



THE ROCKET

Winter 2018

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BG Leo A. Brooks



SOLDIER



General
Vincent K. Brooks



Statesman



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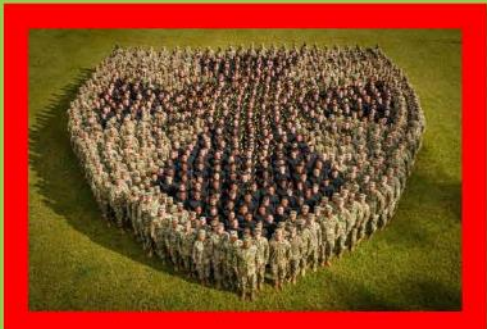


Fort Jackson Commanding General BG Milford Beagle talks about the importance of giving back time to your alma mater. He also shared two defining moments as a cadet.

He is also a graduate of SC State University.



For liking & sharing us



For celebrating with us



For laughing and sharing moments of triumph with us





ROCKET SUBMISSION GUIDELINES

- ✓ Submit articles in **Microsoft Word Document Format Only!!!** (Do not include photos within body of text.)
- ✓ Article Header Font = **Times New Roman**; Font Size = 14; **Bold**.
- ✓ Author/contributor credit reflected in following format: *Written by [Insert Author's name]*; Font = *Times New Roman Italics*; Font Size = 10]
 - Page Margins = 1" Left, Right, Top and Bottom
 - The text should be Times New Roman Font; Font Size=10. No special formatting. Use left justification. Maximum number of words = 600 words
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 - Include photo captions under photo (Times New Roman Font; Font Size=8)
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 - Links to web articles will **NOT** be accepted.
 - Articles should be written from third-person point of view, or outsider looking in, and use pronouns like he, she, it, they or the ____ Chapter.
 - If would like an article from another publication to appear in the ROCKET, you must obtain written permission from the author and forward it to nationalrocket@gmail.com along with the article in MS Word format.

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2019 ROCKS SPRING GALA

13 APRIL @ 1800, THE OFFICERS CLUB, FT BELVOIR

SAVE THE DATE



Connect with Old Friends and

Make NEW Memories

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.

The National Board of the ROCKS, Incorporated



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Chairman's Message



As I reflect on 2018 and the honor bestowed on me to become the Chairman of the ROCKS INC. National Board, I can say with a great deal of pride, that this experience has been positively impacted by the dedication and professional the members of this organization. With each opportunity to serve, I experienced the pride in excellence which resulted in the planning, organization and execution of many significant projects. The planning and time that it took to put these projects together are truly demanding and the results by any standard were outstanding. The ROCKS are truly blessed to have strong leaders throughout the organization, as demonstrated during 2018 which included such events as the AUSA Convention, the Golf Outing, the 5-mile Walk and Run, and the West Hamilton Dinner as sterling examples of dedication to the organization. I also want to praise the efforts of the leaders who watch and report on our finances; and to all who volunteer and oversee our efforts to provide our deserving youth a college education through the Army ROTC Scholarship program. In addition, our organization is blessed to have leaders who step-up and volunteer their expertise when they determine that organizational issues need to be coordinated and competently addressed. To all of the Chapter Presidents and their staffs, thank you for your

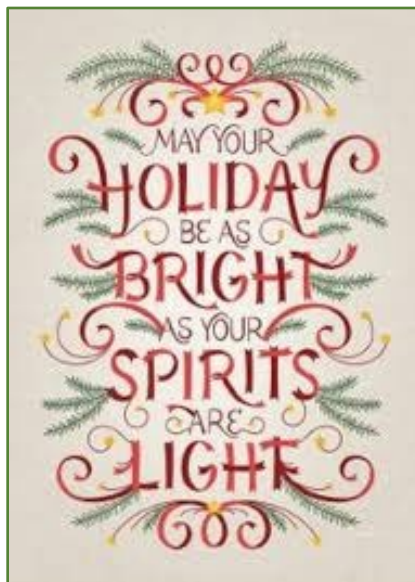
leadership and your efforts to enhance the ROCKS organization in 2018.

To the senior members of the ROCKS both active and retired, your guidance and suggestions have been helpful and very much appreciated.

Looking forward to 2019 and the challenges ahead, I want to stress that the path ahead will offer numerous opportunities for the ROCKS INC. to move into new areas such as establishing a permanent office with a full-time staff, to the expansion of our ROTC Scholarship program, to establishing a more robust financial base, to enhancing communications between the National Board and the Chapters, and to looking at new opportunities such building a STEM program that will assist the youth in the communities where we reside.

Thank you for the opportunity to serve; may the New Year bring you and yours the best that life has to offer.

Lawrence Gillespie
BG USA (Ret.)
Chairman



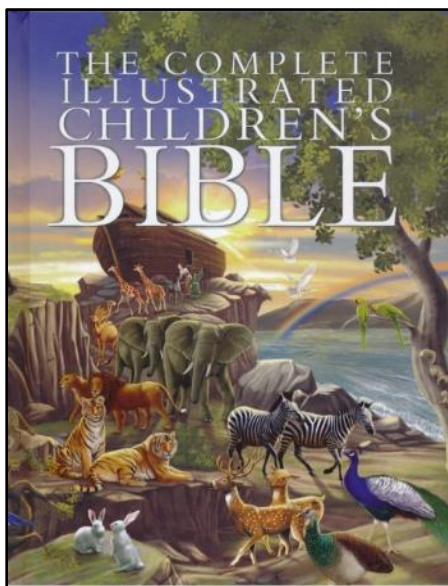
- ❖ Be accessible and become a mentor.
- ❖ Serve on the Leadership Outreach and Cadet Enhancement Team.
- ❖ Attend chapter meetings.
- ❖ Volunteer to address chapters (General and Senior Officers are especially needed).
- ❖ Serve as a resource for referrals on branch peculiar and other professional development 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.



This Year, Give Loved Ones What They Need

By Chaplain James Keys

In 1975, my paternal grandma, Helen McClain had mailed my Christmas gift as she always did. I was expecting a new Hot Wheels track that year, but when I opened the small box on Christmas morning, I quickly realized that she hadn't granted my wish. Instead, I found a children's version of the Holy Bible.

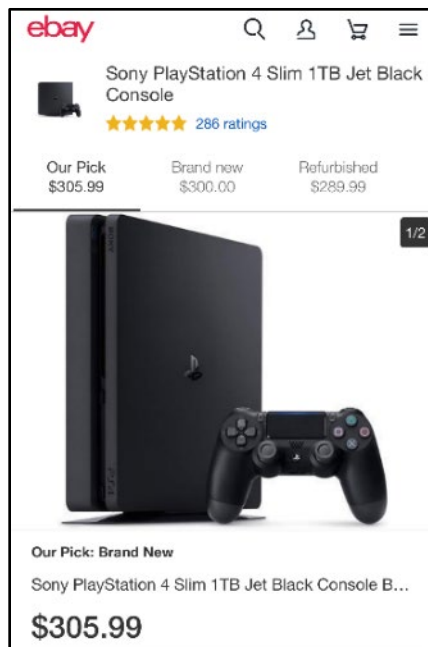


I can assure you that receiving a Bible for Christmas wasn't high on my list. Fortunately, my parents and other relatives gave me lots of toys and money, so I soon forgot about Grandma's Bible.

Fast-forward to 2005. I was preparing to deploy to Baghdad with my Army unit for a year. A few weeks before I was to leave, I searched through boxes looking for old pictures, cards and letters to accompany me on my trip. I stumbled across my old Bible tucked away in a box marked "miscellaneous stuff." I opened the front cover and read the words Grandma wrote to me: "May God Bless You Always." I blew the dust off the good book and packed it away for my trip to Iraq. That Bible is the only gift I still have from that Christmas.

For years, this gift didn't make much sense to me. More than 40 years later, however, I understand Grandma's rationale. Instead

of giving me what I wanted, she gave me what I needed. During some of my most difficult days in Iraq, I found comfort and peace in the word of God. Grandma died of cancer in 1987, but her timeless gift and words remain in my heart and mind today.



As a society, we often spend too much time trying to give our loved ones what they want instead of what they need. This holiday season, video game systems, iPhones, TV Systems and other gadgets have created long lines and short tempers at department stores. Many adults will spend hundreds of dollars on these items. Others have gone one step further, bidding

thousands of dollars on e-Bay just to ensure that their child won't be disappointed on Christmas Day. Several years ago when son was 9-years-old he told me he wanted a PlayStation3. Although his request was granted, I also gave him a children's version of the Bible. Hopefully, as he grows older and experiences some of the vicissitudes of life, he too will find strength and comfort in this eternal book, as I have.

More than 2,000 years ago, Christians believe God gave the world Jesus, an unforgettable gift born in a manger wrapped in swaddling clothes. For millions across the globe, this story has stood the test of time and inspired this season of giving.

So what unforgettable gift will you give someone this year? Before you scour the shopping malls and spend hours searching online for that perfect gift, ask yourself this question: Will it be what they want or what they need? Whatever it is — whether sacred, simple or even frivolous — I hope that the gift you give a loved one will remain unforgettable in their heart and mind.

LTC James Key is the Chaplain of the 10th Mountain Division at Fort Drum, New York and serves as the ROCKS Executive Board Member Chaplain for ROCKS, Inc.





Top FBI Official Warns of Strategic Threat From China Through Economic and Other Forms of Espionage

By Ellen Nakashima

Reprinted from *The Washington Post*
Edition, December 12, 2018

A senior FBI official on Wednesday said that Chinese economic espionage as well as efforts to steal U.S. research and influence American discourse amount to “the most severe counterintelligence threat” facing the United States today.



Chinese and U.S. flags are set up for a meeting April 27 during a visit by U.S. Transportation Secretary Elaine Chao to China's Ministry of Transport in Beijing. (Jason Lee/Reuters)

E.W. “Bill” Priestap, head of the bureau’s counterintelligence division, joined two other senior security officials in outlining what they described as Beijing’s long-term campaign to undermine the United States’ economic and technological dominance and the government’s efforts to counter it. China’s Communist Party “dominates every facet of Chinese life,” from religion to freedom of expression and business, Priestap said at a Senate Judiciary Committee hearing. “It is therefore alarming that the Chinese government’s economic aggression, including its relentless theft of U.S. assets, is positioning China to supplant us as the world’s superpower.”

The hearing on “Non-Traditional Espionage Against the United States” came as announcements of indictments of Chinese hackers and other actions planned for this week have been put off for now, officials said, declining to elaborate.

The hearing also came as U.S. private sector and government investigators have turned up evidence that the Chinese Ministry of State Security, the main intelligence agency, was probably behind the hack of Marriott’s Starwood chain hotel reservation system. That breach exposed the private data and travel details of as many as 500 million people.

Homeland Security official Christopher Krebs cautioned, however, that the investigation was in its early stages. Privately, other officials said no firm conclusion has been reached.

China has become the United States’ top long-term strategic threat, officials and analysts say, with its modernizing military and its efforts to increase its global influence and to become the world leader in advanced technology — through, as Priestap said, “any means necessary.”

Some of those means, he said, are “clearly illegal,” such as hacking and commercial espionage. Some “appear legal” but rely on deception, such as the use of front companies. Some, he said, “are lawful but not reciprocal, exploiting the openness of free nations.”

Assistant Attorney General John Demers said: “The playbook is simple — rob, replicate and replace. Rob the American company of its intellectual property. Replicate the technology. And replace the American company in the Chinese market and one day in the global market.”



Tiananmen Square, China

The lawmakers expressed concern about the Chinese government’s reported efforts to finance Chinese nationals’ work or study in the United States and then pressure them to use their access to obtain research that would be of strategic value to China.

Priestap said the bureau has worked “thousands” of complaints and investigations about such activity.

“Every rock we turn over, every time we look for it, it is not only there — it is worse than anticipated,” he said.

China’s use of “Confucius Institutes,” organizations set up on American college campuses with Chinese government funding to teach Chinese language and culture, also drew scrutiny.

Though China officially claims the institutes are set up by Ministry of Education, they were in fact created by the United Front Work Department, a Chinese Communist Party organization responsible for guiding overseas influence and propaganda activities, according to James Mulvenon, a China expert who testified during a second panel before the Judiciary Committee.

“It’s all we need to know about the intention of the Confucius Institutes,” said Mulvenon, general manager of the special programs division of SOS International, an intelligence contractor. The United Front Work Department is “at the heart of [China’s] influence efforts” overseas, he said.

But the institutes, of which Priestap said there are 150 on American college campuses, are just part of “a broader array of pressure that the Chinese are putting on American universities,” Mulvenon said. Mulvenon also testified that according to the website of the Chinese government’s Thousand Talents Program, an effort launched in 2008 to recruit experts overseas and pay them to aid China’s modernization, the program lists more than 300 U.S. government researchers who have accepted Chinese payment. It is unclear, he said, if they have received permission from their agency to receive such funds.

America's Hidden War in Syria

Story by [Liz Sly](#)

Photos by Alice Martins Reprinted from *The Washington Post*, December 14, 2018

U.S. troops will now stay in Syria indefinitely, controlling a third of the country and facing peril on many fronts

RAQQA, Syria — This ruined, fearful city was once the Islamic State's capital, the showcase of its caliphate and a magnet for foreign fighters from around the globe.

Now it lies at the heart of the United States' newest commitment to a Middle East war. The commitment is small, a few thousand troops who were first sent to Syria three years ago to help the Syrian Kurds fight the Islamic State. President Trump indicated in March that the troops would be brought home once the battle is won, and the latest military push to eject the group from its final pocket of territory recently got underway.



A hotel destroyed by an airstrike in Raqqa is left in rubble. A year after the ejection of the Islamic State, the city is still in ruins

In September, however, the administration switched course, saying the troops will stay in Syria pending an overall settlement to the Syrian war and with a new mission: to act as a bulwark against Iran's expanding influence.

That decision puts U.S. troops in overall control, perhaps indefinitely, of an area comprising nearly a third of Syria, a vast expanse of mostly desert terrain roughly the size of Louisiana.

The Pentagon does not say how many troops are there. Officially, they number 503, but earlier this year an official let slip that the true number may be closer to 4,000. Most are Special Operations forces,

and their footprint is light. Their vehicles and convoys rumble by from time to time along the empty desert roads, but it is rare to see U.S. soldiers in towns and cities.

The new mission raises new questions, about the role they will play and whether their presence will risk becoming a magnet for regional conflict and insurgency.

The area is surrounded by powers hostile both to the U.S. presence and the aspirations of the Kurds, who are governing the majority-Arab area in pursuit of a leftist ideology formulated by an imprisoned Turkish Kurdish leader. Signs that the Islamic State is starting to regroup and rumblings of discontent within the Arab community point to the threat of an insurgency.

Without the presence of U.S. troops, these dangers would almost certainly ignite a new war right away, said Ilham Ahmed, a senior official with the Self-Administration of North and East Syria, as the self-styled government of the area is called.

"They have to stay. If they leave and there isn't a solution for Syria, it will be catastrophic," she said.

But staying also heralds risk, and already the challenges are starting to mount.

A Turkish threat to invade the area last month forced the United States to scramble patrols along the border with Turkey, which has massed troops and tanks along the frontier. Turkey regards the main Kurdish militia, the YPG, which is affiliated with the outlawed Kurdistan Workers' Party inside Turkey, as a terrorist organization and fears the consequences for its own security if the group consolidates power in Syria.

Syrian government troops and Iranian proxy fighters are to the south and west. They have threatened to take the area back by force, in pursuit of President Bashar al-Assad's pledge to bring all of Syria under government control. The government and Iran have been cultivating ties with local tribes, and the U.S. announcement of its intent to counter the Iranian presence in Syria may, in response, further encourage such ties.

Tribal loyalties

Away from the front lines, the calm that followed the ejection of the Islamic State from Raqqa and the surrounding territory is starting to fray. A series of mysterious bombings and assassinations in some of the areas retaken from the militants up to three years ago has set nerves on edge. Most of the attacks are claimed by the Islamic State, and a U.S. military spokesman, Col. Sean Ryan, said there is no reason to believe the Islamic State is not responsible. "We know they're regrouping in those areas," he said.

But there are widespread suspicions that any one of the regional powers opposed to the U.S. presence and the Kurds' pursuit of self-governance may be seeking to destabilize the area, finding allies among disgruntled Arabs uncomfortable with the prospect of being governed long term by the Kurds.

The Kurdish forces have sought to include Arabs in their self-governance experiment but retain dominance over its structures at every level, Arabs complain.

This is a part of Syria where tribal loyalties often trump politics, and the tribes are being courted by all the regional players with an interest in ultimately controlling the area, according to Sheikh Humaidi al-Shammar, the head of the influential Shammar tribe.



Sheikh Humaidi al-Shammar, third from left, the leader of the influential Shammar tribe, greets a guest at his residence in Tel Alo, Syria.

At Shammar's outsize mansion, which rises improbably from the empty desert near the Iraqi border, dozens of tribal leaders gathered one recent Friday for his customary weekly divan, sweeping into his cavernous reception room dressed in gold-trimmed robes and flanked by pistol-wielding guards. (Continued on page 48)

USFK's Former Commanding General & West Point's First African American First Cadet Retires

By Karen M. Wrancher

On Wednesday, December 16, 2018, General Vincent K. Brooks, the eighth African-American officer to achieve the rank of four-star general retired in ceremony at Conmy Hall. Born in 1958 to Leo Brooks, Sr., an Army officer and Naomi Brooks, a school teacher, Brooks is a member of the only African-American family to have three general officers within two generations. (His father, his brother and Vincent Brooks were all Army generals). Brooks retired after relinquishing command of United States Forces Korea last month.



Gen. Brooks at the opening ceremony of the new USFK Headquarters at Camp Humphreys in South Korea



Pass and Review for the last time at Conmy Hall

General Mark A. Milley, Chief of Staff of the Army and 2017 Honorary ROCK of the Year hosted the ceremony. He stated during the ceremony referring to Brooks' distinguished career, "From his time leading cadets as the First Captain at West Point - the US Military Academy to developing 'Pacific Pathways' and strengthening our partnerships in Asia as the commander of US Forces Korea, Vince made a remarkable contribution to our nation. We wish him well and his family the best as he retires from the U.S. Army."



Brig. Gen. Brooks serving as CENTCOM's Deputy Director of Operations

Who could forget in the mist of the Iraqi war looking at their television screens and seeing an eloquent and poised then Brigadier General Brooks serving as the Deputy Director of Operations providing updates during the early days of the war from the US Army's Central Command Briefing Room. He would continue with his upward trajectory and trailblazing career commanding an amazing 18 years in the succession before retiring after a total of 38 years of service to our Nation. He served as the Deputy Commander of the 1st Cavalry Division; Deputy Commanding General, III Corps; Deputy Commander; Commanding General, 1st Infantry Division; Commanding General, US Army Central; Commanding General, US Army Pacific; and finally Commanding General, US Forces Korea/United Nations Command/Combined Forces Command.

As part of the Asian pivot of the east Asia foreign policy of the Barack Obama administration, Brooks envisioned and brought into execution a Pacific Pathways of a single US Army unit that would move to different countries of Asia and Pacific regions for up to three months at a time to develop first hand knowledge understanding of the region. Well initially criticized in some circles, the innovative approach has met high acclaim from countries in the region and the units involved in the missions. Before departing South Korea, Brooks who was the 2013

ROCK of Year gave one of his last leadership professional development sessions to the members of the Morning, Calm chapter of the ROCKS, Incorporated.

Even with his demanding schedule and increased responsibility throughout his career as a member of the ROCKS, Inc., Brooks still found time to conduct LPDs, be involved in guiding ROCKS chapters and serve as a mentor to a new generation of general officers. We are grateful for his leadership, selfless service and mentorship as well as his legacy which will continue through the soldiers, sailors, airmen, marines and civilians who have served under him and the general officers who come behind him.



MY TO-DO LIST FOR TODAY

- count my blessings
- practice kindness
- let go of what I can't control
- listen to my heart
- be productive yet calm
- just breathe

tinybuddha.com

First Female Commander at Fort Leonard Wood Wants Women to Know What's Possible for Them in Military

By Jesse Bogan | *St. Louis Post-Dispatch* (TNS) | Published: November 12, 2018



FORT LEONARD WOOD, Mo. — The hallway leading to the commander's office is adorned with 40 framed pictures, arranged like a long arrow pointing forward, of the men in uniform who have led this sprawling post in the Ozarks.

Bucking the trend, the latest photo added to the wall is of Army Maj. Gen. Donna Martin, the first woman to lead Fort Leonard Wood since it opened in 1941. She's also one of few African-Americans to do so.

"I don't consider either of those an obstacle," said Martin, 53. "I would like to think that the Army has chosen me to be in the positions I am in because I am the most qualified."

Still, she agreed to share her story because she wants young women to know what's possible in the military, which has become more inclusive.

"My wish, my desire is that at some point in our history there won't be a 'first woman' doing anything, it will just be somebody doing something, you know just like 'Maj. Gen. Martin is the commander of Fort Leonard Wood,'" she said. "I don't even really like talking about myself, but it's such a necessity to hear the story of women being successful for our future generations."

Of 1.3 million active duty troops, nearly 17 percent of them are women, up from 15 percent in 2001. While that needle hasn't moved much, the number of women is expected to increase following the December 2015 announcement to lift remaining restrictions on women serving in combat roles. As more women serve in combat, there will likely be more female brass.

There were recently 71 generals and admirals serving in the active duty military who were women, or 7.5 percent of the total, 939. Martin said the discrepancy hasn't affected policy and procedures.



BG Martin pictured with a member of the United States Army Parachute Team, the Golden Knights

"We've had women in leadership positions for a long time, so I am not aware of any policy that would change because a woman is in charge," she said.

That doesn't mean there haven't been hardships. Martin recalled an incident early in her 30-year-career when a male officer told her as a young lieutenant that he wouldn't take orders from a female.

"Now my company commander took care of that, and he's subsequently out of the Army," Martin said of the encounter. "But I gotta tell you, I have never heard that in the last 25 years. The culture of the Army is so much more accepting of all people."

The ongoing war in Afghanistan has been a 17-year proving ground for performance. Leaders have also spoken up about inclusion. In 2016, Eric Fanning became the first openly gay secretary of the Army. Three years prior, as more jobs opened for women service members, former Secretary of Defense Leon Panetta said: "In life, as we all know, there are no guarantees of success. Not everyone is going to be able to be a combat soldier. But everyone is entitled to a chance."

Gender integration of the armed services started in earnest in the 1970s, said John McManus, a Missouri University of Science and Technology professor in Rolla who has written 12 books on military history. He compared the move to President Harry S. Truman's 1948 executive order to desegregate the military, which tapped into "previously excluded reservoirs of human talent, especially for leadership."

"The gender integration of the 1970s led to much the same trend line, albeit with plenty of accompanying tension and strife," McManus said. "In that sense, once the armed forces began to tolerate and even promote the idea of female recruitment, it became probable, though not necessarily inevitable, that women would eventually assume leadership roles. In the bigger picture, the following decades led many Americans in and out of the military to understand the obvious truth that such qualities as courage, competence, and fine leadership are not unique to one gender." One of the highest-ranking women in the Army today is Lt. Gen. Gwendolyn Bingham, assistant chief of staff for installation management.

"I don't look at my challenges any differently than those that confront both men and women," Bingham said in a prepared statement from the Pentagon. "Attitudes of those you encounter are relevant across a wide spectrum of daily opportunities and obstacles. I will always 'see the glass half full' rather than empty. Daily living is what you make it -- it begins with a positive attitude and flows from there."

Bingham recently promoted Martin to her second star.

Her promotion "comes at an exciting time when the Army continues to enable readiness across the globe while modernizing its capabilities," Bingham said. "No doubt, TEAM Leonard Wood plays a significant role in enabling the readiness of our men and women."

Improvements planned

Martin was raised in Yorktown, Va., just north of Newport News. She was one of six children raised by her single mother, who

worked as a nursing assistant, and a network of family in the area.

"We are a very close family that kind of raised each other," Martin said. "There was no 'run out and play right away after school.' (It was) 'do your chores and homework.'"

Two of her older brothers were in the Army, one was a drill sergeant, the other a recruiter. She initially went to Old Dominion University on a field hockey scholarship. She gave that up and joined Army ROTC, which she said paid for school, pushed her to be physically fit and part of a team and graduate with a degree in criminal justice.

After a short stint in the Virginia Army National Guard, she joined the active duty Army as an officer and rose through the ranks of the Military Police Corps. Along the way, she deployed to Iraq and Afghanistan and picked up a master's degree from the Army War College.

She's been commander of criminal investigations for a brigade based in Germany, chief of investigations for the Army inspector general and a top leader of Army recruiting efforts. She came to Fort Leonard Wood in 2017 to be commandant of the Military Police School.

Now, as commander of the entire 60,000-acre post, Martin is responsible for one of four locations in the country where Army recruits do basic training. It's also home to three schools: chemical, engineer and military police. In all, more than 80,000 service members pass through each year, including from other countries.



BG Martin pictures with MG Jeffrey Snow, Commanding General of US Army Recruiting Command and BG Kevin Vereen, Deputy Commanding General Operations

While training is the main mission, Martin said a priority over the next two years is to ensure the hospital is modernized. She said \$100 million in government funding was previously approved for the project.

"I want to spearhead and champion and make sure that stays on track to support our military members and their family members here at Fort Leonard Wood," she said.

Martin, who is married to a retired Marine officer and has one son in college, said she also wants to make Fort Leonard Wood more accessible by bringing in bigger passenger airplanes.

Until that happens, she's outlawed the unofficial name of the post: "Fort Lost in the Woods."

"It's not lost here," she said with a smile. "You know how beautiful it is in the Ozarks. If you could just get people here, and it be reasonably pretty easy to get here, you'd never call it Fort Lost in the Woods again."



Congratulations to Three ROCKS, Inc., Honorees of the US Army War College Distinguished Alumni Award

By COL(R) Shelia Howell-Flowers



Congratulations to MG(Ret) Arthur T. Dean, BG(Ret) George B. Price, and COL(Ret) Lucretia M. McClenney, who also made history as the first "Fellow" graduate to receive this award.

On Nov. 13, 2018 – The Army War College celebrated its 117th anniversary

and the legacy of leadership by its alumni – with special honors for four outstanding grads. Three of this year's honorees are members of the ROCKS, Inc. These alumni were singled out for their exceptional service following military retirement that continues to reflect the values and strategic vision fostered by the Army War College.

***Retired Maj. Gen. Arthur T. Dean
Class of 1986***



Dean retired in 1998 from his final assignment as director of Military Personnel Management, Office of the Deputy Chief of Staff, G-1, Headquarters, Department of the Army. Since then, he has devoted himself to the Community Anti-Drug Coalition of America (CADCA) as Chairman and CEO of this leading substance abuse prevention organization. In more than 20 years of his leadership, CADCA has grown its coalition from 25 hundred to nearly 6 thousand-member organizations; it has started an International Programs division, resulting in coalitions in 22 countries; it has grown the "Drug Free Communities" Federal program from \$10 million to \$93 million reaching over 2 thousand communities. He has served on the President's Commission on Drug-Free Communities, the National Institute on Drug Abuse Advisory Board, the Executive Committee of the National Action Alliance for Suicide Prevention, Community Anti-Drug Coalitions of America Board of Directors (where he serves as Chairman), and as a member of ASAE's key Philanthropic Organization Committee.

**Retired Brig. Gen. George B. Price
Class of 1971**



Since his military retirement in 1978 as Chief of Staff, First U.S. Army at Fort Meade, MD. Price put his passion for education and service to others to work in multiple professional, patriotic, mentoring, and civic organizations. He has been a devoted believer of JROTC programs in the high school experience and, specifically, a long-time supporter of South Carolina State University's ROTC Program. As president of the national organization, The ROCKS, Inc., he oversaw changes to extend membership to all commissioned and warrant officer ranks from all components of the Army and to Army ROTC cadets. He is a founding member of the Howard County Maryland Police Foundation, an organization to support the Police Department in those areas of need beyond the county budget. He was a key supporter of the Buffalo Soldier Monument Committee at Fort Leavenworth, Kansas

**Retired Col Lucretia M. McClenney,
1996 U.S. Army War College Fellow**



As the director of the Veterans Affairs' Center for Minority Veterans, McClenney's efforts resulted in the VA establishing an Office of Health Equity. She recently began service on the Former POW Advisory Board of the VA and assists with other VA working groups. She is a frequent keynote speaker for ceremonial events to recognize and honor Vietnam Vets and their families. Her passion for serving veterans led her and a fellow veteran to establish a Veterans Ministry at their place of worship. She continues to serve as instructor, executive coach and mentor for the Brookings Institute Executive Fellowship Program and for the Murray State University Distinguished Alumni Lecture Series. An active and long-time life member of The ROCKS, Inc., she provides mentoring and other professional career development to its members and leadership outreach to ROTC students and others in pre-commissioning programs.



**George Mason University
Honors The Late Brigadier
General Hazel Johnson-Brown**

*By: Emily Cooper, Asst Dir of
Development, GMU College of Health
and Human Services*

On Friday, November 9th, the George Mason University (GMU) community gathered to celebrate a remarkable trailblazer—the late Brigadier General (Ret) Hazel Johnson-Brown. A career Army nurse, she became the first African American woman in the US military to achieve the rank of general and Chief of the Army Nurse Corps. Brigadier General Johnson-Brown was also a renowned professor at Mason's School of Nursing, where she taught and mentored hundreds of future nurses.

Former and current military members, such as fellow ROCK Brigadier General (Ret) Clara Adams-Ender, who personally knew BG Johnson-Brown, members of Hazel's family, GMU staff and faculty, and members of Delta Sigma Theta Sorority, Inc. joined in the dedication ceremony of a classroom in Peterson Family Health Sciences Hall, home to the College of Health and Human Services. In

addition to a classroom named in honor of Brigadier General Johnson-Brown, an endowed chair in Nursing fund and an endowed scholarship fund has also been established in her name. The inaugural scholarship recipient, Melissa Swensen, a GMU nursing doctoral student and military spouse, was honored at the "Celebrating Mason Patriots" dedication and reception.



Nursing doctoral student Melissa Scott Swensen is the inaugural recipient of the General Hazel Johnson-Brown Scholarship. "I am grateful for the nurses and women who have gone before me with strength and grace in this life," she said.

Hazel Johnson was born in 1927 in West Chester, Pa. She grew up on her father's farm in Chester County. When she was twelve, she was inspired to become a nurse by a local white public health nurse. Her application to the West Chester School of Nursing was rejected because she was black. She moved to New York City, and enrolled in the Harlem Hospital School of Nursing in 1947.



A portrait of General Hazel Johnson-Brown, which is now proudly displayed outside the classroom named in her honor at George Mason University.

She enlisted in the Army in 1955, shortly after President Harry Truman banned segregation and discrimination in the Armed Services. In 1960 Johnson-Brown became a first lieutenant and joined the Army's Nursing Corps. She was a staff nurse in Japan and Chief nurse in Korea. She earned her bachelor's degree in nursing from Villanova University in 1959. She went on to earn master's degree in nursing education from Columbia University (1963) and a doctorate in education

administration from Catholic University of America (1978). Johnson-Brown served at military hospitals in Japan at the start of her career. During the Vietnam War, she trained surgical nurses preparing to deploy to Southeast Asia. In the 1970s, Brigadier General Johnson-Brown served as director of the Walter Reed Army Institute of Nursing. She was a member of Delta Sigma Theta Sorority, Inc.



Members of the General Hazel Johnson-Brown committee, Chris Jones of ERPi, General Clara Adams-Ender, pose with a portrait of General Hazel Johnson-Brown, which is now proudly displayed outside the classroom named in her honor at George Mason University

Brigadier General Johnson-Brown was Assistant Dean of the University of

Maryland School of Nursing from 1976 to 1978. At the time of her selection to Brigadier General and Chief of the Army Nurse Corps she was serving as chief nurse of the Army hospital in Seoul South Korea. In 1983 Johnson-Brown retired from the Army and began working as the director of the American Nursing Association's government affairs division. In 1986 she became a professor of nursing at George Mason University where her contributions became legendary.

From her humble beginnings on a farm in West Chester, Pa. during an era in this nation that prohibited most African Americans from adequately developing, advancing, or realizing their dreams, Hazel Johnson refused to accept the status quo and believed that anything was possible. From Army Private to General, she overcame numerous barriers along her life's journey. In doing so, she made extraordinary history and built a legacy that continues to endure in the thousands that she trained and led—regardless of their race or background. Her experience should

be instructive to ROCKS today to Never Give Up!!

ROCKS and everyone are invited to help continue her legacy making a tax-deductible gift to the Brigadier General Hazel Johnson-Brown Scholarship Fund and/or the Endowed Chair Fund. Your support will help fuel the success of the next generation of nurse leaders while honoring an extraordinary ROCK, nurse and educator. Checks should be made payable to GMU Foundation with the "Johnson-Brown Scholarship" or "Johnson-Brown Endowed Chair" in the memo line and sent to: George Mason University Foundation, 4400 University Drive, MS 1A3, Fairfax, VA 22030. Gifts can also be made online at give.gmu.edu. For more information about the campaign, please contact Emily Cooper at (703) 993-6004 or ecooper11@gmu.edu.





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

They're Coming...Pink & Greens!

The Army gave the green light on Veterans Day for the new uniform which is reminiscent of World War II Era.



Cadets from Texas A&M at the 2019 AUSA Expo



Sergeant Major of the Army (SMA) Daniel A. Dailey pictured with Soldiers wearing the pink greens.



SMA Dan Dailey bows in prayer prior to kickoff at the Army-Navy game at Lincoln Financial Field in Philadelphia on Dec. 9, 2017.



The new Army Greens will be fielded to Soldiers reporting to their first units as early as the summer of 2020. The mandatory wear date for all Soldiers will be 2028.

GET READY FOR THE ACFT



Learn more by visiting the ROCKS Resource Section

[Read the ACFT Handbook](#)
[Download handout on the 6 ACFT Events](#)
[Check out the ACFT Spotlight Video](#)

2018 ROCKS Annual Golf Outing

By COL (R) Lucretia McClenney

On Friday, October 12, 2018, COL(Ret) Ray Bingham, Vice Chairman ROCKS, Inc., provided welcoming remarks prior to 75 golfers taking the course at the Ft Belvoir Golf Club for the ROCKS, Inc., Fourth Annual Golf Outing co-hosted by the DC Chapter for the second year. The weather was sunny but the wind was brisk however the golfers were not deterred and eagerly proceeded — *Game On!*



MG Peet Proctor with two other golfers

This year's Golf Outing saw an increase in cadets and younger players. MG(Ret) Peet Proctor, senior leader on the Golf Outing Planning Team charged the team to recruit cadets and more junior officers to participate. As a result, other senior leaders who participated had the opportunity to carryout the ROCKS' mission of strengthening the Uniformed Services Officer Corps by providing mentoring to cadets and junior officers who played in the Golf Outing and best of all one young Army Captain became a ROCKS' member.



VP, Membership, COL(R) Angie Hemingway pictured with two Cadets

We were delighted to have Gen(Ret) Johnnie Wilson our "senior mentor" participate. Four ROTC Cadets from Howard University and one ROTC Cadet from Bowie State University were active participants. The George Washington Chapter of MOAA gave up their Foursome to the cadre from Howard University who were also active participants and expressed their support for 2019. Six wounded warriors were also sponsored participants.

A continental breakfast was provided to the golfers in the Clubhouse where a Silent Auction was organized by COL(Ret) Dorene Hurt and MG(Ret) George Alexander. All golfers and guests had the opportunity to bid on a wide selection of items throughout the day. A Putting Contest allowed golfers to show off their skills and compete to win a 5K prize. Other competition for men and women consisted of a hole in one, closest to the pin and longest drive.



Vice Chair, COL(R) Ray Bingham presents a ROCKS, Inc. Certificate of Appreciation

Winners received gift certificates to make purchases at the Ft Belvoir Pro Shop. First, Second and Third Place Winners also received gift certificates. Mr. Ken Joiner, Vietnam Veteran won \$200 in the 50-50 Raffle. A BBQ Buffet Lunch was provided in the clubhouse for the golfers and volunteers at noon. The awards ceremony hosted by COL(Ret) Bingham held at the conclusion of the Golf Outing recognized those who won in the following categories:

1st Place: LTC Michelle Jefferson, TA Henry, Cedric Franklin and Julie Walker (Wounded Warrior Team)

2nd Place: MG(R) Arthur Dean, Al Dean, Bill Fuller and Rick Jones

3rd Place: MG(R) Peet Proctor, LTG John Morgan, Ed Williams and Henry Derek

The ROCKS, Inc., is a proud partner in support of the *Vietnam War 50th Commemoration* and at the conclusion of this event presented a Vietnam Veteran Lapel Pin and Presidential Proclamation to one Vietnam Veteran golfer. There were at least 25 other participants who were Vietnam Veterans that had been recognized at previous Golf Outings.

The ROCKS, Inc. is a 501(c)(3) and all donations are tax deductible and help support the administration of our scholarship program.

A very Special Thanks to the outstanding ROCKS Golf Outing Planning Team, Volunteers and WSC for their administrative support!



Cadets moving to the next hole on the golf course

Golf Outing Planning Team

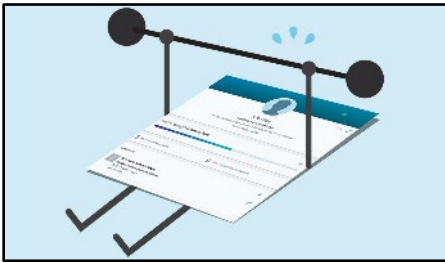
COL(R) Lucretia McClenney - Chair
MG(R) Peet Proctor
BG(R) Clara Adams Ender
COL(R) Shelia Flowers
COL(R) Angie Hemingway
COL(R) Bob Warren
LTC Rochelle Piper
Mr. Dan Daddario

Volunteers

MG(R) George Alexander
BG(R) Von Richardson
COL Eric Flowers
COL(R) Dorene Hurt
COL (R) Barbara Wooten
LTC (Ret) Jeanette Johnson
Ms. Glenda Campbell Roberts

Supercharge Your LinkedIn Profile! You Can Do It In Just Six Easy Steps

By Kimberly Palmer



It's more important than ever for job seekers to beef up their LinkedIn profiles.

How important has LinkedIn become to job hunters? The numbers say it all: 87 percent of recruiters use the social networking site at some point in the hiring process. It gets about 106 million unique visiting members a month, making it the No. 4 social network in the United States, eclipsed only by Facebook, Instagram and Pinterest.

Ask most any job market expert, and that person will say that creating a great LinkedIn profile is among the most essential things you can do to find work. But merely pasting your résumé into your profile and then sitting back doesn't cut it. Whether or not you're job hunting, a fully fleshed-out online profile—plus ongoing engagement with your peers—conveys to the world that you're comfortable with all the latest tech tools and aren't afraid to use them. Try these six sure-fire LinkedIn tips.

1. Connect with Former Coworkers

Maxwell Hoffmann, 63, built up his LinkedIn connections by methodically reaching out to as many previous coworkers as he could find, writing a personal note with each invite. He now has more than 5,000 professional connections. He then exported his contact list to a spreadsheet, color-coded the people who could help him and then contacted that group at least four times a year. "If you're over 50, chances are, you'll find that people you worked with in your early years are now in senior positions," Hoffmann says. All that connecting worked for him. One offhand comment he made on social media about "how little free time" his job search left him led to an offer of a dream role as a

product marketing manager for a company in Portland, Oregon. A former colleague had seen his post and immediately recommended him for an opening where she worked. "She saw the value in me and was a ferocious champion of me," says Hoffmann.

2. Add Key Words

Including search terms relevant to your field in your summary statement—that box near the top of your profile—makes it easier for recruiters to find your profile when searching for candidates. According to LinkedIn research, people who list specific skills on their profile get 13 times more views than do those who have broader and less specific statements. Adding a location—city and state, or a region (such as the Washington, D.C., metropolitan area)—leads to 23 times more views.

Consider Debbie Hart: The Ohio-based saleswoman for an information technology company received a message on her LinkedIn page from a recruiter asking if she was interested in a new position. She said she was, and after going through the usual interview process, she got the job, which she started late last year. Hart, who is in her late 50s, says the recruiter discovered her through the skills she'd listed on her LinkedIn profile.

3. Contribute to the Conversation

LinkedIn makes it easy to share relevant articles, comment on other people's posts and notice when your connections change jobs. "Commit to reaching out to five people a day—not to get something from them but to look at their newsfeeds,

comment and congratulate," advises Laura Labovich, CEO at the Career Strategy Group, an outplacement firm. LinkedIn groups also offer a way to connect with new people and discuss topics relevant to your field. Use the Search box at the top of your home page to look up groups, and explore suggestions from there.

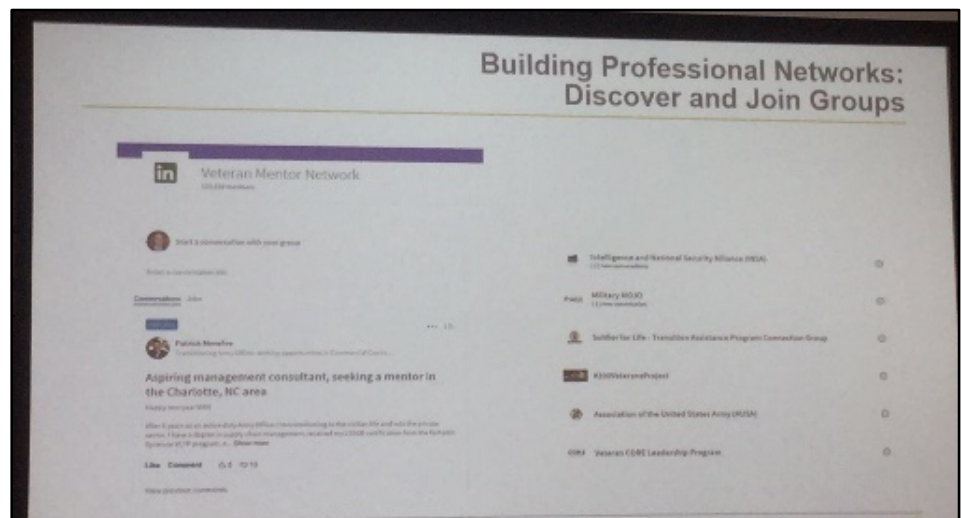
It Worked For Me! When Kevin Gray's LinkedIn feed showed that a friend liked a white paper related to legal research posted by someone Gray didn't know, Gray, 55, left a comment. That led to a private message exchange between Gray, a law librarian in Valley Stream, New York, and the original poster. "I mentioned, 'Given your field, if you know anyone with an opening, keep me in mind,'" Gray recalls. It turned out the poster's company was hiring—and Gray was tapped for the job.

4. Ask Friends for Introductions.

Second-degree connections (friends of your friends) are often the best entrée to a company you're interested in. Once you spot a connection listed on LinkedIn or Facebook, ask your friend to introduce you, or reach out to the person yourself through InMail, LinkedIn's email tool, or Facebook's Messenger app. You can also go the old-fashioned route and ask a friend who works at a company you like to set up an introductory meeting for you. A recent online survey of over 3,000 people by the Adler Group, a hiring consultant, found that 85 percent of today's jobs are landed through connections.

5. Invest in a Professional Headshot

"Members who have a profile photo receive up to 21 times as many views as



those who don't," says Blair Decembrele, a senior manager at LinkedIn. Keep children, grandchildren and pets out of the frame; the photo should project an image of professionalism, she adds. Plus, you can add a background image that reflects your professional identity: An architect could feature a building he designed, or an accountant could showcase her office.

6. Identify Candidates for In-person Meetings.

Face-to-face encounters often yield more meaningful, productive conversations than online-only exchanges. After identifying the people online who have the most potential to help you, ask to meet them for coffee or lunch to get their input about the job market. Be sure to pick a time and place that is super-convenient for whomever you approach, and make it clear that the tab is on you: "I'd love to buy you a coffee and pick your brain about the widget business."

It Worked for Me! When Kelly Hoey, 51, wanted to shift from being a lawyer to working in professional development at a law firm, she spent a year and a half talking with those who had made a similar switch before finding the opening she was looking for. "I purposefully started pulling these threads through connections. Then, based on those meetings, I'd get additional advice," says Hoey, author of *Build Your Dream Network*.



Maximizing Your Investment Returns by Minimizing Your Costs

By: Col. (Ret) Mark D. Troutman, Ph.D.;
CFP® & W. Kirk Taylor, CFP®

Taxes and inflation are known as the "twin evils of investing". They are nearly as certain as death, and along with the investment costs that accompany most investment vehicles such as mutual funds and Exchange Traded Funds (ETFs), they often unknowingly erode "gross" investment returns. Investment costs can be thought of as the 3rd evil of investing.

A key tenet of success on the battlefield, if not in the investment world, is to focus on controlling what you can and worry less

about what you can't. When it comes to investing, you have absolutely no control over inflation, some control over taxes and notably more control over your investment costs.

Understanding the Myriad of Investment Costs

Most investors understand that lower investment costs translate into higher investment returns but many don't understand exactly what costs they are paying, or which costs can have the biggest impact on their returns. Below we look at the costs you should fully understand and strive to minimize based on your specific situation.

1). Transactions Costs: This cost represents the "commission" that brokerage firms charge you for "executing" the buy or sell of a stock, bond, mutual fund or Exchange Traded Fund (ETF). Commissions can vary greatly, with discount firms like Schwab and Fidelity charging as little as \$4.95 to buy or sell. Full service firms like USAA or Merrill Lynch generally charge higher commission rates.

2). Expense Ratio: The expense ratio is the annual cost that is embedded in your mutual fund, ETF and/or your TSP investment option. The cost is subtracted from your investment return, thereby lowering your return. The expense ratio represents the costs that an investment company incurs to create and operate the investment fund, report performance, provide you with quarterly statements and annual tax documents, and most importantly, manage (buy/sell) the investments in the portfolio.

Passive mutual funds and ETFs that track an index such as the S&P 500 generally have very low expense ratios. Behemoth Vanguard, which is known for pioneering low-cost, passive investments, offers investors an S&P 500 index fund for an annual expense ratio of just 0.04% or \$40 per \$1,000 per year. Because index funds simply mimic an underlying index, the cost for investors is relatively low.

In contrast, actively managed funds carry higher expense ratios. The key distinction between an actively managed fund and a passive fund is that actively managed

funds carefully research and actively buy and sell a select basket of stocks. Their goal is to outperform (not match) the performance of a passive index. The cost of research, security analysis and generally more frequent trading translates in higher expense ratios.



According to Investopedia, the average expense for passive funds is 0.20%, while the average expense for active funds ranges from 0.50% to 1.5%.

3). Investment Advisory Fees: An "advisory" fee is the fee that you pay a financial advisor/planner for ongoing investment advice, active portfolio management and asset allocation guidance, and comprehensive financial planning advice on topics such as retirement planning, college planning, tax planning, and insurance and estate planning. Depending on the dollar amount of your portfolio, and the complexity of your financial planning needs, advisors charge 0.50% to 1.75% for their services.

Advisors vs. Brokers

Brokers can charge commissions and advisory fees for their services. Often their costs are buried in the fine print, so be certain to ask hard questions and read the fine print. Fee-only advisors on the other hand, can only charge a fee for advice. Additionally, as fiduciaries, they are legally bound to act in your best interest and they are required to fully disclose their fees and any conflicts of interest.

Real Money

The table on the next page illustrates an investor who invests \$500 a month for 30 years, earning a 6% return. As you can see, the higher the portfolio costs, the smaller the portfolio value in 30 years. All things being equal, if investment A costs 1% more than investment B, investment A produces \$98,405 less in investment gains. That's real money!

Total Annual Investment Fees	Account Value After 30 Years	Amount Loss to Fees
0.25%	\$ 561,515	\$ 26,517
0.50%	\$ 536,320	\$ 51,712
1.00%	\$ 489,628	\$ 98,405
1.50%	\$ 447,555	\$ 140,578

Source: www.nerdwallet.com

Investment fees are published in the prospectus that describes the fund, and they can easily be found online at websites such as Morningstar or Google Finance. Check out this SEC Investor Bulletin for more information on understanding fees: https://www.sec.gov/investor/alerts/ib_fees_expenses.pdf

If you want to maximize your investment returns, start by understanding the investment costs you are paying and seek to eliminate the costs that aren't adding to your bottom line. Lowering costs may mean using more passive index funds in your portfolio, choosing to not work with an advisor, or finding an advisor that charges less than your current advisor and who can add more value by helping you develop a comprehensive financial plan.



Five Easy Ways To Bring Mindfulness To Work Without Meditating

When many folks hear the word "mindfulness," meditation might be the first thing that comes to mind. While it's true that meditation can have a profoundly positive impact on your performance, the reality is that if you're not inclined to give it a try, you can still integrate mindfulness into your workday in a number of other ways and get some great benefits.

It all comes back to knowing that you always have a choice, and empowering yourself to make the conscious decision to focus on things in a way that will enhance your experience, instead of in a way that will detract from it. If you're interested in giving mindfulness a try but aren't quite

ready to start a meditation practice, here are five things you can try out.

Visualize a day full of productivity first thing in the morning.



Your work day starts before you ever leave the house because you start anticipating how the day is going to go as soon as you wake up, as you're getting ready, and on the drive into the office. For example, you might anticipate a day full of meetings that are going to suck all your energy away or dread a difficult conversation you need to have with a person on your team. That's making the choice to look at things in a way that will detract from your experience because if we anticipate things are going to go badly, we tend to focus our attention on the things we don't like as confirmation, rather than seeing the opportunities in front of us.

Try this instead: When you're getting ready in the morning, set the intention that you're going to have a productive day at work, no matter what. Consider what you want to get out of the meetings on your schedule, knowing your goal for each one of them. Think about the positive interactions you want to have with your co-workers and your boss, and set the expectation that everything will work out to your maximum benefit. That sets you up to notice the things going well, and appreciate them.

Hit pause.

Things seem to be moving faster than ever. There's too many deadlines, too many meetings, and not enough time in the day. And most people think that means they need to constantly be on the go, moving from one thing to the next without taking the time to breathe.

It might seem like you have no choice but to keep moving, but science tells us that taking a brief break could be exactly what you need. It prevents decision fatigue, increases productivity and creativity, and restores motivation to keep pushing towards your goals. And it doesn't take long - taking a break could be as simple as going for a stroll around the block, eating a snack, and just setting aside a few precious moments to close your eyes and breathe deeply to clear your head. So, it might seem like it's "taking too much time," but making the choice to care for yourself in this way could be exactly the thing that propels you to success.

Turn off your email.



Studies show that multi-tasking is one of the biggest energy killers there is, decreasing your productivity by as much as 40%, and the constantly open inbox is one of the most vicious culprits of all. You could be deeply engrossed in a project when suddenly a notification pops up telling you that a new message has hit your inbox and suddenly you feel required to drop what you're doing to answer it as quickly as possible. Every time an email distracts you from something you're working on, you're inhibiting your ability to truly focus on a single task.

Instead, make the choice to take control of your productivity time with this experiment. For the first 45 minutes of an hour, turn your email completely off and allow yourself to focus all your attention on the task at hand. Then for the last 15 minutes, turn it back on and respond to any messages that need to be handled. That way, you're still replying in a very timely

manner while also allowing yourself a bit of room to focus deeply. And if you feel nervous about that, just remember that no one should be sending an email if it's a true emergency that can't wait 45 minutes. They will call you on the phone or walk over to your office and knock on your door.

Forgive your difficult co-workers.

If we didn't have to interact with people who are in bad moods or generally have a curmudgeon disposition, work would be so much easier! But the reality is that there will always be people who make the choice to come into work and do things in the most difficult and frustrating way. If you meet that approach with annoyance, what are the chances of you having a positive interaction with that person? Likely, pretty slim.

Instead, make the choice to look past the things you don't like, or just let it go entirely. Forgiving other people of our grievances with them isn't about letting them off the hook. In fact, it has nothing to do with them at all. It's about making the choice not to allow their behaviors to impact you negatively through stress, frustration, and anger. □ □ Many people struggle with this choice in particular because it disrupts their sense of fairness and justice - this person is "behaving badly" and it seems as those you're just letting them get away with it. But you have to ask yourself which is more important - creating a positive experience for yourself that supports your productivity, or staying angry at this person? The two can't exist at the same time - you have to choose which one you value most. Your actions will follow your values.

Be grateful.

Finally, anytime you need a dose of positive vibes, you can simply make the choice focus your attention on the things that are going well and find a way to be grateful. The act of gratitude helps you to see that, no matter how much dark you have around you, there is also always light. Research has shown that those with a daily gratitude practice are able to change their brain over time, creating a much happier experience and freeing themselves from toxic emotions that just held them back. This isn't a time-consuming process - just take a beat, look around and find things that enhance your experience.

Ferris Bueller once famously said "Life moves pretty fast sometimes. If you don't stop and look around once in a while, you'll miss it." That's what gratitude is - when you stop, look around, and see the big picture to make sure you're not missing out on everything you have going for you.

I work with individuals and organizations all over the world through my practice—Zen Workplace—to help them create amazing work experiences by combining organizational and positive psychology with mindfulness techniques.

Like what you've read? You'll love my book, *Zen Your Work: Create your ideal work experience through mindful self-mastery*. You can also find more over at Zen Workplace.



People are the Brand: Understanding how your Personal Brand Can Add Value to Your Organization

By Jade Fulce

The Deputy Assistant Secretary of the Army for Civilian Personnel and Director for Civilian Senior Leader Management Office sponsored a workshop called "People are the Brand: Understanding how your Personal Brand can Add Value to Your Organization" Oct. 31 at the Pentagon Conference Center.

Civilians from the Army, Marine Corps, Washington Headquarters Service, and other federal agencies participated in the workshop. Mr. Rivers J. Johnson Jr., the Chief of International Military Student Office at the Defense Information School was guest speaker.

The workshop was opened with remarks from Ms. Paula Patrick, the Deputy Assistant Secretary of the Army (DASA) for Civilian Personnel and the Director, Civilian Senior Leader Management Office and the Mr. Marshall Williams, the acting Assistant Secretary of the Army for Manpower and Reserve Affairs.

"What you can do right now is enhance the skills you currently have," said Mr. Marshall. "This can be civilian education or specific courses you need to get better. I

am a lifelong learner and I am always in school."

Throughout the workshop, Mr. Johnson had participants write their personal branding statement by examining their values, mission, vision, education, work experience, goals, and uniqueness. He also encouraged participants to conduct research about themselves by asking others how they see them and conduct a SWOT analysis of themselves. Additionally, participants had to write a 30 second or 60 second elevator speeches.

Mr. Johnson had some key takeaways. He encouraged everyone to know their professional purpose so they can establish or improve their personal brand by becoming a speaker, an author, blogger, and utilizing different platforms to become discoverable. When employees know their what is their personal brand, then they can add value to their organizations by being able to articulate how they can support their organizations' goals.



Diversity and Mixed Messages

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

<https://www.armytimes.com/news/your-army/2018/07/13/commentary-diversity-and-mixed-messages-2/>

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.

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.

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.

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.

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 the U.S. Army, irrespective of race and gender.

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."

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.

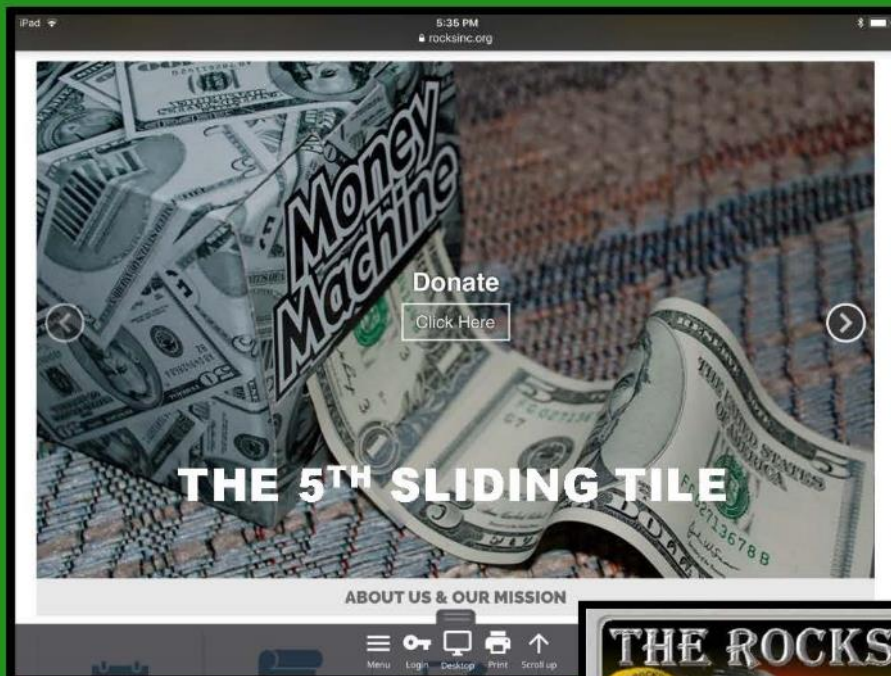
As superintendent and an African-American, his success will be judged based on the content of character and the manner of performance of those whom he leads.

Col. Charles D. Allen (ret.) is professor of leadership and cultural studies at the U.S. Army War College. The views expressed are those of the author and do not necessarily reflect the official policy or position of the Department of the Army, Department of Defense, or the U.S. Government.



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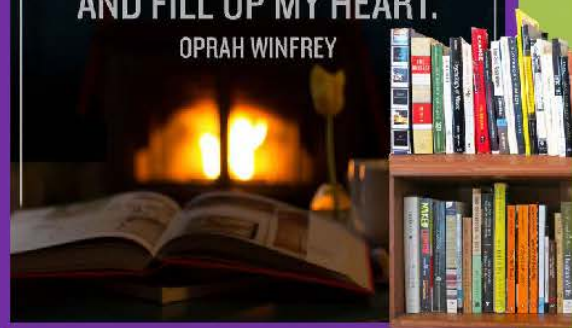
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TO ELEVATE YOUR MIND,
TO GROW AS PROFESSIONAL, AND
A MEMBER OF HUMANITY



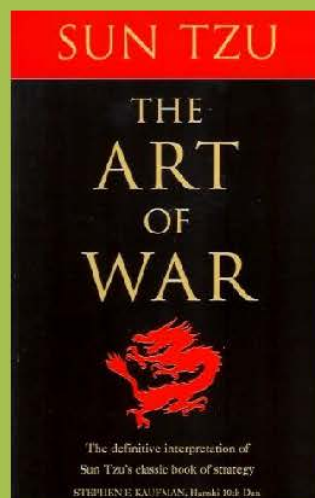
READING IS A WAY FOR ME
TO EXPAND MY MIND,
OPEN MY EYES,
AND FILL UP MY HEART.

OPRAH WINFREY



Whether you read hard copy, on your Kindle or iPad, everyone has a favorite book. One that inspired them or caused an epiphany. More importantly a good book provokes thought, teaches us something, causes reflection and even dares us to dream BIGGER dreams. So tell us what's yours? Tell us your favorite book and why and you'll see it in an edition of the ROCKET. Send your response to VPComms4ROCKS@gmail.com.

*My favorite book is **The Art of War** by Sun Tzu. I have always been a huge fan and student of his writings because I believe a good leader is always competent in the science of their craft; however, I believe a great leader understands that competence and knowing how to adeptly apply it is what completes the secret sauce in our profession of arms. In laymen's terms, or simply put, winning the war/negotiation/discussion/debate/etc..., without a fight is the true hallmark of a leader that is also an artisan of thought, conviction, persistence, persuasion, consensus and vision.*



BG Michel Russell
Commanding General
19th Expeditionary Support
Command

My favorite book is ***Strength For the Fight, A History of Black Americans in the Military*** by Bernard C. Nalty. It is my favorite book because it chronicles the history of African American military service and the excellence exuded by those service members and units in the face of adversity and struggle (whether it was the struggle of battle, hardships of war, or inequalities of racism and discrimination). Clear demonstration of how to effect positive change through selfless service in institutions, organizations, communities and the world.

BG David Wilson
Director
United States Forces Korea J4

CADET CORNER

Bisons Host 2018 Army Senior Leader Development Conference

By LT Nicholas Maynes

Washington, DC. On 7 November 2018, The Howard University's ROTC Department hosted the 2018 Army Senior Leader Development Conference (SLDC) Nov. 7 at Howard University's campus.



Cadet Command partnered with USAREC to engage over 220 JROTC cadets from 11 local High Schools in attendance. For many JROTC Cadets, it was the first opportunity to experience the Army and ROTC

More than 800 participants consisting of over 20 universities, seven JROTC programs, Congressman Anthony Brown, ten general officers, and eight army branch proponents gathered to participate in 2018 Senior Leader Development Conference led by the Howard University's Bison Battalion. Over the course of 5 hours, Cadets and cadre members had the opportunity to meet and speak with

multiple senior leaders and general officers to gain mentorship.

Guest speakers included Congressman Anthony Brown, a panel of the Army generals and LTG (R) Robert Ferrell who served as a forum moderator. This was an opportunity for U.S. Army senior leaders to directly interact, coach and mentor the U.S. Army's future leaders. In its 5th year, the program is one of the marquee events for the U.S. Army Cadet Command. The participants listened to Congressman Anthony Brown and 10 general officers, representing various Army organizations and commands, entertained a wide range of questions from the cadet audience during a panel discussion. They discussed a variety of topics ranging from how to be the most prepared second lieutenant to how to be an effective leader in an ever-changing operational environment.



JROTC and SROTC Cadets worked hand in hand to engage currently serving Officers during the reception



15 Currently serving and retired General Officers were able to reach JROTC and SROTC Cadets directly at the source of their military education

The SLDC was able to bring Congressman Anthony Brown together with the CG of USACC and the Provost of Howard University, cementing the bond between Army and Civilian Officials.

Cadet Command partnered with USAREC to engage over 220 JROTC cadets from 11 local High Schools in attendance. For many JROTC Cadets, it was the first opportunity to experience the Army and ROTC.

In addition, 5 local Army Reserve Recruiters, supported by over 20 different organizations and Branch Proponents joined together for a powerful event focused on outreach and coaching of our Cadets.



Fundamental Strategies for Coaching High Potentials

By Karima Mariama-Arthur, Esquire

High potentials — often confused with high performers — are an intriguing employee demographic. While high performers produce excellent work, they often lack the desire and, in some cases, the ability to assume leadership roles, a significant point of contrast I've shared equally with clients and colleagues.

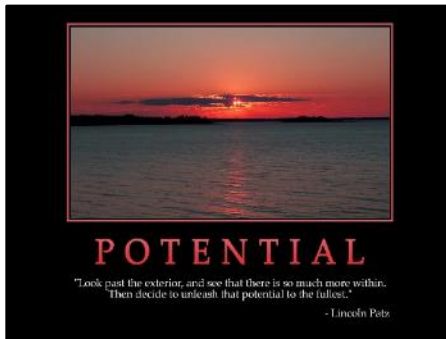
High potentials, on the other hand, have the "potential, ability and aspiration for successive leadership within a company," explains Bersin by Deloitte in its high-potential strategy maturity model.

While identifying and developing high-potential talent within the workforce has its own unique set of challenges, coaching



The SLDC was able to bring Congressman Anthony Brown together with the CG of USACC and the Provost of Howard University, cementing the bond between Army and Civilian Officials

these self-motivated go-getters presents a tremendous opportunity to advance their long-term professional goals. It also provides numerous benefits to the organizations themselves: enhanced workplace culture, creation of a robust leadership pipeline, increased employee retention, competitive advantage within the marketplace and maximize the development of their premier leadership talent. And, if you are willing to bring your A-game to every interaction, you can maximize your role in their success.



Consider the following key strategies when you're next coaching high-potential employees:

Engage in Active Listening

There is an appreciable difference between hearing and listening. Active engagement is the key that unlocks stale, unproductive conversations and turns them into dynamic think tanks where ideas explode into a continuous loop of high-quality feedback. High potentials are vested in their own success and inspired to achieve even greater successes when those charged with supporting their growth are also vested partners.

Take the initiative by exhibiting common active listening behaviors, which include eye contact and rapport-building body language as well as asking open-ended, relevant follow-up questions during your high-touch interactions. Even if you are not conducting your session in person, you can still listen actively. Verbal cues, timing and the quality of your responses are still discernible, regardless of the modality or platform utilized.

Challenge The Status Quo

Growth is rarely achieved by clinging to best practices or brooding in comfort zones. High potentials thrive in

environments where they are effectively challenged on a regular basis. Help meaningfully expand their reach by escalating the value of next practices and pushing them to innovate.

When faced with a particularly difficult challenge, encourage them to creatively solve for X, rather than defer to institutional practices or current policies to facilitate resolution. Set goals that force them out of their comfort zones.

Also, where appropriate, play the devil's advocate to promote thinking outside the box. The goal is to foster a thoughtful examination of contrarian perspectives, leading to potentially new opportunities or options that may impact the bottom line, as well as other scalable outcomes.

Encourage Lifelong Learning

Learning is a complex, lifelong process. Beyond the boundaries of a formal education, infinite opportunities to learn and advance one's potential exist everywhere. Because high potentials aspire to capture successive leadership roles, continued education is an inevitable component of their professional success. Support the expansion of their knowledge wheelhouse by encouraging scholarship as a lifelong effort. Suggest resources that can make learning enjoyable, as well as increase the value of their work. Additionally, point out ways that continuous learning can contribute to developing "deep smarts." As leaders strive to develop their expertise and create added value for the organizations they serve, lifelong learning proves to be a gift that keeps on giving.

Provide High-Value, Constructive Feedback

Rarely is anything perfected without the benefit of a fresh perspective. Constructive feedback is critical for leaders who want to maximize their success, which almost always includes a rigorous and continuous process of self-improvement. Not surprisingly, high potentials understand that — despite their obvious talent, drive and potential — disruptive dialogue is truly where the magic happens. And, they welcome it. So don't be shy about engaging them with valuable feedback.

In providing feedback, be sure to highlight precise areas where they are excelling, as

well as those requiring attention. Furthermore, offer concrete suggestions for how they can specifically improve. This will help them focus on discrete outcomes as they challenge themselves to embrace new and expanded leadership roles.



While it's true that catalyzing outcomes for any coaching client may be challenging work, coaching high potentials may be even more so. However, you can maximize their success, as well as your role in it, by customizing your methodology based on their unique needs.

Karima Mariama-Arthur, Esquire is founder and CEO of WordSmithRapport, an international consulting firm specializing in professional development.



VMI Cadets and the ROCKS

By E. Sean Lanier

On 13 November, BG(R) Gillespie, Chairman of the ROCKS and MAJ(R) E. Sean Lanier, ROTC Programs visited the campus of Virginia Military Institute (VMI) in Lexington, Virginia. The Virginia Military Institute is a state-supported military college in Lexington, Virginia, the oldest such institution in the United States. Unlike any other Senior Military College in the United States, and in keeping with its founding principles, VMI enrolls cadets (uniformed members of the Corps of Cadets) only and awards baccalaureate degrees exclusively. VMI offers its students, all of whom are cadets, strict military discipline combined with a spartan, physically and academically demanding environment. The Institute grants degrees in 14 disciplines in engineering, the sciences, and the liberal arts.



ROCKS Chairman, BG(R) Lawrence Gillespie provides helpful tips for success

The outreach engagement was dynamic as both Gillespie and Lanier led a professional development session speaking with nearly 20 Army ROTC Scholarship, VMI Cadets. They discussed being an officer, servant leadership and ROCKS.

Being an Officer. “Know about the profession you are going to enter, by learning and reading about military history”

Servant Leadership. “I am here because I wanted to meet you, talk to you and see what you were doing. I never saw a General Officer as a cadet.”

Being a ROCK. “Do not hesitate in your desire to become an officer. Go out, lead, travel and gain experience during your cadetship. Bring that experience to the table and add it as an officer.”

It was time well spent but what was even more rewarding was how some of cadets feel about the ROCKS and how the organization is helping with the journey of becoming an officer.

One of those cadets Rafael Mas who father was a Marine and is a graduate of Colonial Forge High school in Stafford Virginia.



VMI Army ROTC Scholarship Cadets, Jony Ursua '22, Jonathan Gray '22, Rafael Mas with MAJ E. Sean Lanier.

I really enjoyed the meeting with BG Gillespie, it was an experience I didn't think I'd have to privilege to enjoy so soon in my life.

My intended major is Mechanical Engineering and I want to commission into Infantry In 3-5 years, I see myself as a first classmen (senior) with academic stars, a leadership position within the Corps of Cadets and a successful track career on my hands. MAJ(Ret) E. Sean Lanier has helped me to achieve my multi goals of commissioning, earning a STEM degree at an academically rigorous and competing in track & field at a D-1 school. I would like to thank him for taking time out of his life to meet my family and present me the academic, military and career opportunities at his alma mater, the Virginia Military Institute. MAJ Lanier and the ROCKS INC have set me on the best track possible to live out my dream as an Army officer by providing me the opportunity to commission straight out of school while providing financial aid so that my parents can focus on financing my little siblings' education.

Another individual with a clear vision of their future is Cadet Njabo who is a graduate of Van Nuys High School in California and currently the Alpha Company Sergeant at VMI.

Every year when I attend the gala, it was always refreshing to be surrounded by Black excellence. I attend a predominantly white male school but know that I have an opportunity to excel based upon how hard I work. The ROCKS is a reminder that, that is not the only face of success and [for me to] push that one day, when my 7 year-old cousin attends VMI, my face will have joined the ranks of the 'face of success'. My major is Biology, Chemistry Minor, English Minor and I want to be an Orthopedic Doctor, General Surgeon, or Neurosurgeon. In 3-5 years, I see myself as a Captain in the United States Army and serving a resident at either Walter Reed or Howard University's Medical School.

E. Sean Lanier is the CEO and Founder of Resolve Solutions Incorporated, www.resolve-solutions.org.

To learn about Resolve Solutions and how they can help your high school college bound student find the college, university or service academy that is right for them, take a look at our Facebook video at

<https://www.facebook.com/134289269946849/posts/2456270377748715/>

For more information about Virginia Military Institute, visit www.vmi.edu



Virginia State University's Leadership Development Session & Hall of Fame Induction



MG Hamilton addresses VSU cadets

On 20 October 2018, as part of Virginia State University (VSU) Homecoming activities, Major General Charles R. Hamilton, Commanding General of 8th Theater Sustainment Command at Fort Shafter Hawaii, led a General Officer leader professional development (LPD) session for VSU Cadets, as well as its Alumni and Fort Lee Officers, Warrant Officers, and NCOs. During the first hour of the session, MG Hamilton discussed a number of leadership topics some of which included the bedrocks of the Army profession of commitment, competence, and character. Furthermore, he stressed the importance of other key aspects of leadership such as treating people with dignity and respect, leading by example, listening to your NCOs and finding a mentor.



Lifelong Learning as part of MG Hamilton's presentation

MG Hamilton also conveyed to the group that the mission of any leader is to understand purpose, facts, constraints, restraints, and risks, and with this information in mind to execute with

determination. He reminded those in attendance that one's Army career, and life in general, is all about lifelong learning and part of that learning comes from being a mentor and as well as being mentored. He encouraged each individual in attendance to not be afraid to step out of their comfort zone and underscored the value of finding a mentor while providing examples of how he continues to be mentored even as a Major General.



General Officers and successful VSU Alumni participate in leadership development panel

During the second hour of the LPD, Major General Hamilton turned the discussion over to fellow VSU alumni Brigadier Generals James Moore and William Thigpen, 593rd Expeditionary Sustainment Command Commanding General and Deputy Commanding General-4th Infantry Division, respectively, COL Seena Tucker and LTC Sabrina Thweatt as they provided their perspective on topics ranging from how to be successful as a leader in the Army, the Big 4+1, and some of the hot Army initiatives. Regardless of rank or experience, everyone in attendance departed with added knowledge that will prove instrumental in their role as current or future leaders.



Eleven of the twelve Class of 2018 VSU ROTC HoF Inductees.

Just hours after leading the LPD, Major General Hamilton was inducted into Virginia State University ROTC's Hall of Fame. MG Hamilton was the most senior ranking of this year's 12 inductees. The inductees were recognized for their significant accomplishments either in the military or in the private sector. This

year's class included two active duty Major Generals, one active duty Brigadier General, a very successful businessman, and eight current or retired Colonels. These twelve men and women join the ranks of more than 100 graduates and supporters of the program who have been inducted into the VSU ROTC Hall of Fame.



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 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.



Applications are now being accepted for The National Board of the ROCKS, Inc. BG R.C. Cartwright and LTG Edward Honor Scholarships. Please contact your Professor of Military Science or send an email to rocksnationalboard@gmail.com for more information.

**Deadline:
28 December 2018**



Funeral Service Announcement



Major General Marcelite Jordan Harris
First African-American Female Major General in US Military
Funeral at Arlington National Cemetery
February 7, 2019

The family of Major General Marcelite Jordan Harris, USAF (Ret.) has announced that full military funeral honors will be held at Ft. Myer Old Post Chapel on Joint Base Myer Henderson-Hall, Arlington, VA. General Harris will be laid to rest February 7, 2019 at 11:00 am at the Arlington National Cemetery alongside her husband, Lt. Col. Maurice Harris, USAF (Ret.).

The schedule of services are as follows: Visitation with the family and public viewing will be held at Demaine Funeral Home, 5308 Backlick Rd, Springfield, VA 22151, Wednesday, February 6, 2019, 6:00 pm-8:00 pm. Delta Sigma Theta Sorority, Inc. will hold final Omega Omega Services for General Harris at 5:00-6:00 pm at the funeral home. The chapel memorial service will be held at the Ft. Myer Old Post Chapel, Thursday, February 7, 2019 at 11:00 am, followed by interment at Arlington.

General Harris passed away September 7, 2018 at Jackson Memorial Hospital, Miami, FL, where she was taken while on a Caribbean vacation with her companion, Lt. Col. David Branch USA (Ret). Though her death was sudden and unexpected, she was surrounded by loved ones.

A native of Houston, TX, General Harris was born January 16, 1943 to Cecil Oneal Jordan and Marcelite Terrell Jordan, both deceased. General Harris was married to Lt. Col. Maurice Harris (deceased) and is survived by her children, Lt. Col. Steven Harris, USAF and his wife, Sherri of Omaha, NE, and daughter, Tenecia Harris of New York City; her sister, Elizabeth Johnson and her husband, Dr. Richard S. Johnson, of Palm Beach County, FL; grandchildren, Sydnee and Samuel Harris; nephew Richard ONeal Johnson; grand-nephew Daquoin Johnson; her longtime companion, Lt. Col. David Branch; and a host of relatives and close friends.

Memorial contributions may be made to Spelman College, Major General Marcelite Jordan Harris, C '64, Memorial Endowed Scholarship, 350 Spelman Lane, SW, Atlanta, GA 30314.



FALLEN ROCKS

**COL (Ret) Sharon I. Richie-Melvan,
Ph.D.**



Long term ROCK Sharon Ivey Richie-Melvan grew up in the projects of Philadelphia. She won seats at two highly selective public magnet schools, laying the foundation for her success in Wagner's nursing program. Matriculating in 1967, Sharon was known on Wagner's campus as a leader, representing Black Concern as Wagner's first African-American homecoming queen in 1969. The following year, she was part of the student group that occupied Cunard Hall, pushing the College to become a healthier, more inclusive institution.

Richie-Melvan went to the Basic Course for Army nurses after graduating Wagner in 1971. From day one, she felt at home among that family of warriors. In 1982, she became the first military nurse named as a White House Fellow. During her year, she served in the Office of Intergovernmental Affairs in the White House. Following her distinguished military career, Sharon went on to become an international health care leader, business consultant, educator, clinician, author and oral historian. Her passion was supporting Army nurses and the nursing profession. She also focused on coaching executives, managers, veterans/employees, and family members undergoing a stressful life transition or preparing for a major personal or professional move, especially in the Army. She was the former director of Nursing Programs at Norwich University. Sharon's leadership resulted in the upgrade of military health services for soldiers and their family members in the United Arab Emirates (UAE), she served as the chief

nurse for Zayed Military Hospital, Abu Dhabi, and the chief nurse for the Directorate of Military Medical Services in the country. Sharon wrote two books on Army nurses and the contributions they made in wars. She always shared her beautiful smile, joyfulness and eternal optimism.

Richie-Melvan served in one leadership role after another throughout her Army career, including a stint as 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. Over the years, 15 of those nursing recruits have made her the godmother of their children. Richie-Melvan served in the U.S. Army Nurse Corps for 25 years, rising to the rank of full colonel — at the time, the youngest officer of that rank in the entire Army.

Since leaving the U.S. Army, Richie-Melvan worked as a consultant. One of her clients was the United Arab Emirates, which asked her to help upgrade its military health services. She has co-authored a book, *Angel Walk: Nurses at War in Iraq and Afghanistan*, that was inspired by a column she writes for the newsletter of the Army Nurse Corps Association. She served on the boards of several nonprofits, including the Military Officers Association of America and Excelsior College, SUNY's distance-learning arm. The Wagner College Alumni Association honored Richie-Melvan in 1983 with the Alumna of the Year award, and named her a 2010 Distinguished Graduate of Wagner College. She passed away in Clearwater, Florida in September 2018.



COL(Ret) Emmett Welton Sims, Jr.

An active and supportive ROCK in years past, COL. Sims passed away in Las Vegas, Nevada on Oct. 30, 2018. Born in Monroe, La., COL Sims attended Dillard University before transferring to Southern University where he graduated and was commissioned in the US Army. At Southern, COL Sims met lifelong friend COL (Ret) Frank Francois, our ROCKS

Historian. COL Sims earned a Master of Public Administration degree from Auburn University. He was a proud member of the Alpha Phi Alpha Fraternity, NAACP, and The ROCKS.

He served 26 years in the Army with tours in Germany, Korea, Thailand and the Republic of Viet Nam. He was a Distinguished graduate of the Air War College. After retirement, COL Sims, served as Vice President and Executive Vice President of Arrow General, Inc., and Senior Manager at WestStar Group. A widower, COL Sims rediscovered a long-lost childhood friend in 2002. He and Cordi were married and enjoyed a very happy life during the remaining years of his life.



Minister (Ret) LTC Julienne Powell

Another active and supportive ROCK in years past, LTC Powell passed away at Walter Reed National Military Medical Center, in Bethesda, Md. on November 26, 2018. She was 60 years old. Born and raised in Portsmouth, Va., LTC Powell graduated with honors from high school before attending Norfolk State University where she earned a BA degree in Psychology. After her commissioning as a 2LT in the Transportation Corps, LTC Powell attended Officers Basic Course before her initial assignment in Germany. During her 26 years she served faithfully and honorably in various key command and staff positions culminating in the Army Inspector General Office at Fort Belvoir, VA. In addition to multiple assignments in Germany, she served in Korea, Kosovo, Washington, DC, and a joint assignment at Scott Air Force Base, Illinois. She received numerous awards and decorations to including two Distinguished Meritorious Service Medals. Having received her calling to ministry early on, Julienne was ordained in 1997. Following her Army career she immersed herself in passionately and faithfully serving others. She was well known and loved by the many senior citizens who she served, the homeless, those in jail or ministered to in prison, and countless others through her church's Intercessory Prayer ministry.

LTC(R) Wallace Johnson
Former ROCKS Board Member



A final farewell to Former ROCKS National Board member LTC (Ret) Wallace Johnson on Nov. 5, 2018 at Arlington National Cemetery



MG (Ret) George Alexander, LTG (Ret) William "Kip" Ward, BG (Ret) Clara Adams-Ender & COL (Ret) Ray Bingham pay their final respects to LTC (Ret) Wally Johnson on Nov. 5, 2018 at Arlington National Cemetery.



MAJ(R) Trudy Caldwell



MAJ Trudy Caldwell of Washington, DC, transitioned peacefully November 7, 2018 at Walter Reed National Military Medical Center in Bethesda, MD thus ending her three-year battle with cancer.

Trudy Lee Myrick, she was the dearly beloved daughter of Eliza Myrick, born in Madden, Mississippi and raised in Milwaukee, Wisconsin, Trudy enlisted in the United States Army in 1985 after graduating from Milwaukee's James Madison High School.

At the end of her initial enlistment Trudy attended Fayetteville State University (FSU) where she served as Student Government Association (SGA) President and, consequently, acted as student representative on the University's Board of Trustees. While at FSU she participated in the Reserve Officers' Training Corps (ROTC) program. Trudy graduated cum laude from Fayetteville State University in 1994 as a proud member of Alpha Kappa Alpha Sorority, Inc. and was commissioned as a Second Lieutenant in the United States Army Quartermaster Corps.

During her military tenure, Trudy's assignments spanned the globe. Always a high performer, Trudy was selected for the Joint Chiefs of Staff (JCS), Office of the Secretary of Defense Internship Program which led to assignments with The Joint Staff and the Army's Congressional Liaison Office where she was assigned to the U.S. House of Representatives. Also, under the umbrella of the JCS Internship Program, Trudy graduated from Georgetown University's esteemed McCourt School of Public Policy with a master's degree.

Trudy retired from active duty in 2009 and continued her history of public service as a Department of the Army Civilian assigned to the Office of the Deputy Assistant Secretary of the Army (Procurement) where she actively worked until her passing.

This past summer Trudy realized one of her longtime goals by laying the foundation to open the Myrick Woodley Leadership Institute. The Institute's mission is to inspire and empower youth from the greater Milwaukee region by developing their leadership skills, encouraging the pursuit of STEM (science, technology, engineering and math) careers in nontraditional sectors and exposing them to opportunities at home and in Washington, DC. The goal of the

organization is to help Wisconsin's youth become active, informed and engaged world citizens and leaders.

Trudy is survived and dearly missed by her mother, Eliza B. Myrick; her two sisters, Hope Myrick and Charlotte Woodley (Michael); her uncles, Simon Myrick (Loneva) and Johnnie Myrick; her nephew, Londre Woodley; her niece, Lanetra Rimmer; her many cousins to include, Beneva Myrick, Sharon Lewis, Sheila McCune and Charles Riley; her Godchildren, Gabrielle Love and Devon McRae; her Alpha Kappa Alpha Sorority, Inc. sisters; her crew of lifelong friends and their respective children who affectionately refer to her as 'Auntie Trudy'; her comrades in arms and a host of professional colleagues.

A celebration of Trudy's life was held at Marshall-March Funeral on November 17, 2018 at 10:00 AM.

In lieu of flowers, memorial contributions may be made in Trudy's memory to the "Child and Family Services Agency, Partners for Kids in Care (PKC)" by calling PKC Program Director, Beatrice Willar, at 202-727-7101.





Communications in 2018 & Messaging for 2019

By Karen M. Wrancher

Communications is the word for the day and corporate messaging is the operative phrase as we enter 2019. The ROCKS, Incorporated enjoyed a very good year in the way of communications and publications. Our chairman's engagements at universities and various locations on the eastern coast has raised awareness of the ROCKS, Incorporated and its mission. In addition, there was a heightened awareness among the Army's senior leaders about the ROCKS which resulted in meaningful partnerships including the strengthening our collaborative efforts with U.S. Army Cadet Command. The ROCKS continued assisting in the professional development of a new generation of officers and Department of the Army Civilians. In various chapters around the globe, leaders within our chapters have been determined to be engaged on their installation and in local communities. They have found innovative ways to reach out to the officers and civilians to deliver presentations to meet the needs of the members at their location. We look to various chapters to learn about best business practices to establish an ongoing and sustained framework for officers and civilians to plug into and connect to the chapter at their new duty/job location/installation. For relocating ROCKS members, it was our goal to assist officers and civilians in their desire to join their skills, gifts, and talents to an existing chapter at their new location. As a result, "a cycle began" as experienced ROCKS members rolled up their sleeves and quickly dug in, applied their knowledge and experience about ROCKS operations to reinvigorate chapters at their

new duty/job locations. We are grateful as we received new articles and updates on leadership development sessions, ROTC outreach engagements, and events in support of local communities. As a result, the content and quality of the ROCKET has steadily improved as we received more material for publication.



Tools available by accessing the Resources Tab or clicking on ROCKS Information.

In our effort to support chapters, their new members, and individuals that are new to

the mantle of leadership, the ROCKS has established an electronic reference library (e-Library) under the Resource Tab of our webpage. The e-Library consists of the ROCKS Handbook and various templates for members to utilize as a baseline to establish products for their respective chapter's use and as they (re)establish operations. As we go forward into 2019, it is our goal to capture the best business practices and share them throughout the entire enterprise of the ROCKS organization. Our goal is to prevent individuals and leaders at various chapters from having to reinvent the wheel. We invite you to take a look at our Resources tab, and if there are tools and templates that your chapter have created which are not posted, please forward them. We can then post those so all chapters can have more templates and tools at their disposal.

On strategic communications or messaging level, we are refining our strategic



At the AUSA Expo

communications template. This template has been created for ROCKS members and chapter leadership to have a unified message throughout the entire ROCKS organization. It will be a helpful tool as members communicate with individuals who are unfamiliar with our organization and its purpose. It makes the crafting or sharing of our ROCKS message easy as members meet with Army leaders. More importantly, it will ensure that we as an organization are all on the same page with OUR strategic messaging and OUR narratives. Our strategic messaging will exemplify a unity of effort and ensure that we speak with ONE voice, conveying the mission, purpose and relevance of the ROCKS.

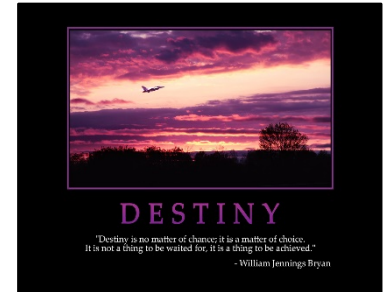
Over the last year, we have enjoyed the increase of interaction with our ROCKS chapters and shared their journey as they re-organize, revitalize, and reinvigorate their chapters. It is easy to see that even our Facebook posts have garnered more attention and we have engaged a more diverse audience. When the ROCKS was formed it was focused on fellowship, mentorship and a brotherhood of African-American officers who were determined to succeed and ascend within the officer ranks. Over the course of more than four decades, the ROCKS has expanded its focus to assist all Army cadets, commissioned officers, warrant officers, civilians (GS -13 and above) and spouses who desire to pursue excellence. The ROCKS is open to the individuals in those cohort groups who desire to achieve something more as they strive to get to the next level and look to those that came before them to give them sagely counsel as they navigate their career path.

Using the AUSA Exposition as a benchmark or an element of comparative analysis, over 18,000 individuals viewed one of our posts within 72 hours and all of our posted interviews were shared within that same week. That statistic does not seem important, until you take into consideration it took us an entire year to reach that level of interest and to generate that level Facebook media buzz during the same timeframe last year. More individuals and a more diverse audience participated and paid attention to ROCKS' activities across the globe this year. In addition, the ROCKS has increased its

appeal and outreach to a more diverse audience. The pursuit of excellence regardless of your ethnicity is paramount as individuals look for guidance, advice, and mentorship from senior leaders. We remain vigilant capturing our events and outreach efforts with Historical Black Colleges and Universities (HBCUs), Army Reserve Officers Training Course (ROTC), and US Army Cadet Command.

The ROCKS, Incorporated is not a fly-by-night organization. As we enter 2019, we look to strengthen the ROCKS commitment in mentoring and assisting all those who desire to pursue excellence as they achieve their career goals. We will continue to use various media platforms in an effort to expand our audience and increase knowledge about the ROCKS and its activities. The ROCKS is as relevant as it has ever been as we enter our Sapphire, 45th anniversary and will be around for another 45 years to help those who desire to get to the next level in their professional

careers. Moreover, the ROCKET will be here to capture and share the accomplishments and activities of those who want to be a part of an organization that mentors officers as they continue their professional career journey in pursuit of excellence.



"The Holiday Season is a Perfect Time to Reflect on Our Blessings and Seek Out Ways to Make Life Better for Those Around Us." – Terri Marshall

Sep 16 - Oct 13

Last 28 days ▼

Post Reach
34.8k
▲ 34.4k

Post Engagements
10.4k
▲ 10.3k

New Page Likes
95
▲ 85

We recently resolved an organic reach issue. >

Posts ?

[See More](#)

Your posts reached 34.8k people in the last 28 days.

MOST ENGAGING POSTS



Fort Jackson Commanding General BG Milford Beagle talks about the i...
October 9

Reach 18.1K
Engagements 2.7K



General Gustave Perna, the Commanding General of U.S. Arm...
October 8

Reach 7.2K
Engagements 1.8K



MG Brito talks about the elements of leadership, balance, and advice...
October 8

Reach 6.9K
Engagements 1.4K



Post a Few Photos to Engage People

People tend to engage more when Pages like yours post a few photos. >

Number of People Reached with TOP 3 Association of the United States (AUSA) Facebook Posts



News from Your Membership Development Team

By COL Angie Hemingway USA (Ret)

Fellow ROCKS members as we approach the end of the year, I want to wish you and your families a Merry Christmas and a prosperous new year. I am thankful for each of you, your families and your service to our nation. Having been in your place as a civilian, an active duty soldier, and now as a retiree, I know some of the excitement, stressors, sadness and accomplishments you have probably felt at one time or another over the past year. Thank you for your chapter accomplishments throughout the year. Your commitment to the ROCKS, enables the sustainment and growth of twenty-one chapters (17 active and four Interest Groups).

Looking to the new year, resolve to grow as a chapter and or sustain the growth you have achieved. Many of you are doing an excellent job at both growth and sustainment. At the end of the 2018 membership year, we had a decline in membership numbers. We are slowly increasing our membership numbers again. Several factors may have influenced the decline in membership to include the 2017 single year pay structure that was fully implemented; the June-September time frame being prime Permanent Change of Station (PCS) time; lack of established chapter leadership by September; lack of chapter leadership to network with the current installation, Battalions, Brigades or area regional leadership.

While all of the above factors may have impacted the decline in membership numbers, Army 101 tells us the Army cannot accomplish its mission unless all Army leaders, soldiers, and civilians accomplish theirs. This certainly applies to the ROCKS; the mission cannot be accomplished if every chapter and its members are not actively involved to accomplish the mission of the ROCKS. What role are you fulfilling in your chapter to move to mission? Moving to a single year pay structure certainly helps fiscal management and stabilizes the organization giving a stabilized projected income. Other activities that help growth is that of identifying acting leadership to carry forth business or a continuity books that clarify chapter status and activities, during PCS time. Your mission and therefore the ROCKS Inc., overall mission can be accomplished if all chapters and members are actively engaged.

In the New Year, resolve to be the leader, get in where you fit in, and work for your chapter! Network with your installation leaders, battalions, brigades and area regional leadership. Invite this network of people to speak at your chapter and Interest Group meetings. Tell them about The ROCKS Inc. Every chapter is assigned a National Board member to assist and support at the chapter level, therefore, please reach out to them or anyone else on the National Board for assistance. Let's keep communication flowing between chapters and the National Board. Chapter to chapter communication is also critical to our success. HELP US HELP YOU!

Let us know how you are doing with your chapter meetings and how we can assist in your efforts to increase membership. Thanks for the honor to serve you. I am reachable through the national website or at angiehemingway@hotmail.com.



Congratulations and a great job to the following chapters. Chapters adding five or more new members (per Club Express) over the past year are listed below.*

Chapter	Membership, December 2018*	Number Increased since June 2018
Washington, DC	201	22
Buffalo Soldiers - Fort Leavenworth, KS	48	15
All American Chapter - Fort Bragg, NC	47	8
Central Virginia ROCKS, Fort Lee	31	6
James Webster Chapter, Fort Jackson (Interest Group)	21	5



ANNUAL FEES

Cadet = \$20

03 and Below = \$33

04 and Above = \$58

National ROCKS Life Member = \$650

**Annual Renewal Date
September 1**

ROCKS ON THE MOVE

ROCKS LIFEMEMBER Elected to the Maryland House of Delegates!

*Submitted By COL (Ret) Dorene Hurt
/Written by: LTC (Ret) David Johnson*



*Colonel (Ret) Mike Rogers
Newly elected Maryland House Delegate*

A distinguished soldier, combat veteran, and ROCKS Life Member was recently elected to the Maryland House of Delegates. Colonel (Ret) Mike Rogers has been an unwavering member of the ROCKS for several decades. He has been a member of and actively served in numerous ROCKS Chapters including holding leadership positions in several of them.



COL (Ret) Mike Rogers attends local church service on Veterans Day 2018 with two Vietnam Veterans

On election day, 6 November 2018, Colonel (Ret) Mike Rogers was elected to the Maryland House of Delegates for the 32nd District. Colonel (Ret) Rogers mounted a grassroots campaign composed

of friends, family, former co-workers and classmates who believed in him and in his vision of inclusion.



Campaigning with his three biggest supporters- mother, Barbara Roger; daughter, Michelle; and son, Jared

He promoted a message of changing the atmosphere in Annapolis by refocusing on the needs of all individuals in the 32nd District. His unexpected victory was made even more impressive with the fact that, as a novice, he defeated and performed well against individuals who had deep ties in Maryland politics.

Colonel (Ret) Rogers finished in the top three of the candidates by receiving more than 22,400 votes of the more than 113,700 votes casts. He earned nearly 7,000 votes more than the next highest competitor.

His goal now is to make good on the promises he made during the campaign and to become a voice for many individuals of Maryland's 32nd District who felt they were no longer being heard. Maryland's 32nd District is in west Anne Arundel County Maryland and includes the areas of Laurel, Odenton, Seven Oaks, Severn, Glen Burnie, Jessup, Pioneer City, Still Meadows, Ferndale and Linthicum.



3rd Expeditionary Support Commander Promoted to Brigadier General

By Karen Wrancher

Fort Bragg, North Carolina - On 7 December 2018, Soldiers, family and friends gathered to witness Col. James Smith's promotion to Brigadier General. Before promoting Smith, General (Retired) Darren W. McDew, former Commanding General of United States

Transportation Command (TRANSCOM) commented that our Armed Forces promotes on credit addressing the concept of promotions being given based on demonstrated potential. McDew then stated, rest assured the Armed Forces will collect on the credit given and that being promoted is based on the belief that the individual who is being promoted can perform successfully at the next level. General McDew also stated that people often talk about the percentages of personnel that make it to the rank of Colonel. For instance, there are approximately 7000 Colonels who represent the top 6% of our Army population. However, people do not often consider to get one general officer you have approximately 1000 Basic Officer classes to yield or have that one future general officer. He addressed Colonel Smith's service and spoke about his outstanding record based on his performance executing tasks associated with the most challenging jobs in both combat and garrison environments. McDew challenged Smith stating as he was becoming a general officer, he could help more people across the Services and that he should dream big. He also stated, Smith now had the opportunity to give a voice to those individuals who previously had no voice and he was being placed in a position of leadership but also one of trust.



General McDew, former Commanding General of TRANSCOM administers the oath to the newly promoted Brigadier General Smith as his family looks on. (Photo credit: 1LT(P) Xavier Jones)

Smith who graduated from Christopher Newport College (now Christopher Newport University) began his career as a Chemical Officer and eventually joined the Logistician Corps ranks. After excelling in a series of successful leadership positions, Smith commanded the 599th Transportation Brigade in Hawaii and then served as the Executive Officer to

Commanding General of TRANSCOM (when McDew held that position) before serving as the Commander of 3rd Expeditionary Support Command (ESC) at Fort Bragg.



Brigadier General Smith unrolls his General Officer flag (Photo Credit: 1LT(P) Xavier Jones)

After pinning on the rank of Brigadier General, Smith started with giving God thanks for ordering his steps and granting him the wisdom to lead in our Army. He expressed his gratitude and expressed his thanks for the General Officers who had mentored him and guided his career. He then proceeded to give thanks to the individuals who put the ceremony together, Gen. McDew for officiating, MG Ryan, the FORSCOM G4, and the noncommissioned officers, leaders, and officers he served with during the course of his career. He acknowledged several of his Omega Psi Phi Fraternity brothers who were all present in the chapel and whom he had served with in his early days as Captain at Fort Hood. He thanked the members of his family and acknowledged his sister who was commissioned as an officer before him. He credited her as being the reason behind his initial push towards excellence as a junior officer. He also told his sons, James II and Jalen he was proud of the men they were becoming and thanked his wife Mrs. Catrina Smith for her love and support.

As the Commanding General of 3rd ESC, BG Smith is the leader of the principal unit responsible for proving logistical support and distribution across the XVIII Airborne Corps as an integral part of the Global Response Force.



Former Anniston Army Depot Commander and Longtime ROCK Promoted to Colonel by COL (Ret) Dorene Hurt

A crowd of more than 100 people gathered at the historic Women's Army Corps (WAC) Chapel at the Alabama National Guard's Fort McClellan Training Center on November 18, 2018 to see Hattie Richardson promoted to Colonel.

COL Richardson has deep roots in the Fort McClellan area. Much of her family, members of her home church, and many friends reside in the local area. COL Richardson enlisted in the Army as a private at Fort McClellan, then an active Army post. During her remarks she stated that she spent much time in the WAC Chapel as a private praying to God for strength and the fortitude to get through her training challenges.

Present at the ceremony beaming with pride was fellow ROCK and COL Richardson's former company commander in Germany, COL (Ret) Sandra Richardson. After the ceremony, COL Sandra Richardson reminisced about the smart, spunky young "stand-out" soldier that then Private Hattie Richardson was in her unit before she later went on to become a commissioned officer. In fact, COL (Ret) Sandra Richardson promoted COL Hattie Richardson to the ranks of Private E-2, Private First Class, and Specialist decades ago.



Ceremony officiating officer LTG (Ret) Kathleen Gainey Tells Crowd About COL Richardson's career and assignments at the WAC Chapel at McClellan, Alabama on Nov.18, 2018. (Photo by Trent Penny/Courtesy of the The Anniston Star)

Prior to her attending the Dwight D. Eisenhower School for National Security and Resource Strategy, she served as the commander of DLA Distribution Anniston, Alabama, from June 2014 to June 2016. During her tenure as

distribution center commander, Richardson coordinated the inventorying, processing, and shipment of more than 500,000 small arms, vehicles and artillery, and major end items to more than 60 foreign military sales countries and customers around the globe.



BG(R) Richard Dix administers Oath to COL Richardson (Photo by Trent Penny/Courtesy of The Anniston Star)

Under her leadership, the distribution center launched a major rack replacement optimization project, resulting in almost 5,000 square feet of additional storage space for new and existing business. As part of the Army's M4 and M4A1 conversion, Richardson's team processed and repacked more than 9,000 weapons, and coordinated the shipment of the M4s to the Anniston Army Depot Small Arms Maintenance shop. Richardson also successfully planned and executed the first-ever 100 percent wall-to-wall inventory of all serialized and non-serialized weapons located in the small arms facility at the distribution center.



COL Hattie Richardson poses with family members (Photo by Trent Penny/Courtesy of the The Anniston Star)

COL Richardson has been serving as a Deputy Division Chief, Defense Logistics Agency, Fort Belvoir, Virginia since June 2018. She will assume Brigade level command within a few months with her Headquarters at McDill Air Force Base,

Florida and subordinates and soldiers serving in multiple locations, including Afghanistan.



Promotion of LTC Tamisha Norris: Honoring a Family Legacy

Submitted by COL Karen M. Wrancher



MG Mark Stammer, Commanding General, U.S. Army South Command and LTC Tamisha Norris, Lifetime ROCKS Member and 2015 Bobby Burke Recipient

"It's a great day to be in the Army!" stated newly promoted Lieutenant Colonel Norris as she described the great occasion to her family, friends, and guests attending her promotion ceremony on November 30, 2018 at U.S. Army South Headquarters at Fort Sam Houston in Texas. MG Mark Stammer, Commanding General, U.S. Army South hosted the ceremony and commented on how LTC Norris was continuing the legacy as a third generation Army officer, and had proven to be a trailblazer in her own right as an Information Operations officer.



LTC (R) Faye Norris administers the oath to her daughter, LTC Tamisha Norris. LTC T. Norris is a third generation Army officer

In attendance were members of her family who together represented and accumulated over 100 years of combined military service in the U.S. Army and Air Force. The highlight of the ceremony was the oath of office administered by her mother, retired Lieutenant Colonel Faye Norris, who had served as an Adjutant General officer in the U.S. Army from 1977-1998. LTC Norris thanked her mother and father, Retired Chief Master Sergeant John Norris, Sr., and her siblings for their service and support of her career as a single Soldier. She also thanked her grandmother, Mrs. Marie Mosby, the wife of the late Major William E. Mosby, Sr., Infantry who video streamed in from Virginia. The leadership and legacy her grandparents provided was why she was able to see this great day, she explained.



*LTC Norris pictured with MAJ Maria Lightfoot
LTC Norris and MAJ Lightfoot are both
2015 Bobby Burke Recipients*

LTC Norris also thanked her ROCKS Mentor Colonel Seena Tucker, and protégée CPT Promotable Ylonda Cuffie for their attendance and support of her career. She commented on the importance of mentorship and investing in the young leaders coming behind her and demonstrated the tradition of passing her Major rank to CPT Cuffie. LTC Norris highlighted COL Tucker's demonstration of true mentorship over the years and her appreciation of shared experiences starting from her days as Second Lieutenant in Germany, to COL Tucker's attendance as a student at the War College while LTC Norris was a student at the Command General Staff College, to the present.

Mentorship does not end with the end of an assignment tour, mentors are for life.

The ceremony ended with the Army Song, a cake cutting, followed by a reception. When discussing the importance of the promotion, LTC Norris stated that this is the first time her family observed her being promoted since she was commissioned in 2002. This day is significant because her family is in attendance and because a true honor is bestowed upon her to carry on her family's legacy of service to the nation.

LTC Norris' second family is the ROCKS family. A special thank you was sent to all the ROCKS who could not be in attendance but were there in spirit; and to all the chapters who LTC Norris served: European, Morning Calm, Marne, Buffalo Soldier, D.C., and Alamo chapters—she thanked them for continued trust and support.

Concern. Dedication. Professionalism.



Success comes from faith, passion and drive: Congratulations to newly promoted Lt. Col. Michelle A. Jefferson

Submitted by Jade Fulce



*Major Gen. (RET) George A. Alexander administers the oath of office to newly promoted Lt. Col. Michelle A. Jefferson as presiding officer, Col. Donna E. Moore and WRAIR Commander and host, Col. Deydre S. Teyhen stand at attention, while several family, friends and colleagues observe in the Behnke Auditorium, WRAIR, Silver Spring, Md.
(Photo credit: Major Margaret A. Hanson)*

WASHINGTON – The Washington, D.C. Chapter of the ROCKS, Inc. Vice

President of Administration and Membership Chair, Dr. Michelle A. Jefferson was promoted to the rank of Lieutenant Colonel at the Walter Reed Army Institute of Research (WRAIR), Silver Spring, Maryland Nov. 30. Lt. Jefferson serves as the Associate Director of the Pathology Department, Veterinary Services Program, WRAIR which is the DoD's most complex biomedical research laboratory with a global footprint.



Congratulations to newly promoted Dr. Michelle A. Jefferson, who serves as the Washington, D.C. Chapter, The ROCKS, Inc. VP of Administration and Membership Committee Chairmen. (Photo credit: Ms. Nikki Webb)

Colonel Deydre S. Teyhen, WRAIR Commander, hosted the ceremony, and commented on Lt. Col. Jefferson's ambition, courage, and conscientiousness noting her prevailing attitude of excellence and perceptual optimism, quoting Gen. (RET) Colin Powell, "If you are going to achieve big things, then you develop the habit in little matters. Excellence is not the exception; it's the prevailing attitude." And his second quote, "Perceptual optimism is a force multiplier." Colonel Donna E. Moore served as the presiding officer and Major Gen. (RET) George A. Alexander administered the oath of office. Lt. Col. Jefferson thanked God for her countless blessings of family, friends, her supportive sisters of Alpha Kappa Alpha Sorority, Inc. and the many mentors, supervisors and leaders who recognized her potential, and her co-workers and subordinates with whom successful leadership is not possible. Lt. Col. Jefferson is an officer who embraces the principles of servant leadership of developing people, building a trusting team, and achieving results.

Lt. Col. Michelle A. Jefferson is the daughter of Rebecca and Master Sgt. (RET) Blaine A. Jefferson, U.S. Air Force.



NEW ROCKS MEMBERS

Joined 10/08/2018 – 12/19/2018

LTC Kwadwo Agyei-Aye
MAJ Aaron Allen
LTC Jason Baker
Mrs. Tracy Bellamy-Anderson
MAJ Yolanda Benson
MAJ Stephanie Boatman
MAJ Tanya Bolden
CDT Dwayne Bostic
1LT Jermaine Branch
COL Douthat Butler
LTC LaCher Campbell
WO1 Regina Carrell
LTC Miriam Castro
MAJ Natacha Cerisier-Whetstone
CPT Ciara Cooper-Thomas
MAJ Cory Cousins
Mr. Dan Daddario
Ms. Danita Daniels
MAJ LaTika Dixon
1LT Mark Dorsey
LTC Antwan Dunmyer
COL B. Gregory Edison
MAJ Carmen Falls
MAJ Howard Falls
MAJ Taunya Ford
CPT Oliver Fryer
CPT Bobby Gay
1LT Vashund Gilmore
CPT Roshonda Gilmore
MAJ Wayne Griffin

CPT Blaire Griffin
CPT Keaurora Grigsby
MAJ Bennetta Hamm
MAJ Donald Harris
COL Damon Harris
CDT Bobby Henry
CPT Tiffinie Hughes
MAJ Patrice Ingram
MAJ Latoya Jackson-Manzey
LTC Junel Jeffrey
CPT Deirdra Johnson
COL Herman Jr. Johnson
LTC Francis Kairson, Jr
COL Kodjo Knox-Limbacker
CPT Claradith Landry
MAJ Chris Lewis
WO2 Yalena Lopez
LTC LaFran Marks
COL Damien Mason
LTC Howard Matthews
COL Mondrey McLaurin
MAJ Shameka Moss
COL Al Niles
1LT Saysha Offutt
COL Carl Ramsey
MAJ Kinshasa Romas
CPT Jamia Rowland
1LT Danielle Salley
LTC Janet Simmons
LTC Walter Smiley
MAJ Gabriela Thompson
LTC Lashanda Thornton
MAJ Magaly Thurman
2LT Dickson Toroitch
MAJ Henry Trudell II
CPT Ashley Ukwu
CPT Courtney Wicks
CDT Jessica Williams



ROCKS' CHAPTER ACTIVITIES

The General Brooks Canvas: Final LPDs with General Vincent K. Brooks and the Morning Calm Chapter

The Morning Calm Chapter of ROCKS, Incorporated conducted a peninsula wide LPD at the United States Forces Korea/United Nations Command Headquarters in the Paik Auditorium at Camp Humphreys with Gen. Vincent K. Brooks, Commander, United Nations Command/Combined Forces Command/United States Forces Korea on Saturday, 18 Aug 2018. The topic of the LPD was "Work--Life Balance."



Morning Calm Chapter at Paik Auditorium

Gen. Brooks and Brig. Gen. Wilson discussed the fact that those who have truly achieved balance realized that life is not the opposite of work but work is a part of life. Work (or one's career) is simply the canvas, clay or instruments that must be treated with care and that you are conductor, artist or sculptor whose job it is to bring harmony. Family, friends, and loved ones are lights or illuminators in our lives and they allow us to let our lights shine. The session started with Brig. Gen. Wilson giving a brief presentation which focused in four areas:

1. Deciding to achieve balance--you must decide!
2. Understanding the journey.
3. Things we should do to achieve balance.
4. Tools to assist an individual in achieving balance.

GEN Brooks shared that balance is not better time management but better boundary management. Finally, GEN Brooks and BG Wilson closed out with a question and answer session followed by a group photo.



BG Wilson addresses Morning Calm Chapter Members during LPD

On 7 November 2018, GEN Brooks conducted one final peninsula wide LPD in the USFK/UNC/ HQs in the Paik Auditorium at Camp Humphreys. MG Hamilton and BG Wilson opened the session with MG Hamilton touching on professional preparation and the importance of the development of relationships as one moves forward in their career. They both expressed the importance of being intimately involved in your career management and development as an officer as you negotiate your career path and make decisions. GEN Brooks was delayed but upon his arrival, thanked the team for assembling on short notice and highlighted the importance mentorship and an organization such as the ROCKS. He explained what the ROCKS provides to our young, up and coming leaders. He shared his thoughts on his long distinguished career and that he had no regrets about the path that he had embarked upon. To this end, he encouraged to group to bloom where they were planted and take on each assignment with the same vigor and drive that they mustered during their first assignment. As he looked to retirement, he acknowledged that the Army is in good hands with the leadership and future leadership present. The session wrapped up with an open invitation to the audience assembled before him to attend his Change of Command ceremony which was scheduled the very next day on 8 November 2018.



LPD w/ Lieutenant General Darrell K. Williams the Director of the Defense Logistics Agency.

Article by: LTC Stephen Stanley



Washington, DC – On November 27, 2018, the Director of the Defense Logistics Agency, Lieutenant General Darrell K. Williams was the guest speaker at the Washington DC Chapter of The ROCKS, Inc October 2018 membership meeting. LTG Williams provided thoughts on Leadership and Life Priorities during the professional development portion of the meeting.

LTG Williams described lessons from his life and career, beginning with his upbringing in West Palm Beach, Florida, where paying for college was a struggle for his parents with a family of nine children. LTG Williams planned on spending four years in the Army to pay back his ROTC scholarship, then leave, but discovered he enjoyed the Army culture and connected with the idea of selfless service and service to something much bigger than himself.

The Army and the Army Values resonated with him and attributed his selfless service as a product of both his upbringing and his time at Hampton University where he graduated with bachelor's degree in psychology and was a Distinguished Military Graduate of the ROTC Program nearly 34 years ago.

In addition to living the Army Values, he provided some additional leadership thoughts on what it takes to be successful

in one's career. The general spoke about always being authenticity, don't try to act like something or someone you are not; your Soldiers will see right through it. Be honest, and have integrity in all you do, and the importance of maintaining your humility. MG Williams explained that purpose drives passion, when passion is applied to purpose, it becomes the personal commitment to making a positive difference to achieve sustainable results. Also, when excellence is the standard, you will develop positive habits that matter like being a mentor as well as being menteeable, building relationships and leading by example.



LTG Williams fielded questions and when asked about his greatest challenge, he responded by saying that having a balanced work-life is essential to a successful career. Creating a work-life balance in the military is a continuous process; however, it's important to maintain your faith, family, and interests. Additionally, he stated that Giving back and Making a difference, engaging in Life-long learning, having Financial Stability; and treating people with Dignity & respect were important.

As the Director of the Defense Logistics Agency (DLA), LTG Williams leads a global workforce of over 25,000 military and civilian workers in the Defense Department's supply and support network. He directs nine supply chains supporting the military, as well as federal, state, local and international partners. The DLA provides food, medical material, uniforms and construction equipment, 98 percent of the Defense Department's fuel, and the majority of spare parts for military weapons systems. He also oversees the National Defense Stockpile, an international network of 25 distribution centers.



Fort Knox Gold Vault ROCKS Chapter Activities



The Gold Vault Chapter – the Fort Knox Chapter of ROCKS, Incorporated continues to focus on leader development, and membership outreach. In the past few months, Gold Vault Chapter members and guests focused on local commands at Fort Knox for professional development and mentorship. The Fort Knox Garrison Commander introduced the concept of enterprise leadership through a briefing on managing an installation with multiple agencies while the commander of The U.S. Army's 3rd Recruiting Brigade provided a revisionist approach to mission command with the use of social media programs to increase readiness. Finally the chapter ended the first quarter with a discussion on Army centralized boards given by the Department of the Army Secretariat and presented scholarships to well deserving cadets preparing for their final year of studies before commissioning into the U.S. Army.

In September, the chapter hosted COL Patrick Kaune, Garrison Commander for Fort Knox at the monthly professional development session. COL Kaune's responsibility at Fort Knox where Strength Starts for the Army consists of 15 different directories at his garrison headquarters, six

two-star general officer commands and 34 different Fort Knox agencies. His technique for managing the vast scope of his duties involves following the Installation Management Command (IMCOM) Priorities as well as creating and maintaining a service culture campaign based on excellence in customer service.



GVC Chapter President, CPT Brandon Frazier presents GVC Appreciation plaque to COL Patrick Kaune

His ultimate goal is to support the various commands, Soldiers and their families on Fort Knox with the best resources possible. As a former Armor Officer and current military intelligence Officer, COL Kaune closed his professional development discussion focusing on the ability for military leaders to navigate positions at the strategic and enterprise level to ensure success working with Department of the Army Civilians, Defense Contractors and state/local officials.

As a leader, do you influence mission command in your organization? In October, the chapter answered this question while hosting COL Eric Lopez, Commander of 3rd Recruiting Brigade located at Fort Knox, Kentucky. COL Lopez offered a great solution with his perspective on mission command and the application of mission command through the use of social media applications to communicate clear guidance to his recruiters dispersed across 17 states.

Mission Command is the process of providing clear intent in order to push decision making to the lowest levels of an organization. The speed and pace of how the Army operates in a wartime environment created the need to introduce the concept of Mission Command. According to COL Lopez, social media applications are a way for commanders to

communicate and enable their subordinates to make decisions at the pace with operations.



CPT Frazier presents GVC Appreciation plaque to COL Eric Lopez

COL Lopez makes use of the social media application Marco Polo Video to make short films of himself discussing his intent, which he shares with his station commanders. In turn, leaders across COL Lopez' command can quickly take action to accomplish unit goals. His ability to bridge the "digital gap" as a senior leader has increased his brigade's effectiveness and operational readiness despite the limited ability to conduct face-to-face engagements.



CPT Abdullah Clark talks about promotion boards

In November, the chapter began the holiday season with a discussion on officer selections and promotions. CPT Abdullah Clark, a Board Recorder from the Department of the Army Secretariat, provided insight to members and guests on how the Army selects and promotes officers. The DA Secretariat conducts over 90 boards a year for officers, warrant officers and non-commissioned officers in both the active and reserve components. CPT Clark detailed the phases and processes of all selection and promotion boards to include a focus on the board members and how they review candidate's files.

According to CPT Clark, all candidates for command/school selection or promotion get the first vote by ensuring they have an accurate and up to date file. CPT Clark also discussed how officers can best prepare for their next selection board. Additional information on selection and promotion boards can be found at the DA Secretariat website:

<https://www.hrc.army.mil/content/Selection%20Boards>.



Above & Below: BG Vereen presents scholarship checks to ROTC cadets

Following the LPD briefing, Brigadier General Vereen, Deputy Commanding General – U.S. Army Recruiting Command presented scholarships to two outstanding cadets from the ROTC program at Morehead State University. Both cadets will be commissioned next spring following graduation.



The Gold Vault chapter will continue to focus on leadership/professional development and outreach in the next quarter. We expect to increase membership with the upcoming movement cycle and the arrival of new officers to the various commands at Fort Knox to include Human Resources Command, U.S. Army Recruiting Command, U.S. Army Cadet Command.

CPT Abdullah H. Clark is a currently works in the Adjutant General Directorate

at Human Resources Command and is the historian for the Fort Knox "Gold Vault" ROCKs Chapter.



The Alamo ROCKs Chapter is on the Move Again!

By CPT Joshua Gotay & ILT Ashley Robbins



Alamo Chapter ROCKs Prairie View A&M Mentorship Site Visit. Photographed are members from the A&M ROTC programs as well as Alamo Chapter ROCKs members. 29 March 2018.

Historically, the Alamo Chapter experienced challenges with maximizing participation from the transient training population at Fort Sam Houston, Texas.

The chapter also experienced difficulties with spreading awareness and knowledge of the organization and its fundamental principles. Understanding that those challenges still exist, the Chapter reorganized and undertook exciting, dynamic and creative methods to reinvigorate itself and increase membership. In doing so, the ALAMO ROCKs have witnessed remarkable progress in 2018. As a testament to that progress, membership increased by over 65% in the past year. Captain Glenn Canty, a current Alamo Chapter ROCKs member recently stated, "The fact that I can be part of an inclusive organization that primarily focuses on mentorship is invaluable. I truly wish I knew about this organization earlier in my career."

Understanding that social media and technology profoundly influence the Chapter's target population, Alamo ROCKs are increasingly leveraging social media to spread the Army's message across the community while

simultaneously serving as a platform for Soldiers and Airmen serving at both Fort Sam Houston and Lackland Air Force base. This is particularly effective in highlighting our contributions to local JROTC programs. The Alamo ROCKS conducted mentorship engagements with JROTC programs within San Antonio and intends to establish a scholarship program for aspiring military officers.



MG Patrick D. Sargent, Commanding General AMEDDC&S, JBAS, Texas speaking during the Alamo Chapter leadership segment.

The Alamo ROCKS participated in ROTC mentorship activities across universities in Texas to include, Prairie View A&M, Texas State University, and University of Texas San Antonio. Additionally, the ROCKS have participated in several food bank volunteer opportunities in an effort to uplift the local community.



COL Carlene A. S Blanding, Chief, Medical Service Corps Branch, Human Resources Command, speaking during the October Fort Sam Houston ROCKS General Membership Meeting on 30 October 2018.

Much of the reason for the amazing turnaround that the Chapter has made can be attributed to MG Patrick Sargent's vision and support coupled with outstanding direct leadership of Chapter President, COL Marion Jefferson. A long-term ROCK, MG Sargent is a staunch ROCKS supporter in large measure because he has experienced firsthand, the ROCKS total commitment to mentoring and strengthening the officers and senior

civilians who will ultimately make the Army and other Services stronger. MG Sargent also knows that the ROCKS work closely with the Army and organizations like AUSA, to ensure that we are in synch with the direction the Army is heading.

The Alamo ROCKS now have a solid foundation, great senior leader support which will enable us to continue building and capitalizing on our 2018 momentum throughout 2019. We are committed to maximizing opportunities to mentor and prepare the next generation of Army and Civilian leaders.



Thankful for Those Who Give

Article by MAJ James Kerns



Vancouver House Keiki (Children – in the Hawaiian Language) enjoying a delicious Thanksgiving Dinner courtesy of the Aloha Chapter, friends, and families.

The Aloha Chapter of ROCKS Inc. has maintained a special relationship with the community in Hawaii. We are proud of our members who are truly selfless in their service to the Nation as well as dedicated to providing for the needs of those outside of the military.

This past November the Aloha Chapter coordinated with the management of the Vancouver House to provide a wonderful Thanksgiving dinner to local residents. Vancouver House is one of several properties in the state operated by Housing Solutions Incorporated (HIS).

HSI offers transitional and long-term affordable housing to help low-income individuals and families escape poverty and in effort to break the cycle of homelessness. Our efforts to fellowship with and provide for those in need coupled with HIS empowers them to become

contributing members of society, which benefits our entire community.

Over thirty members of the Aloha Chapter graciously donated time, food, and other resources to make this Thanksgiving dinner a resounding success and a profound representation of charity. The meal was plentiful, offering second and third helpings to the seventy-four men, women, and children living at the Vancouver House with enough left over to serve the staff and other HSI properties. The evening prior to opening the serving line, there was a prayer that would be a bountiful blessing for all. Everyone in attendance was truly thankful for the food, fellowship, and opportunity to share the moment at the beginning of a blissful season.



Aloha Chapter of ROCKS, Inc and friends at the Vancouver House Thanksgiving Dinner, 16 November 2018



Aloha Chapter Gets A 20 Points Road Map with House Rules

by CPT William R. Brown

The road from Company Grade to Field Grade can be difficult to navigate without guidance and understanding the house rules. Recently, members of the Aloha Chapter of ROCKS, Inc. were fortunate to engage in dialogue with leaders who have successfully navigated this terrain and observed other company grade officers while serving in battalion command.

On Tuesday, 11 September 18, the Aloha ROCKS, Inc. conducted a lunch and dinner Leader Professional Development Session featuring LTC Bernard House, United States Forces Korea Chief of Dynamic Training and COL Khalid Shabazz, Division Chaplain for 94th Army Air and

Missile Defense Command, as the guest speakers. During the LPD Session LTC House presented his “20 Points – The Road from Company Grade to Field Grade” and “House Rules.” As LTC House shared his strategy for success, he highlighted four major skill-sets within which an officer can succeed or fail: Communication, Competence, Fitness, and Teamwork.



LTC House (middle) pictured with members of the Aloha Chapter of ROCKS, Inc. during the dinner LPD at Old Spaghetti Factory, Honolulu, Hawaii

Communication: Poor communication skills can end an officer’s career before it starts – an individual must practice and consistently seek ways to improve.

Competence: Officers must be subject matter experts (SMEs) in their branch/functional areas, understand the roles/duties of staff sections and understand the Military Decision-Making Process (MDMP) – both inputs and outputs.



LTC House (front row left) and COL Khalid Shabazz (back row middle) with members of The Aloha Chapter of ROCKS, Inc. during his lunch LPD on Schofield Barrack, Hawaii

Fitness: comprised of two components – physical and mental. As a leaders you must arrive at your unit physically fit and within Army standards. Mental fitness is getting an adequate amount of sleep and time management; maintaining and strengthening personal interactions with friends, peers, mentors, and family;

continuing to mentally challenge yourself by seeking the hard jobs and “hunt the good stuff” daily.

Teamwork: Critical to an organization’s success is the collaboration and communication between members of the organization. Although highly encouraged by leaders at all levels, many officers are reluctant to ask a peer for assistance. Similarly, some officers do not reach out and help new officers.



At the head of the tables, LTC House (left) and COL Khalid Shabazz (right) provides advice to company grade officers during the lunch LPD at 25th Sustainment Brigade Bistro, Schofield Barracks, Hawaii.

COL Shabazz and LTC House stressed the importance of updating records, social media etiquette, performing well in key development jobs, and building a network as one continues their Army career. A great event that served to sharpen the skill of officers that aspire to be successful on the road from Company Grade to Field Grade.



D.C. Chapter Focuses on ROTC Outreach

By LTC Michelle A. Jefferson

WASHINGTON – During the September meeting, the Washington, D.C. Chapter of the ROCKS, Inc. focused its chapter meeting on U.S. Army Reserve Officers’ Training Corps (ROTC) outreach, cadet leadership development and networking. The invited guest speaker was Lieutenant Colonel Willie Rodney who is the Morgan State University’s ROTC Professor of Military Science (PMS). An assistant PMS, CPT Stuckey from Howard University, and several cadets from Howard University and Morgan State University attended and shared their ROTC experiences.

The purpose of the meeting is to showcase two local Historically Black Colleges & Universities (HBCU) commissioning officer programs, Howard University and Morgan State University, and discuss their cadet leadership development gaps and needs while facilitating a way forward on how the ROCKS, Inc. can assist to fill their program gaps.



COL(R) Clarence Miller, a founding/charter member of the ROCKS, Inc., shares historical background about the chapter’s 43rd West Hamilton Dinner held on November 3, 2018 at the Fort Belvoir Officers’ Club. (Photo credit: LTC Michelle A. Jefferson)

As a way forward, the Washington, D.C. Chapter of the ROCKS, Inc. Membership Committee Chairmen suggested coordinating one of the monthly chapter leadership professional developments (LPD) on the college campuses which would provide easier access since most students have limited transportation. The campus outreach may indirectly increase recruitment of cadets but most importantly provide earlier exposure to the ROCKS, Inc. in order to promote mentorship, coaching, scholarship, networking and professional development. LTC Rodney recommended the ROCKS, Inc. assist with coordinating a “Combat Arms or Combat Support” Branch Day LPD to educate the cadets on the various fields. Overall, the D.C. Chapter members agreed to collaborate and assist with Washington, D.C. metro area Army ROTC Branch Days.

After the ROTC Outreach presentation and discussion, experienced members from Second and First Lieutenant to General Officer provided abundant pearls of advice and wisdom. BG Aaron Dean of the D.C. National Guard reminded everyone to have “Moral courage. Always do the right thing. Follow your instinct - 99.9% of the time, your instincts are correct. There are two types of instincts: survival instincts and those that teach and show right and

wrong. Instinct will never lead you to a spade if you listen to it.” While MG (R) Robert C. Gaskill, Sr. reminded everyone to treat others with dignity and respect, especially your noncommissioned officers. MG (R) Gaskill, Sr. also added that as you rise up in rank, it is important to remember that you are always being watched; so always do what is ethically and morally right. Overall, it was a positive LPD and successful kick off to a new school year with the Washington, D.C. metro area U.S. Army ROTC cadets, faculty and staff.

Although it is not an official ROCKS, Inc.’s LPD, Howard University’s ROTC Department hosted the 2018 Army Senior Leader Development Conference (SLDC) with guest speaker Congressman Anthony Brown, a panel of the Army’s most senior general officers and forum moderator LTG (R) Robert Ferrell on Wednesday, November 7, 2018, at Howard University’s campus.



Right to Left: Mr. Samir Deshpande, Walter Reed Army Institute of Research (WRAIR) ORISE Fellow, and LTC Michelle A. Jefferson, Washington, D.C. Chapter, The ROCKS, Inc. Membership Committee Chairmen and WRAIR Associate Director of the Pathology Department, spoke with over 300 Junior ROTC and ROTC cadets, like George Mason University Army ROTC Cadets Jasmine Gutierrez and Steven Calozzi, about various STEM educational opportunities and military careers available at WRAIR. (Photo credit: Ian Daniel)

This was an opportunity for U.S. Army senior leaders to directly interact, coach and mentor the U.S. Army’s future leaders. In its 5th year, the program is one of the marquee events for the U.S. Army Cadet Command. Several Washington, D.C.

Chapter members of the ROCKS, Inc. attended and interacted with the Junior ROTC and ROTC cadets and junior officers. The SLDC is an outreach mechanism where the ROCKS, Inc. may assist the U.S. Army Cadet Command with promoting a diversity of senior leaders.



Washington, D.C. Chapter, The ROCKS, Inc. Membership Committee Chairmen, LTC Michelle A. Jefferson spoke with over 200 Junior ROTC and ROTC Cadets during the University of Maryland College Park’s Army ROTC Branch Day held on 6 December 2018. (Photo credit: Dr. Nathaniel Tablante)



Alamo ROCKS Outreach Visit Reflections by National Board Member

By COL (Ret) Dorene Hurt

On October 26, 2018, I met with most of the Alamo Chapter leadership team at Fort Sam Houston, Texas. Immediately upon entering the office where we met, I was excited to see the youth and diversity of the Alamo ROCKS Chapter Officers. Led by Chapter President, COL Marion Jefferson, the Alamo ROCKS is working extremely hard to not only reestablish its presence on post and in the San Antonio area, but most importantly, to become the organization of choice for those desiring to be mentored and to enhance their professional development. Throughout the meeting, I was extremely impressed by the team’s clear vision and associated plans and goals to realize that vision.

They were extremely bright, combat experienced and motivated officers who

understood the Chapter’s previous challenges, but were more driven by the great potential in serving others and the community in a positive way. We discussed a myriad of relevant topics and they had very insightful questions, many of which I would have expected out of much more senior officers. As is our responsibility to do as National Board Member Advisor to ROCKS Chapters, I provided information regarding the overall priorities and direction of the ROCKS, Inc. from the National Board perspective and responded to as many of their queries and concerns as possible. I also provided some lessons learned and best practices that ROCKS, Inc. has seen from other Chapters.



Alamo Chapter officers: 1LT Ashley Robbins, CPT Joshua Gotay, & CPT Louis Ortiz with COL(Ret) Dorene Hurt & COL Roberto Cardenas

I must admit that the Alamo ROCKS hold a special place in my heart since I was a Chartering member when it was established in the early 1990s. Several significant factors will have a major impact on the chapter in the near future including its commitment to institutionalizing its processes and records to ensure smoother Chapter management including transitions between Chapter leaders as members come and go. Another key effort is to nurture relationships with Senior Leaders to ensure the support needed to grow and thrive in the area. Lastly, they must ensure that the Chapter remains relevant to current and potential members plus maintain ongoing outreach efforts to HBCUs, other Universities, JROTC, and the community.



2018 is Year of the Warrant Officer - D.C. Chapter hosted its 2nd Annual Senior Warrant Officer Panel: A Discussion with “Experts and Quiet Professionals”

By LTC Michelle A. Jefferson &
COL(R) Shelia Howell-Flowers

WASHINGTON – In August, the Washington, D.C. Chapter of the ROCKS, Inc. conducted its Annual Senior Warrant Officer Panel Discussion at Fort Myer’s Memorial Chapel in order to fulfill its goal of creating an environment of diversity and inclusion whereby each member feels valued and relevant.

This year marks the 100th year anniversary for the Warrant Officers Corps and it is evident that they continue to be a critical part of the total Army force. Chief Warrant Officer Five (CW5) Yolondria S. Dixon-Carter, the assistant executive officer to the Vice Chief of Staff of the Army assembled an enthusiastic and diverse panel of senior warrant officers to provide perspectives affecting the Army to include the Army’s New Combat Fitness Test (ACFT), near-peer threats, the new Cyber and Space Command and Security Force Assistance Brigade (SFAB). Panel members included: CW5 Joseph Lancaster (Military Intelligence), CW5 Traci Goodwin (Military Intelligence), CW4 Raul Negron (Cyber Corps), CW5 John Blank (Aviation) and CW4 Linc McCoy (Signal Corps).

Army Combat Fitness Test – The new age and gender neutral ACFT was approved on July 9, 2018, is set for Army-wide implementation in October 2020. Per the National Defense Authority (NDA) and the Total Army Force concept, the purpose of the six-event test is to ensure service members are fully mission capable for the various counterinsurgency events they will encounter during battle by developing a more rigorous fitness test. The six events are 1. Strength Deadlift, 2. Standing Power Throw, 3. Hand-Release Push Up, 4. Sprint/Drag/Carry, 5. Leg Tuck, and 6. 2-Mile Run. Currently, there are zero alternate events. Science research

identifies the ACFT reduces injuries; thereby increasing unit readiness, one of the Army’s top priorities. The Army randomly selected 70 units that will field the ACFT to ensure the ACFT meets NDA compliance. Funding to hire professional performance and nutrition coaches to ensure service members are keeping the triad of exercise, sleep, and nutrition balanced is already incorporated into the fielding budget.



*2nd Annual Senior Warrant Officer Panel:
A Discussion with “Experts and Quiet
Professionals” Panelists from left to right: CW4
Raul Negron, CW4 Linc McCoy (SC), CW5 John
Blank (AV), CW5 Yolondria S. Dixon-Carter, CW5
Joseph Lancaster (MI), and CW5 Traci Goodwin
(MI). (Photo credit: MAJ (P) Michelle A. Jefferson)*

Near-Peer Threats – Army leaders must change the way they think by changing the mindset to adjust to cultural changes. Currently, the Army is outmatched on several levels of capabilities with near-peer-threat countries. The Army must amp up its lethality and readiness factors by removing the concept of “peacetime” to constantly address the competition and challenges presented by the enemy (i.e. social media). The Army is fighting a multi-domain battle that presents challenges from the ground, air, space, and cyber with the biggest challenge being social media.

Cyber and Space Command – The Cyber and Space Command is working to increase its branch by including all MOSs in their training. All MOSs are included on the cyber and space teams. Biggest challenge is building and sustaining readiness. A physical threat commonly identified is financial means. To prevent identify theft, service members are highly encouraged to be aware of their actions when cyber is involved.

Security Force Assistance Brigade – Goal is to have six SFABs by FY2020. It is a necessary culture change. The military will rely more heavily on Government civilians for continued support of service members and Warrant Officers.



*CPT Gregory Davis (SC) who currently works at the
National Ground Intelligence Center (NGIC) in
Charlottesville, Virginia, engaged in a lively
discussion with the Senior Warrant Officer Panel
members on near-peer threats and the new Cyber
and Space Command. (Photo credit: MAJ (P)
Michelle A. Jefferson).*

At the end of the discussion forum, CW5 Dixon-Carter recognized CW3 Jonathan W. Holsey (Adjutant General) for being the first warrant officer amputee to remain serving on active duty despite a tragic combat injury, and COL(R) Shelia Howell-Flowers, President of the D.C. Chapter, presented a certificate of appreciation and a D.C. Chapter coin of excellence to each Senior Warrant Officer panelist. Overall, the 2nd Annual Senior Warrant Officer Panel Discussion was very relevant, informative and well received by visiting nonmembers and members.



2018, DC ROCKS 5 Mile Run & 2 Mile Walk

By: LTC Stephen Stanley



It's fun time at Lake Accotink Park

The Washington, DC Chapter ROCKS, Inc. conducted its 27th Annual DC ROCKS 5 Mile Run and 2 Mile Walk on Saturday, October 27, 2018 at 8:30am at Lake Accotink Park, in Springfield, VA.

The event was originally scheduled for Saturday September 15, but was postponed due to the threat of Hurricane Florence reaching the DC area.



Life Member of the ROCKS, LTG(R) Arthur Gregg (far left) with some of the winners and DC Chapter President, COL(R) Shelia Howell-Flowers (far right)

This year the event was conducted in a new location at Lake Accotink Park in Springfield, VA. The day of the event participants gathered under the train trestle on a chilly, wet, and rainy morning, but were surprisingly enthusiastic about the trails they were about to run.

Volunteer firefighters were on hand from the Franconia Volunteer Fire Department to ensure the safety of everyone, the Army Reserve Careers Division was available in addition to support from the Army SHARP at Fort Belvoir and the Soldier for Life program.

This year the Cadets from Norfolk State University Spartan Battalion came away with first place in both the men and women run. They were also victorious in winning first place in the team challenge.

Not to be out done, Morgan State University Bear Battalion and Bowie State University Bulldog Battalion cadets were fiercely competitive edging out in 2nd and 3rd place respectively in the team challenge.

Although the weather was less than ideal, we appreciate the flexibility of our participants and their ability to overcome adversity as the rain and cold conditions caused us modify the course due to hazardous conditions on the trails. This attitude demonstrated the true grit needed to undertake the challenge of the Army's missions and future wars.



Trophy presentation at 27th annual DC Run/Walk

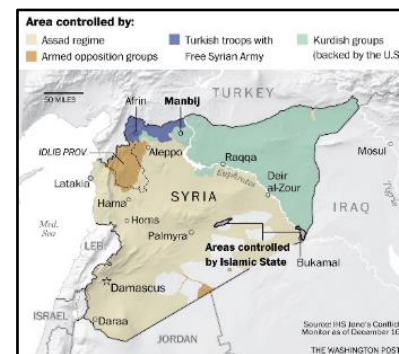
On behalf of The Washington, DC Chapter ROCKS, Inc, we thank our sponsors, volunteers, runners and walkers for being a part of this year's event, we are grateful for your continuous support and look forward to seeing you in 2019.

For additional race results and photos, please visit: www.dcrocks.racewire.com



(Syria, Continued from page 10)

The guests ranged, Shammar confided, from sheikhs affiliated with the Assad regime and his ruling Baath Party to representatives of the Islamic State, the Free Syrian Army rebels and the Kurdish-led Syrian Democratic Forces — a spectrum of those competing for control in northeastern Syria.



Shammar has allied his tribe with the United States and the Kurds, and he has contributed fighters from his small Sanadid militia to battles against the Islamic State. But, he said, he has many concerns: namely, that the U.S. talk of countering Iran will suck the region into a new conflict and that the area's Arabs will be cut out of any deal that is eventually reached with the Kurds.

"Everything is uncertain. We are part of a global game now, and it is out of our hands," he said.

His son Bandar, who leads the Shammar militia, said the tribe supports some form of new arrangement for the Kurds in Syria "because they are our brothers and they sacrificed a lot," he said.

"The main concern of the Arab population is that one ethnicity, the Kurds, is going to build a state for Kurds and impose their authority on the others," he said. "The coalition created the SDF to be multi-ethnic, but really people see it is not like this. It is a solo actor which authorizes everything and controls everything."

'It's a matter of time'

Kurdish leaders say they are working hard to convince the Arab community that their plan for governing will include it. Education sessions are being held in Arab areas to try to bring Arabs around to the

views of Abdullah Ocalan, the jailed Turkish Kurdish leader who inspired the YPG's ideology, said Saleh Muslim, a senior official with the Democratic Union Party, the political wing of the YPG.

"We are very sincere about living together," he said. "It's a matter of time. Maybe we need three or four years to make it stable."

Whether the Kurds have three or four years is unclear. U.S. officials hope the American presence will bring leverage in negotiations over an eventual settlement to end the Syrian war, with the aim of securing some form of autonomy for their Kurdish allies as well as rolling back Iranian influence.

But there is no such settlement in sight, and there may not be one. Assad has prevailed against the rebellion elsewhere in Syria and has shown no inclination to make concessions. The expectation among many residents, Kurds and Arabs alike, is that the government will eventually restore its authority over the area.

After Trump said the troops would soon be withdrawn, many here began planning for that eventuality, including the Kurds, who launched talks with Damascus for a direct, bilateral settlement. The talks went nowhere, and now the Americans are staying — but Kurdish officials say they are keeping open channels of communication in case Trump changes his mind again.

"Everything is very complicated and no one knows which way to turn. We don't know who is against whom and who is with whom," said Amjad Othman, an official with the SDF.

All the challenges and complexities of northeastern Syria seemed to be concentrated in the small, strategic town of Manbij. Located beside the Euphrates River, it was liberated from the Islamic State by Kurdish forces over three years ago. Now, to the north, lies territory controlled by Turkish troops and their Free Syrian Army allies, and to the south by the Syrian government and its allies, Russia and Iran.

In the middle are the Americans. It is one of the few places where the U.S. military

has a conspicuous presence. There are three small U.S. bases in and around the town, supporting an American effort to keep apart Turkey and the Kurdish-affiliated Manbij Military Council, according to officials with the council. So far, diplomacy has worked to tamp down the tensions, and the U.S. and Turkish militaries recently began conducting joint patrols along the front line.

But attacks, carried out by assassins riding motorcycles and planting roadside bombs, are occurring with increasing frequency behind the front lines. Local officials believe groups affiliated with the Syrian government and Iran are behind some of these, according to Mohammed Mustafa Ali, who goes by the name Abu Adil and is the head of the Manbij Military Council. "We are surrounded by enemies, and they all want to come here," he said.

City still in ruins

Frustrations are building, meanwhile, with the acute lack of funding for reconstruction, impeding the effort to win hearts and minds in Arab non-Kurdish areas, Kurdish officials say. Earlier this year, Trump cut the \$200 million that had been earmarked for essential repairs to the worst damaged areas. Though that sum has been replaced by donations from Saudi Arabia and the United Arab Emirates, it is a fraction of the billions of dollars required.

It is in Raqqa, the biggest city in the part of Syria where U.S. troops are based, that the frustration is most keenly felt. The city was devastated by the U.S.-led airstrikes that accompanied the SDF's four-month offensive to drive out the Islamic State, and a year later the city is still in ruins.

Signs of life are returning, with shops and markets reopening in some neighborhoods. About half the population has returned, squeezing into the least damaged buildings, sometimes living without walls and windows. Most roads have been cleared of piles of rubble that were left by the bombardments, but blocks on end are wrecked and uninhabitable. The water was restored in September, but there is still no electricity.

Without more financial support, there is a risk that Raqqa will "devolve into the same

vulnerability ISIS found when it first arrived, a 'fractured city ripe for extremist takeover and exploitation,'" a report by the Pentagon's inspector general said last month, quoting a State Department official.

The anger on the streets is palpable. Some residents are openly hostile to foreign visitors, which is rare in other towns and cities freed from Islamic State control in Syria and Iraq. Even those who support the presence of the U.S. military and the SDF say they are resentful that the United States and its partners in the anti-ISIS coalition that bombed the city aren't helping to rebuild.

And many appear not to support their new rulers.

"We don't want the Americans. It's occupation," said one man, a tailor, who didn't want to give his name because he feared the consequences of speaking his mind. "I don't know why they had to use such a huge number of weapons and destroy the city. Yes, ISIS was here, but we paid the price. They have a responsibility." He spoke wistfully of life under the Islamic State, when, he said, the streets were safe. His business was good because foreign fighters flocked to him to get themselves decked out in the Afghan-style outfits of baggy pants and tunics that were favored by the Islamic State. Now the city is half empty and customers are few.

Everyone says the streets are not safe now. Recent months have seen an uptick in assassinations and kidnappings, mostly targeting members of the security forces or people who work with the local council. But some critics of the authorities have been gunned down, too, and at night there are abductions and robberies.

And there is graffiti, often appearing overnight, a sinister reminder that the Islamic State is trying to stage a comeback. "Remaining in spite of you," said the writing scrawled in black paint on the collapsed wall of a destroyed building on one recent morning, a reference to the Islamic State's slogan, "Remaining and Expanding."

The paint was fresh.

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