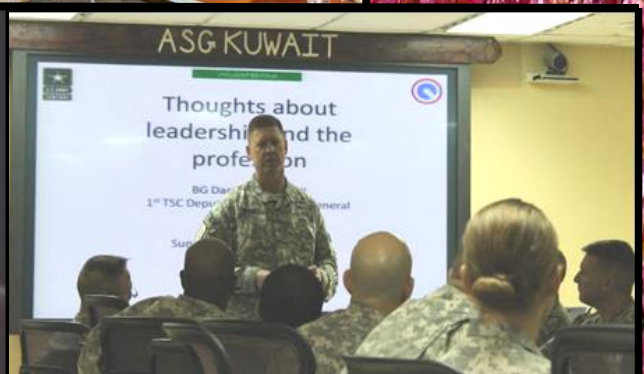


THE ROCKET

Spring 2015





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ROCKET STAFF

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Design & Layout: WSC Associates, LLP

ON THE COVER

Top left & right: 2015 Honorary ROCKS of the Year: Gen David G. Perkins & LTG Robert L. Caslen, Jr.

Middle two photos: TACOM CDR MG Bingham Mentors Officers at the Pentagon / MG Bingham mentors the Women's Mentorship Network and the Central Virginia Chapter at Fort Lee

3rd Row Left side: Division CG, MG Twitty Develops Leaders at Fort Bliss ROCKS

3rd Row Right side: BG Mitchell Addresses Camp Arifjan ROCKS Interest Group

Bottom Left: COL Baskerville Challenges West Point Cadets

Bottom Right: 1LT Luran Glover Leads the US Army Drill Team

Chairman's Message



I hope that everyone is ready for Spring as much as I am. It was a long, hard, record breaking winter for most of us across the US.

We recently concluded a month celebrating Black History month. One of this year's highlight was the reenactment of the Selma March. The recent release of the movie SELMA should prompt some reflection on the significance of not only the march but also the principle reasons for it.

Coupled with the events associated with the Ferguson, Mo. tragedy, comparisons between the two events should be considered, particularly the reported role police played in both events. The press has sufficiently covered that aspect. The area that has been underreported was the issue of VOTING. I believe that it is important for me to provide my perspective to you as it does relate to our organization's core values.

In Selma one of the principle reasons for the march was the demand for the right to vote, where one aspect of Ferguson was an apparent lack of the use of the VOTE which determined who would be in elected office, especially at the local level.

In fact the Attorney General who oversaw the Grand jury was elected with only 12% of the Black population participating. This is especially important because those of us who wear or have worn the uniform, have either died or served so that everyone would have that right. VOTING is not just a choice but also a responsibility.

The impact on those who chose not to exercise that right should prompt us to reflect on the outcome and impact of that election on its minority citizens specifically. I hope that reflection will translate into actions by the citizens in order for them to eventually get both elected and appointed leaders that truly represent the citizenry.

As we prepare to recognize those who have excelled this year at our annual celebration of achievement I challenge each of you to reach out to those seeking guidance as to how they too can succeed. We must strive to hone our mentoring skills and share our insights with both peers and subordinates.

We continue to gain traction but still have much work to be done. Remember this is our core competence. We must be viewed as the experts in this space at each of the installations where we live and operate.

I salute all of you who have taken time out of very busy schedules to share your insights with members at our installations and communities. The following individuals have gone above and beyond to share their time and insights. They include: LTG Ferrell, MG Bingham, MG Twitty, MG (R) Bagby, BG Dix, and COL Baskerville.

I am sure there are many others but these are the ones who have been brought to my attention. Thank each of you for making the difference that counts!

We are never lacking for challenges certainly as our Army continues its draw down and faces smaller budgets which will undoubtedly have an impact on our Officer and Senior Civilian Corps. We must

seek and share information that enables our members to be competitive.

Maintaining a diverse officer corps and Senior DoD civilians is one of those challenges. We have been working closely w/ Cadet Command to ensure that the end state of the drawdown will result in an Army that reflects our society.

We are especially concerned about the viability of our HBCU Programs. We are in need of retired senior officers for each HBCU to serve as a mentor to the program. We envision that these relationships would be perpetual to ensure continued growth and consistency.

We are also looking to adopt select Junior ROTC programs. This effort will provide a great platform for us to mentor tomorrow's leaders regardless of their ultimate career choice. We believe this will help turn around the dismal High school graduation rate for African Americans.

I would like to recognize some very special people who will be publicly recognized for their outstanding contributions during the upcoming Gala. They include our ROCKs of the Year MG (R) Byron Bagby and COL Anita Dixon our Honorary ROCKs of the Year, Gen David Perkins Commanding General TRADOC and LTG Robert Caslen Jr., Superintendent, United States Military Academy; the Bobby Burke winners and winners of the ROCKS National Board Scholarship winners.

Congratulations to all for their many contributions to the ROCKS, our Army and the Nation.

All non-profit organizations face similar challenges of generating revenue to operate. We are no different. In order to support initiatives we believe will make us more viable. We are pursuing several that you will be receiving more information on during the 18 April webinar. They include a program that will allow each ROCKS member to support the Rocks by using a special code when making hotel reservations prior to traveling.

We have teamed up with a company on this ongoing effort. We, in turn will receive a small stipend. We are also pursuing an opportunity that will allow you to order coffee and tea through us for delivery directly to your home. A portion of the monies generated will be distributed to the Chapters based on an incentive program. The specifics on these initiatives will be coming to you in the near future. Please be on the lookout for them.

I would like to thank members of the National Board, our Chapter Leaders, and most importantly, ROCKS EVERYWHERE for your dedication and support this past year. Without your exceptional efforts, none this would be possible. Remember we MUST be the mentoring professionals.

Lastly, please remember that although it might not be in the spotlight now, we still have SOLDIERS in harm's way. Keep them in your prayers.

Remember.....Concern, Dedication, Professionalism.

BG Earl Simms, USA (Ret.)
Chairman

TOP STORIES

Army Logisticians Accomplish Unprecedented Mission

*By Gen. Dennis L. Via, Commanding General
U.S. Army Materiel Command*

Following 13 years of war in Afghanistan, the Soldiers, Department of the Army Civilians and defense contractors who kept our troops equipped while accomplishing a massive retrograde operation are the unsung heroes of our nation's military.

The deliberate retrograde, reset, redeployment, redistribution, and disposal (R4D) mission out of Afghanistan was unprecedented in complexity. Since 2012, Army logisticians have moved tens of thousands of pieces of equipment out of Afghanistan in the most difficult of environments while still under combat conditions. Never before in the history of the U.S. Army have our logisticians been so challenged, and subsequently, rose to the occasion so fervently.

The retrograde mission required innovation and creativity to overcome unique monumental challenges. An estimated value of \$30 billion in equipment – vehicles, helicopters, shipping containers, generators, communications gear, and more – was moved from a land-locked, mountainous and austere country. Logisticians dealt with unpaved roads and lacking infrastructure, extreme weather conditions, no partner neighboring nation to stage equipment for sorting and further movement, and no direct access to a seaport, all while still conducting combat operations. The challenges in theater were exacerbated by budget constraints and uncertainty at home, and simultaneous requirements for support to contingencies across the globe.



Soldiers from the 82nd Combat Aviation Brigade position a UH-60 Black Hawk helicopter on to a C-17 Globemaster III at Bagram Air Field, Afghanistan, Oct. 10, 2014. (U.S. Army photo by Staff Sgt. Christopher Freeman, 82nd CAB PAO)

Yet, a team of joint professionals and materiel experts used every possible mode of transportation, including difficult ground routes through Pakistan and Kazakhstan, air and sea, to accomplish the mission.

With major advancements in technology and the systems used to track equipment, and drawing from lessons learned during the Iraq retrograde, Army logisticians were careful stewards of the nation's resources. For each piece of equipment and container, the team identified the most appropriate disposition – bringing back what was economically feasible and usable for future operations, selling other equipment to Afghanistan and allies, or divesting in place.



Soldiers and civilian contractors review paperwork and prepare to conduct an ammo abatement inspection on several Mine Resistant Ambush Protected vehicles at Camp John Pratt Redistribution Property Assistance Team yard, Afghanistan. (U.S. Army photo by Sgt. 1st Class Timothy Lawn, 1st Theater Sustainment Command Public Affairs)

In all, the retrograde of equipment cost the U.S. less than the \$5.7 billion initially estimated in 2012. More than a decade's worth of accumulated gear, much of it heavy armored vehicles and equipment, and the U.S. military moved it halfway across the world in a complex, dangerous, and exceedingly complicated environment, for less than half of what UPS spent in transportation expenses in a single year.

At the height of the war, U.S. and NATO forces operated from 820 bases. That's been reduced down to only 25 remaining bases. More than 44,000 vehicles have been removed from theater. More than 107,000 containers filled with equipment from tents to communications devices to spare parts, have returned. Laid end-to-end, the containers would stretch from Maine to Myrtle Beach, South Carolina.

This massive operation was impeccably executed with little fanfare or attention. The seamless collaboration across multiple Department of Defense organizations, including the U.S. Army Materiel Command, U.S. Transportation Command, Defense Logistics Agency, U.S. Central Command, U.S. Army Central, and 1st Theater Sustainment Command, all in support of U.S. Forces-Afghanistan, set the example to follow in future operations.

The retrograde out of Afghanistan could only be accomplished by absolute professionals and Army logistical experts who deserve praise, acclaim, and commendation for their extraordinary and historic efforts. Army logisticians have overcome any doubt as to whether this monumental operation

could be accomplished, and their efforts should be recognized and highlighted as the example to follow in future contingencies.

BG Dix Shares Insights on Strategic Level Leadership with Carlisle ROCKS

By COL Gavin A. Lawrence, USA



BG Richard Dix provides insight into his path to becoming a strategic leader within the JIIM environment.

U.S. Army War College students focus their entire academic year on acquiring the skills and knowledge to successfully transition into a strategic leader within the Joint, Interagency, Intergovernmental, and Multinational (JIIM) environment.

Recently, members of the MG Charles C. Rogers Chapter of ROCKS INC. were fortunate to dialogue with a leader that has successfully made such a transition. On February 19th, the Carlisle ROCKS conducted an evening social/professional development session featuring BG Richard B. Dix, Commanding General of Defense Logistics Agency Distribution Command, as the guest speaker.



Members of the Carlisle ROCKS listen intently to BG Dix's remarks. Pictured: 1LT(P) Domonick Sylve, Ms. Charisse Adamson, LTC Bidemi Olaniyileiyimu.

During the discussion, BG Dix illuminated the path he took to become a strategic leader within the U.S. Army and more importantly his lessons learned along the way. The candid dialogue covered numerous relevant topics such as creating organizational culture & vision, effective communication

techniques, talent management, and senior leader ethics. All Army War College students and faculty in attendance walked away with a clear understanding of the characteristics, service, and sacrifice required of the senior leaders within our Army today. All in all a great event that served to sharpen the skills of men and women that aspire to be relevant strategic advisors and leaders within the JIIM.



Carlisle ROCKS Chapter members take a picture with BG Dix following the professional development session. Pictured (from left to right) front row: Professor Charles Allen, COL David Patterson, COL Jason Kelly, LTC(P) Steve Cornelius, BG Richard Dix, COL Rick Harney, COL Alton Clowers, ; back row: COL Gavin Lawrence, COL Randolph White, LTC(P) Monte Rone, COL Jeth Rey, LTC(P) Eric Jackson, 1LT(P) Domonick Sylve.

COL Baskerville challenges Corps of Cadets at West Point to live up to the values that its first African-American graduate embodied

By CPT Bryant L. Watson, USA



Colonel Baskerville addressing the Corps of Cadets during the Henry O. Flipper Dinner at West Point. (Photo Taken by Kathleen Eastwood)

During the annual dinner celebrating the graduation of Cadet Henry O. Flipper, the first African-American graduate of West Point, Colonel John Baskerville called on the Corps of Cadets to embody the values of vigilance, valor, and perseverance.

Throughout the address, Colonel Baskerville relied on Cadet Flipper's own observations and experiences as recalled in Cadet Flipper's memoirs, "Colored Cadet at West Point." To

elaborate on vigilance, he pointed out Flipper's inclusion of several newspaper articles of the day, reminding the Academy that it represents the American people as a whole, across economic and social boundaries, to include the "colored laborer [that] helps pay for their support." Colonel Baskerville reinforced Cadet Flipper's reminder when he urged today's cadets, as members of the Academy and the profession of arms, to remain "ever vigilant of the dangers of becoming disconnected" from the society they represent and serve.

Later, Colonel Baskerville recalled Cadet Flipper's valor when he faced being "cold cut," (completely ignored) by fellow cadets, even those that ostensibly held no racial bias or hatred. Of the experience, Cadet Flipper later recalled that "one must endure these little tortures-the sneer, the shrug of the shoulder, the epithet, the effort to avoid, to disdain, to ignore [...] It is a sting that burns long and fiercely." Colonel Baskerville emphasized that although this cruel weapon devised to bleed Cadet Flipper of his courage and drive him from West Point afflicted him heavily, he found the courage to keep moving forward, and graduated from West Point. COL Baskerville also discouraged cadets from the pusillanimous behavior of many of Cadet Flipper's timid peers when he said, "I am telling you that we cannot simply "cut" (that is, turn away from or avoid) hard issues or struggles." He challenged them to build their moral courage by confronting, as opposed to turning away from, the harder issues of the day.



Colonel Baskerville receiving a small token of appreciation from the Corps of Cadets. (Photo Taken by Kathleen Eastwood)

From Cadet Flipper's perseverance, Colonel Baskerville found two lessons. First, he found that we must "learn and draw inspiration from those that forged ahead on the trail before [us]...even if they were unable to complete the journey." Cadet Flipper's journey lends credence to this lesson, as he made space in his memoirs for those that had blazed the path before him, especially Cadet James W. Smith of South Carolina who was appointed to West Point in 1870, a few years before Cadet Flipper's arrival.

Although Cadet Smith failed to graduate, Cadet Flipper still dedicated an entire chapter, notably his last chapter, to Cadet Smith. Their story together further lends credence to Colonel Baskerville's second finding that "in our business, which relies on character, courage, and forging ahead, there is always work to be done...and that we cannot be dissuaded when we ourselves, or one among us, stumbles, or perhaps even falls."



The Corps of Cadets eating in the mess hall at the United States Military Academy (at West Point) during Colonel Baskerville's address (Photo Taken by Kathleen Eastwood)

Colonel Baskerville concluded with the idea that perseverance also includes the discipline to stay the course and strive for excellence in what may seem like mundane, everyday tasks. Here, he spoke of how Flipper sometimes mentioned incidents that appeared to be small, but actually played a key role in forging his character and building his grit and strength to succeed. COL Baskerville noted that, like Flipper, we cannot wait for heroic moments to build character and strength. Sometimes, we must simply charge ahead, celebrate small, everyday victories and realize that "not every moment that molds or defines a hero is a heroic or historic moment."

Interview with MG Gwen Bingham

By Carl L. Brown

*Combined Arms Support Command
Training and Doctrine Integration Directorate
Fort Lee, Virginia*

MG Gwen Bingham, USA



the best area to address.

On January 15, 2015, the birth date of Dr. Martin Luther King Jr., I had the distinct privilege and pleasure of interviewing Major General (MG) Gwen Bingham; another true trailblazer. While I could have interviewed MG Bingham to cover a plethora of competencies, I determined that resiliency would be

Resiliency is the ability to effectively deal with pressure; remain optimistic and persistent, even under adversity and quickly recover from setbacks. MG Bingham is a wife, mother, community servant, coach, mentor, teacher, Soldier and current commander of a 2-Star Command at the Detroit Arsenal in Warren, Michigan. The expectations of performance, the demands of her time, and the constant spot light that is placed on her led me to believe that an interview

with MG Bingham would provide insight into being resilient at the executive level of leadership.

MG Bingham is a native of Troy, Alabama. She graduated from the University of Alabama with a Bachelor of Science in General Business Management. She was commissioned as a second lieutenant in the Quartermaster Corps after being selected as an Army Reserve Officer Training Corps Distinguished Military Graduate. She has a Master of Science in Administration from Central Michigan University and a Master of Science in National Security Strategy and Resources from the National Defense University.

Her military education includes, but is not limited to, the Quartermaster Officer Basic and Advanced Courses; Combined Arms and Services Staff School; Army Command and General Staff College; the Industrial College of the Armed Forces, and the Army Inspector General Course.

MG Bingham has served in a myriad of staff and leadership positions throughout her career. The following is a list of a few of those assignments: Platoon Leader and Executive Officer, Fort Lewis, Washington; Field Services Officer, Fort Bragg, North Carolina; Group S1/Adjutant, Fort Bragg, North Carolina; Officer in Charge, Commissary Distribution Center, Defense Commissary Agency (DeCA), Manheim, Germany; Assistant Chief of Staff (ACoS), Materiel, Fort Hood, Texas; Executive Officer, ACofS, J1, Yongsan, Korea; Commander, 266th Quartermaster Battalion, 23d Quartermaster Brigade; Commander, United States Army Garrison; Commandant, US Army Quartermaster School and Quartermaster General, Fort Lee, Virginia; and Commanding General, White Sands Missile Range, New Mexico.

President Barack Obama sent her nomination for 2-star promotion to Congress on March 20, 2013 and on June 25, 2014, MG Gwen Bingham became the first female commander of the United States (US) Army Tank-Automotive and Armaments Life Cycle Management Command (TACOM LCMC). This trailblazing event was preceded by being the first female commandant and Army Quartermaster General of the US Army Quartermaster School, Fort Lee, Virginia and Commanding General, White Sands Missile Range, New Mexico.

As the TACOM LCMC Commander, MG Bingham is responsible for overseeing the acquisition and sustainment of approximately 60% of the major systems found within a Brigade Combat Team (BCT) within the Army. Within the TACOM LCMC, she is also responsible for leading, training, coaching, teaching, mentoring and collaborating with over 19,000 Civilians and Soldiers. The Detroit Arsenal, where MG Bingham is headquartered, also houses the laboratories and facilities of TACOM's partner for ground vehicle technology and engineering, the United States Army Tank Automotive Research, Development and Engineering Center (TARDEC), an element of the US Army Research, Development and Engineering Command (RDECOM). TACOM LCMC also has subordinate installations throughout

the US but MG Bingham's responsibilities extend beyond those boundaries because her collective Team operates and enables readiness within each of the Combat Commands (COCOMs) areas of operations around the globe.

MG Bingham oversees a staff of military and civilian personnel who implement technology and logistics solutions for Soldiers and the Joint Force Team. Among her staff and direct reports are a multidisciplinary team of talented professionals. Her acquisition, technology and logistics Team is responsible for providing "cradle-to-grave" support to America's Armed Forces across the ground combat and Soldier Support systems portfolio she and the TACOM LCMC is charged to manage. That support ranges from tank-automotive and armaments weapons systems research and development through procurement and fielding, to sustainment and retirement. Overall, the staff coordinates, plans, and executes TACOM's mission in support of the commander's intent and goals.

I asked MG Bingham to describe her typical work day. After a short chuckle, she proceeded to explain that her work begins in Warren, Michigan but takes her to locations both on and off the installation in order to 'see' TACOM in action and to help resolve issues pertinent to providing and delivering global readiness. To that end, she enjoys engaging with 'customers'—both on the installation and in places supported by her six depots and arsenals (from California to New York). Travel can be extensive in very busy months given the tempo of multiple initiatives and support requirements literally spanning the globe.

In fact, the interview was conducted while she was at an airport in the middle of travel. She continued and explained that a typical day might include meetings, focus groups, town halls, community outreach and social events, guest speaking, as well as mentoring (after hours and weekends). From my view, it almost sounded as if she is dangerously close to working 16 to 18 hours days on many days in a busy week. I decided not to ask her that question but left pondering the thought.

When asked, what her initial long term career goals were, she replied with a resounding "four years and not a day longer." Her initial plan was to leave the military and join corporate America or start her own business. After all, she was exposed to business early in life as her father ran a photography business for 14 years.

I asked if she ever envisioned herself in her current position. To which she replied, "absolutely not." However, the vision changed as she was selected to command at the Battalion level followed by promotion to Colonel and subsequent Brigade Command. She knew she was hooked on the Army well after 20 years of serving and was satisfied knowing that she had found her life's vocation. She went on to explain that the promotion to 1-Star was a surprise that she had not expected; promotion to 2-Star was yet another surprise and blessing as

has been the opportunity to serve in a 2-Star command—all of them blessings she is profoundly humbled and grateful for.

When asked about the values she contributed to her success, she pointed out her ‘belief in God, a supportive husband of 31 years, her children, family’ and “many, many, many people, who coached, taught, trained and mentored me along the way.” She continued by adding, “you can’t get there by yourself, lest you fool yourself.”

MG Bingham knows and understands that being resilient is critical in her current position. People depend on her; she works long hours; and there are many stressors (daily and weekly) associated with her work. Her mission is to develop, acquire, equip, and sustain the world’s most capable ground and support systems for joint warfighters through the integration of effective and timely acquisition, logistics, and technology. She understands that over 19,000 people within the organization’s life cycle management command count on her and expects a lot from her. She accepts that challenge and looks forward to supporting them daily.

As we continued the interview, she identified the following as essential to her resiliency: spiritual and physical fitness, being well-organized, utmost love and respect for fellow man, respect for what everyone brings to an organization, and having an outlet. She identified her outlets: cooking, music and dancing around the kitchen. In fact, during one of the calls to solidify the interview, she was going to the grocery store to purchase hamburger meat to cook some “good ole Alabama hamburgers” for her family during the holidays.

While MG Bingham enjoys cooking, music and dancing around the kitchen, she has a different approach to managing resiliency. She believes that if you love what you do then you do not see it as work. She went on to explain that she loves her roles as a wife, mother and Soldier. She also pointed out that, for her, every challenge presents an opportunity. Challenges support your ability to build resiliency, as well as build one’s strength as a person and leader. She also reminded me that we should take every opportunity to coach and teach along the way. She summed up her position on managing resiliency with a very profound statement, “there will be rain in your life but eventually the sun will shine.”

The ‘ah-ha’ moment!! Originally, she and her husband (Patrick or PJ as she calls him) were in the Army. They eventually came to a cross road because they wanted children. They both realized that it would be extremely difficult to balance two military careers and children. Eventually, they decided that she would be the one to stay in the military. Once PJ took on a career in education which meshed well with the Army, it allowed her the freedom to make the Army a career. Together, they could both pursue their passion. Not to mention the fact that she was having a lot of fun serving our country. As a caveat, she is the daughter of a retired Army NCO (medic); therefore, the Army has always been a part of her life.

While MG Bingham had many influences throughout her career, she pointed out that her mom and dad, Dr. Martin Luther King, Jr., General Ann Dunwoody, LTG (retired) Kathy Gaine, MG (R) Pete Proctor and MG Jim Chambers had the biggest impact on her ideals and leadership. She went on to explain that her father was a ‘people’ person and never met a stranger while her mom was a devout Christian and taught her to love your fellow man and the Golden Rule: “do unto others as you would have them do unto you.” I will add that if you ever have the pleasure to be in the company of MG Bingham, you will immediately realize that she is a people person; she respects everyone for who they are, and is very strong in her spirituality.

My final question to MG Bingham was asking for her recommendations for individuals aspiring to become an executive within the Federal Government. She told me, in Gwen Bingham form:

- Learn to love and appreciate people; they are the bedrock of any organization.
- Work hard, learn your craft well, and read daily;
- Keep a positive attitude always;
- Network and build relationships at every turn.

In conclusion, the interview with MG Bingham was not only informative but refreshing. Her accomplishments spoke volumes but that is not what was most impressive. I was most impressed with how unbelievably grounded and humble she remains. I have been around the military for some time. To know that she has accomplished so much in her personal and professional life but genuinely understands and places emphasis on the people in the organization, relationships and the team is humbling in itself.

I left the interview with MG Bingham confident that success is predicated on one’s ability to inspire people, gain their trust, work hard, master your craft, and, through it all, remain humble. I also left the interview understanding that an individual has full control over their ability to manage resiliency and should understand that loving what you do and respecting people is a huge step in managing resiliency. What an awesome experience and true representation of resiliency!!!

Did you know??

The new Cadet Barracks at West Point will be named after GEN B. O. Davis, Jr. This is an historic event and reason to celebrate! We have come a long way!

Leader Development with the TACOM Commanding General

By LTC(P) Karen M. Wrancher, USA

The Women's Mentorship Network at Fort Lee in collaboration with the Central Virginia Chapter of the ROCKS sponsored a professional development session with guest speaker MG Gwen Bingham at the Army Logistics University on 24 February 2015. MG Bingham is the Commanding General, U.S. Army Tank-Automotive and Armaments Command (TACOM), Life Cycle Management Command. MG Bingham educated the audience on TACOM's mission and held a candid discussion on leadership, attitude, confidence, competence, character, balance of family and building relationships. There were over 200 leaders in attendance at the event and they learned more about Women's Mentorship Network and the ROCKS. Among those in the audience were the command teams from 59th Ordnance Brigade; officers from the rank of Second Lieutenants to Colonel; Senior Warrant Officers and DA Civilians.



MG Gwen Bingham conducts an Officer Professional Development session with over 225 Officers ranging from Warrant Officer One to Colonel and three international students at the Army Logistics University at Ft Lee

MG Bingham started her LPD thanking over 200 individuals who were in attendance for their service. She then asked those with over 25 years of service to stand and, as she went higher in the years of service, the number of people who remained standing decreased until only one Soldier remained. It was Chief Warrant Officer Four Haynes (promotable), who was the last person standing and whose 33 years of service to the Army was acknowledged by MG Bingham. MG Bingham graciously yielded the floor for a moment for CW4 Haynes to take a few moments to talk about her 33 years of service which started as a Supply Sergeant.

After viewing a video about Army Materiel Command (AMC) and its mission, MG Bingham stated AMC is one of three Army Commands (with Forces Command and Training and Doctrine Command). Army Materiel Command's mission is vast, globally responsive and regionally aligned supporting Joint Forces worldwide. "If a Soldier drives it, flies it, wears it, shoots it, communicates with it or eats it, AMC provides it".

The Commanding General of Tank Automotive and Armaments Command then gave the audience a brief overview of the TACOM task, organization and mission. The organization, which includes the Integrated Logistics Support Center, Materiel Support Organization as well as all Army depots and arsenals, accomplishes its mission with the support of over 19,000 Soldiers and DA Civilians at 109 locations.



MG Bingham yields the floor to CW4 (P) Hancock allowing her to reflect on her 33 years of service.

MG Bingham spent time with the audience and shared her wisdom and insights spanning over 33 years of service in the Army. Some of her thoughts included:

1. An "affair of the heart" – (citing GEN Creighton Abrams), MG Bingham stated that serving in the Army is an affair of the heart and as a lieutenant she had made up her mind to serve for four years and not a day longer. Then, somewhere along the way, she "fell in love with the Army" --the discipline, the lifestyle and the people and it became an 'affair of the heart', loving to serve the Army and our Nation.
2. Leaders are the standard bearers, whose audio (what they say) should match their video (what they do). Leaders should be physically fit, possesses a positive attitude, have the knowledge and skills to proficiently execute their job/craft, exude confidence and have character. She asked from among the audience 'who had scored 300 on their last APFT'; then going up to 340, there were two female Captains left standing.
3. "People will not care what you know until they know that you care", a quote from the 46th Quartermaster General, MG(R) Hawthorne Proctor. She addressed the need to know your Soldiers well enough that you can tell if there is something that is out of the ordinary or not quite right with them. This is critical in situations when a Soldier feels overwhelmed and may need assistance.
4. Saying "thank you" and to acknowledge the individuals who support you on your job and getting the mission done but do not overlook thanking your family.

5. Your success is determined by doing well in tough jobs and your overall body of work.
6. Balance is important. Balance between your job and work. Balance with taking care of your family and taking care of yourself as you continue to develop and grow as a person.
7. She stated the importance of developing relationships and sustaining the relationships you do have. The strength of our Army is its people and staying connected to good people can only help and enrich your Army journey.

CPT Tamara Da Silva, one of the Lead Facilitators of Women's Mentorship Network and MAJ Byron Matthews, President of the Central Virginia Chapter of the ROCKS, presented MG Bingham with a plaque and certificate, respectively, in appreciation for her providing the leadership professional development session.



CPT Tamara DaSilva, Lead Facilitator of the Women Mentorship Network at Lee presents MG Bingham with a star plaque.



*Pictured (l-r) 1LT Dace Mozga (Latvia), MG Gwen Bingham, CPT Hye Min Park (Korea) and 2LT Eriselda Shema (Albania).
Photo taken by Rebecca Joyner*

Women's Mentorship Network: A New Approach to Mentorship

By CPT Tamara Da Silva, USA

The Women's Mentorship Network (WMN) inspired by female US Army Leaders integrated into the Brigade Combat Team staff and company command positions where they represent the extreme minority. Utilizing the technique and mythology as discussed in the book *the Spider and Starfish*, by Ori Brafman, the WMN started informally at Fort Hood in February 2013 with a focus on mentorship, leadership and small group discussions. The network foundation reinforces ADRP 6-22 and the core principles of trust, respect and empowerment; aligned with military values these core principles promote effective mentorship within the ranks.

The unique approach employed by of the WMN is the mentoring circle. Circles exist primarily as vehicles to educate and develop mentees and mentors. Circles are only limited to the creativity and energy of the participants. Lead by a trained facilitator, Circles consist of events such as professional development, reflective writing, role-playing aimed at sharing and professional experiences. The secondary outcome is that attendees will interact and meet potential mentors or mentees. This new dynamic approach to mentorship co-founded by MAJ (P) Robin Johnson and MAJ Heather Gunther, and endorsed by Gen Dempsey, Chairman of the Joint Chiefs of Staff held an official launch at The Women In Military Service To America Memorial, Arlington, VA in October 2014.



A WMN Circle where the participants exchange information about each other and their profession, family and career field.

The official launch conference and social supported by the Chairman of the Joint Chiefs of Staff, Gen Dempsey and his wife, Diane, focused on a group of about fifty women discussing the development of female military leaders through mentorship. Select attendees had the opportunity to attend facilitator training focused on establishing traditions and qualifying them to serve as advisors and facilitators for WMN. Ori Brafman, author of the *Spider and Starfish*, led the training. The WMN embraced the core concept in the *Spider and Starfish* as the "unstoppable power of leaderless

A bird doesn't sing because it has an answer, it sings because it has a song. – Maya Angelou

organizations.” Each participant learns and adds value and stays connected to WMN regardless of geographic location. Relocation means the ability to initiate new mentoring circles.

WMN at Ft Lee, just one of the new locations of WMN launched on 30 October, 2014 reflecting on the history of women in military service. Leading the Legacy was facilitated by Dr. Francoise Bonnell, the Director of the US Army Women Museum and Mrs. Tracy Bradford, the Museum Curator. Since then, WMN has taken off with circles that focus on different topics: physical fitness, profession of arms and the power of networking. To learn more about WMN, a new approach to mentoring, focused on the female military leader and find a network near you visit www.womensmentorshipnetwork.com. "Learn. Leverage. Lead."



*Women Mentorship Network Information meeting
at the US Army Women's Museum*

Profile of the Successful Leader

By LTC(P) Karen M. Wrancher, USA



COL Hamilton (centered) poses with attendees

On January 15, 2015, COL Charles R. Hamilton, a 2014 Rock of the Year and the Executive Officer to the Deputy Chief of Staff G4 addressed an audience of officers at the Army Logistics University located at Fort Lee. The officer

professional development session which was sponsored by the Women's Mentorship Network, provided an opportunity for the officers to hear directly from a former brigade commander. COL Hamilton shared his experience and insights regarding some of the factors that make officers successful and others head and shoulders above their peers. As the former Brigade Commander of the 101st Sustainment Brigade, the Life Liners at Fort Campbell, COL Hamilton stated that you want your unit to be physically fit, well trained and highly disciplined. He went provided insightful, tangible and realistic examples.

Increasing Professional Knowledge and Proficiency

COL Hamilton stated that we, as an Army, are moving away from Forward Operating Base (FOB) Logistics and moving to scalable expeditionary units which are agile and flexible. COL Hamilton addressed the audience on the need to be well-versed in the latest tactics and techniques. Many of the officers who attended the OPD were Logisticians; therefore he stressed the importance of understanding global logistics and supply chain management. Also he emphasized that we must understand the operations that we are supporting. He asked the officers present if they had read the latest AOC 2025. He also encouraged those attending schools to take full advantage of the opportunity to study and seek out information that is readily available.

He stated as a Soldier and leader, one must be skilled and well versed in the latest technologies and systems. He used colorful examples to make his point such as: "If you were going in for a procedure involving laser surgery, you would be concerned if the surgeon entered the operation room with a hack saw." COL Hamilton encouraged attendees who are not familiar with the latest technologies and systems to find a way to obtain that information or knowledge.

As an example, one could contact an observer-controller for the latest trends and operational changes. "Don't wait for it (requirement/mission) to come to you, if you do, it will and it will be overwhelming". COL Hamilton stressed that while you are in school use this opportunity to study. "However, whether you are a student or not, the Soldier that stands out is the one who was smart enough to get the information and who is prepared when he arrives to the unit showing himself capable and competent above his peers.

The Leader Who Moves to the Head of the Class

After being at war for over a decade, it was important and still is important to be tactically competent. Now fewer units will deploy but the question and requirements remain the same, "What are you doing to get your unit ready (for deployment or a contingency operation), physically fit, trained and disciplined? As a leader you will have to put systems in place to train your Soldiers, maintain accountability, and handle the administration of awards. COL Hamilton shared with the audience how he challenged and trained his staff by asking "If the orders were cut in February for the Soldier to PCS and it is June, why I am signing the award now and the Soldier has already left?" He went onto state, he made it "painfully uncomfortable" for the whole chain of command as he had

everyone from the battalion commander to the platoon leader assembled before him as he waited on leaders to provide him with an explanation.

Every officer has an opportunity to reenforce values and provide direction and vision to their subordinates. For COL Charles Hamilton his philosophy is simple; Soldiers and leaders should be physically fit, well-trained and highly disciplined to be effective. What systems are we putting in place to train Soldiers, manage maintenance, supply, transportation and administration? These programs are important in maintaining a high level of readiness. We have been a Nation at war for over a decade, so what are we doing to prepare our units for another deployment or contingency operation? Often times we will hear leaders say "we have to get back to the basics," I think the basics have proven to be a great platform or base that has allowed us to deploy and have success on the battlefield," said COL Hamilton.

As we have downsized our footprint in Afghanistan, young leaders need to prepare themselves for training on their installation that does include an ARFORGEN cycle. Our company and battalion commanders will begin to participate in Quarterly Training Briefs (QTBs) again and this could potentially serve as a unit's scorecard. Leaders who are successful are the ones who understand the "big picture" not only understanding their mission, but being a leader who clearly grasps and comprehends the vision and intent of the commander.

As the operational theater in Iraq and Afghanistan draws down, units are reinstituting Quarterly Training Briefs (QTBs). COL Hamilton stated that the QTB is a good indicator of who is paying attention and who is not. Key questions like these should abound: What is the plan for training in accordance with the commander's training guidance? How many people in the formation are passing the APFT? How many are deployable? What is the unit PT average? "Whatever end state you have must be tied to the commander's priorities. The one who is paying attention and gets it will ensure that his or her end state and LOEs are nested in the commander's priorities."

As far as discipline is concerned COL Hamilton stated "I am all about back to the basics." "The first thing I do is salute before any handshakes or combat hugs." He shared that when he was in the 101st Division for only two weeks, he reported to the Commanding General, then MG (now LTG) McConville, who took him on a run. "This was not a slow run, this is a 6-1/2 minute pace for six miles." When we were finished, "I am standing in front of the 101st CG. I am standing a parade rest. Was I in trouble? No, it's a sign of respect." The news went from the Division Headquarters to the Brigade Headquarters, that the new Colonel could hang. COL Hamilton did not fall out or behind while running with the CG. Additionally, for those who saw the interaction with between COL Hamilton and the 101st CG, they observed that he was a leader who practiced and demonstrated respect and discipline.

If you want to command, be highly trained, fit and highly disciplined. Command is not about consensus, not about being popular, and you don't have to get a vote. As the leader, go down into your formations. The Brigade Commander is no longer that mystical character that you do not see. COL Hamilton went on to say, "The Army is not for everybody. There are some that discover the Army is not for them but while you in the Army, you're not going to just hang out here. We are going to get some good work and productivity out of you."

The Calm in the Midst of Storm

COL Hamilton's final thoughts were on leading with passion. As COL Hamilton continued to address the audience, he reflected on his most recent tour in Afghanistan. We are in a tough business where we may have to lead Soldiers into combat and unfortunately we can suffer casualties in combat. "It's ok to cry and get upset...it's natural." He told the officers present that each individual reacts differently to a loss in combat.

The Former Brigade Commander emphasized during the time of loss or crisis, you need to lead with a sturdy hand. Your ability to remain composed will have a calming effect on your formation. A technique that worked for him was taking the initial report and allowing the Soldiers in the TOC and those on the ground to do their jobs. "You can cry but during the time of loss or crisis, you need to be a cool calm figure in the tactical operations center (TOC). When we loss a Soldier, I would go and take a 15 minute walk and return. I stepped back and allowed all the hard training that we had done to manifest. I had total confidence in my leaders in the TOC and on the ground to do everything possible to take care of our Soldiers." Addressing the audience consisting mostly of Basic Officer Logistics Course (BOLC) students, He stated "You are going to be the LT (lieutenant) on the ground establishing security. There are going be times it is going to get tight (dangerous) but you have to be the calm in the storm. You have to be the leader that your commander will feel confident in and he or she will say Lieutenant Hamilton, Captain Hamilton, he's got it."

COL Hamilton talked about one incident when the Lifeliners loss two Soldiers who were conducting a convoy mission. He stated that he and his Command Sergeant Major, CSM Eugene Thomas went down to the unit, some Soldiers obviously grieving and crying. When they arrived they tried to calm everyone down. He addressed the Soldiers telling them they would stand down for two to three days. After he was finished addressing the group, one of his female Soldiers, who COL Hamilton stated was no more than 5'2", 5'3" makes her way through the crowd of Soldiers encircled around him and his Command Sergeant Major. She said to COL Hamilton, "We want to go back out" softly four times. The other Soldiers rally around her and what stated as a small gentle statement just above a whisper turned to a crescendo with Soldiers chanting loudly, "We want to go back out!"

The unit followed the proper procedure standing down. COL Hamilton went on to say Soldiers are very resilient and are brave. He implored the audience of leaders to : Go out there, get out of your office from behind your computer and talk to tyou soldiers. Lead from the front with physical fitness, maintain accountability, readiness, and discipline. He also said that adversity and challenges are not bad things.

COL Hamilton left us with this thought, “Our Soldiers show remarkable courage each and every day and have unwavering trust in their leaders. We owe our Soldiers extremely competent leaders. Always lead from the front and remember a Fit – Trained – Disciplined unit is a unit ready for combat anywhere in the world.”

1st Female USADT Commander

*by 3d US Infantry Regiment
(The Old Guard)*



1st Lt. Lauran Glover, the first woman drill commander of the U.S. Army Drill Team [USADT], 4th Battalion, 3d U.S. Infantry Regiment (The Old Guard), and her Soldiers perform, Nov. 23, at a football game at Candlestick Stadium in San Francisco, Ca. (Courtesy photo)

Being a female officer in a mostly male military is not the easiest job; however, there are women who continue to tear down the walls and barriers that have prevented them from certain positions.

1st Lt. Lauran Glover, a military police officer, has paved the way for women in the U.S. Army when she was recently selected as the first woman drill commander of the U.S. Army Drill Team [USADT], 4th Battalion, 3d U.S. Infantry Regiment (The Old Guard).

For more than 50 years, the USADT has showcased the U.S. Army both nationally and internationally through breathtaking routines with bayonet-tipped 1903 Springfield rifles. As the commander, Glover leads that team of Soldiers in drill and ceremony during performances for military, government, non-profit, and civilian organizations.

“I am honored and proud for this opportunity to represent the Army, women and my country,” said Glover.

A graduate of the officer candidate school, Glover was first assigned as a military police officer at Guantanamo Bay, Cuba. Following that assignment, she became a platoon leader for the 289th Military Police [MP] Company (The Old Guard) on Joint Base Myer – Henderson Hall, Va.

“When I joined the Army, I had no idea the Army even had a drill team,” said Glover. “After I saw one of their performances, I knew I wanted to be part of that team and their legacy.” She added only at The Old Guard can a Soldier conduct tactical training one day and then perform a world-class ceremony for the American public on the next day.

Performing in ceremonies is nothing new to Glover; after all, she was as a key member in the Military District of Washington’s 2014 Twilight Tattoo [TLT] and Spirit of America [SOA] performances.

TLT and SOA are live-action military pageants featuring Soldiers from The Old Guard and the U.S. Army Band “Pershing’s Own.” They give a glimpse into American history through performances by The U.S. Army Blues, vocalists from The U.S. Army Band Downrange and U.S. Army Band Voices, The Old Guard Fife and Drum Corps, and The U.S. Army Drill Team.

“I enjoyed my time as a narrator during those shows,” said Glover. “It took countless hours of preparation and execution to prepare for the crowds averaging in the thousands from all across the country.” Glover’s performances earned her numerous positive comments from not only the attendees but also from the senior leadership at The Old Guard.

“I have great leaders at here, and their experience and guidance has helped mold me to be the commander of the drill team,” said Glover. “It shows that if you work hard it doesn’t matter your race or gender.”

Glover said she is happy that more women in the military are stepping up to take on rolls traditionally filled by men.

“I hope I do inspire other women and Soldiers just as I was inspired by my mother, who also serve in the military,” said Glover. “If you want to be or do something, it is all up to that individual.”



Registry for Veterans and Service Members

The Department of Veterans Affairs Airborne Hazards and Open Burn Pit Registry allows eligible Veterans and service members to document their exposures and report health concerns through an online questionnaire.

Eligible Veterans and service members include those who served in:

- Operation Enduring Freedom/Operation Iraqi Freedom/Operation New Dawn
- Djibouti, Africa on or after September 11, 2001
- Operations Desert Shield or Desert Storm
- Southwest Asia Theater of Operations on or after August 2, 1990

Check your eligibility and sign up (<https://veteran.mobilehealth.va.gov/AHBurnPitRegistry/#page/home>). It takes about 40 minutes to complete the questionnaire. You can do it in one sitting or save it and come back later. After completing the questionnaire, you may request a free, optional medical evaluation.

You'll need a Premium DS Logon Level 2 account to sign up. Don't already have one? [Go to My Access Center \(https://www.dmdc.osd.mil/appj/dsaccess\)](https://www.dmdc.osd.mil/appj/dsaccess) to register for a DS Logon.

Learn more about the registry.

<https://veteran.mobilehealth.va.gov/AHBurnPitRegistry/#page/about>.

If you have health concerns, talk to your health care provider or local VA Environmental Health Coordinator.

Action plan guides treatment and study

Airborne hazards are substances moving through the air that pose danger or risk. The dusty, polluted environments of Iraq and Afghanistan contain many potential airborne hazards.

The high level of fine dust and pollution common in those areas may pose a greater danger for respiratory illnesses than exposure to burn pits on U.S. base camps, according to a 2011 Institute of Medicine report, Long-Term Health Consequences of Exposure to Burn Pits in Iraq and Afghanistan.

Acting on the findings and recommendations in the report, VA and the Department of Defense are working to:

- Develop a standard screening and evaluation of Service members and Veterans with respiratory complaints after deployment in order to improve care
- Conduct a long-term study that will follow Veterans for decades looking at their exposures and health issues to determine the impact of deployment

BG Adams-Ender Visits San Francisco State University



BG Adams-Ender & Dr. Belkin



BG Adams-Ender & the SFSU students

Former Secretary of the Washington D.C. Chapter of the ROCKS, Inc., LTC Clydea Prichard-Brown Makes a Difference in Operation Inherent Resolve

By COL Conrado Morgan, USA, Ret.

LTC Clydea (Dea) Prichard-Brown, former Washington D.C. Chapter of the ROCKS, Inc. Secretary and 2014 Bobby Burke Award Winner for the Washington D.C. Local Chapter and National Board of the ROCKS, Inc., deployed to Iraq in September 2014. She was assigned to work for the Department of State on a 3-star Staff as a Foreign Military Sales Case Manager with the Office of the Security

Cooperation – Iraq (OSC-I), at the Baghdad Embassy. As the lead OSC-I logistics officer, responsible for acquiring and procuring “urgent needs” equipment for Iraq, Dea directly affects Iraq’s success in battling ISIS.

Dubbed the “MRAP Queen”, Dea received accolades for leading the DOD Enterprise in acquiring armored vehicles and personal protective equipment for Iraq. Dea received a Joint Service Achievement Medal for her herculean efforts and hard work from 28 September to 25 December 2014. She was recognized for her leadership, organizational skills and logistic acumen in coordinating hundreds of personnel across five commands to deliver 250 MRAPs and 12,000 sets of protective equipment to Iraq and Kurdish Regional Government. Dea’s efforts garnered Congressional approval in 30 days and the direct presidential funding to support Iraq and coalition forces.



LTC Clydea Prichard-Brown

In January 2015, Dea was immediately moved up as the Deputy Chief of the OSC-I Army Team, becoming responsible for equipping Iraq’s 12 new Iraq Security Force Brigades. Through the use of Excess Defense Articles, Foreign Military Funding, the Presidential Drawdown Authority, and the newly released Iraq Train and Equipment Fund, Dea oversees the coordination and procurement of equipment, and supervises its shipment, delivery and receipt from the U.S. Government to Iraq.

Dea was selected by the Dept. of State, as the Embassy’s Black History Month person of interest. As the Embassy’s most senior African American female officer, Dea was asked to host a live “chat” with the Embassy’s Facebook community to discuss her contributions as a black officer and female leader. The Live Facebook chat was held on 22 January 2015. It was the first ever live chat conducted by the Embassy. Because of the huge participation by over 800 plus members of the Embassy’s Facebook community, the Ambassador personally recognized this event as one of the most successful BLM events recorded by the Embassy.

Dea is also a member of the Embassy Women’s International Group, which is a panel of senior women who are responsible for speaking on behalf of Embassy women, both military and civilian, educating the international community on preventing the unfair treatment of women and addressing ways to prevent sexual harassment on the Embassy compound in a population where the ratio of men to women is 50:1.

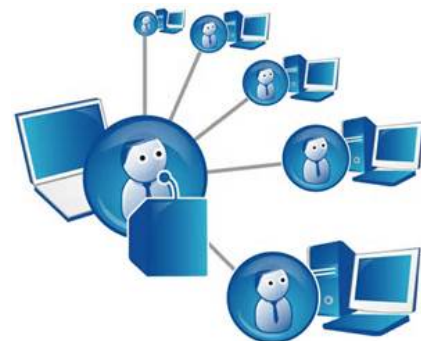
The ROCKS, Inc. family is extremely proud of LTC Clydea “Dea” Prichard-Brown. We are confident that she will continue blazing a trail of outstanding success and professionalism as she represents the ROCKS organization with distinction. Dea will redeploy from Iraq in September 2015. We will be eager to welcome her home and back into the arms of her ROCKS family.

KEY ANNOUNCEMENTS & ACTIONS REQUIRED

The ROCKS Inc. Leadership and Training Webinar

18 April 2015

(Calling all Members of The ROCKS Inc.)



The National Board of The ROCKS Inc. will conduct its first 2015 virtual meeting on 18 April 2015. The meeting will start promptly with a roll call at 1215 hours EST, followed by a welcome from the Chairman, BG (R) Earl Simms and introduction of our guest speaker, LTG James C. McConville, the Deputy Chief of Staff, G-1.

Following the presentation by the G-1, the remaining agenda will include the following topics: Mentorship Process, Fund Raising and By-Laws voting.

All members of The ROCKS Inc. are invited to the Webinar. We will use GoToMeeting to facilitate this meeting. Be sure to go to www.rocksync.org to register for the Webinar. It is limited to 100 participants on a first-come, first-served basis.

The Registration link along with the agenda and instructions will be emailed to all registrants no later than April 17, 2015.

***IMPORTANT:** You do not need a GotoMeeting account to attend the Webinar.

If you have any questions contact CPT Jessica E. W. Main at Jessica.w.mail@mail.mil or (703) 805-0016 or COL Lillian Dixon, bdds_land@yahoo.com or (703) 986-7606.

41st ROCKS Annual Spring Gala and Awards Ceremony *Saturday, April 18, 2015*

The ROCKS, Inc. was approved in June 2014 as a Commemorative Partner in support of the Vietnam War 50th Commemoration. The ROCKS, Inc. is among more than 7,000 Commemorative Partners all across America assisting a grateful Nation in thanking and honoring our Vietnam Veterans and their families. Especially families who lost loved ones during the Vietnam War.

Vietnam Veterans and their families will receive special recognition for their service and sacrifice at the 41st Annual Spring Gala.

(Event sold out as of March 11, 2015)

National Board 2015 Elections

Action Required:

1. Chapter Presidents must distribute the Slate of Officers to their financial members for review.

2. Chapter Presidents and Rocks National Board members will vote on the Election Slate either in person, electronically, or by proxy in accordance with the Bylaws. All voters must be in good financial standing or a life member at the National level.

Nominations were previously requested for The Rocks, Inc., Board of Directors election scheduled for 18 April 2015 during The National Leadership and Training Webinar. Each Chapter President is required to distribute the Slate to their membership.

Additional nominations may be made independently of the nominating committee by any twelve [12] or more members. The names of such nominees and the offices for which they are nominated together with the names and signatures of the twelve proposers must be filed with the ROCKS Secretary not later **than** 18 March 2015, which is 30 days prior to the National Webinar. The Secretary shall circulate a list of such independent nominees in the same manner as the committee's list of nominations at least 10 days before the webinar.

2015 ELECTION SLATE NOMINEES

Chairman

BG Earl Simms, USA Ret.
COL Conrado Morgan, USA Ret.
VP ROTC Programs
Nominee: none

VP Programs & Strategic Planning
BG Velma Richardson, USA, Ret.

VP Corporate Outreach
Nominee: none

PLEASE NOTE: Each Chapter may recommend a representative to be a part of the National Board for one year appointment. The National Board may then designate up to five (5) Chapter Representatives from those nominated by the Chapter.

The following Chapter Representatives were appointed for the **2014-2015** period.

1. LTC Elgin Allmond USA (Korea)

The following Chapter Representatives are nominated for the **2015-2016** period.

1. LTC Charles Holden, USA Ret., Hampton Roads Chapter
2. COL Bernard Warrington, USA, Aloha Chapter
3. Write-in:
4. Write-in:

ATTENTION! ATTENTION!!
THE DRAFT 2015 BYLAWS HAVE BEEN
DISTRIBUTED TO ALL CHAPTERS. PLEASE
REVIEW! PLEASE CONTACT THE ROCKS,
INC. HQS IF YOU HAVE ANY QUESTIONS OR
COMMENTS ABOUT THE DRAFT BYLAWS.
VOTING ON THE BYLAWS WILL OCCUR
DURING THE APR 18TH WEBINAR.

ROCKS & LEADERS ON THE MOVE

Lieutenant Colonel Raphael Heflin Takes Command of the 142nd Combat Sustainment Support Battalion

By COL James Jennings, USA



LTC Raphael Heflin, Commander, 142nd Combat Sustainment Support Battalion, 15th Sustainment Brigade, 1st Armored Division, Fort Bliss, Texas

On 20 January 2015, a new chapter began for the 142nd Combat Sustainment Support Battalion. Lieutenant Colonel Raphael Heflin took command of the “Mavericks” on a beautiful and unseasonably warm, winter morning at Fort Bliss, Texas complete with all the grandeur of a military ceremony. LTC Heflin is responsible for leading, training, and caring for over 800 Soldiers assigned to a Headquarters and Headquarters Company, a Quartermaster Composite Supply Company, a Support Maintenance Company, a Heavy Composite Truck Company, a Heavy Equipment Transport Company, and a Movement Control Team. His battalion is attached to the 15th Sustainment Brigade and performs tactical distribution and sustainment operations in support of the 1st Armored Division and other aligned units.

LTC Heflin will continue to oversee the transformation of the 142nd under the Army 2020 doctrinal concept in which Combat Sustainment Support Battalions are standardized and aligned with divisions. Fort Bliss and the 15th Sustainment Brigade did not have an Echelon Above Brigade supply and distribution or pass back maintenance units until recently. The 504th Quartermaster Company and the 147th Support Maintenance Company officially activated on 16 January 2015. Under LTC Heflin’s leadership, both organizations will become fully integrated into home station training, Combat Training Center rotations, and contingency operations as required.

LTC Heflin is a distinguished graduate of the Mercer University ROTC Program in Macon, Georgia. While at Mercer, he earned a Bachelor of Business Administration degree in Accounting. He received his commission into the Regular Army as a Quartermaster Officer in 1998. Following

company command, he served as a Joint Chiefs of Staff intern in the Washington D.C. area where he completed an Executive Masters of Policy Management Degree at Georgetown University. As an intern, he also served as a Deputy Legislative Assistant for two Chairmen of the Joint Chiefs of Staff and as a Strategic Communications Division Chief for the Army G4. LTC Heflin recently served as the Facilities and Logistics Branch Chief for the Intelligence Directorate at the U.S. Central Command Headquarters in Tampa, Florida.

In his change of command speech, LTC Heflin expressed that “Team Heflin is honored and blessed to join this unique and dynamic battalion ... and I could not be more excited to be part of the Fort Bliss Iron Soldier Division and the Wagonmaster Brigade.” He is joined in command by his wife and high school sweetheart, LaShawna and their son, Jayden.

ROCKS Member Assumes Command of Georgia National Guard’s 48th Infantry Brigade Combat Team

By COL Charles D. Allen, USA Ret.



Colonel Reginald Neal, Commander

On February 8, 2015, Georgia Army National Guard Colonel, and ROCKS Inc., member, Reginald Neal became the first Black officer to command the historic 48th Infantry Brigade Combat Team, based in Macon, GA. The 48th Infantry Brigade traces its lineage back to 1825, when the *Macon Volunteers* were organized as part of the Georgia militia. Colonel Neal began his career in the 48th Brigade as a Self-propelled howitzer (M109A5) Battery Fire Direction Officer (FDO) in 1994. He subsequently commanded the 48th Brigade’s 1st Battalion, 118th Field Artillery Regiment (Direct Support), during the 48th Brigade’s deployment to Afghanistan in 2009. Colonel Neal attributed his selection for this highly demanding command to his twenty years of service in leadership and developmental positions in combat formations.

Colonel Neal graduated from Georgia Military College in 1989, where he was commissioned as a 2nd Lieutenant in the Field Artillery. He has held positions of leadership from serving as a Firing Battery Platoon Leader to being assigned as the G3-Operations Officer for the 3rd Infantry Division Rear, during the

initial invasion into Iraq in 2003. In addition, COL Neal has served on strategic-level National Guard Bureau (NGB) committees such as the Combat Vehicle Task Force, and the Field Artillery Advisory Committee, as the Battalion Commander Sub-committee chairman. He attended the US Army War College in Carlisle, PA from 2011-2012, where he held the position of secretary of the MG Charles C. Rogers chapter of ROCKS. Colonel Neal is currently working with the leadership of the Georgia Army National Guard to establish the first ROCKS chapter in the National Guard. Colonel Neal, who focused his War College Strategy Research Project (SRP) on ways to improve diversity in the military, believes that the objectives of the ROCKS would benefit organizations like the Army National Guard, which struggles with developing minority and female leaders to be competitive at the strategic level. COL Neal points out in his thesis that, "Managing diversity and the issues that arise from ineffectively or simply not addressing the lack of organizational diversity is a leadership challenge."

In addition to his duties as the commander of the Georgia Army National Guard's largest formation, Colonel Neal is dual assigned as the Deputy Chief of Staff for Operations Officer (G3) for the GA Army National Guard. Colonel Neal realizes the enormity of his current assignments. "I'm thankful that our Adjutant General and the Commander of the Georgia Army National Guard have confidence in my ability to hear two very large hats in our organization" said Neal, "and I won't let them down."



Col. Reginald Neal, left, accepts command of the 48th Infantry Brigade Combat Team from Col. Thomas Carden, commander of the Georgia Army National Guard, during a Feb. 8 ceremony outside the 48th's headquarters in Macon, GA.

Colonel Neal, an active member of the ROCKS, is also involved with several other social and civic organizations including; the Chatham Artillery, Alpha Phi Alpha Fraternity Inc., American Legion Post #160, and is a Life member and Senior Vice Commander of VFW Post #5408 in Acworth, GA.

COL Neal also serves as a certified Motorcycle Safety Foundation (MSF) Rider-Coach for the GA Army National Guard. In 2014, he was awarded a Doctorate in Education (Ed.D) from Argosy University.

COL Neal lives in Dallas, GA and is married to Kim Leigh Neal from Bloomingdale, GA. He has a daughter.

The ROCKS, Inc. Online Membership Directory



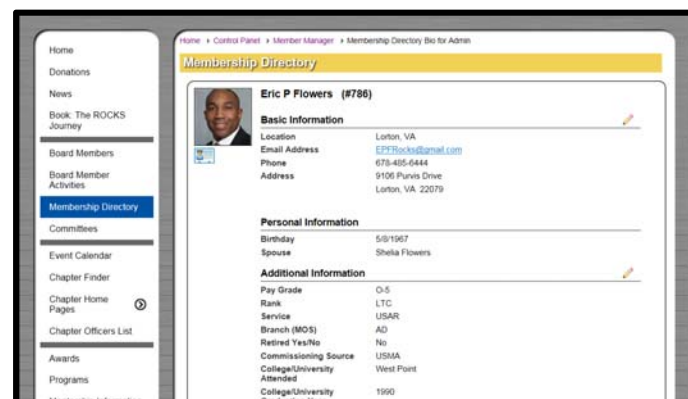
Do you need contact information for a ROCKS member? Do you want to find out if there are ROCKS in your area?

As a member of The ROCKS, Inc. you have access to the online membership directory. Just login at www.rocksync.org and click on "Membership Directory" and conduct a search.

If you have forgotten your login information, go to the website and click on "Forgot Password," follow the instructions, and a temporary password will be sent to the email that is on file.

Has your email, address, or phone number changed? Have you been promoted? Have you retired?

Please take a moment to log in and review your membership profile and update any discrepancies. It is important that we have accurate information on file in order to keep you "in the know." You may even add a photo ☺





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We are unique individuals. We are a tight-knit team. We are independent thinkers. We share a common mission: to fight crime, to protect America's security, to contribute to the nation's Intelligence community, and to make our world better. Discover why now, more than ever, there is no other career like an FBI career.

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We are currently seeking candidates from the following backgrounds or professions: Attorneys • Certified Public Accountants • Network Administrators/IT • Engineers • Detectives • Scientists • Computer Science • Cyber Security • Military (specifically Special Operations, Explosives, Weapons of Mass Destruction and Intelligence) • Law Enforcement experts • Individuals with a proficiency in a Foreign Language (currently most sought - Spanish, Chinese, Arabic, Korean, Urdu, Punjabi, Pashto, Russian and Farsi) • as well as many other disciplines.

You must possess a Bachelor's degree plus 3 years of professional work experience; be available for assignment anywhere in the FBI's jurisdiction; be between the ages of 23 and 36; and be in excellent physical condition with the ability to pass a rigorous physical fitness test.

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Our Professional Staff reflect diverse skills well beyond law enforcement and they play an integral role in our country's security. Our careers are comprised of a myriad of specialized roles including: Intelligence Analysts • Linguists • IT Specialists • Computer Scientists • Scientists • Administrative Assistants • Accountants • Electricians • Engineers, Human Resources Specialists • Security Officers • Electronics Technicians • Tradesmen • and many more.

Explore our variety of opportunities from entry level to senior management.

Learn more at: **[FBIjobs.gov/ROCKS](https://www.fbi.gov/jobs)**

All FBI employees must be U.S. citizens and must consent to a complete FBI background investigation, drug test, and polygraph as a prerequisite for employment and to receive an FBI Top Secret Security Clearance. The FBI is an equal opportunity employer and supports workforce diversity and inclusion.

2015 AWARD ANNOUNCEMENTS

2015 ROCKS of the Year



MAJOR GENERAL BYRON S. BAGBY, USA RETIRED



COLONEL LILLIAN ANITA DIXON, USA

2015 Honorary ROCKS of the Year



GENERAL DAVID G. PERKINS, USA



LIEUTENANT GENERAL ROBERT L. CASLEN, JR., USA

2015 Robert B. “Bobby” Burke Awardees



MAJOR TAMISHA R. NORRIS, USA



CAPTAIN MARIA A. LIGHTFOOT, USA



The following cadets have been selected to receive a **LTG Edward Honor Leadership Award** stipend in the amount of \$2,000.



Cadet Kenya Clark
Alabama A&M University



No Photo Available
Cadet Kyndreshia Q. Stroman
Fayetteville State University (AFROTC)



Cadet Terrence Wright
Hampton University

The following cadets have been selected to receive a **R.C. Cartwright Scholarship** stipend in the amount of \$2,000.



Cadet Owen J. Gaffney, III, Elon University
(Host Battalion: NC A&T University)



Cadet Landon L. Jordan
Jackson State University



Cadet Isaiah R. Lee, North Carolina Agricultural
and Technical State University



Cadet Marcel D. Callahan
Jackson State University



Cadet Georgina A. Motley
Bowie State University



Cadet Deja S. Nicolas
Fayetteville State University



No Photo Available
Cadet Dennis Price, Alabama A&M University



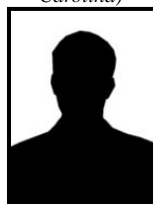
Cadet Benson O. Uche, Benedict College
(Host Battalion: University of South
Carolina)



Cadet Warren L. Barksdale, III
Hampton University



Cadet Michelle Cardenas, North Carolina
Agricultural and Technical State University



No Photo Available
Cadet Kenya Clark
Alabama A&M University



Cadet Brooke Holloway
Florida A&M University

NATIONAL BOARD & CHAPTER UPDATES

National Board of the ROCKS, Inc. Mentorship Program

By COL Austin D. Bell III, USA Ret.
VP, Mentorship



The concept of mentoring has been employed for centuries as a way of capitalizing on the wisdom and insights of successful role models or experienced individuals, who are committed to supporting the development and success of less experienced members of the group, organization or profession. Over time, it has grown into both an informal practice between individuals and a more formal tool organizations can use to nurture and professionally develop their personnel. From its inception the ROCKS, Inc. has recognized the act of mentoring as a core mission and a primary *raison d'être*. It views mentoring as the principal means by which the organization and its members share, encourage and inculcate professional values and attributes associated with being a successful military officer/ DA Civilian and overall positive contributor to society writ large.

On 1 January 2014, the National Board of the ROCKS, Inc. formally established the mentorship program to be utilized by Chapters/Interest Groups to mentor their members. The mentorship program, along with the implementation plan, fact sheet, and other related documents, is located on the National Board of the ROCKS, Inc. website under the heading of mentorship. Following lists the key objectives and characteristics of the program:

Mentorship Program Objectives:

- Establish and cultivate personal, positive and productive mentoring relationships across ROCKS, Inc. Chapters/Interest Groups.
- Participants define personal and professional goals to be achieved by mentees and craft plans to meet those goals.
- Model and advocate competence, communication, social, leadership skills, and community service.
- Provide competent and available mentors.
- Provide forum and process for an ongoing understanding of the history and traditions of the military and ROCKS, Inc.

Mentoring Program Characteristics:

- Mentorship program sponsored by National Board of the ROCKS, Inc.
- It aligns with the TRADOC Mentorship Program.
- Mentors can be AD or Retiree senior-grade officers (LTC & above), or DA Civilians (GS-14 and above).
- Mentees are AD or Reserve junior-grade officers up to the rank of Major or DA Civilians up to grade GS-13.
- Mentors should be at least two grades higher than mentee.
- Each mentor-mentee partnership should occur within a prescribed time period.
- Mentor-mentee partners are carefully selected, matched and trained to facilitate development of a productive relationship.
- Mentor-mentee partnership is kept strictly on professional level.
- Mentoring connection will occur outside of the mentee's chain-of-command and will be with mutual consent of mentor-mentee partners.
- Participation in the mentorship program must not affect normal job performance or command readiness.
- Chapters/Interest Groups will have knowledge of each mentor-mentee partnership and will periodically monitor progress.
- Mentors required to provide mid and final progress reports.
- Chapters/Interest Groups will conduct exit interviews with all terminated mentor-mentee partnerships.

The National Board of the ROCKS, Inc. Chairman has made establishing the mentorship program at all Chapters/Interest Groups one of his highest priorities for 2015. Considering the current downsizing environment that's fully underway within the Army, it's critical our junior officers and DA civilians are afforded the opportunity of being mentored by ROCKS, Inc. senior members. All Chapters/Interest Groups should be in the midst of fully implementing the mentorship program if not done so already. If you are an interested mentee or mentor who wants to participate in the program, please contact your local Chapter/Interest Group and inquire about how to get started.

"What I've found about it is that there are some folks you can talk to until you're blue in the face--they're never going to get it and they're never going to change. But every once in a while, you'll run into someone who is eager to listen, eager to learn, and willing to try new things. Those are the people we need to reach. We have a responsibility as parents, older people, teachers, people in the neighborhood to recognize that."

— Tyler Perry, [Don't Make a Black Woman Take Off Her Earrings: Madea's Uninhibited Commentaries on Love and Life](#)

News from (Y)our Membership Development Team

By COL Eric P. Flowers, USA



More than likely, many of you have heard the saying, “You’re your best career manager.” This has been the case for many years and, more than likely, it will be this way for many years to come. If you accept this proposition, it may be in your best interest to do any and every thing in your power to set yourself up for success. One thing that may be beneficial to you is for you to get on board with the Army Career Tracker (ACT) program (accessible via <https://actnow.army.mil>).

The ACT is a web-based platform that allows users to manage individual career objectives and monitor one’s progress towards achievement of career objectives and goals. ACT gives your supervisors and mentors the ability to see where you stand in relation to achieving your goals. This knowledge helps them proactively understand how they can be the most help to you in your career progression. The portal is designed to facilitate timely and relevant interaction between individuals and their leaders and/or mentors. This tool is CAC-enabled and available to Soldiers and civilians.

In an effort to promote the productive development of our members, this article encourages each member to register in ACT and once enrolled, send your mentors an electronic request for them to be your mentor. This latter action is a formal way of pairing mentors with mentees. Once your mentors accept the invitation, a virtual forum exists to sustain communication regardless of your respective locations. The automated aspect of this tool facilitates goal setting, career advice and relevant feedback essential to effective career development. As the premier mentoring organization for the Army, ROCKS is well postured to embrace this capability and make it work for our members. Please register with ACT by May 1 and inform your chapter’s leadership once you have registered.

If you have no mentors to add, then perhaps you can use this as an opportunity to initiate a search for one or two mentors. Conversely, if you do not receive an electronic invite to be a mentor, then perhaps you need to touch base with your mentees and encourage them to get on board with ACT or initiate a search for one or two mentees in order to play a more proactive role in developing the Army’s bench.

ACT is vehicle we should warmly embrace to add value to our membership in ROCKS. It will help add more structure to our efforts to facilitate folks’ ability to capitalize on career developmental opportunities that will benefit them (and our profession) in the long term. Although this article highlighted the mentoring aspects of ACT, the portal affords access to a multitude of services and resources that beneficially aid one’s career development activities. It is a little-known, yet useful resource that will serve you well; take advantage of it as soon as you can.

Fellow members, we are responsible for one another and our affiliation with this organization indirectly conveys that we care for one another as well as for our profession. With such compassion in our hearts and healthy desire to succeed in our careers, it makes sense that we do whatever is necessary to set ourselves- and each other- up for success. See you on the high ground!

Be the Standard!

Change is in the air

By COL Eric P. Flowers, USA
VP, Membership Development

Within our profession, we are often encouraged to take heed to the notion that the only constant in life is change. This holds true for the way we do business with our organization; there comes a time when things must be done differently (to help the organization grow and survive) and in such instances, it should not cause surprise when those times confront us. We are on the threshold of such a scenario.

To stay ahead of escalating costs related to the various things we do as a world-wide organization, our best interests are served if the organization implement a modest dues increase. For our purposes, ‘modest’ will fall between \$3 and \$8, depending on a member’s grade/rank.

Additionally, to streamline our fiscal management activities, it is in the best interests of the ROCKS to modify our dues structure. Specific modifications consist of a reduction of the nineteen dues paying categories currently on our books and a universal “due date” for all dues payments. A leading date for this new “due date” will be September 1. A consequence of this effort will be the *temporary* suspension of the multi-year dues paying option. These adjustments will also facilitate members’ ability to be “financial” with their local chapters and National, all at the same time.

The preceding, proposed changes will be voted on by Chapter Presidents on April 18. In the event the proposals pass, your National Membership Development team will forward detailed information on how the organization will undergo this comprehensive transition during the next year. In the interim, please forward any questions, issues or concerns to me at EPFROCKS@gmail.com.

As leaders in our profession, we have been trained to expect and adapt to change when and wherever it presents itself. This time, and in this organization is technically no different than the situations for that we have been developed to handle. Subsequently, I ask you to share my confidence and optimism that what lies before us will make us stronger and is worthy of selfless, collective commitment to see it through its completion.

Thank you in advance for embracing change designed to help and propel the organization.

Be the Standard!

MG General Stephen M. Twitty Conducts Leader Development Session on “How You Can Be Successful”

By LTC Jeanette A. Martin, USA

MG Stephen M. Twitty served as the keynote speaker for the Fort Bliss ROCKS Chapter leader development session on January 8, 2015. The Commanding General, 1st Armored Division and Fort Bliss, shared words of wisdom and offered some advice to a diverse audience on “How You Can Be Successful” in today’s Army. He emphasized that individuals must define success for themselves and should consider the following four points:

1. Familiarity with the Requirements for Branch Success.

MG Twitty stressed that Soldiers must meet specific prerequisites for advancement within their branch at certain points in their careers. “What are these requirements?” he asked. “If you do not know, figure it out” [by doing your homework and seeking assistance from those who do] MG Twitty urged. Leverage your Assignments Officer but do not count solely on him or her to manage your career – this is primarily an individual responsibility.



MG Stephen M. Twitty discusses “How You Can Be Successful” at the Fort Bliss ROCKS leader development session on January 8, 2015



MG Stephen M. Twitty addresses the audience at the Fort Bliss ROCKS leader development session on January 8, 2015

2. Knowledge of Your Craft. MG Twitty underscored the importance of being an expert in your area of responsibility because it adds to your credibility and ability to lead successfully. Those highly skilled in their “craft” have confidence in what they do – “a noticeable swagger,” he said. A lack of expertise diminishes one’s ability to lead effectively and creates an unhealthy command climate. MG Twitty closed this point by asking, “What techniques are you using to perfect your craft?”

3. Effective Writing Skills. MG Twitty recommended those with deficient writing skills enroll in classes early in their careers. Written correspondence is how subordinates communicate with their superiors most of the time as they progress through the Army ranks. Additionally, MG Twitty stated everyone should allow someone else to review his or her work before submission – “a second or third pair of eyes never hurts before it goes to the boss.”

4. Finding a Mentor. MG Twitty said a mentor is “someone you want to be like” and instructed the audience to “stop looking for someone who looks like you.” The Army is diverse and gaining different perspectives always makes people and our institution better.

In closing, MG Twitty stated that “we are not a zero defects Army.” As we continue the drawdown, individuals must decide if military service is right for them. His words of wisdom and advice on “How You Can Be Successful” in today’s Army are useful in making this determination.

A lie can travel around the world while the truth is putting it's boots on! -- Mark Twain

Bingham addresses Rocks at Pentagon

By CPT Taneshina R. Wright, USA

On February 5, 2015, the Washington DC Chapter of the ROCKS Inc. held an Officer Professional Development session at the Pentagon. More than 70 officers, Department of Defense Civilians, and retirees attended. Major General Gwen Bingham, Commander of the US Army TACOM Life Cycle Management Command (LCMC) and 2014 ROCK of the Year recipient was the guest speaker. MG Bingham spoke on the topics of the US Army TACOM LCMC and Leadership.

MG Bingham began by thanking everyone for their service to the nation and stated that each person's contribution makes the United States Army the greatest in the world. She cited the need for leaders to remain vigilant in order to win in complex scenarios. In order to do so, she explained, it is important to broaden one's portfolio to become a strategic thinker.

MG Bingham recommended that each person read the Army Operating Concept and Force 2025 and Beyond (dated October 2014) authored by General David G. Perkins, Commanding General for the US Army Training and Doctrine Command.

Next, MG Bingham outlined the TACOM LCMC's mission and described its current role in supporting military organizations around the world. The LCMC employs more than 20,000 personnel who enable fusion among Acquisitions, Logistics, and Technology sectors to support a total of 130 countries. In leveraging "teams of teams", TACOM's top priorities are to support Soldiers, strengthen LCMC, and maintain Strategic partnerships while also optimizing its core triad: Military, Academia, and the Defense Corridor.

MG Bingham continued on the topic of leadership, expressing, "There is no bad job in the Army." After encouraging all the attendees to do their best work throughout any endeavor, she also highlighted the importance of caring for each person on the team by recognizing their efforts and truly valuing everyone. Competence, confidence, leading by example, networking, effective communication, active listening, lifelong learning, and "being mission-focused, *while* caring for personnel" were just a few of the hot topics that fell on the attentive ears of all those that filled the Pentagon Press Room.

"I will definitely heed Major General Bingham's advice and incorporate everything she said into my daily life and my leadership toolbag," commented Warrant Officer Felton Screen who travelled from Fort Belvoir to attend the Officer Professional Development session.

She also encouraged everyone to read daily and to learn to play golf. Engaging in these activities enable Soldiers to "talk to people on different levels," MG Bingham stated. According to Bingham it is critical to remain relevant in the workplace and therefore today's officers need to be current and well versed on a multitude of topics. They must also be approachable, Bingham elaborated, and unafraid to smile.

Building and maintaining relationships with people is as equally important as the work itself, she explained. Doing so, however, is easiest when each person maintains a positive attitude and sound moral compass.

In order to remain competitive, MG Bingham recommended that each person seek challenging jobs and understand the operating environment. She cited the importance of professional counseling. Understanding the stressors that all leaders face, she encouraged each person to pay attention to his or her strengths and weaknesses. According to MG Bingham, when seeking a mentor, one would be surprised who he or she can learn from, "Invest your time and energy in those who wish to see you succeed, and rise above situations involving those who do not." At the end of the day, she said, "it is important to understand that people are going to remember a person's energy and enthusiasm."



Hampton Roads Chapter of The Rocks, Inc. Conducts Annual Planning Offsite

By LTC Charles "Chuck" Holden, USA Ret.

The Hampton Roads Chapter of the Rocks, Inc. began another busy year with the hosting of its annual planning offsite at Fort Eustis, Virginia from 6:00 pm to 9:00 pm on January 20th and 22nd 2015. During the offsite, the Executive Committee reviewed the National Rocks Vision, Mission Statement, and Focal Points of Interest. Guidance in these National statements provided the basis and foundation for developing chapter goals and objectives for 2015.



LTC (Ret.) Charles "Chuck" Holden Briefing the Chapter's Annual Plan of Action for the Year

The Executive Committee quickly focused their attention on several key areas the chapter felt were important for growth and sustainment. These areas consisted of: Membership Development – attracting new members (including junior officers and DA Civilians (GS-12 and above), retaining current members, mentoring junior officers, and increasing the number of active members involved in chapter operations and scholarship fund raising activities/events.

Understanding where to focus the chapter's efforts and limited resources, the Executive Committee reviewed the chapter's vision and mission statement to ensure it aligned with that of National Board. The next order of business was to develop the goals objectives that would provide guidance and direction to the officers and committee chairs in their effort to develop the events, activities and associated budgets for 2015. These events, activities and supporting budget will serve as a roadmap for the chapter for 2015 and early 2016.

Over the two day offsite, the Executive committee developed the following goals and objectives.

- GOAL 1: Sustain/increase membership at a level to ensure viability of chapter and the accomplishment of its goals and objectives.
 - Objective 1: Establish a program to retain current membership and recruit 15 new members.
 - Objective 2: Increase ROCKS marketing efforts.
 - Objective 3: Promote membership through mentorship and networking.
 - Objective 4: Conduct appropriate venues to award scholarships and recognize members.
- GOAL 2: Explore new approaches and techniques for mentoring junior officers. Implement the National Board of Directors (BOD) Mentoring Program, where applicable. Provide feedback to the National BOD as to what is and is not working as part of the quarterly report.

Also developed was draft Officer Professional Development (OPD) topics and schedule for the year. OPD sessions are part of General Membership Meetings (GMM). General Membership Meetings (GMM) generally occur on the first Tuesday of each month alternating between luncheons and evening meeting times. Executive Committee Meetings generally occur the last Thursday of each month.

OPD Topics and Schedule:

- 3 Feb 15: History of Buffalo Soldier – Part II at Ft. Eustis Club
- 3 Mar 15: Offsite Brief Back at Fort Eustis Hospital
- 7 Apr 15: TRADOC CG or Senior Leader at Ft. Eustis Club
- 5 May 15: Suicide Prevention, PTSD at Fort Eustis Hospital
- 2 Jun 15: 911 GI Bill at Ft. Eustis Club
- 14 Jul 15: Mid-Year Offsite at Fort Eustis Hospital

- 4 Aug 15: New NCOER at Ft. Eustis Club
- 1 Sep 15: Rater-Senior Rater Relationship at Ft. Eustis Club
- 6 Oct 15: Financial Planning at Fort Eustis Hospital
- 3 Nov 15: TSP; Annual Elections at Fort Eustis Hospital
- 1 Dec 15: Roles of DoD/DA Civilians and Contractors at Ft. Eustis Club/

Scholarship and Operating Account Fund Raisers:

- Autobel: February \$352
- Personal Donations: Begin in February
- Triple Play Cash Raffle: Begin in February with drawings in April, August, December
- Bagging at Commissary: August
- Golf Tournament: 18 Sep (1st Alternate Date – 25 September; 2nd Alternate Date – 2 October)
- Personal Donations: October – December
- Zumbathon (Jun)
- Membership Local Dues

Non-Fundraising Chapter and Community Service Activities/Events:

- Rocks Sponsored Career Day at Denbigh High School: 6 February 15 (Community Outreach Event)
- Joint Cookout: Tentative Dates 22 August 15; Alternate Date 29 August 15 (Membership Benefits Event)
- Battle of the Bays: 26 Sept 15, NSU vs HU at NSU (Community Outreach event)
- End-of-the Year Cookout (Late Fall - Date/Loc. TBD) Free to members. (Membership Benefits Event)
- Chapter Christmas Social (6 Dec) (Pay as you go event)
- Caroling at the Hampton Veterans Hospital (12 Dec 15) Community Outreach/Service Event

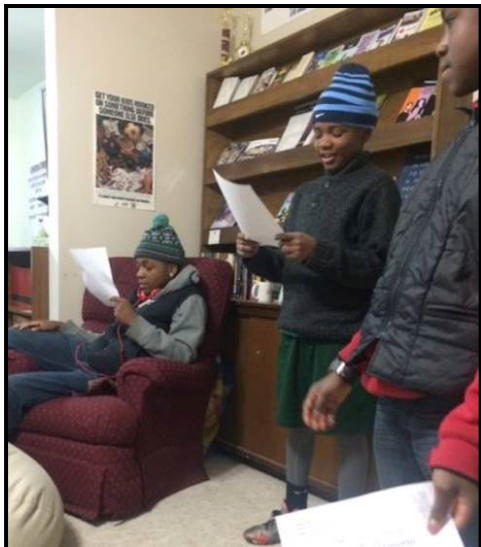
The offsite culminated with a briefing by LTC (Ret.) Chuck Holden on the annual events/activities and supporting budget, and key points to be considered when implementing the chapter's plan of action for the year. A lot of work was accomplished over course of two evenings. The chapter is off and running in hopes of another exciting and productive year.

ROCKS-Catalyst for Change within the Carlisle Community

By COL Gavin A. Lawrence, USA

"If not now, when?" This was a question posed by members of the MG Charles C. Rogers Chapter at the start of the year. When would the Chapter's members, composed primarily of students attending the U.S. Army War College, have a more opportune time to give back to the local community?

A few members of the Chapter did more than talk about this concept. They “walked the walk” and became instruments of change within the Carlisle community. Led by U.S. Army War College student, Ms. Carrie Johnson-Clark, Carlisle ROCKS volunteered in support of the Carlisle Victory Circle (CVC) Program. CVC is a United Way Agency established in 1995 with a mission to challenge young people to prepare for their future through education and character development.



Children practicing reading skills with ROCKS members at the Carlisle Victory Circle Program.

Carlisle, PA not unlike many other towns across the nation is afflicted with pockets of poverty. Too often children residing within these sections lack the structure and guidance to achieve success. CVC attempts to bridge this gap by providing academic tutoring and mentorship to elementary through high school age children that are in desperate need of assistance. Ms. Carrie Johnson-Clark and members of the ROCKS have volunteered twice a week in support of the CVC program providing academic assistance and leadership training to children that participate in the program. According to Johnson-Clark “if the ROCKS can make a change in the life of just one of the children in the program it is time well invested.” The CVC program is just one of the ways the Carlisle ROCKS is attempting to be a catalyst of change within the community.



COL Jason Kelly (Carlisle ROCKs Member) poses with children participating in the Carlisle Victory Circle Program



Ms. Carrie Johnson-Clark (ROCKS CVC Project Lead) with program participants.

MG Charles C. Rogers Chapter of ROCKS Inc. conducted a Dinner/Social with the Commanding General for US Army TACOM, MG Gwen Bingham

By COL Gavin A. Lawrence, USA

On Monday, 16 March 15 at the Army Heritage and Education Center in Carlisle, Pennsylvania, the MG Charles C. Rogers Chapter of ROCKS Inc. conducted a dinner and social with the Commanding General for US Army TACOM, MG Gwen Bingham. At the dinner MG Bingham shared with all ROCKs in attendance her lessons learned and the tools attained within her professional kit bag throughout her progression through the ranks to be one of our Army's strategic leaders. MG Bingham's Senior Enlisted Advisor, CSM Jesse Sharpe provided additional remarks from the Senior Enlisted perspective. An absolutely phenomenal event that professionally developed all senior leaders in attendance.



MG Bingham addresses the assembled audience



Carlisle ROCKs listen intently as MG Bingham speaks



CSM Sharpe addresses the audience



COL Gavin Lawrence presents a gift to MG Bingham



Carlisle ROCKs with MG Bingham and CSM Sharpe

Hampton Roads Chapter Starts a New Year

By LTC Toney C. Mooney, USA Ret.

The Hampton Roads Chapter (HRC) kicked off its 2015 Operating Year with the January General Membership Meeting on January 3rd at the McDonald Army Medical Center Conference Room, Ft. Eustis, Virginia. In addition to discussing routine Chapter business, the newly elected Officers for the 2015 Operating Year took the oath of office as outlined in the chapter bylaws. Administering the Oath of Office was the Chapter's Senior Advisor, MG (Ret) Wallace Arnold. Taking Office were: MG (Ret) Frank Batts, Chapter President; LTC Kirk Calloway, Vice President for Operations; LTC Wanda Horton, Vice President for Administration; CPT David Brown, Recording Secretary, LTC (Ret) Toney Mooney, Correspondence Secretary; LTC (P) Mary Woodard, Treasurer; Col (Ret) Debra J. Carroll, Assistant Treasurer; LTC (Ret) Chuck Holden, Parliamentarian/General Council; LTC (Ret) Lloyd Carter; Historian, and COL (Ret) Lucious Morton, Chaplain.



Hampton Roads Chapter Officers for 2015:

LTC (P) Mary Woodard from left; MG (Ret) Frank Batts; LTC (Ret) Toney Mooney; LTC Wanda Horton; LTC Kirk Calloway; COL (Ret) Lucious Morton; LTC (Ret) Lloyd Carter; LTC (Ret) Chuck Holden; and MG (Ret) Wallace Arnold. Not shown are Col (Ret) Debra J. Carroll, Assistant Treasurer; and CPT David Brown, Recording Secretary

After the business portion of the meeting concluded, LTC (Ret) Mooney introduced the Guest Speaker for the Officer Professional Development porting of the meeting, CW4 (Ret) "Trooper" Rick Patton. Trooper Patton is a Black History/Military Lecturer who served 30 years on active duty, and is a Vietnam Veteran, with six overseas tours. He was an All Source Intelligence Technical, and a Hungarian linguist. Trooper Patton is a Life Member of the 9th and 10th (Horse) Cavalry Association. Trooper Patton's topic was the History of the Buffalo Soldier. He presented numerous fact about the struggles and triumphs of the Buffalo Soldiers. He also presented many other aspects of Black Military History. Finally he provided a video on the dedication ceremony for

the Buffalo Soldier monument held at Ft. Leavenworth, Kansas on July 25, 1992. His presentation was informative, and Trooper Patton was invited back to the General Membership Meeting in February, held at the Ft. Eustis Club. The final portion of the dedication ceremony video was a speech by, then Chairman of the Joint Chiefs of Staff, GEN Colin Powell.



MG (Ret) Batts presents an engraved HRC Pen-St to CW4 (Ret) "Trooper" Richard Patton

Trooper Patton provided a powerful insight on Black Soldiers in US Military History. He reminded all in attendance about how important it is to study and remember history as well as understanding the struggles and accomplishments of those in the past.

MG (Ret) Batts, concluded the February OPD by presenting Trooper Patton with an engraved HRC Rocks Pen set as a token of the Chapter's appreciation.



CW4 (Ret) Patton's Black History Display Table

*Always do your best. What you plant now,
you will harvest later. -- Og Mandino*

Camp Arifjan, Kuwait ROCKS Interest Group Gains Traction

By CPT Neville Rose, USA



COL Nelson Rosen, M.D. (center), with Camp Arifjan, Kuwait ROCKS Staff and attendees after his speech

In October of 2014 the Camp Arifjan, Kuwait ROCKS Interest Group kicked off FY15 with increased torque. The Kuwait ROCKS Interest Group accomplished this by beginning the fiscal year at full throttle with a media and marketing campaign aimed at raising awareness, increasing the ROCKS membership and encouraging officers to join the organization.

Word of mouth continues to be the most universal way to disseminate information, however primitive, given today's technological advances; it still works. Other vehicles used to spread the word are posters, banners, distribution lists, and brochures. In addition, prior to every guest speaker that addresses the monthly audience, the local president presents an overview of the organization emphasizing a call to action echoing the ROCKS Mission.



BG Daniel G. Mitchell addressed an audience at the Camp Arifjan ROCKS monthly event November 2014

Evidence of the campaign efforts are reflected in the growing number of attendees each month. Since October 2014, the attendance has grown from 12 to 32 attendees from October 2014 to December 2014. Among these attendees are the existing members of the Camp Arifjan ROCKS Interest Group

who has also experienced a 30% increase in its staff over the last four months. The campaign efforts and other future events promise to continue driving awareness, participation, and promoting membership. Thanks to the committed team at Camp Arifjan ROCKS Interest Group who is determined to see this campaign through.

Since October 2014, the group has coordinated for the support of top notch Senior Officers to be guest speakers. These Senior Leaders are eager and willing to share their knowledge and experiences with Junior Officers who hunger for their time tested wisdom and mentorship. The community at Camp Arifjan has listened to the following speakers over the past few months: COL Anthony S. Cole, Combined Joint Task Force/Coalition Forces Land Component Command Deputy G8 whose message covered the myriad of changes that has occurred in the Army over the last decade. Also, U.S. Army Reserve COL Nelson G. Rosen, M.D. discussed role models and a comparative analysis between a few well known Generals. And finally, BG Daniel G. Mitchell, Deputy Commanding General 1st Sustainment Command (Theater) addressed "Leadership and the Profession" which is the bedrock of the Army.

January 2015 event kicked off with LTC Jennifer K. Hicks-McGowan, Commander of the Brigade Special Troops Battalion, Area Support Group – Kuwait and Camp Buehring. Her presentation is titled "The Responsibility of Leadership". It was another rich and educational mentorship session for all in attendance. Look out for a variety of speakers in the coming year as the Camp Arifjan ROCKS Interest Group promises to deliver rock solid events and the wisdom of the speakers for the coming year which will continue to strengthen the Officer Corps, promote mentorship, networking, and professional development.



THE ROCKS INC.

CONCERN, DEDICATION AND PROFESSIONALISM

KUWAIT INTEREST GROUP

Calling ALL Officers and Warrant Officers!!!

- Are **YOU** where you want to be in your Career
- Are **YOU** where you want to be in life?
- Are **YOU** capable of achieving more?

If not, answer this call to join the ROCKS Interest Group and you'll gain the tools you need to achieve success!!!!

BACKGROUND:
Formed in 1974, The ROCKS, Inc. began in Washington, D.C., since then its membership has grown worldwide to over 1150 members in 15 chapters and one interest group. It was formed to provide mentorship, professional development and social interaction to Strengthen the Officer Corps.

WHO: The ROCKS, Inc. Camp Arifjan, Kuwait Interest Group

WHAT: Be apart of **YOUR** Professional Development & Mentorship

WHEN: Once a Month

WHERE: ASG- KU Conference Room (subject to availability/event)

WHY: To Invest in Yourself, Your Career & Your Future

R = Resourcefulness

O = Officership

C = Commitment

K = Knowledge

S = Scholarship

 Find us on Facebook

(The National ROCKS)

WWW.ROCKSINC.ORG

contact us at Rocks.CampAJ@gmail.com

A Camp Arifjan, Kuwait "Call to Action" flyer



CADETS CORNER

A Visit from a Commanding General

By Cadet Donte Jones

On Thursday, February 5, 2015, the Commanding General of the Military District of Washington, Major General Jeffery Buchanan began his day differently than a General normally typically would. Major General Buchanan is in charge of one of the nine major commands in the Army and instead of conducting his usual morning PT session or sitting in on important meetings with major ramifications. Instead he chose to visit, as well as share some of his knowledge and wisdom with a small group of the future leaders of the Army. In a classroom at Howard University, Major General Buchanan spent his morning talking to the cadets of Bison Battalion in regards to the Army he once knew, the direction the Army is entering, and the importance of being an efficient leader.



MG Buchanan speaking with enthusiastic Bison Battalion Cadets from Howard University

Major General Buchanan began by simply asking a question to the cadets present, "What is the difference between a leader and a manager?" he asked. While all the cadets stated qualities that separate a leader from a manager, the one key difference that Major General Buchanan spoke on was being a leader by example. Major General Buchanan explained to the cadets that, "Soldiers want to have the best lieutenant; they want to brag about you." It is an officer's job to not only be the standard bearer for his or her unit but to also lead from the front of that unit. Major General Buchanan then went on to tell the cadets a story of a Master Sergeant who won the Silver Star for his actions in combat in 2007. Afterwards, he explained to the cadets the "rest of the story" about how that same Master sergeant was a Private First Class. Major General Buchanan was on the verge of kicking this soldier out of the military. Thankfully he listened to one of his senior NCOs allow the Soldier to continue to serve, a choice that would later lead to that soldier saving the lives of those around him and being awarded the Silver Star. From that story, Major General Buchanan illustrated many of the lessons he has learned throughout his years of service, some of them being to listen to your NCOs and that everyone is worthy of a second chance.

Transitioning into a new subject manner, Major General Buchanan spoke on a topic unique to most cadets in the Bison Battalion. He spoke on the fact that African American officers are the minority in the Army; however, the Army is the world's biggest meritocracy that emphasizes that every individual entering the Army is to be judged on their work and not their race. He spoke on why the Army needs minority leaders in the combat arms branches and that minority soldiers deserve to have leaders that look like them. Once that portion of the event was completed, Major General Buchanan opened the discussion to all cadets and began to answer questions, along with two of his Aides. The cadets asked questions pertaining to concrete experiences that they've encountered throughout their years in the Army. Towards the end of the discussion Major General Buchanan presented a coin to one of the Battalions best MSIII, Cadet Nasir Young. The time that Major General Buchanan took out to speak to the Bison Battalion has left a lasting impression on the Bison Battalion.



Cadets King, Langston, Weyant, and Conrad from Woodbridge Senior High School Army JROTC program present the National Colors to open the 25th Annual Oratorical Contest on Monday, 19 January, 2015 at the Hylton Chapel, Woodbridge, VA. Photos courtesy of The Afro American Newspaper, Inc.

The Woodbridge Senior High School Army Junior Reserve Officer Training Corps Participates in Martin Luther King Jr. 25th Annual Oratorical Contest

By LTC Victor W. Burnette, USA Ret.

The Woodbridge Senior High School (WSHS) Army Junior Reserve Officer Training Corps (JROTC) Program Color Guard Team presented the American and Virginia flags as they opened the Martin Luther King Jr. 25th Annual Oratorical Contest on Monday, 19 January at the Hylton Memorial Chapel. According to Ms. Shelia Coleman, the school's Assistant Principal and Supervisor for the JROTC program at WSHS and one of the volunteers for the event, "this was the first occasion that the Color Guard Team participated and I am so glad that the Cadets were able to display our flag for the observance of the Martin Luther King Jr. National Holiday." Photos courtesy of Mr. Edger Brookins, The Afro American Newspaper, Inc,



In support of Martin L. King Jr. holiday, Woodbridge Senior High School JROTC Cadets King, Langston, Weyant, and Conrad prepare to open the 25th Annual Oratorical Contest at the Hylton Chapel, Woodbridge, VA. Photos used with permission of The Afro American Newspaper, Inc.

Captain to Major

By Cadet Dianna Murchison

On February 12, 2015, Howard University ROTC Cadets visited the United States Army Corps of Engineers building for Captain French D. Pope III promotion ceremony to Major Pope. Major Pope's family and friends were present along with many other Soldiers that he works with daily. Major Pope has been a mentor for many of Howard University Army ROTC Cadets; therefore, the cadets believed it was very important to be at the ceremony to congratulate and support Major Pope. It was a great experience that allowed Cadets to help celebrate his accomplishments and network with military personnel.



LTG Bostick administering the oath of office

One of Howard University cadets, Michael Thompson, had the honor of giving Major Pope's promotional orders in front of the entire crowd. Cadet Thompson is a MS1 and took on the responsibility with confidence, and received many compliments for his leadership. Cadet Thompson spoke about his experience by stating, "Remembering and reciting Major Pope's promotion orders word from word was my way of expressing the sense of pride, happiness, and comradery that I have for Major Pope. The promotion ceremony, although a brief one, will remain inspirational forever."

There were other cadets in attendance that had the opportunity to speak with Major Pope and many other officers following the ceremony. Cadet Benison said the following about her experience, "Major Pope's promotional ceremony was very motivational, and it showed that we all can achieve greatness through hard work and dedication. Major Pope's journey is very inspiring." Many of the cadets share the same support for Major Pope.

The Bison Battalion congratulates Major Pope on his promotion.



LTG Thomas Bostick, MAJ Pope and his spouse, Mrs. Teisha Pope

Ambition to Accession

By Cadet Xavier Jones

"Know the leader you want to become tomorrow and the necessary tasks of today will emerge with profound clarity." That was the closing remark to my fellow Cadets of the Fightin' Miner Battalion at the University of Texas, El Paso (UTEP) during the welcome back ceremony of the Spring 2014 semester. In order for you to achieve what you want; you must have an intended end state. Knowing what you wish to achieve for yourself will have a critical impact on your performance and considerable influence on the potential

capacity you have to serve our nation. We learn to be the best planners but the most important aspect of learning is not retention but the execution of the plan. How well can you apply the lessons you've learned to your life? As a cadet, how far ahead have you planned your future? Planning from this point is monumentally significant because the agony of proceeding day-to-day in performance of your duties without a plan without career goals and objectives you won't enjoy will be overwhelmingly gruesome.

Where does the process of career planning for your service in the Army begin? Do the research on what- possible majors and branches of service; know yourself and the individual you intend to become as far out as you can possibly envision, projecting into the future. Speak with other professionals in the career field you are considering. Who do you want to become as a future officer? Brainstorm your responses and annotate them. In addition, always have a backup plan. After you have done this break them down to subtasks that will help you achieve the goal of ultimately becoming the person you have created on your paper. As you progress to being that individual occasionally reassess your plan. Evaluate if your plan is effective or needs some adjustment or modification.

Now to the culminating event for every Cadet, that is the branch selection and accessions process. I prefer to not use the phrase "play the game" but the reality is with personnel drawdowns the competition will be relentless. As a Cadet, understand the breakdown from beginning to end of the evaluation that feeds into the accessions process point scale, inside and out. You must know what events will maximize your overall evaluation as a Cadet. You can do this by enacting your plan to achieve your goals while maintaining the proper balance by exercising time management to incorporate your requirements to be a superior student and future leader of the United States Army. Every point counts and that minor event you perceive as insignificant may make the difference in receiving Active Duty, National Guard, or the Reserves. Alternatively, it can make the difference in receiving a branch that is in line with your personal goals. This in turn will maximize your effectiveness and the possibility of receiving the branch that may affect your morale and minimize your productivity in service to the Army or Sister Service. All branches will receive a variety of different caliber officers. Regardless of what branch you receive you should perform to the best of your ability. That's an obligation to yourself and your troops however, it is less challenging to meet that obligation when you know that you are working in a branch that you prefer or enjoy.

In preparation for Cadet Leadership Course (CLC) I would recommend entering the course in your best physical condition. In addition, make sure you remain flexible and adaptive. The Army is seeking officers that will be comfortable in chaos. Make sure you're prepared for anything. Comply with the packing list but bring a pair of mandatory tools that are listed if you can. For example, a protractor (used for land navigation) can make or break you, having a spare could prevent you from being in a bind at a critical moment

when you need one. Lastly, I can't express the importance of hydration. Failure to drink water could make you a heat casualty. Regardless of the location you're coming from try to avoid disrupting your CLC training because I assure you acclimation won't happen instantly. The training you will undergo will be challenging.

I met a Cadet while attending summer training that had no knowledge of how he was being evaluated. Don't be that individual. That Cadet's cadre can't be held responsible. It's your future, empower yourself by investing the time, effort, and initiative to maximize your performance and potential by being knowledgeable about how we are being evaluated as Cadets. There are plenty of resources to assist you in making you a top performer but you must be proactive in seeking them out. It is no surprise that the size of our force is decreasing. Being an exceptional performer will be challenging; however, you have the capacity to succeed.



Cadet Xavier Jones is the Cadet Battalion Commander at University of Texas, El Paso. He will be commissioned this May as a Medical Service Officer.

Bison Battalion Visits the Black Engineer of the Year Award, BEYA

By Cadet Sidney Hall



Secretary of the Air Force Deborah Lee James speaking at the 2015 Stars & Stripes

Howard University Cadets were privileged to attend this year's 2015 Black Engineer of the Year Award's (BEYA) Star & Stripes Dinner, a military star-studded event featuring many

eminent African American leaders in the U.S. military from the rank of Lieutenant to General.

BEYA is an annual event held to highlight the successes of blacks in Science, Technology, Engineering and Math (STEM) careers that are often overlooked because of small professional numbers. The conference is three days long, during which the Stars & Stripes dinner is held on Friday to celebrate the notable Black STEM Officers among the many other well deserving individuals in attendance. The following day, a career fair, workshops and networking events are conducted. The event concluded with the highly anticipated National Black Engineering Gala.

This year, it was Air Force who hosted the Stars and Stripes Dinner, and they did so with fervor. After a delicious meal worthy of calling home about, the hosts broke out their dancing shoes to show that they could still "get down" as they hit throwback moves from the Motown Era. It was a spectacle to behold as even Generals and Admirals came out of their normally serious shells to showcase a move or two.

The event was significant because it highlighted the successes of our black STEM Officers in service that would otherwise go unnoticed. Air Force Vice Chief of Staff, General Larry O. Spencer, remarked that in order to remain the greatest military power in the world, engineers must be cultivated to perform research and develop new technologies.

This year, the Army Stars & Stripes award recipient was Brigadier General Ronald F. Lewis. General Lewis graduated with a degree in mechanical engineering from the United States Military Academy. He currently serves as the Deputy Commanding General of Support in the 101st Airborne Division.

Howard University would like to congratulate General Lewis on this prestigious award.

INFO & NEWS YOU SHOULD KNOW

An African-American History Month Personal Reflection

By COL Charles D. Allen, USA Ret.

February 12 is known throughout our nation as the birthday of our 16th President, Abraham Lincoln. It is also a special date for our family – the birthday in 1925 of our father, George Green Allen. Had he lived to see this year, he would now be 90 years old. Most of my friends know that he drowned while fishing in 1967 in a Lake Erie boat accident. He was the married father of six children and the baby brother to two siblings. He was also a beloved son of parents who remained in Alabama when their children headed to Cleveland as part of the Great Migration of African-Americans to the North. I can

only imagine his parents' hopes and fears as their children left Jim Crow behind to create new beginnings in a different world. While my father left the geography of the South behind, he held onto his love of family and friends. He was well aware of his roots and maintained those connections. But he wanted so much more for his children.

Throughout the turmoil of the civil rights movement, I do not remember any political or social discussions in our home. I remember the Glenville riots of 1966 when the Ohio National Guard patrolled our neighborhood. An Armored Personnel Carrier was parked ominously in the vacant lot adjacent to our apartment. I recall my father sharing six-packs of beer as he hung out with the National Guard Soldiers throughout the night as they secured our neighborhood. I wonder how he would react to the incidents and demonstrations of 2014. Would he be disappointed... or simply shrug it off with, "that's just the way it is?"

An Army War College colleague often remarks that "History provides the context of our experiences." As we celebrate Black History Month each February, it is important to realize that children (if they are like me) do not recall world or national events that transpire during their childhood. Rather children remember the lived experience of their families and their neighborhoods. While they may be somewhat aware of historic events, their concerns are more immediate. Are they safe in their homes and in their schools? Do their parents have jobs and make a living wage to provide for their children's health and well-being – physical, mental, and emotional? Do they have access to and the opportunities for education that may well allow them to rise above the circumstances of their birth? Such questions are universal. They transcend racial and ethnic groups. So we must acknowledge that the common threads from the Black experience are part of the fabric of our Nation's history.

When Lincoln stopped on his way to his first inauguration in 1861 and visited Philadelphia's Independence Hall, he spoke about, "...that sentiment in the Declaration of Independence which gave liberty, not alone to the people of this country, but, I hope, to the world, for all future time. It was that which gave promise that in due time the weight would be lifted from the shoulders of all men." We know that "four score and seven years ago" in the Gettysburg Address directs us to the "unalienable rights" listed in the Declaration of Independence- "Life, Liberty, and the pursuit of Happiness." I suspect my father journeyed to Cleveland to claim those rights for himself and for his future family.

There may be a time when we no longer need to designate specific months to acknowledge the value of the great diversity of our nation. But for now, such designations give us pause to reflect from whence we have come. They may light the way as we go forward.



African American Warrant Officers...In Service to Our Country

By CW4 Farrell J. Chiles, USA Ret.

In 2005, I wrote my first article on African American Warrant Officers. Since that time, I have written over a dozen articles on African American Warrant Officers, some which have appeared in the ROCKET.

My research has led me on an adventure to find as much information possible on African American Warrant Officers. The culmination of the articles, research, interviews, and quest for information, has led me to write a book on the history, achievements, and contributions of African American Warrant Officers in and out of the military. The book was released in January 2015 and is entitled "African American Warrant Officers...In Service to Our Country". The book is available at www.booklocker.com, barnesandnoble.com, and amazon.com.

For Black History Month 2015, I would like to share two profiles from the book:



CW4 (Ret) Carl M. Burnett

Carl Burnett is the Chief Executive Officer (CEO) of Geocode-LA, Inc., a privately held company with 51-200 employees in the Information Services Industry.

Geocode-LA, Inc. is the provider of a global standard for Geospatial Point Representation. The company sells geospatial information products and services. The patented Geocode® algorithm is a standard essential patent (SEP) for many industrial applications. It creates a singular geospatial coordinate for global point location identification.

From January 2007 – December 2012, he served as an Adjunct Faculty Member at Montgomery Community College at the Information Technology Institute. From September 2004 – December 2012, Burnett was a part-time practitioner faculty for undergraduate and graduate information technology programs in the Johns Hopkins University Carey Business School.

Burnett received a Master of Science (MS), Information Technology and a Bachelor of Science from the John Hopkins University Carey Business School.

Mr. Burnett retired from the Army as a Chief Warrant Officer Four. During his military career, he served on the Department of the Army Total Warrant Officer Study (TWOS).

Carl Burnett served as the United States Army Warrant Officers Association's National President from 1976 – 1978. To date, he is the first and only African American to hold that position.



CW5 (Ret) Harry L. Hobbs

Dr. Harry L. Hobbs is the spokesperson for the Huntsville (Alabama) Utilities. Prior to his current position, Dr. Hobbs was the Communications Relations Officer for four years with the Huntsville Police Department (HPD).

CW5 Hobbs retired from the military in 2007. In November 2013, he was inducted into the U.S. Army Ordnance Hall of Fame. In December 2013, he was inducted into the Warrant Officer Eagle Rising Society, which recognizes the lifetime achievements of a Warrant Officer.

Dr. Hobbs has a Doctorate Degree in Human Resource Management from Pacific Western University, a Master of Science Degree in Human Services, Murray State University, and a Bachelor of Science degree in Resource Management from Troy State University.

In January 2014, Dr. Hobbs was awarded the 2014 Unity Award during the 29th Martin Luther King Jr. Unity Breakfast sponsored by the Delta Theta Lambda Chapter of the Alpha Phi Alpha Fraternity. In March 2014, he was the recipient the 2014 Whitney M. Young Jr. Community Award established by the Boy Scouts of America.

He is currently pursuing a second Doctorate, a Doctor of Philosophy (Ph.D.) degree in Business Administration.

Conclusion

The book does not attempt to chronicle every African American Warrant Officer who has served. The book represents a snapshot of some outstanding Warrant Officers as an example of the achievements and accomplishments that may have been overlooked.

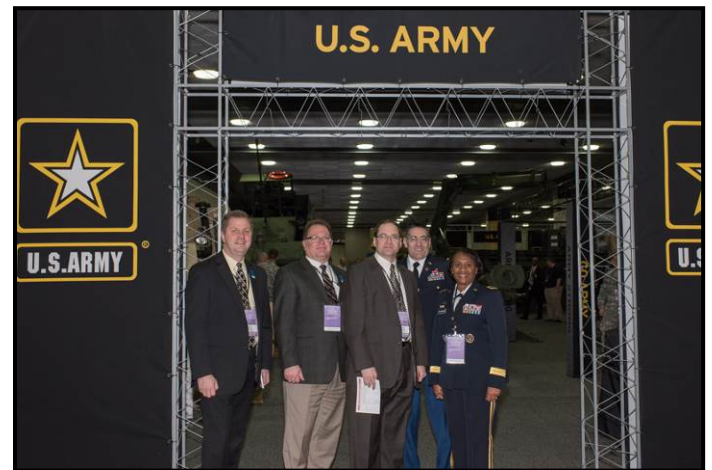
There is an African proverb that says “Until the lions have their own historians, the history of the hunt will always glorify the hunter”.

Army Vehicles Draw Crowds at Detroit Auto Show

By Eric Emerton

U.S. Army TACOM LCMC Public Affairs Officer

Detroit – The TACOM LCMC showcased the massive Mine Resistant Ambush Protected vehicle along with an excavator, howitzer and other cutting edge technologies at the 2015 North American International Auto Show (NAIAS) in January.



Army senior leaders stand in front of the U.S. Army display at the auto show in Detroit. The leaders are (left to right) Scott Davis, program executive officer for Program Executive Office Combat Support and Combat Service Support; Michael Viggato, deputy to the commanding general for TACOM LCMC; Dr. Paul Rogers, director, Tank, Automotive, Research, Development and Engineering Center; Col. Ronald Shun, chief of staff for TACOM LCMC and Maj. Gen. Gwen Bingham, commanding general for TACOM LCMC.

Army subject matter experts were on hand to answer questions and VIPs including the Assistant Secretary of the Army for Installations, Energy and Environment, the Honorable Katherine Hammack, stopped by the exhibit.

The show which opened Jan. 18 drew over 800,000 auto enthusiasts, journalists and auto industry leaders who came to Detroit to check out the latest and greatest from the auto industry.

Lining up Army equipment alongside world-famous automakers may seem like a stretch, but it makes good sense to Major General Gwen Bingham, Commanding General of the TACOM LCMC. The command is the Army's automotive arm and mirrors the commercial auto industry by maintaining the same research and development, manufacturing assurance and logistics expertise for the military automotive industry. TACOM LCMC is positioned in Southeast Michigan to be closely aligned with the businesses that are developing many of the world's most advanced automotive technologies and manufacturing techniques.



Maj. Gen. Gwen Bingham and Dr. Paul Rogers, director, TARDEC, along with other senior leaders from the U.S. Army take a VIP tour of the 2015 Detroit Auto Show. The tour was led by Tammy Camrlike (right), chief operating officer for the Detroit Regional Chamber.

"We enjoy a great collaboration with our defense and industry partners which is critical to the Army," Bingham said

Participating in the auto show gives the Army a rare opportunity to meet auto engineers, designers, manufacturers and business leaders to develop both relationships and partnerships.



Paul Sabatini, owner of the Lincoln of Troy dealership in metropolitan Detroit and chairman of the 2016 Detroit Auto Show; Maj. Gen. Gwen Bingham, commanding general of the TACOM LCMC and the Honorable Katherine Hammack, Assistant Secretary of the Army for Installations, Energy and Environment s talk with Chief Warrant Officer Dari Pfeiffer at the Army display.

"These relationships help us to develop technologies and equipping solutions for our Soldiers. They also help us save money for the American taxpayers. Ultimately, these technologies and capabilities can be shared between the defense and commercial sectors," said Mike Viggato, TACOM LCMC's Deputy to the Commanding General.

The U.S. Army exhibit included the following:

- Bradley Fighting Vehicle
- Humvee CROWS (Common Remotely Operated Weapon Station)

- Common Bridge Transporter
- Autonomous Mobility Appliqué System (AMAS)
- Stryker
- High Mobility Engineer Excavator
- M777 Howitzer
- Mine Resistant Ambush Protected MAX PRO (MRAP Vehicle)

Broadening Assignments in DLA & "The Professional Book"

By MAJ Byron C. Matthews, USA, President
Central Virginia Chapter ROCKS, Inc.



On December 05, 2014, the Central Virginia Chapter, ROCKS Inc. conducted an Officer Professional Development session featuring BG Richard Dix as the guest speaker at the Army Logistics University. The focus for this event was Broadening Assignments in the Defense Logistics Agency (DLA) and "The Professional Book." Briefing highlights included DLA assignment opportunities and "The Professional Book" which consisted of detailed Military Biographies, Military Resumes, OERs, ORB, and the 5-year plan. This professionally rewarding event concluded with the importance of building and sustaining relationships with mentors and senior officers. Over 65 officers, warrant officers, and civilians were in attendance.

Informal Lessons over Jazz

By MAJ Samantha Agee, USA

The importance of informal counseling is easily being overlooked. Imagine sitting at a local seafood restaurant in the warmth of the Hawaiian air across from none other than a sharecropper's daughter, General (Ret) Clara Adams-Ender. With light Jazz music in the ears of those attending dinner, she shared insights from real estate and retirement planning to sitting as the only nurse in a room filled with gentlemen of Combat Arms. Many leadership, professional, and personal lessons were learned by all four active Army Nurse Corps

Officers who had the pleasure of spending time hearing about her experiences.

In the pursuit of becoming a better leader, each person should strive to be a well-rounded individual. Building a durable foundation starts with identifying one's personal strengths and improving those areas which need a slight polish. Networking continues to be a substantial contributing factor in any situation. Nurturing relationships outside of an individual career field is imperative. Getting involved in committees and organizations outside of the regularly assigned duties increases a person's visibility. Continued engagement with organizations such as the ROCKS Inc. fosters this type of opportunity.



From left to right: CPT Celeste Singletary (66B), LTC Cynthia Philips (66E), GEN (Ret) Clara Adams-Ender, MAJ Samantha Agee (66F), and LT Mia Williams (66H).

In looking to future endeavors, everyone should have clearly stated goals. What is the point of having goals if they are only discussed with an imaginary friend? In an upcoming formal counseling session, an individual should share their written goals with their supervisor. As the vision is formed and preparation for a future assignment is sought, too often everyone can be consumed with worrying of the next job assignment, while forgetting about their current assignment. In doing a job well, one must include what can be done today! Tomorrow may bring a new task; however, how productive can one be if they are having an ineffective today? An effort must be made to have an agenda shorter than the hours in the day. Prioritization is one way to ensure your best efforts are at the forefront.

Many may argue technology has brought us a far way, as it allows for increased abilities for connectivity. The question becomes to what level (or quality) is the connection? There are times when multitasking is not the priority and has the potential to diminish the invaluable essence of listening. An email or text message is not always conveyed as personable or nice for that matter. As the growth of technology continues, leaders must remember to care for their subordinates by staying close via interpersonal means, such as face to face communication. Keep in mind; the subordinate members within an organization are usually the people keeping their organization functional and relevant.

As the wonderful evening closed with savory bites of Red Velvet cake, no one suspected four hours had passed so

swiftly. As a moment in history subsided, gratitude was sincerely expressed by all four Officers for such a magnificent encounter. These informal lessons over Jazz transcend the Nurse Corps to every leader or future leader.

\$2,000 Military Spouse Scholarship



Career Step and Army Wife Network have joined forces to support and strengthen the military community. In an effort to help military spouses find the resources they need, Career Step has partnered with Army Wife Network to present a military spouse scholarship program to provide the financial jump start a spouse may need to gain the education needed to improve their life.

Career Step's Army Wife Network scholarship offers one deserving military spouse \$2,000 that can be used for higher education at the institute of their choice. Current spouses of service members who are active duty or veterans of the Army, Navy, Air Force, Marines, Coast Guard or National Guard are welcome to apply.

There is no age requirement, but the student must be planning to start school in 2015 or 2016 if they are not already enrolled.

To apply candidate must submit an 800-1000 word essay and/or video on how you plan to use your education to benefit your family and/or community.

Competitive candidates will cite specific experiences that encouraged them to continue their education or specific situations where they can apply their skills. The essay should be submitted through the application form and the video should be submitted as a YouTube link.

The application period opened February 6, 2015.

The deadline for the 2015 application and essay submission is April 24, 2015. For more information please visit: <http://www.careerstep.com/awn>.



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LTC Yvonne Sallis USA
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LTC Jahan Tolliver USA
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Fort Benning, GA	Follow Me	LTC	Dexter	Jordan	USA	dexter.a.jordan2.mil@mail.mil
Fort Bliss, TX	Fort Bliss Chapter	LTC	Ronnie	Brown	USA	presidentteambliissrocksinc@yahoo.com
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Fort Campbell, KY	Fort Campbell, KY	CPT	Timothy	Peters	USA	timothy.b.peters.mil@mail.mil
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Hampton Roads, VA	Hampton Roads Chapter	MG	Frank	Batts	USA	frank.e.batts@nasa.gov; tcmooney@cox.net
Oahu, HI	Aloha Chapter of the ROCKS	CPT	Samatha	Agee	USA	samantha.agee@us.army.mil
San Antonio, TX	SAM Houston Chapter	LTC	James	Woods	USA	james.a.woods.mil@mail.mil
South Korea	Morning Calm Chapter	LTC	Elgin	Allmond	USA	elgin.l.allmond2.civ@mail.mil
Washington, DC	DC ROCKS	COL(R)	Conrado	Morgan	USA	qcbmpg82@aol.com
Weisbaden, Germany	European Chapter of the ROCKS, Inc.	CPT	Bridgette	Scott	USA	bridgette.l.scott.mil@mail.mil
West Point, NY	The Henry O. Flipper Chapter	MAJ	Simone	Jenkins	USA	hof.rocks.inc@gmail.com

INTEREST GROUPS

Location	Chapter Name	RANK	First Name	Last Name	Service	Email
Afghanistan, Iraq	Camp Sabalu-Harrison	CPT	Nyajuok	Doluony	USA	nyajuok.t.doluony.mil@mail.mil
Afghanistan, Iraq	BAF	MAJ	Linwood	Hilton	USA	linwoodhilton@hotmail.com
Lexington, Virginia	Virginia Military Institute	CDT	Nicole	Augins		auginsnl@mail.vmi.edu
Fort Sill, OK	Fort Sill, OK	CPT	Tonyelle	Woody	USA	Tonyelle_Woody@hotmail.com
Jackson, MS	Mississippi National Guard	LTC	Christian	Patterson	USA	christian.patterson.mil@mail.mil
Kuwait	Kuwait	LTC	Alprentice	Smith	USA	alprentice.smith.mil@mail.mil

The National Board of the ROCKS, Inc.

Membership Application

Mail or Fax or Apply Online at www.rocksync.org

Post Office 47435, Forestville, Maryland 20753

Phone: 301-856-9319 / Fax: 301-856-5220

Email: therocks@aol.com



PLEASE SELECT ONE: ☐ NEW MEMBER ☐ RENEWAL SPONSORED BY _____

Rank: _____ First Name: _____ Last Name: _____

Branch/Specialty: _____ Current Position: _____

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Graduate School Attended: _____ Masters/Year: _____

Membership Dues

04, GS13 & Above (incl. SES)

☐ 1 Year - \$50

☐ 2 Years - \$96

☐ 3 Years - \$142

03 & Below, GS12

☐ 1 Year - \$30

☐ 2 Years - \$58

☐ 3 Years - \$86

☐ Cadet Member – 1 Year = \$20

☐ National Life Member = \$650

Payment Amount: _____ National Dues: \$ _____

Method of Payment: ☐ Check/Money Order ☐ Visa ☐ MasterCard ☐ AMEX (OR pay online at www.rocksync.org)

Credit Card Number															

Expiration Date				CV # (from the back of the card)

Make all checks payable to "National ROCKS, Inc." and mail to:
ROCKS, Inc.

c/o WSC Associates, LLP

Post Office Box 47435

Forestville, Maryland 20753

NOTES

- Local membership fees are not included.
- Life members are still required to pay local chapter dues.
- Current members** who are deployed personnel may send an email to therocks@aol.com to be exempt from membership fees during the period of deployment.