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Gen. James Rainey, commanding general of Army Futures Command, speaks during AUSA's 2024 Global Force Symposium and Exposition in Huntsville, Alabama. (AUSA PHOTO)

## Senior leaders to speak at Global Force

**T**he Association of the U.S. Army's Global Force Symposium and Exposition kicks off March 25 in Huntsville, Alabama.

This year's theme, "Driving Continuous Transformation of Ready Combat Formations," reinforces the Army's drive to dominate the battlefield in an era marked by disruptive and fast technological changes.

The three-day event at the Von Braun Center will feature several senior leaders, including Sgt. Maj. of the Army Michael Weimer and leaders from Army Materiel Command and Army Futures Command.

To register for Global Force, click [here](#).

For more information, click [here](#). The event hashtag is #AUSAGlob-

al, and the Global Force app can be downloaded [here](#).

Global Force opens March 25 with a keynote presentation by Gen. James Rainey, commanding general of Army Futures Command, followed by a mid-morning panel discussion titled "Transformation in Contact—The Future Starts Today," featuring Lt. Gen. Joseph Ryan, deputy Army chief of staff for operations, G-3/5/7, Maj. Gen. Thomas Feltey, commanding general of the 1st Cavalry Division, and others.

An afternoon panel titled, "Agile Acquisition for Continuous Transformation," will feature several Army acquisition officers, including Lt. Gen. Robert Collins, principal military deputy to the assistant sec-

retary of the Army for acquisition, logistics and technology and director of the Army Acquisition Corps.

There also will be a fireside chat with Lt. Gen. David Hodne, director of the Futures and Concepts Center at Army Futures Command.

On March 26, the day will start with a keynote address by Lt. Gen. Chris Mohan, deputy commanding general and acting commander of Army Materiel Command, followed by a panel titled "Transformation in Contact Sustainment."

A second morning panel discussion, "Institutional Training and Transformation," will be followed by an afternoon panel titled "The Role of the NCO in Driving Continuous

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## Chief of chaplains lauds Army's investment in health, fitness

**R**esilience is built through genuine connection, the kind that happens when soldiers talk around a campfire, said the Army's chief of chaplains.

These "campfire moments" are "not laid out on a training calendar, they aren't laid out on fancy PowerPoint slides, but they are decisive moments of leadership," Maj. Gen. William Green said March 5 in remarks at a Hot Topic on "Holistic Health and the Resilient Soldier" hosted by the Association of the U.S. Army.

Addressing the tenets behind the Army's Health and Holistic Fitness program, known as H2F, Green said that humans innately ponder unspoken questions of belonging and whether they matter. Additionally, isolation and loneliness affect the body, mind and spirit, weakening resilience.

Campfire moments can take place anywhere at any time—and should, Green said.

"It's the platoon sergeant who pulls a young soldier aside after a tough training day, not just to correct him, but to check on him to see how he's doing," he said. "It's the battalion commander who builds a culture where soldiers can have an honest conversation, because resilience is built in trust, not silence or fear. It's the chaplain sitting in the motor pool at the end of a long day quietly listening to her grieving soldiers and offering a steady presence when words are simply not enough, and it's the squad leader who has built such a



Maj. Gen. William Green, the Army's chief of chaplains, addresses an AUSA Hot Topic focused on holistic health and fitness. (AUSA PHOTO)

strong team that [physical training] extends to a Saturday hike for fun."

Built on a five-domain foundation of mental, sleep, nutritional, physical and spiritual wellness, the H2F program encourages soldiers to maintain their health, fitness and well-being for all-around peak performance.

The program, which provides technical specialists, equipment and resources to Army units, has been established at more than 75 brigades and will continue to expand across the Army, including the Army National Guard and Army Reserve, through fiscal 2027, Lt. Gen. David Francis, commanding general of the Center for Initial Military Training and deputy commanding general of Army Training and Doctrine Com-

mand, said during the Hot Topic.

Green, who became the 26th chief of chaplains in December, said the H2F program is the Army's "No. 1 investment in soldier readiness and lethality" because it is more than just a program or a box-checking exercise. "It is the foundation of warfighting excellence," he said.

Resilient leaders "don't just survive hardship, they carry difficult missions to their conclusion," Green said, adding that "resilience is more than just looking back or bouncing back from hardships. It's about standing strong and ready together for the next challenge, the next mission, the next fight, knowing that we can trust the people on our left and on our right."

### Global Force

From Page 1

Transformation While Delivering Ready Combat Formations."

An afternoon fireside chat will feature Sgt. Maj. of the Army Michael Weimer.

On the third and final day of Global Force, opening remarks will be followed by a panel titled "Continuous

Transformation—Scaling Change at Speed," and a keynote presentation by Patrick Mason, an Army acquisition executive who is performing the duties of the assistant secretary of the Army for acquisition, logistics and technology.

Throughout all three days of Global Force, the Army will offer Warriors Corner presentations from its

booth in the South Hall, and AUSA will host its Generation Next Forum, an AUSA Young Professionals meeting focused on personal and professional development.

There will be networking opportunities, almost 200 exhibits showcasing the latest innovations from industry and the Army, and some 6,000 attendees are expected.

## Paper: Army should integrate drones into combined-arms battalions

**W**ith the rapid proliferation of drones, the Army must lead in the drone warfare space, according to the author of a new paper published by the Association of the U.S. Army.

“The dawn of tactical drone warfare is here,” writes Lt. Col. Michael Kim. “The Russo-Ukrainian War clearly displays the advent of [kinetic drone] warfare, and it behooves the U.S. Army to make critical changes today. The U.S. Army must lead this effort and integrate tactical [kinetic drones] at scale before the next major conflict.”

In his paper, “Full Speed Ahead: Integrating Kinetic Drones into the Combined-Arms Battalion,” Kim defines kinetic drones as “low-cost,” weighing less than 75 pounds and having payloads “for the purpose of destroying enemy capabilities.”

Kim serves as an operations planner for the Joint Planning Support Element, Joint Enabling Capabilities Command, and holds a master’s in military arts and science from the Command and General Staff College and a master’s in systems engineering from Cornell University.

Between Feb. 24, 2022, and July 31, 2024, kinetic drone strikes during the Russia-Ukraine war accounted for over 40% of all combat-damaged vehicles where the weapon could be identified, outpacing artillery and armored fighting vehicles, according to data from the National Ground Intelligence Center.

In his paper, Kim suggests that the Army would benefit from incorporating kinetic drones into a restructuring of its combined-arms battalions.

“The U.S. [combined-arms battalion] force structure is heavily organized around the M1 Abrams Tank, the U.S. Army’s ‘battleship,’” Kim writes. “Perhaps there is great value, even as a thought experiment, in considering replacing a tank company



Staff Sgt. Jonathan Melvin, a tactical unmanned aircraft system operator with the 173rd Airborne Brigade, releases a Skydio X10D drone into the air March 3 during Exercise Allied Spirit in Hohenfels, Germany. (ARMY NATIONAL GUARD/SGT. WESLEY RILEY)

with a [kinetic drone] company.”

In addition, Kim recommends equipping scout platoons within combined-arms battalions with counter-small UAS capabilities. “With the emergence of [kinetic drones], it is important for the [combined-arms battalion] to possess counter-small UAS capabilities,” he writes. “This fight must be the responsibility of the scout platoon.”

Kim’s paper is part of AUSA’s new Harding Papers series, which was launched in conjunction with the Army’s Harding Project, an initiative that aims to revitalize scholarship and writing across the force.

The Army will have to reckon with the threat of kinetic drones in the next major conflict, Kim writes.

“Autonomous [kinetic drones] are inevitable,” he writes. “Autonomous direct-fire capabilities will be leveraged in multiple domains, and the U.S. Army must integrate these systems at scale to prepare for future operations.”

Read the paper here.

# AUSAExtra

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## PERK OF THE WEEK

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## Spotlight on AUSA Association Partner: 28thIDA

**H**eadquartered in Harrisburg, Pennsylvania, the 28th Infantry Division Association exists to support the soldiers serving in the unit and preserve the heritage of the oldest continuously serving division in the Army.

A unit of the Pennsylvania Army National Guard, the 28th Infantry Division traces its lineage to the militia organized by Benjamin Franklin in 1747. It was given the moniker the “Iron Division” after a decisive victory in a brutal battle with the Germans during World War I. After the battle, Gen. John Pershing, commander of the American Expeditionary Forces, visited the battlefield and declared that the soldiers of the 28th Infantry Division were “men of iron.”

The association “is committed to supporting educational opportunities, honoring memorials, and preserving



the historical records that define the legacy of the 28th Infantry Division,” according to the group’s website.

One of its key initiatives is the 28th Infantry Division Association Scholarship Fund for active members of the Pennsylvania National Guard. Each year, the association awards four \$500 scholarships to assist with

books, room and board, lab fees and more. The organization also sponsors a Memorial Fund dedicated to maintenance of memorials that honor the 28th Infantry Division.

The association “acts as a guardian of history, diligently collecting and preserving historical records, veteran interviews, and documents that reflect the remarkable heritage of the 28th Infantry Division,” the organization’s website says.

For more information, please visit <https://28id.org/>.

If your association is interested in partnering with AUSA, contact Susan Rubel at [srubel@ausa.org](mailto:srubel@ausa.org).

**Association Partnership** with AUSA is an opportunity for like-minded military service organizations to join AUSA in support of the Total Army—soldiers, DoD civilians and their families.

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## Senior enlisted leader discusses Army recruiting efforts

Last month, I interviewed Command Sgt. Maj. Shade Munday, senior enlisted leader for Army Recruiting Command at Fort Knox, Kentucky, about the service's recruiting initiatives and how the Association of the U.S. Army can help with this critical mission.

Munday and I met in 2017 when we were drill sergeants at Fort Leonard Wood, Missouri, and have become friends over the past several years. He served in the National Guard before transferring to the active-duty Army, following in the footsteps of family members as a third-generation soldier.

### NCO & Soldier Programs

We began our discussion by addressing the challenges the Army faced bringing in recruits in 2022. Many factors led to the inability of the Army and other military services to meet their mission, including the COVID-19 pandemic, lack of eligibility in today's youth—only 24% meet the standard—and the job market.

"We are competing with the same market that industry is," Munday said. "When a local gas station chain in Texas is offering \$22 an hour, that's all they see."

In 2022, the Army brought in 45,000 new recruits, well short of its goal of 60,000. The Army met its mission of 55,000 in 2024, and the service is on pace to exceed its goals for 2025.

Recruiters are in 1,500 locations across the nation, including Guam and Hawaii, and are currently 38% ahead of where they were last year, Munday said.

In 2023, Army Recruiting Command was reassigned as a direct reporting unit to the secretary of the Army to streamline communication and initiatives. As a result, the command created an innovation directorate and incorporated the Army Enterprise Marketing Office and Army Cadet Command under its umbrella.



Command Sgt. Maj. Shade Munday, left, senior enlisted leader of Army Recruiting Command, presents the USAREC CSM Leadership Award to Sgt. 1st Class Jamaica Lago of the Hawaii Recruiting Company Feb. 21 at Schofield Barracks, Hawaii. (U.S. ARMY PHOTO)

The innovation directorate will stay "up to speed of the environment and look at reorganization," Munday said, adding that "the future of innovation is important to the command, which will allow new ideas to grow and cut ties with the ones that don't."

Some of that innovation is in how recruiters are trained and the future of the profession. The recruiting MOS, 79R, has been part of the Army for quite some time. It will be replaced by the new 42T MOS, or talent acquisition specialist, and 420T, talent acquisition technician, for which soldiers are being trained at Fort Jackson, South Carolina.

"The first 22 leaders were able to train with industry, allowing them to think about how we recruit talent differently," Munday said. This enabled them to learn from corporate America and gain valuable insight in how they recruit and acquire their talent.

When asked how members of AUSA and Soldiers for Life can assist with recruiting, Munday implored us to

"bust the myths out there about what the Army is" and continue to connect by sharing our stories. "Walking into a recruiting station, introducing yourself and sharing your Army story is important and helps with crushing rumors," he said.

It's been a joy to see Munday's leadership, passion and contagious energy invigorate Recruiting Command and leaders across the Army. With his focus on building the next generation of recruiters and soldiers, I'm confident they will have continued success.

"I truly believe that without [Army Recruiting Command], there is no Army," Munday said. "If we can't bring them in the Army, we can't fill the squads or the companies, battalions or brigades."

You can follow NCO and Soldier Programs @ncosoldierprograms and Munday @usarec\_csm on Instagram.

**Retired Command Sgt. Maj. Julie Guerra** is AUSA's director of NCO and Soldier Programs.



## Challenge boosts Community Partner, Premium membership

**T**he Association of the U.S. Army has announced the first two groups of winners of its new Chapter Challenge, which recognizes outstanding membership growth every quarter during AUSA's fiscal year, which runs July 1 to June 30.

"The Chapter Challenge this year is twofold, as our membership focus is for both Community Partners and Premium individual members," said Angela Quidley, AUSA's Membership senior program manager. "The intent is to incentivize and reward chapters that show the most growth in both of the membership categories."

Previously, the Chapter Challenge was awarded on a monthly basis and focused solely on Community Partners. The challenge was amended to include Premium members and changed to a quarterly award to allow more time for chapters to build relationships and generate growth in each category, Quidley said.

There are six financial award groups, five based on chapters' overall membership size and one based on location, and winning chapters receive financial awards to use in their programs to support soldiers, families and veterans. Those who place first, second and third receive five points toward becoming the year's Best Chapter in their award groups.

For the first quarter of AUSA's fiscal year 2025, July 1–Sept. 30, the following chapters saw the biggest increase in Community Partners.

- George Washington – Group 1
- Arsenal of Democracy – Group 2
- Fort Sheridan-Chicago – Group 3
- Coastal South Carolina – Group 4
- Fires – Group 5
- Korea – Outside Continental U.S. Group

These chapters gained the most Premium members in their group.

- George Washington – Group 1
- Suncoast – Group 2
- Big Bend – Group 3
- National Training Center-High Desert – Group 4



Chapters that place first, second and third in the Chapter Challenge receive five points toward becoming the year's Best Chapter in their groups. (AUSA PHOTO)

- New Orleans – Group 5
- Last Frontier – Outside Continental U.S. Group

In addition, chapters that received points in the first quarter for Community Partner growth include Central Texas, MG Harry Greene, Aberdeen, Chattahoochee Valley-Fort Moore, Newton D. Baker, San Francisco, Fort Huachuca-Sierra Vista, Mid Palatinate, Redstone-Huntsville, Greater Los Angeles, Massachusetts Bay, Central Virginia, Connecticut, Fort Riley-Central Kansas, Las Vegas-John C. Fremont, Milwaukee, Northern New Jersey and Gen. Creighton W. Abrams.

Points for growing individual Premium membership were awarded to the following chapters: Arsenal of Democracy, Sunshine, San Diego, Central California, Stuttgart, Alamo, Capital District of New York, Magnolia, Fort Huachuca-Sierra Vista, Joshua Chamberlain, MSG Leroy Arthur Petry and Guam.

In the second quarter, Oct. 1–Dec. 31, these chapters gained the most Community Partners in their group.

- Central Texas – Group 1
- MG Harry Greene, Aberdeen – Group 2

- Capital District of New York – Group 3

- San Diego – Group 4
- Silicon Valley – Group 5
- Gen. Creighton W. Abrams – Outside Continental U.S. Group

The award for Premium membership growth went to the chapters below. Award Group 1 did not have a winner in the second quarter.

- Fort Leonard Wood-Mid Missouri – Group 2

- Pikes Peak – Group 3
- National Training Center-High Desert – Group 4

- Central California – Group 5
- Gen. Creighton W. Abrams – Outside Continental U.S. Group

Points were awarded to these chapters for Community Partner growth in the second quarter: Redstone-Huntsville, George Washington, Fort Novosel-Wiregrass, Greater Augusta-Ft Eisenhower, Arsenal of Democracy, Suncoast, Texas Capital Area, Central Virginia, Fort Knox, Space Coast, Marne, Coastal South Carolina, Las Vegas-John C. Fremont, Tobyhanna Army Depot, Monmouth, MG William F Dean and White Sands Missile Range.

Chapters receiving points for gaining the most individual Premium members include GEN John W. Vessey, Jr., Central Virginia, Captain Meriwether Lewis, Thunderbird, MAJ Sam Woodfill-Cincinnati, Las Vegas-John C. Fremont, Fort Dix, Delaware, Joshua Chamberlain, Last Frontier and Isthmian.

"We are proud to recognize our AUSA chapters that have gone above and beyond to gain new Community Partners and Premium individual members, furthering the association's mission," said retired Command Sgt. Maj. Troy Welch, AUSA's director of membership.

Winners for the third and fourth quarters will be announced in *AUSA Extra*, and chapters with questions about the challenge can contact Quidley at [aquidley@ausa.org](mailto:aquidley@ausa.org).



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