

Arizona Veterans' Services Advisory Commission

Arizona State Veteran Home - Yuma
6051 E. 34th Street, Yuma, AZ 85365

May 11, 2023

MINUTES

Advisory Commissioners Present

Kathy Gallowitz, Chairwoman (virtual)
Phil Cushman, Vice Chair (in-person)
Kirk Loving, Commissioner (virtual)
Charles Byers, Commissioner (in-person)
Chris Gibbs, Commissioner (in-person)

Advisory Commissioners Absent

Andrew Meshel, Commissioner
Gene Crego, Commissioner
Michael Noble, Commissioner
Matthew Kenney, Commissioner

Arizona Dept. of Veterans' Services (ADVS)

Dana Allmond, Director (in-person)
Jessica Roza, Legislative Liaison (virtual)
Lupita Santellano, Executive Assistant (in-person)
Valen Harris, Administrative Assistant (in-person)
David Barrientos, Administrator, Arizona State Veteran Home-Yuma (in-person)
Robert Haworth, Veteran Benefits Counselor (in-person)

Guests

Alisha Williams, Be Connected Career Specialist (Virtual)
Bryan C. Matthews, Director, Phoenix VA Medical Center (In person)
Roman Bejarano, Workforce Supervisor, Department of Economic Security (In person)
Amanda Aguirre, CEO and President, Regional Center for Border Health (in person)

Call to order- The Arizona Veterans' Services Advisory Commission (AVSAC) meeting, via Google Meets: <https://meet.google.com/jgq-vm-sc-uux>; Dial-in: (US) +1 475-222-5532 PIN: 275 244 224# Vice Chair Cushman called the meeting to order at 10:03 am.

Commissioner Cushman led the commission in the pledge of allegiance

Introductions:

Each of the Commission members introduced themselves, followed by Arizona Department of Veterans' Services (ADVS) staff and guest speakers. In the audience was Linda Cushman, Commander Saxton - American Legion Post 113, June Condon- American Veterans of Yuma, Noel Epke- Legion Post 19, Robert McDermott- VFW Post 3708, Bryan Osuna & Martha Garcia with Congressman Grijalva's office. In the virtual audience was George Mcneillie - Chief HR officer with Arizona Department of Administration (ADOA).

Approval of Meeting Minutes

Chairwoman Gallowitz called for a motion to approve the AVSAC meeting minutes from March 9, 2023. Vice Chair Cushman motioned to accept the meeting minutes. Commissioner Byers second the motion. There being no changes to the minutes or any objections by the Commission, the motion carried unanimously.

Guest Speakers:

Presentation from Be Connected-

Alisha Williams, Be Connected Career Specialist gave a presentation covering the Be Connected Program and its core values and goals ([slide found here](#)). She outlined that Be Connected is for everyone and that it provides services to service members, veterans, family members, caregivers and the community. Be Connected is implemented on behalf of the military and veteran community in partnership with public and private sector stakeholders. The three components of this program are to "support lines that anyone can call, including service members, veterans, family members, helpers, and providers; help and support to navigate to the right resources for each person or family's situation, and equip everyone with the knowledge, skills, and confidence". Toward achieving these core components, Be Connected utilizes an upstream approach. This is implemented through Be Connected Support lines, Care Navigators, Career navigators and their risk reduction projects. Overall, The Be Connected program provides services to service members, family members, and Veterans who need assistance with any of the social determinants of health. Concluding her presentation she pointed out that the next Military Veterans Resource Navigation Training will be taking place online on Wednesday 24, 2023.

Presentation from Phoenix VA Medical Center –

Bryan C. Matthews, Director of the Phoenix VA Medical Center (VAMC) gave a presentation regarding the VA medical system and its gradual changes occurring at the Phoenix VA Medical Center. Director Matthews provided a brief professional and personal background on himself. He discussed a feasibility study that is currently taking place, and is looking at and justify the recommendation of build a new facility in Phoenix. He pointed out that the current facilities are at or nearing their capacity of care and that getting a new facility built will be able to service more veterans. There are three options: build a new facility on the current VAMC- Phoenix property, build a new facility in a different location, or a hybrid option, which will allow a whole other facility to be built while keeping the current location open as well. Director Matthews is optimistic of getting another facility built. He also mentions that there has been approval to build a Fisher house. He pointed out that the purpose of a Fisher house is to provide temporary accommodations at no cost for Veterans, service members, their families or caregivers while receiving treatment through a VA Medical facility. He pointed out that procuring land for this type of facility is of great importance to the VA. Director Matthews concluded his presentation on the importance of the construction of a Fisher house for the veteran community. Commissioner Byers posed questions regarding the ever expansion of VA clinics. He asked if these clinics are assisting in relieving pressure on the main VA medical facility in Phoenix. Director Matthews pointed out that the clinics have helped decompress the main facility. Projects are in the works toward continuing to help expand the main facility.

Presentation from Arizona Department of Economic Security –

Roman Bejarano, Workforce Supervisor, Arizona Department of Economic Security/Arizona@Work presents the work being done through Arizona@Work. Mr. Bejarano explains that Arizona@Work holds the Jobs for Veteran state grant, which is utilized to assist veterans in overcoming barriers of employment. Arizona@Work has DVOPS, which are Disabled Veteran outreach programs specialists. They outreach within the community, to understand the challenges that veterans have when seeking employment. Additionally, DVOPS also work with Local Veteran Employment Representatives (LVER), which assist in getting veterans connected with employers. Mr. Bejarano explained that veterans seeking employment would go to an Arizona@Work location or One Stop Career center and get priority assistance in career services, and establish connections with the DVOPS and LVERs. Each Veteran is provided an individualized employment plan designed to find sustainable employment. In addition, Arizona@Work is making its programs known through outreach, and there has been success in connecting with veterans through job fairs, stand down and community engagement. Mr. Bejarano explained that Arizona@Works has had many

challenges as well, one being inflation. Mr. Bejarano states they also work with veterans in the justice system who are close to being released. He stated that connecting veterans with the right employment opportunity is of most importance.

Presentation from Regional Center for Border Health –

Amanda Aguirre, CEO and President of Regional Center for Border Health (RCBH) provided a presentation to the Commission. The Regional Center for Border Health is a non-profit organization established in 1986, with a sole mission to serve rural communities like Yuma, La Paz, and Mohave County. In the year 2000, they established centers or rural health clinics and junior colleges. Services provided at the clinics comprise of integrated care in behavioral health and primary care. Behavioral health staff members not only deal with day-to-day issues of families but also social isolation of children, veterans, and seniors in rural communities after COVID-19. They are equipped with full medical licensed mobile units that can be deployed at any time. The goal with the mobile units is to reach out to and visit rural communities. The mobile units have been used at Stand Downs, vaccination events, and to provide physicals for children who have not seen a doctor in a long time.

Regional Center for Border Health has safe Veteran campuses. They currently work with ADVS' - State Approving Agency to approve all their catalogs and how they announce classes in their medical schools. They are working closely with Arizona@Work to develop their workforce. They most recently received a grant to start a residency program for medical students. They work with the Arizona Department of Housing in supporting the Coalition to end homelessness in La Paz County, Mohave County, and Yuma.

Ms. Aguirre states her team has seen veterans in need of psychologist or psychiatrist when entering the job market especially when entering law enforcement positions, such as border patrol. The evaluation is provided for free to those veterans, if they do not have the means to pay for it.

RCBH provide substance abuse counseling and work with the probation department as well. They take a holistic approach when working with a veteran and work with surrounding family members. They have clinics that provide twenty-four hour assistance and have doctors on call.

Ms. Aguirre will provide the commission the percentage of veterans seen by RCBH. RCBH also provides telehealth services.

Director's Department Update –

ADVS joined over 100 agencies and organizations to provide services to thousands of veterans at the Maricopa County Stand Down at the Arizona State Fairgrounds. ADVS' table included members from the Public and Intergovernmental Affairs Division to include Outreach, State Veteran Homeless Program Administrator, who helped navigate any homeless veterans or those facing homelessness to housing/homeless resources available.

ADVS met with at least eight veterans who qualified and applied for financial assistance through the Military Family Relief Fund (MFRF). There were also several Veteran Benefits Counselors (VBC) on-site. VBCs sat down and assisted 41 veterans with benefit claims.

Upcoming Veterans Stand Downs include:

- High Country (Flagstaff) on May 18, 2023, from 9:00 am - 2:00 pm at the Flagstaff Armory - 320 N. Thorpe Road
- Yuma Stand Down on May 27, 2023
- White Mountain Stand Down in Show Low on August 12, 2023
- Rim Country Stand Down in Payson on August 19, 2023
- Williams Stand Down in September, the date is still to be determined
- Yavapai County Stand Down in Prescott on September 15th and 16th, 2023

ADVS will provide further details as they become available in future upcoming meetings.

The Arizona State Veteran Home - Yuma is ready for their grand opening, scheduled for June 24, 2023, from 10:00 am - 11:30 am. Arizona State Veteran Home - Flagstaff is currently hiring staff in preparation of welcoming Veterans to the home. They are in need of Assistant Directors of Nursing, Registered Nurses, Licensed Practical Nurses, and Certified Nursing Assistants. The full list of jobs can be found on [AZStateJobs.gov](https://www.azstatejobs.gov).

The Veteran Benefits Counselors Spring Conference was held May 3rd - 5th, 2023, in Mesa, AZ. The conference focused on training and education to keep VBCs up to date with the latest information regarding VA claims and other benefits and resources. Director Allmond handed out awards to top performing VBCs. In February, VBCs helped veterans receive more than \$70 million in benefits from the VA.

The purpose of the Missing In America Project (MIAP) is to locate, identify, and inter the unclaimed cremated remains of American Veterans and provide honor and respect to those who have served this country by securing a final resting place for these forgotten

heroes. MIAP laid to rest 14 Veterans at the Arizona Veterans' Memorial Cemetery at Camp Navajo on April 6, 2023. MIAP laid to rest 19 Veterans at Arizona Veterans' Memorial Cemetery at Marana on April 22, 2023.

All three Veteran cemeteries are working on preparations for their Memorial Day ceremonies on Monday, May 29, 2023. American Flags will be placed on every marker at each cemetery. The local Boy Scout troop will be placing flags out at the Arizona Veterans' Memorial Cemetery at Camp Navajo. The Arizona Veterans' Memorial Cemetery at Marana is placing flags at each marker on May 26, 2023, beginning at 8:00 am; this event is open to the public. Southern Arizona Veterans Memorial Cemetery will be placing flags out at each marker on May 27, 2023, at 8:00 am; this event is open to the public.

Memorial Day ceremony details:

- Arizona Veterans' Memorial Cemetery at Marana, 8:00 a.m.
- Southern Arizona Veterans' Memorial Cemetery in Sierra Vista, 8:30 a.m.
- Arizona Veterans' Memorial Cemetery at Camp Navajo, 1:00 p.m.

All ceremonies are open to the public and ADVS encourages everyone to attend.

ADVS awarded more than \$14,000 dollars in small grants from the Veterans Donation Fund in March and awarded 36 Veterans toolkits. ADVS engaged 650 Veterans at outreach events in March.

Legislative Update –

Jessica Roza provided the Commission and guests her Legislative update in a slide presentation found [here](#).

Old Business

Strategic Policy Objectives - Revision Discussion -

Chairwoman Gallowitz led the discussion and reminded the advisory commission members to email her the top three issues they wish to discuss and see added to the Strategic Policy Objectives. Commissioner must email her by May 18, 2023.

Chairwoman Gallowitz requested the 2021 Veteran Community Survey results from the Arizona Coalition for Military Families (ACMF) Director, Thomas Winkel. She has not received the survey results as of yet. Chairwoman Gallowitz will follow up with Director Winkel. Chairwoman Gallowitz would like to meeting with Commissioners Byers, Cushman and Crego to refine the Strategic Policy Objective ideas in a subcommittee.

Chairwoman Gallowitz also noted from the previous meeting that Commissioner Byers would be surveying VSOs (Veteran Service Organizations), American Legions and ADVS to gather their perspective and veteran related priorities. Commissioner Byers mentioned he is working with the United Arizona Veterans (UAV) to gather this information. Chairwoman Gallowitz asked for clarification regarding the method in which Commissioner Byers will be surveying information. He pointed out that networking through legislative offices and conducting one-on-one's through various state and local agencies to find out their priorities. Chairwoman Gallowitz requested a follow up with Commissioner Byers on June 15, 2023, to discuss data gathered. Legislative Liaison, Jessica Roza is assisting Commissioner Byers in gathering information regarding state level priorities.

Commissioner Byers asked if the Governor's office had communicated to ADVS their receipt of the Commission's Letter to the Governor. The Governor confirmed receipt of the letter; no other response was provided. Jessica Roza will follow up with Keenesha Jackson (KJ), the Policy Advisor to the Governor, to find out more information.

Chairwoman Gallowitz proposed the subcommittee meet prior to the next Advisory Commission meeting scheduled on July 13, 2023, to go over the state level priorities. She suggested they meet the last week in June of 2023. All commissioners present agreed to meet prior to July 13, 2023.

Outreach Activities for Commission

Chairwoman Gallowitz attended the Vietnam War Commemoration Welcome Home Celebration and met with Director Allmond, who also attended the event. She continues to be involved with the Southwest Veteran Chamber of Commerce and Veterans Connections.

Commissioner Cushman provided his outreach activity report found [here](#).

Commissioner Byers continues to work on the Veterans housing project, which involves creating permanent housing for Veterans by building individual dwelling casitas. This project involves building 35 casitas off 1803 Broadway. Permits are approved and groundwork has been established. Commissioner Byers looks forward to expanding this pilot program to the Kingman area.

Commissioner Gibbs participated in a resource fair. He states he is pleased with the turn out. The Veterans who attended were satisfied with the information they received from the Veteran Service Organizations. In addition, Commissioner Gibbs pointed out

the upcoming Stand Down event in Green County. Commissioner Gibbs, wanted to confirm the end of his term with the Advisory Commission, which will expire July 1, 2023.

Commissioner Loving attended the Maricopa County Stand Down event. He also had the opportunity to host Veteran Service Organizations, through his JROTC program end of the year event.

For the Good of the Order/ Open Floor

Veterans Benefits Counselor, Robert Haworth, explained the process of obtaining itinerant sites in rural areas. He states itinerant sites are determined by the Regional Managers. The priority is to find a site that is adequate and in a rural area or most at risk area.

Commander Saxton, American Legion Post 113, commended the Advisory Commission for allowing him to attend the Advisory Commission meeting. He mentioned that various American Legion posts are valuable resources in connecting veterans to services. He would like the commission and ADVS to keep them in mind as itinerate sites, and states they may assist in any way they can.

Commissioner Gibbs commented on the newly formed military branch, Space force. He states the Advisory Commission needs to embrace this viable branch of the military.

Commander Noel Epke, American Legion Post 19 -Yuma, discussed the challenges of service member burials in the area of Yuma. Commander Epke pointed out the struggles of having to travel outside of Yuma to honor veterans and loved ones in State run Veteran cemeteries. He would like to see a State run Veterans cemetery in the city of Yuma in the future. He states he understands the challenges of upkeep and the amount of water it would take to maintain a cemetery in Yuma; however, he feels that it is important to have a cemetery nearby that does not put a constraint on Veterans' loved ones. Legislative Liaison, Jessica Roza, acknowledged Mr. Epke's concerns and recommended reaching out to her and his local representative to elevate his concerns.

Adjournment

Chairwoman Gallowitz called for a motion to adjourn the Arizona Veterans' Services Advisory Commission Meeting. Commissioner Gibbs motioned to adjourn the meeting. Vice Chair Cushman second the motion. The motion was carried unanimously. Meeting adjourned at 11:55 am.



Be Connected Overview

Community Outreach Navigator
Arizona Coalition for Military Families



About Us



Arizona Coalition for Military Families

The Coalition is a public/private partnership and collective impact initiative that engages all helpers, organizations and communities to create a coordinated ecosystem of support. Established in 2009.



BeConnected

Be Connected is our statewide upstream prevention program to support Arizona's 500,000+ service members, veterans, and their families across all social determinants of health. Established in 2017.

Be Connected is for Everyone

Service members, veterans, family members,
caregivers & community helpers



Upstream Approach

Of individuals that experiences a traumatic or high stress event...

100%

35%

5%

**Green
Zone:
Ready**

No crisis and stress
is manageable

**Yellow Zone:
Stress Reaction**

Increased
signs of
distress

**Orange
Zone:
Stress Injury**

Urgent situation
requiring support

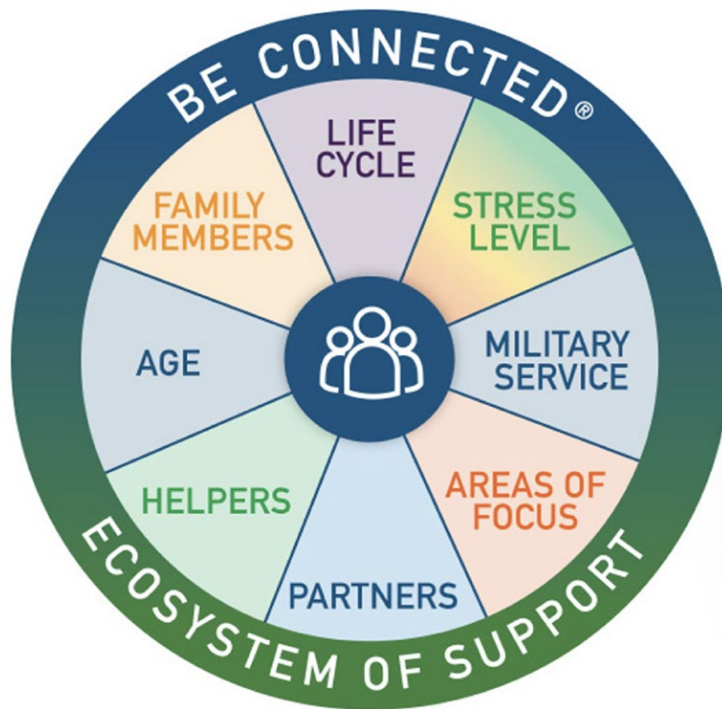
**Red Zone:
Stress Illness**

Immediate danger
or threat to life



Goal = earlier intervention to positively impact Social Determinants of Health

Be Connected & Ecosystem of Support



The Social Determinants of Health



Basic Needs



Employment



Family &
Social Supports



Finances &
Benefits



Higher
Education



Housing &
Homelessness



Legal



Mental Health &
Substance Use



Physical
Health



Spirituality

Be Connected Team of Teams



Support Line

Arizona-based team of 15, provides support and connection to resources statewide by phone.



Care Navigators

Provides intensive care navigation for more complex cases referred by the support line and outreach teams.



Career Navigation

Specialized team that provides virtual and in-person career navigation services statewide, including at military installations.



Risk Reduction Projects

Focused on high risk populations within our military/veteran community.

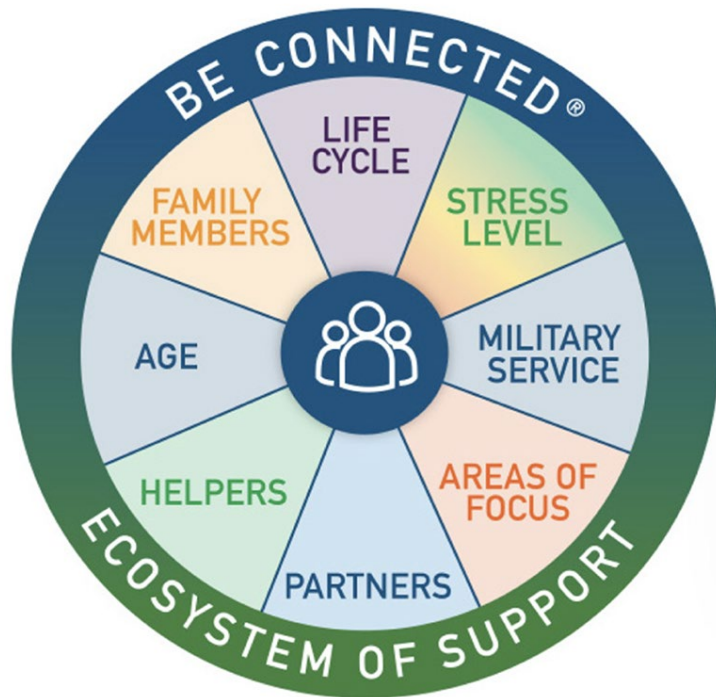
Coming Up

The next Military/Veteran Resource Navigation Training

Wednesday, May 24
9:00 - 11:30 AM

<https://2023acmfnavigationtraining.eventbrite.com>

Questions?



Connect with us

Email

community@arizonacoalition.org

Be Connected Support Line
1-866-429-8387 (4AZ-VETS)

Website

<http://connectveterans.org>

Arizona Department of Veterans' Services

For Arizona veterans and those who care for them.



Legislative Update

Jessica Roza

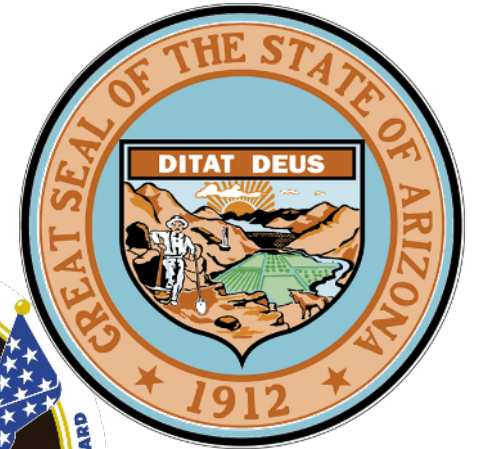
Legislative Liaison



State Budget Update



- Almost \$18 Billion budget was passed by the Legislature – awaiting Governor signature
- Majority of Budget bills were passed bipartisan 45 out of 60 lawmakers in favor



State Budget Update



- Gov. Hobbs, “It is a bipartisan budget that makes historic investments in affordable housing, builds roads, bridges, and public transit, expands access to health insurance for Arizona’s children and creates critical new ESA accountability measures.”



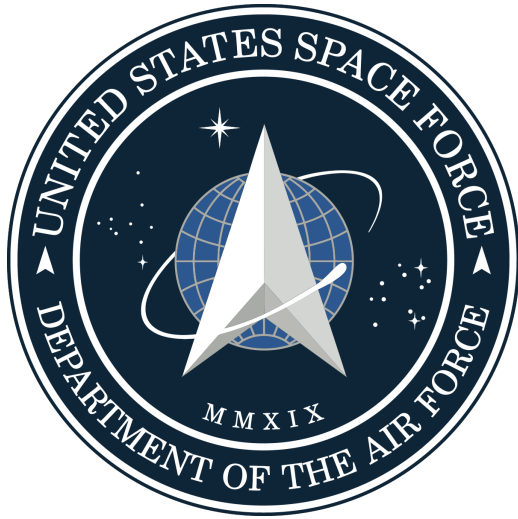
ADVS Agency Bill – HB2670



Sponsored by Rep. Travers- (Pending)

1) Amend the definition of Armed Forces to include Space Force, which will allow us to provide services to these members.

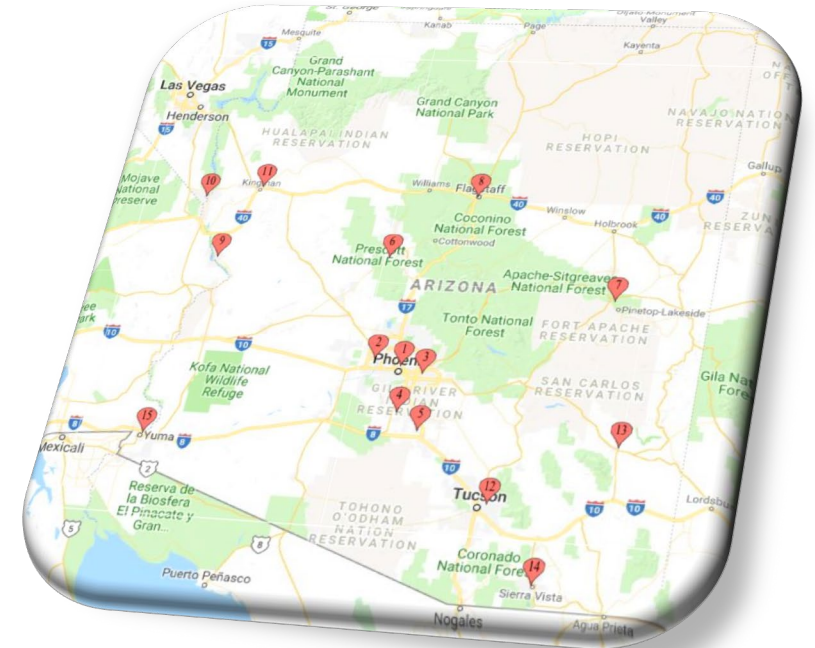
2) Amend statute to include Arizona National Guard and Reserve member eligibility for burial in our state cemeteries.



Budget Items of Interest



- \$5M to ADVS for a Homeless Veterans Reintegration Program
- \$3.4M to the Glendale Veterans Community Project
- \$3M to Gila County for the Pleasant Valley Veterans Retreat
- \$1.5M to ADVS for the Tribal Connectivity Project
- \$600K to ADVS for a Suicide Prevention Pilot Program
- \$15k for burial services for national guard and reserve Veterans



Signed Military/Veteran Bills of Interest



- **HB 2049** – Creates an interstate compact and commission for cosmetology licensure. Allows active duty military personnel and their spouses to practice cosmetology services in Arizona if license is in good standing in their home state. Legislation only applies if at least seven other states enact similar language.
- **HB 2064** – expands the definition of competent medical authority to include a disability award letter from the VA for property tax exemptions. The bill passed with bipartisan support out of both chambers of the Arizona Legislature and the Governor signed the bill into law. It did not have an emergency clause or delayed enactment, so it will go into effect on the general effective date. The general effective date for bills is 91 days after session is over.
- **HB 2589** – Grants reciprocity and certification to be an emergency medical care technician (EMCT), to a person who received comparable EMCT training while in the military.
- **HB 2090** – Continues the Department of Emergency and Military Affairs and the State Emergency Council for eight years.
- **SCR 1006** – Back the blue act will be on your ballot in November- Creates the “State supplemental benefit fund” and payment of death benefit of \$250,000 to the first responder’s surviving spouse or evenly split amongst surviving children.
 - Further defines “first responder” to include Arizona National Guard Members on state active duty and correctional officers employed by Arizona Department of Corrections.



Update on State Legislators



- LD26 - Sen. Raquel Teran resigned after she announced her congressional bid. Maricopa County Board of Supervisors selected House Rep. Flavio Bravo, D-Phoenix, to replace Raquel Terán in the state Senate. Sen. Bravo was sworn in this week and resigned his House seat and it has triggered a new selection process for his House seat.
- LD13 - Julie Willoughby was picked by the Maricopa County Board of Supervisors last Friday to replace Liz Harris to represent LD13 after the Legislature voted to expel Harris last month. Rep. Jennifer Pawlik also from LD13 also announced she won't be seeking reelection next year.

Update of Agency Director Nominations



The Governor retained 5 previous Directors. That leaves 23 agency Directors that needed to go through the confirmation process:

- 3 Have been confirmed by Senate & have completed the appointment process – ADOT, Forestry & Fire, Liquor
- 2 Recommended by Committee pending senate vote- DPS, DES
- 1 was held by Committee - ADOA & will require another hearing for additional questions.
- 1 acknowledged received by Committee, pending hearing- DEQ
- 1 was rejected – ADHS

If you/your organization are interested in writing a Letter of Support for ADVS Director, Dana Allmond, contact Members of the Senate directly to request their support. To contact your state-level Legislator, go to: <https://www.azleg.gov/findmylegislator> The committee is chaired by Senator Jake Hoffman, with Senator Sine Kerr serving as vice-chair and Senators Burch, Alston and Shope as members.

How to Access State Benefits

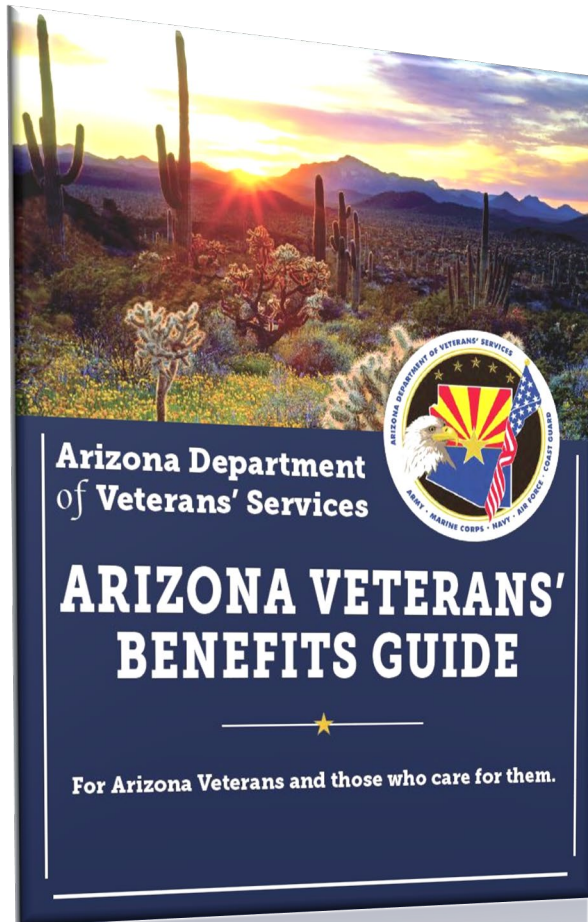


ADVS has a downloadable Veterans' Benefits Guide with comprehensive information on state benefits & programs, including:

- Recording of Discharges
- Income Tax
- Property Tax Waivers
- Tuition Waivers
- Vehicle License Tax and Registration Fees: www.azdot.gov
- CDL Skills Test Waiver: www.azdot.gov
- Veteran Indicator on Driver's License: www.azdot.gov
 - Homeless Veterans qualify for a free driver's license
- Hunting and Fishing Licenses: www.azgfd.com
- Arizona State Parks Discounts: www.azstateparks.com

Download here:

<https://dvs.az.gov/arizona-veterans-benefits-guide>



For Arizona Veterans and those who care for them.

Questions?



Jessica C. Roza

Legislative Liaison
Arizona Department of Veterans' Services
Phone: 480-487-9616
Email: jroza@azdvs.gov



11 May 2023

To: Arizona Department of Veterans' Services Commission

From: Commissioner Cushman

Subject: Outreach to Veterans 10 March 2023 to 11 May 2023

The following is a summary of outreach to Veterans performed between Commission meetings. I chair several committees at my local VFW and American Legion Post to include Bylaws Committee, Naming Committee, Executive Committee, and the Quartzsite Masters Charity Desert Golf Tournament. I also spent considerable time planning and coordinating the 11 May Commission meeting in Yuma, Arizona.

- Attended Parker Veterans' Stand Down, Parker, Arizona (10 March 2023). Met with AZDVS staff attending the Stand Down (Robert Bailey and Dana West). Also, met with staff from Arizona Ninth Congressional District, Western Arizona Council of Governments (WACOG) Area Agency on Aging, Arizona@Work, the Jerry Ambrose Veterans Council, Commander of the Parker VFW Post, Josh Phillips, and the Director of One Seedling, Dr. Paul Range. I am concerned with the quality of service by one vendor, Animals and Humans in Disaster. This organization provides dog food to Veterans in need. When I told them about a Veteran I knew in Quartzsite who had 4 dogs (one service dog) and was in financial distress, they gave me a recipe for dog food instead one of the hundreds of bags of dog food piled in their booth. A very interesting model of service indeed.
- Attended VFW Post 769, Quartzsite, Arizona monthly membership meeting (11 March 2023) Provided update on Commission activities, planning efforts for Quartzsite Masters Charity Desert Golf Tournament, planning efforts for new Post Sign, and process for Legion Post 113 naming.
- Attended Legion Post 113, Quartzsite, Arizona monthly membership meeting by teleconference (18 March 2023) Provided update on Commission activities, planning efforts for Quartzsite Masters Charity Desert Golf Tournament, planning efforts for new Post Sign, and process for Legion Post 113 naming.
- Attended Farewell Luncheon for Director Wanda Wright, Phoenix, Arizona (18 March 2023)
- Provided *pro bono* Notary Public services to Veteran for his power of attorney and living will (17 March 2023).
- Conducted reconnaissance for 11 May Commission Meeting in Yuma, Arizona. Visited ASRH-Yuma, DAV Post 11, Da Boyz Restaurant, and consulted with leadership at Legion Post 56, Yuma, Arizona (23 March 2023).
- Chaired the Quartzsite Masters Charity Desert Golf Tournament, a community outreach program sponsored by VFW Post 769, Legion Post 113, and their Auxiliaries, Quartzsite, Arizona, (25 March 2023). This charity raised \$5,000 for the Saint Florian Fire Academy, a local institution that trains firefighters for service in Western Arizona.

- Substitute Teaching, Parker High School, Parker, Arizona (28 March 2023). Inspired the next generation to consider careers in the U.S. Military.
- Substitute Teaching, Parker High School, Parker, Arizona (3 April to 7 April 2023). Inspired the next generation to consider careers in the U.S. Military.
- Attended VFW Post 769, Quartzsite, Arizona monthly membership meeting (8 April 2023) Provided update on Commission activities, results for Quartzsite Masters Charity Desert Golf Tournament, planning efforts for new Post Sign, and process for Legion Post 113 naming.
- Attended Legion Post 113, Quartzsite, Arizona monthly membership (15 April 2023) Provided update on Commission activities, results for Quartzsite Masters Charity Desert Golf Tournament, planning efforts for new Post Sign, and process for Legion Post 113 naming.
- Attended International City Managers' Association Veterans Advisory Committee meeting (18 April 2023)
- Substitute Teaching, Parker High School, Parker, Arizona (24 April 2023). Inspired the next generation to consider careers in the U.S. Military.
- Substitute Teaching, Parker High School, Parker, Arizona (27-28 April 2023). Inspired the next generation to consider careers in the U.S. Military.
- Substitute Teaching, Parker High School, Parker, Arizona (5 May 2023). Inspired the next generation to consider careers in the U.S. Military.
- Substitute Teaching, Le Pera Elementary School, Poston, Arizona (9 May 2023). Inspired the next generation to consider careers in the U.S. Military.
- Final planning for AZDVS Commission Meeting in Yuma.
- Attended AZDVS Commission Meeting, Yuma, Arizona (11 March 2023)

Respectfully Submitted,

Philip D. Cushman
Commissioner