

Wright Flyer



June 2026

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Chapter President

Jonathan Pepples

Dear Aviation Chapter Members

I hope everyone had a wonderful July 4th holiday! Spending time with family and friends was especially meaningful this year as we celebrated the 250th anniversary of the United States. It was a perfect time to reflect on our nation's history and imagine what that monumental moment felt like back in 1776. Furthermore, the World Cup Soccer tournament has been absolutely thrilling. Team USA has been so inspiring, and I am already looking forward to 2030!

For those I haven't yet met, I would like to briefly introduce myself. I began my federal service in 2014 with the Internal Revenue Service before becoming a PAQ auditor with the Air Force Audit Agency in 2015. Since 2019, I have served as an audit manager, a role I continue in today while supporting the Air Force FIAR effort.

Before we look ahead to the future, I want to extend a gracious thank you to our outbound President, Mr. Thomas Giovingo, for his tremendous hard work and dedication over the last two years. My sincere hope is to leave the organization in a better place, just like Thomas did!

After serving as your Chapter Vice President for two years, I am both humbled and incredibly excited to step into my new role as Aviation Chapter President for Wright-Patterson AFB. I am eager to lead this year and am always open to new ideas. I deeply believe in what SDFM stands for: delivering professional education that supports the warfighter, building strong networks, volunteering, and making a positive impact within our local community.

Thank you for this opportunity, and I look forward to an outstanding year together!

On 29 Jun the Aviation Chapter held June's monthly Lunch and Learn in conjunction with the Buckeye Chapter. Mr James Reed, Buckeye chapter presented Leadership and Culture. This session focused on the critical link between leadership, organizational culture, and personal mindset as the primary drivers of success. The central message is that a deliberate and positive culture, championed by self-aware leaders, is essential for achieving desired results.

Core Principles Discussed:

1. Leadership Drives Culture

The foundation of any successful team or organization is its culture, which is directly shaped by its leaders. An effective culture doesn't develop by accident; it must be intentionally cultivated. Leaders must embody the values they proclaim, as mission statements and inspirational posters are meaningless without authentic, consistent action. This principle is captured by the phrase, "What you permit, you promote." Leaders who tolerate negative behavior, poor standards, or a lack of integrity are, by default, promoting a toxic culture.

2. The E + R = O Formula (Event + Response = Outcome)

This is the core framework for managing personal and professional situations.

- Event (E): Things that happen to you, many of which are outside your control.
- Response (R): The one thing you have complete control over. This is where your choice lies.
- Outcome (O): The result, which is determined by your response to the event.

The key is to move from a Default Response (impulsive, emotional, based on habit) to a Disciplined Response (intentional, skillful, and purposeful).

3. The Power of "Pressing Pause"

The "magic" in applying the E+R=O formula happens when you press the pause button between the Event and your Response. This pause creates the space needed to think clearly, gather facts, filter out distractions, and choose the most effective course of action. The speaker identified three types of pauses:

- Proactive Pause: Planning ahead for known events (e.g., checking traffic before leaving for work).
- Situational Pause: Taking a moment to assess a situation as it happens before reacting.
- Reflective Pause: Looking back on past events to learn and grow, turning failures into lessons.

4. Know Thyself: The Foundation of Leadership

Effective leadership starts with self-awareness. The speaker introduced a self-assessment tool plotting People Orientation against Task Orientation.

- High People, High Task → Relationships (Ideal state)
- Low People, High Task → Battleships (Constant conflict)

Leaders must be adaptable and understand that different leadership styles (e.g., authoritative, participative) are required for different situations.

5. Own Your "20 Square Feet"

Every individual has an impact on the people and environment around them. By focusing on personal growth, maintaining a positive attitude, and taking responsibility for one's own actions and skills—"owning your 20 square feet"—each person contributes to the larger organizational culture. The emphasis is on hiring for attitude and drive, not just a polished resume, as skills can be taught but a disciplined mindset is invaluable.

Conclusion

Ultimately, personal and organizational excellence is achieved by getting your "mind right." By being disciplined in your responses, committed to self-improvement, and intentional about the culture you create, you can become a more effective leader and achieve better outcomes in all areas of life.

Upcoming Member Meetings:

9 July - Rich Seymour, SAF/FMFO Analytics, Topic : DEAMS Command Dashboards c

12 Aug - CH Victor Marrero Choe, Chaplain Services, Topic: TBD

Oct - AFAA, Topic: TBD



Volunteer Opportunities:

July: Crayons for Classroom July 31, 2026 from 1-3pm <https://www.signupgenius.com/go/10C094FA8AA2AABF4C16-64664552-sdfm>

August: Tentative Feed the Creek Aug 21, 2026 from 12-1:30pm <https://www.signupgenius.com/go/10C094FA8AA2AABF4C16-64714185-feed>

Sept: Air Force Marathon Sept 19, 2026 from 5-11am <https://www.signupgenius.com/go/10C094FA8AA2AABF4C16-61707442-volunteers>

We need lots of folks to help make the Air Force Marathon water station successful. I know it's an early morning, but we have to be at our station by Fam Camp/Bass Lake before they close down the roads at 6am, for a 6:30am start time. Luckily we are water station E, so we can leave out the back commercial gate leading into Fairborn as soon as the last runner has past and we've cleaned up our station. In the past we've been done before 11am, and with an earlier start time for the marathon, it means we should get done even earlier. Below are the instructions to register with the Marathon and sign their waiver for volunteering, this is required!

Here is how to claim Hydration Station E and register your team:

1. Follow the link <https://raceroster.com/events/2026/116596/2026-air-force-marathon-volunteer-registration>.
2. Click the Blue I HAVE AN ACCESS CODE button on the right-hand side.



3. Enter code HYDRATE26 and then click validate.
4. Click Hydration Stations (Not Open To The Public)
5. Then click the Hydration Station Volunteer Registration – September 19, 2026

6. Fill out your personal information.
7. Under Teams section Add registrant to a team? Click Yes, add to another existing team then select the team you would like to join in the select team drop down.

-Choose Station E - SDFM

8. Click continue.
9. Click that you agree to the talent release and liability waivers.
10. Submit Order, you are now registered for you Hydration Station



CHAPTER MEMBER NEWS

On 25 Jun 2026, SDFM Aviation Chapter, held their Membership social at the Wandering Griffin in Beavercreek, OH. Thomas Giovingo, outgoing SDFM Aviation Chapter president, swore in the new SDFM Aviation Board President, Jonathan Pepples, and Committee Chairs for 2026-27.



Aviation Chapter

The Power of People-Oriented Leadership: Putting Your Team First

In the ever-evolving landscape of modern business, leadership styles are constantly shifting to meet the demands of new generations and changing workplace dynamics. While traditional models often emphasized strict hierarchy, task completion, and bottom-line results at all costs, a more empathetic and sustainable approach has emerged as a cornerstone of successful organizations: People-Oriented Leadership.

Also known as relational leadership, this approach operates on a fundamental premise: if you take care of your people, they will take care of the business.

What is People-Oriented Leadership?

People-oriented leadership focuses on creating overall success by building relationships, fostering team cohesion, and investing in the personal and professional development of individual team members. Unlike purely task-oriented leadership—which prioritizes schedules, quotas, and step-by-step processes—people-oriented leaders prioritize the well-being, motivation, and satisfaction of their workforce.

This doesn't mean that goals and metrics are ignored. Rather, it means that the leader believes the most effective way to achieve those goals is by empowering the team and creating an environment where individuals feel valued and supported.

Core Characteristics of a People-Oriented Leader

To spot a people-oriented leader, look for these defining traits:

1. High Emotional Intelligence (EQ)

These leaders are highly aware of their own emotions and the emotions of those around them. They practice active listening, read the room well, and respond to workplace stress with empathy rather than frustration.

2. Focus on Development

A people-oriented leader acts as a coach and mentor. They are deeply invested in their employees' career paths, offering constructive feedback, providing learning opportunities, and advocating for their advancement.

3. Empowerment and Trust

Instead of micromanaging, these leaders give their team members the autonomy to make decisions and take ownership of their work. They trust their employees' expertise and provide a safety net for them to take calculated risks.

4. Transparent Communication

They foster an environment of open, two-way communication. Employees feel comfortable sharing their ideas, voicing their concerns, and offering feedback without fear of retaliation.

The Business Case: Why It Matters

Implementing a people-oriented approach isn't just about making people feel good; it has tangible, measurable benefits for the organization:

- **Higher Employee Retention:** When employees feel valued and see a clear path for their own growth, they are significantly less likely to leave. This reduces the immense costs associated with high turnover.
- **Increased Productivity and Engagement:** A supported employee is an engaged employee. When people know their leader has their back, they are more willing to go the extra mile, leading to higher quality work and increased productivity.
- **Enhanced Innovation:** Psychological safety—a byproduct of this leadership style—is the foundation of innovation. When teams aren't afraid of being punished for making mistakes, they are more likely to brainstorm creative solutions and think outside the box.
- **Stronger Team Cohesion:** By focusing on relationships, people-oriented leaders build strong, collaborative teams that support one another through challenging projects and tight deadlines.

How to Cultivate a People-Oriented Approach

If you want to shift your leadership style to be more people-centric, here are a few actionable steps to get started:

1. **Schedule Regular 1-on-1s:** Use this time not just for status updates, but to check in on their well-being, discuss career goals, and ask how you can better support them.
2. **Practice Active Listening:** When an employee comes to you with an issue, give them your full attention. Put away your phone, close your laptop, and listen to understand, rather than just to reply.
3. **Recognize and Celebrate Success:** Regularly acknowledge the hard work and achievements of your team members, both privately and publicly.
4. **Provide Psychological Safety:** Encourage your team to speak up. Make it clear that mistakes are treated as learning opportunities, not reasons for punishment.

Conclusion

The most successful leaders understand that their greatest asset isn't their product, their software, or their strategy—it's their people. By adopting a people-oriented leadership style, you can cultivate a loyal, motivated, and highly effective team capable of navigating any challenge the business world throws their way.



TREASURER'S REPORT May 2026

Treasurer: Rebecca Wilkins & Crystal Veselik



	WPFCU - Chapter General Funds	Fidelity - Chapter Investments	Fidelity - Augsburg Scholarship
Beginning Balance	\$19,444.89	\$255,344.90	\$217,816.32
+ Income/Expenses	(\$1.00)	\$8,999.59	\$7,966.49
+ deposits	\$2,000.59	\$0.00	\$0.00
Ending Balance	\$21,444.48	\$264,344.49	\$225,782.81

Note: The Fidelity ending balances are 29 May 2026.
The Fidelity account balances are investments and fluctuate with the market. This causes unrealized gains and losses, which are captured in the Income.



Password Reminders

A tip that can never be understated is using proper password practices. Users should use strong passwords that are unique for each of their important accounts. If you need to, a variety of password managers can be found from a variety of reputable companies. When you stop using an account, don't forget to delete, so you have one less account with your information that may be breached. Never use default passwords for your home network.

Securing Your Router

Your home router is one of the most critical, and overlooked, components in your home network. As such, it is probably the most important part of your home networks security. Below is a list of some critical settings/features you should try to implement in your router if possible, to maximize your network's security. Most of these items are not very complicated. However, every router is different so you will need to look up your router model, usually a sticker on the bottom of the router, and search for the manual from its maker (e.g., CISCO, Linksys, Netgear) if you do not have a hard copy.

1. Use strong passwords (i.e., unique, 16-20 characters with letters, numbers, special characters, and a mix of upper/lower case) for the router login as well as your WiFi login. Some people are not a fan of long passwords but remember, your router never moves so it is a stationary target which makes it especially vulnerable to brute force attacks. A long password helps make these attacks less viable.
2. Change the default admin password and, if possible, username. This controls who can access your router's settings and the defaults can quickly be looked up online.
3. Use WPA2 encryption at a minimum. WPA3 may be an option if you have a newer router.
4. Use automatic updates if your router has the option. Otherwise, update your firmware at least quarterly. Router vulnerabilities are a popular tool for attackers because routers are often not updated. Once your router stops receiving updates, you may want to consider replacing it in the near future.
5. Change the SSID (i.e., the WiFi name) from the default.
6. Use the Guest Network feature and connect all of your Smart/IoT devices, children's devices, devices belonging to visitors, and any other device you do not need to talk to each other (e.g., your laptop and network printer). Connect the other devices to your normal network. Guest Networks isolate the connected devices from talking to each other which helps prevent an infected device from spreading malware to other devices on your network.
7. Disable remote admin access. This way, even if your admin information is compromised, they still need physical network access to use it.
8. Use built-in firewall and VPN features if your router has them. These are sometimes a little more complex to setup but worth the effort. They can also slow your internet speed.

Keep in mind that nothing is full-proof but making these few changes can help keep you from being the lowest hanging fruit for any potential attackers or budding hackers in your neighborhood.



**ASMC – Aviation Chapter
Executive Board Meeting Minutes
10 June 2026, 1200**

I. Call to Order:1200

II. Attendance/Reports

Treasurers: Rebecca Wilkins, Crystal Veselik

Secretary: Shannon Wheeler (A)

President-Elect: Jonathan Pepples (A)

Vice-Presidents

AFAA: Jonathan Pepples (A)

AFLCMC: Shannon Wheeler (A)

AFMC: George Diehl Jr.

AFRL: Tammy Pendergast (A)

At Large: Rhonda Pepitone

Contractors: Shawn Coil

88th CPTS: Vacant

Committee Chairs:

Audit: Michelle Bahan, Co-chair Vacant

Augsburg Scholarship: Jonathan Pepples

Awards and Recognition: Sheena Fast (A), Wendall Goodall (A)

Chapter Competition: Heather Brodess (A)

Communications: Colleen Robinson (A)

Community Activities: Jennifer Caplinger, Jessica Pauley

Health & Wellness: Fernando Mason (A)

Membership: Edward Jackson

Professional Development: Jenifer Klump, Andrea Hamilton

Early Careerist: Sandra Moncree

Programs: Vacant

Tickets: Vacant

Ways & Mean: Vacant

Historian: James Davis

Other Attendees: Tracey Hearn (A), Jonathan Paden, Jeri Evenden

A = In Attendance

III. General Business

A. OLD:

- i. General membership meeting 25 Jun 2026 - Wandering Griffin in Beavercreek, 4pm-6pm. Pay as you go bar and food. T-shirts will be for sale. Cash sales \$20 and \$22 for extended sizes. One hundred shirts of various sizes. Polos will be available for board members and VPs. Will be swearing in of new Board members - please attend. Information for dissemination will be ready later today- need to get it out quick and often between now and June 25th. Jonathan has a work commitment until about 4:45pm- Thomas said he won't start it until he gets there so he doesn't miss his own swearing-in



B. NEW:

- i. Update the SDFM Aviation web site and all other documents for the new Board year.
 - a. Thomas has a DVD for Jonathan
 - b. Please upload onto the SharePoint site any enduring documentation. Need to make sure changes are made to all applicable documents and private organizations.
- ii. Upcoming Volunteer Opportunities - Jen Caplinger/Jessica Pauley:
 - a. Air Force Marathon hydration station
- iii. Upcoming Lunch & Learns – Shawn Coil
 - a. 29 Jun - Buckeye Chapter. Need to send out link. Thomas would like to more dual Lunch & Learns.

Shawn doesn't have anything on the table for Lunch & Learns for the new term. If you have anything, ideas etc- let him know

iv. Outgoing Financial Report - Rebecca Wilkins. Thomas talked to her. As far as finances go, we're doing good. We have a good amount of money to be able to do things. If you have ideas, send them in. Thomas let Jonathan know that one of the 1st things that he needs to do as President is a budget. They'll talk more on that offline. We have a Square now so we can take credit cards

v. VP's/Committee Chairs. Any news? Colleen is looking for newsletter submissions, such as retirements, promotions, etc.

- a. Member News and the Newsletter - \$15 Gift Card for submitted article

Around the room

Website for the Augsburg Scholarship needs to be update for 27. JP can do this. Possible membership drive to target military FM with a 1 yr membership. Thomas ended the meeting thanking everyone for their hard work over the past year.

Meeting adjourned: 1234



Armed Forces Comptroller (AFC)**Earn CPE Credits in the Journal**

Members have the opportunity to access the most recent eight issues below and their assessments for CPEs through our learning management platform. To get started, first, login to your member portal and find the Journal Exam. Then, add the “AFC Exam” to your cart. There is **no charge for members** and a **\$99 charge for non-members**. You’ll receive an email with a link to take a short 10 question exam for 2 CPE credits. You must pass with 70% or greater to receive your CPE certificate.

Login to view current and past AFC at https://community.sdfm.org/archives/afc-journal?_gl=1*1217c1x*_gcl_au*MTk2Njg4OTUxOS4xNzgzNTE0ODc2



2026-2027 Executive Board

President	Mr. Jonathan Pepples
President-Elect	Mr. George Diehl Jr
Secretary	Ms Shannon Wheeler
Treasurers	Ms. Rebecca Wilkins, Ms. Crystal Veselik

Organizational Vice Presidents

88th CPTS VP	Vacant
AFAA VP	Mr. Jonathan Pepples
HQ AFMC VP	Mr. George Diehl Jr
AFRL VP	Ms. Tammy Pendergast
AFLCMC VP	Ms. Shannon Wheeler
At Large VP	Ms. Rhonda Pepitone
Contractor VP	Mr. Shawn Coil

Committee Chairs

Audit	Ms. Michelle Bahan, Co-Chair Vacant
Augsburg Scholarship	Mr. Jonathan Pepples
Awards and Recognition	Ms. Sheena Fast, Co-Chair Drew Goodhall
Chapter Competition	Ms. Heather Brodess
Communications	Ms. Colleen Robinson
Advertising/Publicity	Ms. Jeri Evenden
Newsletter Editor	Ms. Colleen Robinson
Photographer	Ms. Tracey Hearn
Webmaster	Mr. Jonathan Paden
Community Activities	Ms. Jennifer Caplinger; Ms. Jessica Pauley
Health & Wellness	Mr. Fernando Mason
Membership	Mr. Edward Jackson, Co-Chair Vacant
Professional Development	Ms. Jenifer Klump, Ms. Andrea Hamilton
Early Careerist Programs	Ms. Sandra Moncree
Programs	Vacant
Tickets	Vacant
Ways & Means	Vacant
Historian	Mr James Davis

