Bledsoe seconded that subsequent to the Board self-assessment, the Board has determined that the three areas of strategic clarity, engagement, and transparency are areas where we want to focus our attention and resources. We will establish periodic benchmarks and milestones to ensure we are meeting our requirements as a Board. The motion was unanimously approved.

XII. Chair's Comments

Chair Bishop commented on the timing of the Long Blue Line awards dinner tonight.

XIII. Adjournment

Chair Bishop adjourned the meeting at 3:22 p.m. MDT.

Note: Portions of the minutes were rearranged from the time sequence to topical sequence.

Respectfully submitted,
Virginia Caine Tonneson, Secretary

Atch:

1. 19 April 2024 Approved Meeting Minutes
2. 14 May 2024 Approved E-Vote Minutes
3. CEO Monitoring Reports
4. Approved Agenda
5. Board Meeting Slide Deck

MONITORING REPORT

POLICY EFFECTIVE DATE: 18 October 2024

POLICY TYPE: Executive Limitations

POLICY: Compensation and Benefits

POLICY NUMBER: 2.8

POLICY DESCRIPTION:

With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

1. **Change his or her own compensation and benefits, except as a change in benefits is consistent with a package for all other employees.**

REPORT:

The CEO's total compensation is approved by the Board of Directors, and agreements with the CEO are approved and signed by the Chair of the Board. There have been no requests or orders to change the CEO's compensation without approval of the Board.

2. **Promise or imply anything other than "at-will" employment.**

REPORT:

The Human Resources Director completes the in-processing for new employees and communicates to each new hire that their employment with the organization is "at-will". Furthermore, each employment agreement with each new hire specifically states that "employment may be terminated at-will by either party..."

3. **Establish current compensation and benefits which deviate materially from generally accepted salary ranges within the industry and geographic area/region for employees with similar experience, expertise, and responsibilities.**

REPORT:

For calendar year 2024, the budget approved by the Board of Directors and administered by the CEO set a cost-of-living market adjustment of 4% for employees who started after April 1, 2023 (prorated based on start date). Additional compensation adjustments not exceeding 2% of the total salary pool were made to aid retention of high performing and key staff. The Board approved the budgeted compensation and benefits as part of its overall budget for 2024.

4. **Create obligations over a longer term than revenues can be safely projected, and in no event longer than one year.**

REPORT:

There have been no new obligations established that would exceed expected revenues to be generated. Any such contracts would, at a minimum, include a cancellation clause in case of default or non-performance.

5. **Establish or change retirement benefits so as to cause unpredictable or inequitable situations.**

REPORT:

Retirement benefits were updated on January 1, 2024, as part of the Board-approved single employer model. Benefits are in line with the market for non-profits in Colorado and comply with all relevant statutes to ensure predictability and fairness for all employees.

Compliance Status: *In Compliance*

PROVISIONAL

MONITORING REPORT

DATE: 18 October 2024

POLICY TYPE: Executive Limitations

POLICY TITLE: Programs/Events/Services

POLICY NUMBER: 2.10

POLICY DESCRIPTION:

With respect to the programs/events produced and services provided by the AOG, the CEO shall not fail to ensure that these programs/events/services meet or exceed industry standards for excellence in programming, safety and participant/audience amenities.

Programs/events produced, and services provided are high quality and are seen as such by attendees/consumers. The AOG has received numerous letters and emails praising the quality of the programs/event/services. Doolittle Hall is considered to be one of top five function venues in Colorado Springs. All required safety protocols are complied with. Complaints about programs/events are rare.

Accordingly, he or she may not:

- 1) Fail to produce and implement operational planning to ensure that the event(s)/services are well organized, and are safe for all attendees.**

Report:

Programs/Events are operationally planned by a professional AOG Alumni Relations and Events staff and briefed to the CEO (or President) prior to implementation.

- a. Timeline/Flow of Events/Scripting (as applicable) are submitted in writing.
- b. Proper AOG manning is assigned based on duties; numbers; and duration.
- c. Standard safety protocols required by event venues are followed.

Examples of Events

- On-campus events
 - Board Director/Class Advisory Senate Meetings
 - In-processing Events (Ice Cream Social)
 - Heritage Days
 - Reunions
 - Chapter/Affinity Group Events
 - Parents' Weekend Events (WebGuy Social)
- Off-campus events

- Reunions (Hotel Events)
- Chapter Events (Away Games, Founders Day, etc.)
- Away Game Tailgates (Commanders Classic)
- Chapter Events (Founders Day)
- Virtual events
 - ZoomieBrief Platform (Senior Leader Calls)
 - Sabre Society Series
 - Board Director/Class Advisory Senate Meetings

2) Fail to design logistical plans which comply with all applicable legal requirements and which facilitate crowd comfort, safety and enjoyment of the event(s).

REPORT:

Programs/Events are logistically designed and planned by staff and briefed to CEO (or President) prior to implementation.

- a. Legal/Safety requirements are satisfied by adhering to applicable guidance and venue guidelines.
 - b. Crowd comfort and enjoyment of the events are satisfied by both pre-planning and on-the-scene adjustments, as necessary, by the AOG Alumni Relations and Events staff.
- Examples of Events (See Number 1)

3) Fail to purchase supplies for resale to members, when appropriate, leverage group buying power.

REPORT:

Materials are purchased for resale to members primarily through the merchandise department

- a. Breakpoints are examined and negotiated to lower costs
 - Bulk purchases are accomplished when feasible and economically appropriate. (Ex. AOG store merchandise; lanyards for reunions)

4) Fail to provide appropriate support and financial management functions, as specified in Memoranda of Understanding (MOU) or other agreements.

REPORT:

- a. Support and financial management are carried out as agreed in memoranda and agreements.

Compliance Status: In Compliance

MONITORING REPORT

DATE: 18 October 2024

POLICY TYPE: Executive Limitations

POLICY TITLE: Official Opinions or Recommendations

POLICY NUMBER: 2.11

POLICY DESCRIPTION:

With respect to DoD, USAF or USAFA policies that do not materially impact the AOG, the CEO will not render an official opinion or recommendation on such matters, unless formally cleared to do so by the Board of Directors.

Report:

The CEO has rendered no official opinion or recommendations on such matters.

Compliance Status: *In Compliance*

Financial Statements

For the fiscal year ending September 30, 2024

Management Discussion and Analysis

Statement of Financial Position (Page 2)

The enclosed financial results for the fiscal year-to-date September 30, 2024 were prepared in accordance with generally accepted accounting principles (GAAP).

The total assets of the organization were \$117.9 million, an increase of approximately \$4.4 million from 2023. The increase is mostly related to the increase in investments and the beneficial interest in the value of the Moller Trust. Total liabilities have increased by \$1.2 million related to growth of agency fund balances for reunions and timing of the intercompany payable for expenses owed to AFAF.

Total net assets have increased \$3.2 million from 2023 primarily related to investment growth.

Operating Statement of Activities (Page 3)

Overall, we have a net income of \$3.5 million for the fiscal year, entirely from investment gains.

Revenues (Highlights Page 3)

- **Advertising and Sponsorships** are lower than the budget by \$182,000. As we are transitioning this team to have a sole focus on sponsorship sales we have had a gap in revenue. The team has been hired and have begun their strategic plan to enhance this line of business.
- **Conferences for SAAC sales** have been slower and lower than budgeted due to a change in shared revenue for these conferences.

Expenses (Highlights Page 3)

- **Personnel costs** are lower than budgeted by \$383,000 due to timing of budgeting single employer changes, attrition and lower benefit participation than anticipated. A portion of this is timing that will catch up in the fourth quarter, however, it is anticipated that some savings will remain.

Statement of Financial Position **As of September 30,** **(Unaudited)**

	2024	2023	\$ Variance
Assets			
Cash and Cash Equivalents	942,737	622,581	320,156
Merchandise Inventory	409,017	434,363	(25,346)
Pledges and Accounts Receivable	449,440	293,947	155,493
Prepaid Expenses	132,958	111,025	21,933
Total Current Assets	1,934,152	1,461,916	472,236
Investments	54,143,955	52,692,189	1,451,766
Beneficial Interest in Trust	58,783,526	55,823,652	2,959,874
Fixed Assets	14,349,245		-
Less: Accumulated Depreciation & Amortization	(11,325,045)	3,024,200	(498,254)
AFAF/AOG Intercompany	2,446	2,637	(191)
Total Assets	117,888,279	113,502,848	4,385,431
Liabilities			
Accounts and Other Payables	236,258	220,665	15,593
Agency Deposits	1,839,326	1,394,884	444,442
Deferred Income and Unearned Life Memberships	2,162,679	2,095,301	67,378
Intercompany Payable (Receivable)	623,433	(41,728)	665,161
Other Liabilities	25,000	47,000	(22,000)
Total Liabilities	4,886,696	3,716,122	1,170,574
Net Assets			
Unrestricted – AOG Operating Reserve	1,338,455	1,338,455	-
Unrestricted-designated – for Short-term Purposes	290,520	290,520	-
Unrestricted-designated – for Endowments	5,220,963	4,478,049	742,914
Invested in Property and Equipment	3,024,199	3,522,454	(498,255)
Unrestricted-undesignated	31,606,510	24,923,212	6,683,298
Total Without Donor Restrictions	41,480,647	34,552,690	6,927,957
With Donor Restrictions	71,520,936	75,234,036	(3,713,100)
Total Net Assets	113,001,583	109,786,726	3,214,857
Total Liabilities and Net Assets	117,888,279	113,502,848	4,385,431

Operating Statement of Activities

For the Year to Date ended September 30, 2023
 (Unaudited)

	YTD Actual	YTD Budget	Variance	PY YTD
Revenues				
Donations and Contributions	\$ 207,020	\$ 213,000	\$ (5,980)	\$ 210,415
Membership Dues	671,033	719,074	(48,041)	614,418
Merchandising	633,737	700,000	(66,263)	790,738
Member Services	13,510	11,250	2,260	13,472
Advertising and Sponsorships	444,284	625,880	(181,596)	458,561
Reunion Services	201,711	283,000	(81,289)	116,691
Administration Fees	32,284	29,000	3,284	29,731
Conferences	57,673	165,000	(107,327)	152,536
Royalties	122,155	125,533	(3,378)	113,631
Football Tickets and Tailgates	94,678	98,500	(3,822)	63,283
Activities and Social Events	57,891	48,650	9,241	52,917
Miscellaneous Income	9,059	36,000	(26,941)	6,678
Shared Services	77,788	84,997	(7,209)	202,081
Transfers from/(to) Restricted Funds	-	-	-	24,192
Total Revenues	2,622,822	3,139,884	(517,062)	2,849,344
Operating Expenses				
Salaries and Wages	1,772,594	2,074,961	(302,367)	2,178,442
Payroll Taxes	141,995	173,984	(31,989)	171,144
Benefits	285,963	334,238	(48,275)	283,012
Grants	924		924	1,926
Board Governance Costs	38,674	34,600	4,074	91,170
Professional Services	389,785	360,450	29,335	420,975
Professional Printing	133,590	173,751	(40,161)	170,375
Postage and Shipping	97,891	109,821	(11,930)	97,928
Merchandise Cost of Sales	317,639	361,899	(44,260)	477,228
Insurance and Bonding	61,906	34,560	27,346	34,784
Employee Travel and Meals	76,530	123,703	(47,173)	124,346
Social Events and Meetings	259,256	196,500	62,756	221,936
Office Supplies	35,216	32,565	2,651	63,391
Advertising and Corporate Promotion	52,767	43,150	9,617	49,041
Office Expenses	355,589	313,972	41,617	292,330
Employee Training and Education	4,506	22,300	(17,794)	11,002
Facilities Expenses	330,034	331,490	(1,456)	325,143
Depreciation and Amortization	444,858	405,000	39,858	437,343
Total Operating Expenses	4,799,716	5,126,944	(327,227)	5,451,516
OPERATING SURPLUS/(DEFICIT)	(2,176,894)	(1,987,060)	(189,835)	(2,602,172)
Investment Income				
Investment Interest & Dividends	689,770	621,929	67,841	435,964
Realized/Unrealized Gains/(Losses)	4,280,201	808,972	3,471,229	2,571,810
Total Investment Income	4,969,970	1,430,901	3,539,070	3,007,774
Other Income and Deductions				
Grant/Service Agreement from AFAF	419,300	419,300	-	850,000
Allocated Expenses to Foundation	307,450	281,876	25,574	-
Total Other Income and Deductions	726,750	701,176	25,574	850,000
NET SURPLUS/(DEFICIT)	\$ 3,519,826	\$ 145,017	\$ 3,374,809	\$ 1,255,602

Schedule of Investments

For the Year to Date ended September 30, 2023
(Unaudited)

	Amount	%	Target	Max
Cash/Short-term	\$ 550,075	1%	5%	20%
U. S. Equities (value & growth)	24,283,907	45%	43%	50%
International Equities	10,679,446	20%	28%	50%
Emerging Markets	2,901,252	5%	5%	10%
Real Estate/REITs	2,624,777	5%	5%	15%
Fixed Income	9,712,554	18%	10%	20%
Alternatives	3,391,944	6%	5%	20%
Investable Cash and unsold stock	-	-	0%	10%
TOTAL	\$54,143,955	100%	100%	

Schedule of Capital Additions

As of September 30, 2023
(Unaudited)

	<u>Actual</u>	<u>Annual Budget</u>
Paid with operating funds:		
Merchandise Area Improvements	\$ 54,145	\$ 72,000
Building Maintenance	-	45,000
IT Equipment	-	-
	<u>54,145</u>	<u>117,000</u>
Total for operating funds	<u>54,145</u>	<u>117,000</u>
Paid with restricted funds:		
Distinguished Graduate Recognition	9,876	125,000
	<u>9,876</u>	<u>125,000</u>
Total for restricted funds	<u>9,876</u>	<u>125,000</u>
TOTAL	<u><u>\$ 64,021</u></u>	<u><u>\$ 242,000</u></u>

ASSOCIATION OF GRADUATES
UNITED STATES AIR FORCE ACADEMY

Board of Directors Meeting Agenda
17-19 October 2024

17 October 2024

3:00 – 5:00 p.m.

AOG Honorary Member Ceremony/Lt. Col. (Ret) Louis A. Burkel III

Assembly, Doolittle Hall

Attire: Business Casual

5:30 – 7:00 p.m.

AOG Board Reception

Library, Doolittle Hall

Attire: Business Casual

18 October 2024

7:30 – 7:55 a.m.

Breakfast – Library, Doolittle Hall

8:00 a.m.

Board Meeting – Board Room

Attire: Business Casual

- I. Call to Order/Chairman's Welcome
- II. Moment of Silence & Pledge of Allegiance
- III. Notified Absences & Introductions
- IV. Consent Agenda Approval
 1. Board Meeting Minutes, 26 July 2024
 2. Executive Limitations
 - a. 2.8 Compensation and Benefits
 - b. 2.10 Program Event Services
 - c. 2.11 Official Opinions or Recommendations
 3. Q3 Financials
- V. Agenda Approval

8:15 a.m.

VI. Staff Update

1. CEO Briefing (CEO Hille)
2. Brand Update (SVP Hornsby)

9:00 a.m.

VII. Committee Updates

1. Finance and Investment Committee (Dir. Strebe)
 - a. Budget Approval
2. Governance Committee (Dir. Almand)
 - a. Assign Governance Policy, Chapter 4
 - b. Assign Calendar/Schedule Review
 - c. Discussion
3. Nominating Committee (Dir. Przybyslawski)
 - a. AOG Election Communication Plan (with SVP's Walkewicz & Hornsby)
 - b. Discussion
4. Class Advisory Senate Update (Dir. Helms)
5. In-person Meeting Discussion (Dir Lowe)

Noon

Lunch

1:00 – 1:30 p.m.

Guest Speaker: Lieutenant General Tony Bauernfeind '91, Superintendent

1:45 p.m.

VIII. Executive Session

1. Board Survey (Dir's Much & Walters)
2. Approve Candidates for Ballot

2:00 p.m.

Adjourn

6:00 p.m.

AOG/AFAF Joint Board Dinner

Thomas Blake Ballroom, The Club at Flying Horse

1880 Weiskoff Point

Colorado Springs

19 October

3:00 – 5:00 p.m.

Falcon Nation Tailgate

Falcon Alley

6:00 p.m.

Colorado State Rams v. Air Force Falcons

Falcon Stadium

PROVISIONAL



Board of Directors Meeting 18 October 2024

Agenda

- I. Call to Order
- II. Moment of Silence & Pledge of Allegiance
- III. Notified Absences & Introductions
- IV. Consent Agenda Approval
- V. Agenda Approval
- VI. Staff Updates
- VII. Committee Updates
- VIII. Executive Session

Call to Order

Board Chair Opening Remarks

Moment of Silence & Pledge of Allegiance

Notified Absences & Introductions

Consent Agenda Approval

1. Board Meeting Minutes, 26 July 2024
2. Executive Limitation/Monitoring Reports
 - a. 2.8 Compensation and Benefits
 - b. 2.10 Program Event Services
 - c. 2.11 Official Opinions or Recommendations
3. Q3 Financials

Agenda Approval

Staff Updates



CEO Update

Hille

Engagement – Cultivate lifelong relationships and provide valued service to the Academy and our graduates

- 1. Young alumni ambassadors/Awards weekend
- 2. Reunion program
- 3. Satellite location
- 4. Heritage Trail expansion

Philanthropy – Enhance financial strength and stability to advance the Academy and sustain our mission

- 1. \$315 million (e.g. Kucera Legacy Center, Madera Cyber Innovation Center, IFC, Northgate)
- 2. Graduate participation
- 3. AFA Fund up 15% year over year
- 4. Reunion endowment

Stewardship – Responsibly seek and manage gifted time, talent, treasure and relationship

- 1. Efficient use of all earned and contributed funds
- 2. Quarterly grants cycle in 2025
- 3. Stewardship metrics needed

Communication – Tell the story of our Academy, our graduates and our mission with our words and actions

- 1. Brand development and website
- 2. Customer service and events professionalism
- 3. Crisis and succession planning

Workplace Excellence – Align our Values, our culture and our commitment as a team to drive overall effectiveness of our mission

- 1. Staff retention
- 2. Staff survey and next steps
- 3. Wecker Hall/Yost Plaza

BRAND AND LOGO UPDATE

Hornsby
October 2024



About the Survey

Test brand direction
and 3 logo concepts

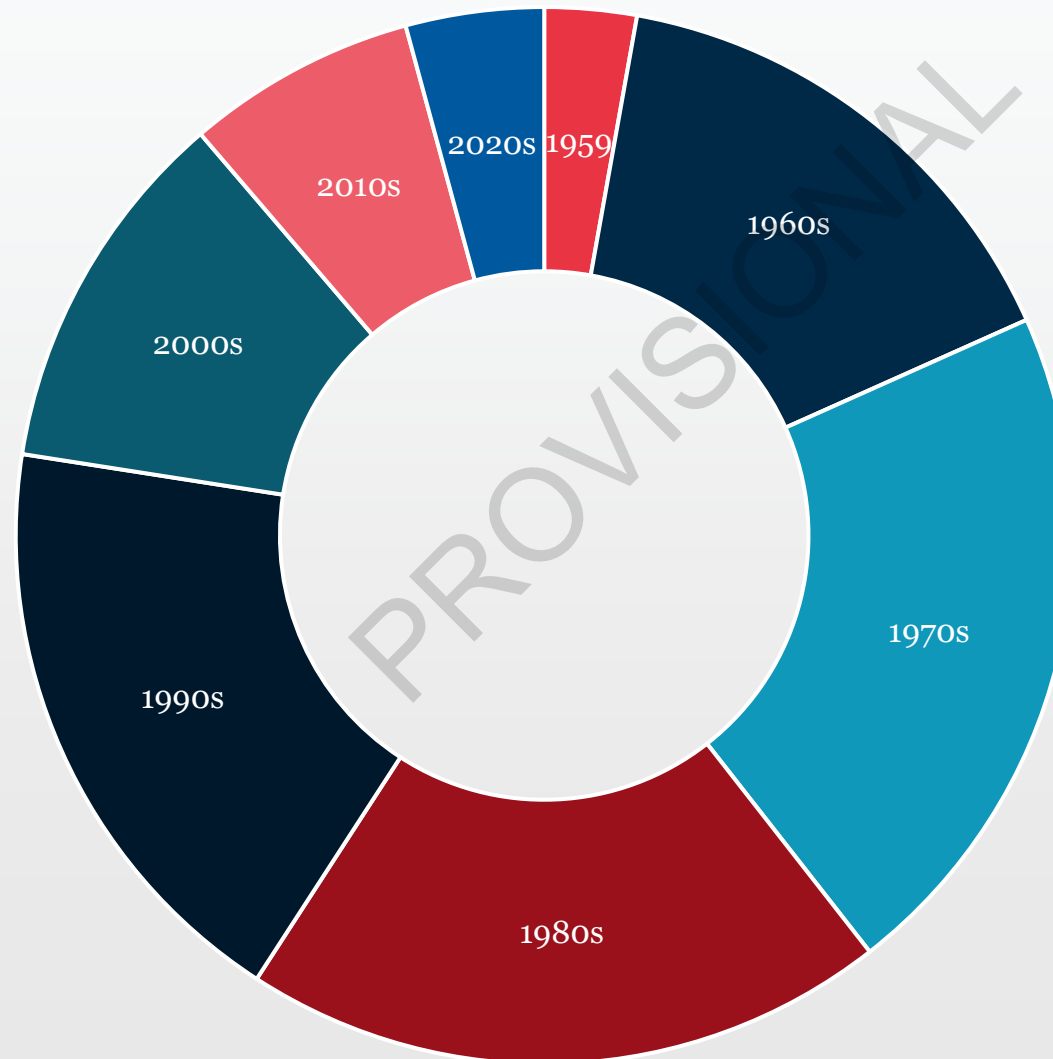
Grad influencers: CAS,
chapters, affinity
groups, 1st assignment
ambassadors, grads
on hill

77 responses – 40%
r/r – anonymous – 3rd
party platform

96% of respondents
were grads

Aug. 28 – Sept. 5

Participant Profile – Class Decades

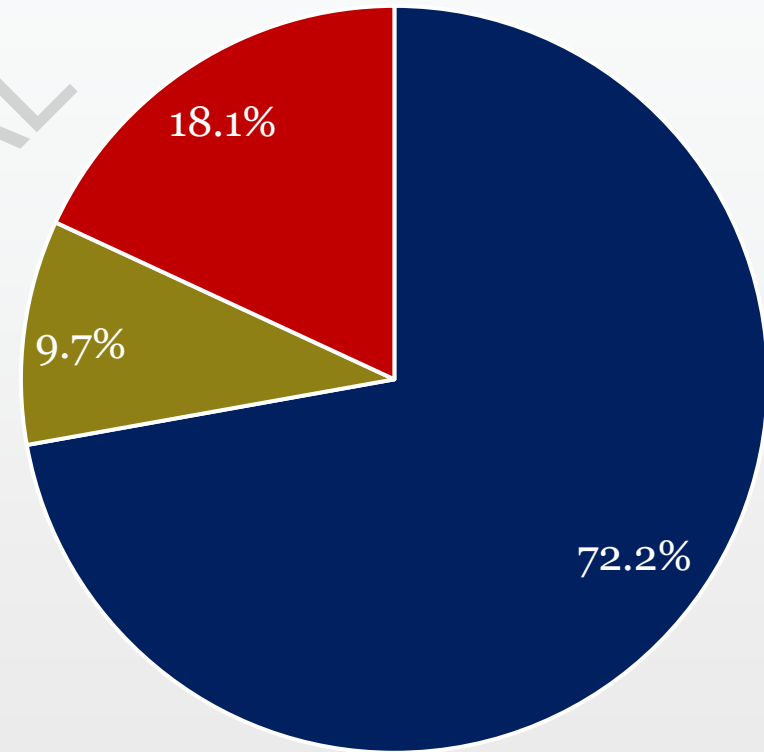


- 1959
- 1960s
- 1970s
- 1980s
- 1990s
- 2000s
- 2010s
- 2020s

Strategic Priorities Buy-In

Do you believe these strategic priorities will help the U.S. Air Force Academy Association & Foundation support the needs and goals of graduates, members, donors and the Academy?

(Engagement – Philanthropy – Stewardship – Communication – Organizational Excellence)

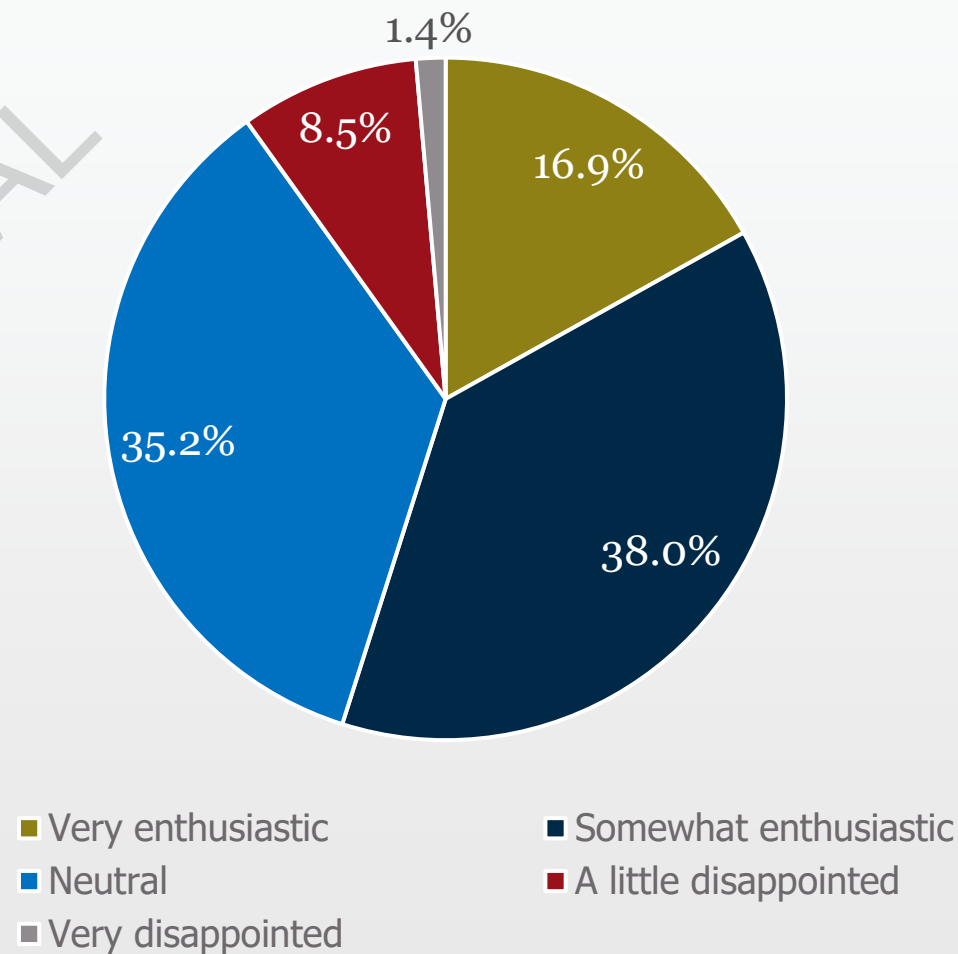


■ Yes ■ No ■ Not sure

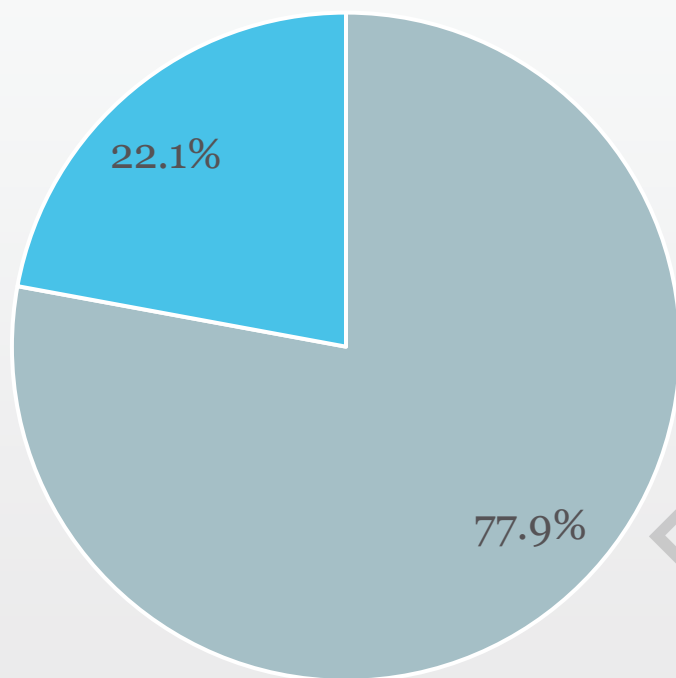
Enthusiasm for Overarching Brand Message

How do you feel about the new direction of the U.S. Air Force Academy Association & Foundation's brand messaging?

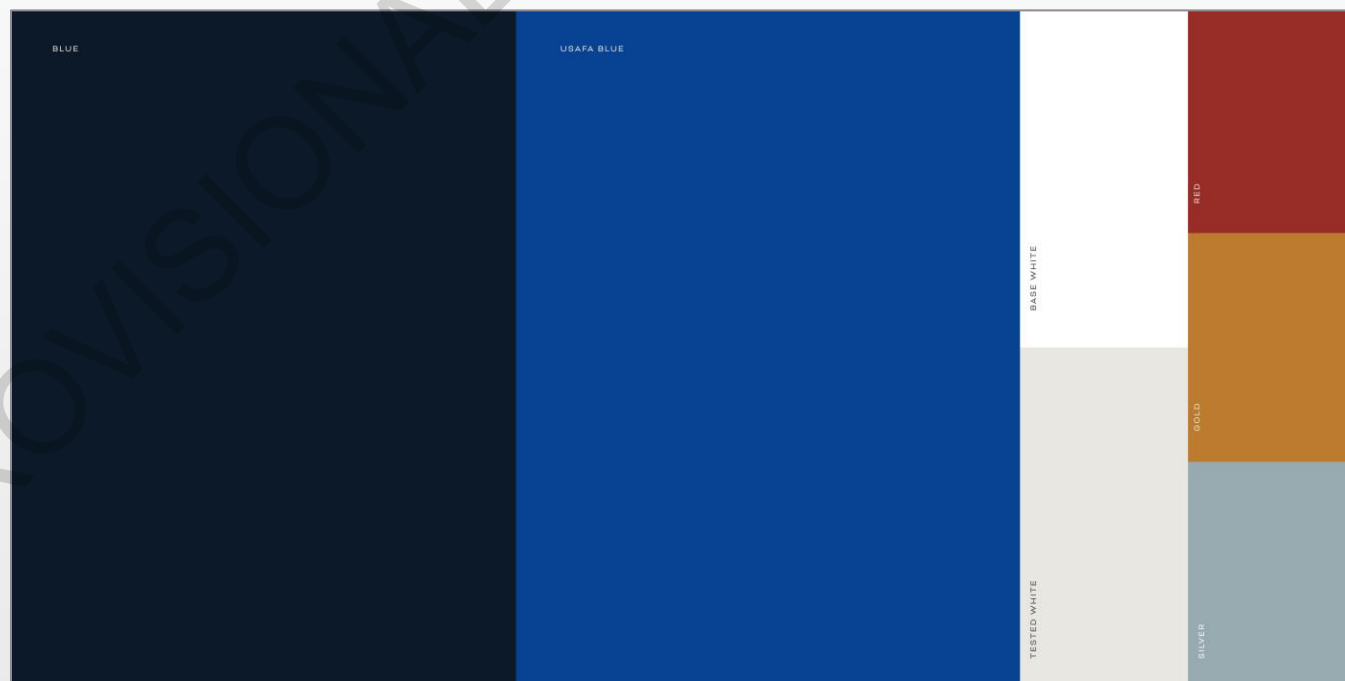
The U.S. Air Force Academy Association & Foundation's combined branding and messaging is a shared effort. It is intended to celebrate the experiences, heritage and pride of members and donors. Our new organizational identity will not stand apart from graduates or donors, but beside them. It will reflect the shared values and experiences instilled in graduates by the United States Air Force Academy. Graduates feel strongly about the Academy and each other, and our brand will reflect those connections and enduring bonds across decades and generations.



Appropriate Color Palette?



■ Yes ■ No



Option 1



Option 2



Option 3



Option 1



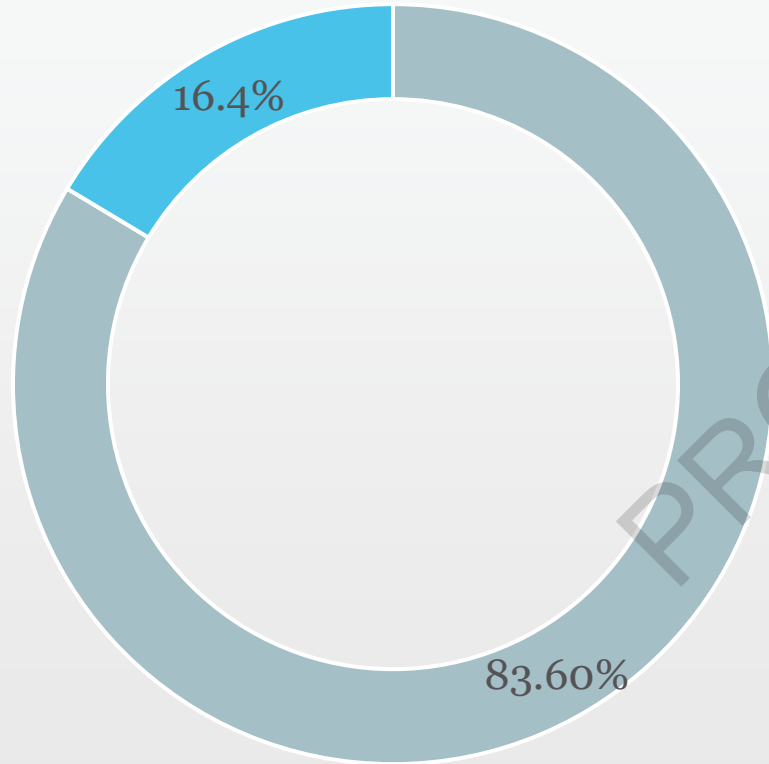
Prop and Wings Concept - Attributes

Top 5 selected attributes:

- **Traditional (83.1%)**
- **Heritage (75.4%)**
- **Appropriate (58.5%)**
- Strong (47.7%)
- Unifying (38.5%)



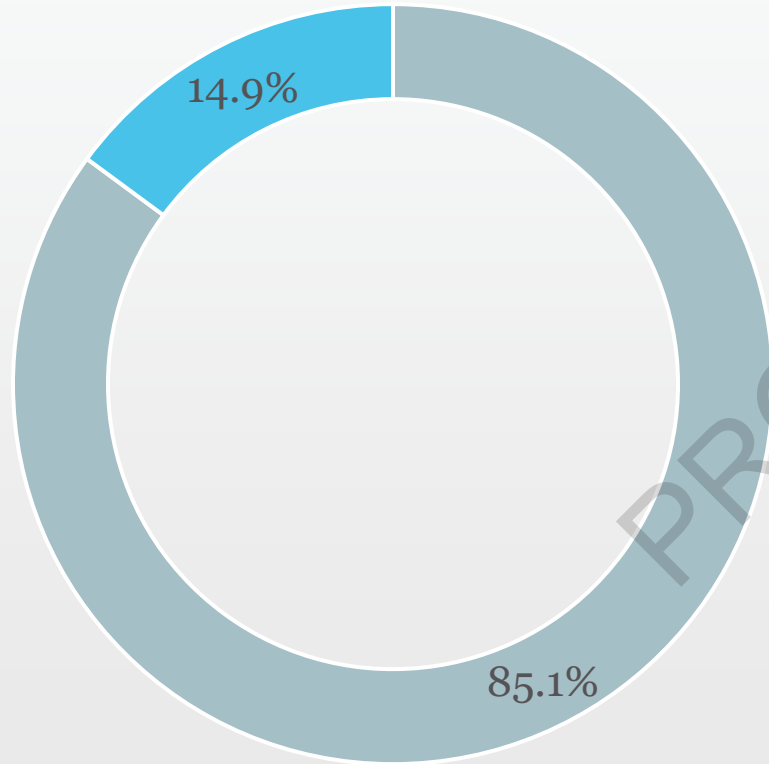
Prop and Wings Concept – Appealing?



■ Yes ■ No



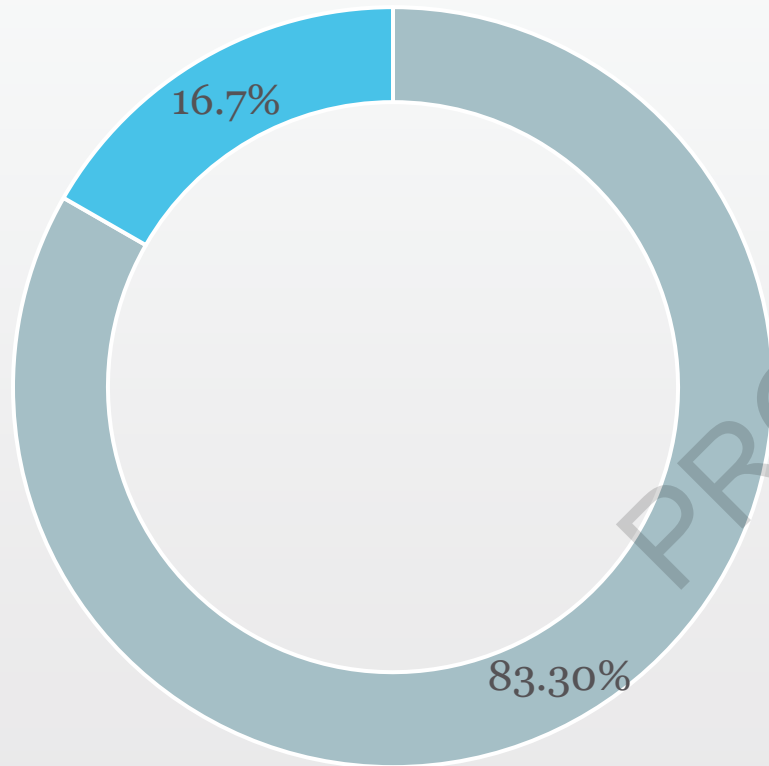
Prop and Wings Concept – Fitting?



■ Yes ■ No



Prop and Wings Concept – Reflect Past, Present and Future?



■ Yes ■ No

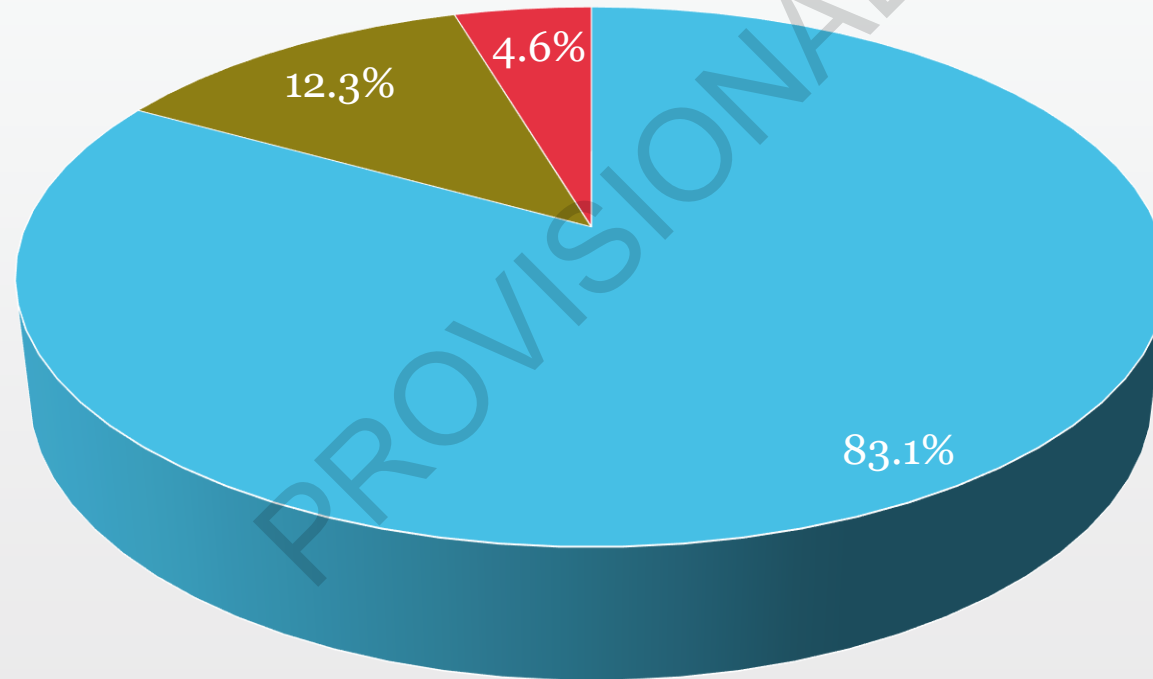


Prop and Wings Concept – Comments

- “Anyone familiar with USAFA will instantly recognize the organization behind logo 1.”
- “Prop and wings are required.”
- “Putting ‘Association’ and ‘Foundation’ next to each other clearly shows the bond between the two in a simple line. Powerful and unambiguous.”
- Need nod to Space Force.
- “This is the only logo I felt connected to as a graduate and will stand the test of time as well.”
- “Prop and Wings are important, but seems such a 90s look.”
- Make sure similar to what cadets wear.
- “Prop and wings inappropriate since graduates not in name.”
- “Love prop and wings but could use taste of future as well.”
- It visually links the Academy (i.e., prop and wings) to the organizations (i.e., “Association” and “Foundation”).
- Ensure icon is AF-distinct (looks similar to Army)

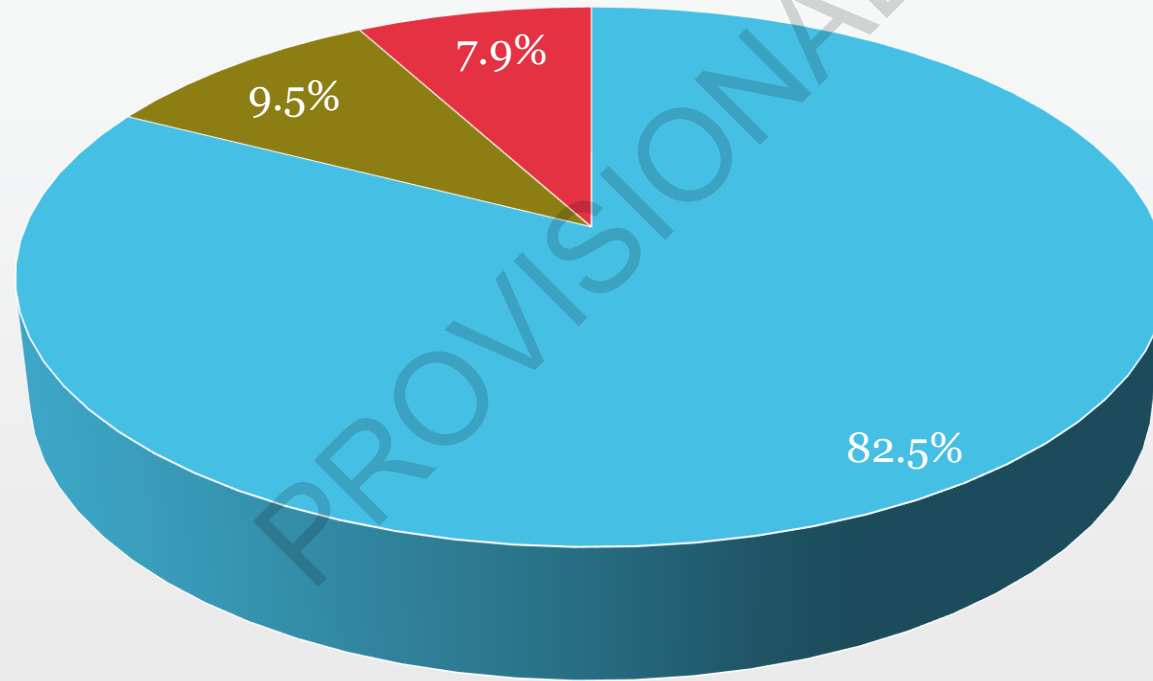


Three Logos – Your Top Selection?



■ Prop & Wings ■ A&F - Modern ■ A&F - Classic

Three Logos – Most Appropriate?



■ Prop & Wings ■ A&F - Modern ■ A&F - Classic



Next Steps

I. Discover
(Jan. – Feb.
2024) –
COMPLETE

II. Develop
(March – Oct.
2024) – **NEAR
COMPLETE**

**III.
Implement**
(Oct. 2024 –
Spring 2025)
READY



Thank You

Committee Updates



Finance and Investment Committee

Strebe

2025 Budget Notes

- Modest growth of revenue (7%)
 - Sponsorship changes will drive impactful growth in 2026
- Expense growth (4%) from investment in our people & travel for engagement; offset by detailed scrutiny of event costs
- Increased focus on our lines of business driven by new EVP position

Proposed 2025 Budget

Operating Statement of Activities FY 2025 Budget vs FY 2024 Forecast

	2025 Budget	2024 Forecast	\$ Variance	% Variance	2024 Budget
Revenues					
Donations and Contributions	\$ 177,500	\$ 215,745	\$ (38,245)	-18%	\$ 225,000
Membership Dues	1,036,298	1,009,886	26,412	3%	1,042,158
Merchandising	1,000,000	959,580	40,420	4%	900,000
Member Services	21,030	18,940	2,090	11%	15,000
Advertising and Sponsorships	575,000	500,250	74,750	15%	682,350
Reunion Services	271,500	271,695	(195)	0%	313,000
Administration Fees	66,000	64,284	1,716	3%	58,000
Conferences	240,000	174,331	65,669	38%	315,000
Royalties	124,000	120,654	3,346	3%	134,044
Football Tickets and Tailgates	215,000	200,540	14,460	7%	246,000
Activities and Social Events	77,820	63,515	14,305	23%	48,650
Miscellaneous Income	40,146	42,291	(2,145)	-5%	36,000
Transfers from/(to) Restricted Funds	73,824	36,876	36,948	100%	103,996
Total Revenues	3,918,118	3,678,587	239,531	7%	4,119,198
Operating Expenses					
Salaries and Wages	2,914,917	2,550,225	364,692	14%	2,697,449
Payroll Taxes	242,054	189,599	52,455	28%	226,179
Benefits	422,460	387,700	34,760	9%	441,314
Board Governance Costs	82,780	46,071	36,709	80%	54,950
Professional Services	446,145	456,660	(10,515)	-2%	409,613
Professional Printing	235,575	243,731	(8,156)	-3%	225,235
Postage and Shipping	147,007	141,445	5,562	4%	147,730
Merchandise Cost of Sales	420,000	454,549	(34,549)	-8%	481,749
Insurance and Bonding	88,920	83,827	5,093	6%	46,080
Employee Travel and Meals	165,714	97,644	68,070	70%	169,739
Social Events and Meetings	346,712	522,671	(175,959)	-34%	353,700
Office Supplies	49,293	52,839	(3,546)	-7%	39,760
Advertising and Corporate Promotion	45,130	50,572	(5,442)	-11%	50,050
Office Expenses	460,465	439,408	21,057	5%	421,529
Employee Training and Education	29,155	8,022	21,133	263%	28,765
Facilities Expenses	410,990	395,133	15,857	4%	444,168
Depreciation and Amortization	480,000	575,214	(95,214)	-17%	540,000
Total Operating Expenses	6,987,317	6,695,310	292,007	4%	6,778,010
Operating Income (Loss)	(3,069,199)	(3,016,723)	(52,476)	2%	(2,658,812)
Investment Income					
Investment Interest & Dividends	844,800	894,884	(50,084)	-6%	829,657
Realized/Unrealized Gains/Losses	1,716,000	3,987,086	(2,271,086)	-57%	1,078,629
Total Investment Income	2,560,800	4,881,970	(2,321,170)	-48%	1,908,286
Other Income and Deductions					
Subsidy from Foundation	350,000	419,300	(69,300)	-17%	419,300
Allocation of IT & Facilities Expenses	328,477	222,643	105,834	100%	375,834
Total Other Income and Deductions	678,477	641,943	36,534	6%	795,134
NET Income (Loss)	\$ 170,078	\$ 2,507,190	\$ (2,337,112)	-93%	\$ 44,608



Air Force Academy Foundation

	Actual				Budget	Forecast	Budget	2024 Forecast to 2025 Budget Change
	2020 *	2021	2022	2023	2024	2024	2025	
Salary & Wages	\$ 2,525,000	\$ 2,675,000	\$ 3,032,000	\$ 3,403,955	\$ 3,430,064	\$ 3,486,416	\$ 3,523,999	1% (a) & (c)
Other Personnel Costs	732,000	625,000	654,000	650,241	685,908	638,462	750,704	18% (d)
Total Personnel Costs	\$ 3,257,000	\$ 3,300,000	\$ 3,686,000	\$ 4,054,196	\$ 4,115,972	\$ 4,124,878	\$ 4,274,703	4%
* Revised down from \$4.1M in April 2020					% of Total Budget	61%	59%	

Association of Graduates

	2020	2021	Actual 2022	2023	Budget 2024	Forecast 2024	Budget 2025	2024 Forecast to 2025 Budget Change
Salary & Wages	\$ 2,588,887	\$ 2,603,193	\$ 2,725,442	\$ 2,817,688	\$ 2,697,449	\$ 2,550,225	\$ 2,914,917	14% (a), (b) & (c)
Other Personnel Costs	495,619	581,043	594,677	628,341	667,493	577,299	664,515	15% (d)
Total Personnel Costs	\$ 3,084,506	\$ 3,184,236	\$ 3,320,119	\$ 3,446,029	\$ 3,364,942	\$ 3,127,524	\$ 3,579,432	14%
					% of Total Budget	47%	51%	

U.S. Air Force Academy Association & Foundation

History of Employee Census and Related Costs

	2020	Actual 2021	2022	2023	Budget 2024	Forecast 2024	Budget 2025	2024 Forecast to 2025 Budget Change
FTE Employees	71.95	67.25	64.00	66.00	69.50	68.00	70.00	2.00 (b)
Salary & Wages	\$ 5,113,887	\$ 5,278,193	\$ 5,757,442	\$ 6,221,643	\$ 6,127,513	\$ 6,036,641	\$ 6,438,916	7% (a) (b)
Other Personnel Costs	1,227,619	1,206,043	1,248,677	1,278,582	1,353,401	1,215,761	1,415,219	16% (d)
Total Personnel Costs	\$ 6,341,506	\$ 6,484,236	\$ 7,006,119	\$ 7,500,225	\$ 7,480,914	\$ 7,252,402	\$ 7,854,135	8%
Cost per Employee	88,138	96,420	109,471	113,640	107,639	106,653	112,202	5,549

2025 Budget Notes:

- (a) 6% personnel salary pool budgeted across all staff; 4% cost of living & 2% discretionary performance increase
- (b) Includes 2 previously unbudgeted positions; EVP Alumni Relations & Facilities (converted from professional fees)
- (c) 2024 & 2025 show allocated personnel costs
- (d) 9% insurance increase and staffing at full capacity



Governance Committee

Almand

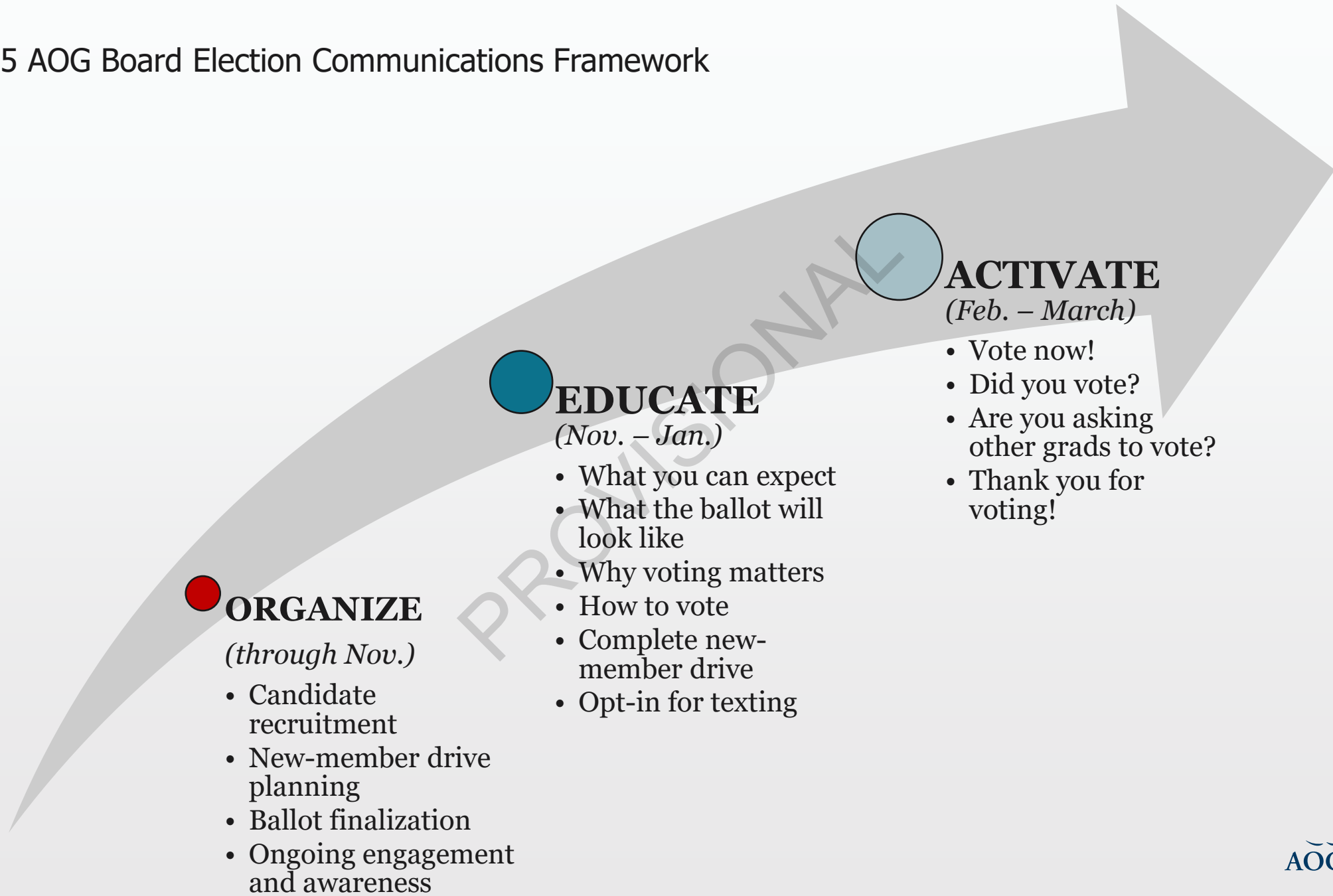
Discussion

- What action should Board take?
 - none
 - make a recommendation to members
 - up or down vote on petition as presented
 - coordinated comms or statement on ballot?
 - somewhere in between
- Highlighted need for better communication with members
 - Implication Association doesn't provide feedback to USAFA leadership
 - Messaging to include regular meetings between CEO and Supt
 - Promote CAS as avenue for two-way communication
 - Opportunity to promote organization as unifying agent supporting Academy when nation is so divided
 - Remain Politically neutral
 - Support all grads
 - Academy's direction will change as administrations change

Nominating Committee

Przybyslawski

2025 AOG Board Election Communications Framework





Class Advisory Senate

Helms

Class Advisory Senate

- CAS Officer Elections are scheduled for 7-17 November
- New Officers installed at 21 Jan 2025 CAS meeting
- CAS Speaker for 24 October is Col. Marc J. Sands '94, Senior USSF liaison to USAFA
- Unity letter discussion



In Person AOG BOD Meeting

Lowe

Recommendation

- In Person Board meeting in Colorado early February '25
 - Board has good chemistry and momentum
 - ZOOM sessions over 1 hour are not productive
 - 6 month dormant period not wise
 - Early February meeting will coincide with Election kickoff
 - Avoid 9 Feb Super Bowl weekend
 - Potential election interference may require Board review/action
 - Review/address potential Bylaws changes?
 - Reinforce Political Neutrality
 - Good opportunity to stay/meet/tour Hotel Polaris off season
 - Brainstorm "NEXT BIG IDEA"
 - How better promote CAS as avenue for two-way communication?
 - Review improved support for Academy when nation is so divided
 - Brainstorm better ways to support Grads
 - Promote respectful dialogue on key issues

Executive Session



BOARD OF DIRECTORS ELECTRONIC VOTE

Motion to Approve the CEO Bonus

7 February 2025

APPROVED

Board Voting Members Participating: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Hans Mueh '66; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; John Cinnamon '91; President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Board Members not Participating: Garry Dudley '68.

Background: An AOG and Foundation task force was tasked to determine the CEO bonus for 2024. The AOG Board vote was conducted by email on 5-7 February 2025.

MOTION: The AOG/AFAF task force, which was assigned to determine the performance bonus for the CEO, moves a bonus of \$46,000 be awarded to Mark Hille for his 2024 performance. The motion was unanimously approved.

Respectfully submitted,
Virginia Caine Tonneson, Secretary



BOARD OF DIRECTORS ELECTRONIC VOTE
Motion to Approve the Leadership Achievement Award

28 February 2025

APPROVED

Board Voting Members Participating: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Garry Dudley '68; Hans Mueh '66; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; John Cinnamon '91; President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Background: The Leadership Achievement Award Committee reviewed the nomination packages and recommended two individuals for this year's award. The AOG Board vote was conducted by email on 15-28 February 2025.

MOTION: The Nominating Committee recommends that the Board approve the two Leadership Achievement Award winners. The motion was approved by a vote of 15-1 (Director Hoffman against).

Respectfully submitted,
Virginia Caine Tonneson, Secretary



BOARD OF DIRECTORS ELECTRONIC VOTE
Motion to Approve the Young Alumni Excellence Award

28 February 2025

APPROVED

Board Voting Members Participating: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Garry Dudley '68; Hans Mueh '66; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; John Cinnamon '91; President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Background: The Young Alumni Excellence Award Committee reviewed the nomination packages and recommended three individuals for this year's award. The AOG Board vote was conducted by email on 15-28 February 2025.

MOTION: The Nominating Committee recommends that the Board approve the three Young Alumni Excellence Award winners. The motion was approved by a vote of 15-1 (Director Hoffman against).

Respectfully submitted,
Virginia Caine Tonneson, Secretary



BOARD OF DIRECTORS ELECTRONIC VOTE
Motion to Approve the Distinguished Graduate Award

6 March 2025

APPROVED

Board Voting Members Participating: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Glenn Strebe '87, Treasurer; Hank Hoffman '63; Garry Dudley '68; Hans Mueh '66; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; John Cinnamon '91; President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Background: The Nominating Committee reviewed the nomination packages and recommended two individuals for this year's award. The AOG Board vote was conducted by email on 4-6 March 2025.

MOTION: The Nominating Committee moves that the AOG Board approves the two recommended Distinguished Graduate Award winners. The motion was unanimously approved.

Respectfully submitted,
Virginia Caine Tonneson, Secretary



BOARD OF DIRECTORS SPECIAL MEETING

19 March 2025 Meeting Minutes

APPROVED

Board Members Present via Videoconference: Brian Bishop '83, Chair; Cathy Almand '90, Vice Chair; Ginny Caine Tonneson '80, Secretary; Hank Hoffman '63; Hans Mueh '66; Garry Dudley '68; Bob Lowe '71; Lee Krauth '72; William Carpenter '73; John Cinnamon '91, President, Class Advisory Senate; Christian Evans '08; Emma Przybyslawski '10; Nathan Dial '10; Joseph Bledsoe III '11; Jennifer Walters '11.

Board Members Absent: Glenn Strebe '87.

AOG Staff Present via Videoconference: Mark Hille '97, AOG/AFAF President/CEO; Katie Willemarck, AOG/AFAF CFO; Kelly Banet, EVP of Development; Michael Cornelious '00, EVP of Alumni Relations; Naviere Walkewicz '99, SVP of Engagement; Wyatt Hornsby, AOG/AFAF SVP of Marketing and Communications; Molly Staley, Executive Assistant to the EVP of Development and Boards; Emma Ross, Board Support/Office Manager.

Guests Present via Videoconference (new April 2025 Board members): Dan Bohlin '71; Denny Merideth '73; Rod Bishop '74.

I. Call to Order/Chairman's Welcome

Chair Bishop called the meeting to order at 10:03 a.m. MDT on Wednesday, 19 March 2025. He welcomed the three new Board members in attendance and spoke briefly about the various letters going back and forth concerning this meeting.

II. Agenda

The agenda item included the selection of two Appointed Directors to fill the seats that will be vacated by Directors Strebe and Bledsoe in April 2025.

MOTION: Director Przybyslawski moved and Director Walters seconded to approve the agenda as is. The motion was unanimously approved.

III. Open Session

CEO Hille noted that the AOG senior staff was in attendance to show support for current Board members and for the new Directors. He introduced Michael Cornelious, the new EVP of Alumni Relations.

MOTION: Director Przybyslawski moved and Director Lowe seconded to go into executive session. The motion was approved by a vote of 14-1 (Director Hoffman against).

Directors Walter and Bledsoe departed the meeting as they were being discussed as potential Appointed Directors. Chair Bishop invited CEO Hille, EVP Cornelius, and Ms. Stanely to remain. The new Directors also remained.

IV. Executive Session

The Board went into executive session IAW Bylaws Article V Section 8c at 10:11 a.m. MDT for the Nomination Committee to discuss the Appointed Director candidates.

MOTION: Director Dudley moved and Director Mueh seconded to come out of executive session. The motion was unanimously approved.

V. Open Session

The Board went into open session at 10:41 MDT.

MOTION: The Nominating Committee moved that the Board approve DT Thompson and Jennifer Walters as Appointed Directors for four year terms. The motion was unanimously approved.

The AOG will prepare a news release.

VI. Adjournment

Chair Bishop adjourned the meeting at 10:47 a.m. MDT.

Respectfully submitted,
Virginia Caine Tonneson, Secretary

Atch:

1. 19 March 2025 Board Meeting Agenda

MONITORING REPORT

DATE: 11 April 2025

POLICY TYPE: Executive Limitations

POLICY NUMBER: 2.1

POLICY TITLE: Treatment of Members and Other Constituents

POLICY DESCRIPTION:

With respect to interactions with members and other constituents, the CEO shall not cause or allow conditions, procedures, or decisions which are unfair, unsafe, undignified, untimely, unnecessarily intrusive, or which fail to provide appropriate confidentiality or privacy.

REPORT:

Accordingly, he/she shall not:

- 1. Use application forms that elicit information for which there is no clear necessity.**
The AOG has a written Policies and Procedures manual, in addition to an Employee Handbook, that addresses appropriate interactions with members and other constituents. The manual contains policies on the methods of collecting, reviewing, transmitting, or storing member information that protects constituents from improper access of the material elicited.
- 2. Use methods of collecting, reviewing, transmitting, or storing member information that fail to protect against improper access to the material elicited.**
The AOG secures employee access to the database with individual permissions and policies that ensure only people with appropriate access and training can make changes, review, and transmit member data. The data is stored with a third-party who implements industry standard security measures.
- 3. Fail to communicate to members a clear understanding of what may be expected from the service(s) offered.**
The AOG uses extensive print and online media formats to communicate to members a clear understanding of what may be expected from the service(s) offered. In addition, the AOG's customer service department facilitates follow-up contact by an appropriate AOG staff member to clarify all issues and concerns.

Status: In Compliance

MONITORING REPORT

DATE: 11 April 2025

POLICY TYPE: Executive Limitations

POLICY NUMBER: 2.9

POLICY TITLE: Board Awareness and Support

POLICY DESCRIPTION:

The CEO shall not permit the Board to be uninformed or unsupported in its work. Accordingly, he or she may not:

REPORT:

- 1) **Fail to have a current plan to achieve the Board's Ends.** The CEO has a plan specifically tied to the Board's Ends.
- 2) **Neglect to submit monitoring data required by the Board (see policy on Monitoring CEO Performance in Board/Staff Linkage, Policy 3.4) in a timely, accurate and understandable fashion, directly addressing provisions of Board policies being monitored.** The CEO has developed a plan for submitting specified monitoring reports at each Board meeting. All 14 reports are submitted annually to the Board in a specified rotation each year.
- 3) **Let the Board be unaware of relevant trends, anticipated adverse media coverage, or material external and internal changes, and particularly changes in the assumptions upon which any Board policy has been previously established. Notification of material planned internal changes is to be provided to the Board in advance, when feasible.** The CEO briefs the entire Board quarterly and sends out periodic updates to all directors. He maintains regular contact with Public Affairs and the Academy senior leadership to encourage them to provide information before it hits the papers. Upon receiving new information, he calls the Board Chair, committee chairs and individual directors as appropriate.
- 4) **Fail to advise the Board if, in the CEO's opinion, the Board is not in compliance with its Bylaws or its own policies on Governance Process and Board/Staff Linkage, particularly in the case of Board behavior, which is detrimental to the work relationship between the Board and the CEO.** When the CEO has identified areas of concern, he has reported them to the Board Chair. The CEO reviews the bylaws to remain aware of necessary requirements of the bylaws to ensure that no requirements are overlooked.

- 5) **Fail to provide for the Board as many staff and external points of view, issues and options as needed for fully informed Board choices.** The CEO routinely provides graduate, member, and staff viewpoints. He conveys the views of the Superintendent and other Academy senior leaders and arranges for those leaders to address the Board at its quarterly meetings.
- 6) **Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types:**
 - a. **Monitoring**
 - b. **Action Item, and**
 - c. **Incidental (“FYI”).**

The CEO provides concise, clear information in briefing, email, and report forms. The CEO calls for Board involvement as required, provides monitoring reports such as this one, and provides “FYI” materials as appropriate.

- 7) **Allow the Board to be without reasonable administrative and logistical support for official Board, officer or committee communications and functions.** The CEO provides staff support for arranging quarterly meetings and tele/video conferences, preparation and publication of minutes, arranging for billeting and meals for Board meetings, and providing workspace for visiting directors.
- 8) **Fail to deal with the Board as a whole except when:**
 - a. **Fulfilling reasonable individual requests for information, or**
 - b. **Responding to officers or committees duly charged by the Board.**

The CEO deals solely with the Board as a whole for all action items and fulfills director, officer and committee requests for information and support.

- 9) **Fail to report in a timely manner any actual or anticipated noncompliance with any policy of the Board.** The CEO seeks to uncover all infractions of Board policy, take corrective action, and report the results to the Board.
- 10) **Fail to provide for the consent agenda all items delegated to the CEO yet required by law or contract to be Board approved, along with the monitoring assurance pertaining thereto.** The CEO ensures that all items requiring Board approval are presented to the Board and that all consent agenda items delegated to him are placed in the minutes.

Status: In Compliance

MONITORING REPORT

DATE: 11 April 2025

POLICY TYPE: Executive Limitations

POLICY TITLE: AOG/Air Force Academy Foundation COA

POLICY NUMBER: 2.12

POLICY DESCRIPTION:

The CEO will not fail to abide by the provisions of the current AOG/Air Force Academy Foundation Cooperative Operation Agreement as approved by the Board of Directors.

REPORT:

The CEO is abiding by the provisions of the current AOG/Air Force Academy Foundation COA.

Compliance Status: *In Compliance*

24 April 2025

Noon – 1:00 p.m.

Lunch – Boardroom, Doolittle Hall

1:00 – 4:30 p.m.

New Director Orientation

Boardroom, Doolittle Hall

- I. Introductions
- II. Board Structure and Responsibilities (*Brian Bishop, Chairman*)
- III. Mission, Values, Strategic Plan (*Mark Hille, CEO*)
- IV. Staff Structure (*Michael “Baja” Cornelius, EVP, Alumni Relations*)
- V. Foundation Overview (*Kelly Banet, EVP, Development*)
- VI. Financial Overview (*Katie Willemarck, CFO*)
- VII. Brand Update (*Wyatt Hornsby, SVP, Marketing & Communications*)
- VIII. Class Advisory Senate (*John Cinnamon, President*)
- IX. 2022 Graduate Survey Review (*Cathy Almand, Vice Chair*)

5:00 – 6:30 p.m.

AOG Board Reception/Hail and Farewell

Library, Doolittle Hall

Attire: Business Casual

25 April 2025

7:30 – 8:00 a.m.

Breakfast

New Board Director Photos for Website (7:30)

Complete Conflict of Interest Statements

8:30 a.m.

- I. Call to Order
- II. Moment of Silence & Pledge of Allegiance
- III. Notified Absences & Introductions (All Directors)
- IV. Consent Agenda Approval
 - 1. 18 October 2024 Meeting Minutes
 - 2. 7 February 2025 E-vote Minutes for CEO Bonus
 - 3. 28 February 2025 E-vote Minutes for Leadership Achievement Award
 - 4. 28 February 2025 E-vote Minutes for Young Alumni Excellence Award
 - 5. 6 March 2025 E-vote Minutes for Distinguished Graduate Award
 - 6. 19 March 2025 Special Meeting Minutes
 - 7. Executive Limitations/Monitoring Reports
 - a. 2.1 Treatment of Other Constituents
 - b. 2.9 Board Awareness and Support
 - c. 2.12 AOG/AFAF COA
- V. Agenda Approval
- VI. Board Selects Chair by Written Ballot (Secretary presides)
- VII. Chair nominates Board Officers for Board Approval
- VIII. Executive Session
 - 1. Name new AOG Committees

10:00 a.m.

- IX. Staff Updates
 - 1. CEO Report (*Mark Hille, CEO*)
 - 2. Quarterly Financial Update (*Katie Willemarck, CFO*)
 - 3. Brand Update (*Wyatt Hornsby, SVP, Marketing & Communications*)
 - 4. Award Process (*Michael "Baja" Cornelius, EVP, Alumni Relations*)
 - 5. Affinity Groups (*Michael "Baja" Cornelius, EVP, Alumni Relations*)
- X. Committee Updates/Discussion
 - Governance Committee
 - Finance and Investments Committee
 - Audit Committee
 - Nominating Committee

11:30 a.m.

Adjourn for Lunch – Library, Doolittle Hall

12:15 p.m.

XI. Class Advisory Senate Update (*Director Cinnamon*)

1:00 p.m.

Adjourn

2:00 - 3:30 p.m.

Madera Cyber Innovation Center Ribbon Cutting

-Park in the east parking lot of the Cadet Field House, where bus transportation will be available to take you to and from the event.

6:00 p.m.

Defining Our Future Campaign Celebration

Generations Ballroom, Hotel Polaris

6:00 – 7:00 p.m. Cocktails

7:00 p.m. Dinner

Attire: Cocktail Attire

Board of Directors Meeting

25 April 2025



Agenda

- | | | | |
|----------|---|-----------|--|
| 1 | Call to Order | 7 | Chair nominates Board Officers for Board Approval |
| 2 | Moment of Silence & Pledge of Allegiance | 8 | Executive Session |
| 3 | Notified Absences & Introductions | 9 | Staff Updates |
| 4 | Consent Agenda Approval | 10 | Class Advisory Senate Update |
| 5 | Agenda Approval | 11 | Committee Updates |
| 6 | Board Selects Chair by Written Ballot | | |



- Call to Order
- Moment of Silence & Pledge of Allegiance
- Notified Absences & Introductions
- Consent Agenda Approval
 - 18 October 2024 Meeting Minutes
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 - 19 March 2025 Special Meeting Minutes
 - Executive Limitation/Monitoring Reports
 - 2.1 Treatment of Other Constituents
 - 2.9 Board Awareness and Support
 - 2.12 AOG/AFAF COA
- Agenda Approval

Chairman of the Board Election



BACKGROUND

- The Board Chair will be selected by the Board
- The Chair shall be an elected director
- Selection of the Chair and officers will be conducted at the first regularly scheduled meeting of the Board after the election.
- The term of office of the Chair shall begin upon election to the office and continue through the election of the next Chair two years later
- The maximum continuous period of service for a Chair is two consecutive terms without at least a four-year break between terms

Chairman of the Board Election



ELECTION PROCESS

- A quorum of more than half of the total number of directors must be present for the Board to act on any issue
- No director shall give another director the right to vote for them by proxy on any issues before the Board.
- A simple majority of the directors present at a quorum of the Board will pass any motion considered by the Board
- In cases where more than two directors are nominated, an initial vote will be taken to establish the top two nominees. Then, a final vote will determine the new Chair by majority vote of a quorum of the Board
- Vote for ONE of the two nominated directors

Nominated Directors for Board Chair



Cathy Almand '90

Denny Merideth '73

Any other candidates?

PROVISIONAL



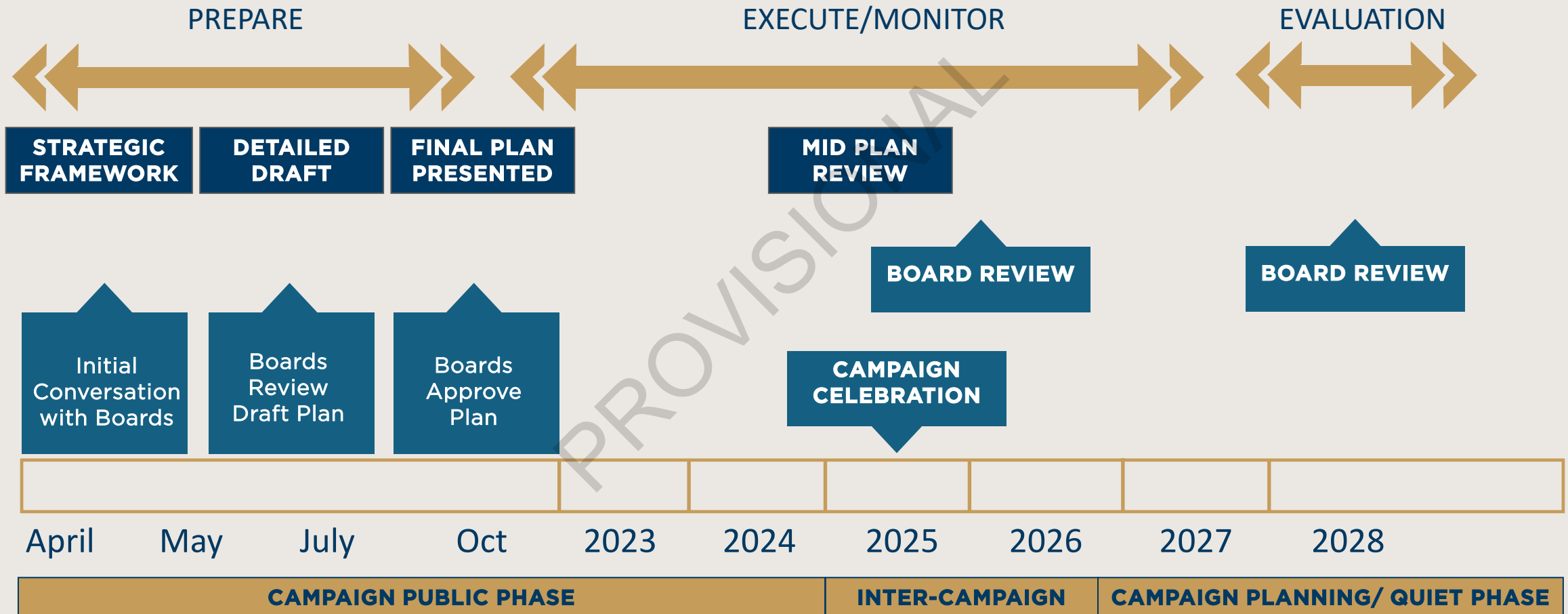
Staff Updates

PROVISIONAL

CEO Update

PROVISIONAL

STRATEGIC PLAN TIMELINE



STRATEGIC IMPERATIVES

» ENGAGEMENT		» PHILANTHROPY		» STEWARDSHIP		» COMMUNICATIONS		» ORGANIZATIONAL EXCELLENCE	
1	GOAL CREATE AND FOSTER LIFELONG CONNECTIONS BETWEEN THE LONG BLUE LINE AND THE ACADEMY OBJECTIVES A. Grow membership to be reflective of the entire Long Blue Line B. Revitalize class- and affinity-based programming C. Inform and engage cadet parents and families D. Strengthen graduate engagement	1	GOAL LEAD SUCCESSFUL COMPREHENSIVE CAMPAIGN – DEFINING OUR FUTURE OBJECTIVES A. Raise \$270 million for critical Academy priorities B. Increase awareness, engagement and participation among all constituents C. Enhance institutional pride among all stakeholders D. Advance understanding of philanthropy's role and impact at the Academy	1	GOAL ACCEPT, INVEST AND STEWARD GIFTS AS DONORS INTEND OBJECTIVES A. Provide accurate and timely reporting on all gifts annually B. Improve Academy gift acceptance and reporting process	1	GOAL ENHANCE AND SAFEGUARD BRAND AND REPUTATION OF AOG AND FOUNDATION OBJECTIVES A. Ensure brand is relevant and consistent in look, feel and voice B. Conduct a mission-focused merchandise strategy C. Provide world-class customer service to all constituents D. Deliver professional image in-person and through events	1	GOAL RECRUIT, DEVELOP AND RETAIN TOP-LEVEL TALENT OBJECTIVES A. Support competitive pay and benefits B. Provide ongoing training and professional development for staff and supervisors C. Provide meaningful recognition programs
2	GOAL SERVE OUR GRADUATES AND FAMILIES AT CRITICAL MOMENTS THROUGHOUT THEIR LIFETIMES OBJECTIVES A. Provide Firstie transition and first-assignment support B. Offer meaningful career services and transition support C. Serve graduates and their families with funeral support as part of Gone but Not Forgotten program	2	GOAL GROW RESOURCES AVAILABLE TO SUSTAINABLY FUND ONGOING OPERATIONS OBJECTIVES A. Increase funding to cover a greater share of operating costs B. Establish restricted endowments for specific operating activities	2	GOAL INVEST ALL HUMAN AND FINANCIAL RESOURCES SMARTLY TO MAXIMIZE RETURN AND IMPACT OBJECTIVES A. Maintain accurate accounting records and strong financial and management controls B. Manage investment portfolios responsibly, utilizing experienced guidance C. Establish priorities for best use of available resources, including unrestricted gifts	2	GOAL SHARE THE STORY OF THE ACADEMY AND OUR GRADUATES IN DIVERSE AND EFFECTIVE WAYS OBJECTIVES A. Create engagement and instill pride through compelling stories about graduates and the Academy across all platforms B. Increase information engagement of younger graduates C. Tell stories about USAFA's rich history and heritage	2	GOAL FOSTER A CULTURE OF INCLUSION AND RESPECT AND AN ENVIRONMENT THAT NURTURES INNOVATION OBJECTIVES A. Diversify staff and boards B. Actively seek feedback through staff evaluations and periodic surveys C. Execute Doolittle Campus Master Plan
3	GOAL PRESERVE AND CELEBRATE THE ACADEMY'S HERITAGE AND THE ACCOMPLISHMENTS OF THE LONG BLUE LINE OBJECTIVES A. Further promote awards programs B. Expand online heritage archives C. Develop and promote the Heritage Trail	3	GOAL EXPAND AND DIVERSIFY SUPPORT FROM SUCCESSIVE GENERATIONS OF DONORS OBJECTIVES A. Leverage the value of the Long Blue Line to create strengthened relationships between generations B. Strengthen and expand class giving C. Build diversity and capacity of volunteers, including committee and board members	3	GOAL NURTURE STRONG RELATIONSHIPS WITH THE ACADEMY AND PARTNER ORGANIZATIONS OBJECTIVES A. Deepen operating partnerships with supporting organizations B. Secure and maintain "special status" as supporting organizations C. Institutionalize strong connections with key Academy partners	3	GOAL MAINTAIN READINESS FOR SUCCESSFULLY NAVIGATING CRISES AND ADVERSE DEVELOPMENTS OBJECTIVES A. Establish and maintain crisis communications plan B. Create proper succession planning for key leadership roles	3	GOAL EXHIBIT OUR CORE VALUES IN EVERYTHING WE DO – INTEGRITY, SERVICE, EXCELLENCE OBJECTIVES A. Comprehensive onboarding for new employees, including introduction to senior leadership B. Encourage and reward demonstration of core values C. Incorporate core values as part of the annual evaluation process

Engagement

- Engagement/comm now across seven decades of grads
- Next Gen Council is up and running - need to invest in career service
- Next of Kin program growing in scope and value – GBNF
- Graduate survey in late 2025

Philanthropy

- Campaign complete at \$330 million – celebrating and finishing
- Fundraising for endowed operating/ AOG service funds

Stewardship

- Quarterly grant-making cycle/working with Supt on all projects
- Final construction – MCIC, Northgate
- Earned revenue lagging, controlling operating costs to match

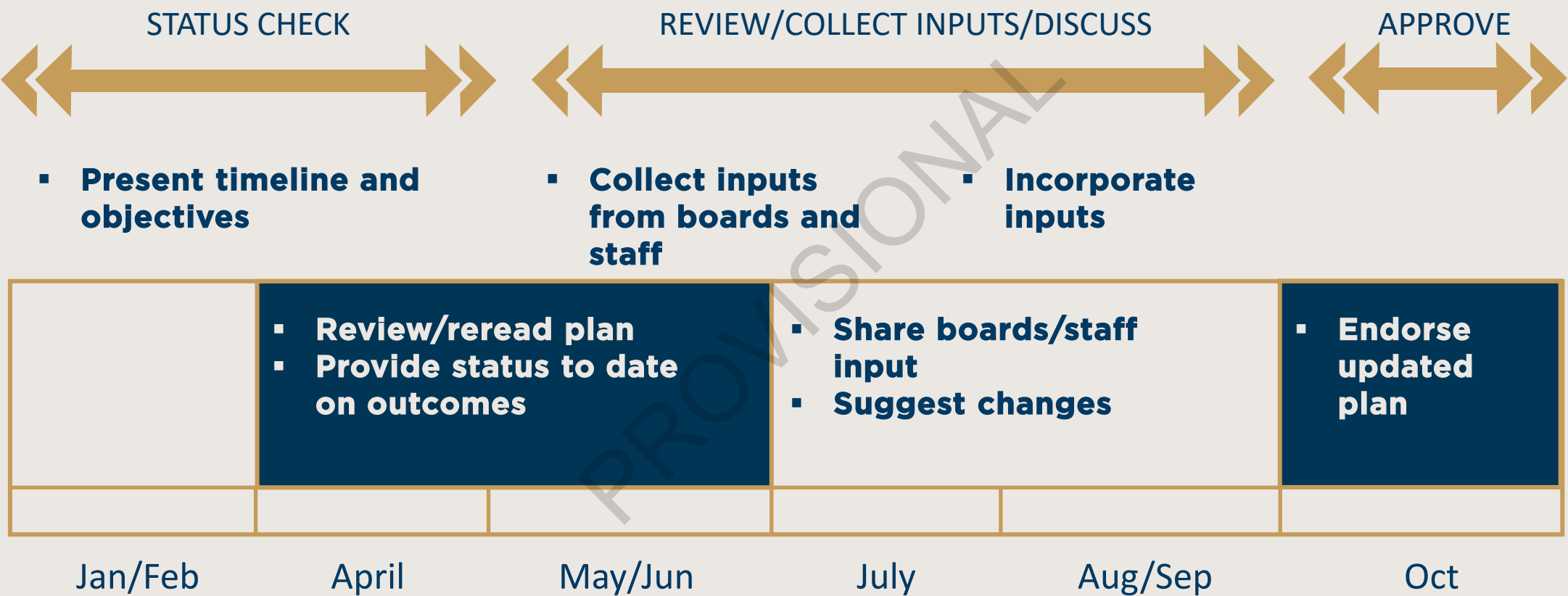
Communications

- Branding launched this month, website by mid-June
- Customer service forward...return ALL communications

Organizational Excellence

- Staff talented, stable, especially senior team
- Moving to Wecker Hall/Yost Plaza

MID PLAN REVIEW - TIMELINE



Quarterly Financial Update

PROVISIONAL



Statement of Financial Position- As of December 31 (preliminary)



	2024	2023
Assets		
Cash	\$2,149,327	\$167,971
Investments	52,601,488	57,892,986
Beneficial Interest in Trust	59,432,427	57,301,623
Other Assets	4,289,513	4,218,907
Total Assets	\$118,472,755	\$119,581,485
Liabilities & Net Assets		
Total Liabilities	\$5,306,536	\$3,993,723
Net Assets Without Donor Restriction	39,896,810	37,974,295
Net Assets With Donor Restriction	73,269,409	77,613,467
Total Net Assets	113,166,219	115,587,762
Total Liabilities and Net Assets	\$118,472,755	\$119,581,485

Statement of Activities as of December 31, 2024 (preliminary)



	2024 Actual	2024 Budget	Variance	2023 Actual
Operating Revenue	\$3,876,012	\$4,538,498	(662,486)	\$4,758,404
Salary & Benefits	3,163,018	3,364,942	(201,924)	3,533,259
Other Expenses	3,191,531	3,037,234	154,297	3,950,884
Total Operating Expenses	6,354,549	6,402,176	(47,627)	7,484,144
Operating Income (Loss)	(2,478,537)	(1,863,678)	(614,859)	(2,725,740)
Investment Income (Loss)	3,333,266	1,908,286	1,424,980	6,663,207
Net Gain/(Loss)	\$854,729	\$44,608	\$810,121	\$3,937,467

Statement of Financial Position as of March 31, 2025



Assets	2025	2024	\$ Variance
Cash and Cash Equivalents	\$ 297,493	\$ 287,782	\$ 9,711
Merchandise Inventory	433,655	369,573	64,082
Pledges and Accounts Receivable	86,500	139,212	(52,712)
Prepaid Expenses and Other	219,819	243,621	(23,802)
Total Current Assets	1,037,467	1,040,188	(2,721)
Investments	53,294,378	61,218,661	(7,924,284)
Beneficial Interest in Trust	59,475,214	59,815,516	(340,302)
Fixed Assets	14,503,060	-	-
Less: Accumulated Depreciation & Amortization	(11,612,258)	2,890,802	(404,492)
AFAF/AOG Intercompany	3,093	2,307	786
Total Assets	\$ 116,700,953	\$ 125,371,966	\$ (8,671,013)
Liabilities			
Accounts and Other Payables	\$ 333,994	\$ 76,171	\$ 257,823
Agency Deposits	1,542,515	1,537,300	5,215
Deferred Income and Unearned Life Memberships	2,443,141	2,048,354	394,787
Intercompany Payable (Receivable)	589,651	100,888	488,762
Other Liabilities	271,080	225,296	45,783
Total Liabilities	\$ 5,180,380	\$ 3,988,010	\$ 1,192,371
Net Assets			
Unrestricted – AOG Operating Reserve	\$ 1,338,455	\$ 1,338,455	\$ -
Unrestricted-designated – for Short-term Purposes	290,520	290,520	-
Unrestricted-designated – for Endowments	5,223,272	5,220,963	2,309
Invested in Property and Equipment	2,890,802	3,295,294	(404,492)
Unrestricted-undesignated	29,579,765	30,220,844	(641,080)
Total Without Donor Restrictions	39,322,814	40,366,076	(1,043,262)
With Donor Restrictions	72,197,759	81,017,881	(8,820,122)
Total Net Assets	111,520,573	121,383,957	(9,863,384)
Total Liabilities and Net Assets	\$ 116,700,953	\$ 125,371,966	\$ (8,671,013)

Statement of Activities as of March 31, 2025



	YTD Actual	YTD Budget	Variance	PY YTD
Revenues				
Donations and Contributions	\$ 762	\$ -	\$ 762	\$ 164,020
In-Kind Contributions	6,600	-	6,600	-
Membership Dues	214,128	201,795	12,334	202,922
Merchandising	69,541	70,500	(959)	86,925
Member Services	-	5,300	(5,300)	5,360
Advertising and Sponsorships	87,942	149,500	(61,558)	329,356
Reunion Services	-	-	-	-
Administration Fees	-	-	-	-
Conferences	-	40,000	(40,000)	-
Royalties	34,698	27,100	7,598	102,571
Football Tickets and Tailgates	-	-	-	-
Activities and Social Events	12,086	9,310	2,776	11,153
Miscellaneous Income	695	575	120	1,307
Transfers from/(to) Restricted Funds	-	18,456	(18,456)	9,876
Total Revenues	\$ 426,453	\$ 522,536	\$ (96,083)	\$ 913,491
Operating Expenses				
Salaries and Wages	\$ 571,557	\$ 697,864	\$ (126,307)	\$ 517,356
Payroll Taxes	54,397	59,318	(4,922)	43,784
Benefits	107,443	102,522	4,921	90,852
Board Governance Costs	17,100	23,000	(5,900)	-
Professional Services	47,279	78,925	(31,646)	65,834
Professional Printing	47,916	52,522	(4,606)	54,253
Postage and Shipping	30,800	29,167	1,633	28,087
Merchandise Cost of Sales	32,881	30,315	2,566	57,873
Insurance and Bonding	26,994	22,230	4,764	18,064
Employee Travel and Meals	7,425	37,853	(30,428)	18,579
Social Events and Meetings	43,961	16,812	27,149	8,884
Office Supplies	6,847	10,715	(3,868)	10,979
Advertising and Corporate Promotion	7,124	3,295	3,829	1,005
In-Kind Expenses	6,600	-	6,600	-
Office Expenses	141,446	105,147	36,299	114,291
Employee Training and Education	213	5,695	(5,483)	656
Facilities Expenses	76,241	112,229	(35,988)	91,457
Depreciation and Amortization	146,178	127,500	18,678	151,399
Total Operating Expenses	\$ 1,372,399	\$ 1,515,109	\$ (142,710)	\$ 1,273,354
OPERATING SURPLUS/(DEFICIT)	(945,947)	(992,573)	46,626	(359,863)
Investment Income				
Investment Interest & Dividends	254,525	211,200	43,325	302,944
Realized/Unrealized Gains/(Losses)	(58,280)	429,000	(487,280)	2,255,681
Total Investment Income	196,245	640,200	(443,955)	2,558,625
Other Income and Deductions				
Grant/Service Agreement from AFAF	87,500	87,500	-	104,825
Allocated Expenses to Foundation	87,265	82,119	5,146	83,188
Total Other Income and Deductions	174,765	169,619	5,146	188,013
NET SURPLUS/(DEFICIT)	\$ (574,937)	\$ (182,754)	\$ (392,183)	\$ 2,386,775



AUDIT & 990 Timeline

- Audit Committee Review- May 6
- Board Email Vote- May 8- 12
- Finalize- May 13-14

U.S. Air Force Academy Association & Foundation Brand Launch Timeline



MASTER BRAND



LEGAL ENTITY BRANDING



ORGANIZATIONAL SUB-BRANDS



Brand Architecture
The architecture follows a “branded house” mentality with all sub-brands stemming directly from the master brand. This allows the brand to maintain cohesion while expanding into new areas.

The legal entities of the “Air Force Academy Foundation” and “Association of Graduates” are to be utilized in legal contexts and should not be outwardly facing in a large capacity.

All of the organizational sub-brands will follow a step-by-step process of creation to maintain the integrity of the architecture.

Brand Process and Timeline

PHASE 1

Discovery

(Jan. / Feb. 2024)

- ✓ Exploration
- ✓ Site visit
- ✓ Immersion
- ✓ “What we heard”

Status: COMPLETED

PHASE 2

Development

Feb. – Nov. 2024

- ✓ Positioning
- ✓ Story
- ✓ Naming
- ✓ Employee focus groups
- ✓ Market testing
- ✓ Visual identity
- ✓ Brand guidelines

Status: COMPLETED

PHASE 3

Implementation/Launch

(Dec. 2024 – June 2025)

Status: UNDERWAY

Brand Launch Timeline



Staff launch

December 2024

COMPLETED

Letterhead and stationery launch

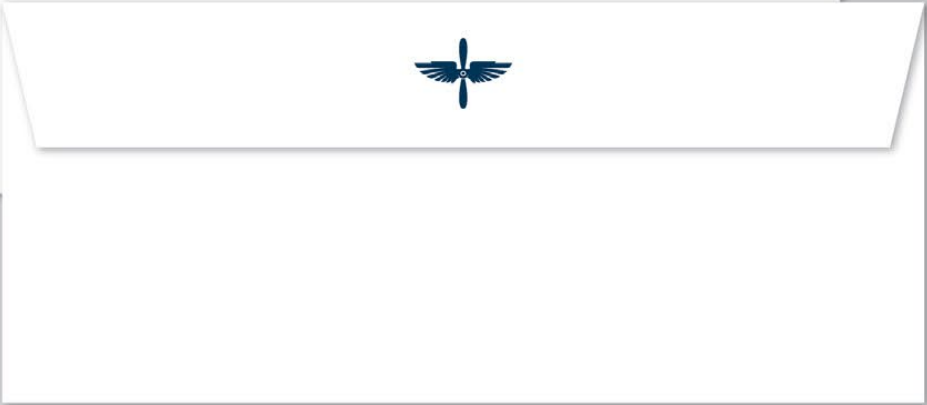
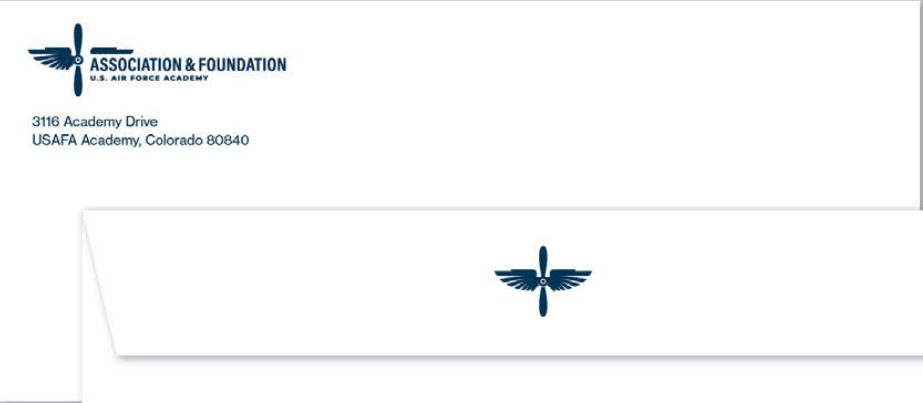
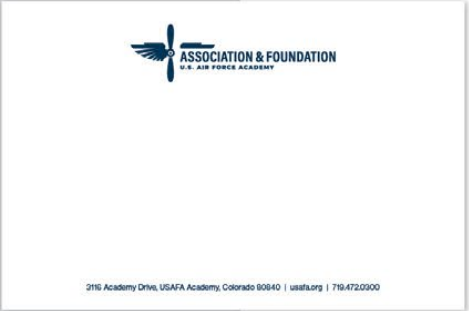
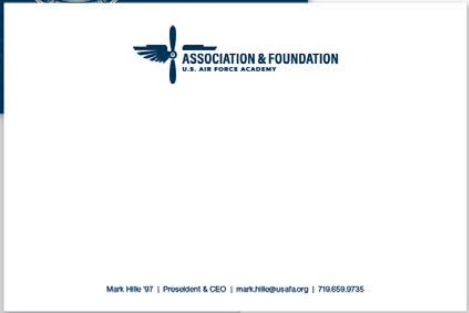
Beginning April 15, 2025

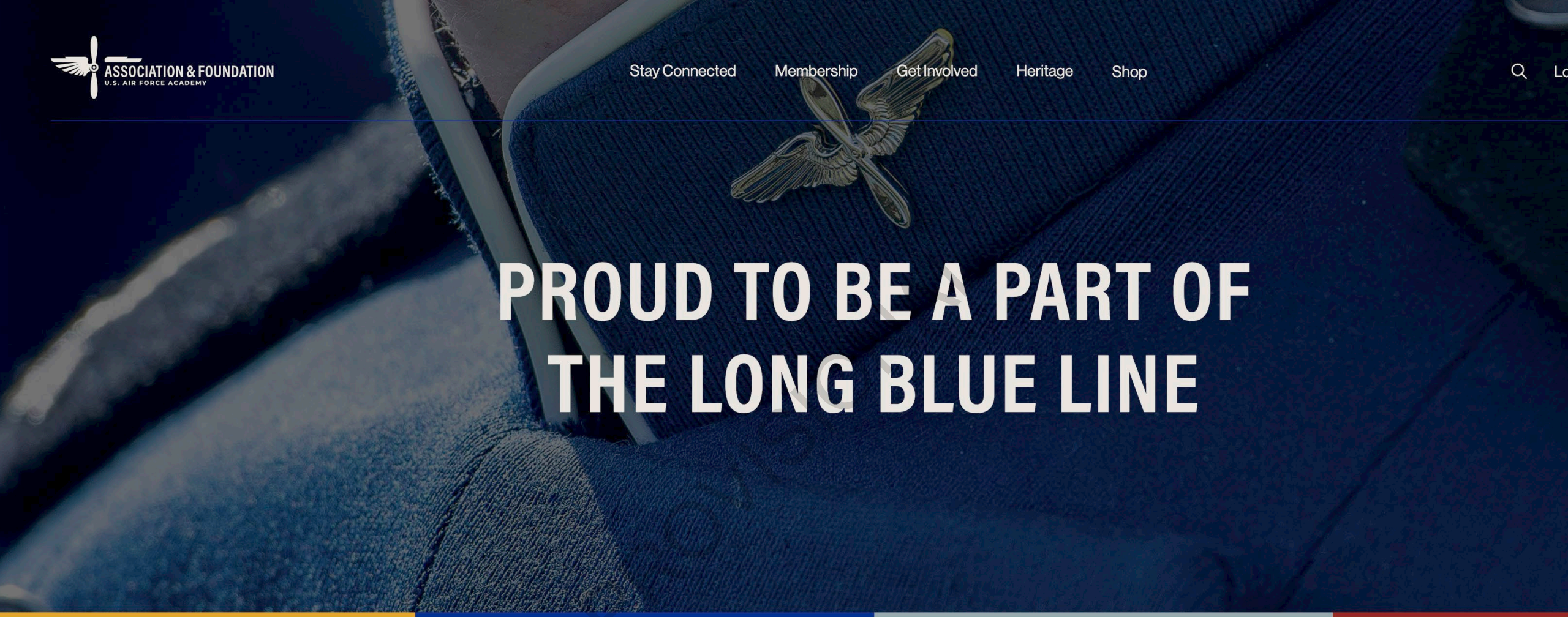
UNDERWAY

Digital launch

June 18, 2025

COMING SOON





PROUD TO BE A PART OF THE LONG BLUE LINE

The Association & Foundation
Integrity – Service – Excellence



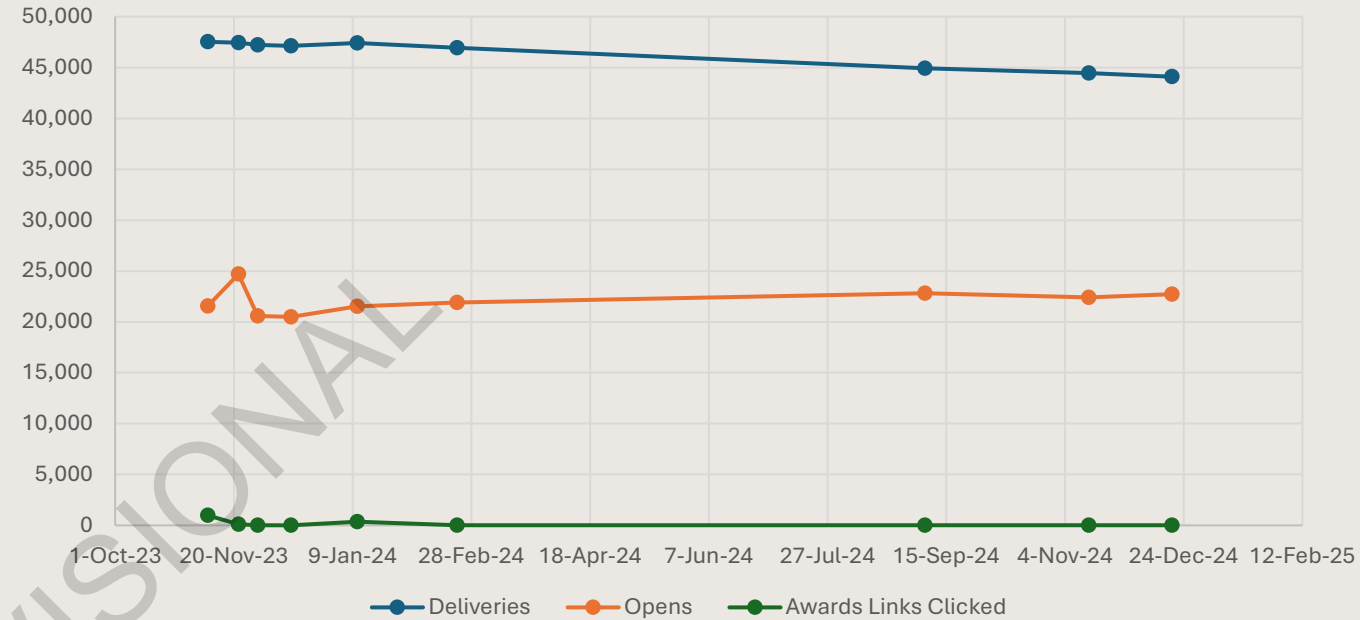
Awards Process & Affinity Groups



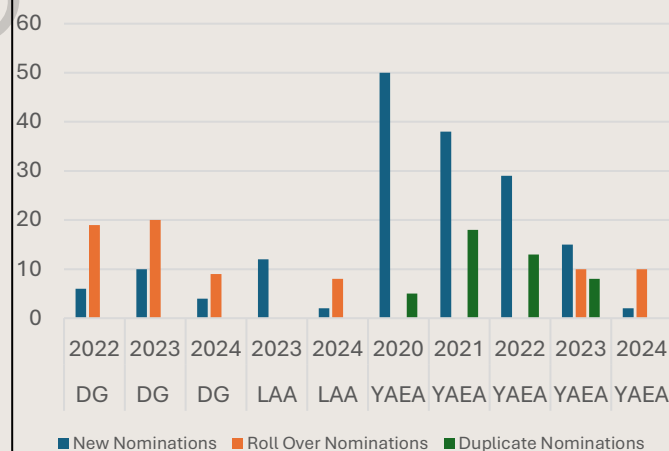
Awards Process

- Three awards: Distinguished Graduate, Leadership Achievement, & Young Alumni Excellence
 - DG: ~40+ years
 - LAA: 16-39 years
 - YAEA: <15 years
- Each award seeks graduates that positively represent USAFA through outstanding performance, character, & integrity
- Nominations received 1 Sep – 31 Dec and can carry over year-to-year; scoring due end of Jan with final selection and approval by the Board in Feb
- Committee formed for each award to review candidates and score using standardized rubric; composition varies by award type
- Challenge: nomination totals are less than .001% of total communications (ex: <40 noms for 40K+ emails)
- Recommendation: Create a more regular communication battle rhythm (min of quarterly) and across various communication methods, broken out by award type (not all three lumped together)

Awards Communications



Nomination Totals By Award



Cross-Platform Communications
(ex: X, Instagram)





Alumni Affinity Groups

- Three general categories:
 - Identity-based
 - Interest/career-based
 - Cadet experience-based
- 16 affinity groups; 6 in good standing
 - Cadet clubs, including those with corresponding alumni affinity groups, are under evaluation by USAFA pursuant to the 20 Jan Executive Order
- 4 have 501(c)(3) status*
- Recommendation: Establish a board working group to engage with and ask questions to current Alumni Affinity Groups

Affinity Group	Status	Good Standing?
Gymnastics	Active	Yes
Way of Life*	Active	Yes
Rugby*	Active	Yes
History	Active	Yes
USAFA Women	Active	Yes
Drum and Bugle	Active	Yes
Academy Women*	Active	No
Bolt Brotherhood*	Active	No
ZASA	Active	No
AF Letterwinners Club	Unknown	No
Hispanic Heritage	Unknown	No
Real Estate	Unknown	No
EPU	Unknown	No
Blue Alliance	Unaffiliated	No
Silver Falcons	Inactive	No
Space	Inactive	No



Dr. John D. Cinnamon
CAS President

PROVISIONAL

Class Advisory Senate



- **History**

- *Formed in 2007*
 - To facilitate two-way communication between Grads and AOG
 - To facilitate two-way communication between USAFA Leadership and Grads
- *Senators have been selected in a number of ways – not prescribed*
- *Rich tradition of providing inputs and serving the Grad Community*

- **Structure & Meeting Schedule**

- *Elected President, Vice President, & Secretary*
- *Executive Committee to determine meeting priorities*
- *Quarterly Meetings – prior to AOG Board Meetings if possible*

- **Opportunities & Challenges**

- *Based solely on volunteerism – a number of highly motivated Senators and others*
- *The most motivated voices are heard – wide spectrum of perspectives*
- *Younger Grad engagement is an issue*

- **Open Questions about Role**

- *Who does the AOG represent? Who doesn't feel welcome or heard?*
- *What are our common values?*

- ***Focus: Alumni Community, Support Cadets/USAFA Mission, Preserve our Common Heritage***

Class Advisory Senate



Focus: Alumni Community, Support Cadets/USAFA Mission, Preserve our Common Heritage

- **Informal Survey of Senators (via their classes) – April 2025**
 - *Asked for top concerns/issues for the Board*
 - *Varied levels of responses – some used survey tools, others used email or phone calls*
- **Top Concerns**
 - **Reunions**
 - *More Weekends, Armed Forces Reunions non-responsive, non-effective*
 - *Classes shoulder financial risk*
 - *Base access*
 - *Academic Accreditation and related issues (Majors, Curriculum, etc.)*
 - *Honor Code – degradation of the code / enforcement*
 - *Safety of Cadets (Sexual Assault / Harassment)*
 - *Meritocracy/DEI – opposing viewpoints*
 - *How to have input into Academy policies*
 - *How to have impact on Cadets / Institution*
- **Opportunities & Challenges**
 - *The most motivated voices are heard – wide spectrum of perspectives (Younger Grad engagement?)*
- **Open Questions about Role**
 - *Who does the AOG represent? Who doesn't feel welcome or heard? What are our common values?*



Committee Updates

PROVISIONAL



Governance Committee

PROVISIONAL

Governance Policies Category 3



- Remove/Replace “AOG Operational Plan” instances with “Joint Strategic Plan”

PROVISIONAL

Governance Policies Category 4



4.1.d

The Board will direct, control and inspire the organization through the careful establishment of broad written policies reflecting the Board's values and perspectives about Ends to be achieved and means to be avoided. The Board's major policy focus will be on the intended long-term impacts outside the organization, not on the administrative or programmatic means of attaining those effects.

The Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, participation, preparation for meetings, policymaking principles, ~~and~~ respect of roles, and ensuring the continuance of governance capability. Continual Board development will include orientation of new Board members in the Board's governance process and periodic Board discussion of process improvement.

Governance Policies Category 4 cont.



- **4.2.a**

All policies of the Board are contained in this document, the Financial Management and Investment Policy (FMIP), Directors' Guide, or the AOG/AFA Foundation Cooperative Operating Agreement (COA), and they remain in effect, unless amended or deleted by Board action.

- **4.2.b**

Ends policies are results-based. Thus, their revision as well as the development of new Ends policies will be a continuing, periodically-assessed priority of the Board.

Governance Policies Category 4 cont.



- **4.3.a.1**

Needs Assessment: The Board, working with the AOG staff, will ~~strive to~~ identify the needs of the membership as they relate to the AOG's activities and scope of influence and shall translate such knowledge into the articulation of Ends policies.

- **4.3.c**

The Board will assure effective CEO performance (achievement of Ends and compliance with Executive Limitations) in the accomplishment of the Joint Strategic Plan.

- ~~• **4.3.e**~~

~~The Board will have final approval of changes to the life membership dues.~~

Governance Policies Category 4 cont.



- ~~4.4 The Board's Strategic Plan described in this section lays out how the Board will perform its role in governing the AOG.~~ The Board Strategic Plan is executed over a two-year cycle. The Board documents its governance process in the Bylaws, Governance Policies, FMIP, ~~Directors' Guide, Resource Document,~~ and the AOG/AFA Foundation ~~Cooperative Operating Agreement (COA).~~ The AOG Board has four core products: 1) linkage to the membership, 2) explicit governance policies, 3) assurance of AOG performance, and 4) AOG/AFA Foundation COA. ~~The outcome of the Board Strategic Plan is new or changed policies, where needed, for each of its four core products:~~
- **4.4.b.1** Bylaws will be reviewed biennially by ~~a task force appointed by the~~ Governance Committee. ~~Any recommendations will be presented to the Board for their approval.~~ ~~The Task Force will conduct its review and report its recommendations to the Board.~~

Governance Policies Category 4 cont.



- **4.4.b.4**

The Board's ~~two-year Strategic Plan is developed at the end of each two-year Board cycle. Motions for changes to the Strategic Plan will be presented at the last meeting before the new Board sits. The Strategic Plan is then reviewed and updated as necessary midway through the two-year cycle.~~ in partnership with the AFA Foundation Board, will endorse the Joint Strategic Plan that will guide the staff. The plan will be reviewed at predetermined intervals to update and make necessary adjustments.

- **4.4.b.5**

The Board will follow ~~review and update~~ the Board Meeting Calendar ~~at~~ to guide content development of each meeting and -to plan for the subsequent meeting.

Governance Policies Category 4 cont.



- **4.4.c.1**

Board performance will be assessed at least biennially through a Board assessment survey. The Board may choose to seek outside review when deemed useful. At a minimum, the Board Chair will designate a director(s) to oversee the review and discussion of the survey results in order to practically implement survey insights. At each biennial survey, a different director should be appointed to lead the next review. ~~during the Strategic Plan Mid-Cycle Review and will include but not be limited to:~~

- **4.4.c.2, 4 and 5** Deleted

- **4.4.c.3**

- CEO performance will be assessed jointly by the AOG Board and the AFA Foundation Board annually in December. ~~through the Joint CEO Evaluation and Compensation Committee (JCECC) against written policy annually.~~ CEO performance will be measured against the Joint Strategic Plan.

Governance Policies Category 4 cont.



- **4.4.d.2**

~~The Chair will nominate, for Board approval, a task force to re-negotiate the COA with the AFA Foundation with time to present the COA for approval prior to current MOU expiration. Negotiations will be done by the task force members approved by the Board and will be directed at achieving the Board's objectives.~~ The COA renews automatically unless either Board determines it is necessary to terminate the agreement and provides 60 day prior written notice.

- **4.4.d.3**

~~The Chair will nominate, for Board approval, a Joint Coordinating Committee (JCC) to represent the Board on matters directed by the COA. Negotiations will be done by the task force members approved by the Board and will be directed at achieving the Board's objectives.~~ The Joint Executive Committee, consisting of the officers from each Board, will mediate disputes, conflicts of interest, or other issues between the AOG and AFA Foundation, including recommending solutions to the CEO or Board chairs.

Governance Policies Category 4 cont.



- **4.4.e.1** The two-year cycle begins at the start of the new Board year (~~April~~May meeting in odd- numbered years). Immediately after an election, nominees for the Chair are solicited through email among the existing and incoming Directors. Information is then sent out to all ~~April~~May meeting members describing the candidates. The first order of business at the ~~April~~ May meeting following an election is to elect the Chair. The nominee(s) for Chair should coordinate a meeting agenda for the first meeting if there are more than one.
- **4.4.e.2** The Chair is responsible for developing ~~Board~~OD meeting agendas for Board approval and ensuring that there are responsible parties assigned for upcoming tasks.
- **4.4.e.3** The Board will review its meeting schedule ~~at least annually at each meeting.~~ The Board schedule is policy but may be changed by Board approval without the requirements of the motion- to-vote process.

Governance Policies Category 4 cont.



- **4.4.e.5**

The meeting agenda and packet are to be distributed to the Board **as soon as possible, aiming for two weeks**~~at least seven days~~ prior to the scheduled Board meeting.

- **4.4.e.5.b.i**

~~i. A request from any director will remove an item from the consent agenda and that item will be added, for discussion, to the regular agenda.~~
(duplicate of previous sentence)

- **4.5.a**

The job ~~result~~ of the Chair is **to ensure** that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.

Governance Policies Category 4 cont.



- **4.7.f**

Contributions – Each Board member is encouraged to make an annual financial contribution to the AOG (such as the Long Blue Line Fund) of at least \$1,000.

Additionally, Directors have the option to make in kind donations in lieu of requesting travel reimbursement.

- **4.8.c**

Board committees cannot exercise authority over staff. Coordination through ~~Because~~ the CEO and Chair is required. ~~works for the full Board, executive action is not constrained by committees (partial representations of the Board). the Board will not impede the delegation of authority to the CEO by requiring any approval of executive action by a Board committee.~~

Governance Policies Category 4 cont.



- **4.8.e**

Committees will be used sparingly and, except as specified in the Bylaws, other short-term tasks should be accomplished by **virtual meeting**~~teleconference~~. Each Board committee shall be assigned specific goals to be accomplished, within the limits of its authority.

- **4.8.h**

Periodically, the Board may establish task forces ~~or councils~~ that will serve for a limited time to accomplish a limited task. ~~A council may be established to provide advice and recommendations on issues of special concern.~~ Unless otherwise stated, a task force ceases to exist as soon as its task is complete. **In some cases, the task force may be transferred to different directors who will pursue subsequent evolutions of the original task.**

Governance Policies Category 4 cont.



- 4.8.i

The Board Chair shall nominate the Chair and Director members of the committees for approval by the Board. The Committee Chair shall nominate additional members for the committee for approval by the Board. The Chair and CEO shall be considered members of all committees and task forces but shall not count against AOG Director or member requirements or have voting privileges unless approved by the Board. ~~approves their committee membership.~~

- 4.8.j deleted

~~The Global Ends Statement, “The AOG of USAFA exists for the benefit of the USAFA and its graduates to the extent of its resources”, applies to all committees.~~

Governance Policies Category 4 cont.



- **4.9.a.2.a**
Oversee and evaluate AOG governance as well as the functioning of the Board and the Class Advisory Senate.
- **Add 4.9.2.b, c and d and delete 4.9.2.i, ii, iii, iv and 4.9.b**
 - b Address ethics issues and adjudicate conflicts of interest.
 - c Biennially conduct a review of the AOG Bylaws and ensure that AOG practices are consistent with the Bylaws.
 - d Coordinate periodic board performance evaluations.



Governance Policies Category 4 cont.

- **4.9.c.1.b** The members shall be AOG graduate members: at least two ~~additional~~ Directors and five non-Directors.
- **4.9.c.1.c** A member who is a candidate for the AOG Board ~~Director~~ may not serve on the Committee.
- **4.9.c.2 iii and iv** deleted
- **4.9.c.2.v** Ensures that the election process and execution are ~~IAW~~ ~~iaw~~ the Bylaws and Board policy to include administrative support conducted by the AOG staff.
- **4.9.c.2.vi** The Nominating Committee will maintain its own written procedures. At the ~~April meeting in even years, start of every Director election cycle~~ the committee will brief these procedures to the Board for its consideration.



Governance Policies Category 4 cont.

- **4.9.d.1.a**

The Committee Chairperson, ~~the AOG Board Treasurer,~~ shall be a Director who ~~is~~ appointed by the ~~AOG Chairman~~ of the Board with approval by the Board of Directors.

- **4.9.d.1.b**

The members shall be AOG members, including at least one additional Board Director, who are experienced in financial or business management matters. ~~If the Treasurer is not a Director, there will be at least two Board Directors on the Committee.~~

- **4.9.f and 4.10** deleted (now staff functions)

Governance Policies Category 4 cont.



- **4.11.c**

Outreach mechanisms will be used as needed to ensure the Board's ability to listen to member viewpoints and values. The Class Advisory Senate (CAS) will be a major contributor to this ongoing effort and is encouraged by the Board as a channel through which to communicate AOG member inquiries, concerns, desired projects, etc.

Motion to Approve Changes to Governance Policies



MOTION:

The Governance Committee moves that the Board approve the changes to Categories 3 and 4 of the Governance Policies as presented.

PROVISIONAL

To: Mark Hille, CEO, AFA AOG and Foundation; AFA AOG BOD Members Brian Bishop, Cathy Almand, Ginny Caine Tonneson, Glenn Strebe, Joseph Bledsoe, William "Trapper" Carpenter, John Cinnamon, Nathan Dial, Garry Dudley, Christian Evans, Hank Hoffman, Lee Krauth, Bob Lowe, Hans Mueh, Emma Przybyslawski, Jennifer Walters

From: Newly Elected AFA AOG BOD members Rod Bishop, Dan Bohlin, Alexander Fogassy, Denny Merideth, Christopher Walker

March 12, 2025

Ladies and Gentlemen,

A notice was posted on March 11, 2025, for an AOG Board of Directors (BOD) Special Meeting on March 19, 2025. According to the posted agenda the purpose of the meeting is to "Conduct a Board election to select candidates to fill Board of Director appointed positions."

The purpose of this letter is to object to that meeting and its purpose. Our bottom line objections are that this meeting should not be conducted without having provided the proper notice required by the AOG bylaw Article 5, Section 7c; since that required notice was not provided, the meeting must be cancelled; no member of the BOD should be appointed instead of elected; and any appointment by a BOD should be by the **new** BOD recently elected by AOG members, not by the current BOD consisting of some members who were not re-elected.

A review of prior meeting minutes and previous versions of the Bylaws has been instructive but also frustrating. Of note is the improvement in meeting minutes and capturing actions over the last few years. However, it is difficult to establish an awareness of the evolution of policies and a continuity of purpose, or absence thereof, as there are unfortunate gaps of details, including purpose and intent.

The following points make the case for the BOD not to fill the appointed positions at the March 19th meeting:

- **Appointed Positions Optional:** The Bylaws state that the BOD "will consist of not more than 16 Directors" and "no more than four appointed directors." A smaller board of 9 to 14 directors can be more effective, continue to get the mission done, and operate as a cohesive team. A review of the size of the board and subject matter expert advice should be sought to determine if a reduction in size of the board is warranted.
- **Timing of Appointments:** Appointed directors "can be done at anytime." If, upon further analysis, appointed directors are necessary then appointments can be made at that time with due regard to purpose and mission.

- **Intent of Appointed Positions:** There is not an easily found logical trail to the initial intent of appointed positions leading to the current use of appointed positions.
 - Snippets of comments in meeting minutes and actions appear to point to the intent of appointed positions to be founded in the idea of providing expertise to the board that may be absent from the elected directors and the board staff.
 - Use of appointed positions to over-ride the election results and instead insert an additional candidate onto the BOD who AOG members voted not to re-elect is contrary to and may be viewed by AOG members as contemptuous of the will of the voters who voted the losing candidates out of office.
 - A review of recent documents does not identify the skills missing from the make-up of the current board or from AOG staff. In the absence of a determined and necessary purpose for an individual appointee, no appointment should be made.

With all due respect to the current BOD and the admirable performance of the AOG staff, we request that the current BOD not meet unless and until it has published a “minimum of ten days notice” as required by AOG Bylaw Article 5, Section 7c, and that the current BOD not appoint any member of the BOD.

Further, we request that any decision to add to the BOD by appointment be made by the newly elected BOD expressing the most recent will of the AOG members, not by the outgoing BOD AOG members voted to be replaced. If the outgoing BOD appoints any member to the new BOD, large numbers of AOG members may perceive that as an attempt by the outgoing BOD to “shape” the members of the new BOD contrary to the will of the AOG members who voted in the recent election. That especially is true if the outgoing BOD appoints on the new BOD a member of the outgoing BOD who failed to be re-elected to the BOD in the recent election.

Very best regards,

Rod Bishop
Dan Bohlin
Alexander Fogassy
Denny Merideth
Christopher Walker

AOG BOD Members Elect

To: Brian Bishop, Chairman of the Board, USAF Academy Association of Graduates (AOG)

From: Newly Elected AFA AOG BOD members Rod Bishop, Dan Bohlin, Alexander Fogasy, Denny Merideth, Christopher Walker

March 18, 2025

Mr. Chairman,

Thank you for your response to our letter dated March 12, 2025. Your letter fails to address some of the concerns expressed in our letter, and does not answer satisfactorily some of our concerns that you do address.

Bylaw Article V, Section 7c states in part “[a]ll special meetings will be called with a minimum of ten workdays notice, if possible.” That clearly means that at least ten workdays public notice must be provided before a special meeting, if possible, not just notice to the other BOD members. Please identify any notice to the public that was provided regarding this special meeting. If no public notice was provided, then the special meeting should be rescheduled until proper public notice is provided.

Article V, Section 4d states that the Board of Directors will “[o]perate in an open fashion and guide the AOG toward achieving its mission.” Section 8 of Article V states that “[a]ll Board meeting shall be open to all members who are able to attend in person.” The notice of February 18th was not done in a manner that was available to all AOG members and as such did not meet the full intent of Article V, Section 7c.

Perhaps the Board perceives or assumes that since the single item on the agenda concerns appointed positions, the meeting must be in executive session. However, nothing requires that the March 19th meeting be held in Executive Session, and the new Board electees ask that it not be held in Executive Session. Indeed, Article V, Section 8 states only that “[b]oard meetings, or specific sessions of such meetings, may be held in executive session” (emphasis added) and that an Executive Session of the Board “may include other invited attendees. . . .” We ask that this special meeting not be held in Executive Session secrecy but, instead, be held in the open so all AOG members, including those who plan to attend, can see what the Board discusses and does. If the Board insists on holding this special meeting in Executive Session, we ask that us newly elected Board members be invited to attend as observers, as provide by Article V, Section 8.

Moreover, Board meetings are not called to order in executive session and should be in open session both at the beginning and end of the meeting. Again, contrary to some who might misinterpret Article V, Section 8c, there is no need for this Special Meeting to be conducted in Executive Session, but if you insist in this Special Meeting being held in Executive Session, we ask that you allow us who recently were elected to attend the Executive Session to enable us to receive your training and a better understanding of why you are doing this.

In the absence of a very specific bylaw dictating otherwise, good judgment must be used in the decision to have the Special Meeting and whether or not to actually make any appointments to the BOD. Since transparency is an element of concern with the AOG membership, every effort should be taken to be as open and transparent as possible. Discussing whether to appoint and whom to appoint to the BOD, with the possible effect of determining what will be a voting majority on the future BOD, is not something that must or should be done in Executive Session out of the view of the AOG membership.

Since no appointments are required and there remains questions about what are the purpose and the effect of any appointments, there should not be any rush to make any appointment at this time; discussion about any appointment should be in public session for AOG members to view; and any appointment should be made by the new elected BOD expressing the most current will of the AOG membership.

Very best,

Denny Merideth	Alexander Fogassy	Dan Bohlin
Rod Bishop	Christopher Walker	

CC: Mark Hille, CEO, AFA AOG and Foundation; AFA AOG BOD Members Brian Bishop, Cathy Almand, Ginny Caine Tonneson, Glenn Strebe, Joseph Bledsoe, William "Trapper" Carpenter, John Cinnamon, Nathan Dial, Garry Dudley, Christian Evans, Hank Hoffman, Lee Krauth, Bob Lowe, Hans Mueh, Emma Przybyslawski, Jennifer Walters



April 3, 2025

TO: Mark Hille, CEO, AFA AOG and Foundation

AFA AOG BOD Members Brian Bishop, Cathy Almand, Ginny Caine Tonneson, Glenn Strebe, Joseph Bledsoe, William "Trapper" Carpenter, John Cinnamon, Nathan Dial, Garry Dudley, Christian Evans, Hank Hoffman, Lee Krauth, Bob Lowe, Hans Mueh, Emma Przybyslawski, Jennifer Walters

FROM: Newly Elected AFA AOG BOD members Rod Bishop, Christopher Walker, Dan Bohlin, Alexander Fogassy, Denny Merideth

Ladies and Gentlemen,

As newly elected Directors to the Air Force Academy Association of Graduates (AOG) Board of Directors (BOD) we express our appreciation for your service on the current BOD and we look forward to working with all Directors forming the new BOD on April 25th. We are enthusiastic about the potential to advance transparency, increase opportunities for graduate voices to be heard, and expand relationships with nodes of influence. All of these will do much to support graduates, cadets, the Air Force Academy, and both the Air Force and Space Force. We know that all of you and us as Directors have the best interests of the AOG and the Academy deep in our hearts as we work together.

Unfortunately, governance documents have not kept pace with the needs of the AOG and the accepted practices of conducting Board business, though well intentioned, have not promoted transparency. An important goal that we, newly elected members, want to deal with on the new Board is to take action that properly aligns governance documents with best practices and make every reasonable effort for transparency.

Although we look forward to what is possible together on the new Board, we must highlight the actions taken regarding the recent Special Meeting and to clearly state our objections to your appointment on March 19, 2025, of two individuals as **voting** members of the BOD; and to ask that the current BOD either revoke its two appointments or, if it chooses not to do so, it make the two appointees *ex officio* members having no authority to vote; or, if the BOD will not revoke the appointments or the two members' right to vote, we ask the two appointees to voluntarily agree to not accept the right to vote.

We make those requests for the following reasons:

1. 2522 AOG members signed a petition to put on the February, 2025, AOG election ballot amendments to the Articles of Incorporation and the Bylaws of the AOG, to change AOG policies and the BOD members.

2. 813 signers of that petition wrote comments, viewable at [Comments from Graduates](#), overwhelmingly expressing dissatisfaction with current policies/practices of the AOG and/or the Air Force Academy.
3. The results of the February, 2025, election were that 76.4% voted for the amendments; the five undersigned were elected to the BOD by receiving the most votes; and the 3 BOD incumbents who sought re-election were not re-elected.
4. Following the election, the first official action of the existing BOD, which remains in effect until the newly elected BOD is deemed to start on April 25, 2025, was to hold a “special” meeting, held mostly in Executive Session, on March 19, 2025. At that meeting, the incumbent BOD unilaterally redefined the makeup of the new BOD by **appointing** two individuals as **voting** members of the newly elected BOD.
5. We object to these appointments of **voting** members of the newly elected BOD, for at least the following reasons:
 - A. The probable effect with these two new appointments after the February, 2025, BOD election is to shift a narrow majority **for** change without the appointments to a narrow majority **against** change with the appointments. Thus, the effect of these appointments by the incumbent BOD probably will, and certainly may, thwart/undermine the overwhelming desires by the AOG membership to change AOG policies and the direction and composition of the AOG BOD.
 - B. These appointments were optional and not required.
 - C. One of the appointees was appointed even though that person’s attempt to be re-elected to the BOD was not successful.
 - D. There was and is no clearly stated need for an appointed BOD member, and certainly no need for an appointed BOD member having the authority to vote on the BOD.
 - E. Even if there were appointments to fulfill one or more specialized needs other than shifting the balance of voting power on the new BOD, those needs could be fulfilled by *ex officio* BOD members who are non-voting, or by volunteers or paid staff.
 - F. Any appointment to the BOD should have been made by the newly elected BOD instead of by the incumbent BOD because the newly elected BOD reflects the views of thousands of AOG members who voted for the new BOD members and the amendments. The appointments having been made by the incumbent BOD instead of by the newly elected BOD reflects the elitist view, actually expressed by some, that the incumbent BOD knows the needs

of the AOG better than does the newly elected BOD that reflects the most recent views, needs, and desires of the AOG membership.

- G. A public notice of and agenda for the March 19, 2025, meeting was not provided “with a minimum of ten business days notice, if possible” of the meeting, as required by Article V, Section 7c of the AOG Bylaws, and in accordance with Colorado Revised Statutes Sections 7-127-102 and 7-127-104.
- H. Bylaws Article V, Section 8, states that “[a]ll Board meetings shall be open to all members who are able to attend in person [but] does **not** include attendance at committee meetings or special meetings.” (Emphasis added.) One or more elected BOD members were prohibited from attending meetings of the Nominating Committee, resulting in the inability to observe how the Nominating Committee selected the nominees for appointment to the BOD. We strongly believe that all elected BOD members should have been, and should be, allowed to attend all BOD committee meetings.
- I. Bylaws Article V, Section 7B, states that “[s]pecial meetings are **not** considered **open** meetings” (emphasis added). However, that requirement for secrecy contradicts Colorado state law providing when and how a “nonprofit corporation shall hold a **special** meeting **of its members**.” CRS Section 7-127-102 (emphasis added). Similarly, see CRS Section 7-127-102(b)(2)(“**members** entitled to demand a **special** meeting”), (b)(4)(“**Special** meetings **of the members**”), (b)(5)(“**special** meeting **of the members**”)(emphasis added). A meeting that is not “open” to its members is not a meeting “of” its members. Moreover, the BOD discussed its selection of the appointees in Executive Session, meaning privately instead of in view of the AOG membership. Appointments, if any, to the BOD should be discussed by the BOD in open session.

It would be non-reflective of the will of the voters, and considered absurd, if after voters had elected a Greens Party majority to the US House of Representatives, a Libertarian controlled “lame duck” US House of Representatives were to appoint additional Libertarians to the newly elected House membership in order to “shape” and to maintain Libertarian control in the newly elected House of Representatives. Similarly, we believe that it is inappropriate for the incumbent BOD to appoint voting members to the newly elected AOG BOD. Therefore, we ask that the incumbent BOD or the appointees themselves take the actions stated above.

The five undersigned newly-elected AOG BOD members ran on a platform of “transparency” and “giving grads a voice.” Appointing an additional two members to the BOD by vote of only 13 grads and doing so using a “special,” “secret” Executive Session meeting in which the graduate community was effectively barred from attending, certainly is NOT “giving grads a voice” and being “transparent!”

Regardless of the current BOD good intentions, the optics of the March 19th Special Meeting is not positive and therefore warrants our stated objections. Our intention is to take up our positions on the BOD with eyes forward committed to developing a close professional working relationships with all members of the BOD. Together there is no doubt we can take many positive steps for all stakeholders.

Respectfully,



Rod Bishop



Chris Walker



Dan Bohlin



Alex Fogassy



Denny Merideth

PROVISIONAL

JOINT STRATEGIC PLAN

Mid-course Update • 2025-2028

PROVISIONAL

PROVISIONAL

Vision

To be an Association and Foundation of influence and impact, supporting the Academy's enduring mission of developing leaders of character for the nation and providing a lifetime of service to the Long Blue Line.

Mission

Together, we support the Academy, serve our graduates and preserve the heritage of the institution.



ENGAGEMENT

Cultivate lifelong relationships and provide valued service to the Academy and our graduates

I. Create and foster lifelong connections between the Long Blue Line and the Academy

A. Grow membership across the entire Long Blue Line

- *Metric: Achieve 85% membership of all graduates by 2028 – **OPR Alumni Relations***
- *Metric: Achieve 25% participation in the 2027 AOG Election – **OPR Engagement***
- *Metric: Increase the breadth of Class Advisory Senate participation – **OPR Alumni Relations***

B. Revitalize and reinvest in graduate chapters and affinity programming

- *Metric: Host a chapter leadership conference and recraft chapter support program in 2026 – **OPR Alumni Relations***
- *Metric: Conduct CEO review and report to board on chapter program enhancements by early 2026 – **OPR CEO/President***

C. Inform and engage cadet parents and families

- *Metric: Increase Family Plan Memberships to 2,500 families by 2028 – **OPR Alumni Relations***
- *Metric: Increase the visibility of directed support for cadet programs – **OPR Alumni Relations***
- *Metric: Create an AOG satellite location in Arnold Hall by 2028 – **OPR Alumni Relations/Development***
- *Metric: Conduct a cadet/parent/family survey in 2027 – **OPR Engagement***

D. Reconnect disengaged graduates and activate NextGen participation

- *Metric: Capitalize on the Class of 1970 Reunion Endowment, focused on expanding the impact of the 10- and 20-year reunions – **OPR Alumni Relations***
- *Metric: Begin an 18-month reunion planning schedule – **OPR Alumni Relations***
- *Metric: Bring all reunion webpages into the new website by 2027 – **OPR Communications***
- *Metric: In 2026, host at least two NextGen engagements and develop a NextGen activation plan – **OPR Engagement***

II. Serve our graduates and families at critical moments throughout their lifetime

A. Provide support during firstie transition and first assignments

- *Metric: Continue to enhance cadet engagements and the Firstie Departure program – **OPR Alumni Relations***
- *Metric: Capture 85% of contact information prior to graduation for increased communication with and improved support of new second lieutenants – **OPR Alumni Relations***

B. Offer meaningful career services and career transition support

- *Metric: Establish a career ombudsman office by 2028 – **OPR Alumni Relations***
- *Metric: Create a program to help graduates transitioning to Guard or Reserve status by 2027 – **OPR Alumni Relations***

C. Serve graduates and their families with funeral support

- *Metric: Continuing raising an endowment for Next of Kin office – \$3 million by 2028 – **OPR Development***
- *Metric: Enhance the reach and distribution of Here's A Toast in 2026 and beyond, working to endow all or a portion of a print issue for every graduate by 2028 – **OPR Communications/Development***

III. Preserve and celebrate the Academy's heritage and the accomplishments of the Long Blue Line

A. Promote awards programs, while preserving their prestige and impact

- *Metric: Expand the depth of nominations for all awards – **OPR CEO/President***
- *Metric: Complete Distinguished Graduate Memorial in 2026 – **OPR Finance***

B. Expand and activate heritage archives

- *Metric: Add a full-time heritage officer to increase support for maintaining the AOG collection by 2028 – **OPR Alumni Relations***
- *Metric: Begin planning for a graduate museum as part of renovating Doolittle Hall – **OPR Development***

C. Develop and promote the renovated Doolittle Hall and the Heritage Trail

- *Metric: Complete the design of Doolittle Hall and raise initial gifts by 2027 – **OPR Development***
- *Metric: Add major nodes to the Heritage Trail through class giving by 2030 – **OPR Development***

PHILANTHROPY

Enhance financial strength and stability to advance the Academy and sustain our mission

I. Prepare for a comprehensive campaign to launch in 2028

- A. Raise support for key Academy priorities and map priorities for future campaign
 - *Metric: Erdle Field (baseball stadium), DeBerry Endowment, Tuskegee Memorial and other established and future priorities – **OPR Development***
 - *Metric: Conduct a feasibility study in 2027 – **OPR Development***
- B. Increase awareness, engagement and participation among all constituents
 - *Metric: Increase annual participation to 20% by 2028 – **OPR Development***

II. Grow resources available to sustainably fund ongoing operations

- A. Increase funding to cover a greater share of operating costs
 - *Metric: Increase Founding Director Fund to \$35 million by 2028 – **OPR Development***
 - *Metric: Increase annual fund revenue to \$3.25 million by 2028 – **OPR Development***
 - *Metric: Increase sponsorship revenue to \$1 million by 2028 – **OPR Development***
- B. Establish restricted endowments for specific operating activities
 - *Metric: Meet a goal of \$10 million by 2028 (Next of Kin, Checkpoints, tailgates and reunions) – **OPR Development***

III. Expand support from successive generations of donors

- A. Activate the NextGen Advisory Council to initiate new philanthropic relationships
 - *Metric: Host a series of strategic events engaging and building philanthropic support from the next generation – **OPR Engagement***
 - *Metric: Increase the number of Sabre Society donors in NextGen by 50% by 2028 – **OPR Development***
 - *Metric: Support Academy entrepreneurs programs – **OPR Alumni Relations***
- B. Strengthen and expand class giving
 - *Metric: Create a structured plan for life cycle of giving by class year – **OPR Development***
 - *Metric: Deploy class connections to raise annual participation rates – **OPR Development***
- C. Build breadth and impact of volunteers in support of the entire mission of the Association & Foundation and the Academy
 - *Metric: Establish a volunteer support office by 2027 – **OPR Alumni Relations***

STEWARDSHIP

Responsibly manage gifted time, talent, treasure and relationships

I. Accept, invest and steward gifts precisely as donors intend

- A. Provide accurate and timely reporting on all gifts annually
 - *Metric: Send all stewardship reports by April 1 and all gift receipts and acknowledgments within 48 hours of gift receipt – **OPR Development***
- B. Improve the Academy gift request, acceptance and reporting process
 - *Metric: Require proper use of gifts/distributions within one year of transfer to Academy – **OPR Finance***
 - *Metric: Require annual reporting on the use and impact of gifts – **OPR Development***

II. Invest all human and financial resources smartly to maximize return and impact

- A. Maintain strong financial and management controls
 - *Metric: Achieve clean annual audit and filing 990 for both organizations, published annually – **OPR Finance***
 - *Metric: Implement an enterprise-wide risk assessment and management program by 2027 – **OPR Finance***

- B. Manage investment portfolios responsibly and uphold priorities for best use of available resources
 - *Metric: Uphold the FMIP of both organizations – **OPR Finance***
 - *Metric: Create a process with the Academy and boards for quarterly grantmaking and notification – **OPR CEO/President***

III. Nurture strong relationships with the Academy and partner organizations

- A. Deepen operating partnerships with the Academy and supporting organizations
 - *Metric: Conclude a comprehensive MOU with the Falcon Foundation and AFAAC by 2026 – **OPR CEO/President***
 - *Metric: Create and launch a USAFA Roadshow with Academy partners – **OPR Finance***
- B. Secure and maintain enhanced special status as supporting organizations
 - *Metric: Secure enhanced special status in 2027 NDAA – **OPR CEO/President***

COMMUNICATION

Tell the story of our Academy, our graduates and our mission with our words and actions

I. Enhance and safeguard the brand and reputation of the AOG and Foundation

- A. Ensure the brand is relevant and consistent in look, feel and voice
 - *Metric: Drive the ongoing rebranding of AOG/AFAF to enhance and strengthen organizational identity and impact – **OPR Communications***
 - *Metric: Develop and implement new usafa.org website features – **OPR Communications***
- B. Conduct a mission-focused merchandise strategy and provide world-class customer service to all constituents, including at events and engagements
 - *Metric: Maintain the operating margin/increase the quality of products – **OPR Alumni Relations***
 - *Metric: Create a constituent relations front office that is the main source of information and enhance constituent response – **OPR Alumni Relations***

II. Share the story of the Academy and our graduates in varied and effective ways

- A. Create engagement and instill pride through compelling stories about graduates and the Academy across all platforms
 - *Metric: Develop tailored communication strategies for seven decades of graduates – **OPR Communications***
 - *Metric: Enhance legacy class programming and events – **OPR Alumni Relations***
 - *Metric: Develop and fully implement a comprehensive program to track and announce promotions, appointments, confirmations and achievements by end of 2026 – **OPR Communications***
 - *Metric: Elevate production, content and audience strategy toward a sponsorship plan for the Long Blue Leadership podcast by 2027 – **OPR Communications***
 - *Metric: Increase measurable social media engagement through data-informed content and messaging, platform-specific strategies and two-way communication that strengthens our brand – **OPR Communications***
- B. Tell stories about USAFA's rich history and heritage
 - *Metric: Ensure the usafa.org website has dedicated pages for all awards, with profiles of award recipients, and graduate accomplishments in 2026 – **OPR Communications***
 - *Metric: Create the capability to record and host online class oral histories for all classes by 2028 – **OPR Communications***
 - *Metric: Deliver immersive history and heritage stories in Checkpoints (at least one per issue) and Heritage Minute videos and podcasts – **OPR Communications***

III. Maintain readiness for successfully navigating crises and adverse developments

- A. Establish and maintain a crisis communications plan
 - *Metric: Review and update crisis and issues management communications plan in 2026 – **OPR Communications***
- B. Carry out proper succession planning for key leadership roles
 - *Metric: Prepare a formal succession plan for review by both boards in 2026 – **OPR CEO/President***

ORGANIZATIONAL EXCELLENCE

Recruit, retain and develop top-level talent

I. Continually compete to retain talent

- A. Support competitive pay and benefits and meaningful recognition programs
 - *Metric: Conduct an updated compensation survey in 2027 – **OPR Finance***
 - *Metric: Enhance employee recognition programs and support with Flight Crew – **OPR Finance***
- B. Provide ongoing training and professional development for staff and supervisors
 - *Metric: Build a professional development training series for employees of all levels by 2027 – **OPR Finance***

II. Foster a culture of professionalism and high performance and an environment that fosters innovation

- A. Strengthen staff and board composition with leading talent and experience
 - *Metric: Boards and staff represent the best capabilities of the Long Blue Line and the nonprofit profession – **OPR CEO/President***
 - *Metric: Conduct biannual board self-evaluations – **OPR CEO/President***
- B. Actively seek feedback through staff evaluations and periodic surveys
 - *Metric: Conduct an employee survey in 2026 – **OPR Finance***

III. Exhibit our core values in everything we do

- A. Provide comprehensive onboarding for new employees, including introduction to senior leadership
 - *Metric: Roll out a new onboarding plan that educates employees on the organization and the Academy by 2026 – **OPR Finance***
- B. Encourage and reward demonstration of core values and incorporate them in the annual evaluation process

PROVISIONAL

MONITORING REPORT

POLICY EFFECTIVE DATE: 17 October 2025
POLICY TYPE: Executive Limitations
POLICY: Compensation and Benefits
POLICY NUMBER: 2.8
POLICY DESCRIPTION:

With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

- 1. Change his or her own compensation and benefits, except as a change in benefits is consistent with a package for all other employees.**

REPORT:

The CEO's total compensation is approved by the Board of Directors, and agreements with the CEO are approved and signed by the Chair of the Board. There have been no requests or orders to change the CEO's compensation without approval of the Board.

- 2. Promise or imply anything other than "at-will" employment.**

REPORT:

The Human Resources Director completes the in-processing for new employees and communicates to each new hire that their employment with the organization is "at-will". Furthermore, each employment agreement with each new hire specifically states that "employment may be terminated at-will by either party... "

- 3. Establish current compensation and benefits which deviate materially from generally accepted salary ranges within the industry and geographic area/ region for employees with similar experience, expertise, and responsibilities.**

REPORT:

For calendar year 2025, the budget approved by the Board of Directors and administered by the CEO set a cost-of-living market adjustment of 4% for employees who started after April 1, 2024 (prorated based on start date). Additional compensation adjustments not exceeding 2% of the total salary pool were made to aid retention of high performing and key staff. The Board approved the budgeted compensation and benefits as part of its overall budget for 2025.

- 4. Create obligations over a longer term than revenues can be safely projected, and in no event longer than one year.**

REPORT:

There have been no new obligations established that would exceed expected revenues to be generated. Any such contracts would, at a minimum, include a cancellation clause in case of default or non-performance.

5. Establish or change retirement benefits so as to cause unpredictable or inequitable situations.**REPORT:**

Retirement benefits were updated on January 1, 2024, as part of the Board-approved single employer model. Benefits are in line with the market for non-profits in Colorado and comply with all relevant statutes to ensure predictability and fairness for all employees.

Compliance Status: In Compliance

PROVISIONAL

MONITORING REPORT

DATE: 17 October 2025
POLICY TYPE: Executive Limitations
POLICY TITLE: Programs /Events /Services
POLICY NUMBER: 2.10

POLICY DESCRIPTION:

Regarding the programs/events produced and services provided by the AOG, the CEO shall not fail to ensure that these meet or exceed industry standards for excellence in programming, safety, and participant/audience amenities.

Programs/events produced, and services provided are of high quality and are seen as such by attendees/consumers. The AOG has received numerous letters and emails praising the quality of the programs/events/services. All required safety protocols are complied with. Complaints about programs/events are rare.

Accordingly, he or she may not:

- 1. Fail to produce and implement operational planning to ensure that the event(s)/services are well organized and are safe for all attendees.**

REPORT:

Programs/Events are operationally planned by a professional AOG Alumni Relations and Events staff and briefed to the CEO (or President) prior to implementation.

- a. Timeline/Flow of Events/Scripting (as applicable) are submitted in writing.
 - b. Proper AOG staffing is assigned based on duties, numbers, and duration.
 - c. Standard safety protocols required by event venues are followed.
- Examples of Events
 - On-campus events (Groundbreaking Ceremonies, Socials, Memorials)
 - AOG Board / Class Advisory Senate (CAS) Meetings
 - Award Ceremonies (DG, LAA, YAEA)
 - In-processing Events (Appointee Family Welcome Day)
 - Heritage Days
 - Reunions
 - Chapter Events
 - Affinity Group Events
 - Parents Weekend Events
 - Off-campus events
 - Reunions (Off-base Hotel Events)
 - Chapter Events (Away Games, Founders Day, etc.)
 - Away Game Tailgates
 - Service Academy Career Conferences (SACC) / Career Fairs

- Air & Space Force Events (AFA Warfare Symposium; Air, Space, & Cyber Conference)
- Virtual events
 - ZoomieBrief Platform (Senior Leader Calls)
 - Sabre Society Series
 - Board Director/Class Advisory Senate Meetings
 - Chapter President Calls

2. Fail to design logistical plans which comply with all applicable legal requirements and which facilitate crowd comfort, safety and enjoyment of the event(s).

REPORT:

Programs/Events are logistically designed and planned by staff and briefed to the CEO (or President) prior to implementation.

- a. Legal/Safety requirements are satisfied by adhering to applicable guidance and venue guidelines.
- b. Crowd comfort and enjoyment of the events are satisfied by both pre-planning and on-the-scene adjustments, as necessary, by the AOG Alumni Relations staff.

Examples of Events (See Number 1)

3. Fail to purchase supplies for resale to members, when appropriate, leverage group buying power.

REPORT:

Materials are purchased for resale to members primarily through the Alumni Relations Merchandise Department.

- a. Breakpoints are examined and negotiated to lower costs
 - Bulk purchases are accomplished when feasible and economically appropriate. (Ex: Doolittle Outfitters merchandise, lanyards for reunions)

4. Fail to provide appropriate support and financial management functions, as specified in Memoranda of Understanding (MOU) or other agreements.

REPORT:

- a. Support and financial management functions are carried out as agreed in memoranda and agreements.

Compliance Status: In Compliance

MONITORING REPORT

DATE: 17 October 2025
POLICY TYPE: Executive Limitations
POLICY TITLE: Official Opinions or Recommendations
POLICY NUMBER: 2.11

POLICY DESCRIPTION:

With respect to DoD, USAF or USAFA policies that do not materially impact the AOG, the CEO will not render an official opinion or recommendation on such matters, unless formally cleared to do so by the Board of Directors.

Report:

The CEO has rendered no official opinion or recommendations on such matters.

Compliance Status: In Compliance

PROVISIONAL



Board of Directors Workshop & Meeting Agenda
17 October 2025

7:30 a.m. – 3:00 p.m.

AOG Board Meeting

Lyon Boardroom, Doolittle Hall

Attire: Business Casual

7:30 – 8:00 a.m.

Breakfast - The Library, Doolittle Hall

8:00 a.m.

Agenda

- I. Call to Order/Chairman's Welcome
- II. Agenda
 - a. Consent Agenda
 - i. 28 August 2025 Adjourned Meeting Minutes
 - ii. 25 July 2025 Board Meeting Minutes
 - iii. 7 May 2025 E-Vote Minutes for Audit and 990 Approval
 - iv. 29 April 2025 E-Vote Minutes for Audit Committee Non-Director Appointments
 - v. 25 April 2025 Board Meeting Minutes
 - vi. 2023-2028 Strategic Plan Mid-Course Review
 - vii. CEO Monitoring Reports
 - 1. 2.8 Monitoring Report - Compensation and Benefits
 - 2. 2.10 Monitoring Report - Programs, Events, Services
 - 3. 2.11 Monitoring Report - Official Opinions or Recommendations
- III. Membership Minute (Up to 30 minutes will be set aside for members attending the meeting to speak for 2-3 minutes each.)
- IV. Staff Report

- a. CEO Report (Mark Hille)
 - b. EVP of Alumni Relations Report (Michael “Baja” Cornelius)
 - i. Next of Kin Program, Chapters, Career Services, Merchandise Sales
 - c. CFO Report (Katie Willemarck)
- V. Board of Visitors (BOV) Meeting Summary (Director Krauth)

9:00 – 9:15 a.m.

Break

9:15 a.m. – 12:00 p.m.

- VI. Task Force Updates
 - a. Implementation (*Director Walker*)
- VII. Class Advisory Senate – Update (*AJ Ranft, CAS Vice Chair, for Director Cinnamon*)
- VIII. Reports of Committees
 - a. Audit Committee (*Director Carpenter*)
 - i. Joint Audit Committee Report
 - ii. IT Audit Review
 - b. External Communication Committee (*Director Thompson*)
 - i. Committee Purpose, Role and Tasks
 - c. Finance and Investments Committee (*Director Evans*)
 - i. Board Restricted Motions
 - d. Nominating Committee (*Director Dial*)
 - i. Nomination Process
 - ii. Support for Awards Submissions
 - e. Governance Committee (*Director Krauth*)
 - i. Update Governance Policies: Board Calendar and Schedule for Bylaws Review
 - ii. Governance Policies Cat 3 Review
 - iii. Motions - Governance Committee and Nominating Committee
 - 1. Award Eligibility
 - 2. Award Eligibility (Bylaw Change)
 - 3. Single Pathway to Election Ballot
 - 4. Even Year Appointed Directors

12:00 – 12:30 p.m.

Lunch with NextGen Council – Library, Doolittle Hall

12:30 – 3:00 p.m.

IX. Motions

- a. Postponed from July – Moved to Oct
 - i. Pardon & Amnesty Updated - Vaccine Mandate Motion (Director Bishop)
 - ii. Amendment for Appointments (Director Merideth)
 - iii. Appointed Directors to the AOG BOD (Director Bohlin)
 - iv. Board of Visitors input on Justice Delayed (Director Bishop)
 - v. Merit in the Military (Director Walker)
 - vi. Review of Appointments (Director Merideth)
- b. New
 - vii. Honorary Member of AOG Motion (Director Bishop)
 - viii. Honorary Degree CK from USAFA (Director Bishop)
 - ix. Motion on AOG Award to U.S. Citizen (Director Merideth)
 - x. Motion on AOG DC Presence (Director Merideth)
 - xi. Governance Committee (GC) to Deliberate Appointed Director Motions (Director Bohlin)
 - xii. Motion to Pass RESOLUTION re AOG Chapters (Director Bishop)
 - xiii. New AOG Award CK Recipient (Director Bishop)
 - xiv. Special Committee to Deliberate Appointed Director Motions (Director Bohlin)

3:00 p.m.

X. Adjourn / Assignments for next meeting, February 2026 (Virtual)

- I. AOG/AFAF Update
 - II. Committees/CAS Reports
 - III. Governance Policies Cat 2/Calendar Motions
 - IV. Review Investment Report
 - V. Approve Election Timeline and Rules
-

6:00 – 8:00 p.m.

Joint AOG Board and Foundation Board Dinner

Hotel Polaris

6:00 – 6:45 p.m. Cocktail Reception

6:45 – 9:00 p.m. Dinner and Remarks

Attire: Business Casual

PROVISIONAL

AOG Board of Directors Meeting

17 October 2025





Agenda

- | | | | |
|----------|--|-----------|--|
| 1 | Call to Order/Chairman's Welcome | 7 | Class Advisory Senate |
| 2 | Agenda | 8 | Reports of Committees |
| 3 | Membership Minute | 9 | Motions |
| 4 | Staff Reports | 10 | Adjourn / Assignments for Next Meeting, February 2026 (Virtual) |
| 5 | Board of Visitors (BOV) Meeting Summary | | |
| 6 | Task Force Updates | | |



- Call to Order
- Moment of Silence & Pledge of Allegiance
- Notified Absences
- Agenda Approval



• Consent Agenda

- 28 August 2025 Adjourned Meeting Minutes
- 25 July 2025 Board Meeting Minutes
- 7 May 2025 E-Vote Minutes for Audit and 990 Approval
- 29 April 2025 E-Vote Minutes for Audit Committee Non-Director Appointments
- 25 April 2025 Board Meeting Minutes
- 2023-2028 Strategic Plan Mid-Course Review
- CEO Monitoring Reports
 - 2.8 Monitoring Report - Compensation and Benefits
 - 2.10 Monitoring Report - Programs, Events, Services
 - 2.11 Monitoring Report - Official Opinions or Recommendations



Membership Minute

Up to 30 minutes will be set aside for members attending the meeting to speak for 2-3 minutes each



Staff Report

PROVISIONAL

CEO Update

Mark Hille '97



EVP of Alumni Relations Report

Michael “Baja” Cornelius ‘00





Jul – Sep '25 Activity Snapshot

Support USAFA

- Prep School Welcome/I-Day Parent Gathering
- Parent's Weekend
 - Largest to date (3K+ people)
- March Back
- Home & away football tailgates
- USAFA Memorial Ceremony
 - Attendance increased by nearly 100 from '24 to '25

Serve Graduates

- LBL Weekend
- Chapters
- Affinity Groups
 - 2x new: Boxing & Jurassic Park
- Harmon Dinner support
- Career Services (& transition support)
- Customer Service

Preserve Heritage

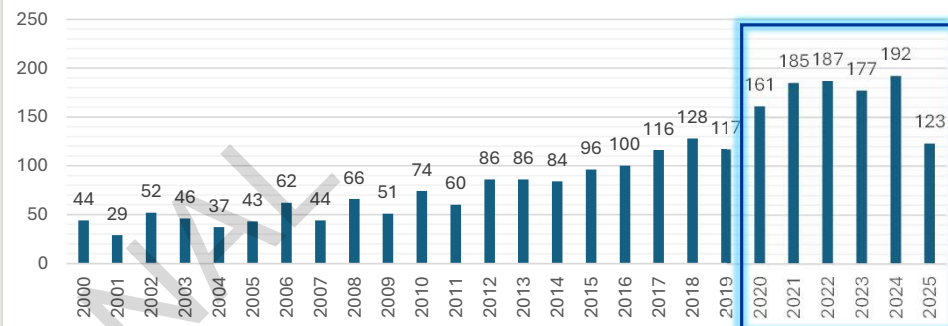
- Awards: DG, LAA, YAEA
 - + associated ceremony/dinners
- Reunions: 13x classes this season
 - 1960, 1965, 1970, 1972, 1975, 1980, 1985, 1990, 1995, 2000, 2005, 2015, Prep '63
- Tuskegee Groundbreaking Ceremony
- Here's a Toast and GBNF
- Class ring programs: 2027 & 2028



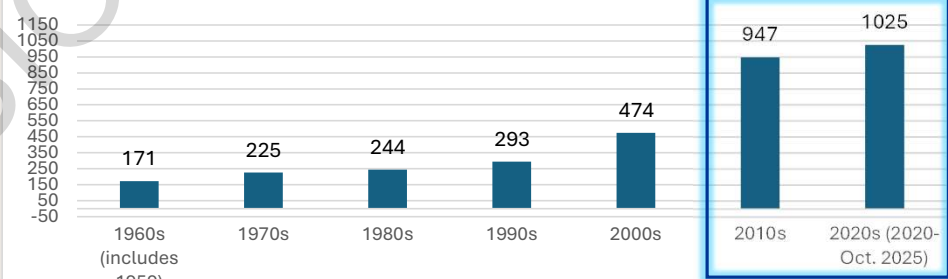
Next of Kin (NOK)

- BLUF: Over the past 5 years we are averaging one graduate death every two days, and this will only increase
- Our NOK office = Terri Davis
- Way forward:
 - We have not plateaued – averaging ~180 per year and increasing
 - Ex: West Point averages 300 per year
 - *Additional personnel will be required for program sustainment
 - Active fundraising ongoing with the Development team

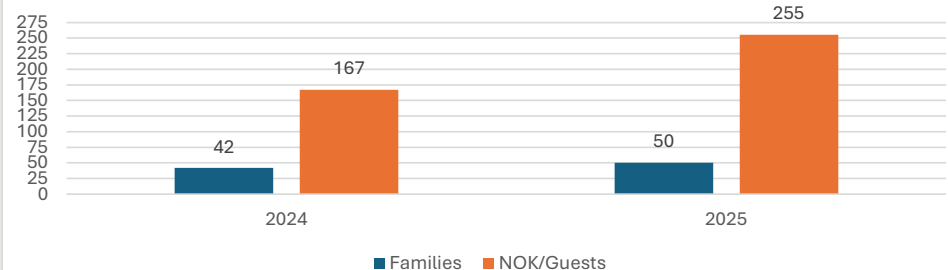
Deceased Graduates
(past 25 years-October 2025)



Deceased Graduates by Decade



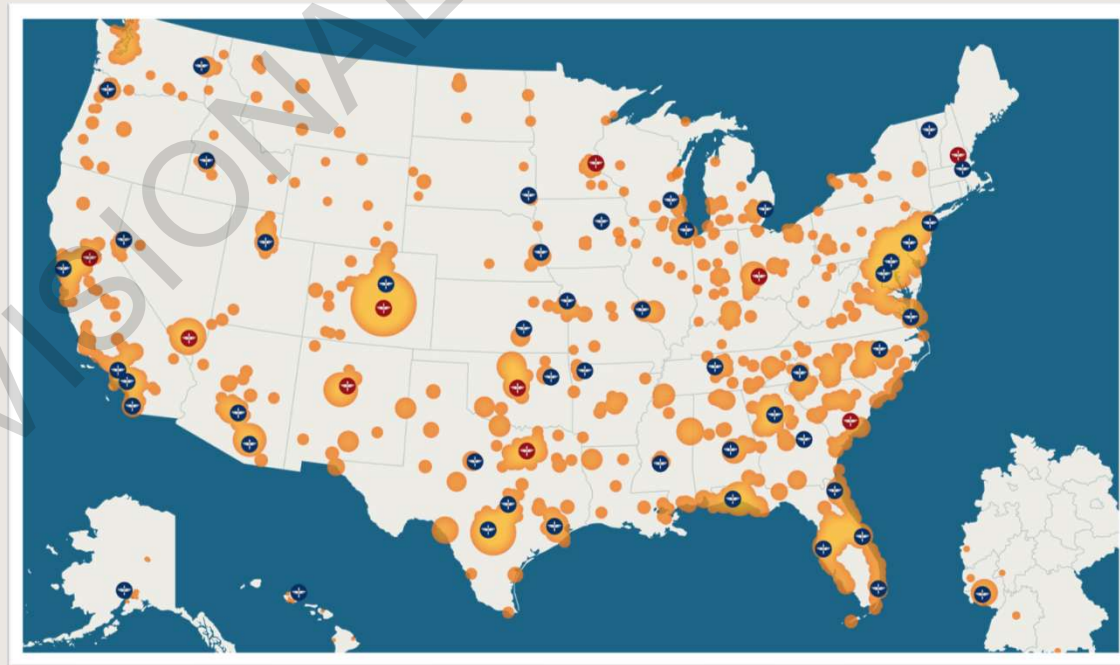
USAFA Memorial Attendance
(Families Represented/Total NOK & Guests)





Chapters

- Chapters are our heartbeat and first line of support for maintaining a (local) connection with graduates
- Strategy and operating plan needed revision to include Chapters → mid-course update
- Personnel continuity created a program gap
- Recent Chapter President's Zoom Calls/Discussions proving fruitful
- Way forward:
 - Updating Chapter guidelines
 - Revisiting Chapter President Conference idea
 - Maintain quarterly engagements (minimum)
 - Educating cadets left of graduation; connecting future grads with Chapters at Firstie Departure (first assignment)

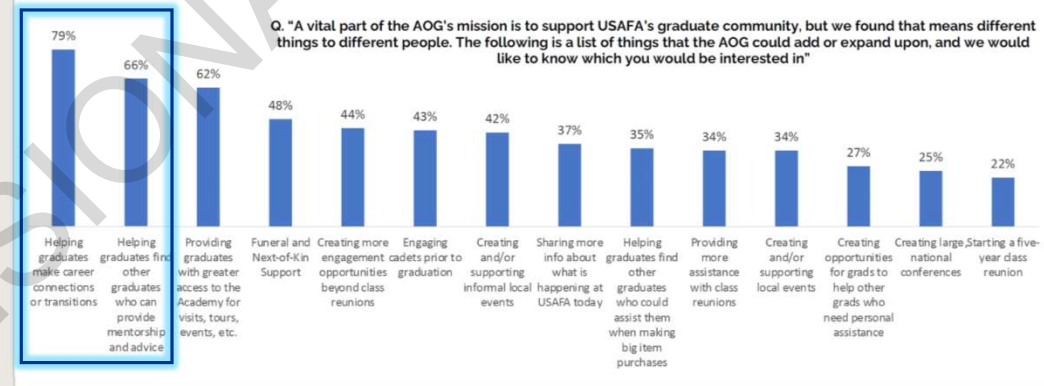




Career Services

- BLUF: I believe this is our biggest area of future growth within the AOG
 - Consistent theme from grad feedback was assistance with career connections or transitions →
 - Considerable program growth since July
 - Way forward:
 - Partner with SkillBridge Program (application accepted)
 - Rated and non-rated support/transition assistance
 - **Guard/Reserve transition assistance by '27*
 - **Ombudsman office by '28*
- * Mid-course strategy update*

Top on the list for how the AOG could better support its graduates is in helping them make career connections, with 79% of graduates saying they would be interested in AOG helping with this. Second was to connect graduates who can help one another through mentorship and advice at 66% and third was providing graduates with greater access to the Academy for visits, tours and events at 62%. Beyond these top three, interest falls below the 50% mark.



	Total	% "Interested"					
Helping graduates make career connections or transitions	79%	85%	81%	79%	78%	69%	66%

"Definitely the AOG has catered more to helping cadets which is all well and good. But helping transitioning grads or even counseling them on their career would be better. Even getting a mentorship program going where new grads can get help in navigating the real Air Force. I was certainly clueless upon graduating in this." (Not Valued)

Q3 MERCHANDISE SALES

Analytics

Q3 2025 Compare to: Q3 2024 \$🇺🇸 USD \$

[Refresh](#) [Share](#) [Link](#) [New exploration](#)

Gross sales

\$451,844.07 ↗ 50%

Returning customer rate

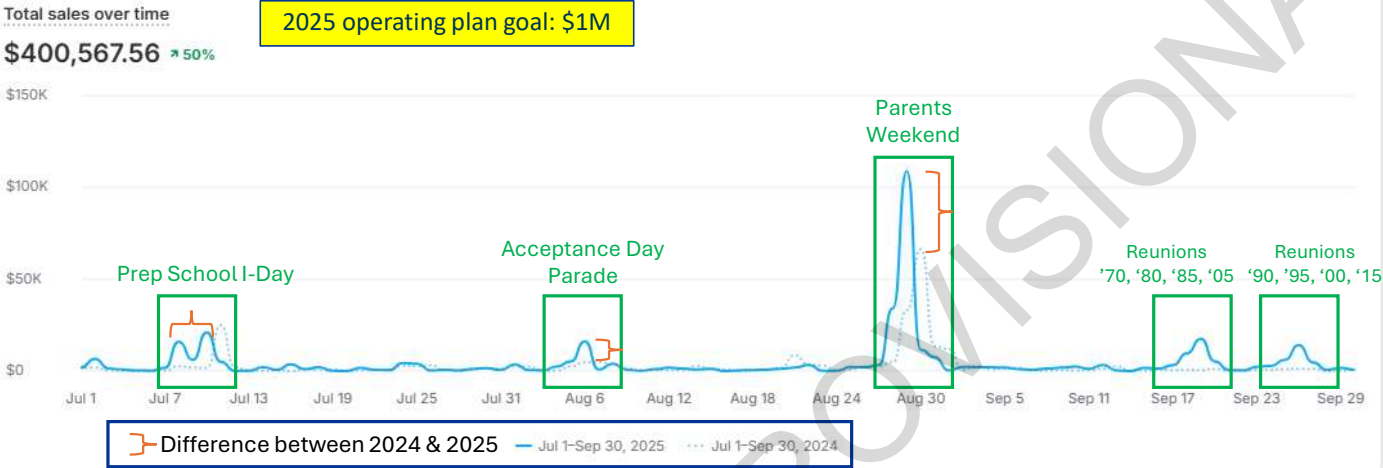
20.15% ↗ 49%

Orders fulfilled

3,840 ↗ 21%

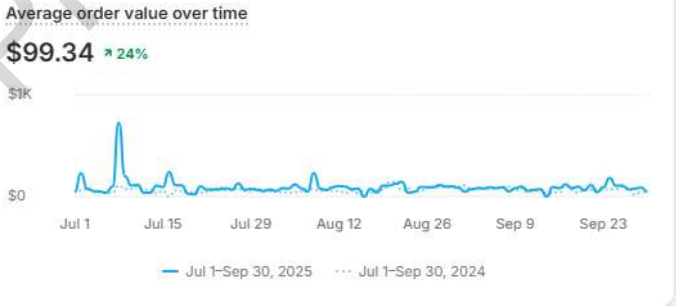
Orders

3,867 ↗ 22%



Total sales breakdown

Gross sales	\$451,844.07	↗ 50%
Discounts	-\$67,659.87	↗ 40%
Returns	-\$7,609.86	↗ 73%
Net sales	\$376,574.34	↗ 51%
Shipping charges	\$6,848.00	↗ 17%
Return fees	\$0.00	—
Taxes	\$17,145.22	↗ 42%
Total sales	\$400,567.56	↗ 50%



Total sales by product

U.S. Air Force Academy Cadet Saber Made in the USA · Kilroy's Workshop · Saber	\$52,568.33	—
\$0.00		
2029 Cadet Name Tee · Bergman Incentives · T-Shirt	\$14,648.35	—
\$0.00		

CFO Report

Katie Willemarck

PROVISIONAL



AGENDA

- 1 **Review Q3 Financial Statements**
- 2 **Review 2026 Budget**



Statement of Financial Position As of September 30, (Unaudited)

	2025	2024	\$ Variance
Assets			
Cash and Cash Equivalents	\$ 273,608	\$ 942,977	\$ (669,369)
Merchandise Inventory	409,921	409,017	904
Pledges and Accounts Receivable	150,814	449,200	(298,386)
Prepaid Expenses and Other	115,333	135,405	(20,073)
Total Current Assets	949,676	1,936,599	(986,923)
Investments	60,126,442	54,143,955	5,982,487
Beneficial Interest in Trust	64,522,927	58,783,526	5,739,401
Fixed Assets	13,769,518	-	-
Less: Accumulated Depreciation & Amortization	(11,148,346)	3,024,199	(403,027)
Total Assets	\$ 128,220,217	\$ 117,888,279	\$ 10,331,938
Liabilities			
Accounts and Other Payables	\$ 196,788	\$ 50,591	\$ 146,198
Agency Deposits	1,761,497	1,839,326	(77,829)
Deferred Income and Unearned Life Memberships	2,253,206	2,162,679	90,527
Intercompany Payable (Receivable)	271,171	623,433	(352,262)
Other Liabilities	194,080	210,668	(16,588)
Total Liabilities	\$ 4,676,741	\$ 4,886,696	\$ (209,955)
Net Assets			
Unrestricted – AOG Operating Reserve	\$ 1,338,455	\$ 1,338,455	\$ -
Unrestricted-designated – for Short-term Purposes	169,182	290,520	(121,339)
Unrestricted-designated – for Endowments	5,534,808	5,220,963	313,845
Invested in Property and Equipment	2,621,172	3,024,199	(403,027)
Unrestricted-undesignated	34,008,035	31,606,510	2,401,525
Total Without Donor Restrictions	43,671,652	41,480,647	2,191,005
With Donor Restrictions	79,871,824	71,520,936	8,350,888
Total Net Assets	123,543,476	113,001,583	10,541,893
Total Liabilities and Net Assets	\$ 128,220,217	\$ 117,888,279	\$ 10,331,938

Operating Statement of Activities

For the Year to Date ended September 30, 2025
(Unaudited)



	YTD Actual	YTD Budget	Variance	PY YTD
Revenues				
Donations and Contributions	\$ 34,393	\$ 2,500	\$ 31,893	\$ 207,020
In-Kind Contributions	33,995		33,995	
Membership Dues	678,806	704,824	(26,018)	671,033
Merchandising	748,827	766,000	(17,173)	633,737
Member Services	12,450	17,950	(5,500)	13,510
Advertising and Sponsorships	426,560	556,500	(129,940)	444,284
Reunion Services	122,201	250,000	(127,799)	201,711
Administration Fees	34,468	33,000	1,468	32,284
Conferences	82,437	120,000	(37,563)	57,673
Royalties	90,459	91,500	(1,041)	122,155
Football Tickets and Tailgates	102,969	100,000	2,969	94,678
Activities and Social Events	49,383	77,820	(28,437)	57,891
Miscellaneous Income	125,364	38,872	86,492	9,059
Transfers from/(to) Restricted Funds	62,982	55,368	7,614	77,788
Total Revenues	\$ 2,605,295	\$ 2,814,334	\$ (209,040)	\$ 2,622,822
Operating Expenses				
Salaries and Wages	\$ 1,939,333	\$ 2,119,085	\$ (179,752)	\$ 1,772,594
Payroll Taxes	158,034	180,122	(22,088)	141,995
Benefits	323,126	315,094	8,031	285,963
Grants	13,833		13,833	924
Board Governance Costs	63,874	63,680	194	38,674
Professional Services	246,732	412,605	(165,873)	389,785
Professional Printing	181,875	186,666	(4,791)	133,590
Postage and Shipping	105,945	111,689	(5,744)	97,891
Merchandise Cost of Sales	347,090	325,380	21,710	317,639
Insurance and Bonding	99,700	66,690	33,010	61,906
Employee Travel and Meals	46,551	113,219	(66,668)	76,530
Social Events and Meetings	410,717	206,262	204,455	259,256
Office Supplies	38,094	40,468	(2,374)	35,216
Advertising and Corporate Promotion	19,056	42,685	(23,629)	52,767
In-Kind Expenses	59,965	-	59,965	-
Office Expenses	454,164	341,213	112,951	355,589
Employee Training and Education	5,793	23,215	(17,422)	4,506
Facilities Expenses	251,149	316,073	(64,924)	330,034
Depreciation and Amortization	416,356	367,500	48,856	444,858
Total Operating Expenses	\$ 5,181,384	\$ 5,231,646	\$ (50,262)	\$ 4,799,716
OPERATING SURPLUS/(DEFICIT)	(2,576,089)	(2,417,312)	(158,777)	(2,176,894)
Investment Income				
Investment Interest & Dividends	626,495	633,600	(7,105)	689,770
Realized/Unrealized Gains/(Losses)	4,701,828	1,287,000	3,414,828	4,280,201
Total Investment Income	5,328,323	1,920,600	3,407,723	4,969,970
Other Income and Deductions				
Grant/Service Agreement from AFAF	262,500	262,500	-	419,300
Allocated Expenses to Foundation	250,351	246,358	3,993	307,450
Total Other Income and Deductions	512,851	508,858	3,993	726,750
NET SURPLUS/(DEFICIT)	\$ 3,265,085	\$ 12,146	\$ 3,252,939	\$ 3,519,826



Schedule of Investments

For the Year to Date ended September 30, 2025
(Unaudited)

	Amount	%	Target	Max
Cash/Short-term	\$ 6,123,193	10%	5%	20%
U. S. Equities (value & growth)	24,672,580	41%	43%	50%
International Equities	13,308,686	22%	28%	50%
Emerging Markets	3,070,319	5%	5%	10%
Real Estate/REITs	2,708,865	5%	5%	15%
Fixed Income	6,510,957	11%	10%	20%
Alternatives	3,731,841	6%	5%	20%
TOTAL	<u>\$60,126,442</u>	<u>100%</u>	<u>100%</u>	



Schedule of Capital Additions

As of September 30, 2025
(Unaudited)

	<u>Actual</u>	<u>Annual Budget</u>
Paid with operating funds:		
Merchandise Area Improvements	\$ -	\$ -
Building Maintenance	-	-
IT Equipment (1)	138,857	-
Total for operating funds	<u>138,857</u>	<u>0</u>
Paid with restricted funds:		
Doolittle Hall A/V	14,450	0
Total for restricted funds	<u>14,450</u>	<u>0</u>
TOTAL	<u>\$ 153,307</u>	<u>\$ -</u>

(1) This is related to the pipe burst in the basement of Doolittle Hall over the server room. We lost several servers and had to replace them. We received an insurance payout of \$110k in July 2025 to offset this.

2026 Budget



Operating Statement of Activities FY 2026 Budget vs FY 2025 Forecast

	2026 Budget	2025 Forecast	\$ Variance	% Variance	2025 Budget
Revenues					
Donations and Contributions	\$ 119,695	\$ 138,486	\$ (18,791)	-14%	\$ 7,500
Membership Dues	1,027,647	1,036,479	(8,832)	-1%	1,036,298
Merchandising	1,044,660	917,405	127,255	14%	1,000,000
Operating Reserve Fund (1)	1,725,000	2,100,000	(375,000)	-18%	2,100,000
Member Services	17,500	15,400	2,100	14%	21,030
Advertising and Sponsorships	700,177	591,514	108,663	18%	745,000
Reunion Services	328,500	224,431	104,069	46%	271,500
Administration Fees	70,720	68,468	2,252	3%	66,000
Conferences	165,000	149,887	15,113	10%	240,000
Royalties	164,000	162,641	1,359	1%	124,000
Football Tickets and Tailgates	252,500	271,639	(19,139)	-7%	215,000
Activities and Social Events	67,948	51,980	15,968	31%	77,820
Miscellaneous Income	14,086	119,614	(105,528)	-88%	40,147
Subsidy from Foundation	250,000	350,000	(100,000)	-29%	350,000
Allocation of IT & Facilities Expenses	389,096	374,330	14,766	100%	328,477
Transfers from/(to) Restricted Funds	138,000	96,036	41,964	100%	73,824
Total Revenues	6,474,529	6,668,310	(193,781)	-3%	6,696,596
Operating Expenses					
Salaries and Wages	2,872,586	2,716,094	156,492	6%	2,914,917
Payroll Taxes	241,871	217,661	24,210	11%	242,054
Benefits	431,786	413,133	18,653	5%	422,460
Board Governance Costs	74,350	80,537	(6,187)	-8%	82,780
Professional Services	385,951	338,138	47,813	14%	446,145
Professional Printing	254,394	229,121	25,273	11%	235,575
Postage and Shipping	159,632	142,190	17,442	12%	147,007
Merchandise Cost of Sales	469,126	427,451	41,675	10%	420,000
Insurance and Bonding	138,080	121,950	16,130	13%	88,920
Employee Travel and Meals	92,625	63,186	29,439	47%	165,714
Social Events and Meetings	478,596	572,874	(94,278)	-16%	346,712
Advertising and Corporate Promotion	78,967	107,548	(28,581)	-27%	45,130
Office Expenses	151,561	147,583	3,978	3%	141,523
Technology & Minor Equipment	554,706	514,159	40,547	8%	368,236
Employee Training and Education	13,080	6,981	6,099	87%	29,155
Facilities Expenses	223,308	315,923	(92,615)	-29%	410,990
Depreciation and Amortization	375,600	538,154	(162,554)	-30%	480,000
Total Operating Expenses	6,996,219	6,952,683	43,536	1%	6,987,318
Operating Income (Loss)	(521,690)	(284,373)	(237,317)	83%	(290,722)
Investment Income					
Investment Interest & Dividends	124,200	483,167	(358,967)	-74%	319,800
Realized/Unrealized Gains/Losses	393,300	1,852,222	(1,458,922)	-79%	141,000
Total Investment Income (2)	517,500	2,335,389	(1,817,889)	-78%	460,800
NET Income (Loss)	\$ (4,190)	\$ 2,051,016	\$ (2,055,206)	-100%	\$ 170,078

(1) Beginning in 2026 we are allocating 4.5% of the operating reserve to fund operations. The 2025 numbers used are projected use of the operating reserve.

(2) The remaining investment income is 2% growth of the operating reserve and allows investment earnings to be allocated to other reserve funds.

Board of Visitors (BOV) Meeting Summary

Director Krauth



PROVISIONAL

Task Force Updates





Implementation Task Force

Director Walker

PROVISIONAL

Board Disagreement

- Certain Directors disagree with the fact that a 76% vote on bylaws changes is a mandate
- Change to the AOI included the addition of "merit" to our foundational document
- Board could not agree to entertain a motion on “Merit in the Military”
- Implementation is not possible until the board comes together

Class Advisory Senate

AJ Ranft for Director Cinnamon



Reports of Committees





Audit Committee

Director Carpenter

PROVISIONAL

Members

- Trapper Carpenter '73
- Garry Dudley '68
- Denny Meredith '73
- Ty Shandy '97, Non-Director (Voting member)
- Dan Shafer '70, Non-Director (Voting member)
- Katie Willemarck, Non-Director (Non-Voting member)

Committee Activity

- Joint Audit Committee Update

PROVISIONAL

AOG Technology Audit Recap





IT Audit Recap

- Conducted in Fall of 2022
- Completed by NexusTek
- Entire Internal IT Team Assisted
- All significant findings have been mitigated to avoid major risks except for:
 - PCI Audit (budgeted 2025)
 - Risk Management Plan (2026 Operating Plan)



Audit Finding	Action Taken	Timeline
PCI Compliance Audit Needed	Pending	Budgeted 2025
Active Directory Objects Identified (system that connects, and stores user accounts had old accounts and needed configuration changes)	All old accounts removed, and configuration changes made	Dec 2022
Dark Web Credentials Found	Training System Implemented to Educate Employees All credentials found were mitigated	Oct 2024 Dec 2022
Client Computer Risks Identified (users could be admins on their own computers)	User no longer have admin access Single Sign-On Implemented Multi-Factor Authentication (Microsoft Authenticator)	Dec 2022 Feb 2023 Feb 2023
Inadequate Antivirus	Implemented AI powered behavioral analysis antivirus	April 2023
Policy Gaps Identified (Backup Policy, Disaster Recovery Plan)	Backup Policy Updated & Upgraded to cloud backups Disaster Recovery Plan Updated (reevaluate with move to WH)	January 2023
Need Formal Cyber Security Program	Robust cyber security processes in place. Audit finding was an increased cyber program with NexusTek, very high cost.	NA
Need Risk Management Plan	Pending	2026 Operating Plan
Need 24/7/365 Monitoring	Service that NexusTek provides, nice to have, low ROI	NA



THANK YOU

PROVISIONAL

Proposal to Create an External Communications Committee

Gen (Ret.) DT Thompson '85
17 October 2025



Task



Develop and submit for Board approval a proposal to establish an External Communications Committee of the Association of Graduates Board of Directors.

ByLaws

ARTICLE VIII. Committees

Section 1. Creation/Designation of Committees: The Board may establish standing and special committees. Committees report to the Board. The Board will establish the composition of each committee except as otherwise specified in the Bylaws.

Proposed Purpose of the Committee



To support the Vision, Mission and activities of the Association of Graduates by facilitating purposeful, proactive and consistent engagement with external stakeholders and the Graduate Community.

Provide AOG Board members and staff with a current, consistent set of themes and messages to support them in their activities and engagements, both official and as desired, unofficial.

Proposed Committee Responsibilities



Working with AOG Staff, develop and submit for Board approval enduring themes and messages as related to the Association of Graduates purpose and major initiatives.

Working with AOG Staff, develop and submit for Board approval an annual external engagement plan that includes but is not limited to the Board of Visitors, Congress, the Department of the Air Force and leadership of the United States Air Force Academy.

Working with AOG leadership and staff, develop and submit for Board approval proposed messages and engagements for emerging issues, hot topics and special interest items.

Assemble and maintain for Director and Staff use a “Smart Book” that includes but is not limited to the current “Roadshow” slide deck, annual themes and messages, talking points for hot topics and example “elevator speeches” for use as desired.

Proposed Committee Battle Rhythm



- **Not Less Than Annually**
 - Review, update and submit enduring themes and messages for Board approval
 - Develop and submit a recommended annual engagement plan for Board approval
- **Between Board Meetings**
 - Identify potential emerging issues, hot topics and special interest items; recommend themes and messages as required
 - Monitor engagement activity, including those related to special interest items
 - Review enduring themes and messages, propose adjustments (as necessary)
- **As Needed**
 - Call for out-of-cycle Board meetings to address external communications needs related to emerging and urgent issues
 - Entertain and act on out-of-cycle external engagement needs and proposals

Director Rights and Responsibilities



Act as an official representative of the Board only with approval.

When speaking as a representative of the Board, use only approved themes and messages.

Submit proposed themes, messages, special interest items and engagement recommendations for Board consideration through the committee.

As desired, advise the Committee when meeting with external stakeholders that may also serve as an engagement opportunity.

Notes:

1. Directors retain the right to communicate personal opinions independent of Board positions.
2. The CEO retains the authority and responsibility to engage and communicate externally without the need for explicit Board approval.

Proposed Committee Membership



Gen. (Ret.) DT Thompson, Chair

Mr. Mark Hille, CEO (by position)

Col. (Ret.) John Cinnamon, CAS President (by position)

Lt. Gen. (Ret.) Rod Bishop

Mr. Chris Evans

Primary AOG Staff Support: Mr. Wyatt Hornsby, SVP Marketing & Communications

Other Possible Members

Generational? (Director Walters or Fogassy)

At Large?

Proposed Actions for Prior to Next AOG Board Meeting



- Finalize proposed language for ByLaws and other governing documents; submit to the Board for approval
- Develop proposed enduring themes and messages for Board approval (use current road show deck as the starting point)
- Identify any hot topics, emerging issues and special interest items; propose associated positions and messages
- Begin development of an annual External Engagement plan

Motion – Establishment of an External Communications Committee As a Standing Committee of the Association of Graduates Board of Directors



Proposed Motion: The Board of Directors approves the establishment of the External Communications Committee as a standing committee of the Association of Graduates Board of Directors with roles, responsibilities, tasks and membership as described in the preceding brief and amended in Board deliberations.

PROVISIONAL



Finance and Investments Committee

Director Evans

PROVISIONAL

Board Restricted Funding Motions



Board Designated Fund	Original Use	Fund Balance	Motion
Reserve Fund	Board designated reserve fund created in 2017; Never been used and combining with operating fund simplifies having two operating reserve funds	\$1,338,455	Move reserve fund balance to operating fund
Graduate Engagement Fund	Quasi-endowed by the board for graduate engagement which allows for \$3K to be used annually on engagement; not an impactful amount	\$83,041	Remove quasi endowed restriction and designate these funds to be used to offset the cost of tailgates in 2025/2026



THANK YOU

PROVISIONAL

Nominating Committee Meeting

Col (Ret.) Hank Hoffman '63

Col (Ret.) Bob Lowe '71

Gen (Ret.) David "DT" Thompson '85

Lt Col Nathan Dial '10

Maj Alexander Fogassy '12





Agenda

01 Appointed Positions

1. Process
2. Timeline Illustration

02 Awards Update

PROVISIONAL



01. Appointed Directors

Appointed Directors for Replacement Identification



Current List: 36 Individuals

Selection Criteria: Former individuals on the 2021, 2023, & 2025 election ballots and recommendations from current Directors

Deadline: Rank order top 4 Appointed Director replacements NLT February Board Meeting

Opportunity: Solidify the specific three questions for 2027 election ballot because appointed process is an avenue to perfect the 2027 election process

Filtration Process:

1. 36 Candidates ---->>> # on list still willing to serve up to 4 years
2. # on list still willing to serve ---->>> Top 10
3. Top 10 ---->>> Top 4
4. Top 4 ---->>> Rank order 1 – 2 – 3 – 4

Replacement Appointed Director Timeline





02. Awards



0 Submissions



0 Submissions



0 Submissions



1 Submission



Governance Committee

Director Krauth

PROVISIONAL

Members

- Denny Merideth '73
- Dan Bohlin '71
- Jenn Walters '11
- Lee Krauth '72
- Skip Morgan (non-director) '72

Board Calendar

Schedule for Bylaws Review

Board Calendar			
ODD YEARS		EVEN YEARS	
January	Conduct Board Self-assessment Conduct CEO Evaluation	January	Conduct Board Self-assessment Conduct CEO Evaluation
February	<u>BOD meeting (virtual)</u> AOG/AFAF Update Review Board Self-assessment Committees/CAS Reports Governance Policies Cat 4/Calendar Motions Review Investment Report Elections Update	February	<u>BOD meeting (virtual)</u> AOG/AFAF Update Review Board Self-assessment Committees/CAS Reports Governance Policies Cat 2/Calendar Motions Review Investment Report Approve Election Timeline and Rules Appoint Bylaws Review Task Force
March	Board Secretary Certifies Election Results Board Considers Director Appointments Nom Committee Seeks Candidates for Chair	April	Founders Day (Chapter events)
April	Founders Day (Chapter events)	May	<u>BOD meeting</u> Complete Conflict of Interest Statements BOD training
May	BOD Orientation/Trng Day Prior to BOD meeting <u>BOD meeting</u> Complete Conflict of Interest Statements Select Chair and Board Officers BOD training AOG/AFAF Update Name new AOG Committees Committees/CAS Reports Assign Governance Policies Cat 1 Review Review Endowments Approve Audit and IRS Form 990 Distinguished Graduate Award Selection Joint social event with CAS		AOG/AFAF Update Committees/CAS Reports Assign Governance Policies Cat 3 Review Board Charge to Nom Comm for Elections Bylaws Review Task Force Motions Review Endowments Approve Audit and IRS Form 990 Distinguished Graduate Award Selection Joint social event with CAS
August	<u>BOD meeting</u> AOG/AFAF Update Committees/CAS Reports Governance Policies Cat 1 Motions Review Investment Report Nominate non-Director Committee Members Distinguished Graduate Dinner	August	<u>BOD meeting</u> AOG/AFAF Update Committees/CAS Reports Governance Policies Cat 3 Motions Review Investment Report Distinguished Graduate Dinner
October	Operating Plan and Budget to Directors <u>BOD meeting</u> AOG /AFAF Update Committees/CAS Reports Assign Gov. Policies Cat 2/Calendar Review Approve Budget Dinner w/AFAF	October	Operating Plan and Budget to Directors <u>BOD meeting</u> AOG/AFAF Update Committees/CAS Reports Assign Gov. Policies Cat 4/Calendar Review Approve Bylaw Changes for Ballot (if needed) Approve Nom Comm Rec's for Ballot FMIP Update Approve Budget AOG Election Communication Plan to Directors Dinner w/AFAF
NOTE: Recommend annual virtual mtg with CAS.			



Review Governance Policies 3.1 – 3.3

POLICY 3.0: Governance – Management Connection

POLICY CATEGORY III: Board/Staff Linkage

POLICY NARRATIVE: The Board's sole connection to the operational organization, its achievements and conduct will be through a Chief Executive Officer (CEO).

3.1 Only officially passed motions of the Board are binding on the CEO.

- a. Decisions or instructions of individual Board members, officers, or committees are not binding on the CEO except in rare instances when the Board has specifically delegated this authority.
- b. If Board members or committees request information or assistance without Board authorization, the CEO can refuse such requests that require, in his/her opinion, a material amount of staff time or funds or are disruptive.
- c. The Board may be involved in employee issues as indicated in the AOG personnel guide.
- d. The Board will view CEO performance as identical to organizational performance, so that organizational accomplishment of Board-stated Ends and compliance with Executive Limitations will be viewed as successful CEO performance.



Review Governance Policies 3.1 – 3.3

3.2 The Board will instruct the CEO through written policies that prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, allowing the CEO to use any reasonable interpretation of these policies.

- a. The Board will develop and maintain policies instructing the CEO to achieve certain results, for certain recipients at a specified worth or priority. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Ends policies. All issues that are not Ends issues, as defined here, are means issues.
- b. The CEO will make inputs to the development of Board policies, including organizations Ends, to the Board as he/she deems appropriate.
- c. The Board will develop and maintain policies which limit the latitude the CEO may exercise in choosing the organizational Means that support the AOG Operational Plan. These limiting policies will describe those practices, activities, decisions and circumstances that would be unacceptable to the Board even if they were effective in accomplishing the AOG Operational Plan. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitations policies.
- d. As long as the CEO uses any reasonable interpretation of the Board's approved Ends and Executive Limitations policies, the CEO is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities.
- e. The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and CEO domains. By doing so, the Board changes the latitude of choice given to the CEO. However, as long as any particular delegation is in place, the Board will respect and support the CEO's choices.



Review Governance Policies 3.1 – 3.3

3.3 The Board will monitor and evaluate CEO performance in such a way as to have systematic assurance of policy compliance, and successful execution of the AOG Operational Plan. Monitoring of CEO job performance will be against the expected CEO job outputs: development of the AOG Operational Plan, organizational execution of the Operational Plan, and organizational operation within the boundaries established in the Executive Limitations. To assist the Board's monitoring of CEO performance, the CEO will:

- a. Annually: Present to the Board the AOG's upcoming fiscal year Budget for Board review and approval. Linkages between the Budget and the AOG Operational Plan will be highlighted.
- b. Annually: Present an update of the AOG Operational Plan for Board at the Board meeting immediately preceding the annual presentation of the coming year Budget.
- c. Annually: Present a year-end Financial Report.
- d. Quarterly: Present a Financial Report of the previous quarter performance.
- e. Quarterly: Present metrics linked to the Operational Plan showing progress toward accomplishment of the AOG Operational Plan, and present any changes made to the execution of the Operational Plan in the previous quarter.
- f. Quarterly: Present one quarter the number of Monitoring Reports, which will detail continued adherence to the General Executive Constraints in Policy 2.0, along with any explanation of pertinent information.

Joint Nominating & Governance Committee Meeting Results

Col (Ret.) Hank Hoffman '63

Col (Ret.) Bob Lowe '71

Gen (Ret.) David "DT" Thompson '85

Lt Col Nathan Dial '10

Maj Alexander Fogassy '12

Col. (Ret.) Dan Bohlin '71

Dr. Lee Krauth '72

Col. (Ret.) Skip Morgan '72

Lt. Col. (Ret.) Denny Merideth '73

Maj. Jennifer Walters '11





Motion Suggestions

01 Award Eligibility

Motion 1: Governance Policy Changes
Motion 2: Bylaw Changes

02 Single Election Ballot Pathway

Motion 3: 100 signatures + complete package

03 Appointed Directors Even Year

Motion 4: Bylaw change



01. Award Eligibility

Award Eligibility – Changes to Governance Policies

Joint Committee Vote: 8-2 supporting the change



Location 1: Governance Policies 3rd Edition 26 July 2024

Section: Attachment 2 – Nominating Committee Guide, Duties section

Action: Add part “11”

Suggested Language:

- (The Nominating Committee will) ensure that directors do not nominate, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.

Location 2: Governance Policies 3rd Edition 26 July 2024

Section: Policy Category IV: Governance Process 4.6.c

Action: Add “2” with language below and renumber sub-sequent parts

Suggested Language:

- The Nominating Committee will ensure that directors do not nominate, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.

Preview of Change

Attachment 2 – Nominating Committee Guide, Duties section Add part “11”



Duties: The Nominating Committee is charged with the following duties:

1. Develop and seek Board approval of the desired attributes for Candidates for each election.
2. Recruit Members to serve on the Board
3. Develop written criteria to assist the Committee with a determination of candidates that are qualified or unqualified to be placed on the ballot.
- ...
8. Maintain a pool of AOG Members qualified to serve as Directors or Committee members.
9. Seek guidance from the Board Chair on desired attributes for appointed Board positions.
10. Make recommendations to the Board Chair on qualified candidates for appointment or replacement to the Board.
11. Ensure that directors do not nominate for, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.

Preview of Change

Governance Policies 3rd Edition 26 July 2024 4.6 “c”



c. Board members must avoid conflict of interest with respect to their fiduciary responsibility.

1. There must be no self-dealing or any conduct of private business or personal services between any Board member and the AOG except as procedurally controlled to assure openness, competitive opportunity, and equal access to inside information.

2. The Board will ensure that directors do not nominate, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service.

~~2~~ 3. When the Board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from, not only the vote, but also from the deliberation.

~~3~~ 4. Board members must not use their positions to obtain staff employment for themselves, family members or close associates. Should a Board member seek staff employment, he or she must first resign.

~~4~~ 5. Board members will annually disclose their involvements with other organizations, with vendors, or any other associations that might produce a conflict.



Motion 1 – Award Eligibility

Joint Committee Vote: 8-2 supporting the change

The Board of Directors approves the corrections and changes to language in the Governance Policies 3rd Edition 26 July 2024 as presented by the Joint Nominating and Governance Committee that codifies the changes to the process for AOG Directors inability to nominate and receive awards under the Board of Director's purview.

Votes to Pass: Simple majority (At least 9)

Award Eligibility – Changes to Bylaws

Joint Committee Vote: 6-4 supporting the change



Location 3: AOG Bylaws (Effective 4 March 2025)

Article XI: Conflicts of Interest

Section 1: Director Content

Action: Add part “g”

Suggested Language:

- Directors may not be nominated, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service. Directors are also prohibited from nominating other individuals for such awards.

Preview of Change to AOG Bylaws Article XI, Section 1



Section 1. Director Conduct: No director, officer, or committee member of the AOG shall request or accept any interest or favor (financial or otherwise) that might influence his or her actions relating to the AOG or its affiliated organizations...

a. For these purposes, a conflict of interest shall be deemed to arise whenever a matter under consideration involves the potential for significant benefit to a director or to any business, financial, or professional organization of which the director or a member of such director's immediate family is an officer, director, member, owner, or employee.

b. Whenever any matter comes before a meeting of the Board which gives rise to potential conflict of interest, the affected director shall make known the conflict to the remaining directors present at such meeting, shall, after answering any questions posed by the other directors, withdraw from the meeting for as long as the matter is under consideration, and shall neither be present, nor cast a vote.

...

e. As with all other matters coming before the Board, the disinterested directors shall pass upon a matter that poses a conflict of interest for another director in a manner which they reasonably and in good faith believe to be in the best interests of the AOG.

f. In the event an issue is not resolved at the committee or Board level, the matter shall be referred to the Governance Committee for review. For the purposes of ethics oversight, the Governance Committee may request participation by at least one friend of the AOG not actively involved in activities of the Board who is qualified to assist in ethics advice.

g. Directors may not be nominated, or receive, any awards or honors that are issued, selected, or endorsed by the Association of Graduates or its affiliated entities during their term of service. Directors are also prohibited from nominating other individuals for such awards.

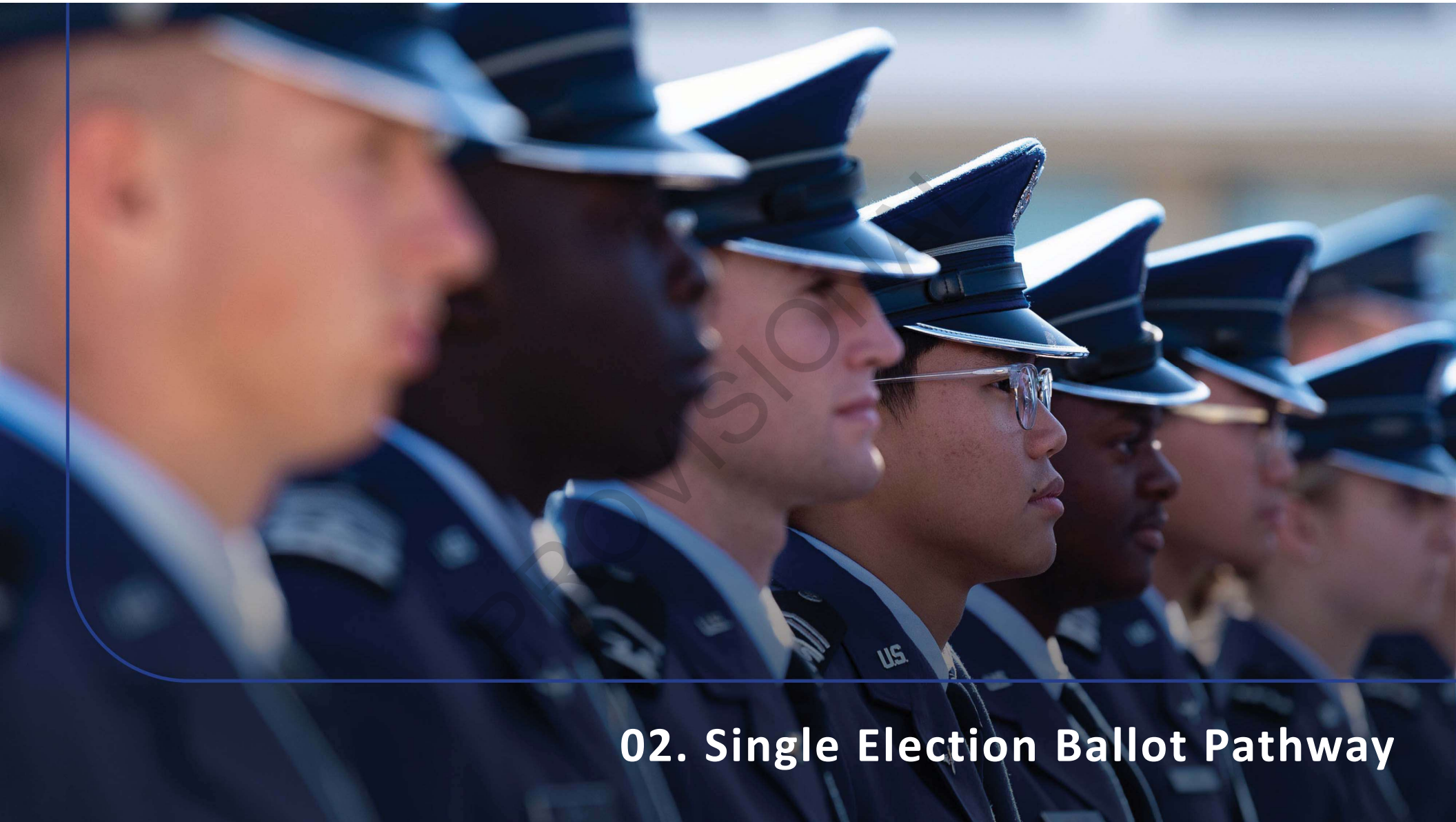


Motion 2 – Award Eligibility (Bylaw Change)

Joint Committee Vote: 6-4 supporting the change

The Board of Directors approves the corrections and changes to language in the AOG Bylaws (Effective 4 March 2025) as presented by the Joint Nominating and Governance Committee that codifies the changes to the process for AOG Directors nominating other and receiving awards under the Board of Director's purview.

Votes to Pass: 2/3 majority (11 or more)



02. Single Election Ballot Pathway

Synopsis - Single Pathway to Election Ballot

Joint Committee Vote: 8-2 supporting the change



There is one way for a member to get on the ballot for election to the Board of Directors:

- a. All candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate's full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.

Document Changes:

1. There are five places where this change impacts the Bylaws and Governance Procedures

Single Pathway to Election Ballot



Location 1: AOG Bylaws (Effective 4 March 2025)

Article VI: Nominations and Elections

Action: In Section 1, change part “c” by eliminating the current language and adding new language.

Current Language:

~~c. The AOG shall also publicize that any graduate member may have their name placed on the ballot without review or consideration by the Nominating Committee by submitting a petition showing support of at least 25 AOG members by their signature and AOG ID Number.~~

Suggested Language:

c. To be placed on the election ballot for the AOG Board of Directors, all candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate’s full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.

Single Pathway to Election Ballot



Location 2: AOG Bylaws (Effective 4 March 2025)

Article VIII: Committees

Section 6: Standing Committees, part “c”

Action: eliminate part “i” and move part “ii” to be part “i”

C. Nominating Committee: The Nominating Committee shall be composed of at least two directors, one of whom will serve as chair, and five AOG graduate members atlarge.

- ~~i. Other than those candidates who are placed on the ballot by petition, recommendations for candidates to be placed on the ballot shall be made by the Nominating Committee for approval by the Board.~~
- ii. i. The Nominating Committee shall maintain a pool of candidates eligible to serve as directors or committee members.

Single Pathway to Election Ballot



Location 3: Governance Policies 3rd Edition 26 July 2024

Attachment 2: Nominating Committee Guide, Definitions Section

Action: Delete parts 2 and 3, which define 'petition candidate' and 'candidate'. Substitute with one new part 2 giving a new definition of candidate and correct subsequent numbering.

Definitions:

1. Applicant: an AOG Member who has applied to be on the ballot and submitted a package to the Nominating Committee IAW the appropriate process. Can either be self-initiated or sought by the Nominating Committee.
- ~~2. Petition Candidate: an AOG Member who has submitted a petition with 25 AOG member endorsements and followed the appropriate process needed to be placed on the ballot without further review by the Board.~~
- ~~3. 2. Candidate: an applicant who has been considered and recommended by the Nominating Committee then approved by the Board to be on the ballot. An applicant who has submitted a completed a nomination package and acquired 100 signatures from Graduate Members.~~
4. 3. Ballot: the list of candidates to be included in the election.
5. 4. Board Slate: a list of candidates on the ballot that the Board may recommend to the membership that best offers the skills, talents and capabilities needed. The Board Slate is derived from both the Candidates and Petition Candidates.

Single Pathway to Election Ballot



Location 4: Governance Policies 3rd Edition 26 July 2024

Attachment 2: Nominating Committee Guide

Action: Delete Petition Candidate from all sections

Identified places:

- Definitions: Board Slate: a list of candidates on the ballot that the Board may recommend to the membership that best offers the skills, talents and capabilities needed. The Board Slate is derived from both the Candidates. ~~and Petition Candidates.~~
- Duties, part 4: From the entire Applicant pool, which includes Candidates recruited by the Committee, Applicants who submit their nomination to the Committee, ~~and Petition Candidates~~ provide to the Board for approval a list of qualified Candidates to be placed on the ballot. Petition Candidates must be included on the ballot.
- Duties, part 5: Provide to the Board, for information, the Applicants not deemed qualified and the reason for disqualification. ~~Petition candidates are not otherwise subject to Committee review except that their petition endorsements must comply with the Bylaws.~~
- Timeline (Not Later Than Dates) part 6: a. Not later than the third Thursday in November, the Committee will provide its list of all Applicants for the election with a summary of their qualifications, biographies, and candidate statements. ~~The Committee will list the Petition Candidates that must be on the ballot, along with the Candidates it recommends being on the ballot.~~

Single Pathway to Election Ballot



Location 5: Governance Policies 3rd Edition 26 July 2024

Attachment 2: Nominating Committee Guide

Section: Procedures

Action: Change Procedure Section part 1.

Current Language:

1. ~~There are three ways for a member to get on the ballot for election to the Board of Directors:~~
 - a. ~~Be recruited by the Nominating Committee. (Requires endorsement of three AOG Members.)~~
 - b. ~~Submit a nomination package to the Nomination Committee. (Requires endorsement of three AOG Members.)~~
 - c. ~~Petition onto the ballot with the endorsement of 25 AOG Members. (Those qualified must be placed on the ballot.)~~

Suggested Language:

1. There is one way for a member to get on the ballot for election to the Board of Directors:
 - a. All candidates must submit a complete nomination package. This package must include at least 100 verified signatures from AOG graduate members in good standing. Each signature must consist of the graduate's full name, signature (digital or handwritten), and AOG member number. There are no alternative pathways to be placed on the ballot.



Motion 3 – Single Pathway to Election Ballot
Joint Committee Vote: 8-2 supporting the change

The Board of Directors approves the corrections and changes to language in the AOG Bylaws (Effective 4 March 2025) and Governance Policies 3rd Edition 26 July 2024 as presented by the Joint Nominating and Governance Committee that codifies the changes to the process for AOG members getting on to the election ballot for the Board of Directors.

Votes to Pass: 2/3 majority (11 or more)



03. Appointed Directors Even Year

Appointed Directors Even Year

Joint Committee Vote: 8-2 supporting the change



Location 1: AOG Bylaws (Effective 4 March 2025)

Article V: Board of Directors

Action: In Section 3, change part “b” language to clearly define moving appointed directors to even years following an election. We made it March of the even year following the election, because that is 1 year after the odd year election cycle concludes.

Current Language:

b. The terms of appointed directors shall be staggered with the intent of having no more than two directors appointed following each biennial election of the Board. ~~Terms of office for appointed directors begin upon selection by the Board and will expire at the first meeting of the Board after the biennial election four years later. Appointed directors may serve a second consecutive four-year term consistent with approval procedures outlined herein.~~

Suggested Language:

b. The terms of appointed directors shall be staggered with the intent of having no more than two directors appointed following each biennial election of the Board. The appointed directors will be selected in March of the even year following the biennial election of the board and will serve a four-year term.



Appointed Directors Even Year

ARTICLE V. Board of Directors, Section 2, b.

Section 2. Elected and Appointed Directors:

- a. There shall be eleven directors elected by the membership eligible to vote, unless positions are vacated before their term expires, whereby the Board may select replacements in accordance with Section 13.
- b. There shall be no more than four appointed directors appointed by a majority vote of a quorum of the Board, not including directors who are appointed to complete the term of a director vacancy. The Board may fill appointed director vacancies ~~at any time during~~ **nonelection years (even years)**. The Nominating Committee will make recommendations to the Chair prior to nominations coming from the Chair. Absent a Chair nomination, a Board majority may direct a Chair nomination of a suitable candidate.



Motion 4 – Even Year Appointed Directors

Joint Committee Vote: 8-2 supporting the change

Motion 4: The Board of Directors approves the changes to language as presented by the Joint Nominating and Governance Committee that codifies moving appointed director selections to March of the even year following the biennial election.

Votes to Pass: 2/3 majority (11 or more)

Motions

PROVISIONAL



Postponed from July Meeting

- Pardon & Amnesty Updated - Vaccine Mandate Motion (Director Bishop)
- Amendment for Appointments (Director Merideth)
- Appointed Directors to the AOG BOD (Director Bohlin)
- Board of Visitors input on Justice Delayed (Director Bishop)
- Merit in the Military (Director Walker)
- Review of Appointments (Director Merideth)

Pardon & Amnesty Updated - Vaccine Mandate Motion

Author: Director Rod Bishop



Board Resolution On Assisting Fellow Graduates (and Potentially Cadets) Who Have Been Harmed by the Anthrax or COVID Vaccine/COVID Mandates

Motion: I move that the AOG BOD adopt a resolution endorsing that the President of the United States grant pardons/amnesty to all who have suffered harm from the anthrax or covid mandates and recommend to OSW P&R that the vaccine task force be established to evaluate all the transgressions that occurred during the mandate period against our military personnel. Additionally, the AOG BOD recommends OSW P&R explore all options to expedite the processing of correction of military records and provide relief through the VA for those who have been harmed by the vaccine if not eligible for military-related healthcare.

WHEREAS federal courts have ruled that the military's anthrax and COVID vaccine mandates violated federal law and the President of the United States and the Secretary of Defense have stated in writing that the military's COVID vaccine mandate was "unjust" and "illegal as implemented," respectively;

WHEREAS, thousands of military members, including USAFA graduates, negatively impacted by these illegal military vaccine mandates deserve remedies they have not received;

WHEREAS, the means of obtaining these remedies, including through the Boards for Corrections on of Military Records, which can be costly and me consuming, are not timely, effective or otherwise satisfactory;

THEREFORE, the Board of Directors of the Air Force Academy Association on of Graduates strongly endorses the motion that the AOG BOD adopt a resolution endorsing that the President of the United States grant pardons/amnesty to all who have suffered harm from the anthrax or covid mandates and recommend to OSW P&R that the vaccine task force be established to evaluate all the transgressions that occurred during the mandate period against our military personnel. Additionally, the AOG BOD recommends OSW P&R explore all options to expedite the processing of correction of military records and provide relief through the VA for those who have been harmed by the vaccine if not eligible for military-related healthcare.

Motion on Amendment for Appointments

Author: Director Denny Merideth



Motion: Move that the AOG Board of Directors amend the Bylaws to make Appointed Directors non-voting positions except in the case where a director is appointed to replace an elected Director vacancy by making the following changes:

Change Article II Section 5 to read: **Appointed Directors:** AOG graduate members appointed to the Board of Directors as non-voting Directors pursuant to the requirements set forth in Article V”.

Change first line of Article V Section 2b to read: “There shall be no more than four non-voting appointed directors ...”

Change first line of Article V, Section 5d to read “The Secretary shall be an elected ~~or appointed~~ director and shall serve as....”

Change Article V Section 10a to read: A quorum of two-thirds of the total number of directors eligible to vote must be present for the Board to act on any issue.

Change Article V Section 10b to read: Each elected director, and any director appointed to fill an elected vacancy, is entitled to one vote on every issue., ~~except that appointed directors eligible for reappointment may not ratify their own appointment.~~

Prior Action: Governance Committee acknowledged the motion, but no discussion or action followed.

Purpose: In March and April 2025 following the issues surrounding appointments there were many graduates who voiced concerns about the process. This motion honors their request for the BOD to consider the voting privileges of appointment Directors.

Motion Regarding Appointed Directors to the AOG BOD



Author: Director Dan Bohlin

Motion: Move that the AOG Board directs that the Governance Committee report to the Board proposed changes to the Bylaws, NLT than its next regular meeting, that ensure the Board only makes future Director appointments to the Board to fill elected Directors' vacated positions.

Prior Action: Governance Committee acknowledged the motion, and incorporated ideas into the larger discussion of appointed directors but no action followed.

Purpose: In March and April 2025 following the issues surrounding appointments there were many graduates who voiced concerns about the process. This motion honors their request of BOD having no appointed Directors except to fill a vacated elected Director's position for the remainder of that Director's term.

Motion - Justice Delayed Input to Board of Visitors Committee



Author: Director Rod Bishop

Motion:

Whereas justice delayed is justice denied.

Whereas AOG Board members have received extensive feedback from graduates, parents, cadets, and lawyers that the time involved in resolving military justice cases is excessive

Whereas excessive timelines in administering justice run contrary to the original intent of the military justice system and are extremely detrimental to the morale of a unit.

Whereas graduates, parents, cadets, and lawyers have informed AOG BOD members on other irregularities in the USAFA justice system also negatively impacting morale

It is so moved that the External Affairs Committee and /or the Association of Graduates' CEO communicate these concerns of our community to the organization that has oversight of the morale at USAFA – specifically the USAFA Board of Visitors – for their possible action.

Prior Action: No prior action.

Purpose: Captured in the body of the motion.

Motion on BOD Resolution – Merit in the Military

Author: Director Christopher Walker



Motion: Move the Board of Directors adopt the following resolution and the AOG CEO ensure delivery to appropriate congressional leadership.

Resolution – Merit in the Military

WHEREAS, the United States Armed Forces bear the solemn duty to defend the nation and, at all levels, require the best-qualified leaders to ensure mission success and to optimize warfighters' safety;

WHEREAS, the principle of merit-based advancement is fundamental to military effectiveness, requiring personnel actions—including accessions, training, assignment, and promotion—to be based strictly on demonstrated performance, capability, technical competence, and fitness;

WHEREAS, race, ethnicity, and national origin have no correlation with leadership ability, and their consideration in military personnel decisions would violate the constitutionally mandated equal protection of the laws and undermine selection of the best-qualified individuals;

WHEREAS, the use of demographic goals, targets, or preferences in military personnel decisions can erode trust, weaken morale, and diminish unit cohesion, ultimately degrading combat effectiveness;

WHEREAS, DoD civilian employees are protected by statutory prohibition (Title VII) against race-based discrimination, but uniformed service members lack such statutory protection, necessitating clear legislative safeguards; and

WHEREAS, Congress has the constitutional duty under Article I, Section 8 to regulate the armed forces and to ensure military personnel policies align with equal protection principles as much as possible; now, therefore, be it

RESOLVED, by The United States Air Force Academy Association of Graduates, at its Board of Directors meeting on July 25, 2025, that merit-based criteria should be used in all Department of Defense military personnel actions, explicitly prohibiting the use of race, ethnicity, and national origin, to ensure the highest level of combat effectiveness and military readiness.

Motion on Review of Appointments



Author: Director Denny Merideth

Motion: Move that the Board of Directors direct the Governance Committee to conduct an outreach process to gather AOG member inputs on Board appointment of directors, review requirements, establish a timeline of actions, and prepare a proposed amendment addressing BOD appointments of directors. to be voted upon by the AOG Board of Directors at the October 2025 scheduled board meeting.

Prior Action: Governance Committee discussed at two committee meetings with general agreement on concept and wording. Primary clarification needed on date as the initial motion identified December meeting and at most recent committee meeting a general agreement was that the April 2026 meeting would give time to prepare. Additional discussion on the group to task led to a consideration of a joint committee made up of the Governance Committee and the Nominations Committee.

Purpose: There are several issues raised concerning BOD makeup, term length, appointments, and voting as well as several motions put forward to amend guidance in reference to the wide range of questions. Establishing a responsible committee or task force with an expected completion date consolidates the linked issues.

New

- Honorary Member of AOG Motion (Director Bishop)
- Honorary Degree CK from USAFA (Director Bishop)
- Motion on AOG Annual Award (Director Merideth)
- Motion on AOG DC Presence (Director Merideth)
- Governance Committee (GC) to Deliberate Appointed Director Motions (Director Bohlin)
- Motion to Pass RESOLUTION re AOG Chapters (Director Bishop)
- New AOG Award CK Recipient (Director Bishop)
- Special Committee to Deliberate Appointed Director Motions (Director Bohlin)

Honorary Member of AOG Motion (1 of 3 pages)



Author: Director Rod Bishop

Motion: I move that Charlie Kirk be recognized as an honorary graduate of the USAFA Association of graduates for all of the reasons listed in the proclamation.

Proclamation

Whereas Charles “Charlie” James Kirk, born October 14, 1993, was a courageous American patriot, a member of the USAFA Board of Visitors whose life was tragically and unjustly cut short in an act of political violence on September 10, 2025, at Utah Valley University;

Whereas Charlie Kirk has been nominated and will receive the highest civilian award given in the United States of America—The Presidential Medal of Freedom.

Whereas Charlie Kirk was a devoted man of faith, who boldly lived out his faith with conviction, courage, and compassion;

Whereas Charlie Kirk was a dedicated husband to his beloved wife, Erika Kirk, and a loving father to their daughter and son, exemplifying the virtues of faith, fidelity, and fatherhood;

Whereas Charlie Kirk was a fierce defender of the American founding and its timeless principles of life, liberty, limited government, and individual responsibility;

Whereas Charlie Kirk, at 18 years old, founded Turning Point USA in 2012, a student movement with the mission to “identify, educate, train, and organize students to promote the principles of fiscal responsibility, free markets, and limited government;”

Whereas Charlie Kirk became one of the most prominent voices in America, engaging in respectful, civil discourse across college campuses, media platforms, and national forums, always seeking to elevate truth, foster understanding, and strengthen the Republic;

Whereas Charlie Kirk personified the values of the First Amendment, exercising his God-given right to speak freely, challenge prevailing narratives, and did so with honor, courage, and respect for his fellow Americans;

Whereas Charlie Kirk’s commitment to civil discussion and debate stood as a model for young Americans across the political spectrum, and he worked tirelessly to promote unity without compromising on conviction;

Whereas the assassination of Charlie Kirk was not only a heinous act of violence, but a sobering reminder of the growing threat posed by political extremism and hatred in our society;

Whereas such acts of politically motivated violence are antithetical to the principles of a free republic, in which differences of opinion are to be debated—not silenced—with civility, reason, and mutual respect;

Whereas the rise in targeted violence against individuals for their political beliefs undermines the very fabric of our constitutional democracy and chills the free exchange of ideas essential to a healthy civic society;

Whereas leaders at every level—government, education, media, and beyond—must stand united in unequivocal condemnation of political violence, regardless of their ideology;

Honorary Member of AOG Motion (2 of 3 Pages)



Whereas the tragic loss of Charlie Kirk must not be allowed to deepen the divides in our Nation, but instead serve as a turning point to recommit ourselves to better angels, and to the timeless American principles of liberty governed by truth and the virtues of peaceful dialogue;

Whereas Charlie Kirk would not have us respond to his death with despair, but rather with renewed purpose—to speak truth with courage, to stand firm in faith, to seek unity while standing firm in principle, and to serve as living reminders of the values he championed: faith, family, and freedom;

Whereas on March 17, 2025, Charlie Kirk was appointed by President Donald J. Trump, the Commander-in-Chief of the United States Armed Forces, as a member of the United States Air Force Academy Board of Visitors; and

Whereas Charlie Kirk admonished at a meeting of the United States Air Force Academy Board of Visitors on August 7, 2025, the following regarding the importance of teaching Air Force Academy cadets about American Exceptionalism:

“The importance of this institution goes back to one other thing I know this board wants to focus on [which] is that when we’re educating them, we need to educate them towards “being something,” towards being a warrior, but for what?

It’s one thing to strip away the DEI and Critical Race Theory— of which we’re going to be continually, politely bothering you on with questions.

But also we want to make sure that the cadets over the course of four years can articulate and they can feel in their soul American Exceptionalism, what they’re willing to die for. What is that Constitution that they’re swearing an oath to?

It shouldn’t just be here’s American history. We want them to be on fire because good leaders can articulate “The Why”.

Of course, there’s a self-selection, they’re coming here for a reason, because they love the country. But we want them to understand at a deeper, more fundamental level, American Exceptionalism.

If I could submit a recommendation in the curriculum education department: what does success look like when they throw their cap up in the air after four years?

That they are an advocate for the Exceptionalism of this project, not just a tool for the military, but they are able to articulate it, that they’re able to tell the people that they’re going to be leading in those tough days: here’s why we’re fighting so hard, here’s why we’re sacrificing.

It’s not enough just to say we want them to be good at programing AI and flying drones and being able to lead. But what are they leading towards?

Well, we want America to dominate this century and in order to dominate, we have to know what we are and who we are. It’s imperative that these cadets know that we are the greatest nation ever, and those roots. Not any sort of question about that.

That’s what makes this institution different. This is not Harvard. This is not Dartmouth, where they can spread anti-American ideas. If you don’t want to defend the country, that’s fine, you can go to University of Colorado Boulder. There’s plenty of people that don’t want to do that.

But Air Force cadets are here to understand the beauty of this country. I want to see even more of that. And I know that’s there.” (Emphasis added.)

Whereas, the Air Force Academy Association of Graduates Board of Directors agrees with the words of Charlie Kirk quoted above;

Honorary Member of AOG Motion (3 of 3 Pages)



Now, therefore, be it Resolved, that the Air Force Academy Association of Graduates:

- (1) Condemns in the strongest possible terms the assassination of Charles “Charlie” James Kirk, and all forms of political violence;
- (2) Commends and honors the dedicated law enforcement and emergency personnel for their tireless efforts in finding the suspect responsible for the assassination of Charlie Kirk and urges the administration of swift justice to the suspect;
- (3) Extends its deepest condolences and sympathies to Charlie Kirk’s family, including his wife, Erika, and their two young children, and prays for comfort, peace, and healing in this time of unspeakable loss;
- (4) Honors the life, leadership, and legacy of Charlie Kirk, whose steadfast dedication to the Constitution, civil discourse, and Biblical truth inspired a generation to cherish and defend the blessings of liberty and the American Creed;
- (5) Calls upon all Americans—regardless of race, party affiliation, or creed—to reject political violence, recommit to respectful debate, uphold American values, and respect one another as fellow Americans; and
- (6) Pronounces that Charlie Kirk hereby is an Honorary Member of the United States Air Force Academy Association of Graduates.

Honorary Degree CK from USAFA (1 of 4 pages)



Author: Director Rod Bishop

Motion: I move that the USAFA award Charlie Kirk an honorary BS Degree from the USAF Academy for all the reasons in the accompanying Resolution

Resolution

Whereas Charles “Charlie” James Kirk, born October 14, 1993, was a courageous American patriot, whose life was tragically and unjustly cut short in an act of political violence on September 10, 2025, at Utah Valley University;

Whereas Charlie Kirk has been nominated and will receive the highest civilian award given in the United States of America—The Presidential Medal of Freedom.

Whereas Charlie Kirk was a devoted Christian, who boldly lived out his faith with conviction, courage, and compassion;

Whereas Charlie Kirk was a dedicated husband to his beloved wife, Erika Kirk, and a loving father to their daughter and son, exemplifying the virtues of faith, fidelity, and fatherhood;

Whereas Charlie Kirk was a fierce defender of the American founding and its timeless principles of life, liberty, limited government, and individual responsibility;

Whereas Charlie Kirk, at 18 years old, founded Turning Point USA in 2012, a student movement with the mission to “identify, educate, train, and organize students to promote the principles of fiscal responsibility, free markets, and limited government;”

Whereas Charlie Kirk became one of the most prominent voices in America, engaging in respectful, civil discourse across college campuses, media platforms, and national forums, always seeking to elevate truth, foster understanding, and strengthen the Republic;

Whereas Charlie Kirk personified the values of the First Amendment, exercising his God-given right to speak freely, challenge prevailing narratives, and did so with honor, courage, and respect for his fellow Americans;

Whereas Charlie Kirk’s commitment to civil discussion and debate stood as a model for young Americans across the political spectrum, and he worked tirelessly to promote unity without compromising on conviction;

Honorary Degree CK from USAFA (2 of 4 Pages)



Whereas the assassination of Charlie Kirk was not only a heinous act of violence, but a sobering reminder of the growing threat posed by political extremism and hatred in our society;

Whereas such acts of politically motivated violence are antithetical to the principles of a free republic, in which differences of opinion are to be debated—not silenced—with civility, reason, and mutual respect;

Whereas the rise in targeted violence against individuals for their political beliefs undermines the very fabric of our constitutional democracy and chills the free exchange of ideas essential to a healthy civic society;

Whereas leaders at every level—government, education, media, and beyond—must stand united in unequivocal condemnation of political violence, regardless of their ideology;

Whereas the tragic loss of Charlie Kirk must not be allowed to deepen the divides in our Nation, but instead serve as a turning point to recommit ourselves to better angels, and to the timeless American principles of liberty governed by truth and the virtues of peaceful dialogue;

Whereas Charlie Kirk would not have us respond to his death with despair, but rather with renewed purpose—to speak truth with courage, to stand firm in faith, to seek unity while standing firm in principle, and to serve as living reminders of the values he championed: faith, family, and freedom;

Whereas on March 17, 2025, Charlie Kirk was appointed by President Donald J. Trump, the Commander-in-Chief of the United States Armed Forces, as a member of the United States Air Force Academy Board of Visitors; and

Whereas Charlie Kirk admonished at a meeting of the United States Air Force Academy Board of Visitors on August 7, 2025, the following regarding the importance of teaching Air Force Academy cadets about American



Exceptionalism:

“The importance of this institution goes back to one other thing I know this board wants to focus on [which] is that when we’re educating them, we need to educate them towards “being something,” towards being a warrior, but for what?

It’s one thing to strip away the DEI and Critical Race Theory— of which we’re going to be continually, politely bothering you on with questions.

But also we want to make sure that the cadets over the course of four years can articulate and they can feel in their soul American Exceptionalism, what they’re willing to die for. What is that Constitution that they’re swearing an oath to?

It shouldn’t just be here’s American history. We want them to be on fire because good leaders can articulate “The Why”.

Of course, there’s a self-selection, they’re coming here for a reason, because they love the country. But we want them to understand at a deeper, more fundamental level, American Exceptionalism.

If I could submit a recommendation in the curriculum education department: what does success look like when they throw their cap up in the air after four years?

That they are an advocate for the Exceptionalism of this project, not just a tool for the military, but they are able to articulate it, that they’re able to tell the people that they’re going to be leading in those tough days: here’s why we’re fighting so hard, here’s why we’re sacrificing.

It’s not enough just to say we want them to be good at programing AI and flying drones and being able to lead. But what are they leading towards?

Well, we want America to dominate this century and in order to dominate, we have to know what we are and who we are. It’s imperative that these cadets know that we are the greatest nation ever, and those roots. Not any sort of question about that.

That’s what makes this institution different. This is not Harvard. This is not Dartmouth, where they can spread anti-American ideas. If you don’t want to defend the country, that’s fine, you can go to University of Colorado Boulder. There’s plenty of people that don’t want to do that.

But Air Force cadets are here to understand the beauty of this country. I want to see even more of that. And I know that’s there.” (Emphasis added.)

Honorary Degree CK from USAFA (4 of 4 Pages)



Whereas, the Air Force Academy Association of Graduates Board of Directors agrees with the words of Charlie Kirk quoted above;

Now, therefore, be it Resolved, that the Air Force Academy Association of Graduates:

- (1) Condemns in the strongest possible terms the assassination of Charles “Charlie” James Kirk, and all forms of political violence;
- (2) Commends and honors the dedicated law enforcement and emergency personnel for their tireless efforts in finding the suspect responsible for the assassination of Charlie Kirk and urges the administration of swift justice to the suspect;
- (3) Extends its deepest condolences and sympathies to Charlie Kirk’s family, including his wife, Erika, and their two young children, and prays for comfort, peace, and healing in this time of unspeakable loss;
- (4) Honors the life, leadership, and legacy of Charlie Kirk, whose steadfast dedication to the Constitution, civil discourse, and Biblical truth inspired a generation to cherish and defend the blessings of liberty and the American Creed;
- (5) Calls upon all Americans—regardless of race, party affiliation, or creed—to reject political violence, recommit to respectful debate, uphold American values, and respect one another as fellow Americans; and
- (6) Recommends that the United States Air Force Academy award, and seek the authority to award if necessary, Charlie Kirk an Honorary Degree.

Motion on Establish AOG Award to U.S. Citizen (1 of 2 pages)



Author: Director Denny Merideth

Motion: The Board of Directors establish The Ronald R. Fogelman award to be presented by the Association of Graduates to a U.S. citizen whose accomplishments and service reflect the ideals of the United States Air Force Academy. The Board requests the CEO in coordination with the Awards Recognition Committee determine a professional process for the award and presentation of the award.

Prior Action: None.

Purpose: Establishing an award to be given to a citizen of the United States, other than a USAFA graduate, 'whose outstanding character, accomplishments, and stature in the civilian community draw wholesome comparison to the qualities for which" the USAF Academy, in keeping with the values of "Integrity First, Service Before Self, and Excellence in all We Do"'

Motion on Establish AOG Award to U.S. Citizen (2 of 2 pages)



Background:

Naming of Award: General Ron Fogelman '63 personifies the ideals of USAFA in every aspect. The following highlight key aspects that reflect the service and accomplishments of General Fogelman that set an example exemplifies the core character of the best of US Air Force Academy.

- First USAFA Graduate to be Chief of Staff of the Air Force
- Introduced the US Air Force Core Values: Integrity First, Service Before Self, and Excellence in all We Do which is enshrined at the Base of the Ramp at USAFA.
- Created the Chief of Staff of the Air Force Professional Reading Program that is a staple of every Chief of Staff who followed.
- First USAF Graduate to be enshrined into the National Aviation Hall of Fame.
- Awarded the Lance Sijan Leadership Award for his embodiment of the leadership qualities Capt Sijan exemplified: Courage, Integrity, Perseverance, and Self-Sacrifice.
- Established standard for integrity and loyalty as a leader in meeting the challenges of aftermath of the Khobar Towers bombing.
- Only USAFA graduate to be inducted into the Airlift-Tanker Association Hall of Fame which honors those who have distinguished themselves in the outstanding performance of their duties as members of the United States Air Force and as Airlifters and Tankers.
- Selected by the Air & Space Forces Association for the H.H. Arnold Award, which is presented annually in recognition of the most outstanding contribution in the field of aerospace activity. It is the AFA's highest honor to a member of the armed forces in the field of national defense.
- USAFA History Professor from December 1970 to April 1973
- Misty Forward Air Controller in Vietnam. Rescued after being shot down.
- Flew fighters, helicopter, airlift and tanker aircraft.
- Awarded Silver Star and Distinguished Flying Cross

Establishment of the Award

- Establishing an award that "underscores" USAFA's "mission to develop leaders of character and recognize individual who reflect the Academy's enduring ideals" will extend a bridge "between" the Cadet Wing and exemplary national figures."
- The USMA Thayer Award is the model for this award.
- Establishing a prestigious award presented to nationally recognized recipients honors the recipients. It also furthers the vision and mission of the Association of Graduates to be an "association of influence and impact" while "promoting the heritage of the Academy, our common traditions, and the accomplishments of our graduates."

Motion on AOG DC Presence



Author: Director Denny Merideth

- **Motion:** The Board of Directors directs the AOG CEO to evaluate the feasibility of establishing an AOG presence in the National Capital Region and report his findings at the next scheduled Board of Directors meeting.
- **Prior Action:** Informal discussions.
- **Purpose:** There are several potential benefits of an extended AOG active presence located in the National Capital Region which could enhance the AOG's stated vision to be an "Association of influence and impact." An evaluation of the possibilities should focus on various levels of presence, relationship opportunities, costs, risks, return on investment, and benefits. The scope of the evaluation should not be determinative in nature but should explore the range of options and present to the board courses of action that are insightful and sustainable.

Governance Committee (GC) to Deliberate Appointed Director Motions



Author: Director Dan Bohlin

In consideration of the Governance Committee's duties stated in the AOG Bylaws, **Article VII. COMMITTEES, Section 6, Standing Committees, para d. Governance Committee (GC)**, I move the Board:

1. Assign to the GC the responsibility to deliberate on the three (3) postponed motions pertaining to appointed directors made at the Board's 25 JUL 2025, regular meeting and the GC provide an interim report to the Board, NLT its next regular meeting, regarding: (a) key assumptions, (b) considerations and (c) possible courses of action; then

2. At the following regular Board meeting, the GC will provide a final report to the Board for its consideration; the report will include proposed action item

Note: RONR, 12th ed., p.468, Section 50, para 50:10, last sentence:
" A special committee may not be appointed to perform a task that falls within the assigned function of an existing standing committee."

Motion to Pass RESOLUTION re AOG Chapters



Author: Director Rod Bishop

Motion: To Provide Additional, Substantial and Adequate Support to AOG Chapters

Whereas a primary purpose of the Air Force Academy Association of Graduates ("AOG") is, as a Colorado non-profit corporation, to support the AOG members;

Whereas a significant means of supporting AOG members is through a world wide network of AOG Chapters;

Whereas the number and activities of the AOG Chapters have declined dramatically during recent years;

Whereas AOG Chapter Presidents have complained to AOG leadership for years about the neglect of and declining support for AOG Chapters by the AOG, resulting in little or no positive change;

Whereas multiple AOG Chapter Presidents have ideas and recommendations for improving AOG Chapters that the AOG Board of Directors should hear, consider and, when appropriate, implement;

Whereas those Chapter Presidents have no effective means of getting their ideas and recommendations for improving AOG Chapters considered and implemented by the AOG Board of Directors;

Whereas the AOG should provide significant improved funding and other support to AOG Chapters to better serve AOG members;

Now, therefore, be it Resolved, that the Air Force Academy Association of Graduates Board of Directors will:

- (1) Provide significant additional funding to support Chapter activities;
- (2) Provide significant additional employee support for Chapter activities;
- (3) Arrange an annual conference at the Air Force Academy for Chapter Presidents, in conjunction with Parents Clubs, only, as in past years;
- (4) Provide funding to pay the expenses of Chapter Presidents to attend annual AOG Chapter Conferences at the Air Force Academy;
- (5) Provide a structured method by which Chapter Presidents can provide information about Chapter activities directly to the AOG Board of Directors, similar to the methods of communicating to and participating with the AOG Board provided to Class Senators;
- (6) Designate a committee of the Board to consider and report to the Board about recommendations from a committee of Chapter Presidents to be formed and supported by the AOG;
- (7) Allow at least two Chapter Presidents to address the Board about changes recommended to better support the Chapters;
- (8) Provide better, more efficient and effective means for AOG Chapter Presidents to communicate by email with the AOG members within the geographic area of their Chapters; and
- (9) Create a process whereby the AOG will arrange, when possible, for Chapters to be sent prominent officials to speak at annual Chapter Founders Day events and to be notified reasonably in advance who will be those speakers.

Substitute Motion: Motion to Provide Substantial and Adequate Support to APG Chapters



Author: Original Author Director Rod Bishop; substitute motion proposed by Director Denny Merideth

Motion: The Board of Directors (Board) recognizes the need to renew support and priority to AOG Chapters. The Board directs the AOG CEO to elevate the effort to revitalize the AOG Chapter program. The Board requests that the AOG CEO present to the Board the enhancements at the next regular Board meeting and coordinate a panel of AOG Chapter Presidents to supplement the presentation.

Purpose: Incorporated in original motion for a resolution.

PROVISIONAL

New AOG Award CK Recipient (1 of 4 pages)

First Recipient of AOG Award to US Citizen Exemplifying the Values of the Air Force Academy



Author: Director Rod Bishop

Motion. I move that Charlie Kirk be the first recipient of the XXXX Award for all of the reasons in the resolution.

Whereas Charles “Charlie” James Kirk, born October 14, 1993, was a courageous American patriot, whose life was tragically and unjustly cut short in an act of political violence on September 10, 2025, at Utah Valley University;

Whereas Charlie Kirk has been nominated and will receive the highest civilian award given in the United States of America—The Presidential Medal of Freedom. An award never before received by a USAFA graduate.

Whereas Charlie Kirk was a devoted man of faith, who boldly lived out that faith with conviction, courage, and compassion;

Whereas Charlie Kirk was a dedicated husband to his beloved wife, Erika Kirk, and a loving father to their daughter and son, exemplifying the virtues of faith, fidelity, and fatherhood;

Whereas Charlie Kirk was a fierce defender of the American founding and its timeless principles of life, liberty, limited government, and individual responsibility;

Whereas Charlie Kirk, at 18 years old, founded Turning Point USA in 2012, a student movement with the mission to “identify, educate, train, and organize students to promote the principles of fiscal responsibility, free markets, and limited government;”

Whereas Charlie Kirk became one of the most prominent voices in America, engaging in respectful, civil discourse across college campuses, media platforms, and national forums, always seeking to elevate truth, foster understanding, and strengthen the Republic;

Whereas Charlie Kirk personified the values of the First Amendment, exercising his God-given right to speak freely, challenge prevailing narratives, and did so with honor, courage, and respect for his fellow Americans;

Whereas Charlie Kirk’s commitment to civil discussion and debate stood as a model for young Americans across the political spectrum, and he worked tirelessly to promote unity without compromising on conviction;

New AOG Award CK Recipient (2 of 4 pages)



First Recipient of AOG Award to US Citizen Exemplifying the Values of the Air Force Academy

Whereas the assassination of Charlie Kirk was not only a heinous act of violence, but a sobering reminder of the growing threat posed by political extremism and hatred in our society;

Whereas such acts of politically motivated violence are antithetical to the principles of a free republic, in which differences of opinion are to be debated—not silenced—with civility, reason, and mutual respect;

Whereas the rise in targeted violence against individuals for their political beliefs undermines the very fabric of our constitutional democracy and chills the free exchange of ideas essential to a healthy civic society;

Whereas leaders at every level—government, education, media, and beyond—must stand united in unequivocal condemnation of political violence, regardless of their ideology;

Whereas the tragic loss of Charlie Kirk must not be allowed to deepen the divides in our Nation, but instead serve as a turning point to recommit ourselves to better angels, and to the timeless American principles of liberty governed by truth and the virtues of peaceful dialogue;

Whereas Charlie Kirk would not have us respond to his death with despair, but rather with renewed purpose—to speak truth with courage, to stand firm in faith, to seek unity while standing firm in principle, and to serve as living reminders of the values he championed: faith, family, and freedom;

Whereas on March 17, 2025, Charlie Kirk was appointed by President Donald J. Trump, the Commander-in-Chief of the United States Armed Forces, as a member of the United States Air Force Academy Board of Visitors; and

Whereas Charlie Kirk admonished at a meeting of the United States Air Force Academy Board of Visitors on August 7, 2025, the following regarding the importance of teaching Air Force Academy cadets about American

New AOG Award CK Recipient (3 of 4 pages)

First Recipient of AOG Award to US Citizen Exemplifying the Values of the Air Force Academy



Exceptionalism:

"The importance of this institution goes back to one other thing I know this board wants to focus on [which] is that when we're educating them, we need to educate them towards "being something," towards being a warrior, but for what?

It's one thing to strip away the DEI and Critical Race Theory- of which we're going to be continually, politely bothering you on with questions.

But also we want to make sure that the cadets over the course of four years can articulate and they can feel in their soul American Exceptionalism, what they're willing to die for. What is that Constitution that they're swearing an oath to?

It shouldn't just be here's American history. We want them to be on fire because good leaders can articulate "The Why".

Of course, there's a self-selection, they're coming here for a reason, because they love the country. But we want them to understand at a deeper, more fundamental level, American Exceptionalism.

If I could submit a recommendation in the curriculum education department: what does success look like when they throw their cap up in the air after four years?

That they are an advocate for the Exceptionalism of this project, not just a tool for the military, but they are able to articulate it, that they're able to tell the people that they're going to be leading in those tough days: here's why we're fighting so hard, here's why we're sacrificing.

It's not enough just to say we want them to be good at programing AI and flying drones and being able to lead. But what are they leading towards?

Well, we want America to dominate this century and in order to dominate, we have to know what we are and who we are. It's imperative that these cadets know that we are the greatest nation ever, and those roots. Not any sort of question about that.

That's what makes this institution different. This is not Harvard. This is not Dartmouth, where they can spread anti-American ideas. If you don't want to defend the country, that's fine, you can go to University of Colorado Boulder. There's plenty of people that don't want to do that.

But Air Force cadets are here to understand the beauty of this country. I want to see even more of that. And I know that's there." (Emphasis added.)

New AOG Award CK Recipient (4 of 4 pages)

First Recipient of AOG Award to US Citizen Exemplifying the Values of the Air Force Academy



Whereas, the Air Force Academy Association of Graduates Board of Directors agrees with the words of Charlie Kirk quoted above;

Now, therefore, be it Resolved, that the Air Force Academy Association of Graduates:

- (1) Condemns in the strongest possible terms the assassination of Charles “Charlie” James Kirk, and all forms of political violence;
- (2) Commends and honors the dedicated law enforcement and emergency personnel for their tireless efforts in finding the suspect responsible for the assassination of Charlie Kirk and urges the administration of swift justice to the suspect;
- (3) Extends its deepest condolences and sympathies to Charlie Kirk’s family, including his wife, Erika, and their two young children, and prays for comfort, peace, and healing in this time of unspeakable loss;
- (4) Honors the life, leadership, and legacy of Charlie Kirk, whose steadfast dedication to the Constitution, civil discourse, and Biblical truth inspired a generation to cherish and defend the blessings of liberty and the American Creed;
- (5) Calls upon all Americans—regardless of race, party affiliation, or creed—to reject political violence, recommit to respectful debate, uphold American values, and respect one another as fellow Americans; and
- (6) Pronounces that the United States Air Force Academy Association of Graduates hereby selects Charlie Kirk as the first recipient of the XXX Award given annually to a non-Air Force Academy graduate who has demonstrated significant national service, moral character and leadership by exemplifying the Air Force Academy’s core values of “Integrity First. Service Before Self. Excellence in All We Do.”

Special Committee (SM) to Deliberate Appointed Director Motions



Author: Director Dan Bohlin

Per previous notice given at the Board's 28 AUG Adjourned Meeting and IAW AOG Bylaws, Article VIII. COMMITTEES, Section 1, Creation/Designation of Committees, and applicable paragraphs in RONR, 12th ed., Chapter XVI, BOARDS AND COMMITTEES, Sections 50-51, I move the Board:

1. Establish a special committee (SC) composed of no more than six (6) elected Board members plus the CAS President, who select their Chairperson, to
2. Deliberate on the three (3) postponed motions pertaining to appointed directors made at the Board's 25 JUL regular meeting and provide an interim report to the Board at its next regular meeting regarding: (a) key assumptions, (b) considerations and (c) possible courses of action, then
3. At the following regular meeting, the SC will provide a final report to the Board for its consideration; the report will include proposed action item(s) and a final approval suggestion.

Note: Neither the AOG Bylaws nor RONR, 12th ed., discusses nor has any provisions for a "joint committee" that shares duties among two or more established standing committees. Both sources of AOG Board governance cite conduct, rules, etc. only for either a standing or a special committee. In consideration of the Governance Committee's duties stated in the AOG Bylaws, **Article VII. COMMITTEES, Section 6, Standing Committees, para d. Governance Committee (GC)**, I move the Board:

Assignments for February Meeting





- AOG / AFAP Update
- Committees / CAS Reports
- Assign Gov. Policies Cat. 2 / Calendar Motions
- Review Investment Report
- Approve Election Timeline and Rules



COMMITTEES OF THE BOARD

The AOG Board of Directors has approved the following list of Committees of the Board and their membership for the 2025-2027 Board terms. Colorado law requires that committee membership be approved by the Board of Directors and membership may be notified throughout the term. Members are actively encouraged to volunteer.

Audit Committee *(Bylaws-directed Standing Committee; chair must be a director; normally includes an additional director and other AOG members; may have non-grad member with Board approval; size determined by Board; one member should be CPA)*

Voting Members

William "Trapper" Carpenter '73 (Chair)
Garry Dudley '68
Denny Merideth '73
Ty Shandy '97 (Non-Director)
Dan Shafer '70 (Non-Director)

Non-Voting Members

Katie Willemarck, CFO

Finance and Investment Committee *(Bylaws-directed Standing Committee; Board Treasurer is chair; must have at least one more director; members must be AOG members; size determined by Board)*

Voting Members

Christian Evans '08 (Chair)
Rod Bishop '74

Non-Voting Members

Katie Willemarck, CFO
Glenn Strebe '87 (Non-Director)
Wes Williams '00 (Non-Director)
Steven Nelson '14 (Non-Director)

Governance Committee *(Bylaws-directed Standing Committee; must be chaired by Board vice chair; have at least 2 additional directors; members must be graduate AOG members; size and composition determined by Board)*

Voting Members

Lee Krauth '72 (Chair)
Dan Bohlin '71
Denny Merideth '73
Jennifer Walters '11
Skip Morgan '72 (Non-Director)

Investment Subcommittee *(At least one board member and no more than four others approved by Finance & Investment Committee)*

Voting Members

Rod Hennek '75 (Chair)
Christian Evans '08
Kathleen Barchick '89 (Non-Director)
Rustin Yerkes '96 (Non-Director)
Bill Jennings, USAFA/DFM (Non-Director)

Non-Voting Members

Mark Hille '97, CEO
Katie Willemarck, CFO

Nominating Committee *(Bylaws-directed Standing Committee; must have 2 directors, one of whom will chair; must have 5 non-directors who are graduate AOG members)*

Voting Members

Nathan Dial '10 (Chair)
Hank Hoffman '63
Bob Lowe '71
David "DT" Thompson '85
Alexander Fogassy '12

Non-Voting Members

Eric Hembling '20 (Non-Director)
Johnston Hall '12 (Non-Director)
Krystal Grunell '11 (Non-Director)

Marc Fulson '03 (Non-Director)
Tish Norman '85 (Non-Director)
Tom Berry '71 (Non-Director)
Dana Drenkowski '68 (Non-Director)

External Communications Committee *(Bylaws-directed Standing Committee)*

The committee will develop language for the Bylaws and other governing documents, develop proposed enduring themes and messages, identify topics and emerging issues, and begin to develop an external engagement plan.

Voting Members

David "DT" Thompson '85 (Chair)
Rod Bishop '74
John Cinnamon '91
Christian Evans '08

Non-Voting Members

Mark Hille '97, CEO

Election Hot Wash Task Force The Election Hot Wash Task Force will review the data and report out on the 2025 AOG Board Election process.

Members

Christopher Walker '88
Jennifer Walters '11

Implementation Task Force The Implementation Task Force has three parts: (1) working on transparency, (2) giving graduates a voice, and (3) engagement. Director Walter will report to the Board on the three areas at the February, April, and July meetings.

Members

Christopher Walker '88