SECRETARY OF THE AIR FORCE
WASHINGTON

SEP 17 2025

MEMORANDUM FOR AF/CC
SF/CSO

SUBJECT: Restoring our Culture of Fitness

The Department of the Air Force is undergoing a critical transformation in how we approach physical fitness and readiness. Upon review of our current fitness programs, we have found trends highlighting a fundamental challenge: our traditional approach has fallen short of fostering the holistic well-being and operational readiness that our mission demands.

Effective immediately, I'm directing the Under Secretary of the Air Force (USecAF) to establish and implement a Culture of Fitness initiative to be executed by our Services. Our vision is clear: to develop physically and mentally fit Airmen and Guardians, enabling our Services to be more dominant, agile, and lethal. We have structured this transformation around four Lines of Effort (LOEs):

1. Being Physically and Medically Ready – Proactively manage health to minimize duty limitations and ensure deployable/employed-in-place forces to execute operations.
2. Fostering a Culture of Fitness – Elevate the prominence of regular unit physical conditioning and leadership accountability.
3. Fueling a Culture of Fitness – Empower a healthier, more fit force by providing nutrition resources and promoting holistic well-being.
4. Measuring a Culture of Fitness – Revolutionize fitness assessments to accurately reflect operational demands and drive data-informed training.

The Assistant Secretary of the Air Force for Manpower and Reserve Affairs (SAF/MR) will provide oversight to the Air Force and Space Force, who will develop comprehensive plans of action and milestones and will provide regular updates to USecAF every 30 days. I am challenging our leaders, Airmen, and Guardians to assess performance against the highest standards, identify areas for growth, and to lead others in this shared commitment to excellence.

Troy E. Meink