

THE ROCKET

SUMMER 2016





The National Board of the ROCKS, Incorporated

Board Members

Chairman – BG(R) Earl Simms
 Vice Chairman – MG(R) Fredric Leigh
 VP, Civilian Affairs – Mrs. Delores Johnson-Davis
 VP, Communications & Publications – COL(R) Dorene Hurt
 VP, Corporate Outreach – BG(R) Clara Adams-Ender
 VP, Finance – COL(R) Lucretia McClenney
 VP, Membership Development – COL Eric P. Flowers
 VP, Mentorship – COL(R) Austin D. Bell
 National Guard and Reserve Affairs – BG William Walker
 VP, ROTC Programs – MG(R) Reuben Jones
 VP, Programs & Strategic Planning – BG(R) Velma Richardson
 Historian – COL(R) Frank Francois

Secretary – MAJ(R) Diedre Windsor
 General Counsel – MAJ(R) Horace McClerklin

Associate National Board Members (Appointed)

VP, Transitioning Mbrs & Veteran Affairs – COL(R) L. Anita Dixon

National Board Volunteers

COL (R) Debra A Thedford
 MAJ Natasha S Clarke
 MAJ Mishenda Siggall
 MAJ Linda C. Wade
 CPT Jessica Wilkin

MISSION

The mission of The ROCKS, Inc. is to strengthen the Officer and Senior Civilian Corps by serving as a world class organization that provides and promotes mentorship, coaching, scholarship, networking, leader diversity and professional development to maximize the use of talent and promote opportunities across the U.S. Armed Forces.

STRATEGIC VISION

To be the premier mentoring, professional development, and networking organization to strengthen the U.S. Armed Forces Officer and Senior Civilian Corps (GS12 and above).



INSIDE THIS ISSUE

- ❖ Bostick Retires after 38 Years
- ❖ Dix Completes 1st GO command; heads to Rock Island for 2nd
- ❖ ROCKS Conference & Spring Gala Photo Gallery
- ❖ Legendary ROCK turns 90
- ❖ Senate Confirms Bingham for Third Star

ROCKET STAFF

Editor: COL Dorene Hurt USA (Ret.)

Assistant Editor: COL Karen M. Wrancher USA

Design & Layout: WSC Associates, LLP

The National Board of the ROCKS, Inc. is seeking writers and editors for the ROCKET. If you are interested, please send an email to dhurtserves@gmail.com. WE NEED YOU!

Chairman's Message



I hope each of you are enjoying your summer and working a vacation or two into your schedule. By the time you read this version of the ROCKET we will have celebrated our nation's birthday. Typically, picnics and fireworks are the order of the day but for those of us who have worn, or are wearing, the cloth of our nation we often reflect on the ongoing sacrifices that are needed to ensure the liberties that we enjoy are preserved. So, I offer a belated Birthday wish to you and the greatest Nation in the world.

In the last Rocket we announced the ROCKs and Honorary ROCKs of The Year. In this edition, you will see both our National Conference and Spring Gala as captured in photos. I again congratulate Admiral Howard and General Chiarelli on their selection as our Honorary ROCKs of the Year. Similarly I congratulate MG(P) Twitty, BG Turner, and COL (Ret) McClenney as our ROCKs of the Year. We look forward to their continued and active support. Special congratulations are also extended to those JROTC and ROTC Cadets who earned scholarships that were awarded during the Spring Gala.

We had an outstanding training Conference. Our guest speakers provided timely and relevant information which prompted great questions and free flowing dialogue. One of the highlights was the presentation by the Acting Secretary of the Army, the Honorable Patrick J. Murphy. Questions and requested photographs resulted in him remaining beyond his scheduled time. This was the first time a Secretary of the Army addressed the ROCKS Conference. As he departed, he indicated that he would return during our next Training Conference in 2018.

Other highlights included the addition of sessions for senior civilians (thanks to Ms. Delores Johnson-Davis, SES), the Army G-1's presentation, and sage advice from LTG Robert Ferrell, the Army G6. The Army G1's willingness to engage the attendees also prompted him to stay well beyond his scheduled departure time. Feedback from attendees indicated that they very much enjoyed and benefited from the Conference, especially the small group sessions where they benefited from extremely candid insights and advice. The overall success of the conference is attributed directly to the hard work and leadership of COL (Ret) Anita Dixon and her team. A huge shout out for a job very well done. The Gala exceeded expectations with more than 300 attendees. It was a lively crowd with everyone seeming to enjoy themselves throughout the evening. The success of this event is attributed to the Gala Committee led by COL (Ret) Conrado Morgan and his team of volunteers. Thanks to the whole team!

For me the highlight of the week was Saturday's Chapter brief outs. The reports were thoughtful, with great content prompting the sharing of good ideas. It certainly was one of the best I have participated in. We plan to continue this exchange of best practices with at least two scheduled virtual meetings before our next Conference in 2018. Although we have much work to do, I am pleased with our progress.

In our last Rocket we recognized a great leader in General Lloyd Austin as he headed into retirement. In this edition we would like to recognize a Legend in LTG (Ret) Julius Becton Jr. One of our Originating/Charter ROCKS, Gen. Becton recently celebrated his 90th birthday. This Legend and Public Servant to his core, started his career in a segregated Army, served during three wars, commanded at all levels including at the Division and Corps level, led two federal agencies, served as a college President and became the Chief Executive/ Superintendent of the Wash. D.C. public school system. This is how you define a Legend. During his time in uniform he and his family sacrificed greatly. He earned numerous awards including two purple hearts and two silver stars. We love and appreciate this role model. The respect he engenders was indicative by the luminaries who attended his birthday party including the Honorable General and Mrs. Colin Powell, Former Army Chief of Staffs: General Sullivan, General Reimer, General and Mrs. Shinseski, General and Mrs. Austin, General and Mrs. Ellis and General and Mrs. Via. They joined scores of other Generals, dignitaries, and several hundred family and friends who came from far and wide to celebrate this living legend. On behalf of ROCKS everywhere we wish General Becton a belated Happy Birthday with many more to come.

We continued our relationship with MOAA as we once again co-sponsored the Second Annual Network Forum at the Air and Space Museum. This innovative program attracted numerous ROCKS and other officers who were leaving the military seeking opportunities from a wide variety of military friendly employers. Seminars were conducted that provided insights to gaining entry into various fields. Networking is key to the overall process. Sessions were also available to help guide those interested in starting their own businesses. This MOAA forum is one of the most innovative that I have been associated with. The ROCKS will continue expanding its partnership with MOAA to assist and support our members as they transition.

Congratulations are offered to our following ROCK stars:

- ❖ LTG Bostick on his retirement after 38 years. He was the 53rd Chief of Engineers, the Army's G-1, and the Commanding General of the Army's Recruiting Command. Each position was extremely demanding and critical, especially for an Army at war. He will be greatly missed in our active duty ranks but we look forward to his continued support. All the best to him, his wife Renee, and son, Josh.
- ❖ LTG Stephen Twitty on his promotion to LTG and new Command.

- ❖ MG(P) Gwen Bingham on her Senate confirmation to LTG. She will be promoted on Jul 22nd and assigned as the ACSIM.
- ❖ MG Patrick Sargent on his promotion in May
- ❖ MG Barrye Price on the occasion of his retirement
- ❖ BG Rich Dix as he completes his 1st GO Command & heads to his 2nd at Rock Island, Ill.
- ❖ LTC Crede Lyons as he leaves as the Howard University PMS. Not only was he an excellent PMS, but he was also a great supporter of the ROCKS. He, his cadre and cadets supported scores of ROCKS events, including all DC Chapter annual 5 mile runs, numerous events with their Color Guard, numerous DC Chapter monthly meetings, and the annual Army mentoring program. LTC Lyons also served as a Co-MC at the annual Spring Gala. We wish him all the best in his new assignment on the Presidential Inauguration Committee.

Finally, a well-deserved Congratulations to all of the ROTC Hall of Fame selectees. Please see the article in this edition.

Mark your calendar for the following activities:

- Oct. 7, 2016-The ROCKS National Board 2nd Annual Golf Tournament, Westfields Country Club
- Mentorship panel at the Oct 2016 Annual AUSA Conference (More details coming soon!)

I close by thanking all of you who support The ROCKS as we continue to make this organization great and STRENGTHEN our Officer and Senior Civilian Ranks! Please remember to keep our Soldiers and Civilians who are in harm's way in your prayers. God Bless You.



Earl Simms
BG USA (Ret.)
Chairman



The National Board of the ROCKS, Inc.
2nd Annual Golf Outing
Friday, October 7, 2016
Be sure to visit www.rocksync.org
for more details.



- ✓ Volunteer to serve on the Leadership Outreach and Cadet Enhancement Team
- ✓ Attend chapter meetings
- ✓ Be accessible and become a mentor
- ✓ Volunteer to address chapters (General and Senior Officers are especially needed)
- ✓ Serve as a resource for referrals on branch peculiar and other professional development issues
- ✓ Encourage mentoring/coaching for all officers and set the example
- ✓ Volunteer to lead and/or participate in Committees
- ✓ Donate to our scholarship funds and sponsor a cadet to attend various events
- ✓ Volunteer to provide your expertise and guidance in assisting officer transitioning from military service
- ✓ Volunteer to provide your expertise and guidance in assisting current and transitioning civilian members
- ✓ Become a Corporate sponsor

What is Volunteerism?



- Volunteerism, in its conceptual form, includes the individual or collective efforts of **willing individuals**, known as volunteers, to **act in ways which work toward the betterment of oneself, other individuals, communities, society and/or the world.**
- **Volunteering** means "**commitment**" to **pledge** yourselves to a **noble cause** and **for good to others!**

BOSTICK RETIREMENT

Son of NCO caps career as Army's top engineer

By Bernard W. Tate, U.S. Army Corps of Engineers



Lt. Gen. Thomas P. Bostick, the son of an Army master sergeant, relinquished command as the 53rd U.S. Army Chief of Engineers and Commanding General of the U.S. Army Corps of Engineers (USACE) May 19, 2016, in a change of command and retirement ceremony at Joint Base Myer-Henderson Hall, Virginia. He had served as the

Chief of Engineers since May 22, 2012, and retired with 38 years of service in the U.S. Army.



Lt. Gen. Thomas P. Bostick (saluting at right) troops the line inspecting the 3rd Infantry Regiment Honor Guard with its Commander, Colonel Johnny Davis.

Lt. Gen. Bostick retired on May 19, 2016, as the 53rd Chief of Engineers and Commander of the U.S. Army Corps of Engineers. He had 38 years of service in the U.S. Army. He was honored with an Armed Forces Full Honor Retirement Ceremony at Joint Base Myer-Henderson Hall, Virginia. Gen. Mark Milley, Chief of Staff of the Army presided at the ceremony. (Photo by Michael P. Whetston, U.S. Army Corps of Engineers Public Affairs Office)

As the USACE commanding general, Bostick served as the senior military officer overseeing most of the nation's civil works infrastructure and military construction. He was responsible for more than 32,000 civilian employees and 700 military personnel who provide project management, construction support and engineering expertise in more than 110 countries around the world. USACE has a key role in supporting overseas contingency operations, with thousands of civilians and Soldiers having deployed to support military operations and reconstruction in Iraq and Afghanistan.

"USACE is composed of extremely loyal and competent civil servants. I am consistently impressed by our personnel at the locks and dams, and our park rangers, program and project managers, attorneys, scientists and, of course, our engineers. I have seen the completion of vital civil works projects thanks to collaborations among USACE employees, contractors,

federal, state and local agencies, non-profit organizations and private citizens," Bostick said.

Bostick was born in Fukuoka, Japan. Bostick's father, Sidney C. Bostick, was from Brooklyn, New York. Orphaned at eight years old, Bostick's father enlisted in the Army at 17 and entered a segregated Army and served in the Korean War and Vietnam War. He was assigned to Okinawa where he met his future wife, Fumiko Mary Taira. She was a Japanese national from Amami Island, a popular resort area south of Kyushu.

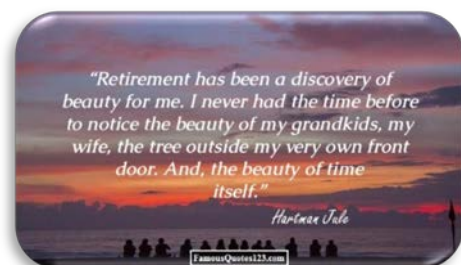
"We were a big family on a young noncommissioned officer's salary," Bostick said. "Our family had to rely on food stamps at times, but we always had everything we needed: great parents who taught us much about love, faith, and the value of hard work."



Lt. Gen. Thomas P. Bostick (second from right) and his wife Renee stand with Gen. Mark Milley, Chief of Staff of the Army, during the awards portion of Lt. Gen. Bostick's retirement ceremony. (Photo by Michael P. Whetston, U.S. Army Corps of Engineers Public Affairs Office)

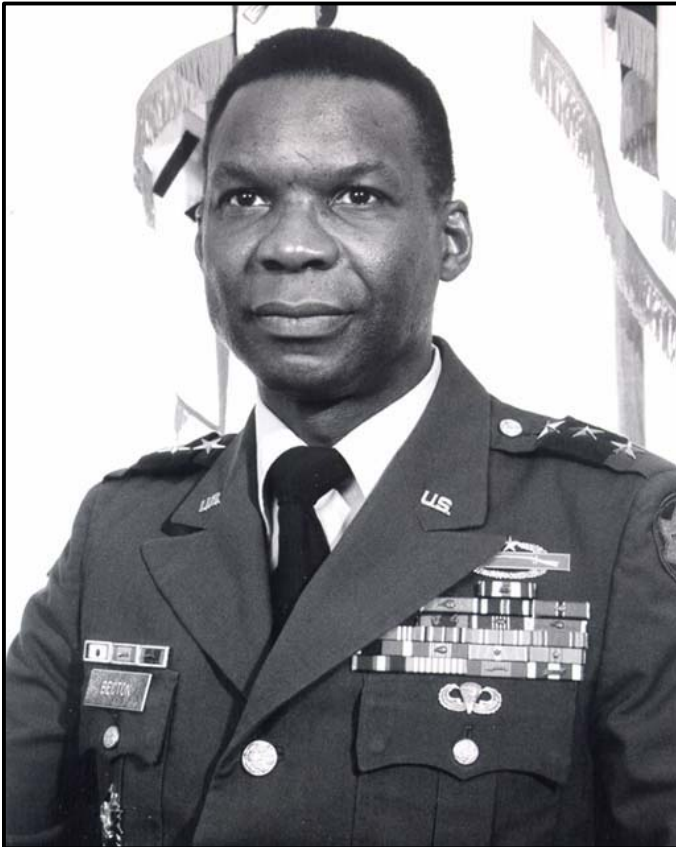
Other command and staff positions that Bostick held during his 38 years of service include Army's Deputy Chief of Staff, G-1, Personnel; Commanding General, U.S. Army Recruiting Command; Assistant Professor of Mechanical Engineering at West Point and he was a White House Fellow. Bostick graduated from the U.S. Military Academy at West Point in 1978 and holds master's degree in both civil engineering and mechanical engineering from Stanford University. He is a registered professional engineer in Virginia.

Bostick and his wife, Renee, will reside in Arlington, Virginia. Mrs. Bostick is the principal of Randolph Elementary School in Arlington.



AN UNLIKELY PAIRING

Written by COL(Ret) Dorene Hurt



On the occasion of his 90th birthday, I decided to take the liberty of honoring my "Military Dad," and one of our ROCKS, Inc. Charter/Originating members.

As my long term mentor, we were quite an unlikely Mentor/Mentee Pairing, to say the least. My son Kenneth and I met Lt. Gen. Becton, in the fall of 1978 after he took command of the VII Corps in Stuttgart, Germany. He was the first African American to command a Corps in our Army's history.

Lt Gen Becton was the first African American General that I ever laid eyes on in the flesh. I was a single Mom and a mere 2LT in my first assignment in the 527th Transportation Company, the unit that was responsible for moving the Corps Headquarters. Lt. Gen. was a no nonsense combat arms officer and I was Transportation at the time. In many circles, he was literally a legend and I was just starting my career. By 1978, he had been combat tested multiple times over the years, and I had minor scrapes during Officers Basic at Fort Eustis.

But what I found out quickly was that none of that mattered much with him as long as I was willing to work hard, produce great results, and listen to his guidance. The foundation of our relationship was trust, two-way communication and the confidence that I had knowing that he would guide me, not direct me to do what he suggested. In fact, there was no time

that he directed me to do anything. Rather, he suggested that I consider what we discussed, than make my own decision, since I was the one who would have to live with the results. The primary, no-negotiable thing that he made very clear was our responsibility to help others progress and succeed. Another important point. I did not expect him to spend a lot of his precious time contacting other senior officers to ask them to do anything for me like getting me plum assignments, etc. I was determined to work hard and earn the opportunities that were offered to me. I have to say that it didn't hurt that we were both from the Philadelphia area, and that he was married to a wonderful lady in Mrs. Louise Becton who was a genuinely caring First Lady of VII Corps.

It also helped that I actively participated in the monthly VII Corps Hail and Farewells that Gen Becton hosted at the Officers Club. Since there were so few company grade officers assigned to the Corps Headquarters at Kelley Barracks, those of us who supported this event had the great fortune to get to know very senior officers that we would otherwise, have had little to no contact with. This is one of the reasons why those of us who have been around the block a few times continually stress the importance of participating in social events to Cadets and young officers. You will never know the valuable, potentially career changing connections that you could have made if you are not present.

It also helped that in the late 1970s, General Becton was one of the first senior Army leaders who thought that it was time to seriously look at the role of women in Army formations. Instead of taking the approach of focusing on what we could NOT do, Gen Becton chose to focus on clearly understanding what we COULD do and what was needed to help make it possible for us to contribute and thrive as leaders. More than simply studying this issue to death, Gen Becton was actively involved in fleshing out the details surrounding this issue including hosting several major forums in VII Corps. Being in a non-traditional job for women at the time, I jumped at the opportunity to participate in the Forums that he hosted. During the Women's Forums, plus my 3 years assigned to the Corps, I got to know Gen. Becton and his family very well during social and official events, church, and periodic trips in his helicopter when he offered junior officers an opportunity to accompany him on his less formal brief visits in VII Corps, often on the weekends when we otherwise would have been off duty.

During my entire time at VII Corps, I am proud to say that I never missed a day of work or any movement because of failing to have a viable care plan that was put into action at a moment's notice. That was quite a feat because Gen. Becton believed in realistic training. During the Cold War, that translated into MANY days in the field on exercises to prevent the "Russian hordes" from getting through the "Fulda Gap." During one of our particularly lengthy periods in the field for REFORGER, I was blessed to have met another warrior in then, Brigadier General Harvey D. Williams, the VII Corps Artillery Commander. He was the second African American General that I ever met. He was considered extremely capable

and Gen. Becton trusted him. I was extremely proud of them both, especially because I knew that they went through many very difficult times in the Army to pave the way for me to have the opportunities that I had.

Gen. Becton and Mrs. B. have had a profound impact on my professional career and personal life for almost four decades. They went out of their way in being especially kind and caring to my son Ken. As a single Mom, Gen. Becton was a fantastic role model for my son Ken. The Bectons routinely reinforced the values that I tried to instill in Ken. His family has always been kind and welcoming to me and my son, and we treasure our relationship with them.

Gen. Becton wrote a letter of recommendation for me to branch transfer to the MSC after I PCSed back to the States. Many years later when I met my assignments officer who would become my Bn Cdr, he told me that the only thing that he recalled about my request was that a Corps Commander took the time to recommend me for a Branch transfer! That was good enough for them. After my Dad passed, Gen. Becton also walked me down the aisle during my wedding.

Gen. Becton introduced me to the ROCKS when membership was only opened to Field Grade officers. When that changed, he suggested that I joined. I didn't question it because I trusted him and knew that he would only make that suggestion to me if it would benefit me. I became a Lifemember a few years later.

I could go on and on about our relationship over the years. I hope that some of what I have written will resonate with you. Suffice it to say that I frequently thank God for my good fortune in being at VII Corps at the beginning of my career. As a young officer, I had the great benefit of learning what right looked like from a legend, a ROCKS Charter/Originating Member, and my hero in Julius W. Becton, Jr. Check out his bio below. You can also learn more about him by reading his book which is available in selected military exchanges and online.

Lt. Gen. Becton was born on June 29, 1926 in Bryn Mawr, Pennsylvania. He comes from very humble beginnings in a loving family where he was taught that he could achieve anything. His father was a janitor.

He enlisted in the U.S. Army Air Corps in July 1944, graduated infantry Officer Candidate School in 1945, and served with the 93rd Infantry Division. He separated from the Army in 1946, but returned to service after President Harry S. Truman's executive order to integrate the U.S. Armed Forces in 1948. Becton went on to serve in the Korean War and the Vietnam War, eventually rising to the rank of lieutenant general in 1978 and command of VII Corps in Europe during the Cold War.

While in the service, Becton graduated from Prairie View Agricultural and Mechanical University (Bachelor's Degree in

Mathematics in 1960), the University of Maryland (Master's Degree in Economics in 1966). He also graduated from the U.S. Army Command and General Staff College, the Armed Forces Staff College, and the National War College.

Becton retired from the U.S. Army in 1983, after nearly 40 years of service. However, his public service career was far from over. His awards and Decorations include: Distinguished Service Medal, Silver Star (2) Legion of Merit (2), Distinguished Flying Cross, Bronze Star (2), Air Medal (2) with V Device, Army Commendation Medal (2), Purple Heart (2), Combat Infantry Badge, 2nd Award and the Parachutist Badge.

From 1984 to 1985, he served as the Director of the Office of Foreign Disaster Assistance in the United States Agency for International Development (US AID). He then served as the Director of FEMA from 1985 to 1989 under President Ronald Reagan. In his mid-60s, Becton began a new career as an education administrator. From 1989 to 1994, Becton was the fifth president of Prairie View A&M University (his alma mater). President Becton was the first graduate of Prairie View A&M University to attain flag rank in the military. In 1996, he became the Superintendent of the Washington, D.C. public school system.

Although mostly retired now, Lt. Gen. Becton assists several corporations, academic institutions, and associations. His many honors include being named several times by Ebony magazine as "One of the 100 Most Influential Blacks in America," and he has also received the Distinguished Service Award Association of the U.S. Army and the Boy Scouts of America's Silver Beaver Award. His autobiography, Becton: Autobiography of a Soldier and Public Servant, was published in 2008 by Naval Institute Press.



The ROCKS, Inc. extend sincere condolences to Gen & Mrs. William "Kip" Ward on the passing of his mother, Mrs. Phyllis Cashen Ward, age 84, of Baltimore, Md on Sunday, June 5, 2016. The funeral and burial services were held on Fri, June 10 in Baltimore, Md. You may post Condolences online at: <http://vaughncgreene.com/tribute/details/431/Phyllis-Ward/obituary.html#tribute-start>

The ROCKS, Inc., extend sincere Congratulations to Maj. Gen. Barrye Price, his wife Dr. Tracy Price, M. D. and their son, William Garrison Price on the occasion of his retirement. Maj. Gen. Price retired at Fort Bragg, NC on June 16, 2016. His final assignment was as the Deputy Chief of Staff, G1, U.S. Army Forces Command. Maj. Gen. Price and his family will reside in the National Capitol Region.



Maj. Gen. Price Receiving his retirement award on June 16th at Fort Bragg.



Dr. Tracy Price, William G. Price, Elwyn Gines (back) and MG Price

Distribution commander guides local high school students in future planning

*Written by Brianne M. Bender,
DLA Distribution Public Affairs*

DLA Distribution commander Army Brig. Gen. Richard Dix met with approximately 300 Penn Manor High School students, during two assemblies, to discuss their futures on May 20. Dix discussed using the "Five Year Plan," a counseling tool used by many in the Department of the Army, to guide their education and professional development. He was able to explain the plan in a way that allowed the ninth and 10th grade students to map out their next five years culminating at the end of their freshman and sophomore years of college.



DLA Distribution commander Army Brig. Gen. Richard Dix met with approximately 300 Penn Manor High School students, during two assemblies, to discuss their futures on May 20.

Understanding that this generation is extremely visually inclined, Dix explained to the students that when he was coming out of high school, computers were not available to the masses. However, he had his five-year plan written out on paper. Stressing the importance of developing more than one plan in the event something does not work out, Dix used personal experiences to drive the point home to the students. "It is important to include your dream job on the chart, as it gives you something to work toward. But have other goals, in the event of setbacks."

Additionally, Dix advised the students to take both the SAT and ACT to provide for more options as they look to their future goals. "Your future is not about anyone else," explained Dix. "I only ask that you grow up to be everything you want to be."



Renew Today!



Renew Online

If your membership has expired, please take a moment to login at www.rocksync.org and renew your membership online.

Thank you for your continued support of The ROCKS, Inc.

A Moment In History: President Obama's Visit Vietnam And Japan

Submitted by COL Conrado Morgan USA, Retired

COL (Ret) Frank Francois, III., The ROCKS, Inc. National Board Historian, was invited to the White House for a working meeting on May 9, 2016 to help prepare white papers for President Obama's visit to Vietnam and Japan. In the Roosevelt room at the White House, many other high level personnel participated in this effort. Ambassador Susan Rice chaired the meeting. COL Francois made several comments during the meeting which were used and presented to the President. When COL Francois spoke, Ambassador Rice took copious notes. After the meeting, Ambassador Rice graciously took photos with COL Francois. The next morning, Air Force One landed in Hiroshima with President Obama, Ambassador Rice and other staff and news personnel. It was quite an honor for a ROCKS National Board member to participate in helping to prepare President Obama ready for this important trip.



COL (Ret) Frank Francois, III., with Ambassador Rice at the White House after he participated in preparing White Papers for the President's trip to Vietnam and Japan.

story of my life has gone so far. I have loved living every moment of it!"



Gen Clara With Two Baptist Health System Nurses During Nurse Week

General Adams-Enders Addresses 4,000 Nurses

Written by BG Clara Adams-Enders, USA (Ret)

During Nurses Week 2016, May 9-12 May, Brigadier General Clara L. Adams-Enders, ret., was invited to speak to over 4,000 professional nurses in the Baptist Health System in Montgomery, AL. Ms. Kay Bennett, Chief of Human Resources for the System, just had one request about the topic. "I just want you to tell them your life story. If they can understand that, then they will learn much about how to be a great nurse!" General Adams-Enders spoke to the nurses in three different locations—Northeast Montgomery, Southside Montgomery and Plattsville. General Adams-Enders stated that it was a wonderful experience to celebrate the profession with so many nurses. "As I told my story, we laughed, cried, got angry and clapped loudly at the triumphs. That's the way the



General Clara With VP, Nursing, at Baptist Hospital, Montgomery, AL

Distribution commander delivers keynote address at Midland Cemetery Memorial Service

Written by Dawn L. Bonsell, DLA Distribution Public Affairs

DLA Distribution commander Army Brig. Gen. Richard Dix delivered the keynote address at the Friends of Midland Cemetery annual memorial service Saturday, May 28, 2016.

Dix began his remarks by calling over 25 youth from the audience. As the young people gathered around Dix, he had a discussion with them about the national anthem, and the importance and sacrifice of the fallen warfighters in the cemetery. He talked about how Francis Scott Key wrote the last stanza “the land of the free, and the home of the brave” to explain the past, present and future. Key ended the stanza with a question mark to remind us that at any given moment, there are soldiers, sailors, airmen and marines serving in harm’s way in some of the most austere, difficult environments in the world, fighting so that we can continue to be a free country with opportunities for our young people. Dix urged the young people standing before him to seize the opportunities put in front of them.



Dix recognized Eartha Beatty, a 90-year-old Montford Point Marine, one of the first African Americans to serve in the United States Marine Corps, with a Certificate of Appreciation from the Montford Point Marine Association.

Dix then described to the audience how Barbara Barksdale came to the cemetery 25 years ago to clean up her grandfather’s grave, only to discover the vast amount of history within the cemetery. She started organizing the community to preserve and restore the cemetery and eventually formed the Friends of Midland organization.

“This is hallowed ground, a place of peace, tranquility and beauty where every headstone is a book of history. We are standing among slaves, freed men, the United States Colored Troops, Buffalo Soldiers, Tuskegee Airmen, and Montford Point Marines,” said Dix.

Dix explained that while exceptional valor and sacrifice has occurred in all of America’s wars, we did not always honor our fallen with a day dedicated in their honor. In fact, the first Memorial Day was not called Memorial Day. The observance of this day was born of compassion and empathy in 1863. “As the Civil War raged, grieving mothers, wives, daughters, sisters, and other loved ones were cleaning confederate soldiers’ graves in Columbus, Mississippi, placing flowers on them, just as Ms. Barksdale has taken care of her grandfather’s grave. They noticed nearby the union soldiers’ graves were dusty and overgrown with weeds,” explained Dix.



As part of the commemoration of the 50th anniversary of the Vietnam War, Dix recognized 23 Vietnam veterans with commemoration pins and certificates.

Grieving for their own fallen soldiers, the confederate women understood that the dead union soldiers buried nearby were the cherished loved ones of families and communities far away. They cleared the tangled brush and mud from those graves as well as their own soldiers’ graves and laid flowers on them as well. Three years after the Civil War ended, on May 5, 1868, the head of an organization of Union veterans established Decoration Day as a time for the nation to decorate the graves of veterans with flowers. Maj. Gen. John A. Logan declared that Decoration Day should be observed on May 30th. It is believed that the date was chosen because flowers would be in bloom all over the country. So it wasn’t until 1971 that Memorial Day was declared a national holiday by an act of Congress, though it is still often called Decoration Day.

During his remarks, Dix recognized Eartha Beaty, a 90-year-old Montford Point Marine, one of the first African Americans to serve in the United States Marine Corps, with a Certificate of Appreciation from the Montford Point Marine Association. Dix presented the Congressional Gold Medal to Beaty on June 15, 2016, at an awards ceremony at DLA Distribution's Organization Day in New Cumberland, Pa.

DLA Distribution is also proud to be a part of the Department of Defense's Vietnam War Commemorative Partner Program honoring the 50th anniversary of the beginning of the war. The program is designed for federal, state and local communities, veterans' organizations and other nongovernmental organizations to assist a grateful nation in thanking and honoring our Vietnam Veterans and their families. Dix is on a personal crusade to say "Thank you" to the Vietnam veterans that have served our country. "I am humbled that I followed in their footsteps. We are going to right a wrong that was done to those men and women," said Dix.

Dix then called the names of the 23 Vietnam veterans forward to be recognized with Vietnam commemoration pins and certificates. In addition, family members of several Vietnam veterans who are no longer with us came forward to be recognized.

The Memorial service included music, a presentation by the Steelton Elk's Youth Dept. #21 Steppers, music by the Spiritual Messengers, and concluded with a salute of volley and taps by the 3rd United States Colored Troops re-enactors.

Distribution's commander delivers commencement address to 19 new 2nd lieutenants

Written by DLA Distribution Public Affairs



Army Brig. Gen. Richard Dix, DLA Distribution commander, stands with 19 newly-commissioned 2nd lieutenants from the Bison Battalion.

Marking the 100th year of the Reserve Officer Training Corps program, Defense Logistics Agency Distribution commander

Army Brig. Gen. Richard Dix commissioned 19 new 2nd lieutenants from the Bison Battalion at Bucknell University.

During his remarks, Dix reminded the cadets to thank those whose shoulders they stand on during their graduation – their parents, family, friends, professors, teachers, and mentors.

Asking the cadets if they knew why Francis Scott Key ended the national anthem with a question mark, Dix reminded them that at any given moment, there are soldiers, sailors, airmen, and marines serving so that we can continue to be a free country.

Dix talked about the importance of the pinning ceremony the cadets were about to experience, and how they would be continuing an important military legacy created by President Woodrow Wilson.

The history of the Bison Battalion dates back to 1862, with the formation of the Bucknell Guard to fight in the American Civil War. During the Korean War, Bucknell University petitioned the Department of Defense to establish an official ROTC unit on campus. The unit began in 1951, and commissioned its first officer in 1952. Five schools now make up the Battalion, including Bucknell University, Susquehanna University, Bloomsburg University, Lycoming College, and Pennsylvania College of Technology.

The new lieutenants join 2,176 others who have gone before them in the Bison Battalion to become part of the ranks of the future leaders of the active United States Army, Army National Guard, and Army Reserve.

“Reinvention and Advancement” of a Retired Career Officer

Submitted by Colonel Lloyd W. Holloway, US Army retired

Recently Colonel Lloyd W. Holloway, US Army retired and a Life Member of the ROCKS Inc., received the Doctor of Philosophy, Social Work, from Morgan State University.

In 2009 Colonel Holloway (R) entered the PhD program at Morgan State University, School of Social Work. He was simultaneously selected, to serve as a Research Fellow for the National Center for Health Behavioral Change (NCHBC). He was also appointed as a member/recorder and Policy Analyst for the National HIV Prevention Policy Formulation and Education Workgroup Coalition. This coalition was directed by Dr. Jay Chunn, and further Chaired by Congresswoman Donna Christian-Christensen, sponsored by the Congressional Black Caucus and Morgan State University.

During his course work in Urban Organization and Communities he examined the function, utility and role of the Forest Park Senior Center Inc. in the City of Baltimore, Maryland. Part of the success of this examination was that it stimulated interest of the Forest Park Senior Center Inc.

Trustees. This resulted in an invitation for COL Holloway to serve as a member of its Board, where he currently serves as the Secretary.

Colonel Holloway (R) completed 57 hours of academic course work and successfully submitted and defended his dissertation entitled: "Examination of the Use of Bio-Medical Preventions of HIV: Condom Use among African American University Students Attending a Northeast HBCU." This was in partial fulfillment of the requirements for the Degree Doctor of Philosophy.



Colonel Lloyd W. Holloway, US Army Retired, Doctor of Philosophy, Social Work Morgan State University

Colonel (R) Lloyd W. Holloway, is a widower with two adult children who are also Social Workers, Charmaine Camille, age 36, and Lloyd G. II, age 34. He is a native of Birmingham, Alabama, and was commissioned as a second lieutenant in the Regular Army upon graduation from Alabama A&M University in 1975, majoring in Urban Studies and a minor in Social Work. He successfully earned a Master's Degree in Urban Studies, in 1992, from Alabama A&M University. His military education includes the Infantry Officers Advanced Course; completion of the Defense Information School at Fort

Benjamin Harrison, IN; the Command and General Staff College, and the U.S. Army War College.

Colonel (R) Holloway has served in a variety of command and staff positions which included Battalion S3 and consecutive company command assignments at Fort Leonard Wood, MO, and the 1st Infantry Division, Fort Riley, KS, respectively. While assigned at Fort Polk, LA he served as Deputy and Public Affairs Officer for the 5th Infantry Division, Brigade S3, and Deputy Directorate of Plans, Training and Mobilization.

During his tour at Redstone Arsenal, he served as the Chief of the Senior Trainer Branch in the Command and Staff Department, Ordnance Missile and Munitions Center and School (OMMCS), Redstone Arsenal from Aug 88 to Jul 90. Moreover, Colonel (R) Holloway served as the Battalion Commander for Support Troops in the Missile Command, Redstone Arsenal, from Jul 90 to Aug 91. He also served in the TOW Project Office as a special staff officer from Jan 92 to Feb 93.

Colonel Holloway's initial Pentagon assignments were from Feb 93 to Dec 95, including service as a Military Operations Officer in the Strategy Integration Division, the Chief of the Command Information Team and the Acting Chief of the Command Information Division, in the Office of the Chief of Public Affairs (OCPA) Pentagon.

During his overseas tour in Hawaii, from Dec 95 - Nov 97, Colonel (R) Holloway served as the Chief of Media Operations for the U.S. Pacific Command Public Affairs Office, Camp Smith, Hawaii.

Colonel (R) Holloway was again assigned to the Pentagon in Nov 97 to serve as a staff officer and strategist for the Assistant Chief of Staff Installation Management (ACSIM) Competitive Sourcing Office, and later selected to serve as the Executive Officer to the Chief of Public Affairs, culminating 30 years of service as the Deputy Commander of the Soldiers Media Center in May 2005.

His military awards include the Legion of Merit (3awards); the Defense Meritorious Medal; Meritorious Service medal, the Army Achievement Medal, the Parachutist Badge, and Army Staff Badge. Civilian recognition includes Outstanding Young Men of America, 2005 and the National Register's Who's who in Executives and Professionals. Notable Associations include the Sixteen Street Baptist Church, Birmingham, Alabama; Board Member Forest Park Senior Center Inc. Baltimore, Maryland; Morgan State Alumni, and a Life Member of the ROCKS Inc.; Alabama A&M University Alumni, Army War College, and the Ordnance Corps respectively.

**FEAR IS ONLY EXCITEMENT IN NEED OF AN
ATTITUDE ADJUSTMENT.**

- Author Unknown

Army Civilians Join Forces at ROCKS, INC 2016 National Leadership and Training Forum – “Operation Rejuvenation: Renewing and Reaffirming Our Commitment to Mentorship”

*Written by Mrs. Delories Johnson-Davis
ROCKS Inc., VP, Civilian Affairs*



Written by Delores Johnson Davis, ROCKS National Board member. This year, for the first time, Department of Army (GS 12 & above) civilians were invited to join military attendees on site at the ROCKS, INC 2016 National Leadership and Training Forum location, April 21-23, 2016. Joining forces for

this biennial conference provided an incredible opportunity for the two groups to come together to demonstrate the strength of the ROCKS as a mentoring leader.

Civilians participated in general sessions and a series of workshops focused on developing individual career paths, understanding available professional resources and the value of coaching and mentoring. Participants enjoyed hearing from an experienced panel of senior civilian leaders who were pleased to share their extensive experience and knowledge.



Ms. Gwen DeFilippi, SES, Deputy Assistant Secretary Army (Civilian Personnel) and Mrs. Leslye Frazier, SES (retired), African American Federal Executive Association, talk with a group of Army civilians about career resources.

Dr. Vicki Brown, Office of Secretary of Defense, Chief Learning Officer, Civilian Workforce helped participants work through Setting Career Goals; Ms. Gwen DeFilippi, SES, Deputy Assistant Secretary of the Army (Civilian Personnel) provided details on Access to Resources – The Army’s Roadmap to Senior Executive Service, and Ms. Leslye Fraser (retired SES) and President of the African-American Federal Executive Association (AAFEA) shared success tips gained from her career covering SES positions at several federal agencies. Participants closed out the civilian professional

development with Mrs. Kathleen Miller, SES, HQDA, Assistant Deputy Chief of Staff, G-4 who focused on understanding the Value of Coaching and Mentoring and Ms. Kristin Walker, Budget Analyst, OASA (FM) who shared her personal mentoring experience.

The ROCKS, INC is committed to expanding its trademark mentoring programs to Department of Army civilians. The goal for the next conference in 2018 is to increase the circle of civilians who participate and who have valuable mentoring experiences.



SPECIAL Congratulations to 2014 Rock of the Year, Maj. Gen. Gwendolyn Bingham and her family!



Maj. Gen. Bingham, U. S. Army, has been confirmed by the Senate for appointment to the rank of lieutenant general and assignment as Assistant Chief of Staff for Installation Management, United States Army, Washington, DC. She most recently served as Commanding General, United States Army Tank-automotive and Armaments Command, Life Cycle Management Command, Warren, Michigan.



Mid-Atlantic Chapter Programs 2016

August 18, 2016, 11:00am-1:00pm

NDIA & WID Mid-Atlantic SB Networking Event – Jackie Robinson-Burnett, Associate Administrator of business Development, U.S. SBA Washington, DC
Location: Top of the Bay, APG

October 6, 2016, 5:00pm-8:00pm

Think Pink Breast Cancer Awareness (BCA) BarDazzle & Sponsor’s Appreciation Reception
Location: Water’s Edge Event Center, Belcamp, MD

THE 50TH ANNIVERSARY COMMEMORATION OF THE VIETNAM WAR

Submitted by MAJ Samuel Blanchard, USA (Ret)

State of Georgia Vietnam War Certificate of Honor Ceremony – Atlanta,
Georgia May 22, 2016



ROCKS Life Member MAJOR(USA Ret.) Samuel Blanchard,
and GA State Senator Valencia Seay



ROCKS Life Member MAJOR(USA Ret.) Samuel Blanchard, GA State Senator
Valencia Seay, ROCKS Member MAJOR(USA Ret.) Ralph Carson



HELP US GROW OUR FUTURE OFFICER CORPS!

Support Scholarships for ROTC Cadets

We owe you -- our ROCKS members, family and friends, a debt of gratitude for your generosity in supporting a number of The ROCKS Inc. programs. This is especially true of the RC Cartwright Foundation and the LTG Honor Leadership Fund. These programs recognize outstanding college students and young leaders from freshman to senior who excel in the classroom and ROTC programs. The future leaders of our Army and nation will come from this cohort. We are proud to report through your generosity since 2011 we have awarded \$119,500 in tuition assistance scholarships to 65 young men and women from 18 colleges and universities. (Visit www.rocksync.org for the complete list of recipients.)

So we may continue this great work we once again seek your support for these two scholarships. Our goal this year is \$30,000. As you plan your 2016 tax exempt donation, please designate R.C. Cartwright Scholarship Foundation and/or the LTG Edward Honor Leadership Fund.

Go to www.rocksync.org to make your donation online. (A small portion of your donation will go toward administrative cost.) We thank you in advance for your consideration and support.

BG Earl M. Simms, ROCKS Chairman



ROCKET SUBMISSION GUIDELINES

*Thank you for your contribution to the Summer
ROCKFJ. As we continue to improve the quality of
the submissions please remember:*

The mission of The ROCKS, Inc. is to strengthen the Officer and Senior Civilian Corps by serving as a world class organization that provides and promotes mentorship, coaching, scholarship, networking, leader diversity and professional development to leverage outreach opportunities and maximize talent across the U.S. Armed Forces.

*As you help us coach, promote mentorship, networking,
leader diversity and professional development to a
world-wide readership please adhere to the following:*

✓ **Submit articles in MS Word Document Format Only**

Do not include photos within body of text: please add photos to the end of the article)

✓ **Article Header should be in Times New Roman Font; Font Size=14 and Bolded)**

✓ **Author/contributor credit reflected in following format:**

Written by (Font=Times New Roman Italics; Font Size = 10)

- Page Margins = 1" Left, Right, Top and Bottom
- The text should be Font=Times New Roman; Font Size=10. No special formatting. Use left justification. Maximum number of words=600 words
- Maximum number of photos per article = 3 (Include at the end of the article)
- Include photo captions under photo (Font=Times New Roman; Font Size=8)
- PDF document will NOT be accepted.
- Links to web articles will NOT be accepted.
- Articles should be written in 3rd party tense.
- If you would like an article from another publication to appear in the ROCKET, you must obtain written permission from the author and forward it to therocks@aol.com along with the article in MS Word format.

2016 LEADERSHIP AND TRAINING CONFERENCE PHOTO GALLERY



*Conference
Speakers: top to
bottom:
Acting Secretary
Patrick J.
Murphy; Army
Vice Chief of
Staff, GEN Daniel
B. Allyn; DCG
USA Cadet
Command, BG
Sean A. Gainey;
Army G6, LTG
Robert Ferrell*





Top to bottom: T.C. Williams High School All Female ROTC Color Guard; ROCKS Chairman, BG Earl Simms; ROCKS Life Member, COL Charles Harris III; BG Donna Martin; Thanks to Conference Committee- pictured bottom left column.

Photos provided by COL L. Anita Dixon, Ms. Jade Fulce and Cadet Nia Farmer.

<https://www.facebook.com/rocksinc/>

2016 ROCKS PHOTO GALLERY



2016 HONORARY ROCKS OF THE YEAR
BG Simms Presents Awards to Admiral Michelle J. Howard, USN (left) &
General Peter W. Chiarelli, USA, Retired (right)



2016 ROCKS OF THE YEAR
BG Simms Presents Awards to COL Lucretia M. McClenney, USA, Retired (center photo),
BG C. David Turner, USA (left) and MG Stephen M. Twitty, USA (right)



Awardees with all General and Flag officers present



ROCKS Charter/Originating Members are joined on the Spring Gala stage by Mrs. Verda L. Cartwright

2016 SPRING GALA PHOTO GALLERY



**Don't Miss Out Next Year
ROCKS SPRING GALA AND AWARDS CEREMONY
MARCH 2017**

National Board of The ROCKS, Inc. Mentorship Program

*Written by Austin D. Bell III, VP, Mentorship,
National Board of The ROCKS, Inc.*



Notes from the Mentorship Corner

Mentorship Continues to be of Vital Importance to The ROCKS, Inc.

Three key data points concerning The ROCKS, Inc. and mentorship:

1. Since its inception, the ROCKS, Inc. has embraced the provision of mentorship to Army officers, with a special focus on junior officers, within and outside of its membership ranks as the most important of its key core competencies. Indeed, mentorship, coupled with professional development, is the *raison d'être* of the organization and pursuit of this mission is what distinguishes it from other more social organizations.
2. Since January 2014, The ROCKS, Inc. has had in place a fully formed and comprehensive mentorship program. Furthermore, the program is in concert with the Army Mentorship Program and has been acknowledged and given high marks by TRADOC. The mentorship program has been promulgated to the membership through its Chapters/Interest Groups and the contents of the program and supporting documents permanently reside on the National Board of the ROCKS, Inc. website.

Unfortunately, to date, Chapters/Interest Groups' adoption and execution of the program has been tepid at best and very inconsistent. Additionally, only three of the Chapters/Interest Groups consistently report out on mentorship status and activities. The National Board understands that there are a host of reasons for the variability of FORMALLY adopting and executing the Mentoring program. However, if The ROCKS, Inc. is going to fulfill its mentoring mandate, which is the cornerstone of our organization, then we must collectively begin doing a better job of formally mentoring our Cadets, officers and civilian members. Encouragement and coaching will always be a part of what we do, but formal mentoring is about building and sustaining relationships between the Mentor and Mentee.

3. Just in case there is a question as to whether mentorship is a worthy endeavor to be pursued by The ROCKS, Inc., one only needs to review the results of the current downsizing, promotion, command and school boards to get a resounding answer of YES, and more than ever. The Bottom line is that selection rates of minority officers are now consistently falling woefully short of what is

needed to ensure a level of diverse leadership that has proven to strengthen the officer and senior civilian ranks. Moreover, the Army's Senior Leadership from the Secretary of the Army down, has publicly expressed their commitment and support for leader diversity. We must actively do our part to impact leader mentoring and professional development to ensure that minority leaders are competitive and positioned for success.

National Board of The ROCKS, Inc. Bi-Annual Leader and Training Conference

As the VP, Mentorship, I was very pleased with the results of the conference. All guest speakers utilized mentorship as their central theme and detailed how mentorship positively contributed to their respective career successes. The questions from the attendees after each brief were thoughtful, poignant and overall served to stimulate great discussions that enhance the effectiveness of the presentations.

The breakout sessions were a resounding success as they facilitated more intimate and focused discussions concerning mentorship and professional development challenges faced by our military and civilian members. In addition, the Saturday session where Chapter Presidents or their representative, and Interest Group representatives presented their annual status reports was candid, comprehensive and showcased the hard work of those present. The presentations will be posted on the ROCKS website so that they are available for Chapters/Interest Groups to learn from, and use what others have found beneficial.

As a result of the high quality of the reports and the informative discussion during the session, the National Board now has a much clearer strategic picture of the overall health and welfare of The ROCKS. This will serve to facilitate more informed actions and decisions by the Board to better address the organization's needs.

We extend our collective and special thanks to MG Twitty. As the only sitting African American Division Commander on Active Duty, his candid remarks about on the ground experiences concerning mentorship and professional development of minority officers within his Division command were spot on and priceless. Additionally, his sage advice from participating in countless promotion, command and school boards was enormously impressive and truly invaluable. We have received rave reviews from many who were present in the small discussion groups. We hope that all officers and cadets who were fortunate enough to be present and hear directly from this combat tested senior leader, realize the rare gift they were given and will take his words to heart, share what you heard with others and build or reinforce a strong professional foundation to chart a successful career.

We must now seize the momentum generated from this year's leader and training conference. To do so, I ask that you focus on the following:

1. Make the development of your individual mentorship programs a top priority. If you haven't done so, identify your mentorship program POC. In order to develop an effective program, you must identify the mentors and mentees in your AOR and then devise a strategy to pair them up. Keeping mentorship at the forefront of your Chapter/Interest Group, should be a topic of discussion during every monthly meeting. Finally, you have the license to be creative and tailor the mentorship program to meet the unique circumstances of your respective Chapter/Interest Group. For example, as a way to marry up mentors and mentees, carve out some time at each monthly meeting to pair up mentors and mentees that are present. This could be a great engagement opportunity.
2. Reach out to me as your VP for Mentorship if you need assistance or have questions about the mentorship program.
3. Reach out to your respective National Board mentors if you need assistance. A National Board member has been assigned to each Chapter/Interest Group and as such is ready to provide assistance and guidance as needed or requested.
4. Complete and submit your quarterly reports and include input on the status of your respective mentorship programs per guidance previously provided. This is my primary source of determining status of mentorship program development and whether our junior membership is being assisted and mentored.

chapters' abilities to promote and adhere to the *PEAAR Doctrine*.

The *PEAAR Doctrine* is essentially a project management tool derived from the basic constructs of military planning. It is a practical, simplistic way of dissecting the major aspects of project management into achievable, non-intimidating segments of execution. To elaborate, the *PEEAR doctrine* is a four phased process that we should superimpose on ALL of our major events and activities. The four phases are: Planning; Execution; Assessment & Analysis, and; Refinement. Each phase consists of distinct expectations, or objectives, and is shaped by time considerations. The titles of each phase are self-explanatory when it comes to understanding what each phase entails. The affiliated nuances are reflected in the amount of time designated to each phase. Although the time allotments for each phase may vary from project to project, there is a general rule we must all abide; regardless of the project. That rule is that the time allotted for the planning phase must not exceed 1/3 of the time that exists between the end of the preceding iteration of the project and the projected date of execution for the next iteration.

Yes, this is indirect homage to the "1/3 – 2/3 rule" many of us internalized as Second Lieutenants. The merits of its logic (and the potential of its yield) hold true for us, even in this non-profit, all volunteer environment. Adhering to this expectation will serve the chapter well and allow for a sequencing of tasks and duties that can offer members a chance to become (and stay) gainfully engaged through volunteer opportunities that are predictable, well-defined and conducive to a fast-paced lifestyle that many of our members subscribe to whether on active duty or retired.

News from (Y)our Membership Development Team

Written by COL Eric P. Flowers USA



During the early days of my career, a popular maxim asserted, "a busy private is a happy private." I would dare say, years later, that the spirit of this saying holds true for today's average ROCKS member. Today's members are multi-tasking experts with the mental dexterity that enables one to have "many irons in the fire." Our members constantly seek out and appreciate challenges- and find ways to get things done. Since we are movers and shakers, we are best served by opportunities that allow us to sharpen our skill sets when it comes to managing projects.

Subsequently, an inherent challenge, or rather, obligation imposed on our chapters' leadership teams, is to find ways to keep people interested and engaged throughout the course of the entire year. One way to satisfy this obligation is by adopting a mindset that holds that every "signature" event- at the chapter level- is a year-long endeavor that requires manageable and incremental contributions from as many members as possible. Adopting this mindset facilitates our

When we look at the explicit and implicit things associated with the *PEAAR Doctrine*, it is easy for one to see that there is ALWAYS something that needs to be done when it comes to handling the affairs of the organization. Given this realization, it comes as no surprise to anyone that there is far too much to be done w/in the ROCKS for any one person, or small cadre of individuals, to constantly do and do with consistent efficiency and success. With this in mind, the *PEAAR Doctrine* gives us a way to identify those tasks- both the grandiose and the mundane- that can be taken on by a wide variety of people at a time and at a place of their respective choosing. In other words, it eliminates the need for a few committed Chapter members to have to "bite the whole elephant," by splitting the work into manageable pieces. When we (the Chapters' leadership) opt not to use something like the *PEAAR Doctrine* to identify our needs and to proactively and timely recruit specific help from our membership, we are doing both the organization and the membership a disservice. We also risk wearing out the few that are willing to take on the operational burden for the rest of us.

Members generally want to be an active, contributing part of this organization. It is the responsibility of the leadership of each Chapter/Interest Group to find creative ways to inspire members to action and divvy the load so that members can

contribute their unique talent and skills to benefit your organization. When members are actively contributing, they are happy because they are able to develop a sense of gratification for taking some type of action that is making a difference that really counts. With such prospects, it makes sense for us to apply the PEAAR Doctrine when and wherever we can. Our potential return on investment will not only make our chapters function better, but it will also keep our members constantly engaged (in ways conducive to their schedules).

Please do what you can to help make and to keep happy members, and, in the interim, do what you do to...
Be the Standard!!

Effective Two-Way Communication Can Make Us Better!

*Written by: COL (Ret) Dorene Hurt
VP for Pubs & Comms*



As anyone reading this piece knows, effective 2-way communications is essential for high performing organizations. I purposefully included the words "TWO-WAY" because if the communication is only One-Way, many problems are common. One-Way communication doesn't necessarily mean that the receiver heard or understood the message. One-Way communications

can be appropriate in certain situations such as emergencies, where the requirement is to respond quickly & appropriately, with no time for discussion.

Well trained military teams know & understand this all too well when they are in the thick of things and need all team members to trust their training & react appropriately. However, you can rest assured that there was a lot of Two-Way communication during the training phase to ensure that everyone understood their roles & responsibilities. Fortunately, the majority of communication is not done in life & death situations.

I am raising this as a topic in this issue because one of our key goals for the last few years has been to enhance communications in the ROCKS, Inc. In order to accomplish this goal, it requires ongoing Two-Way communication within the Chapter/Interest Groups and between you & the ROCKS National Board. The National Board has no intent to simply distribute information and guidance without the benefit of your comments & input. That is not effective communication, nor would it likely result in your buy-in or commitment because your input wasn't requested or even considered. Nor would it result in the best approach or solution if limited perspectives are considered, especially in strategic decisions for our organization. We all know how disconnected we feel in organizations that are simply directive in nature.

We are very thankful for several Chapters, especially the DC & Hampton Roads Chapters, for almost always taking the time to respond to National Board requests for input & feedback. Their feedback and ongoing Two-Way communication with us has resulted in key changes to several of our initial plans that we never would have had without thoughtful feedback. We also applaud those who participated in our recent Biennial Conference in the DC area. The participation & engagement was the best to date. The Chapter/Interest Group briefings on April 23rd and the ensuing discussion during that session was fantastic. In addition to the providing a great opportunity for Chapters/Interest Groups to share their best practices and what does or does not work for them, the National Board got a number of wonderful recommendations on how we can improve our interaction with them. This would never have happened with One-Way communication.

However, we will never become what we hope to be if less than half of us are routinely engaged with each other. Our intent is not simply to get your 911 calls & messages to solve problems. Our goal is to establish meaningful relationships with EACH of you to ensure enhanced Two-Way communications to make the ROCKS, Inc. the "GO-TO" organization when it comes to Mentoring & Professional Development of Cadets, Military Officers, & Senior Civilians. As a voluntary non-profit organization with a mobile membership, we realize that everyone is busy. Virtually every member of your National Board served in the Army or as a Senior Civilian for decades. Several are still working demanding full-time jobs, plus volunteering on the Board so we understand high optempo and how to juggle competing demands. We do what we do because we are committed to the ROCKS and to you.

We also want to extend special THANKS to: LTG Ferrell, MG(P) Bingham, BG Dix, & BG Hamilton. No matter how busy they are, if they are traveling to or near anywhere where a ROCKS Chapter exists, they ALWAYS take the initiative to reach out to us before they travel to volunteer meeting with ROCKS where they are going. Given their already tight schedules, this says a lot about their sustained commitment to YOU & the ROCKS!

As the Editor of the ROCKET for many years, I want to put a special "plug" in regarding our quarterly publication. The ROCKET has served not only as an informative publication, but also as an historical document for our organization. You can trace many of our key contributions and relevance for over 40 years by scanning through our ROCKETs. We would like to encourage ALL Rocks members, Chapters & Interest Groups to become a part of our living history!

We continue to welcome your ongoing feedback & suggestions on how we can do better not only in our ROCKET, but in making our overall organization more effective, responsive, & relevant. Remember, there is no US without YOU! Be a part of the solution!

ROCKS on the MOVE

Congratulations to MG Sargent

Written by COL Dorene Hurt, USA (Ret)



Maj. Gen. Patrick D. Sargent with his wife Sherry and daughter Samantha (on his left) and COL (Ret) Dorene Hurt and LTC (Ret) Davina Carrington (on his right)

Maj. Gen. Patrick D. Sargent, Commanding General, Regional Health Command-Pacific, was promoted to Major General in Panama City, Florida, his hometown, on May 6, 2016. Officiating the ceremony at Tyndall Air Force Base was Lt. Gen. Nadja West, the U. S. Army Surgeon General.

This was a very special day for Maj. Gen. Sargent as it was his first promotion in his hometown since entering the Army over two decades ago. Joining Maj. Gen Sargent, his wife Sherry, and daughter Samantha, were his mother, beloved grandmother, siblings, and scores of family members, church members and friends from far and wide.

BG Russell Changes Commands

Written by COL(R) Dorene Hurt

The Chief of Transportation and Commandant, Transportation School, formally ended his duties after a little more than a year in office.

Brig. Gen. Michel M. Russell Sr., the only non-transporter to hold the positions, handed over his duties during a relinquishment of command ceremony Monday at Wylie Hall. His tenure began June 4, 2015. Brig. Gen. Michel M. Russell Sr., will assume duties as deputy assistant chief of staff, C-4/J-4, United Nations Command, Combined Forces Command, U.S. Forces Korea, Republic of Korea.



BG Russell bids farewell with a handshake

DLA Distribution Marks Transition of Leadership

By Chris Erbe

Employees and guests witnessed a time-honored military tradition June 17 at the Defense Logistics Agency Distribution change-of-command ceremony in New Cumberland, Pennsylvania. DLA Director Air Force Lt. Gen. Andy Busch hosted the ceremony as Army Brig. Gen. Richard B. Dix passed command to Army Brig. Gen. John S. Laskodi. The ceremony featured the presentation of colors by DLA Distribution Susquehanna Riggers, patriotic music performed by the 78th Army Band and vocal performances of the national anthem and "God Bless America." by DLA Distribution employees.

Dix has served as DLA Distribution commander since May 2014. His next assignment will be as commander of the Joint Munitions and Lethality Life Cycle Management Command, Joint Munitions Command, Rock Island Arsenal, Illinois. In his keynote remarks, Busch said he appreciated the challenge that Dix faced, serving under two different DLA directors. After only six months in his new command, Dix had to manage a whole new set of priorities when Busch himself assumed command of DLA.

"Gen. Dix pivoted immediately to the priorities that I asked him to look for," Busch said. "The thing that I appreciate most about your time as commander is that six months into your tenure, you made that pivot. And when I said I wanted to focus on some different things, you did it with gusto. So thank you."

After concluding his address, Busch presented Dix with the Defense Superior Service Medal for exemplary service during his time as DLA Distribution commander. Among many accomplishments, the award included DLA Distribution's support to Operation United Assistance in 2014, which involved the setup of life-saving Ebola treatment facilities in the West African theater.



Flag passing caption: Air Force Lt. Gen. Andy Busch passes command colors to Army Brig. Gen. John Laskodi, at the DLA Distribution change of command ceremony in New Cumberland, Pennsylvania, June 17. The tradition marks the assumption of command and symbolizes the orderly transfer of responsibility, authority and accountability from one individual to another. (Photo by Chris Erbe)

In his remarks, Dix thanked his family, the community and the DLA employees he led for the past two years. He concluded by addressing Busch. “Sir, you have entrusted me to lead a global team of more than 10,000 civilian, military, foreign national and contractor employees,” he said. “It was easy, because they are the best team I’ve ever been associated with. Brig. Gen. Laskodi is more than capable to assume this command. I know he’s prepared and will continue the momentum and will lead this organization into the future.”

During the heart of the ceremony, outgoing commander Dix passed the DLA Distribution colors to Busch, who then passed them to Laskodi. The military tradition dates back to our nation’s earliest history and signifies the orderly transfer of responsibility, authority and accountability from one individual to another.

Laskodi’s first duty as the newly installed commander was to deliver his remarks. “I am truly honored and humbled by the privilege of standing before you today as the commanding general of DLA Distribution,” he said. “Gen. Busch, thank you for the opportunity to command this tremendous organization. I appreciate the confidence you have placed in me. I am committed to building upon the reputation of excellence that Gen. Dix has established across this command as we support the warfighter.”

DLA Distribution is one of six primary-level field activities and is the leading provider of global distribution support to America’s military. The organization’s activities include receiving, storing and issuing supplies through 24 distribution sites in the United States and around the world, as well as providing other tailored services to increase warfighter readiness.

Maj. Gen. Patrick D. Sargent bids farewell to Regional Health Command-Pacific

Written by Emily Yeh, Regional Health Command-Pacific Public Affairs



On June 30, 2016, Regional Health Command-Pacific held a change of command ceremony at historic Palm Circle on Fort Shafter, Hawaii, to bid farewell to Maj. Gen. Patrick Sargent, outgoing commanding general. Sargent will take on a new leadership role as the deputy commanding general (Operations), U.S. Army Medical Command; and chief, U.S. Army Medical Service Corps, Joint Base San Antonio, Texas.

(Photo Credit: Emily Yeh, Regional Health Command-Pacific Public Affairs)

HONOLULU (June 30, 2016) – Regional Health Command-Pacific (RHC-P) conducted a change of command ceremony at historic Palm Circle on Fort Shafter, Hawaii, June 30, 2016, to bid farewell to Maj. Gen. Patrick D. Sargent.

Maj. Gen. Robert Tenhet, deputy surgeon general and deputy commanding general (Support) U.S. Army Medical Command hosted Soldiers, staff, family, friends and distinguished guests who gathered to honor Sargent as he relinquished his command.

“Maj. Gen. Sargent commanded Army Medicine’s largest, geographically dispersed and most complex regional health command,” noted Tenhet. “His unwavering dedication and commitment to providing the highest quality care to our Soldiers and their families in a safe environment are unsurpassed,” added Tenhet.

During Sargent’s two years in command of RHC-P, he orchestrated the delivery of world-class medical care for Service Members, families, and eligible beneficiaries, providing medical readiness and medical diplomacy to the 36 nations in the Indo-Asia-Pacific region in support of U.S. Army Pacific (USARPAC) in the U.S. Pacific Command (PACOM) area of responsibility.

“Over the course of my tenure in command at RHC-P, I have watched every organization on this field elicit greatness from their organization as they delivered safe, high-quality care to their beneficiaries and exported medical diplomacy across the pacific region,” stated Sargent.

“As high reliability organizations, you have proven that your commitment to access, safety, quality and patient satisfaction

are your highest priority, as evidenced by the accolades the Joint Commission and NCQA provided to the Bassett and Brian Allgood Community Hospitals and the United States Army Health Clinic-Schofield Barracks,” added Sargent.

RHC-P is comprised of medical, dental, veterinary, and public health facilities in Alaska, California, Hawaii, Japan, South Korea and Washington State.



On June 30, 2016, Regional Health Command-Pacific held a change of command ceremony at historic Palm Circle on Fort Shafter, Hawaii, to bid farewell to Maj. Gen. Patrick Sargent. Maj. Gen. Robert Tenhet presided over the ceremony, thanking Sargent for his leadership and dedication to Army Medicine. Sargent passes the flag to Tenhet, formally relinquishing his command of the region.

(Photo Credit: Emily Yeh, Regional Health Command-Pacific Public Affairs)

Sargent will move into his new position as the deputy commanding general (Operations), U.S. Army Medical Command; and chief, U.S. Army Medical Service Corps, Joint Base San Antonio, Texas.

In his new role he will be responsible for the daily oversight and delivery of healthcare within the four Regional Health Commands; RHC-P, RHC-Atlantic, RHC-Central and RHC-Europe. Additionally, he will drive standardization, optimization, resource management and readiness, as well as oversight of the patient safety and quality management programs across Army Medicine.

Sargent was promoted to a two-star general on May 6, 2016. Family, colleagues and friends gathered to honor Sargent during his promotion ceremony held on Tyndall Air Force Base in his hometown of Panama City, Florida.

Sargent is a 1985 Distinguished Military Graduate from Florida State University. He subsequently earned Masters Degrees from Webster University and the National War College. Sargent is the 18th Chief of the Army's Medical Service Corps and a Fellow in the American College of Healthcare Executives.

Sargent is a life-member of the ROCKS, Inc. and the past President of the Phantom Warrior and Camp Victory Chapters. While in Hawaii, he served as a Senior Mentor to the Aloha Chapter.

Sargent is married to Sherry Hill Sargent.

LTC Crede Lyons Depart HU

Written by LTC Crede Lyons, USA



On June 30, 2016, LTC Crede Lyons Departed Howard University's Bison Battalion to serve as the Joint Force Headquarters-National Capital Region and US Army Military District of Washington's Chief of Law Enforcement Operations where he will work closely with local and federal law enforcement entities in support of the upcoming Presidential Inauguration.

During his time as Howard's Professor of Military Science (June 2013 – June 2016), LTC Lyons and his team developed ways to improve the program and make lasting impacts on Cadets that would endure such as:

- Commissioned 12 to 15 Lieutenant's per year, including 1-2 Distinguished Military Graduates within each Commissioning class.

- Received approval from the University's leadership for a Military Science Leadership Minor that reduced the Cadets' heavy academic course load and enabled Cadets to receiving credit towards graduation for their ROTC courses.

- Secured a \$300K 3-year Cadet Financial Aide Grant from the university during his tenure and locked in the same amount through 2019.

- ROTC Department received \$200K in total facility renovations.

- Program awarded AUSA's Most Active Community Service Award for three consecutive years.

- Hosted first ever Senior Leader Mentorship Panel involving 11 Army Staff General Officers, 350 Cadets and Cadre from 11 universities for two consecutive years.

NOTE: The ROCKS National Board extends a special THANK YOU to LTC Crede Lyons and his cadre for their active commitment to developing HU Bison ROTC Cadets plus the hundreds of other Cadets and Cadet Command who benefited from the superb ROTC Summit sessions led & planned by HU. Special thanks are also extended to LTC Lyons and his cadre for supporting NUMEROUS ROCKS, Inc. events with the Bison Bn Color Guard and ROCKS DC Chapter and ROCKS National Board events with their enthusiastic participation.

Soldiers Inducted into the ROTC Hall of Fame

Written by BG Clara Adams-Ender, USA, Retired

On June 10, 2016, the U.S. Army Cadet Command and Fort Knox held an historical event at Fort Knox, KY. It was the induction of an initial class of ROTC graduates into the ROTC Hall of Fame. It was a special day for the 320 officers who



were selected from colleges and universities all over the United States and Puerto Rico. They received special honors from a jump by the Golden Knights. The ranking honoree was General Mark Milley, Army Chief of Staff and Princeton graduate. The senior female inducted was BG Clara L.

Adams-Ender, who entered the Army in 1959, before women were admitted into ROTC. Other officers ranked from general to major. There were other former cadets selected who did not remain in the Army for a career.

There were several officers selected who are also ROCKS. They were: BG Clara L. Adams-Ender, NC A&T, MG Wally Arnold, Hampton, BG Leroy Bell, Florida A&M, LTG Marvin Brailsford, Prairie View A&M, MG Charles Bussey, NC A&T (deceased), General Larry Ellis, Morgan State, MG Reuben Jones, Jackson State, General Colin Price, CUNY, BG George Price, SC State, MG Barrye Price, University of Houston, MG Charles Rogers, WV State(deceased) and General Dennis Via, Virginia State.

The glorious day was made even greater by a wonderful luncheon and an opportunity to mix and mingle with the honorees and their families. A good day and time was had by all!!

Executive Summary: Financial Operations and Systems: Potential Cyber Catastrophe

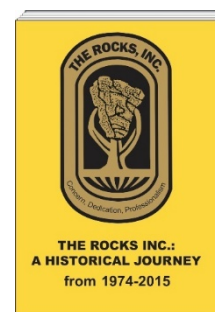
*Written by CPT Vernon V. Logan, DFMCP2, DBA
Joint Enabling Capabilities Command (JECC)*

Whether or not you are on social media, bank online, or have a credit or debit card, you are part of the cyber domain of war. Over the past 15 years, we have been gathering knowledge and lessons learned from events since the war on terror began in the United States. It is imperative that we put those lessons learned to work on the new domain in our struggle for dominance. Although great progress has taken place, it is evident by the current situation and rapidly evolving landscape of the cyber domain that not enough coordination is occurring fast enough. In a dynamic environment like cybersecurity and cyber operations, changes in personnel, equipment, training,

tools, techniques, and the environment itself makes it difficult to do more with less if not impossible.

To accomplish dominance and provide safety and security for the United States, the United States must pass effective legislation mandating regulation and coordination with the public/private sector to build the necessary synergies and defenses as a matter of national security to prevent a cyber catastrophe. Considering "the average time between an attacker breaching a network and its owner noticing the intrusion is 205 days. Like most statistics the supposed annual \$575 billion global cost of 90 million cyber-attacks are only estimates. Either way, the United States is going to have to continue to spend many times over the Gross Domestic Product (GDP) of some small countries on cyber. Most importantly, like many other events in history we have to make sure that we learn from them. According to the 9/11 Commission, "the 9/11 attacks were a shock, but they should not have been a surprise". Let us not repeat history.

[Click Here to Read Full Article](#)



We need your support!

We need your support! Make a pledge today to support this historic project. Your pledge can be made and paid in a one-time payment or by making a payment of \$10.00 per month for 12 consecutive months. Payments can be made by mailing a check to our office or online using a credit card.

For those Rocks members that have made their Journey Book Project pledge and made their payment, thanks and please encourage other ROCK members to pledge. We are a IRS 501(c) 3 non-profit charitable organization and your contribution to this project is tax deductible.

Infuse your life with action. Don't wait for it to happen. Make it happen. Make your own future. Make your own hope. Make your own love. And whatever your beliefs, honor your creator, not by passively waiting for grace to come down from upon high, but by doing what you can to make grace happen... yourself, right now, right down here on Earth. -- Bradley Whitford

Cadet Corner

HOWARD UNIVERSITY CELEBRATES 100 YEARS OF ARMY ROTC

*Written by LTC Crede Lyons, USA
Professor of Military Science, Howard University*

In 2016, Army ROTC turned 100 years old, having commissioned over 600,000 officers in its proud history. The United States Army Cadet Command celebrates 100 Years of Leadership Excellence on 275 University and College campuses with each of the host ROTC Departments celebrating this milestone in their own special way. On April 20, 2016, Howard University and the Army ROTC Department celebrated 100 years of Army ROTC in a fashion commensurate with the University's hallmark of *In Truth and Service*.

The 100 Year Celebration occurred on Howard University's main quad with faculty and students serving as an audience for the featured performances by the United States Army Drill Team and the Old Guard Fife and Drum Corps. The grace and precision showcased during both performances provided the audience a glimpse of the courage and dedication required by our profession of arms in service to the nation. The Drill Master displayed unconditional trust in his Soldiers as they hurled their bayonet tipped 1903 rifles within inches of his face while he travelled through the manmade gauntlet, fully aware that the smallest error could prove costly. The rays from the afternoon sun were the perfect cascade with the soft spring breeze serving as a welcome counter to the mildly warm day. The venue site was decorated with Army ROTC branding products such as a twenty by eight-foot mural depicting Cadet training, previous Cadets now serving as influential leaders as well as several easels containing smaller murals of Howard University Army ROTC Cadets and events from past and present.

Tuskegee Airmen Mr. William Fauntroy (90 years old), a graduate of Howard University and Mr. Walter Robinson (95 years old) were two notable attendees seated in the special guest area at the ceremony and flanked by the Deputy Inspector General of the Army (MG Leslie Smith), Howard University's President (Dr. Wayne A.I. Fredrick) and Howard University ROTC Alumnus (MG (Ret) John Hawkins) who all provided remarks. During the ceremony, each of the aforementioned speakers echoed a common theme, the importance of building and sustaining a legacy. A legacy that began at Howard University in 1917, when organized military training began prior to the formal establishment of the Army ROTC Detachment in 1918 and continues today with the Bison Battalion's Commissioning Class of 2016.



Howard University Army ROTC's Professor of Military Science (LTC Lyons) mentions significant accomplishments made by Howard and the ROTC program within 100 years of Army ROTC

The Bison Battalion's Professor of Military Science provided remarks on the importance of celebrating this milestone and highlighted historical significant contributions made by the university in support of the Army. Contributions such as being the national platform for training African Americans for leadership positions within the Army at the bequest of the United States War Department were highlighted. Howard University's contribution in developing, educating and commissioning a young Second Lieutenant Togo West, who would eventually become the Honorable Togo West and the second African American appointed as Secretary of the Army was also noted. Howard University is also justifiably proud to have produced the nation's first African American Supreme Court Justice, Justice Thurgood Marshall. Justice Marshall graduated first in his Howard University Law School class.



Army's Drill Team performs during Howard's 100 Year Celebration

Howard University has commissioned and graduated a number of individuals who have gone on to make significant impacts to the nation. LTG (Ret) Andrew Chambers and MG (Ret) Robert Gaskill are two alumni of Howard University's Bison Battalion that were honored during the ceremony for their contributions to the United States Army, the university and the ROTC program. The ceremony at Howard University not only served as a bookmark for an important chapter in our Army history, but also served as a time to celebrate historical military firsts. Firsts such as the Bison Battalion commissioning its first female into the combat arms, commissioning Second Lieutenant Assia Richardson into the

Field Artillery Corps in 2014. Firsts such as Howard University being selected as the site to host the first ever Senior Leader Mentorship Forum involving 10 Army level staff principle General Officers and over 300 Cadets from 10 different universities in 2014. Over the years, Howard University and the Bison Battalion have helped shape the national landscape through the hundreds of leaders who began their military experience as proud members of Howard's Bison Bn. As our nation and our Army embark on its next chapter, Howard University's Army ROTC Bn is poised to contribute mightily. Beginning with the newly commissioned class of 2016, the next century is looking VERY bright.



(Top); Howard University President Dr. Frederick views branding wall provided by USACC ISO 100 Year Celebration, (Bottom) LTC Lyons (PMS), CPT Brown (APMS) and the MSIVs take a moment to pose before the ceremony



Cadet Walker stands his post with the Howard University flag (top) as guests view the performance by the the Old Guard's Fife and Drum Corps

BISON BATTALION 2016 COMMISSIONING CEREMONY

LTC Crede Lyons, USA

Professor of Military Science, Howard University



Barack Obama, 44th President of the United States provides keynote address during Howard University's 2016 Commencement Ceremony with newly commissioned Second Lieutenants in graduation audience

At the end of every successful year of ROTC comes the culminating event all MSIV's look forward to since the beginning of their MSI year: the commissioning ceremony. The timing of the commissioning ceremony may vary from university to university predicated by the commencement ceremony, but there's a unique and overwhelming sense of accomplishment experienced by each MSIV on commissioning day. The Cadets within an MSIV class put their personal touch to each ceremony by either a slide show presentation depicting their four-year journey through the ROTC program and remarks each commissionee provides thanking family, ROTC cadre and mentors. The commissioning ceremony is a defining moment for each MSIV Cadet as it marks the culmination of one journey and the beginning of another.

On the morning of May 10, 2016, The Commandant of the U.S. Army Military Police School, Brigadier General Kevin Vereen visited with Cadets of the Commissioning Class of 2016 for the last bit of professional development the Cadets would receive as Cadets. As BG Vereen addressed the group of soon-to-be commissioned officers, they each sat with the look of anticipation of what was to come after they swore to protect and defend against all enemies. He spoke to the commissioning class about the importance of servant leadership and the great honor being bestowed to them in service to our nation. He emphasized the importance of being a standard bearer and earning the trust of the nation by doing what's right even in the absence of others because each decision they make as an officer can potentially lead to defining moments. The comments BG Vereen provided the soon-to-be commissionees not only gave them perspective on expectations, but words that will definitely resonate with them for years to come.

After the professional development session, the Cadets made their way to Howard University's Blackburn Center main ballroom where over 350 family, friends, faculty, students

awaited the much anticipated 2016 Bison Battalion Commissioning Ceremony. The ceremony began with a slideshow developed by the MSIV class depicting their four year journey followed by a short Army video “Special Trust and Confidence”. MG (R) Gaskill-HU’52, MG (R) Hawkins-HU’71, MG (R) Alexander-HU’77, COL Huston-HU’93, Dr. Mair (Dean, College of Arts and Sciences) were notable guests in attendance during the ceremony. Once the video concluded, the commissioning class marched onto the stage to take their seats before the crowd followed by the entrance of the official party, comprised of BG Vereen (Keynote Speaker) and LTC Lyons (PMS).



LTC Lyons provides comments (top left), MSI-II Cadets provide color guard for ceremony (top right), 2LT Parker poses with family and BG Vereen/LTC Lyons (bottom left), 2LT Jones receives his first salute from MSG Tatro-SMI (bottom right)

SSG Jibril, from the U.S. Army Band’s “Pershing’s Own” sang a rendition of the National Anthem and Cadet DeShawn Walker blessed the occasion with a heart-felt invocation. LTC Lyons provided brief remarks addressing the family members in the audience and challenging the soon-to-be Lieutenants to always remember where they came from, the journey each of them took to get here, and the legacy they leave behind. During BG Vereen’s speech to the commissionees, he made note of the importance of maintaining the public’s trust in our Army, 100 Years of Army ROTC, highlighted females serving within the combat arms branches, being a career Army officer, and highlighted the commissioning group’s significant accomplishments during their college/ROTC careers.

Each of the Cadets sat and appeared to reflect on their time as a Cadet and the journey they were shortly to embark on as a college graduate and Army officer. LTC Lyons stood at the podium facing the audience, flanked to the left and right by the commissionees standing at their seats and administered the oath of office taken by every newly commissioned Second Lieutenant. Upon completion of the oath, the ballroom erupted into cheering and shouting of each Lieutenant’s name by family and friends as they stood overwhelmed with a sense

of pride and joy that their Lieutenant had finally finished their journey, a journey they supported many miles away that began many years ago.

The pinning and first salute ceremonies followed the oath and served as a codifying event of the journey and transition from apprentice to leader. Seeing Cadets commission is always a bitter sweet moment for the Cadre where each is filled with emotions of sadness and joy. Sad to finally see the Lieutenants go after years of training and mentorship, but also joy in knowing they’ve done their best in preparing a young Lieutenant in their journey for life as an officer into the Army.



(right to left- 2LT Bennett, 2LT White, 2LT Gaines, 2LT McFarlane, 2LT Parker, BG Vereen, LTC Lyons, 2LT Pierre, 2LT Templeton, 2LT Gilbert, 2LT Young, 2LT Jones)

Fellow ROCKS & Anyone Committed to Helping Youth



The Academic Empowerment Foundation is a non-profit entity that provides stipends to college students for college expenses. They are particularly focused on assisting financially challenged students that would have difficulties remaining in college, or returning to, college without financial help.

The scholarship application process begins on **July 1, 2016**. PLEASE check their website for more information & pass on this info!!

ROCKS' ACTIVITES

ROCKS INC. "GOLD VAULT"

Fort Knox, KY

Submitted by LTC Michael G. McLendon

The ROCKS INC. "GOLD VAULT" Chapter has received unlimited support from post leadership teams to include: Fort Knox's Garrison Command and the four major post tenant units. These tenant units include Human Resources Command (HRC), the United States Army Recruiting Command (USAREC), the United States Army Cadet Command (USACC), and Ireland Army Hospital.

The "GOLD VAULT" Chapter continues to develop and refine its strategic and operational initiatives. Last quarter's professional development focus areas consisted of the Army's force structure, officer career management, and the state of the ROTC program. The Adjutant General of the U.S. Army, BG James Iacocca, provided invaluable informational updates on the functions of The Adjutant General Directorate (TAGD). He also provided trends and analysis concerning the new NCOER and OER. The USACC's Deputy Commanding General, BG Shawn Gainey, provided an information update and facilitated group dialogue centered on ROTC readiness and challenges. Select officers from HRC's Officer Personnel Management Directorate (OPMD) explained the Army's assignment process, the challenges of meeting minimum Army Manning Guidance for each unit in the Army, and Army personnel distribution management.



USACC DCG Sean Gainey and OPMD-ORD LTC Jason Tolbert lead OPDs on "The State of USACC" and "Army Draw Down & Army Manning Guidance."

Our Chapter's "Way Ahead" for the near-term officer and civilian professional development sessions (4th Quarter, Fiscal Year 16) include Army force shaping and personnel and unit readiness. Future key-note presenters for these events will consist of the USAREC DCG, BG Donna Martin. BG Martin's presentation will be called "Diversity in the Army." The HRC DCG, BG Barbra Owens will present "Readiness of the Active Guard and Reserves." The USAREC CG, MG Snow, will present remarks concerning command climate. We will also conduct professional development information briefs on Army Inspector General trends, the DA Secretariat Board process, and the Battalion and Brigade Command Slating Process (HRC Officer and Personnel Management Directorate, Command Management Division).



HRC DCG BG Barbara Owens and TAG BG James Iacocca facilitate "Army Evaluations" OPD with the GOLD VAULT Chapter.

ROCKS INC. "GOLD VAULT" Chapter member MAJ. James Brown, DA Secretariat Executive Officer, HRC, had the opportunity to show, then Acting Secretary of the Army Patrick Murphy, the Army Selection Board System during the Secretary's visit to HRC on April 1, 2016. Then Acting Secretary Murphy spent the day at Fort Knox before taking a tour of HRC.



MAJ. James Brown, DA Secretariat Executive Officer discusses the Army Selection Board System Process with then Acting Secretary of the Army Patrick Murphy.

Th Chapter would like to welcome and congratulate the USACC's newest Commanding General, MG Christopher Hughes to Fort Knox, KY and to the ROCKS INC "GOLD VAULT" Chapter. Prior to assuming command of USACC,

ROCKS INC. Life Member MG Hughes recently served as the Chief of Staff of U.S. Army Pacific Command (UASRPAC), Fort Shafter, HI.



GEN Dennis Via, 18th Commander of the United States Army Materiel Command officiates COL Harmon's Retirement Ceremony.

ROCKS INC. Life Member COL Victor Harmon recently retired on May 20, 2016 at Fort Knox, KY after 29 years of outstanding service to the U.S. Army. COL Harmon has been a standing member of the ROCKS INC. for more than 20 years. He is a Charter Member of the "Gold VAULT" Chapter" of Fort Knox, KY where he held the position as the Chapter's first Senior Advisor. The officiating Officer for COL Harmon's retirement was GEN Dennis Via, 18th Commander of the United States Army Materiel Command (AMC), Red Arsenal, AL. COL Harmon retired as the Division Chief for the Force Sustainment Division, Officer Personnel Management Directorate, U.S. Army Human Resources Command at Fort Knox, Kentucky. He received his commission as a Second Lieutenant in the Transportation Corps through the ROTC program at Howard University in Washington D.C. `

COL Harmon's past assignments cover a variety of leadership and staff positions ranging from Platoon through Brigade Command. He was a Platoon Leader and Company Executive Officer in the 181st Transportation Battalion; Aide-de-Camp to the Commanding General, 3rd Corps Support Command in Wiesbaden, Germany; Proponency Officer in the Office of the Chief of Transportation, Fort Eustis, Virginia; Commander 1098th Transportation Company, 7th Transportation Group, Fort Eustis, Virginia; Assignment Officer at U.S. Army Personnel Command (Human Resources Command) in Alexandria, Virginia; 1st Cavalry Division Transportation Officer (DTO); Executive Officer for the 615th Aviation Support Battalion, 1st Cavalry Division; Concept Developer and directorate Executive Officer at the Combined Arms Doctrine Directorate, Combined Arms Center, Fort Leavenworth, Kansas; Commander of the 704th Brigade Support Battalion, 4th Brigade Combat Team (BCT), 4th Infantry Division (Mechanized); Transportation Branch Chief at the Army Human Resources Command in Alexandria, Virginia; Executive Officer to the Army Materiel Command

G-3/5; Brigade Commander of the Distribution Management Center at Rock Island Arsenal, IL.



"Life Member" of ROCKS INC. COL Harmon and Family after 29 years of exemplary service to the United States Army.

He is a graduate of the Transportation Officer Basic and Advanced Courses, the Combined Arms and Services Staff School, the Command and General Staff College, and the Industrial College of the Armed Forces (ICAF). His civilian education includes a BBA in Accounting from Howard University, a MS in Administration from Central Michigan University, and a MS in National Resource Strategy from National Defense University.

Congratulations to COL Harmon and his wife Karla who have been married for 28 years. The Harmon's have four wonderful children who have also shared the sacrifices and benefits of COL Harmon's career as supporting Army Family members.

Notes from the ROCKS, INC. "GOLD VAULT CHAPTER" (HRC Team)

1. BECOMING JOINT QUALIFIED:

Getting Joint Qualified requires serving Joint "time" and receiving Joint Professional Military Education (JPME II) credit. Joint time will equate to a "3A" additional skill identifier (ASI), and that coupled with JPME II will make an officer fully joint qualified, resulting in a "3L" ASI. To earn a 3A ASI, an officer will either accrue months in Joint Duty Assignment List (JDAL) billet (not all assignments in Joint HQ are JDAL) or self-nominate for points through the Joint Qualification System (JQS).

2. SUBMITTING EXPERIENCES FOR JOINT CREDIT:

Discretionary points are defined by the DoDI 1300.19 as "Points earned in excess of the minimum education and experience requirement through exercises, education other than JPME, collective joint training, or individual joint training." Discretionary points may be derived from joint training, exercises, and other education which enhances an officer's knowledge and understanding of joint matters. A maximum of 6 points may be awarded for JQS level II and 6 points for level III for a maximum total of 12 points for JQS level III. Only approved joint exercises after 11 September

2001 will be considered for discretionary credit. The DoD Joint Qualification System Implementation Plan does not authorize the awarding of discretionary points for any joint course with a completion date prior to the plan's implementation date of 1 October 2007. Only courses completed while the course is certified will be considered for discretionary credit.

For links to all Approved Joint training and Education JQRs go to:

https://www.hrc.army.mil/site/protect/assets/pdf/discretionary_points.pdf

3. HOW DO I GET JPME II QUALIFIED?

JPME II qualification can be achieved through attendance at the Joint & Combined Warfighting School (JCWS), a 2-month school taught at NDU or SOCOM, or through the completion of a resident, JPME II-accredited Senior Service.

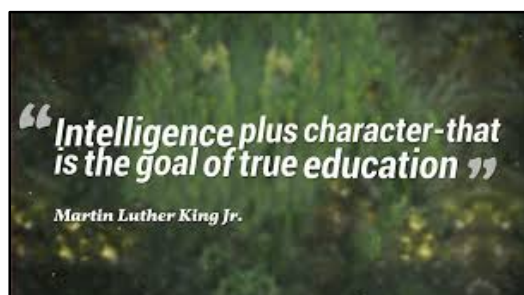
Buffalo Soldier Chapter provides Scholarships to local high school students

Submitted by COL Norma J. Bradford

The Buffalo Soldier Chapter's scholarship goal amount for the 2015-2016 school year was \$1,000 and the goal was met, even exceeded. On May 19, 2016, COL Norma Bradford presented a \$500 scholarship to Kylie Farris, Lansing High School in Lansing, KS and on May 20, 2016, MAJ Barry Farmer presented a \$500 scholarship to Ashton Harlan at Leavenworth High School in Leavenworth, KS.



COL Bradford presenting scholarship to Kylie Farris!



Buffalo Soldier Chapter Hosts Golf Scramble at the Trails West Golf Course, Fort Leavenworth, KS

Submitted by COL Norma J. Bradford

On April 30, 2016, the Buffalo Soldier Chapter hosted a golf scramble at Fort Leavenworth as a fundraiser for its scholarship account. The event was a success and raised \$528.00 for the chapter's scholarship fund. The event also provided visibility for the organization on the base and the local community. Five teams of four each participated in the scramble!



Golfers warming up before the tee time!



Buffalo Soldier ROCKS members and volunteers at the end of the scramble.

Buffalo Soldier Chapter hosts final OPD with the current Command General Staff College class

Submitted by COL Norma J. Bradford

The Buffalo Soldier Chapter had a tremendous year with the group of officers attending the 2015-2016 Command and General Staff College (CGSC). As they prepared to graduate on June 10, 2016, the team hosted one last Officer Professional Development (OPD) session. On June 2, 2016, the team hosted a panel discussion on the topic: "Expectations of a field grade officer-the first 90 days at their new assignment". The panel included instructors (successful Commanders and CSM) from the Pre-Command Course (PCC) at Fort Leavenworth. The attendees were appreciative and eager to ask questions and the panelists provided relevant answers and shared experiences that will impact Officers' performances at their next duty station in a positive manner. Congratulations to all of the CGSC graduates and we wish them much success in their future endeavors! Thank you for your contributions to the Buffalo Soldier Chapter of ROCKS, Inc.

LTC (Ret) John James, Outreach Committee. It was determined that April would be the opportune month to conduct the meeting at HU, so LTC (Ret) James reached out to LTC Yusef Good, Professor of Military Science at Hampton. After several weeks of intermittent coordination, the April meeting date fit the Pirate's schedule.

The HRC Executive Committee determined that CPT Wayne Griffin, Commander of B Company, 1st Battalion, 210th Aviation Regiment, 128th Aviation Brigade, US Army TRADOC, would be the speaker of choice to lead the Profession Development portion of the meeting. CPT Griffin was the guest speaker for the HRC Rock's 13th Annual Scholarship Award Ceremony in June 2015, and gave an outstanding presentation. CPT Griffin enthusiastically accepted the invitation to be the Professional Development speaker, and quickly began planning for this presentation. In the week leading up to the April 5th meeting, COL Don Edwards, Vice President the Operations, began assembling the agenda and briefing slides for the meeting. This time however, the business portion of the meeting was tailored so as to not lose the Cadet's interest. Concurrently, COL Mary Woodard, Hospitality Committee, ordered pizza and drinks for the half-hour ice-breaker social prior to the start of the formal meeting.

Hampton Roads Chapter Conducts April Meeting with Hampton University Pirate Battalion

Written by LTC (Ret) Toney C. Mooney



HRC Rocks and Members of the Hampton University AROTC Pirate Battalion

The Hampton Roads Chapter (HRC) conducted its April General Membership Meeting at Hampton University (HU), hosted by the HU Pirate Army ROTC Battalion. Planning for the event started at the Chapter's annual "off-site" planning conference in January. The idea was to conduct one General Membership Meeting this year at HU and one at Norfolk State University. This was to overcome the challenge of having the ROTC Cadets travel to Ft. Eustis, Va., the normal meeting location for the HRC, on the 2nd Tuesday of the month.

Coordination for the meeting was led by Chaplain (LTC) Terrell Jones, Program Committee, Chair, and assisted by

Led by LTC Good, and members of the Cadre, approximately 30 Cadets, ranging from MS1 – MS4, began arriving just before 6pm to the Harvey Library Auditorium. After a half hour of socializing, COL William Ramsey, VP for Administration, called the meeting to order, and Chaplain Jones gave the opening prayer. The business portion of the meeting included a review of the 6 month calendar of events, financial report, and fundraising activities. During the Membership update presented by LTC (Ret) James, Membership Committee Chair, COL Ramsey, and COL (Ret) Julius Coats, Chapter Advisor, volunteered to sponsor four Cadets each and pay their Rocks membership. By the conclusion of the meeting, Cadet Asya R. Lee; Cadet Reginald Hamilton; Cadet De'Yona Goggins; Cadet Bethany DeNeal; Cadet Starla McDougauld-Treadwell; Cadet Kristin Coleman; Cadet Wiltorian Mitchell; and Cadet Thomas Olamide had completed applications to become Rocks members.

CPT Griffin gave an interesting, motivational, and pertinent presentation on "*Mission Command and Company Level Leadership*". Using Army Doctrinal Publication 6-0, Mission Command, as his primary reference, and linking it with his personal real world experience, CPT Griffin kept the Cadets engaged throughout his presentation. He concluded by saying that applying the mission command philosophy helps Commanders exercise authority skillfully, and master the systems and procedures that help forces accomplish missions.

After Chaplain Jones give the closing prayer, and COL Ramsey adjourned the meeting, attendees gathered to take a group photo. Finally, the Program Committee invited the attendees to take either an engraved HRC ink pen or a HRC

engraved key ring as a souvenir, and token of appreciation for attending the HRC Rocks April General Membership Meeting.

Hampton Roads Chapter Celebrates Scholarship Award Ceremony

Written by LTC (Ret) Toney C. Mooney

The Hampton Roads Chapter Rocks, awarded scholarships to 3 outstanding Junior ROTC Cadets at its 14th annual scholarship award ceremony held on May 31st, 2016. A \$1000 scholarship was awarded each to Cadet Jessica Blanchard, Woodrow Wilson High School, Portsmouth, Va.; Cadet Andrew Sakerak, Landstown High School, Virginia Beach, Va.; and Cadet Austin Young, Menchville High School, Newport News, Va.



Hampton Roads Chapter Members, with 1LT Hayslett, and Scholarship Award Winners

Participating in the Award Ceremony were COL (Ret) Dave Glover, Master of Ceremony; The Denbigh High School Color Guard, presented the colors; MAJ (Ret) Earvin Rosier, sang the National Anthem; Chaplain (LTC) Terrell Jones, gave the invocation and closing prayer, MG (Ret) Frank Batts, Chapter President, gave the history of the Rocks and recognition of Charter Members, and MAJ (Ret) Hubert Becton, introduced the guest speaker.

The guest speaker for the ceremony was 1LT Joe Hayslett, a native of Newport News, Va., and graduate of Denbigh High School. 1LT Hayslett is also a graduate of the United States Military Academy (USMA), at West Point, N.Y., and is currently assigned as a Platoon Leader and Maintenance Control Officer in a Forward Support Company, supporting F Company, 1st Battalion, 9th Field Artillery Regiment, 3rd Infantry Division, at Ft. Stewart., Ga.

The theme of the ceremony was “*Set Goals and Chase Your Dream.s*” 1LT Hayslett, drawing from his experiences and challenges, recounted the time after graduating from high school, he failed to be accepted into the USMC on his first attempt. He then enlisted in the U.S. Army and served for 3

years, applied and attended the USMA Preparatory School, then applied again and was accepted into West Point. After 4 years, he graduated with a commission as a 2LT into the Quartermaster Corps. He reiterated to the Cadets throughout his presentation a phrase made famous by Winston Churchill, “*If you’re going through hell, keep going!*” relating it to the challenges of the training he has gone through during his relatively short career. He further challenged the parents of the Cadets to “*never give up on your child.*” Attending the Scholarship Award Ceremony with Lieutenant Hayslett was his wife, Giovanna.

During the iced-breaker prior to the ceremony, attendees enjoyed hors’devours catered by Elegant Occasions by Krista.



MG (Ret) Batts, Cadet Austin Young, Cadet Andrew Sakerak, Cadet Jessica Blanchard, and 1LT Hayslett



MG (Ret) Batts Presents an Engraved HRC Pen-set to 1LT Hayslett as a Token of Appreciation

The Hampton Roads Chapter has awarded Scholarships to 55 Junior ROTC Cadets over the past 14 years.

Members of this year’s HRC Scholarship Committee were: COL (Ret) David Glover, Chairman; MAJ (Ret) Hubert Becton; COL (Ret) Julius Coats; COL Don Edwards; Chaplain (LTC) Terrell Jones; LTC (Ret) Toney C. Mooney; and COL Mary Woodard.

Hampton Roads Chapter Presents Outstanding Student Award

Written by LTC (Ret) Toney C. Mooney



COL Edwards Presents Cadet Petty Officer Third Class Egypt Cox the Outstanding Student Award



CPT Wayne Griffin Presents Cadet Nieasha Carmack the Outstanding Student Award. LTC (Ret) Monique Dickens, Senior Military Instructor is pictured at the right (seated)

The Hampton Roads Chapter (HRC) awarded nine Outstanding Student Awards this spring to Cadets at four Hampton Roads Virginia area high schools. The HRC's Outstanding Student Award was presented to high school JROTC students who demonstrated exceptional achievement in the areas of leadership, academics, community service and extracurricular activities. The program was established in January 2002, shortly after the Chapter was chartered, in support of the National Board of the Rocks Leadership Outreach Program that provides for professional career development and guidance to ROTC students.

Not only does the Outstanding Student Award recognize and promote leadership and good citizenship, but it also allows visibility of the HRC at the high school level. Awardees this year were Cadet Ensign Trenton Smallwood, and Cadet Petty Officer First Class James Knarr of First Colonial High School, Virginia Beach, Va.; Cadet Petty Officer Third Class Egypt Cox, and Cadet Petty Officer Third Class Nikolas Bartelt of Warwick High School, Newport News Va.; Cadet Private Second Class Hong Yu Zhu, Cadet Staff Sergeant Joseph Ryder, Cadet First Lieutenant Joy Newby, and Cadet Staff

Sergeant Nieasha Carmack of Woodrow Wilson High School, Portsmouth, Va.; and Cadet First Lieutenant Jacob W. Walton, Denbigh High School, Newport News, Va.

Presenting the awards this year for the Hampton Roads Chapter were: MG (Ret) Frank Batts, Chapter President (Denbigh High School); COL Don Edwards, Vice President for Operations (First Colonial High School, and Warwick High School); and CPT Wayne Griffin (Woodrow Wilson High School).



MG (Ret) Batts Presents Cadet 1LT Jacob W. Walton the Outstanding Student Award

MG Charles Rogers Chapter at Carlisle Barracks:

The US Army War College

Academic Year 2015-2016 in Retrospect

Written by COL (Ret) Charles D. Allen

ROCKS members continued to make a difference in contributing to the education and development of our nation's military and civilian leaders. This was a year of transition for our notable members at Carlisle Barracks and the US Army War College. Chaplain (COL) Gerald Dubose, the Carlisle Barrack Deputy Installation Chaplain moved to an assignment in Huntsville, Alabama. COL Rick Harney retired last summer as the Director of the Army Heritage and Education Center (AHEC). Colonel Robert Mundell, who retired in November, served as Chairman, Department of Command, Leadership, and Management. In May, Colonel Randall Cheeseborough retired as he completed his service as Deputy Dean of the

School of Strategic Landpower for USAWC. This summer will also see the second retirement of an USAWC and ROCKS icon Dr. Jim Gordon as the Professor of Military Studies and the Course Director of Theater Strategy and Campaigning block of the USAWC core curriculum.

At the AY2016 graduation, Dr. Gordon received the Faculty Excellence in Teaching Award –what a deserving recognition to close out a distinguished career. But there is continuity amid these transitions. Colonel Sylvester Brown retired from the Department of Distance Education (DDE) as the Director of the Second Resident Course and returned as a civilian Title 10 faculty member in DDE as Co-Director, Theater Strategy & Campaigning I / Second Year Studies. In the Resident Education Program, Colonel Randy White is Director, Military Requirements and Capabilities and Prof Chuck Allen remains as the Professor of Leadership and Cultural Studies. New arrivals from the past year are COL Greg Dewitt as the Director, Peacekeeping and Stability Operations Institute and COL Dallis Barnes with the Center for Strategic Leadership.



*Dr. Jim Gordon, COL (ret) Randall Cheeseborough, Prof Chuck Allen
US Army War College Retirement Ceremony
Carlisle Barracks, PA*

US Army War College Graduation

Student members of ROCKS were selected to participate in prestigious integrated research programs during the course of the US Army War College year. Academic requirements included successful completion of the Oral Comprehensive Exam as well as the Strategy Research Project.

Members of the MG Charles Rogers ROCKS Chapter were among the more than 380 senior U.S. and international military officers and civilian leaders recognized during the US Army War College graduation ceremony for their academic achievements and professional excellence.

Gen. Mark A. Milley, Army Chief of Staff served as the keynote speaker and asked graduates of the Army War College Class of 2016 to be, “Ready to lead, ready to win.”

Milley charged students to be ready for the strategic-level responsibilities --“You’re graduating from one of the nation’s premier educational experiences and, in my view, the nation’s premier war college. It’s just the beginning, it’s not an end. And your future, I guarantee it, is going to be extraordinarily challenging...But I’m also confident that every one of you is ready, ready to engage, ready to lead, and ready to win.”

Our ROCKS members have embraced this challenge and will create opportunities for our nation’s leaders of the future. MG Charles Rogers Chapter ROCKS are ready to meet the expectations put forth by General Milley.



*US Army War College Graduation Academic Year 2016
Carlisle Barracks, PA*

10th Annual Golf Tournament

Written by Colonel Shelia Howell-Flowers



*1st Place Team – COL (Ret) Rex Allen, COL (Ret) Charles Davis,
Mrs. Jeri Allen & Ken Gant*

With a tee time of 0800, approximately 60 plus golfers from around the “DMV,” including 20 Wounded Warriors, rolled

into Forest Greens Golf Club in Triangle, Virginia, near historic Quantico, to join the ROCKS' DC Chapter, for its 10th Annual Golf Tournament. Like the previous nine years, this year's tournament was a great success that furthered the outing's reputation as a "must attend" event.



President's Team - Barbara Wotton, Tennille Jean-Paul, Eric & Shelia Flowers



"Hole in One" golfer Ken Gant with COL(R) Conrado Morgan

In addition to a great fellowship opportunity, all golfers had an opportunity to win \$15,000, \$25,000, a LCD flat screen TV, a set of Callaway Big Bertha Clubs, a domestic round trip domestic airline ticket for two by shooting a hole-in-one at select holes throughout the course. Amazingly, Ken Gant shot a hole in one. But alas, it wasn't at one of the holes with the big prize! Congratulations anyway Ken! Ken was on the first place team. The person that came closest to making a hole-in-one received a \$25.00 Certificate to the All American Steakhouse and the player shooting the longest drive received a \$15.00 Cheesecake Factory gift certificate.

The Chapter's organizers presented trophies to the teams finishing in 1st, 2nd, and 3rd place. Others who elected not to

golf supported the cause by: generously sponsoring a Wounded Warrior; sponsoring a hole along the course; making a financial donation, or; volunteering. Regardless their respective contribution, it seemed apparent that all simply enjoyed the informal day party under the beautiful skies. It was indeed a day of fun in the sun for all that participated.

COL (R) Conrado Morgan, immediate Past President and Tournament Chairperson, deserves a huge "thank you" for his steadfast dedication and unwavering commitment to the ROCKS' DC Chapter and for making this event a success for ten consecutive years. His vision and selfless service are greatly appreciated and is a model for others to emulate.



Volunteers - DaVonne Bivens and Linda "Kay" Emerson Pose with BG (R) Simms



The Que's Team

Profile from Warrant Officers' History: Chief Warrant Officer Five (Retired)

Rufus N. Montgomery Sr.

Submitted by CW4 Farrell J. Chiles, USA, Ret.



Rufus N. Montgomery, Sr. was born on 6 October 1945 in Pensacola, Florida to Rufus and Mary Montgomery (both deceased). He had three sisters – Stella Reynolds, Nellie Lewis (deceased), and Lillie McReynolds (deceased). Montgomery began his military career as an enlisted soldier in 1965, serving his first tour of duty as a combat Infantryman and later as a cook with Company C, 1st Battalion, 503rd Airborne Infantry, 173rd Airborne Brigade (Separate), Bien Hoa, Vietnam. He rose to the rank of Sergeant First Class before his appointment as a warrant officer in 1977.

CW5 Montgomery performed to the highest levels of food services and was widely recognized as one of the foremost food service advisors in the Army. His assignments included the 36th Engineer Group (Combat Heavy), Fort Benning, Georgia and Operation Desert Shield/Desert Storm, Saudi Arabia; 1st Armored Division, Ansbach, Germany; US Army Natick Research and Development Laboratories, Natick, Massachusetts; 2nd Armored Cavalry Regiment, Nuremberg, Germany; 1st Battalion, 15th Field Artillery, 2nd Infantry Division, Camp Stanley, Korea; 2nd, 325th Airborne Infantry Battalion, 82nd Airborne Division, Fort Bragg, North Carolina.

Mr. Montgomery's last assignment was as the Combined Arms Support Command Senior Personnel Proponency Officer, where he played an important role in the Army Training Leadership Development Panel Study on Army Transformation challenges and its effect on warrant officers in all grades. He is a member of the Quartermaster Hall of Fame, Class of 2007; a Distinguished Member of the Quartermaster Regiment; and was inducted as an Honorary Alumnus-Office of the Quartermaster General by the 44th Quartermaster General in June 1998. Montgomery served as a voting (CASCOM) member of the original Warrant Officer Leader

Development Council, officially established on January 4, 1999.

His military awards include the Legion of Merit, the Meritorious Service Medal (w/ Five Oak Leaf Clusters); the Army Achievement Medal (w/ four Oak Leaf Clusters); the Armed Forces Expeditionary Medal; the Vietnamese Cross of Gallantry with Palm; the Southwest Asia Service Medal; as well as the Saudi Arabia and Kuwait Liberation Medals. He also earned the Combat Infantryman Badge and Parachutist Badge.

Other significant accomplishments in CW5 Montgomery's military career include the first African American Chief Warrant Officer in the food service field to be selected to CW5 (selected below the zone in 1994); and the first African American Chief Warrant Officer to serve as the Senior Warrant Officer Advisor to the Commander, Combined Arms Support Command, Fort Lee, Virginia.

Mr. Montgomery's military career spanned nearly four decades, over 37 years. Since his retirement in 2003, he has continued to be active and productive in the military and Quartermaster communities, serving as a member of the Board of Directors of the United States Army Warrant Officer Association Scholarship Foundation (2003-2012) and as a current member of the Board of Advisors for the Quartermasters Foundation.

In July 2015, a corridor located within the Warrant Officer Technical College, Army Logistics University, was dedicated in his honor. On April 14, 2016, Mr. Montgomery was the recipient of the President's Lifetime Achievement Award, presented by Mrs. Dorothy McAuliffe, First Lady of the Commonwealth of Virginia and MG Darrell Williams, Commander, Combined Arms Support Command.

CW5 (Retired) Montgomery is currently serving as the 5th Honorary Chief Warrant Officer of the Quartermaster Regiment. He is the first African American to hold this position.

Rufus Montgomery and his wife Patricia have a daughter – Natalie Patrice Crawford, and son – Rufus N. Montgomery, Jr., a veteran of Operation Desert Shield/Desert Storm; a Combat Engineer who served with the 1st Armored Division, Saudi Arabia, based out of Ansbach, Germany.

CW5 (Ret) Montgomery serves as a deacon at the Pleasant Grove Baptist Church in Prince George, Virginia. He is an active participant in the NAACP, Prince George Virginia Branch, and a volunteer with the Association of Wounded Veterans in Petersburg, Virginia. Mr. Montgomery is enjoying life with his wife of 48 years and his family.

"To be prepared for war is one of the most effective means of preserving peace."-- George Washington

SUPPORT THE ROCKS, INC. THE NEXT TIME YOU TRAVEL

The National Board of the ROCKS, Inc. has partnered with Imagine, Inc. as a way to raise funds to support the operations of the organization. We are seeking your support as you begin your summer traveling.

Book your next hotel at www.StayFaster.com with the Promo Code **ROCKS**, the organization will receive **7% back** from every booking. Also, when a member from a local chapter books a reservation using the code, The National Board of the ROCKS, Inc. will send a percentage of the 7% to the local chapter. *(Be sure to add or update your chapter affiliation in the online membership directory).*

Steps:

1. Go to <https://www.stayfaster.com/>
2. Click the square box in the top right corner with three lines and select "Create an Account".
 - a. Enter Promo Code for your chapter (shown below)
 - b. First and last name
 - c. Email address
 - d. Password (must be 8-20 characters)
3. Once account is established, go back Login page. Login and fill in profile data.
4. Now go back to web link "Stay Faster- The Fastest Way to Book Your Next Hotel"
5. Follow instructions by providing requested info, then hundreds of hotels to select from will appear. Select your hotel and Book your reservation.
6. A confirmation notice from "Front Desk" will be sent to the email address you provided.
7. The more you book through this site will increase the "royalty" to your Chapter.
8. Safe travels and remember this is a fundraiser. Encourage friends and family to use it as well using your chapter's promo code.



Chapter Promo Code	Location	Chapter Name
ROCKS01	Weisbaden, Germany	European Chapter of the ROCKS, Inc.
ROCKS02	Fort Benning, GA	Follow Me
ROCKS03	Fort Bliss, TX	Fort Bliss Chapter
ROCKS04	Fort Bragg, NC	All American Chapter
ROCKS05	Fort Gordon, GA	Fort Gordon
ROCKS06	Fort Hood, TX	Phantom Warrior ROCKS
ROCKS07	Fort Jackson, SC	James Webster Smith Chapter
ROCKS08	Fort Leavenworth, KS	Buffalo Soldier Chapter
ROCKS09	Fort Lee, VA	Central Virginia Chapter
ROCKS10	Fort Stewart, GA	Marne Chapter of the ROCKS, Inc.
ROCKS11	Hampton Roads, VA	Hampton Roads Chapter
ROCKS12	San Antonio, TX	SAM Houston Chapter
ROCKS13	South Korea	Morning Calm Chapter
ROCKS14	Washington, DC	DC ROCKS
ROCKS15	West Point, NY	The Henry O. Flipper Chapter
ROCKS16	Oahu, HI	Aloha Chapter of the ROCKS
ROCKS17	Fort Campbell, KY	Fort Campbell, KY
ROCKS18	Fort Leonard Wood, MO	Harry S. Truman Chapter
ROCKS19	Fort Knox, KY	Gold Vault ROCKS
ROCKS20	Fort Carson, CO	Iron Horse ROCKS
ROCKS21	Atlanta, GA	Atlanta Chapter of the ROCKS, Inc.
ROCKS22	Carlisle Barracks, PA	MG Charles Rogers Chapter (AWC)

WELCOME NEW MEMBERS

MG Marcia M Anderson USA
 CPT Gavin J Armour USAR
 MAJ Amy C Barnes USA
 COL Christopher M Barnwell USA
 Cadet Jacob Bennett USA
 MAJ(R) Patricia M Blackmon-Rimbey USA
 LTC D'Angelo A Blount USA
 LTC Kathy M Brown USA
 MAJ(R) Marc Burner ANG(Army)
 1LT Leona Butler ANG(Army)
 CPT Veronica P Carter USA
 2LT Valerie R Coe USAR
 Cadet Kristin Coleman USA
 COL Jennifer A Collins USA
 COL(R) Sylvester Cotton USA
 Cadet Matthew H Cotton USA
 2LT Marcus D Craig USA
 MG Bruce T Crawford USA
 LTC Shirley Daniel USA
 CAPT Kunal Desai USA
 CPT Taron Epps USA
 COL Mark Evans USA
 MAJ(R) Taunya L Ford USA
 Cadet Deyona Goggins USA
 LTC(R) Reba Gordon USA
 MAJ Leslie A Grayham USA
 Non-Military Jerome A Greene USA
 2LT JaQueeta J Hall USA
 Cadet Reginald Hamilton USA
 LTC Donna L Hamlin USAR

COL Eric D Handy USA
 MAJ(R) Dionne L Hannah USA
 LTC(R) Bernard F Harris USA
 LTC Fredericka R Harris USA
 1LT Amanda M Harrison USA
 Cadet Emerson J Hazzared USA
 MAJ Nina L Hill USA
 CPT Erika G Huerta USA
 MAJ Craig Hunter ANG(Army)
 CPT Sandy O Jackson USA
 CPT Jabari M Jackson USA
 MAJ Peter Johnson USA
 LTC Terrell Jones USA
 LTC Milton G Kelly USA
 Cadet Asya Lee USA
 MAJ Marvin A Leonard USA
 CPT Eugene W Lilliewood USA
 COL Dorothy M Lockhart USA
 CPT Angel Lopez Jr USA
 CPT Marie M Malvoisin USA
 BG Donna W Martin USA
 LTC Carl E Mason USA
 Cadet Treadwell McDougal USA
 CPT Jamail R McGlone USA
 Cadet Wiltorian Mitchell USA
 1LT Christopher L Moore ANG(Army)
 MAJ RAFAEL MORRISON USA
 MAJ Moise Myrthil ANG(Army)
 CPT Michael U Njokuobi USA
 MAJ Esther D Platt ANG(Army)

COL Willam Ramsey USA
 Non-Military Eyphra Ransom USAR
 2LT Zachary M Reed USA
 Cadet Christina Rimbey USA
 CPT Vernell Rixner USA
 CPT Jamal Robinson ANG(Army)
 MAJ Michelle Santayana USA
 MAJ Langston Scott, II USA
 LTC Carmelia J Scott-Skillern USA
 CAPT Neidra D Simmons USA
 MAJ Sims Smith USAR
 CPT Nathalie N Steadman USA
 CPT Malik Stuckey USA
 Cadet Olamide Thomas USA
 LTC Jeronald M Tuell USA
 LTC Robert M Wagner USAR
 BG William J Walker ANG(Army)
 WO2 Katrina S Waters Boggs USA
 MAJ Terri N Webb USA
 2LT A'Miracle C Wesley USA
 2LT Marcellos Williams USA
 MAJ Reginald E Williams USA
 LTC Winston S Williams USA
 MAJ Duane Williams USA
 CPT Eric L Wilson USA
 COL Christopher V Wynder USA

Joined 03/28/2016-06/27/2016



National Dues are now due on 1 September of each year and the current dues structure, effective 1 May 2015, is: \$20 for cadets; \$33 for GS-12 & below, and; \$58 for O4/GS-13 and above. These fees are prorated based on when NEW members join the organization. As a reminder, a member must be financial with National before receiving recognition as financial at the local level.

Please feel free to forward me any questions- I look forward to working with you!

All the best!
 Eric Flowers
 VP, Membership Development

THE ROCKS, INC. CHAPTERS

Atlanta, GA

(Currently Inactive)

Carlisle Barracks, PA

(MG Charles C. Rogers Chapter-AWC)

LTC Elliott Caggins USA
elliott.caggins@yahoo.com

Fort Benning, GA

(Follow Me)

LTC Dexter Jordan USA
dexter.a.jordan2.mil@mail.mil

Fort Bliss, TX

(Fort Bliss Chapter)

CPT Kevin Montgomery USA
the.kevin.montgomery@gmail.com

Fort Bragg, NC

(All American Chapter)

LTC Landis Maddox USA
abnrocks1@gmail.com

Fort Campbell, KY

(Screaming Eagles)

CPT Timothy Peters USA
timothy.b.peters.mil@mail.mil

Fort Carson, CO

(Iron Horse ROCKS)

LTC Garvey A. Wright USA
g1087nupsi@gmail.com

Fort Gordon, GA

MAJ Dwayne Murray USA
ftgordonrocks@gmail.com

Fort Hood, TX

(Phantom Warrior ROCKS)

LTC Aricai Berry USA
aricai.m.berry.mil@mail.mil

Fort Jackson, SC

(James Webster Smith Chapter)

MAJ Jovan Perry USA
ftjwsrocks@gmail.com

Fort Knox, KY

(Gold Vault ROCKS)

LTC Michael McLendon
goldvaultchapter@gmail.com

Fort Leavenworth, KS

(Buffalo Soldier Chapter)

COL Norma Bradford USA
norma.bradford@yahoo.com

Fort Lee, VA

(Central Virginia Chapter)

MAJ Byron Matthews USA
cvcrocksinc@gmail.com

Fort Leonardwood, MO

(Harry S. Truman Chapter)

LTC Erica Dance USA
msdance89@hotmail.com

Fort Stewart, GA

(Marne Chapter of the ROCKS, Inc.)

MAJ Christopher Wells USA
christopher.m.wells6.mil@mail.mil

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 Michelle Cutts USA
aloharockschapter@gmail.com

San Antonio, TX

(SAM Houston Chapter)

COL Richard "Flip" Wilson USA
Flip2easy@earthlink.net

South Korea

(Morning Calm Chapter)

In Transition
morningcalmrocks@gmail.com

Washington, DC

(DC ROCKS)

COL Sheila Howell-Flowers USA
washdcrocks@gmail.com

Weisbaden, Germany

(European Chapter of the ROCKS, Inc.)

CPT Bridgette Scott USA
bridgette.l.scott.mil@mail.mil;
bbsct123@yahoo.com

West Point, NY

(The Henry O. Flipper Chapter)

MAJ Bridgette Bell USA
hof.rocks.inc@gmail.com

INTEREST GROUPS

Aberdeen, MD

(Chesapeake Bay ROCKS (CBRIG))

COL Terry Hodges USA
terry.hodges2@gmail.com

Camp Arifjan ROCKS Inc.

(Afghanistan)

CPT John Curry USA
rocks.campaj@gmail.com

Camp Sabalu-Harrison

(Afghanistan)

CPT Nyajuok Doluony USA
nyajuok.t.doluony.mil@mail.mil

Forsyth, GA

(GA National Guard (Patriot ROCKS))

LTC B. David Hunter USA
bob.david.hunter.mil@mail.mil

Fort Dix, NJ

(The Ultimate Weapon Chapter)

CPT Sabrina Gammage USA
sabrina.l.gammage.mil@mail.mil

Fort Irwin, CA

(High Desert ROCKS)

MAJ Spencer Biah USA
ft.irwinrocks@gmail.com

Fort Meade, MD

LTC Deitra Trotter USA

deitra.trotter@us.army.mil

Fort Polk, LA

(Gator ROCKS)

1LT Ariel Hall USA
ariel.s.hall.mil@mail.mil

Fort Sill, OK

MAJ James Crenshaw USA

jcren313@msn.com

Jackson, MS

(Mississippi National Guard ROCKS)

LTC Christian Patterson USA
christian.patterson.mil@mail.mil

Kuwait

LTC Alprentice Smith USA

alprentice.smith.mil@mail.mil

Lexington, VA

(Virginia Military Institute ROCKS)

CDT Ryan Loe, USA
loerm16@mail.vmi.edu

Military Officer Job Fair



July 14, 2016

Arlington, VA

Meet your next employer!

Meet your next employer! You can talk face-to-face with recruiters from great companies in a wide range of industries. Local and nationwide opportunities! Previous registrants include Amazon, Booz Allen, Deloitte, JPMorgan Chase, PricewaterhouseCoopers, Lockheed Martin, General Dynamics, General Electric, Wyle, Toll Brothers, the FBI, CIA, SEC, TSA, and many more.

Especially for transitioning and former military officers who are interested in new employment. Free and open to officers from all services – Army, Navy, Air Force, Marine Corps, and Coast Guard. Business attire recommended. Pre-register through Corporate Gray Online to receive a job fair directory before the event and to make your resume accessible in advance to the participating companies.

Army Navy Country Club
1700 Army Navy Drive, Arlington, VA

Thursday, July 14, 2016
9 am until 12:30 pm, plus an
Employer Panel at 8 am

www.CorporateGray.com



Sponsored by Corporate Gray and the West Point Society of DC



Guest Column: Community Voices: On being trusted and trustworthy

Col. Charles D. Allen, U.S. Army, Ret.

April 9, 2016

This summer will mark 50 years since my first exposure to the U.S. military. During Cleveland's Hough riots of 1966, I saw a National Guard soldier standing beside the corner drug store as I walked home from school.

My curiosity grew as I observed an armored personnel carrier positioned in the vacant lot next to our apartment building. A squad of troops was huddled inside.

My next encounter with our military came as I returned from a weeklong Boy Scout camporee during the Glenville riots in the summer of 1968. In both cases, I viewed the Ohio Army National Guard as protectors of my family from the civil unrest that then raged across the United States. It had found its way to my neighborhood, and I welcomed the Guard's protective role. Perhaps as a pre-teen, I chose not to consider the social turmoil that spawned the riots. I was more concerned for my safety and that of my loved ones during this time of violence. In my young eyes, the military — not the local police — was our protector in a society gone mad.

Two years later that favorable image was shattered. On Monday, May 4, 1970, I was a high school freshman sitting in an English class when the news broke of our National Guard firing on college students at the nearby Kent State University. You may remember the Crosby, Stills, Nash, and Young chorus, "Four Dead in Ohio." I certainly do. The protectors had been thrust off the pedestal upon which I had placed them. My positive image of our military was shattered.

Each year I share these experiences with our U.S. Army War College students. During the past decades since Operation Desert Shield/Desert Storm, they have enjoyed tremendous appreciation from the American public and its elected representatives. Our officers are uniformly grateful for their support. As national polls and scholarly studies suggest, our military has been viewed much more favorably than other national institutions.

Lest we get too smug and full of ourselves, we in the military must always acknowledge two things: who we are and whom we serve. My recollections from the 1960s and 1970s affirm how the trust the American people places in its military is as fragile as it is precious.

http://cumberlink.com/news/opinion/columnists/guest/community-voices-on-being-trusted-and-trustworthy/article_f7e0ab44-c67e-5626-9b28-9aa524b9594e.html

When they are commissioned as officers, our War College students swear to “protect and defend” and to “bear true faith and allegiance” to this nation and its Constitution. As one of nearly a thousand cadet classmates, I made this oath in June 1978 at the base of the statue of George Washington at West Point. I had faith then, as I do now, that our military would earn that trust by continuing to willingly place the good of our society above any personal interests.

This is what the American people expect of its military leaders and service members-to be trusted professionals. It would be a mistake to take for granted the respect that our citizens currently have for our military. Trust and respect for our military always depends on the extent to which we remain worthy of it.

Col. Charles D. Allen, U.S. Army, Ret., is professor of leadership and cultural studies at the U.S. Army War College.



VA ACQUISITION ACADEMY

ACQUISITION INTERNSHIP SCHOOL (AIS)

WARRIORS TO WORKFORCE (W2W)



About the Program

Warriors to Workforce (W2W) is a 10 month program that offers Veterans an opportunity to transition into a new career in the federal government by applying their military skills and experiences to the Contract Specialist field. The program focuses on transitional support, mentoring, professional development, and foundational career training activities. Interns complete the program as a cohort, fortified by a built-in support system that mirrors the team environment and camaraderie that they experienced in the military. These relationships create a foundation for a lasting professional network throughout their career. After successful completion of the program, interns advance to the two-year Acquisition Intern Program (AIP) which equips them with the skills and experiences they need to become full-time Contract Specialists. Through the W2W and AIP programs, Veterans are taught in-demand skills and competencies which allows them to continue serving their country as civil servants.

W2W Program Components

Business Education	Instructor led college business courses from an accredited institution
Professional Development	Foundational acquisition and general business training
Peak Performance Training	Individualized training which provides critical mental skills to enhance personal resilience, self-confidence, adaptability and mental agility
Mission Service	Mission service project organized to give back to the community and connect with and understand the Agency mission

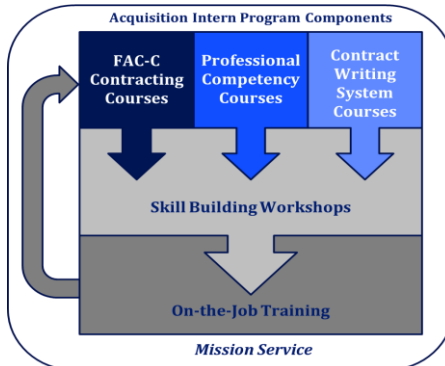
W2W Program Highlights

Interns are hired as GS-5 federal government employees. The curriculum includes four main components; Business Education, Professional Development, Peak Performance Training and Mission Service. The Business Education component provides the necessary college credits to meet the positive education requirements to enter the Contract Specialist (1102) career field as well as the foundational knowledge to thrive professionally.

AIP Program Highlights

Interns who successfully complete the W2W Program are converted to GS-7 Contract Specialists and matriculate to the AIP where they learn the essential technical and professional competencies for contracting professionals (including the requisite training for both the Federal Acquisition Certification in Contracting (FAC-C) and Defense Acquisition Workforce Improvement Act (DAWIA) Levels I and II Certification) in an experiential learning environment with real-world work scenarios. Upon successful completion of the AIP, interns are strategically infused into the Acquisition workforce to meet the needs of federal contracting organizations throughout the country.

Acquisition Intern Program Components



W2W Hiring Criteria

- OEF/OIF/OND Veterans with a service-connected disability & Honorable Discharge
- High school diploma (or equivalent) with little to no post-secondary education (i.e. no college degree)
- Flexibility to move for training in Frederick MD, and for final placement at a federal contracting organization within the U.S.

Compensation Package

- Full-time, paid position
- Health, vision, and dental insurance plan options
- Flexible spending accounts
- Thrift Savings Plan (TSP)
- Annual leave
- Sick leave
- Life Insurance

Send W2W inquiries to VAAAW2W@va.gov

Best Mentoring Program 2016

Awarded by Leadership Excellence Magazine for the Acquisition Intern Program and W2W Program.

Bright Ideas Award 2015

Awarded by Harvard's University Ash Center for design and delivery of the W2W program

Excellence in Partnership Award 2014

Awarded by the Coalition for Government Procurement for Best Veteran Hiring Program

Acquisition Excellence Award 2013

Awarded by the Chief Acquisition Officers Council (CAOC) for acquisition excellence in management for establishing the W2W program and contributions to the VA & Federal Community

Learning in Practice Gold Award 2013

Awarded by Chief Learning Officer Magazine for excellence in customer service for design and delivery of the Acquisition Intern Program and W2W Program

Secretary's Award 2013

Awarded by the VA Office of the Secretary for excellence in serving the VA mission through the design and delivery of the W2W program

Acquisition Excellence Award 2009

Awarded by the Chief Acquisition Officers Council (CAOC) for excellence in acquisition management for design and delivery of the Acquisition Internship Program



PERSONNEL & READINESS
FORCE RESILIENCY

OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 23 2016

MEMORANDUM FOR: SEE DISTRIBUTION

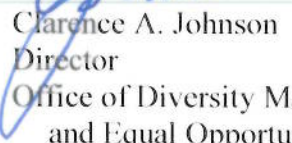
SUBJECT: Department of Defense 2016 Lesbian, Gay, Bisexual, and Transgender Pride Month Observance

The Department of Defense (DoD) is pleased to announce the 2016 Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month in June. During this time, the Department recognizes lesbian, gay, and bisexual Service members, and lesbian, gay, bisexual, and transgender civilians for their dedicated service to both the DoD and our Nation.

In honoring the LGBT community this year, we acknowledge the importance of diversity within the Defense Department. Diversity and inclusion are readiness imperatives; we rely on our diverse backgrounds, perspectives, and expertise to enable us to address the complex challenges of the global security environment.

The struggles, sacrifices, and successes among the LGBT community continue to shape the history of our Nation and remind each of us to stand for tolerance, justice, and dignity. For the last four years, the DoD has honored the LGBT lasting ideals of dignity and worth. DoD components are encouraged to commemorate LGBT Pride Month and celebrate the accomplishments of those serving in uniform and civilians.

Mr. Norvel Dillard is the DoD point of contact for this observance and can be reached by telephone at (703) 614-3397, or via electronic mail at norvel.l.dillard.civ@mail.mil.



Clarence A. Johnson
Director
Office of Diversity Management
and Equal Opportunity

DISTRIBUTION:

DIRECTORS OF THE DEFENSE AGENCIES

DIRECTORS OF THE DEFENSE FIELD ACTIVITIES

DEPUTY ASSISTANT SECRETARY OF DEFENSE (CIVILIAN PERSONNEL POLICY)

DEPUTY ASSISTANT SECRETARY OF DEFENSE (MILITARY PERSONNEL POLICY)

DEPUTY ASSISTANT SECRETARY OF DEFENSE (MILITARY COMMUNITY AND
FAMILY POLICY)

DIRECTOR, MANPOWER AND PERSONNEL, THE JOINT STAFF

DEPUTY ASSISTANT SECRETARY OF THE ARMY (DIVERSITY AND LEADERSHIP)

DEPUTY ASSISTANT SECRETARY OF THE NAVY (CIVILIAN HUMAN RESOURCES)

DIRECTOR, TWENTY-FIRST CENTURY SAILOR OFFICE (NAVY)

DIRECTOR, MILITARY PERSONNEL PLANS AND POLICY (NAVY)

DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE (STRATEGIC DIVERSITY
INTEGRATION)

DIRECTOR, DIVERSITY AND INCLUSION, HEADQUARTERS (AIR FORCE)

DIRECTOR, MANPOWER PLANS AND POLICIES DIVISION, HEADQUARTERS
(MARINE CORPS)

DIRECTOR, MANPOWER AND PERSONNEL, NATIONAL GUARD BUREAU

DIRECTOR, OFFICE OF CIVILIAN RIGHTS, U.S. COAST GUARD

DIRECTOR, DIVERSITY MANAGEMENT, NATIONAL GEOSPATIAL INTELLIGENCE
AGENCY



UNITED STATES ARMY
THE CHIEF OF STAFF

01 JUN 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Interaction with Military Associations

1. Military associations represent an important dimension of our country's strong interest in national defense. Although these non-Federal organizations are not part of the Department of Defense, Army members may enjoy numerous benefits while interacting with various military associations. These associations routinely provide a variety of forums that foster military professionalism and development. In addition, these groups work to increase the American public's awareness of our mission and nurture strong and mutually-beneficial relationships among government, industry, and civic leaders.

2. Military associations fall into a variety of categories and include branch-focused associations such as the American Society for Military Comptrollers, the Armed Forces Communications and Electronics Association, the Society of American Military Engineers, and the Army Aviation Association of America, as well as associations with a broader scope, such as the National Defense Industrial Association, the Military Officers Association of America, the Noncommissioned Officers Association, the Association of the United States Army, the National Guard Association of the United States, and the Reserve Officers Association. For a more comprehensive, but certainly not complete, list of Army-related military associations, see the attachment (Encl 1).

3. You may participate in military associations, consistent with the ethics rules pertaining to relationships with non-federal entities (NFEs). Army personnel must remember that these groups are not governmental entities despite their activities in support of the military; rather, they are NFEs. The ethics rules governing employee relations with NFEs prohibit Army personnel from endorsing, or appearing to endorse, a NFE or its activities. Army personnel may not give, or appear to give, preferential treatment to any NFE or its activities. Furthermore, Army personnel are prohibited from using their official positions to coerce or pressure others to join, or to participate in the activities of, a particular NFE, or from discriminating against those who choose not to join a NFE or NFE-sponsored activities. The attached background paper (Encl 2) provides general guidance concerning relationships with, and support to, military associations. Guidance regarding specific requests should be obtained from the local servicing legal office.

Encls


MARK A. MILLEY
General, United States Army

DISTRIBUTION: (CONT)

SUBJECT: Interaction with Military Associations

DISTRIBUTION:

Principal Officials of HQDA

Commander

U.S. Army Forces Command

U.S. Army Training and Doctrine Command

U.S. Army Materiel Command

U.S. Army Pacific

U.S. Army Europe

U.S. Army Central

U.S. Army North

U.S. Army South

U.S. Army Africa/Southern European Task Force

U.S. Army Special Operations Command

Military Surface Deployment and Distribution Command

U.S. Army Space and Missile Defense Command/Army Strategic Command

U.S. Army Medical Command

U.S. Army Intelligence and Security Command

U.S. Army Criminal Investigation Command

U.S. Army Corps of Engineers

U.S. Army Military District of Washington

U.S. Army Test and Evaluation Command

U.S. Army Installation Management Command

Superintendent, United States Military Academy

Director, U.S. Army Acquisition Support Center

Executive Director, Arlington National Cemetery

Commander, U.S. Army Accessions Support Brigade

Commandant, U.S. Army War College

Commander, Second Army

CF:

Director, Army National Guard

Director of Business Transformation

Commander, Eighth Army

Commander, U.S. Army Cyber Command

Non-Exhaustive List of Professional Military Associations

- Adjutants General Association of the U.S. (AGAUS)
- American Society of Military Comptrollers (ASMC)
- Armed Forces Communications and Electronics Association (AFCEA)
- Army Aviation Association of America (AAAA)
- Army Engineer Association
- Association of Military Surgeons of the U.S.
- Association of the United States Army (AUSA)
- Enlisted Association of the National Guard of the U.S. (EANGUS)
- International Association of Military Flight Surgeon Pilots
- Military Chaplains Association of the U.S.
- National Guard Association of the U.S. (NGAUS)
- Military Officers Association of America (MOAA)
- National Association for Uniformed Services (NAUS)
- National Defense Industrial Association (NDIA)
- Non-Commissioned Officers Association of the U.S. (NCOA)
- Order of Daedalians
- Reserve Officers Association (ROA)
- Society of American Military Engineers (SAME)
- Special Operations Association (SOA)
- U.S. Army Warrant Officer Association

BACKGROUND PAPER
ON
INTERACTION WITH VARIOUS NON-FEDERAL ENTITY (NFE) ASSOCIATIONS

PURPOSE: Army personnel and organizations interact with a wide range of NFEs, including various associations. Senior leaders should ensure that all personnel are aware of the guidance (and limitations) on official or personal involvement in, or support of, associations in which they may be members or which may seek Army support. This paper provides guidance on common issues regarding Army interaction with these groups. Senior Leaders and supervisors should make decisions on requests involving associations on a case-by-case basis, with the assistance of the supporting legal office.

BACKGROUND: NFE associations include "National Military Associations" (NMAs) which are "[a]ssociations that are directly oriented to the U.S. military; national in scope; and focus their efforts on active duty, National Guard, and/or Reserve activities" (Department of Defense Directive (DoDD) 5410.18, *Public Affairs Community Relations Policy*). Only the Assistant Secretary of Defense for Public Affairs can designate a group as an NMA, and they are very limited in number. A list of NMAs is found at Department of Defense Instruction (DoDI) 5410.19, *Public Affairs Community Relations Policy Implementation*, paragraph E10.A1, and includes the Association of the United States Army, the National Guard Association of the United States, the Adjutants General Association of the United States, the Enlisted Association of the National Guard of the United States, and the Reserve Officers Association of the United States. The Secretaries of the Military Departments are delegated authority to approve the provision of military support for a designated NMA's annual conference, including limited transportation, communications, medical assistance, and security and administrative support. Support under this authority is limited to the NMA's national convention. Regional/local chapters of an NMA are not eligible to receive these additional services. These chapters and other NFE associations may receive support in accordance with Department of Defense (DoD) 5500.07-R, *Joint Ethics Regulation* (JER), Chapter 3, Activities with Non-Federal Entities.

Other NFE associations (some are referred to as "professional military associations") are described as "non-profit, non-commercial, tax-exempt organizations that focus on advancing the interest of the Armed Forces and military professionalism." These groups may be narrower in scope than NMAs and focus on military veterans, specific military units/events, occupational fields, gender, ethnic group or region. Examples of these other NFE associations are the Armed Forces Foundation, Armed Forces Services Corporation, and Military Officers Association of America. There is no official process or authority to recognize other NFE associations or to grant them special consideration like an NMA. Generally, support to these associations is governed by the JER.

WAYS TO SUPPORT NON-FEDERAL ASSOCIATIONS:

Disseminating Information on a NFE Association:

Official communications channels may be used to distribute information notifying DoD personnel of events of common interest sponsored by NFE associations, consistent with the JER and public affairs regulations.

- Per Army Regulation (AR) 25-1, *Army Information Technology* and the JER, Commanders may authorize non-Federal personnel limited use of official government e-mail to support NFE association-sponsored events, except for fundraising and membership drives, only after determining all of the following: the support (1) Serves a legitimate public interest; (2) Does not interfere with the performance of official duties or detract from readiness; (3) Conforms to theater combatant commander and Army policies; (4) Is of reasonable duration and frequency; (5) Does not overburden the communications system; (6) Does not reflect adversely on the DoD or Army; and (7) Does not create a significant additional cost to the DoD or the Army.
- Senior Leaders may permit NFE associations to send out membership applications, leaflets, or flyers in installation common areas, as long as similar groups are given the same privilege/opportunity.
- The communication must state that the organization is a non-Federal entity and should also include a disclaimer which states that official DoD or Army endorsement of the non-Federal entity is not stated or implied. Pursuant to DoD/Army guidance, when Senior Leaders or supervisors refer to association membership or fundraising activities, they should remain neutral and avoid the use of words like "endorse," "support," "encourage," "recommend," or "urge." The point is to convey basic factual information - not to encourage support or to endorse a particular NFE association.
- Senior Leaders may issue official letters thanking NFE associations for support of the organization or community. These letters may be disseminated through official channels.

Logistical Support of NFE Association Events

- NMAs are entitled to expanded support for their national annual conferences or conventions, in accordance with DoDI 5410.19, Enclosure 10.
- Otherwise, NFE association events may be provided support in the form of limited use of DoD facilities and equipment when the head of the DoD Component command or organization determines all of the following: (1) Support does not interfere with official duties; (2) Support is in DoD public affairs or community relations interests; (3) It is appropriate to associate DoD and the Army with the event; (4) The event is of interest and benefit to the community, Army, or DoD; (5) The Army is willing and able to provide the same support to comparable events by

other associations; (6) Support is not prohibited by other statutes or regulations; and (7) No admission fee is charged (beyond reasonable costs of sponsoring the event).

- Limited use of DoD facilities and equipment may be provided to support a charitable fundraising event by an NFE association only when the head of the DoD Component command or organization determines factors (1) - (6) noted in the preceding paragraph are met, the sponsoring association is either not affiliated with the Combined Federal Campaign (CFC) or, if affiliated with the CFC, the Director, Office of Personnel Management, has no objection to DoD support of the event, and the fundraiser takes place away from the Federal workplace.

- DoD personnel in their official capacities may be authorized to participate as speakers or panelists at NFE association events, consistent with the JER, public affairs, and travel guidance.

Attendance at a NFE Association Event

- Senior Leaders may excuse DoD personnel for limited absences for reasonable periods of time to voluntarily participate in a personal capacity in NFE association activities - there should be no special consideration or preferences for a particular organization.

- Senior Leaders may approve permissive TDY to attend an NFE association meeting/seminar if there is a direct relationship to the member's primary military duties and attendance clearly enhances his or her value to the Army.

- NFE Association-Hosted Conferences:

- The heads of DoD Component commands may, on a limited basis, permit their employees in their official capacities to attend NFE association conferences/meetings at Army expense if they have official duties at the event or there is a legitimate Federal Government purpose (beyond merely maintaining membership or professional credentials).

- Army Directive 2016-14 (Army Conference Policy) requires prior approval before expending appropriated funds to send Army personnel to an NFE conference.

Management of, or Serving with, a NFE Association

- Unless approved in advance by the DoD General Counsel, DoD personnel are prohibited from participating in their official capacities in the management of NFE associations.

- DoD personnel in their personal capacities may participate in the management of an NFE association, provided they act exclusively outside the scope of their official positions. A DoD employee may not serve in a personal capacity as an officer or on the board of directors if offered because of his/her DoD assignment/position. The following restrictions generally apply:

- May not participate in one's official capacity in any particular matter concerning the NFE association.
- May not represent the NFE association before a Federal agency.
- May not solicit funds for the NFE association from subordinates or prohibited sources. May not use Government resources, funds or personnel to support the NFE association.

Serving as a DoD Liaison to a NFE Association

- The Head of the DoD Component command or organization may appoint an employee as an official liaison to a NFE association after determining there is a significant and continuing DoD interest served by such representation. This appointment must be made in writing.
- Official liaison officers serve as part of their official duties, represent DoD interests and serve in an advisory capacity only, and must make clear their opinions do not bind DoD or the Army. Liaisons may not be involved in management or control of an association.

Endorsement of a NFE Association

- DoD personnel in their official capacities may not state or imply that the DoD endorses a NFE association.
- DoD personnel in their personal capacities may not use their official titles, positions or organization names in connection with NFE association activities as this tends to suggest official endorsement or preferential treatment by DoD. However, the use of an officer's military grade and department may be used as part of an individual's name (e.g., CPT Smith, U.S. Army).
- DoD personnel may acknowledge past contributions, services, or assistance if factual and limited to the purpose of recognizing the contributions of a NFE association.

NFE Associations and Gifts

- Normally, DoD personnel cannot accept gifts offered because of their official position. However, there are exceptions under which an employee may accept a gift; they include:
 - Unsolicited gifts valued at \$20 or less, per source, per occasion not to exceed a \$50 cap on all gifts from a single source during a calendar year (a gift to a spouse or family member is deemed a gift to the employee, and counts toward the caps).
 - On occasion, NFE associations may host events to which Army personnel are invited, and for which they are not charged. Free attendance from the sponsor at a "Widely Attended Gathering" may be

accepted when the Army has determined attendance is in the Army's interest because it will further agency programs or operations and the event will be widely attended by a large number of persons with diverse views or interests.

- NFE associations frequently provide support to various Army activities. Where the offer of support originates with the association it may be accepted by way of a documented gift to the Army. However, DoD personnel "shall not solicit, fundraise for, or otherwise request or encourage the offer of a gift" (DoD 7000.14-R, *DoD Financial Management Regulation*, Volume 12, Chapter 30, paragraph 300502). To the extent possible, gifts from military associations to the Army should be "in kind" and not in the form of funds.

- Questions about gifts involving NFE associations should be referred to servicing Judge Advocates.

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: _____

Spouse: _____

Mailing Address: _____

Home Phone: _____ Work Phone: _____ Cell: _____

Email Address: _____

College/University Attended: _____ Degree/Year: _____

Graduate School Attended: _____ Masters/Year: _____

Membership Dues

04, GS13 & Above (incl. SES)

☐ 1 Year - \$58

03 & Below, GS12

☐ 1 Year - \$33

☐ 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.

THE NATIONAL BOARD OF THE ROCKS, INC.

2ND ANNUAL GOLF OUTING



**13940 Balmoral Greens Avenue
Clifton, VA 22191**



**SPONSORS
NEEDED!!**

Registration begins
June 2016.

Visit ROCKSINC.ORG
For more information



We need YOU to make this event a success. You do not have to be in the DC area to volunteer. Send an email today to therocks@aol to join the planning committee.

MARK YOUR CALENDAR!!!