



RESERVE FORCES POLICY BOARD MEETING MINUTES  
JUNE 5, 2024



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For Open Publication

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The Reserve Forces Policy Board (RFPB) met on June 5, 2024, in Falls Church, VA  
Department of Defense

OFFICE OF PREPUBLICATION AND SECURITY REVIEW

**RFPB Members Present**

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| 1. Chair – Hon. Lisa Disbrow                       | 10. Ms. Michelle M. Lenihan                |
| 2. MG John B. Hashem, USAR, Military Executive     | 11. Ms. Phyllis J. Wilson                  |
| 3. SGM Stuart Coupe, USAR, Senior Enlisted Advisor | 12. Ms. Stacie Pettyjohn                   |
| 4. MG Susan E. Henderson, USAR                     | 13. MG Haldane B. Lamberton, ARNG          |
| 5. MajGen Karl D. Pierson, USMCR                   | 14. RADM Eric C. Ruttenberg, USNR          |
| 6. Mr. Eric Overturf                               | 15. Mr. John F. Sampa                      |
| 7. Mr. Carlos E. Martinez*                         | 16. RADM (ret.) Miriam L. Lafferty, USCGR* |
| 8. Ms. Michele K. LaMontagne*                      | 17. Ms. Sid Ashworth                       |
| 9. Hon. Ms. Debra Wada                             |  |

\* Virtual

**OPEN SESSION**

Hon. Lisa Disbrow, RFPB Chair, announced board and staff member transitions as well as RC Chief turnovers. She thanked the out-going reserve component board members for their service to the RFPB, and congratulated Mr. John Sampa for his selection as the National Chair of the ESGR.

Hon. Debra Wada provided Personnel Policy Subcommittee update focused on permeability.

MG Hashem provided a Reserve Component’s Role in Homeland Defense and Support to Civil Authorities subcommittee update.

Dr. Stacie Pettyjohn, subcommittee Chair, provided a Total Force Integration subcommittee update focused on the Reserve Force 2030.

LTG Jon Jensen, outgoing Director of the Army National Guard, Mr. Scott Fuller, Deputy Chief Navy Reserve, and Maj. Gen. C. McCauley Hoffman, Deputy Chief Air Force Reserve, provided updates on their respective services as well as lessons learned from those departing their RC Chief billets.

LTG Jensen highlighted the tremendous challenges arising from COVID during his tenure, particularly with recruiting and retention. He noted that while retention and accessions are back on track, they still have a long way to go to meet personnel requirements. He informed the Board that the Army is transitioning from point operations with long term combat operations and a transactional readiness approach to a ‘generational’ approach instead. This effort will mitigate the current cycle of creating readiness and then expending it on near-term rotational commitments. The new approach will prioritize the longevity of mission and Mission Essential Tasks, vice unit readiness lifecycles. Lastly, LTG Jensen emphasized that Homeland Defense is a Department of Defense priority, not just a National Guard one.

Mr. Fuller highlighted the Navy Reserve’s four main lines of effort (LOE): Force Design, Training, Mobilization, and Developing Sailors. These LOEs encompass work across a variety of areas to include



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defining readiness, developing mobilization-focused maritime readiness centers, initiating a new concept of adaptive mobilization that decentralizes mobilization actions and better enables rapid mobilization, and lastly, quality of life initiatives (childcare, IDT Travel, etc.) and focusing recruiting efforts on active component to reserve component transitions.

Maj. Gen. von Hoffman highlighted the Air Force Reserve's shift to unit-focused training and unit-deployments vice ad hoc formations cobbled together from small groups of individual members drawn from across multiple units. They are also restructuring their IMA program to place these airmen where they are most impactful. She went on to note a few more areas of focus: recruitment – numbers are better but not yet out of post-COVID shortage; examination of IRR muster practices and improved program management; cost-study of RC member lifecycle that goes beyond MILPERS cost and includes training, medical etc.

Brig. Gen. Yates provided an update on the Space Force's Personnel Management Act implementation with a focus on a myriad of administrative and personnel policies that need to be addressed to fully implement seamless transitions between full-time and part-time work status.

Hon. Disbrow announced the new Military Executive, Maj. Gen. Vanessa Dornhoefer, and thanked the outgoing MilExec, MG John Hashem, for his service to the RFPB.

### ADJOURN OPEN SESSION

By my signature, certified to be accurate and complete.

Lisa Disbrow  
Chair  
Reserve Forces Policy Board



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### Additional Information

#### RFPB Members Not Present

1. Ms. Kathy Roth-Douquet
2. Hon. Dr. Paul Stockton
3. Mr. Atul Vashistha

#### RFPB Staff

1. Maj. Gen. Vanessa Dornhoefer, USAFR
2. Mr. Eric Flowers, Designated Federal Officer
3. COL Sean Counihan, USAR, Chief of Staff
4. COL Richard Sudder, ARNG
5. CAPT DeWuan Booker, USNR
6. Col Tammy Megow-Jones, USMCR
7. LTC Stephen Hedger, USAR
8. LCDR Daniel Sweeney, USCGR
9. CMSgt Nina Reiss, ANG
10. Ms. Margaret Odhiambo, Executive Assistant
11. CAPT Motale E. Efimba, USNR
12. COL Jon Eisberg, ARNG
13. Col Heather Sullivan, USAFR\*
14. Col Jamie Ramirez, ANG\*

#### RFPB Consultants

1. Mr. David Batz, RFPB Consultant\*
2. Mr. Timothy Orr, RFPB Consultant
3. Mr. Tim Williams, RFPB Consultant

#### RFPB Fellows

1. Mr. Bobby Green, former RFPB Member\*
2. Mr. Larry Taylor, former RFPB Member
3. Mr. Albert Zapanta, former RFPB Member

#### Speakers

1. LTG Jon Jensen, Director ARNG
2. Maj Gen C. McCauley von Hoffman, Deputy Chief, Air Force Reserve
3. Mr. Scott Fuller, Deputy Chief, Navy Reserve
4. Brig Gen Nathan Yates, USSF\*

#### Public / Virtual Attendees

1. Hon. Ronald T. Keohane, ASD M&RA\*
2. Mr. Ted Graham, Acting DASD RI\*
3. Mr. Stephen Austin, OCAR\*
4. Ms. Christina Trader, DASD-RI\*
5. Mr. Michael Petring, NG NGB
6. Mr. Jay Steffenhagen, OCNR
7. Mr. Rich Rico, Exec Dir, Space OPS, NG
8. Mr. Andrew Ryan, OMCR
9. CAPT Jeffrey Shanahan, DASD-RI\*
10. Col Shane Donahue, USMCR, RA Division
11. SgtMaj Shenene Bedran, USMCR, RA Division
12. Maj. Gen. Allison Burke-Lewis, NGB\*
13. Col Marc Henri, SAF/MRR\*
14. BG Leland D. Blanchard, DC ARNG\*
15. Lt. Col. Brian Craft, AF-RE\*
16. CAPT Al Concepcion, DASN\*
17. CAPT Rick Howell, USCG\*
18. CAPT Townsend, USN/ESGR\*
19. CDR J.D. Wainwright, USNR\*
20. CMSgt Israel Nunez, SEA, Chief USAFR\*
21. CMSgt Lauren Blevins, AF/DSI\*
22. Col Rob Bell, DASD RI\*
23. COL Jennifer Nolan, DASD RI\*
24. COL Jeremy Bukowczyk, DASD RI\*
25. COL Jim Hogan, DASD RI\*
26. COL Kim Davis, DASD RI\*
27. Col Jonathan Ma, DASD RI\*
28. Col Robyn Downer, P&R\*
29. Mr. Judson A. Crane, DASD Readiness\*
30. CSM John Raines, ARNG\*
31. Ms. Emma M. Diltz, CTR\*
32. Mr. Jeff Angers, DASD M&RA\*



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33. Mr. Jeffrey Frisby, EANGUS\*
  34. Mr. Jim Schroeder, NAVSUP\*
  35. Brig. Gen. Jim Hartle, AF-A4\*
  36. MG John Andonie, DC ARNG\*
  37. Mr. Justin Angelo, CTR, RI\*
  38. Ms. Kristina Whicker, CTR\*
  39. LCDR Kulczewski, ASN M&RA\*
  40. Lt Col Ryan Walsh, NBG J5\*
  41. Maj. Gen. (ret.) Moe Banavige, USAFR\*
  42. MAJ Stephen Keblish, NGB Policy\*
  43. Mr. Nicholas Miller, OSD LA\*
  44. Mr. Stephen Burris, USSOCOM\*
  45. SEA Tony Whitehead, NGB\*
  46. SGM Steve Minyard, OSD M&RA\*
  47. Maj. Zach Roberts, HQTRS AF/Reserve Policy\*