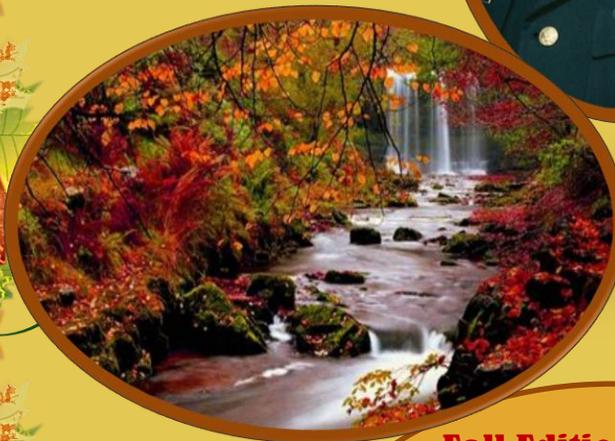


THE ROCKET



Fall Edition (INSIDE)

UNDER talks Modernization
USFK Cdr supports DMZ reduction
Gold Vault has Midas Touch
CVC Military Right Arm Night
All American Standing in the Door
Roth or Traditional IRA?
If Not You, Than Who?
In Memoriam



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Let's Meet Up



**We will be at the
2018 AUSA Expo
Drop by and visit us
at the AUSA Pavilion
Hall A at Booth #307**



Chairman's Message



The past three months have been very enlightening when looking at the Army and the incorporated changes designed to ensure that the Army is prepared to fight and win the conflicts of the future. On Saturday, September 8, 2018, the Washington Post published that the Department of Defense has “pledged up to \$2 billion toward artificial-intelligence research”. What implications does this and other technical readings have on our membership. The ROCKS’ Vision states that we are charged with “building and sustaining a world class professional and personal coaching, mentoring and professional development organization that strengthens the officer corps with a commitment to diversity of leadership”. The future scenario for our junior and mid-level officers will be greatly influenced by Science, Technology, Engineering and Math, (STEM) technology. There should be no doubt that these changes are raising over the horizon. We are headed toward an era where the main weapons on the battlefield will be greatly influenced by ones and zeroes. Our relationship with the JROTC and ROTC should definitely emphasize the importance of understanding and involving these disciplines in their educational endeavors. For those who are already in uniform, our tasking is to assist in the facilitation of their understanding of the current and future military utilization of this technology. I fully understand that the ROCKS cannot instruct on the many intricacies associated with these expanding

technologies, but we can be mentors and insure that our audience is knowledgeable of the importance of this technology and how it may impact our Army and their careers.

I also want to express my sincere condolences to the family of MG (Ret) Bob Nabors upon his passing. MG (Ret) Nabors will be missed.

Lawrence Gillespie
BG USA (Ret.)
Chairman



A Woman Who Knew How to Be a Neighbor

*By Mr. James D. Key
Chaplain, ROCKS National Board*

Several years ago, during my tenure at Arlington National Cemetery, I conducted a funeral service for a 77-year-old military spouse from Issaquah, Washington, who understood what it meant to be a good neighbor.

Margarette Wittmier wasn’t rich or poor or famous or infamous. She was a mother, grandmother, homemaker and wife who enjoyed 46 years of marriage. She was an ordinary American whose selfless acts of kindness uplifted her community. You probably know the type.



An hour before the service, her family regaled me with stories about Margarette. They talked about how she had turned her backyard garage into a

resting place for city workers. She outfitted the place with comfortable chairs. She loaded the refrigerator with water, sports drinks and snacks. On any given day, they said, it was not uncommon to find sanitation workers, postal employees and the like stopping in for a break from their hectic workday. This dear woman provided a place of refuge in an unrelenting world. When word that she had passed began to spread, a teenager who had moved across town was so distraught that he pedaled over to her house on his bike to pay his respects.

Stories like this one give me pause because they’re all too rare. Technology allows us, even encourages us, to disconnect from our fellow man. Don’t believe me? Try riding a subway train in a major U.S. city. And neighborhoods? They’re becoming a collection of individual houses rather than a community of people.

As a kid, I remember seeing my grandfather Edgar Day – “Big Daddy” to us – walk down the street with cane in hand to greet the Smoot family who had just moved three houses down from his in the Crenshaw district of South Central Los Angeles. If they needed anything, he told Mr. Smoot, Edgar Day was there to help. That’s the way it used to be.

We could use a little yesteryear today. Though this country seems to be moving into an economic recovery, millions are still hurting due to job losses and foreclosures. People without basic human necessities need the American neighborhood once again. During the Depression, neighbors helped neighbors, and President Franklin Roosevelt called on those who were capable to lend a hand to those less fortunate.

Margarette was a child of the Depression, just a baby when Franklin D. Roosevelt took office. But I suspect she was quick study. After all, the lessons of her childhood – help those in need, nurture your community – were clearly with her until the day that she died.

2019 ROCKS SPRING GALA

13 APRIL @ 1800, THE OFFICERS CLUB, FT BELVOIR

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The Spring Gala is a signature event of The Rocks, Inc.. Every year, members from various chapters are recognized for their contributions and ROTC Cadets are awarded scholarships. The following awards and scholarships are presented: National and Chapter General R.C. Cartwright Scholarships Award, Chapters Volunteerism Awards, National ROCKS, Inc. Chairman Awardees, Colonel Robert B. Burke Award, ROCK of the Year Award and Honorary ROCK of the Year Award.

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DEADLINE FOR WINTER EDITION: DECEMBER 8, 2018

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- ✓ Submit articles in **MS Word Document Format Only**
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- ✓ Article Header should be in Times New Roman Font; Font Size=14 and Bolded)
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TOP STORIES

Modernizing at the speed of relevance: An interview with Under Secretary of the Army Ryan McCarthy

By Arpi Dilanian and Matthew Howard



Under Secretary of the Army Ryan D. McCarthy discusses the role sustainment will have in the new Army Futures Command.

(Photo Credit: U.S. Army photo)

WASHINGTON -- As the 33rd Under Secretary of the Army, Ryan D. McCarthy is leading the way in building readiness for the future. Between his experiences as a proven industry leader and his proud service as an Army Ranger, McCarthy is now transforming the way the Army does business. Army Sustainment Magazine sat down with him to discuss the new Army Futures Command and the role sustainment will play in the Army's modernization efforts.

Q: Why is it time for the Army Futures Command?

A: If you look at the past 17 years of conflict, in large measure the Army invested against irregular warfare and counterinsurgency-type combat operations. We've focused on this significant national security challenge that our country faces, and these asymmetric threats will probably be ongoing for the rest of my life. But during that same time period, near-peer competitors have made significant strides in the growth of their economies and their military modernization. When you look at it from that standpoint, there's a balance we need to achieve to deal with different threats.

Considering the speed at which technology is moving in the world today, we have an industrial age model of how we do

business. We're slow, and we have a lot of people weighing in on decisions. Our authorities and responsibilities are spread out across all of our major commands, and we don't have formalized relationships. This leads to incremental growth, and it's hard to get business done. With the speed of innovation in the world, we can't keep pace with vendors and then scale a concept to an institution the size of a country. We have to get faster.

How do you get business done? You know people. You know what their equities are, what's important to them, and how to get things moving. If you look at the way we've organized the Futures Command, a lot of it is fusing people together so they have formal relationships and greater collaboration and can move information faster to get an outcome quicker.

It's all about better rigor, better relationships, better ideas, and getting them faster. From this macro standpoint of where the world is shifting, we recognize that a change in the Army's business model is essential to continuing to evolve with threats the same way we have for 243 years.

Q: What is the end goal for the Army Futures Command?

A: If you look at the way we do materiel development design, bringing all of those capabilities under one roof is the ultimate end state. We want signature systems to be designed according to the Chief's [Chief of Staff of the Army's] priorities in a relevant time frame. So bringing these capabilities together to have the maximum utility of every investment and simplification in the interpretation of requirements is the outcome we're looking for.

How are we doing from that standpoint? The foundational elements of the command will be the Army Capabilities Integration Center and the Research, Development and Engineering Command. We're in the process of developing the policy guidance and execution order to start moving those organizations together.

We've also announced the key subcommand elements of the Futures Command: Futures and Concepts, Combat Development, and Combat Systems. The

cross-functional teams (CFTs) that we stood up last fall fold in underneath these three command elements, and the combat systems and program managers are already assigned to those CFTs.

We picked Austin as the location for the command group of the Futures Command headquarters. All these pieces will be coming to a head as we reach initial operational capability.

Q: How are the secretariat and the Department of the Army staff working together on this effort?

A: I've been blessed to have a wonderful partner in Gen. James McConville. It's kind of like the heavens parted that I get him as my wingman given the unique characteristics of the operational roles he's had. He's had six years on the Army staff, and he's the longest serving division commander in the history of the Army. He did more than three years with the 101st [Airborne Division].

Because he and I talk so many times every day -- he's one of the last people I talk to before I go to bed at night -- we are linked shoulder to shoulder in bringing the strength of the secretariat and Army staff together.

Whether we are at investment meetings with CFTs or working on procurement decisions, having both of us there brings the strength of this Headquarters, Department of the Army, together. It moves decisions faster and provides succinct guidance that is heard at one place and time, as well as moves the delegations of authorities and resources more quickly.

Q: Can you discuss the importance of partnering with industry to leverage private-sector innovation?

A: That's one of the foundational elements of what Futures Command will do for us. We look to industry to solve problems and bring us solutions. I try to meet with industry leaders as much as possible so I understand where technologies are going.

The Secretary of the Army Dr. Mark Esper, in particular, has a program where we bring in senior industry officials every week to meet with the Army's senior

leaders, and we're starting to see the dividends of those investments.

For companies that are vendors for us, managing those relationships helps them understand what we want out of a product or a service. Henry Stimson, Secretary of War during World War II, once said, "If you are going to try to go to war, in a capitalist country, you have to let business make money out of the process or business won't work."

Clearly, we want them to be successful, but we have to communicate to them what exactly we want. And we have to be consistent, so they can invest in their products and services, allow them to evolve, and bring the cost down.

As my old boss, [former] Secretary of Defense Robert Gates, used to say, relationships are the grease that runs our government. It is a relationship of push and pull with industry. When you have a problem with a system, you work through that issue together. If you don't have those relationships, you can't get through the hard times together.

Q: How important is sustainment to the Army's modernization efforts?

A: Sustainment is a key performance parameter with every investment we make. You go into a death spiral with a weapon system if you can't sustain its performance and absorb the cost in the out-years. For every decision we make, I make sure the sustainment is addressed. It's a variable you have to solve or you won't get an investment dollar out of me.

One of the things that has been unique in standing up the Futures Command is the major commands (the Training and Doctrine Command, the Forces Command, and the Army Materiel Command) have played instrumental roles in mentoring CFTs. Gen. Gus Perna's leadership, for example, is ensuring the sustainment community is integrated into every CFT.

For every weapon system we're designing, one of the main things we're looking at in our key performance parameters is the life-cycle management. Getting a life-cycle plan in place that's not only cost-efficient for managing and upgrading these systems

over time, but also keeps operational rates up, is absolutely critical. Gen. Perna has helped each of the CFT leaders really think through the long-term investment of these weapons systems.

So often in the Department of Defense we don't get it right. And it's not just the Army; it's everybody because we're all focused on performance. But if you can't move it and you can't sustain it, it's not going to help you very much. Gen. Perna has gotten those CFT leaders to think very differently about the problem set. These qualified, post-brigade command officers are now coming in and talking about how they're going to lay in their sustainment plans over time, and it really shows the culture is changing.

Q: As new technologies are fielded, how do you foresee logistics evolving?

A: As the Army modernizes, we can't become so overly sophisticated that we can't move. It's that simple. Speed is a key variable and characteristic of being successful in combat, and we will lose that if we become too heavy and too complex. Three initiatives come to mind.

The first initiative is Army pre-positioned stocks. We have made demonstrable gains in laying these equipment sets worldwide and configuring them for combat. Having those pre-positioned capabilities will increase the flow of moving assets and personnel for contingency operations.

The second is additive manufacturing. I recently toured facilities at Rock Island Arsenal, Illinois, where the Army Materiel Command is championing this initiative. Additive manufacturing will fundamentally change how we do business by reducing the cost of the parts, improving equipment on-hand, and potentially bringing down the weight of both the repair parts we're shipping worldwide and our weapon systems as a whole. It is a game-changing capability that can get our systems back up and running within hours as opposed to weeks or months. I'm very excited about this and want to help as much as I can.

The third, and really the foremost, are the fundamentals. It's all about blocking and tackling -- looking at equipment on hand

and really focusing in on the parts. It's not glamorous, but it's got teeth. And that's really the difference in keeping Abrams and Bradleys up and running so units can have high operational rates with their key weapons systems.

Q: You've served at both the tactical and strategic levels. What advice do you have for Soldiers coming into the Army today?

A: Study your profession. This was the same advice I was given when I was about to go on Active Duty. Really make every hour count to prepare yourself for getting that awesome responsibility of becoming a platoon leader when you're 22 or 23 years old. Use every opportunity you have to prepare yourself and to learn about your profession.

And listen to your noncommissioned officers. My father, who was an enlisted Soldier during the Vietnam War, gave me that advice. Your noncommissioned officers are the ones who will get you through the longest days of your life.

Arpi Dilanian is a strategic analyst in the Army G-4's Logistics Initiatives Group. She holds a bachelor's degree from American University and a master's degree from Rensselaer Polytechnic Institute.

Matthew Howard is a strategic analyst in the Army G-4's Logistics Initiatives Group. He holds bachelor's and master's degrees from Georgetown University.

This article was published in the September-October 2018 issue of Army Sustainment

Leadership is about doing what you know is right - even when a growing din of voices around you is trying to convince you to accept what you know to be wrong.

QUOTEHD.COM

Robert. L. Ehrlich
American Politician

U.S. commander in South Korea says he supports plan to reduce DMZ outposts

By Josh Smith



Commander of the United Nations Command, Combined Forces Command, and United States Forces Korea, General Vincent K. Brooks speaks during a news conference in Seoul, South Korea, August 22, 2018. Photo Credit: Yonhap)

SEOUL - The top commander of U.S. troops in South Korea said on Wednesday he supports moves to withdraw some outposts along the fortified border with North Korea, despite the risks.

South Korea's defense ministry has said it plans to reduce guard posts and equipment along the demilitarized zone (DMZ) on its border with North Korea as part of efforts to reduce tension and build trust with its northern neighbor.

"I have some concerns about what that means militarily for the ability to defend along the Military Demarcation Line," U.S. General Vincent Brooks told reporters on Wednesday.

But he said that the risk is "a reasonable degree" and the move represents a good opportunity to reduce tensions.

About 28,500 U.S. troops are stationed in South Korea, a legacy of the Korean War, which ended in 1953 in an armistice that left the North Korea technically still at war with South Korea and the U.S.-led United Nations command.

Besides serving as the commander of those troops, Brooks also commands U.N. forces, and in the case of war, would take command of South Korean troops as well.

Brooks said that his troops are finding "other ways" to maintain readiness in the absence of major military drills, which were canceled or delayed by U.S. President

Donald Trump as part of a deal with North Korea's leader Kim Jong Un.

"I received no order to become unready," he said. "Nobody told me to stand down."

When Trump announced the plan after his summit with Kim in Singapore in June, a spokeswoman for U.S. military forces in Korea said at the time they had not received any direction to cease joint military drills.



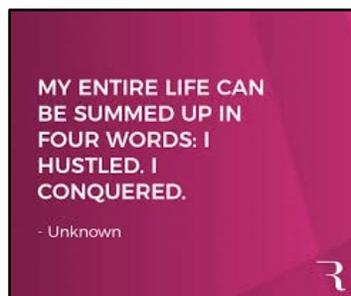
Nuns look toward the north standing between binoculars near the demilitarized zone in Paju, South Korea, June 12, 2018. Photo Credit: Kim Hong-Ji

When asked on Wednesday if he had advance warning of Trump's June announcement, Brooks said as a commander in the field he had no expectation that he would be briefed on the president's plans.

"Orders come in many different ways," he said. "So for a military commander it's not a matter of debate, it's a matter of implementation."

Brooks did not elaborate on how his command had adjusted to the changes in military exercises.

He credited the military presence in South Korea with "successfully" setting the stage for this year's diplomatic talks with North Korea, and said he supports maintaining pressure on North Korea to prevent it from "backing up" on diplomatic steps.



Lt. Gen. John M. Murray promoted to general and first to lead Army Futures Command

By Britney Walker



Gen. John M. Murray recites the commissioned officer oath of office during his promotion ceremony held at the newly appointed headquarters location for Army Futures Command in Austin, Texas, Aug. 24, 2018. U.S. Army Chief of Staff Gen. Mark A. Milley administered the oath and promoted Murray to the rank of four-star general on the same day as Army Futures Command's activation ceremony. (U.S. Army photo Staff Sgt. B. Nicole Mejia.

U.S. Army Chief of Staff Gen. Mark A. Milley promoted Lt. Gen. John M. Murray to the rank of general during a ceremony held at the newly appointed headquarters location for Army Futures Command in downtown Austin, Texas Aug. 24.

Family, friends, and military and civilian colleagues alike were in attendance to honor this momentous milestone in Murray's career. Murray's wife, Jane, and his daughter, Jana, along with her two children joined Milley in pinning the four-star rank onto his uniform.

Milley stated that there are many factors that contribute to Murray's promotion and that the most important one is family.

"Without the entire family's love and sacrifice, it couldn't have happened," said Milley.

Murray expressed his gratitude to his wife and daughters for supporting him throughout his career. He also thanked his parents via a phone camera for providing him with a great foundation.

"Everything I am today, I owe to them," said Murray.

With this promotion, Murray was selected as the first commanding general to lead Army Futures Command, which aims to

modernize processes used to equip soldiers and to integrate innovative technology to increase the Army's capabilities.

"His experience provides the perfect combination of skills needed to lead Army Futures Command and to wear the rank of a four-star general," said Secretary of the Army, Dr. Mark T. Esper.

Murray commissioned into the Army as an infantry officer from the Ohio State University in 1982. He served in various leadership positions throughout his career to include commanding Joint Task Force-3 in Afghanistan as well as 3rd Brigade, 1st Cavalry Division during Operation Iraqi freedom. Other notable assignments include director of Force Management at the Pentagon and deputy director for Joint Training, J-7 of the Joint Staff.

Milley explained the statistical rarity of a Solider commissioning into the Army - only .0016 percent make it to the rank of four-star general.

"It is a greater probability for Mike Murray to get his own line of Nike shoes as an NBA all-star and match LeBron James than it is to be a four-star general in the United States Army," said Milley.

Prior to taking command, Murray showed he fit the bill for commander of Futures Command by contributing to Army modernization efforts while serving as the deputy chief of staff for Army G-8. He formally presented the argument for the military to gain overmatch by modernizing the force during congressional hearings.

Futures Command's goal is to enable the Army's modernization strategy to gain the advantage over adversaries by making soldiers more capable in deployed environments and more likely to survive.

It is clear that force modernization is Murray's passion with regards to the Army as he expressed gratitude to senior leaders for the activation of Futures Command stating.

"I personally and professionally appreciate the effort I know that went into not only getting me confirmed but getting Army Futures Command across the finish line," said Murray.

After an extensive selection process of cities in the U.S., the Army announced that Austin was chosen as the Futures Command headquarters due to the cutting-edge research and technology and entrepreneurial spirit that can be found here.

"We've got to partner with the best American innovation, academia and industry to keep America safe to be the world's most dominate land-force. We can't do it by ourselves, we've got to have the help of all these partners and what a great place to do that here in Texas," said Futures Command Communication Director Col. Patrick Seiber.



Richardson confirmed as Futures Command Deputy

By David Vergun



Army leaders discuss modernization and Army Futures Command. From left are: moderator Jen Judson, Land Warfare Reporter with Defense News; Gen. John M. Murray, commander, AFC; Under Secretary of the Army Ryan McCarthy; and, Vince Tobin, executive vice president, Military Business, Bell. (Photo Credit: David Vergun)

WASHINGTON --- The Senate confirmed the nomination of Maj. Gen. James Richardson Sept. 4 as deputy commander of Army Futures Command, said Under Secretary of the Army Ryan D. McCarthy.

Richardson, who will be promoted to lieutenant general, will be the AFC deputy commanding general for combat development. Lt. Gen. Eric Wesley will be the DCG for futures and concepts, and Lt. Gen. Paul Ostrowski will be DCG for combat systems.

The deputies, along with AFC's commander, Gen. John (Mike) Murray, are

the right people to shake things up and bring capability to the warfighter in a timely and cost-effective manner, McCarthy said.

McCarthy and Murray spoke at a Defense News Conference, Sept. 5, regarding modernization and Army Futures Command.



MG James Richardson

Richardson served most recently as special adviser for program integration in the Office of the Vice Chief of Staff of the Army. He previously served as deputy commanding general of III Corps and before that commanded the Army Aviation and Missile Command.

Wesley commanded the Maneuver Center of Excellence and Fort Benning, Georgia, before he became the integration management officer for AFC.

Ostrowski has been serving as principle military deputy to the assistant secretary of the Army (acquisition, logistics and technology). He will remain in that position as he assumes his new role, officials said.

PEOPLE KEY TO MODERNIZATION

When people think modernization, they think technology. But successful modernization is also "about people, conviction and belief," McCarthy said.

For example, AFC personnel will be working amidst technology innovators and disruptors in incubator hubs scattered

around Austin and within the University of Texas system, he said.

Representatives from small and big businesses with access to capital will also be in those hubs interacting with Army personnel as well, he added. That's a very different environment than that found on an installation.

The Army personnel need to feel comfortable communicating with these people and they've got to learn to thrive in that environment for this venture to be successful, he said.

The other important people component, he said, is the support AFC has been getting from top Army leaders, who spent many hours combing through the modernization budget to find science and technology dollars to fund the Army's six modernization priorities: long-range precision fires, a next-generation combat vehicle, future vertical lift, network modernization, air and missile defense and Soldier lethality.

About 80 percent of the science and technology dollars in the Army's modernization budget are going to those priorities, he said, to include funding for about 18 weapons systems.

DISRUPTIVE ENVIRONMENT

Murray added AFC personnel will need to tolerate a certain amount of disruptiveness compared to the traditional acquisition cycle and will need to think creatively about novel ways of using ideas and technologies that might benefit warfighters.

Personnel will be encouraged to take measured risks that will sometimes pay off and sometimes not, Murray said. If not, the key "is to fail early and fail cheaply," as they also need to be good stewards of taxpayer dollars.

There also needs to be a discussion within the Army on how to reward good talent, he said, whether it comes from the cross functional teams or program managers, whose career path is much different from, say, an officer on a path toward becoming a brigade commander.

Roth vs. Traditional IRA: Which Is Right For You?

By Denise Appleby



As U.S. taxpayers contemplate funding IRAs, they may wonder which type of IRA – Roth or traditional – is the better choice. If you are one of these individuals, here is an outline of some of the differences between these two retirement accounts, their eligibility requirements and other factors to consider when choosing the account that's right for you.

Contribution Limits

The contribution limits for the Roth and traditional IRAs are the same. For tax year 2018, for example, you can contribute up to \$5,500 to your IRA, plus an additional \$1,000 catch-up contribution if you reached age 50 or older by the end of the tax year.

Deductibility

One of the major factors for deciding between a Roth and traditional IRA is your eligibility to deduct traditional IRA contributions and in turn get a tax break for the year you make the contribution. Your eligibility to deduct traditional IRA contributions, however, depends on whether you meet certain requirements.

For 2018, "a traditional IRA is fully tax deductible if you or your spouse are not participating in a retirement plan at work, regardless of income, or even if you or your spouse do participate but your income is less than \$63,000 for an individual or \$101,000 [if you are] filing jointly. Otherwise, you can still make a contribution but the tax deductibility is quickly phased out above those levels," says Dan Stewart CFA®, president, Revere Asset Management, Inc., in Dallas, Texas. Contributions to Roth IRAs are never deductible.

Contribution Age Limits

If you want to be able to contribute to your IRA for as long as you like, you need to consider the age limits placed on IRA contributions. You may not make a participant contribution to a traditional IRA for the year you reach 70½ and any time after that. For Roth IRAs, there is no age limit.

Income Limitations

One factor that determines whether you should fund a Roth or traditional IRA is your income, which dictates your eligibility to contribute to a Roth IRA. If your income exceeds certain limits, you may not contribute to a Roth IRA. In addition, your Roth IRA contribution limit may be lowered if your income falls within certain ranges. Consult with your tax advisor to determine the maximum amount you may contribute to a Roth IRA.

For 2018, "taxpayers who are married filing jointly can make full Roth IRA contributions if their modified adjusted gross income (MAGI) is below \$189,000. The right to contribute to Roth accounts is phased out for such taxpayers earning between \$189,000 and \$199,000. Single taxpayers are phased out starting at \$120,000 of modified AGI and fully phased out at \$135,000 of MAGI," explains Andrew K. Cashman, comprehensive wealth adviser, IPI Wealth Management, Inc., Quincy Ill.

Income caps do not apply to traditional IRA contributions.

Required Minimum Distributions

If you don't ever want to be required to start distributing your retirement assets at any time, you need to consider the IRA rules for required minimum distributions (RMDs). With a traditional IRA, you must begin to take RMDs by April 1 of the year following the year you reach age 70½. This means you must gradually reduce your IRA balance and add the distributed amount to your income, even if you are not in need of the funds.

Roth IRA owners are not subjected to RMD rules. (For more insight, see 6 Important Retirement Plan RMD Rules.)

Continued on page 27

GREAT READS

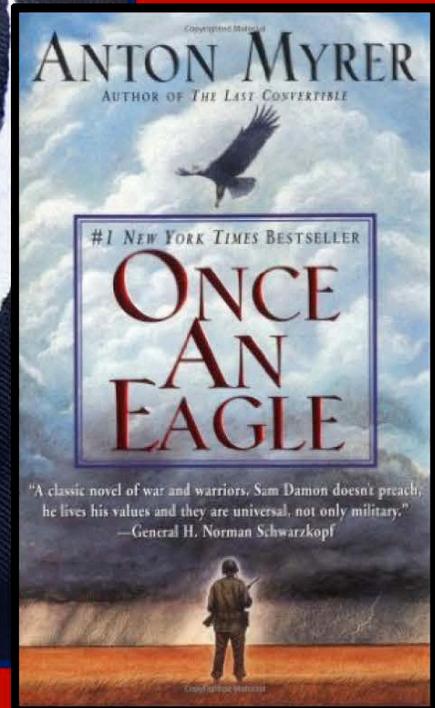
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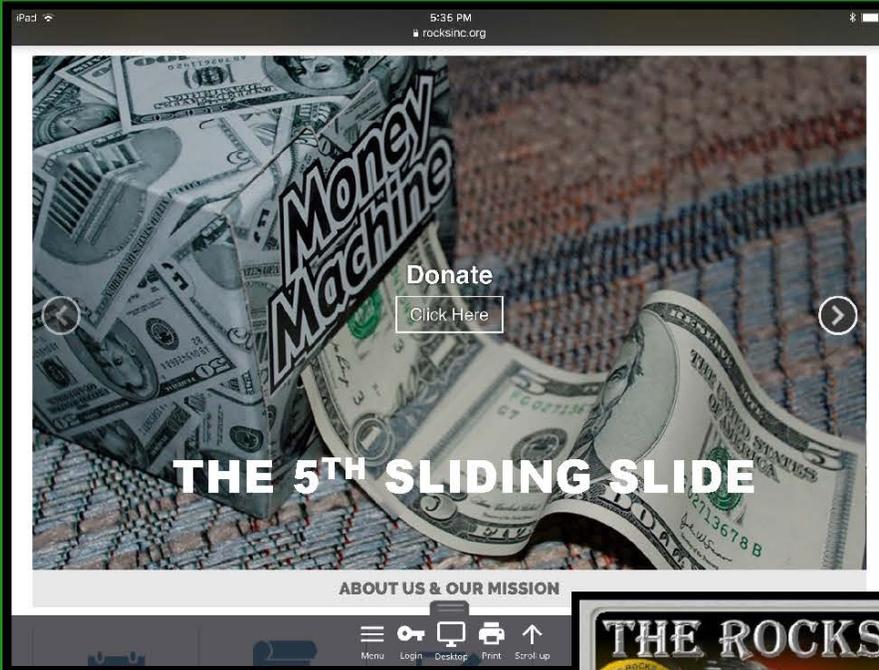


Recognized as a **GREAT READ**

by the Vice Chief of Staff of the Army, Gen James C. McConville and
MG (R) Michael T Harrison Former Commander, USARJ & I-Corps

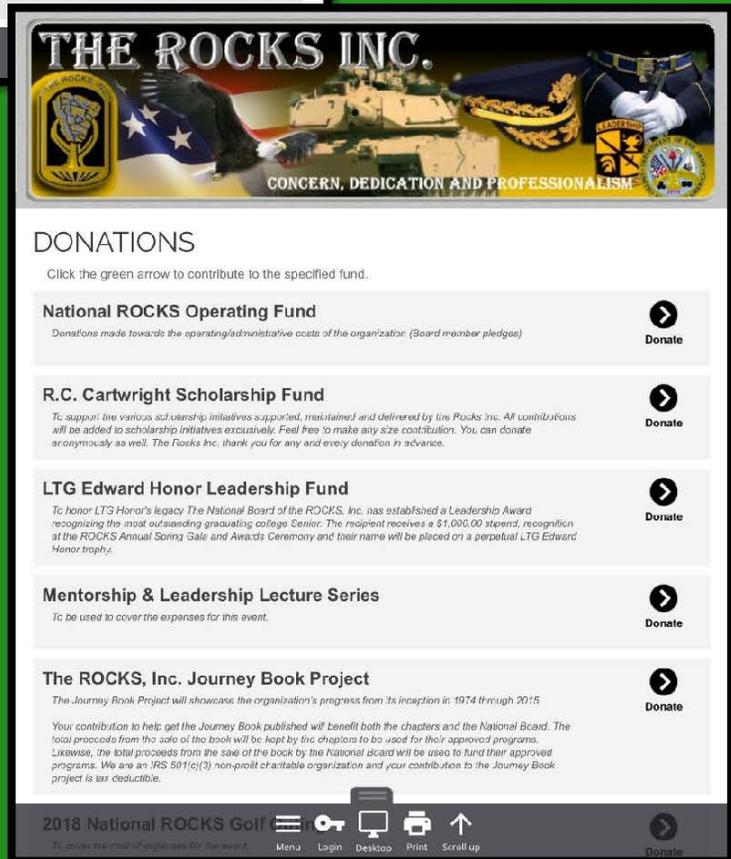
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**WITH GREAT STRENGTH...
COMES GREAT RESPONSIBILITY**

A black and white photograph of three soldiers in a mountainous, snowy landscape. One soldier is in the foreground, looking towards the camera. Two other soldiers are in the background, one standing and one sitting. The text "JOIN THE TEAM THAT MAKES A DIFFERENCE" is overlaid in white, bold, sans-serif capital letters. Below the image is a navigation bar with five white circles and two yellow arrows pointing left and right.

**JOIN THE TEAM THAT
MAKES A DIFFERENCE**

A soldier in full combat gear, including a helmet and goggles, looking forward. <p>ABOUT THE ARMY</p>	A group of soldiers in combat gear, some are looking towards the camera. <p>CAREERS & JOBS</p>
A soldier in a military uniform kissing a young child on the cheek. <p>BENEFITS</p>	A group of soldiers in military uniforms, some are looking towards the camera. <p>LIFESTYLES</p>
A close-up of two soldiers in military uniforms, one is looking towards the camera. <p>OFFICERSHIP</p>	A group of soldiers in military uniforms, some are looking towards the camera. <p>ARMY RESERVE</p>
An orange military vehicle, possibly a Humvee, driving on a dirt road. <p>ARMY NATIONAL GUARD</p>	A soldier in a military uniform, looking towards the camera. <p>ARMY EVENTS</p>
A soldier in a military uniform, looking towards the camera. <p>ARMY MEDICINE</p>	A 360-degree view of a city street, with a yellow arrow pointing to the right. <p>360° VIEW</p> <p>POST VIRTUAL TOUR</p>

**ARE YOU ARE A LEADER?
JOIN THE GREATEST TEAM AND
BECOME AN ARMY OFFICER**



For more information on ROTC Scholarships go to the ROCKS' Resources Tab

CADET CORNER

ARMY ROTC SCHOLARSHIPS AVAILABLE

There are available scholarships available for high school seniors, who are interested in receiving a ROTC scholarship should apply on **GOARMY.com**. The application process must be completed by 28 February 2019. To review ROTC requirements and for information, please visit:

<https://www.goarmy.com/rotc/scholarships.html>

The ROCKS, Inc. also awards Army ROTC scholarships to qualified prospective candidates attending Historically Black College and Universities (HBCU) and all other schools with ROTC programs.

IMPORTANT: If you elect to take advantage of assistance from The ROCKS, Inc., you will need to submit the following **NOT LATER THAN 04 February 2019** to: vprotcandscholarshiprocks@gmail.com

- FULL NAME:
- MAILING ADDRESS:
- PHONE NUMBER:
- EMAIL ADDRESS:
- HIGH SCHOOL:
- HIGH SCHOOL GPA (UNWEIGHTED):

Please upload a copy of your transcript to your Go Army Account



SAT OR ACT SCORES:
Please upload a copy of all of your scores to your Go Army Account

COLLEGES YOU HAVE BEEN ACCEPTED TO OR HAVE APPLIED TO:

The ROCKS, Inc. will send this information to U.S. Army Cadet Command. The latter will communicate directly with the candidate to gather necessary additional information, such as official high school transcripts.

- SPECIAL CONSIDERATIONS:**
- These scholarships are designed to assist in recruiting high school students to increase enrollment in ROTC.
 - They are not to be used for on-campus recruiting.
 - The overall goal is to improve diversity in the Army.

Point of Contact for additional information: The National Board of the ROCKS, Inc., ATTN: COL Michael McClendon, Post Office Box 47435 Forestville, MD 20753 OR vprotcandscholarshiprocks@gmail.com; phone: 571-218-8347

Deadline to start online application is **04 FEBRUARY 2019**, with application completed by **04 MARCH 2019**.



The ROCKS, Inc. Needs You!



- ❖ Be accessible and become a mentor.
- ❖ Volunteer to serve on the Leadership Outreach and Cadet Enhancement Team.
- ❖ Attend chapter meetings.
- ❖ 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 and transitioning civilian members.



BROADENING OPPORTUNITIES

Send a career flying with QM officer TWI program

By Amy Perry, Production/News Assistant Editor for the Fort Lee Traveller

Captains and majors looking to get a leg up on professional development need to look no further than the Training with Industry program offered by the proponency branch of their respective schools.

Lt. Col. Charlie Fisher is the chief of the Office of the Quartermaster General at CASCOM, and he and his staff handle the proponency aspects of the quartermaster career field, where they make sure slots are filled with the right people. They also coordinate career maps and credentialing for QM Soldiers.

Fisher and his office are spearheading an initiative to reinvigorate the quartermaster TWI program. As a former participant, he said he found it invaluable for his career and hoped other officers would look into the program.

“In 2005, I went into the TWI program, and I had no idea how much they were going to hurt my head,” said Fisher of the intense coursework. “The first thing they do in the program is put you in the Army Force Management School and they teach you how the Army works. I learned a lot about the business aspect of the Army and how the money flows and who has the authority to do certain things.”

After a month of learning about the interworking of the service, Fisher attended the Logistics Management Institute in McLean – a nonprofit think tank of sorts that does government consulting. He said it helped teach him to solve big picture issues in the Army.

“The perspectives and way of thinking coming out of TWI – along with the utilization tour where you get to see something operational or strategic in higher headquarters – really helped

give me a distinct advantage when I returned to the tactical force,” he said. “They taught me to trace problems back to the root.”

Fisher said the program sets officers up for success and many of them get selected for the Battalion Command Selection list, which only takes the top 20-25 percent of all officers.

“TWI gives you a different perspective. It gives you a broader strategic view, and I believe that strategic view turns into success as a major doing key developmental jobs,” he said. “As far as the battalion command selection list or battalion command, it gives you a competitive advantage, because you understand the bigger picture. Nine times out of 10, if you can understand the intent higher than you, you’re going to be successful.”

Around 16 officers are selected for this program annually, with about four being selected from the QM School, Ordnance School, Transportation School and Logistics Proponency office.

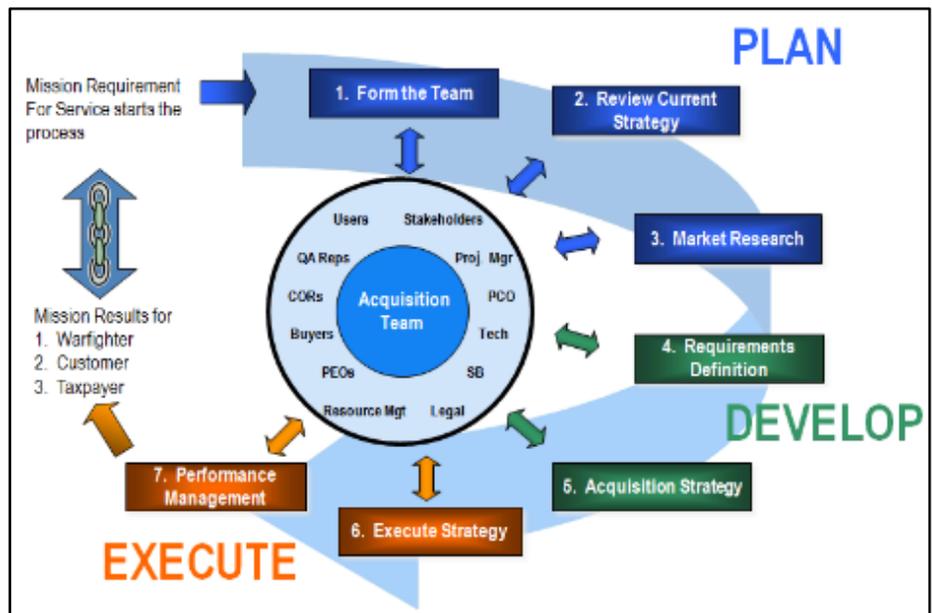
“To be chosen, you have to come out of company command doing very well,” said Fisher. “It’s a very selective process.”

Col. Karen Wrancher, now serving as the Chief of the Assistance Division at the U.S. Army Inspector General Agency in the Pentagon, was selected for the program in 2002 and also went through LMI, although there are several different programs used each year. She said she gained valuable knowledge during it.

“I learned the success of our military is not only based on the kinetic fight but also the great tacticians who could envision the entire operational theater. You need time to just stay still and think,” she said. “It’s important to think about how logistics and timing as well as when critical supplies arrive have an impact on the outcome of a battle and war. I also learned about the military industrial complex and how requirements and needs of our sister services are connected to companies that we need to galvanize resources if and when we need to surge our forces at time of war or conflict.”

The opportunity was a blessing, said Wrancher.

“I learned about force design, acquisition, budgeting and so much more,” she said. “When I did my follow-on assignment at J-4 in the Pentagon, I understood the terms senior leaders used and how the Army runs.”



Acquisition Model

Lt. Col. Brian Olson, who attended the program in 2004-2005, said the program absolutely helped him get a leg up on others.

“This unique broadening opportunity set the foundation for my success on the Army Staff at the G-4, Headquarters Department of the Army, and the Joint Staff in writing joint doctrine, as well as theater operational positions such as in International Security Assistance Force headquarters as the executive assistant to the Commander ISAF’s operations officer,” said Olson, who currently works as the senior sustainment observer/controller at the Joint Readiness Training Center at Fort Polk, La.

He also said he appreciated the scope of opportunities offered.

“Some of the most valuable training included the Army Force Management Course – “How the Army Runs” – working with program managers and program executive offices on logistics technologies, blueprinting procedures for our new enterprise resource planning tool, working with former senior logistics officers in the Pentagon or supporting current programs,” he said. “The program provided broadened perspective of the Army and DOD’s strategic force management structure and methods, acquisition processes, current and future logistics information systems, and the inner workings of our budgeting and resourcing cycle within the Pentagon.”

Wrancher – who previously served as the chief of the Office of the Quartermaster – said the program is important for the QM Corps and its officers.

“Having participated in TWI and appreciating what I learned as an Army professional was a critical factor in knowing how to reinvigorate the QM slots for officers,” she said. “TWI enables young officers to truly start to see and understand the Army and what we do on a strategic level.”

Editor’s Note: Most Army branches have Training with Industry (TWI)

opportunities for Captains after a successful company command. TWI is a highly competitive program which is a great broadening assignment opportunity. Deadlines for the submission of TWI application and packets for most branches is the month of December. For more information on TWI contact your assignment officer or the proponency or personnel development officer for your branch usually and your branch’s schoolhouse our Center of Excellence.

To hear testimonials go to <https://www.bing.com/videos/search?q=training+with+industry+army&view=detail&mid=659D244BBE1EAAE3D59F659D244BBE1EAAE3D59F&FORM=VIRE>



Keeping SecDef Connected

by LTC George C. Randolph Jr.



COL Arvesta Roberson
Director, SDC

The Secretary of Defense Communications Office (SDC), led by Colonel Arvesta “Rob” Roberson a Lifetime Member of the ROCKS Inc., is responsible for enabling the command and control capabilities for the Secretary (SECDEF), Deputy Secretary of Defense (DEPSECDEF), the Immediate Office of SEDEF and designated special emissaries. SDC empowers the SECDEF to exercise his Primary Mission Essential Functions (PMEFs) across multiple platforms anywhere in the world 24/7.

One of the critical branches supporting SDC is the CABLES Branch. CABLES

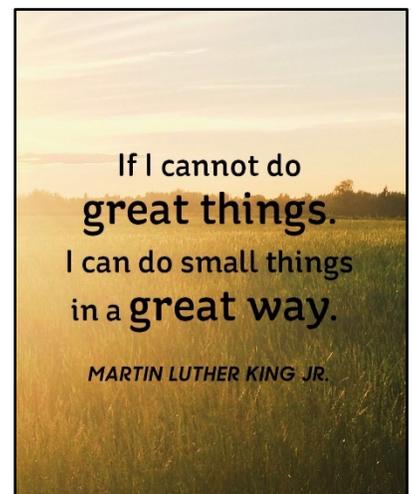
provides comprehensive voice, video and data capabilities to the Secretary and his immediate staff. CABLES delivers continuous Situational Awareness for the SECDEF in coordination with the White House Situation Room, State Department Operations Center and the Combatant Commands. The branch is organized as a Joint Element with about 20 service members working around the clock in three-man teams.

LTC Randolph, one of the Executive Support Officer serving in CABLES said the mission is demanding but rewarding. “Not many assignments allow you to personally engage Senior DOD Officials on a daily basis.”

Although CABLES is one of six branches COL Roberson leads, SDC is also responsible for Continuity of Operations/Continuity of Government (COG) and Nuclear Command, Control and Communication.

To stay on the cutting edge, SDC continuously coordinates with organizations such as; Joint Communication Signal Element (JCSE), Joint Communication Unit (JCU), the 112th Signal Battalion (SO) (A) and the White House Communications Agency (WHCA).

So, next time you hear about a major event impacting DOD, rest assured SDC is providing world-class command and control for the Secretary of Defense.



★ BUFFALO SOLDIERS ASSOCIATION ★
SPECIAL PROJECT COMMITTEE
★ ★ ★ WEST POINT ★ ★ ★

Fellow ROCKS and Associates,

It is a great pleasure for me to extend greetings on behalf of the Special Project Committee of the Buffalo Soldiers Association of West Point, and to thank you for your enthusiastic support to date of our campaign to raise the funds necessary to complete our Buffalo Soldier Monument Project. Much of that support was in response to a letter provided last year by Generals Lloyd Austin, Larry Ellis, Dennis Via, Johnnie Wilson, William Ward, and Larry Jordan expressing their collective endorsement of our project.

Along with ROCKS supporters, others include Mr. Gary Sinise, Johnson & Johnson, Caufield Family Foundation, McDonalds, 7-Eleven, U. S. Electroynamics, Inc., United Technologies, the National Association of Buffalo Soldiers and Troopers Motorcycle Clubs, First Hope Bank (Hope, New Jersey), Akoya, General Barry McCaffrey, and Mr. Marshall Carter, to name just a few.

We are closing in on the \$300,000 mark to reach the \$750,000 funding milestone that will enable moving the project to completion. So, we continue to need your support, and we encourage your including us in your 2018 charitable donations.

With thanks in advance, we look forward to your help in completing this long overdue tribute to those troopers of the U. S. Ninth and Tenth Cavalry Regiments who served our nation with great honor and distinction. We are confident you will be proud to have done so.

FRED A. GORDEN

WE CAN; WE WILL-READY AND FORWARD!

On Behalf of the Buffalo Soldiers Association of West Point, Inc., and the Special Project Committee

West Point Buffalo Soldier Monument



As shown in the conceptual sketch, unlike others across the country that reflects service on the frontier or other places, the West Point Buffalo Soldier Monument will be uniquely indicative of their service at West Point.

Online: www.buffalosoldiersofwestpoint.org

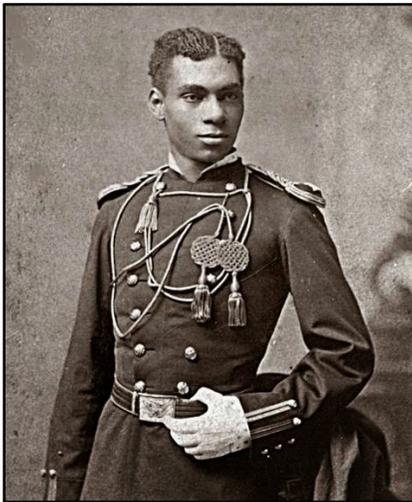
By mail: BSAWP Special Project Committee, P. O. Box 2656 Merrifield, VA 22116-2656

Diversity and Mixed Messages

Written by COL (Ret) Charles Allen
Army Times, July 13, 2018

This letter is a reflection on the potential impact of the July 3, 2018 joint statement by the U.S. Departments of Education and Justice rescinding seven documents that provide guidance on the “Voluntary Use of Race” for admission to educational institutions.

One of the ways we measure progress for diversity and toward racial equality in our American society and in the U.S. military is through the acknowledgement of firsts. Importantly, the primary route to senior leadership in the U.S. military officer corps is through commissioning sources of service academies and Reserve Officers Training Corps (ROTC) programs as part of civilian educational institutions.



Lieutenant Henry Ossian Flipper

On July 2, 2018, Army Lt. Gen. Darryl Williams added another milestone to West Point’s Long Gray Line when he became the 60th superintendent of the United States Military Academy (USMA) and the first African-American officer appointed to that prestigious position. Membership in that line was established in 1877 when Henry Ossian Flipper, born a slave, became the first African-American to graduate from West Point.



Colonel Charles Young

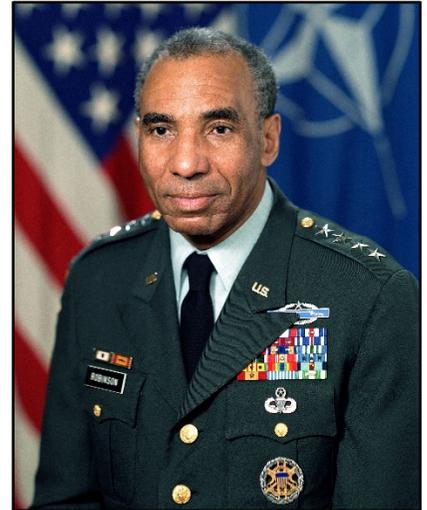
It wasn’t until 1917 that Charles Young (the third black USMA graduate) became the first African-American promoted to colonel after career assignments to the 9th and 10th Cavalry Regiments — “Buffalo Soldiers.” While a lieutenant and the only African-American officer in the U.S. military, Young saw the potential of his squadron sergeant major Benjamin O. Davis. In 1940, Davis became the first black Army officer to be promoted to brigadier general. His son Benjamin O. Davis Jr., a 1936 West Point graduate, would become the first black U.S. Air Force brigadier general when promoted in 1954.



General Benjamin O. Davis

The line of firsts continued in 1982 with the promotion of Roscoe Robinson Jr., USMA Class of 1951, as the first African-American four-star

general in the Army and his assignment as United States military representative to the North Atlantic Treaty Organization.



General Roscoe Robinson, Jr.

Each of the other armed services, Navy, Marine Corps, and Air Force, has comparable lineages of firsts for ethnic and racial groups, as well as gender. From Lt. Flipper to Gen. Robinson, the “firsts” became possible because of policies established to increase representation in its military of diverse groups from across American society.

Such policies set diversity and representation goals for service academies; they undoubtedly shaped the evaluation of Darryl Williams’ application to join the West Point Class of 1983. Like the first African-American female Cadet First Captain of the Corps of Cadets Simone Askew (USMA 2018), we can infer that his application reflected exceptional achievements and excellent potential for success as an officer in U. the S. Army, irrespective of race and gender.



Cadet First Captain Simone Askew

In her interview with Time, Askew clearly understood the weight of her responsibility when she said, “I wasn’t chosen to be the first. I was chosen to be the First Captain.” She embraced the peer leadership role for nearly 4,000 cadets.

Diversity program skeptics and cynics alike should understand that Lt. Gen. Williams was chosen to be the superintendent because of his exemplary record of performance over many years of commissioned service. His charge now is to accomplish the West Point mission “To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army.”



LTG Darryl Williams

This summer over 1,200 new cadets reported to West Point seeking to join the Long Gray Line. Of the aspiring members of the Class of 2022, nearly 25 percent are women and 30 percent are minority members. Through his leadership, Williams will serve as a role model for other “firsts,” yet unknown, to serve America and its citizens.

As superintendent and an African-American, his success will be judged based on the content of character and the manner of performance of those whom he leads.

IF NOT YOU, THEN WHO?

By MAJ Brandon Grooms

Recently, I was asked to write an article for THE ROCKET based on my experience serving in two brigade combat team key developmental (KD) positions while simultaneously serving as a ROCKS Chapter Vice President then later President. While I cannot attribute to doing everything right during that time; I can attest to having consistent chapter activities, regular leadership professional development (LPD) sessions, and increasing membership in the chapter. When I pondered what to write and the officer audience best served to assume greater roles in ROCKS chapters I immediately recognized a challenge.

At every rank, we are all busy and all striving to have successful; however, we must put in time to ensure the next generation is mentored and take advantage of the professional development opportunities that ROCKS INC. provide to increase the readiness of our total force. Colonels are serving as senior staff officers, on an Army Staff, Joint Staff, or preparing for Brigade Command positions prior to Brigade Command. Most lieutenant colonels are preparing for battalion command, in battalion command, the War College, serving in a senior staff position or a nominative assignment. Majors are completing intermediate level education, competing for a KD position, serving in a KD position, or serving in a post KD nominative or broadening position. Captains are learning their way through a unit or division and either just finishing the captain’s career course, competing for a company command, in company command, or serving in a broadening assignment.

Lieutenants are just coming on active duty, serving as platoon leaders, and do not have operational experience to lead a ROCKS chapter; however, they do great serving as committee chairpersons and action officers for events.

We are all busy and excelling as you can see from the above. Many times

when looking for volunteers to lead chapters or programs you hear the term “I’m busy I can’t”. There is no best time to assume an increasing role in a ROCKS Chapter. Sometimes you have to step up and “Just Do It” as the Nike slogan states. Furthermore, you must ask yourself, “If not you, then who?” We are all busy and have work, family, and outside commitments that all compete for our time.

As I served as a Chapter President while completing KD there were many early days and late nights preparing, planning, and executing ROCKS events. Personally, on days that I used to plan ROCKS chapter events I arrived to the office early around 0430 to structure what needed to be done for the chapter, identify tasks for completion and who I needed to engage to get those things done. On days where I stayed late in the evening to complete ROCKS work, I usually structured it around light days at work when the office would die down early and I could spend an extra hour or two planning, talking to committee members, talking to other ROCKS Chapter Presidents, sending emails, and completing requirements to Nationals.

Although this extra time in the morning or evening took away from family time or work related task, the return is well worth the investment. We have to remember that the sacrifices we make are warranted and have impacts that last far longer than when we all take off the uniform.

Jack Welch once said, “Before you are a leader, success is all about growing yourself, when you become a leader, success is all about growing others.”

Let’s do the hard work and burn the midnight oil to have active thriving programs to ensure we grow leaders at all ranks and at every level. Again, ask yourself, “If not you, then who?”

IF NOT YOU THEN WHO?
IF NOT NOW THEN WHEN?



FALLEN ROCKS

MG Fredric H. Leigh



Retired U.S. Army Major General Fredric H. Leigh recently passed. MG Leigh was the former Vice Chairman of the ROCKS, and was a strong supporter of the ROCKS. He was a 1997 ROCK of the Year.

At the time of his retirement from the Army in January 1994, MG Leigh was the Director of Management in the Office of the Chief of Staff, Army. He was the principal advisor to the Chief of Staff, Army on matters relating to overall Army management objectives, concepts, policies and programs. He was responsible for oversight management of the RAND-Arroyo Center as executive agent for the Chief of Staff, Army. After his retirement, he served as the co-founder and executive director of the Taia Peace Foundation, a nonprofit organization working in Sierra Leone on socio-economic development.

Born in Dayton, Ohio on 29 March 1940, MG Leigh was awarded a Bachelor of Arts degree in History from Central State University and commissioned a second lieutenant of infantry on 4 August 1963. He holds a Master of Science degree in Journalism-Public Relations from Syracuse University and a Master of Military Science degree from the

United States Army Command and General Staff College. He continued management development education in the University of Chicago Executive Development Program, the Center for Creative Leadership and the Harvard University JFK School of Government's Senior Executive in Government Program. His military education includes graduation from the Infantry Officer Basic and Advanced course, the U.S. Army Command and General Staff College, and the National War College.

Prior to becoming the Director of Management, MG Leigh was the Deputy Director of the National Military Command Center. Other key assignments included the Assistant Division Commander (Support), 7th Infantry Division (Light), Fort Ord, California, Director of Senior Leadership Research at the United States Army War College, Commander, 1st Brigade, 101st Airborne Division (Air Assault), Fort Campbell, Kentucky and Chief of Staff, 19th Support Command, Eighth United States Army, Republic of Korea.

MG Leigh began his career as an Infantry platoon leader. He served two tours in Vietnam with the 1st Infantry Division, and later with the 101st Airborne Division (Air Assault).

His award and decorations include the Army Distinguished Service medal, the Defense Superior Service Medal, the Legion of Merit (with Three Oak Leaf Clusters), the Bronze Star Medal (Four Oak Leaf Clusters) with Valor device, Air-Medals, the Meritorious Service Medal (with Two Oak Leaf Clusters), the Army Commendation Medal (with Oak Leaf cluster), the Combat Infantryman Badge, the Parachutist Badge, the Ranger Tab, the Air Assault Badge, the Joint Chiefs of Staff identification Badge, and the Army Staff Identification Badge.



MG Robert Lee Nabors



Retired U.S. Army Major General Robert Lee Nabors died Saturday, September 8, 2018. He was a Lifetime ROCKS member.

MG Nabors was a Western New York native who grew up in Lackawanna and was a graduate of Lackawanna's class of 1964. Although he traces his roots to the American South, he was the youngest son of Mansfield and Mabel Nabors of Buckingham County, Virginia. Nabors was a highly decorated African American U.S. Army officer who has received nearly 400 awards and honors as well as 38 official military awards and decorations. Major General Nabors received the Distinguished Service Medal, the military's third-highest award, Defense Superior Service Medal, Legion of Merit with four oak leaf clusters, Bronze Star Medal, and the Presidential Support Badge. Nabors' honorary awards include NAACP Roy Wilkins Award of Renown 2000. He received a Bachelor of Science in Systems Engineering from the University of Arizona and was a graduate of the Senior Officials in National Security Program at Harvard University. MG Nabors also was a member of the American Mensa Society.





COL Sharon I. Richie

Colonel Sharon Ivey Richie, Ret. grew up in Philadelphia, PA, the second born of seven children. She won seats at two highly selective public magnet schools, Masterman Laboratory and Demonstration School and the Philadelphia High School for Girls (Class of 1967, #211). Matriculating to Wagner College in 1967, Sharon was known as a campus leader and was crowned as Wagner's first African-American homecoming queen in 1969.

Upon graduating college in 1971, she was commissioned First Lieutenant and entered the Army Nurse Corps at Fort Sam Houston, Texas. In 1982, she became the first military nurse named as a White House Fellow, serving in President Ronald Reagan's Office of Intergovernmental Affairs. She served in one leadership role after another throughout her Army career, including that of chief nurse for the Army Recruiting Command, visiting nursing schools across the nation to offer students the same opportunity that had started her on a highly rewarding military career. Sharon served in the U.S. Army Nurse Corps for 26 years, rising to the rank of full colonel - at the time, the youngest officer of that rank in the entire Army. During her years of distinguished service, she was awarded the Surgeon General's "A" Prefix for excellence in nursing administration, the Secretary of Defense Meritorious Service Medal, and two Legions of Merit.

Over the course of her career, she obtained a Master of Science degree in

Nursing from the University of Texas, San Antonio, and a Ph.D. in Organizational Behavior and Development from George Washington University. Upon retiring from the U.S. Army, she founded Crossroads Care LLC. One of her clients was the United Arab Emirates, which asked her to help upgrade its military health services.

She co-authored a book in 2010, *Angel Walk: Nurses at War in Iraq and Afghanistan*, that was inspired by a column she wrote for the newsletter of the Army Nurse Corps Association.

In 2013, Sharon joined the staff of Norwich University as Director of the School of Nursing, once again immersing herself in developing the vocation to which she devoted her life, nursing.

Sharon loved to advise and serve. She was a member of a number of professional organizations, including Sigma Theta Tau International, Honor Society of Nursing; Beta Gamma Sigma, the national honor society for schools of businesses; the Association of Military Surgeons; and the Association of the U.S. Army. She served on the boards of several nonprofits, including the Military Officers Association of America, The ROCKS, Inc., and Excelsior College, SUNY's distance-learning arm.

Sharon had the distinct pleasure of serving as godmother and mentor to many of her former students and their children. She leaves behind an international family of friends and loved ones, including her devoted godson, Rahsaan Corbin, god-daughter Tania Williams, and adopted daughter, Cynthia Latimer, as well as the extended Richie and Oglesby families.



Daylight Saving Time 2018: A Guide to the When, Why, What and How

By Jeanna Bryner, *Live Science*
Managing Editor

On Sunday, Nov. 4, most Americans will set their clocks back an hour, as daylight saving time (sometimes erroneously called daylight savings time) comes to a close, and most of the United States will "lose" an hour of daylight. These spring and fall clock changes continue a long tradition started by Benjamin Franklin to conserve energy. (This year, however, the Sunshine State is aiming [to stop the clock changes altogether](#) and remain in DST year-round, according to a Senate bill and news reports.)

Below is a look at when daylight saving time starts and ends during the year, its history, why we have it now and some myths and interesting facts about the time change.

Related coverage:

- [5 Weird Effects of Daylight Saving Time](#)
- [5 Crazy Chapters in the History of Daylight Saving Time](#)
- [Are Pets Affected by Daylight Saving Time?](#)
- [Why Does Daylight Saving Time Start at 2 a.m.?](#)
- [Tips: How to Survive the Time Change](#)
- **When Does It Start and End?**
- Historically, daylight saving time has begun in the summer months and ended for winter, though the dates have changed over time as the U.S. government has passed new statutes, according to [the U.S. Naval Observatory](#) (USNO).



Continued on page 34



Communication and Organizations

By Karen M. Wrancher

Communication in every facet of life is critical; in fact, clear communications is vital to sustain a healthy organization or company and arguably a key ingredient in most healthy personal relationships. Communication impacts all aspects of our lives, from your professional life to social gatherings and everything in between. The ability to communicate information accurately, clearly and as intended, is a vital life skill and something that should not be overlooked.

In the military, effective communications have always been essential to synchronizing operations across an extended battlefield. In ancient times for long distance communication, generals employed runners or mounted messengers. As the Armies became larger and more geographically dispersed it became necessary to develop a means of rapid, long-distance military communication.



Over the years, various musical instruments, such as trumpets and bugles, used as signaling devices gave

way to more sophisticated communication systems and equipment. Today we have communication systems used to convey the commander's directives across the battlefield and operational theaters to accomplish the mission. In times of war, Soldiers need to clearly know what the mission and commander's intent is so they figure out the best way to accomplish the mission. While Soldiers are obligated to follow orders, Soldiers will only go above and beyond for a leader who inspires them, or an organization they believe in, or for a purpose they believe to be greater than themselves.



Now when we look at communication in the corporate arena it is just as vital. Employees of a company should know and understand the company's vision and goals. The different departments within the company should be working cohesively towards achieving those goals. In turn, the leadership whether, it is a CEO or a board need to ensure employees know and are constantly informed about the direction of the company. That leader (those leaders) need to:

1. Use Your Tools

Communicate using all the tools in your toolbox. The CEOs of outstanding companies capitalize on internal communications to share positive news, address negative sentiment head-on and reinforce company-wide goals. Tools like newsletters, email updates, video conferences and town hall-style meetings all send the message that the CEO cares about his or her employees and values their involvement in the company.

Social media is a useful tool that CEOs should keep at the top of their arsenal, but often don't. Another study found that a staggering 68 percent of CEOs

have no social presence on Twitter, Facebook, LinkedIn or Google Plus. In the digital age, leaders who are disconnected from their company are running out of excuses.



2. Communicate the culture, instill motivation...inspire.

CEO stands for chief executive officer, but it can also imply another title: chief executive storyteller. In a day and age where business leaders can fire off emails and press releases from behind their desks, they sometimes forget that a company's brand is only as memorable as its stories. CEOs need to learn to step outside their role as salesman or promoter to communicate why their company exists.

CEOs should be championing their company by engaging in frequent, positive communication with their employees. In the Demo and CEO.com 360 Degree study, employees and executives agreed that "instilling vision" is the most effective motivation strategy, with fear ranking dead last. If employees believe their opinions truly matter, it's much more likely that the company will flourish.

3. Remember tone matters

Like any great leader, CEOs should never lose sight of the fact that how they communicate is often just as important as what they're saying. Individuals need to be attentive to how their words are being interpreted by those they lead. Many CEOs are charismatic and witty in person, but when they are put in front of a podium they appear bland or unapproachable. Clarify, even oversimplify the communication or messaging to consistently get through to your audience.

4. Pause to listen

It should go without saying that great leaders are expert listeners—yet asking

questions is one of the most underutilized leadership tools. In the 360 Degree study, a paltry 51 percent of employees said they'd be comfortable approaching their CEOs with an idea, which means there's plenty opportunities for CEOs to make themselves more approachable.

When it comes to collaboration, the buck seems to stop at the top. If you aren't willing to stop talking at your teammates and start listening, then you are likely setting up your company for failure.

You may say what does all this information about the corporate world have to do with the ROCKS and my local chapter? My response to you is "Plenty".

There are some concepts that can be used in help chapters. To be successful and to assist in growing your chapter these are some common denominators we are seeing:

1. What is important at your installation or in your neighborhood?

Even for the chapters that have had a chapter consisting of students or individuals who have departed for their next assignment, there is a need to determine what is important to the current membership. What is important to us and the community around us? Know your local population and what is important to them. The demographic for each chapter varies: consequently, the LPDs, the community service projects, guest speakers, etc. will vary depending on what YOUR members think is important. They want to hear about topics that will help them grow professionally.

2. Know about the ROCKS. You need or should know about the ROCKS, its history, its purpose, the resources that are available. This will help you when you talk to someone about the ROCKS you can provide the latest and accurate information about the organization. In addition, knowing the history of the ROCKS makes it easier for you to tell other individuals about our organization that has existed for over 40 years.

3. Formulate a Plan. Once you and the members what is important decide what the year ahead will look like. Identify and establish what activities, LPDs and events you want to have and communicate that to your local population. Have membership luncheons, dinners, do a movie night, a bowling night, a skate night, do an outreach at a local university campus or to go a football game. Think of activities to create opportunities to tell other about the ROCKS and invite individuals to get involved and join. When developing a chapter calendar, decide on what your members *can* and *are willing* to do.

4. Capitalize on Individual Strengths. Why not have same person who is a good writer be the person who writes the articles about your chapter's event and submit the articles for publication in the ROCKET. The Captain that is always posting on Facebook...they are probably a great candidate to post items on your chapter Facebook page of on your chapter's webpage.

5. Communicate. Figure out what platform is best for your chapter to disseminate and exchange information: email, group meet, snapchat...whatever works for YOUR chapter (that year). That information includes the dissemination of information about chapter events, announcements, reminders schedule changes and important updates.

6. Be Open Minded. A good leader is a communicator who should enter into any conversation with a flexible, open mind. Be open to listening to and understanding the other person's point of view and new ideas. The goal is to have honest, productive conversations to come up with innovative ideas for chapter events. Also, keep in mind things change. Just because that is the way we have always done it, doesn't mean it is the best way today. Be flexible and listen when someone tries to present a new idea or method that may make the chapter better. Hopefully, you may find one or any combination of these ideas helpful to take communication within your chapter to the next level.

ROCKS ON THE MOVE



Major General (Retired) Christopher Hughes was the Commanding General of U.S. Cadet Command and Fort Knox. He is recognized as a dynamic leader, consensus builder, and strategic thinker who maintains a strong commitment to relationship building and connecting innovative and creative minds. MG(R) Hughes was 2017 ROCK of the Year in 2017. Hughes retired in May of this year and is now the President and CEO of Northwest Consultants-M&C. LLC. On 24 August 2018, He became to be the Civilian Aide to Secretary of the Army (CASA) for Iowa West.



2017 ROCK of the Year, Colonel Gavin Lawrence was selected for promotion to Brigadier General.



News from Your Membership Development Team

By COL Angie Hemingway USA (Ret)

ROCKS members and supporters, we are seeking your help to recruit for membership. Membership is the driving force behind the ROCKS Inc. achieving and maintaining its focus on mentorship.

Here are some membership tips:

- Take time to understand what members need at the local level
- Ask your members their motivation for being involved with the organization
- Let members know where their help is needed
- Brainstorm ways to meet and invite potential members
- Use recruitment techniques like personally inviting individuals, word of mouth, flyers, social media, and community partnerships

When planning your ROCKS monthly meetings, consider these tips as well as the needs of new member needs. Seek member's commitment, motivation and energy to help make your chapter the best it can be.

Also, based on our national survey, we learned that our members want the ROCKS to be an organization that is known for making a difference. Members said they want responsibilities and challenges that contribute toward ROCKS reaching its goals and objectives. They also want confident and competent leaders who can help them navigate career and personal decisions.

As I reviewed local chapter activities, more than 50 percent of all local ROCKS chapters have vacant key leader positions. I asked BG (Ret) Adams-Ender for advice on how she supported the ROCKS. Adams-Ender served as the Chief of the Army Nurse Corps, and the Commanding Officer for Fort Belvoir. She was selected by LTG (Ret) Ed Honor, who was the J3 to be his replacement as the president of the ROCKS. BG (Ret) Adams-Ender states she enlisted the help of CPTS and MAJs to fill chapter positions within ROCKS. These members recruited other members. BG (Ret) Adam-Enders gave these recruits a reason to get involved in the chapter. She gave them opportunities to grow by learning new management, leadership and interpersonal skills. BG (Ret) Adams-Ender used this opportunity to mentor and grow these members who were eventually promoted to key leader positions throughout the Army. Members got recognition from their peers and others, they had the opportunity to apply new skills and they had fun while meeting new friends while serving their country and others.

I am asking for your support to recruit officers at all levels, retirees and DA civilians who can fulfill the ROCKS' mission. When individuals come to your meetings, create an experience that will entice them to return.

I am here to support your membership efforts. Please contact me at angiehemingway@hotmail.com to share your successes, recommendations, and any concerns.



NEW ROCKS MEMBERS

Joined 07/18/2018 – 10/03/2018

- MAJ Amos Ajani
- CPT Cecil Barnes II
- MAJ Lauren Bartee-Gibbs
- CPT Latrice Boatner
- LTC Crystal Boring
- MAJ Tony Bowers
- CPT Tommie Bryant
- WO5 Dewayne Casby
- 2LT Kristina Cass
- LTC Fritz Cherilus
- LTC Raynard Churchwell
- MAJ Sherina Diamond
- LTC C. M. Dyer
- COL Andrew Gainey
- CPT Eric Garner
- 2LT Nicholas Gobern
- 2LT KeShana Graham
- WO1 Klare Guhy
- MAJ Angela Howell
- 1LT Shandricka Jackson
- COL Jacqueline Jackson
- MAJ Angel Jackson
- 1LT Quintin Judson
- CPT Lindsay Keel
- CPT Vernon Logan
- CPT Donteau Mazone
- MAJ Thelma McQuarley
- LTC Chuck Newton, Jr
- Ms. Stephanie Parker
- CPT Larry Patterson
- CPT Diana Petty
- LTC(R) Raffel Prophet
- CPT Renika Pruitt
- CPT Laura Rollins
- MAJ(R) Cletus Romney
- BG Andrew Salas
- MAJ(R) Donald Scoggins
- LTC(R) James Sears
- WO1 Melanie Sellars
- MAJ Michael Taylor
- 2LT Summer Thomas
- 1LT Shevelle Washington
- 1LT Maurice Williams
- Ms. Karen Williams
- CPT Justin Willis

Roth vs. Traditional IRA
Continued from page 11

Tax Treatment of Distributions

The tax treatment of distributions is another factor that determines whether the Roth or traditional IRA is better for you. Generally, distributions from a traditional IRA are treated as ordinary income and may be subject to income taxes; furthermore, the distributed amount may be subjected to early-distribution penalties if the amount is withdrawn while you are under the age of 59½.

On the other hand, qualified Roth IRA distributions are tax and penalty free. Roth IRA distributions are qualified if they meet the following two requirements:

1. The distributions are taken no earlier than five years after you fund your first Roth IRA. This five-year period begins with the calendar year for which the first contribution is made.
2. The distribution is taken as a result of any one of the following:
 - You have reached age 59½.
 - You are disabled.
 - Your beneficiary receives the distribution upon your death.

– The amount is used to purchase a first home (subject to a lifetime limit of \$10,000).

From a general tax perspective, the Roth IRA is the better choice if your tax rate during retirement will not be lower than your current tax rate, as the Roth IRA allows you to pay the taxes now and receive tax-free distributions when your income tax rate is higher. If your tax rate will be lower during retirement, then the traditional IRA may be the better choice if you are eligible to receive a tax deduction now when your tax rate is higher.

Your financial planner should be able to help you determine whether there are other factors to consider that would make either IRA more suitable for your retirement planning needs.

Splitting Your Contribution

If you are eligible to contribute to both types of IRAs, you may divide your contributions between your Roth and traditional IRA. However, your total contribution to both IRAs must not exceed the limit for that tax year (including the catch-up contribution if you're 50 or over).

If you decide to split your contributions between both types of IRAs, you may choose to contribute the deductible

amount to your traditional IRA. (For more insight, see Traditional IRA Deductibility Limits) and the balance to your Roth IRA.

Before splitting your IRAs, however, consider additional fees, such as maintenance fees charged by your IRA custodian/trustee for maintaining two separate IRAs.

“It typically makes more sense to consolidate your retirement accounts of the same type (pre-tax vs. after tax or Roth). This saves on fees and makes your life easier from a tracking perspective,” says Kirk Chisholm, wealth manager at Innovative Advisory Group in Lexington, Massachusetts.

Note also that placing bulk trades into one IRA instead of placing separate trades in separate IRAs could help you save on trade-related fees. Finally, consider the short-term benefits as well as the long-term benefits and decide which outweighs the other.

Comparing Roth and Traditional IRAs

The following chart summarizes the similarities and differences between the Roth and traditional IRAs:

	Roth IRA	Traditional IRA
Contribution Limit	The year's regular contribution limit plus a catch-up contribution for those at least 50 years old by year end.	The year's regular contribution limit plus a catch-up contribution for those at least 50 years old by year end.
Deductibility	Contributions are never deductible.	Contributions may be deductible, depending on tax-filing and active-participant statuses, as well as income amount.
Age Limitation	No age limitations on contributions.	No contributions allowed after and for the year the taxpayer attains age 70½.
Tax Credit	Available for “saver’s tax credit.”	Available for “saver’s tax credit.”
Income Caps for Contributions	Income caps may prevent taxpayers from contributing.	No income caps will prevent taxpayers from contributing.
Treatment of Earnings on IRA Investments	Earnings grow tax deferred. Qualified distributions are tax free, including distribution of earnings.	Earnings grow on a tax-deferred basis. Earnings are added to taxable income for the year distributed.
Distributions Rules	Distributions may be taken at any time. Distributions are tax and penalty free if qualified.	Distributions may be taken at any time. Distributions will be treated as ordinary income and may be subjected to an early-distribution penalty if withdrawn while the owner is under the age of 59½.
Required Minimum Distribution	Owners are not subject to the RMD rules. However, beneficiaries are subject to the RMD rules.	IRA owners must begin distributing minimum amounts beginning April 1 of the year following the year they turn age 70½. Beneficiaries are also subject to the RMD rules.

Deciding Which Is Better

For some taxpayers, their eligibility to deduct traditional IRA contributions is the main deciding factor in choosing between a Roth and traditional IRA. However, being eligible to deduct your contribution does not mean that the traditional IRA is your better choice. Consider whether the benefits of the Roth IRA – such as freedom from the RMD rules and taxes, and penalty-free distributions – outweigh the benefits of a deduction. This [roth vs traditional ira calculator](https://www.rothira.com/tools/calculator), <https://www.rothira.com/tools/calculator> will help you decide which account could be better.

The Bottom Line

You may contribute to a traditional IRA and elect not to claim the tax deduction even though you are eligible to do so. The benefit of not taking a deduction is that the distribution of the equivalent amount is tax and penalty free – like the distributions of the Roth IRA. The earnings distributed from the traditional IRA, however, will be treated as taxable income, whereas qualified distributions of earnings from a Roth IRA are tax free. Finally, you may split your contribution between both types of IRAs and enjoy the benefits of both.

Be sure to consult with your tax professional, as there are usually other factors that could determine which options are most suitable to meet your financial needs.



A Positive Outlook May Be Good for Your Health

By Jane Brody



“Look on the sunny side of life.”

“Turn your face toward the sun, and the shadows will fall behind you.”

“Every day may not be good, but there is something good in every day.”

“See the glass as half-full, not half-empty.”

Researchers are finding that thoughts like these, the hallmarks of people sometimes called “cockeyed optimists,” can do far more than raise one’s spirits. They may actually improve health and extend life.

There is no longer any doubt that what happens in the brain influences what happens in the body. When facing a health crisis, actively cultivating positive emotions can boost the immune system and counter depression. Studies have shown an indisputable link between having a positive outlook and health benefits like lower blood pressure, less heart disease, better weight control and healthier blood sugar levels.

Even when faced with an incurable illness, positive feelings and thoughts can greatly improve one’s quality of life. Dr. Wendy Schlessel Harpham, a Dallas-based author of several books for people facing cancer, including “Happiness in a Storm,” was a practicing internist when she learned she had non-Hodgkin’s lymphoma, a cancer of the immune system, 27 years ago. During the next 15 years of treatments for eight relapses of her cancer, she set the stage for happiness

and hope, she says, by such measures as surrounding herself with people who lift her spirits, keeping a daily gratitude journal, doing something good for someone else, and watching funny, uplifting movies. Her cancer has been in remission now for 12 years.

“Fostering positive emotions helped make my life the best it could be,” Dr. Harpham said. “They made the tough times easier, even though they didn’t make any difference in my cancer cells.”

While Dr. Harpham may have a natural disposition to see the hopeful side of life even when the outlook is bleak, new research is demonstrating that people can learn skills that help them experience more positive emotions when faced with the severe stress of a life-threatening illness.

Judith T. Moskowitz, a professor of medical social sciences at Northwestern University Feinberg School of Medicine in Chicago, developed a set of eight skills to help foster positive emotions. In earlier research at the University of California, San Francisco, she and colleagues found that people with new diagnoses of H.I.V. infection who practiced these skills carried a lower load of the virus, were more likely to take their medication correctly, and were less likely to need antidepressants to help them cope with their illness.

The researchers studied 159 people who had recently learned they had H.I.V. and randomly assigned them to either a five-session positive emotions training course or five sessions of general support. Fifteen months past their H.I.V. diagnosis, those trained in the eight skills maintained higher levels of positive feelings and fewer negative thoughts related to their infection.

An important goal of the training is to help people feel happy, calm and satisfied in the midst of a health crisis. Improvements in their health and longevity are a bonus. Each participant is encouraged to learn at least three of

the eight skills and practice one or more each day. The eight skills are:

- Recognize a positive event each day.
- Savor that event and log it in a journal or tell someone about it.
- Start a daily gratitude journal.
- List a personal strength and note how you used it.
- Set an attainable goal and note your progress.
- Report a relatively minor stress and list ways to reappraise the event positively.
- Recognize and practice small acts of kindness daily.
- Practice mindfulness, focusing on the here and now rather than the past or future.

Dr. Moskowitz said she was inspired by observations that people with AIDS, Type 2 diabetes and other chronic illnesses lived longer if they demonstrated positive emotions. She explained, “The next step was to see if teaching people skills that foster positive emotions can have an impact on how well they cope with stress and their physical health down the line.”

She listed as the goals improving patients’ quality of life, enhancing adherence to medication, fostering healthy behaviors, and building personal resources that result in increased social support and broader attention to the good things in life.

Gregg De Meza, a 56-year-old architect in San Francisco who learned he was infected with H.I.V. four years ago, told me that learning “positivity” skills turned his life around. He said he felt “stupid and careless” about becoming infected and had initially kept his diagnosis a secret.

“When I entered the study, I felt like my entire world was completely unraveling,” he said. “The training reminded me to rely on my social network, and I decided to be honest with my friends. I realized that to show your real strength is to show your weakness. No pun intended, it made me more positive, more compassionate,

and I’m now healthier than I’ve ever been.”

In [another study](#) among 49 patients with Type 2 diabetes, an online version of the positive emotions skills training course was effective in enhancing positivity and reducing negative emotions and feelings of stress. Prior studies showed that, for people with diabetes, positive feelings were associated with better control of blood sugar, an increase in physical activity and healthy eating, less use of tobacco and a lower risk of dying.

In [a pilot study](#) of 39 women with advanced breast cancer, Dr. Moskowitz said an online version of the skills training decreased depression among them. The same was true with caregivers of dementia patients.

“None of this is rocket science,” Dr. Moskowitz said. “I’m just putting these skills together and testing them in a scientific fashion.”

In [a related study](#) of more than 4,000 people 50 and older published last year in the Journal of Gerontology, Becca Levy and Avni Bavishi at the Yale School of Public Health demonstrated that having a positive view of aging can have a [beneficial influence on health outcomes and longevity](#). Dr. Levy said two possible mechanisms account for the findings. Psychologically, a positive view can enhance belief in one’s abilities, decrease perceived stress and foster healthful behaviors. Physiologically, people with positive views of aging had lower levels of C-reactive protein, a marker of stress-related inflammation associated with heart disease and other illnesses, even after accounting for possible influences like age, health status, sex, race and education than those with a negative outlook. They also lived significantly longer.

“I want to inspire people. I want someone to look at me and say “because of you, I didn’t give up””

MMAquotable.com

ROCKS’ CHAPTER ACTIVITIES

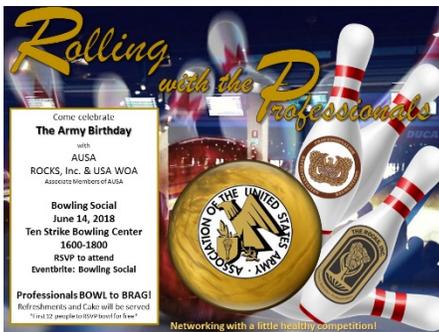
Inspire and Empower Your Community

*Article submitted by Mr. Curtis Hall,
Vice President & Ms. Raja Nelson,
Social Media/Public Relations*

Developing successful partnerships with community groups is the key to any successful and flourishing organization whose purposes are providing mentorship, professional development, and creating innovative future leaders. The Fort Lee - Central Virginia Chapter of the ROCKS, Inc. is having the great fortune in building strong community partnerships and aligning efforts among colleagues to achieve established goals. A little over a year ago, chapter executive board members established the overall goals: professional growth through structured engagement, mentorship and leadership outreach, enhancing military experience through progression plans, developing survival skills, establishing transition plans, and impacting the community. In order to accomplish the goals, their objectives were to grow membership, facilitate networking opportunities and professional development events as well as develop professional relationships with community and corporate partners. The key component of any accomplished goal is developing a team willing to work together under great leadership and guidance. Each executive board member dedicated their time to making every endeavor a success.



Capitalizing on already being an Association Member of AUSA, Fort Lee – CVC co-hosts events on Fort Lee with AUSA. “Rolling with the ROCKS” was coined a monthly event held at the Ten Strike Bowling alley to encourage good healthy competition among peers and leaders. Soldiers have been encouraged to participate in the social event while being able to engage in mentorship and leadership outreach. The United States Warrant Officer Association (USAWOA) was also a co-host of the event. The Fort Lee Chapter of AUSA also hosts monthly like-minded events that facilitate accomplishing the same goals.



Professional development being one of our goals is attained through monthly fire side chats with various topics including; career progression, cracking the GS code, finances, resiliency, and civilian sector vs government. This isn't your normal everyday fire side chat as it may include a trip to the Amazon warehouse or filling out a financial worksheet with a financial advisor and doing hands on activities. Partnering with the local community determines how impactful the organization can be with developing future leaders and creating bonds.

When a local fire broke out, the Fort Lee – CVC jumped into action and assisted with providing supplies, clothes and toiletry items at a moment's notice from one of the executive board members. A volunteer opportunity provides a chance to empower others to do more. It also inspires the ones you help to also help others. Every year the Fort Lee Holiday Helper shop opens to provide Soldiers a chance to shower their children in gifts that may not always be affordable

or in the budget. This service allows for the chapter to be of assistance with stacking toys, and creating a holiday shop for Soldiers. Partnerships in the local community were also created with Petersburg Public School System, specifically Lakemont Elementary School where supplies were donated to 30 new teachers and a reading and mentoring program will be initiated for students; Virginia State University ROTC Department where mentorship of cadets as well as physical support will be given to the Trojan Warrior Battalion in the form of participation and presence. In the central community, a partnership was created with Franklin Military Academy located in Richmond, VA. The partnership will consist of one on one mentoring of cadets, developing a strong physical fitness training program for the cadets, encouraging our future leaders and assisting with establishing structured engagement with students.

Developing innovative ways to enhance careers and engage in the lives of others while always leading from the forefront of community is being done with humility and grace at the Fort Lee – Central Virginia Chapter for the ROCKS, Inc at Fort Lee, VA. It is our hopes that we will encourage other chapters to invigorate the community with their presence and utilize their creativity to continue to develop strong leaders capitalizing on their diverse backgrounds. Please visit our page on the national website under Fort Lee – CVC to keep up with events. Also, like us on Facebook at Fort Lee Central Virginia ROCKS, Inc.



Gold Vault Chapter Has the Midas Touch

By CPT Abdullah H. Clark



The Gold Vault Chapter – Fort Knox ROCKS Incorporated continues to focus on scholarship, fund raising and leader development through mentorship. This past quarter, Gold Vault Chapter members have conducted several professional development sessions on topics ranging from leader development to nutrition. The chapter also conducted a 5K run event to increase outreach and promote community physical fitness. There are 26 active members and counting as both junior and senior officers and noncommissioned officers continue to express interest at Fort Knox.



In May, the Chapter was very privileged to have the Fort Knox Garrison Command Sergeant Major, CSM Garrick Griffin, provide valuable leadership insight during a mentorship meeting at the Saber and Quill. CSM Griffin brings over 28 years of esteemed experience in the Army having served in positions from mechanic to Battalion Command Sergeant Major. His points of

discussion focused on establishing organizations where NCOs are mentally and physically ready for professional military education and the addition of the Master Leader Course. CSM Griffin also focused on the importance of counseling NCOs and ensuring they are properly counseling their subordinates. The May mentorship meeting closed with discussion on initiatives at Fort Knox such as the Soldier For Life Transition Assistance Program, Local Job Fairs and the Career Skills Program.



The month of May also presented the opportunity for the Gold Vault Chapter to facilitate the First Annual 5K Run and Walk on Fort Knox. This inaugural event was expertly planned by Captain April L. Habib and included dozens of participants from all over the installation to include Brigadier General Kevin Vereen, Deputy Commander-Operations, United States Army Recruiting Command. The success of the Gold Vault 5K ensured a second annual fitness event as well as other competitive initiatives to raise awareness for ROCKS scholarship, membership and promote fitness excellence.



“Your health is an investment not an expense” In July, the Chapter was honored to have Sergeant First Class JoAnn L. Barmettler provide a professional development briefing on nutrition and healthy eating techniques at the Saber and Quill on Fort Knox. The central theme of the nutrition briefing rested on matching better fitness with better eating. SFC Barmettler also discussed the dangers of using supplements for working out noting the increased risk of heart problems if used. She closed her briefing challenging those attending with the offer of better nutritional habits to complement the Army’s increased focus on better fitness techniques with the new Army Combat Fitness Test that reduces injuries while better measuring combat fitness. SFC Barmettler is a Registered Nurse at Human Resources Command with decades of experience in healthy living and eating.

The focus for next quarter is leadership outreach and mentorship. Fort Knox is the center of development for aspiring cadets and junior officers with the headquarters of Cadet Command located on the installation. Accompanying Cadet Command’s presence on Fort Knox is the Human Resources Center of Excellence, which comprises of nominated Top Tier officers and non-commissioned officers from across the Army to assist in talent management. The juncture of both commands at Fort Knox means there are plenty of opportunities for senior and junior leaders to cross paths for mentorship, development and examples of how successful senior Army leaders look and operate. Very few other installations are comprised of this incredible dynamic and the Gold Vault Chapter of the ROCKS-incorporated is positioned to take full advantage of all that is possible to invest in the future leaders of our Army.

Author:
CPT Abdullah H. Clark is a post-company command Board Recorder in The Adjutant General Directorate at Human Resources Command

“Masters” Chapter of ROCKS Inc. Highlights

By CPT Kenneth B Redd II



The “Masters” Chapter of ROCKS, Inc. reactivated at Fort Gordon this February. Members organized their first Officer Professional Development (OPD) with BG Robert Edmonson as the guest speaker. He spoke on leader development to a group of officers.

Additionally, the chapter visited several South Carolina State University and Augusta University to speak to a group of about 20 or more cadets at each location. The topics ranged from Leader Development, Officer and NCO relationship, preparing for Basic Officer Leadership Course and the importance of doing and staying in good physical shape. This was part of the chapter’s outreach and mentorship efforts.

The Chapter has held OPD’s on Promotion Boards with guest speaker LTC (P) Alton Johnson, who is the Gordon Rocks Inc. Chapter President. He gave insights and tips for success from COL Arvesta Roberson, the Director for the Secretary of Defense Executive Communications, who is lifetime member of ROCKS.



Lastly, the chapter hosted a bowling event and a meet and greet to encourage more local officers and

civilians to get involved with the ROCKS here or at their next duty station.



All American Chapter “Standing in the Door”



The All-American Chapter of the ROCKS, Inc. held its first leader professional development with Maj. Gen. Charles R. Hamilton, the Commanding General of 8th Theater Sustainment Command (TSC) September 11 at the Pope Airmen Center Conference Hall.

He provided mentorship lessons on conduct, integrity, promotion strategies, and personal tenacity. MG Hamilton is the senior Army logistician in the United States Pacific Command. 8th TSC is located at Fort Shafter, Hawaii.

Col. Herman Johnson, President of All American ROCKs Chapter located in Fort Bragg, NC presented with a gift of appreciation for speaking with the chapter attendees.

If you are interested in All-American Chapter of the ROCKS, Inc., please contact as at abnrocks1@gmail.com.



Top: All American ROCKs along with Maj. Gen. Charles R. Hamilton / Bottom Left: Maj. Gen. Hamilton mentors attendees / Bottom Right: Col. Herman Johnson, president of the local Fort Bragg All American ROCKs Chapter, presents Maj. Gen. Hamilton with a gift of appreciation.

Central Virginia ROCKS Activities

Sustainers Right Arm Night at Fort Lee



Right Arm Night at Fort Lee Overtime Sports Bar Pictured above from left to right, MAJ (P) Thornton, MG Sargent and LTC Dixon-Reed

On 15 August 2018, Senior Leadership from across the Army engaged with several field grade and junior officers at the Fort Lee Overtime Sports Bar for

Right Arm Night. A few General Officers (pictured) in attendance were; Lieutenant General Audre F. Piggee, Deputy Chief of Staff G4; Major General Patrick D. Sargent, MEDCOM Deputy Commanding General of Operations and 18th Chief of the U.S. Army Medical Service Corps; MG Charles R. Hamilton, Commanding General of the 8th Theater Sustainment Command. Right Arm Night is an old Army tradition, promoting a night of camaraderie and esprit de corps as Leaders come together and treat those standing to their right (the ones helping them get through daily missions). This Right Arm Night served as the networking capstone event to the Sustainment Overlook that was held at Fort Lee from 13-15 August 2018.

In this informal setting Soldiers of all ranks got a chance to have dialogue with mentors, future bosses and colleagues.



Right Arm Night at Fort Lee Overtime Sports Bar Pictured above from left to right; LTG Piggee, LTC Caceres-Acosta and MG Hamilton

The Central Virginia Chapter of the ROCKS, Inc. received an invitation from the host of Right Arm Night (Fort Lee Garrison Commander Colonel Martin) to attend and received a heart-warming welcome from Senior Leadership and fellow officers alike. More importantly this served as the first of many events where the Fort Lee – Central VA Chapter of the ROCKS, Inc. will partner with the Fort Lee Garrison Command Team to host events that contribute to growth and development of our leaders. Overtime Sports Bar will be hosting Right Arm Night every 3rd Wednesday of the month at 5 p.m. Right Arm Night is a chance for bosses to bring their "right arm" out to relax and build camaraderie off duty. Right Arm Night is open to all ranks and all services, Military or Civilian. Complimentary refreshments will be available.

Lakemont Elementary School Teacher's Supply Gift Boxes

On 30 August 2018 the Fort Lee - Central Virginia Chapter (CVC) of the ROCKS, Inc. had the coveted honor of providing school supplies to 30 new teachers at Lakemont Elementary School (formerly A.P. Hill Elementary School) located in Petersburg, Virginia. This partnership was birthed in early August in when MAJ (P) LaShanda Thornton (Treasurer & Scholarship Chair) held a meeting with Lakemont E.S. Principal, Mrs. Sheryl Doswell. During this meeting, MAJ (P) Thornton listened to Mrs. Doswell

express her areas of concerns heading into the new school year.



Presentation of Teacher Supply boxes for 30 new teachers Pictured above from left to right; Principal Doswell, LTC Dixon-Reed and CPT Stephens

The requirement for school supplies and the establishment of a reading program emerged as the areas where Fort Lee - CVC could best serve Lakemont E.S. students and educators. The official presentation of school supplies was conducted by Fort Lee - CVC President, LTC Daphne Dixon-Reed and Principal Doswell. All 30 new teachers received a personal box of supplies to start their new school year.



Group photo of members of the Fort Lee- CVC of the ROCKS, Inc. with the new teachers of Lakemont Elementary School, Petersburg, VA

Immediately following the presentation of supplies, LTC Dixon-Reed shared a brief history of the ROCKS, Inc. from both the national and local perspective. She then lead into the initiatives that Lakemont E.S. will pursue together and encouraged the Lakemont educators to engage with other similar organizations at Fort Lee such AUSA, Warrant Officer Association and Divine 9 Organizations. This event served as the foundation to a healthy partnership that will allow our Soldiers to serve the Tri-Cities community in various manners all while ensuring that the youth remain the primary beneficiaries.

Articles submitted by: Fort Lee - Central Virginia Chapter Officers: Curtis Hall, VP, Raja Nelson, Social Media



ALOHA ROCKS 2018 Annual Cookout Kickoff

On Saturday, 22 September 2018, the chapter officers of the ALOHA Chapter of ROCKS Inc. hosted the 2018 Annual Cookout Kickoff to properly welcome Commissioned Officers, Warrants and their Families both old and new. The purpose of the event was to fellowship, welcome new individuals to the island as well as discuss upcoming chapter events.



MG Charles Hamilton, Commanding General of 8th Theater Sustainment Command with attendees

During the event more than 46 Officers alongside their families attended the event to include two General Officers. MG Timothy McKeithen, Deputy Commanding General- National Guard, United States Army Pacific Command, welcomed the attendees and stressed the importance of fellowship, mentorship and involvement. MG Charles Hamilton, Commanding General of 8th Theater Sustainment Command, also was in attendance stressing the importance of ROCKS, Inc., mentorship and professionalism. MAJ James Kerns, 94th AAMDC Attack OPS OIC, who currently serves as the interim President also provided remarks to the audience as well. Special thanks to the current ALOHA chapter officers who facilitated and organized the event which included MAJ Patrick Boyd, CPT Justin Thomas, and CPT William "Ryan" Brown.



MG Timothy McKeithen (far left), talks with MAJ Patrick Boyd, Commander of the 125th Financial Management Support Unit, during the event



Daylight Savings

Continued from page 23

Starting in 2007, DST begins in the United States on **the second Sunday in March**, when people move their clocks forward an hour at 2 a.m. local standard time (so at 2 a.m. on that day, the clocks will then read 3 a.m. local daylight time). Daylight saving time ends on **the first Sunday in November**, when clocks are moved back an hour at 2 a.m. local daylight time (so they will then read 1 a.m. local standard time).

Last year, DST began on March 12 and ended on Nov. 5. **And this year, DST began on March 11 and ends on Nov. 4, 2018.** You will then move your clock forward an hour on March 10, 2019, and the cycle will begin again.

How Did It Start?

Benjamin Franklin takes the honor (or the blame, depending on your view of the time changes) for coming up with the idea to reset clocks in the summer months as a way to conserve energy, according to David Prerau, author of "[Seize the Daylight](#): The Curious and Contentious Story of Daylight Saving Time" (Thunder's Mouth Press, 2005). By moving clocks forward, people could take advantage of the extra evening daylight rather than wasting energy on lighting. At the time, Franklin was ambassador to Paris and so wrote a witty letter to the Journal of Paris in 1784, rejoicing over his "discovery" that the sun provides light as soon as it rises.



Benjamin Franklin Portrait by David Martin

Even so, DST didn't officially begin until more than a century later. Germany established DST in May 1916 as a way to conserve fuel during World War I. The rest of Europe came onboard shortly thereafter. And in 1918, the United States adopted daylight saving time.

Though President Woodrow Wilson wanted to keep daylight saving time after WWI ended, the country was mostly rural at the time and farmers objected, partly because it would mean they lost an hour of morning light. (It's [a myth that DST was instituted to help farmers.](#)) And so daylight saving time was abolished until the next war brought it back into vogue. At the start of WWII, on Feb. 9, 1942, President Franklin Roosevelt re-established daylight saving time year-round, calling it "War Time." [Learn more about [the crazy history of Daylight Saving Time](#)]

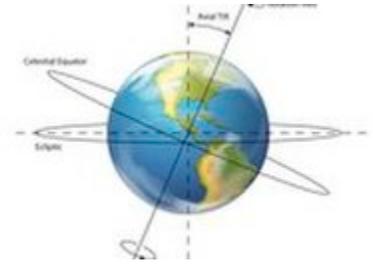
After the war, a free-for-all system in which U.S. states and towns were given the choice of whether or not to observe DST led to chaos. And in 1966, to tame such "Wild West" mayhem, Congress enacted the [Uniform Time Act](#). That federal law meant that any state observing DST — and they didn't have to jump on the DST bandwagon — had to follow a uniform protocol throughout the state in which daylight saving time would begin on the first Sunday of April and end on the last Sunday of October.

Then, in 2007, the Energy Policy Act of 2005 went into effect, expanding the length of daylight saving time to the present timing.

Why do we still have daylight saving time?

Fewer than 40 percent of the world's countries observe daylight saving time,

[according to timeanddate.com.](#) However, those who do take advantage of the natural daylight in the evenings. That's because the days start to get longer as Earth moves from the winter season to spring and summer, with the longest day of the year on the summer solstice. During the summer, Earth, which revolves around its axis at an angle, is tilted directly toward the sun (at least its top half). [Read more about [the science of summer.](#)]



Credit: BlueRingMedia / Shutterstock.com

As Earth orbits the sun, it also spins around its own imaginary axis. Because it revolves around this axis at an angle, different parts of our planet experience the sun's direct rays at different times of the year, leading to the seasons.

Regions farthest away from the equator and closer to the poles get the most benefit from the DST clock change, because there is a more dramatic change in sunlight throughout the seasons.

Research has also suggested that with more daylight in the evenings, there are fewer traffic accidents, as there are fewer cars on the road when it's dark outside. More daylight also could mean more outdoor exercise (or exercise at all) for full-time workers.

Energy savings

The nominal reason for daylight saving time has long been to save energy. The time change was first instituted in the United States during World War I, and then reinstated again during World War II, as a part of the war effort. During the Arab oil embargo, when Arab members of the Organization of Petroleum Exporting Countries (OPEC) stopped selling petroleum to

the United States, Congress even enacted a trial period of year-round daylight saving time in an attempt to save energy.

But [the evidence for energy savings is slim](#). Brighter evenings may save on electric lighting, said Stanton Hadley, a senior researcher at Oak Ridge National Laboratory who helped prepare a report to Congress on extended daylight saving time in 2007. But lights have become increasingly efficient, Hadley said, so lighting is responsible for a smaller chunk of total energy consumption than it was a few decades ago. Heating and cooling probably matter more, and some places may need air-conditioning for the longer, hotter evenings of summer daylight saving time.

Hadley and his colleagues found that the four weeks of extra daylight saving time that went into effect in the United States in 2007 did save some energy, about half of a percent of what would have otherwise been used on each of those days. However, Hadley said, the effect of the entire months-long stretch of daylight saving could very well have the opposite effect. A 1998 study in Indiana before and after implementation of daylight saving time in some counties found a small increase in residential energy usage. Temporary changes in Australia's daylight saving timing for the summer Olympics of 2000 also failed to save any energy, a 2007 study found.

Part of the trouble with estimating the effect of daylight saving time on energy consumption is that there are so few changes to the policy, making before-and-after comparisons tricky, Hadley told Live Science. The 2007 extension of daylight saving time allowed for a before-and-after comparison of only a few weeks' time. The changes in Indiana and Australia were geographically limited.

Ultimately, Hadley said, the energy question probably isn't the real reason the United States sticks with daylight saving time, anyway.

"In the vast scheme of things, the energy saving is not the big driver," he said. "It's people wanting to take advantage of that light time in the evening."

Who observes daylight saving time? (and who doesn't)

Most of the United States and Canada observe DST on the same dates. But of course, there are exceptions. Hawaii and Arizona are the two U.S. states that don't observe daylight saving time, though Navajo Nation, in northeastern Arizona, does follow DST, according to NASA.

And, every year there are bills put forth to get rid of DST in various states, as not everyone is keen on turning their clocks forward an hour. This year, Florida's Senate and House passed legislation called the Sunshine Protection Act ([a PDF of the legislation](#)) that would ask the U.S. Congress to exempt the state from the federal 1966 Uniform Time Act. If approved, Florida would remain in DST year-round. In order to allow Florida's year-round DST, however, the U.S. Congress would have to amend the Uniform Time Act (15 U.S.C. s. 260a) to authorize states this allowance, [according to The New York Times](#).



And in California, voters may get to decide: In this fall's statewide ballot, voters can vote for or against Proposition 7 that would attempt to repeal the annual clock changes. If the Prop gets approved, that would mean the Legislature can act to eliminate the time changes, possibly leading to year-

round DST, [according to Land Line magazine](#).

Other states have also proposed exemptions from the federal time act. For instance, Sen. Ryan Osmundson, R-Buffalo, introduced Senate Bill 206 into the Senate State Administration Committee in February 2017, which would exempt Montana from daylight saving time, keeping the state on standard time year-round, [according to the bill](#). Three bills put forth last year in Texas aimed to abolish DST for good: House Bill 2400, Senate Bill 238 and House Bill 95, [according to the broadcast company kxan](#). Nebraskans may be off the hook for clock changes as well. In January 2017, state Sen. Lydia Brasch, a Republican of Bancroft, proposed a bill called LB309 to eliminate daylight saving time in the state, [according to the bill](#).

Some regions of British Columbia and Saskatchewan don't change their clocks. These include the following areas in British Columbia: Charlie Lake, Creston (East Kootenays), Dawson Creek, Fort St. John, and Taylor; In Saskatchewan, only Creighton and Denare Beach observe DST, according to NASA.

Most of Europe currently observes daylight saving time, called "summer time," which begins at 1 a.m. GMT on the last Sunday in March and ends (winter time) at 1 a.m. GMT on the last Sunday in October. However, even the European Union may propose an end to clock changes, as a recent poll found that 84 percent of 4.6 million people surveyed said they wanted to nix them, [the Wall Street Journal reported](#).

If the lawmakers and member states agree, the EU members could decide to keep the EU in summer time or winter time, according to the WSJ.

The United Kingdom moved their clocks forward on March 26, 2017, and back again to standard time on Oct. 29, 2017, [according to the U.K. government](#). They performed this same ritual on March 25, and will again on Oct. 28, 2018.

The DST-observing countries in the Southern Hemisphere — in Australia, New Zealand, South America and southern Africa — set their clocks an hour forward sometime during September through November and move them back to standard time during the March-April timeframe.

Australia, being such a big country (the sixth-largest in the world), doesn't follow DST uniformly: New South Wales, Victoria, South Australia, Tasmania and the Australian Capital Territory follow daylight saving, while Queensland, the Northern Territory (Western Australia) do not, [according to the Australian government](#). Clocks in the observing areas spring forward an hour at 2 a.m. local time on the first Sunday in October and push back an hour at 3 a.m. local daylight time on the first Sunday in April.



Sydney Opera House and Harbor Bridge

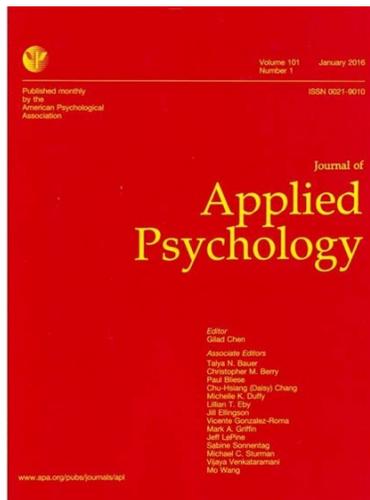
Russia instituted year-round daylight saving time in 2011, or permanent "summer time," which seemed dandy at first. But in the depths of winter, sunrise occurred at 10 a.m. in Moscow and 11 a.m. in St. Petersburg, Prerau, author of "[Seize the Daylight: The Curious and Contentious Story of Daylight Saving Time](#)," said. This meant Russians had to start their days in the cold, pitch-dark. The permanent summer is coming to an end, however, as now Russian president Vladimir Putin abolished DST in 2014, [according to BBC News](#). As such, the country will remain in "winter time" forever, or until another law is passed.

Myths and Interesting Facts

- Turns out, [people tend to have more heart attacks](#) on the Monday following the "spring forward" switch to daylight saving time. Researchers reporting in 2014 in

the journal [Open Heart](#), found that heart attacks increased 24 percent on that Monday, compared with the daily average number for the weeks surrounding the start of DST.

- Before the Uniform Time Act was passed in the United States, there was a period in which anyplace could or could not observe DST, leading to chaos. For instance, if one took a 35-mile bus ride from Moundsville, West Virginia, to Steubenville, Ohio, he or she would pass through no fewer than seven time changes, according to Prerau. At some point, Minneapolis and St. Paul were on different clocks.



- A study published in 2009 [in the Journal of Applied Psychology](#) showed that during the week following the "spring forward" into DST, [mine workers got 40 minutes less sleep](#) and had 5.7 percent more workplace injuries than they did during any other days of the year.
- [Pets notice the time change](#), as well. Since humans set the routines for their fluffy loved ones, dogs and cats living indoors and even cows are disrupted when, say, you bring their food an hour late or come to milk them later than usual, according to Alison Holdhus-Small, a research

assistant at CSIRO Livestock Industries, an Australia-based research and development organization.

- The fact that the time changes at 2 a.m. at least in the U.S., may have to do with practicality. For instance, it's late enough that most people are home from outings and setting the clock back an hour won't switch the date to "yesterday." In addition, it's early enough not to affect early shift workers and early churchgoers, according to the WebExhibits, an online museum.

Editor's Note: This article was first published on Sept. 9, 2016, and then updated by Stephanie Pappas with information about energy use during daylight saving time. It was also updated in March 2017 to include bills put forth in the United States to eliminate DST in certain states, and yet again in 2018.



Service: A Career and Way of Life

By Dr. Vernon V. Logan

The Glyniss P. Logan (Macon) Legacy Foundation conducted its first Civil Service Lecture Series: Service, hosted by Mercer University's Center for Career and Professional Development.



Dr. Vernon V. Logan and Mrs. Stephanie Swanger, Career Consultant, Mercer University

On September 12, 2018 in a city rich with history, known for its beauty, the birthplace of iconic musician Otis Redding, where James Brown was found, and on one of The 100 Most Beautiful College Campuses in

America, beacon was lit. The Glyniss P. Logan (Macon) Legacy Foundation brought together a group of leaders from various backgrounds in the Department of Defense to talk about Service at Mercer University in Macon, GA. This is significant because of the timing and necessity for hope in Macon, GA where in a small city with a population of 150,000 people the murder rate per capita has ballooned higher than most major cities. The Bibb County school district's overall performance currently ranks only higher than 15% of districts in the State of Georgia, only 36.6% of 3rd grade students, and 56% of its 8th graders are reading at or above the grade level target. The school district's four-year graduation rate is 77%, which is only higher than 9% of districts in Georgia.

Brigadier General Jonathan J. McCollum, Chief of Sustainment, CENTCOM; Mr. Tommy L. Marks, SES the Director of Department of the Army Small Business Programs; Major Pamela Gilbert, Executive Officer for the 392nd Signal Battalion; Mrs. Mikelle Everett, Staff Supervisory Administrator for the 324th Signal Battalion and Mr. Keith Sylvester, a Team Lead/System Engineer at Robins

Air Force Base participated in the first panel discussion about the opportunities and benefits of serving the nation in the Civilian Workforce as well as Uniformed Services.

As the Department of Defense seeks to man and equip the future forces of the United States this creates a unique opportunity, particularly for those in our communities like that of Macon to not only become a part of one of the largest organizations in the world, learn skills that could transform their professional and personal lives, but also change their community in a positive way. The leaders previously mentioned were able to share and engage with members of the community, ROTC cadets, and educators how important and enriching a career in service to the nation can be.

According to George Washington, "A primary object should be the education of our youth in the science of government. In a republic, what species of knowledge can be equally important? And what duty more pressing than communicating it to those who are to be the future guardians of the liberties of the country?" As the

Secretary of Defense and other senior leaders prepare to execute roughly \$1.4 trillion on the military over the next two years directed towards building lethality and capabilities of the force the youth of today must be prepared and willing to step forward and meet opportunities with preparation. This begins with changing mindsets and exposing people to the limitless possibilities that exist.

The Macon Legacy Foundation is a 501 (c) 3 non-profit organization with a mission to inspire, assist, and create legacies by improving the Middle Georgia community's financial, physical, and mental well-being of generations to come.

Dr. Logan has been working in the executive and financial management fields for the past 14 years for private industry and with the Department of Defense. The past two years he has served as a Program Analyst for the Headquarters, Department of the Army. He holds a Doctorate in International Business, an MBA in Operations Management, and a Bachelor's in Finance and Marketing. As a Reserve Soldiers, he most recently served as a Strategic Planner for the Joint Enabling Capabilities Command and was recently assessed to the Acquisition Corps and is in the process of transitioning to the Army Contracting Command as a Contract Management Officer.



From left to right: Dr. Vernon V. Logan (moderator), Mr. Keith Sylvester, a Team Lead/System Engineer USAF, Robins Air Force Base, Major Pamela Gilbert, Executive Officer for the 392nd Signal Battalion, Mr. Tommy L. Marks, SES the Director of Department of the Army Small Business Programs, Brigadier General Jonathan J. McCollum, Chief of Sustainment, CENTCOM, Mrs. Mikelle Everett, Staff Supervisory Administrator for the 324th Signal Battalion, Mrs. Walinda Maynard, Board Member of the Glyniss P. Logan Legacy Foundation, Mr. George Willis, Jr., Vice President of the Glyniss P. Logan Legacy Foundation



SEEKING RESEARCH STUDY PARTICIPANTS

For so long, so many of us have worked individually or in very small groups to try and make positive things happen. This is an appeal to work directly through The ROCKS, Inc. to conduct a two pronged research study that could have a major impact on the business "battlefield" for many. Some may look on this appeal with skepticism. Some may look on it with fear or angst. Dr. Vernon's assessment is that far more individuals will look at this research study with excitement and optimism the way he does.

Dr. Vernon Logan (Doctorate in International Business) is examining the investing and finances practices of African American Officers in two phases. This survey is confidential with no attribution. The first phase will be conducted over six months to gather insight on the mindset, outlook, and strategies of African American Army Officers. Then, the second phases will be following up with participants in Phase One in a conference call to discuss an educational and business opportunity. This call would be followed by another survey to assess the participants thoughts on the information presented during the conference call. This phase will also be conducted over six months.

These two phases will represent the first part of a larger study to be conducted over the next two years with a larger number of participants for the same two phases. To participate,

please register at <https://goo.gl/1XKwD3>

The results of this study will be submitted for publication in THE ROCKET, government and professional journals in 2019.

****DISCLAIMER*** The Originator of this survey is solely responsible for its contents. **Your response to the survey is voluntary.** If you are asked in the survey to reveal your identity or the identity of the organization on whose behalf you are responding and do not wish to do so, please do not respond to the survey. Your response will be used by the survey Originator only for the purpose identified by the Originator. The appearance of external hyperlinks does not constitute endorsement by the ROCKS, Inc. of the linked websites, or the information, products or services contained therein.*



First African-American Female Soldier

Immediately following the Civil War, William Cathey enlisted in the U.S. Regular Army in St. Louis, Mo. Cathey, intending to serve three years with the 38th U.S. Infantry, was described by the recruiting officer as 5 feet 9 inches tall with black eyes, black hair, and a black complexion. The

cursory examination by an army physician missed the fact that William was actually Cathay William, an African-American woman.

Cathey served from Nov. 15, 1866 until her discharge with a surgeon's certificate of disability on Oct. 14, 1868. Despite numerous and often lengthy hospital stays during her service, her sex was not revealed until June 1891, when she applied for an invalid pension and disclosed her true identity. She did not receive the pension, not because she was a woman, but because her disabilities were not service-related. Cathay William has been noted in military history journals as the only documented female Buffalo Soldier and as the only documented African-American woman who served in the U.S. Army prior to the 1948 law which officially allowed women to join the Army.

Information from www.rocksync.com History webpage



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