

The ROCKET

Spring 2019



*We honor the legacy of Brigadier General Roscoe C. Cartwright
through the ROCKS, Incorporated*



1974 - 2019

Sapphire Anniversary

The poster features a dark blue background with a starry night sky and several bright blue spotlights shining down from the top. At the top center is the logo for 'THE ROCKS INC.' which includes a circular emblem with a rock formation. Below the logo, the text 'THE ROCKS INC.' is written in a serif font. The main title 'Sapphires' is in a large, ornate, blue-outlined font, with 'AND Rubies' in a smaller, cursive font below it. A white silhouette of a person riding a horse is visible on the left side. A large, white, rectangular sign with the text 'DAILY NEWS TICKETS SOLD OUT!' is placed over the center of the poster. Below the sign, the event date 'SATURDAY, APRIL 13, 2019' is written in a serif font. The venue 'Mount Vernon Room' is written in a cursive font, followed by 'Fort Belvoir Officers Club' in a serif font. The event times '1800 - No Host Social | 1845 - Program' are listed. The registration information 'REGISTRATION Early - \$90 | Regular - \$100 | Late - \$125' is provided. At the bottom, the text 'FOR MORE INFORMATION, VISIT www.rocksinc.org' is displayed. The bottom corners of the poster are decorated with clusters of blue and white gemstones.

THE ROCKS INC.

Sapphires
AND Rubies

S

DAILY NEWS
**TICKETS
SOLD
OUT!**

SATURDAY, APRIL 13, 2019

Mount Vernon Room
Fort Belvoir Officers Club
1800 - No Host Social | 1845 - Program

REGISTRATION
Early - \$90 | Regular - \$100 | Late - \$125

FOR MORE INFORMATION, VISIT
www.rocksinc.org

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HONORARY ROCK OF THE YEAR

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LTG EDWARD HONOR LEADERSHIP AWARD

Cadet Dontavious D. Joseph

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CPT Markel Hall, USA



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- ✓ Submit articles in **Microsoft Word Document Format *Only***
(Do not include photos within body of text: please add photos to the end of the article)
- ✓ Article Header should be in **Times New Roman Font; Font Size=14 and Bolded**
- ✓ Author/contributor credit reflected in following format:
Written by (Author's name) (Font=Times New Roman Italics; Font Size = 10)
- Page Margins = 1" Left, Right, Top and Bottom
- The text should be Font=Times New Roman; Font Size=10. No special formatting. Use left justification. Maximum number of words=600 words
- Maximum number of photos per article = 3 (Include at the end of the article)
- Include photo captions under photo (Font=Times New Roman; Font Size=8)
- PDF document will NOT be accepted.
- Links to web articles will NOT be accepted.
- Articles should be written in 3rd party tense.
- If you would like an article from another publication to appear in the ROCKET, you must obtain written permission from the author and forward it to nationalrocket@gmail.com along with the article in MS Word format.
- We do not accept podcast or video as stand alone submissions for this written publication. However, we do have other media platforms available to disseminate or distribute video or podcast material.

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Chairman's Message



Since the last edition of the Rocket, it can be honestly stated that the ROCKS are in transition to meet the goals that were set forth in 2018. We challenged ourselves to:

- A) Establish a permanent office with a full-time staff.
- B) Reinstate the ROTC outreach program.
- C) Increase the number of ROTC scholarships credited to the ROCKS.
- D) Launch STEM programs.
- E) Improve communications with the Chapters.

ESTABLISH A PERMANENT ROCKS OFFICE

The ROCKS are currently engaged in serious dialogue with an outside investor to provide enough funding to establish a fully functional office with sufficient staffing to handle the ROCKS day-to-day activities both in the US and overseas.

REINSTATE THE ROTC CADET OUTREACH PROGRAM

Hampton University and Norfolk State University have been identified as the initial institutions to begin this program. We are in the process of putting the initial team together and will be advancing this effort to begin next month. We will capture lessons learned based on the initial experience and adjust as necessary to ensure program effectiveness.

INCREASE NUMBER OF ROTC SCHOLARSHIPS CREDITED TO THE ROCKS

The ROCKS are working very closely with the Cadet Command and various institutes of higher learning to expand the number of ROTC scholarships awarded in 2019. Our dynamic team of Major (Retired) Sean Lanier and Colonel Mike McClendon have done an exemplary job of meeting this tasking. For example, in 2018 the Rocks were credited with 84 ROTC scholarships awarded. In 2019, the ROCKS are forecasting a total of over 100 ROTC scholarships. It should be noted that at a recent HBCU college recruitment event, Cadet Command and the ROCKS were credited with awarding a \$245,000 "hip pocket" scholarship to a deserving young lady with outstanding academic credentials.

LAUNCH STEM PROGRAMS

The ROCKS have entered into preliminary discussions with a potential industry partner to formulate a comprehensive strategy to implement STEM programs in various locations within the United States. These discussions have the impetus to mature quickly, which will provide the ROCKS with an opportunity to serve various communities with rapidly emerging technical and scientific disciplines. Hopefully these efforts will result in our youth being prepared to meet the coming challenges.

IMPROVE COMMUNICATIONS WITH THE CHAPTERS

Beginning shortly, we will be sending out every two weeks a "News Journal" via the internet. This document will be designed to keep the chapters informed about what is occurring in the ROCKS as well as the U.S. Army. Chapters are also encouraged to send information that will be shared with all ROCKS chapters.

Always moving forward,

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.

Make a Difference

BECOME A MENTOR!

The Hidden Cost of War

By Chaplain (LTC) James D. Key, 11
National ROCKS Board Chaplain,

I was walking out of a grocery store recently when a homeless man approached me and said, "Excuse me sir, I'm trying to buy some food. Can you help me out?" After talking to him for a few minutes, I discovered that he was a Vietnam War veteran. I gave him a few dollars knowing that my humble contribution might help him eat today. But what about tomorrow?

As I drove home, I thought about this man and the countless other homeless veterans who walk our nation's streets looking for, in the words of poet Paul Laurence Dunbar, "A crust of bread and a corner to sleep in."

Veterans make up one in four homeless people in the USA, though they are only 11% of the general population, according to The National Alliance to End Homelessness.



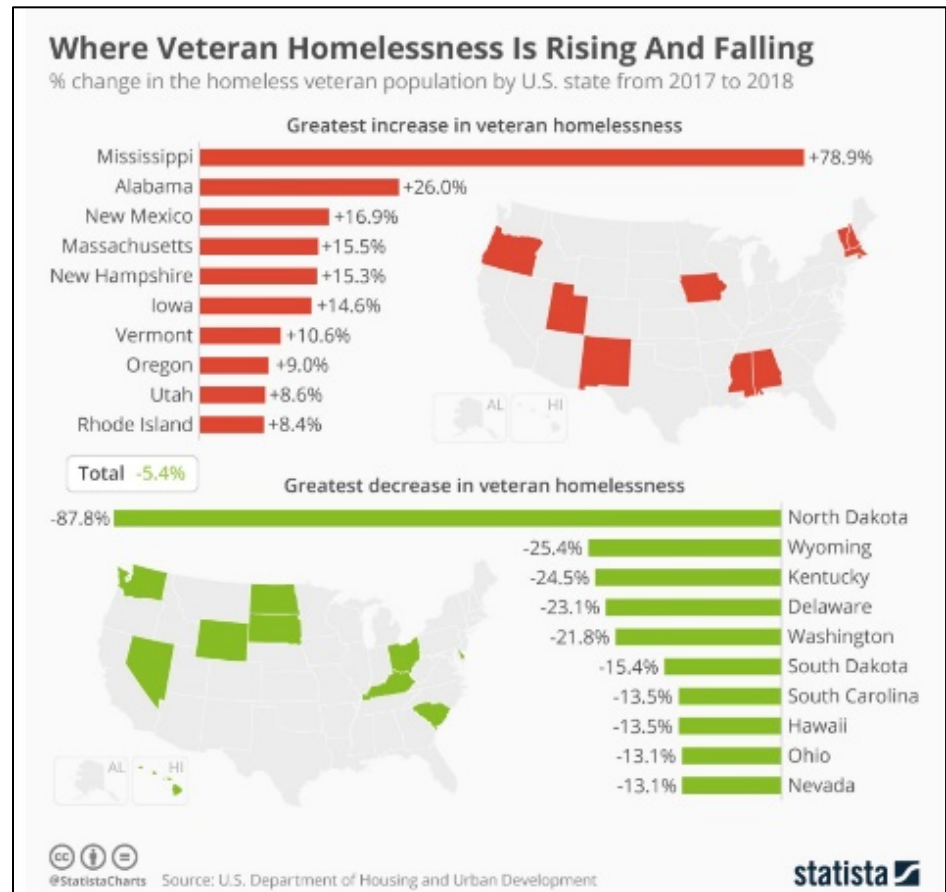
There are myriad reasons for these dismal numbers: limited access to affordable housing, inadequate health care and employment instability. But many cases are fed by the fact that displaced and at-risk veterans often live with the lingering effects of post-traumatic stress disorder or substance abuse. These are the hidden costs of fighting a war.

Further, the Veterans Affairs Department (VA) reaches only 25% of an estimated

400,000 veterans who are homeless at some time during the year, leaving the rest to seek aid from local government agencies and community service organizations.

But the VA can't shoulder this burden on its own.

Today, more help is needed from people like you and me taking ownership of this



Homelessness is spreading beyond the middle-age and elderly veterans to include those who have served in Iraq and Afghanistan. In 2008, The VA identified over 1,500 homeless veterans from the wars in Iraq and Afghanistan and reported that just 400 participated in its homeless programs. Today, the VA offers more service options — outpatient facilities, counselors and therapy — than for troops who returned from Vietnam. Unfortunately, many veterans don't seek help for mental and emotional problems until years after their return from combat, when the conditions have often worsened.

My father, James Key Sr., worked as a VA counselor. As a teenager, I didn't put much stock in his work, but now that I'm in the military, I have a deeper appreciation for his profession. My father gave many homeless Vietnam War veterans in Los Angeles a second chance.

problem. Donations of food, clothing or money to homeless shelters can make an immense difference. Volunteers are always needed as well. The website of the non-profit National Coalition for Homeless Veterans, for one, lists organizations nationwide.

It's been said that the best way to judge a nation is to measure how it takes care of its old and young. Maybe we should add homeless veterans to the list as well.

Chaplain (LTC) James Keys is the Chaplain for the 10th Mountain Division, Fort Drum, New York.





Reprinted from NCHV website, nchv.org

FAQ ABOUT HOMELESS VETERANS

Who are homeless veterans?

The U.S. Department of Veterans Affairs (VA) states that the nation's homeless veterans are predominantly male, with roughly 9% being female. The majority are single; live in urban areas; and suffer from mental illness, alcohol and/or substance abuse, or co-occurring disorders. About 11% of the adult homeless population are veterans.

Roughly 45% of all homeless veterans are African American or Hispanic, despite only accounting for 10.4% and 3.4% of the U.S. veteran population, respectively.

Homeless veterans are younger on average than the total veteran population. Approximately 9% are between the ages of 18 and 30, and 41% are between the ages of 31 and 50. Conversely, only 5% of all veterans are between the ages of 18 and 30, and less than 23% are between 31 and 50.

America's homeless veterans have served in World War II, the Korean War, Cold War, Vietnam War, Grenada, Panama, Lebanon, Persian Gulf War, Afghanistan and Iraq (OEF/OIF), and the military's anti-drug cultivation efforts in South America. Nearly half of homeless veterans served during the Vietnam era. Two-thirds served our country for at least three years, and one-third were stationed in a war zone.

About 1.4 million other veterans, meanwhile, are considered at risk of homelessness due to poverty, lack of support networks, and dismal living conditions in overcrowded or substandard housing.

How many homeless veterans are there?

Although flawless counts are impossible to come by – the transient nature of homeless populations presents a major difficulty – the U.S. Department of Housing and Urban Development (HUD) estimates that 40,056 veterans are homeless on any given night.

Approximately 12,700 veterans of Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF) and Operation New Dawn (OND) were homeless in 2010. The number of young homeless veterans is increasing, but only constitutes 8.8% of the overall homeless veteran population.

Why are veterans homeless?

In addition to the complex set of factors influencing all homelessness – extreme shortage of affordable housing, livable income and access to health care – a large number of displaced and at-risk veterans live with lingering effects of post-traumatic stress disorder (PTSD) and substance abuse, which are compounded by a lack of family and social support networks. Additionally, military occupations and training are not always transferable to the civilian workforce, placing some veterans at a disadvantage when competing for employment.

A top priority for homeless veterans is secure, safe, clean housing that offers a supportive environment free of drugs and alcohol.

Doesn't VA take care of homeless veterans?

To a certain extent, yes. Each year, VA's specialized homelessness programs provide health care to almost 150,000 homeless veterans and other services to more than 112,000 veterans. Additionally, more than 40,000 homeless veterans receive compensation or pension benefits each month.

Since 1987, VA's programs for homeless veterans have emphasized collaboration with such community service providers to help expand services to more veterans in crisis. VA, using its own resources or in partnerships with others, has secured nearly 15,000 residential rehabilitative and transitional beds and more than 30,000 permanent beds for homeless veterans throughout the nation. These partnerships are credited with reducing the number of homeless veterans by 70% since 2005. More information about VA homeless programs and initiatives can be by going to:

<https://www.va.gov/homeless/>.

What services do veterans need?

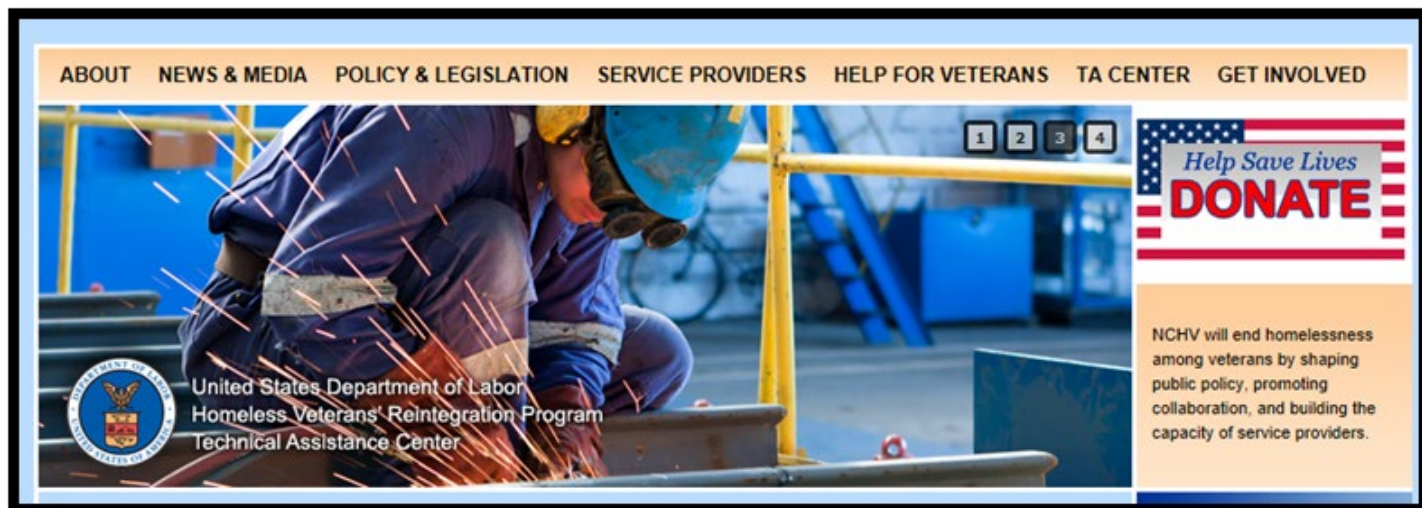
Veterans need a coordinated effort that provides secure housing, nutritional meals, basic physical health care, substance abuse care and aftercare, mental health counseling, personal development and empowerment. Additionally, veterans need job assessment, training and placement assistance.

NCHV strongly believes that all programs to assist homeless veterans must focus on helping them obtain and sustain employment.

What seems to work best?

The most effective programs for homeless and at-risk veterans are community-based, nonprofit, "veterans helping veterans" groups. Programs that seem to work best feature transitional housing with the camaraderie of living in structured, substance-free environments with fellow veterans who are succeeding at bettering themselves.

Government money, while important, is limited, and available services are often at capacity. It is critical, therefore, that community groups reach out to help provide the support, resources and



opportunities that most Americans take for granted: housing, employment and health care. Veterans who participate in collaborative programs are afforded more services and have higher chances of becoming tax-paying, productive citizens again.

What can I do?

Determine the need in your community. Visit with homeless veteran service providers. Contact your mayor's office for a list of providers, or search the [NCHV database](https://www.nchv.org/index.php/help/help/locate_organization/) at [nchv.org/index.php/help/help/locate_organization/](https://www.nchv.org/index.php/help/help/locate_organization/).

Involve others. If you are not already part of an organization, align yourself with a few other people who are interested in attacking this issue.

Participate in local homeless coalitions. Chances are, there is one in your community. If not, this could be the time to bring people together around this critical need.

Make a donation to your local homeless veteran service provider.

Contact your elected officials. Discuss what is being done in your community for homeless veterans.

Seven out of 10 Americans are one paycheck away from being homeless.

--Pras Michel

HOMELESS VETERANS FACTS

DEFINITIONS, DEMOGRAPHICS AND ESTIMATED NUMBERS

What is the definition of "homeless"?

The United States Code contains the official federal definition of homelessness, which is commonly used because it controls federal funding streams. In Title 42, Chapter 119, Subchapter 1, "homeless" is defined as follows:

§11302. General definition of homeless individual

(a) In general

For purposes of this chapter, the term "homeless" or "homeless individual or homeless person" includes—

an individual who lacks a fixed, regular, and adequate nighttime residence; and

an individual who has a primary nighttime residence that is—

A. a supervised publicly or privately-operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill); B. an institution that provides a temporary residence for individuals intended to be institutionalized; or C. a public or private

place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings."

Who is a veteran?

In general, most organizations use U.S. Department of Veterans Affairs (VA) eligibility criteria to determine which veterans can access services. Eligibility for VA benefits is based upon discharge from active military service under other than dishonorable conditions. Benefits vary according to factors connected with the type and length of military service. To see details of eligibility criteria for VA compensation and benefits, view the current benefits manual by going to https://www.va.gov/opa/publications/benefits_book.asp.

DEMOGRAPHICS OF HOMELESS VETERANS

- 11% of the homeless adult population are veterans
- 20% of the male homeless population are veterans
- 68% reside in principal cities
- 32% reside in suburban/rural areas
- 51% of individual homeless veterans have disabilities
- 50% have serious mental illness
- 70% have substance abuse problems
- 57% are white males, compared to 38% of non-veterans
- 50% are age 51 or older, compared to 19% non-veterans

INCARCERATED VETERANS

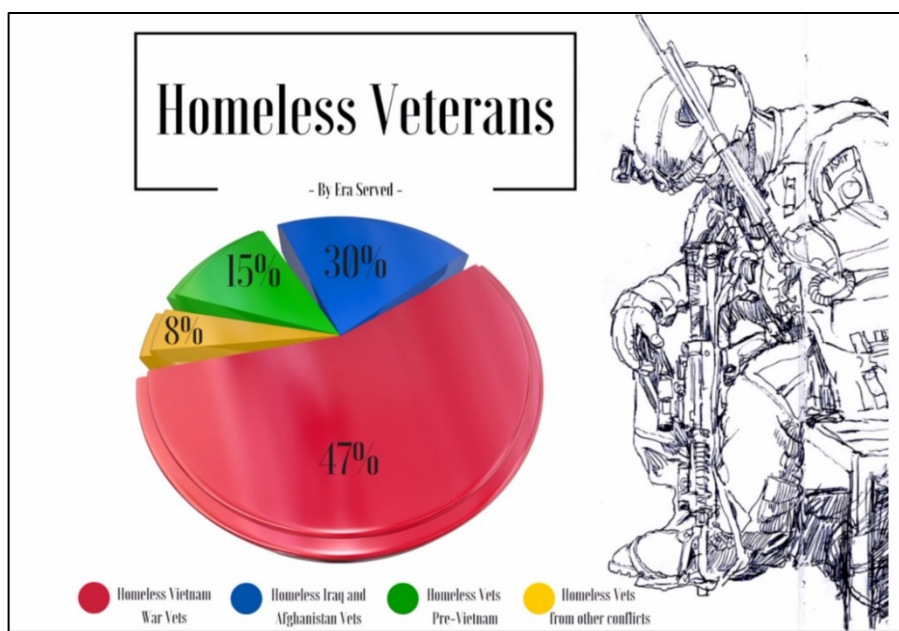
In May 2007, the Bureau of Justice Statistics released a special report on incarcerated veterans. The following are highlights of the report, "Veterans in State and Federal Prison, 2004," which assessed data based on personal interviews conducted in 2004:

Numbers and profiles:

- There were an estimated 140,000 veterans held in state and federal prisons. State prisons held 127,500 of these veterans, and federal prisons held 12,500.
- Male veterans were half as likely as other men to be held in prison (630 prisoners per 100,000 veterans, compared to 1,390 prisoners per 100,000 non-veteran U.S. residents). This gap had been increasing since the 1980s.
- Veterans in both state and federal prison were almost exclusively male (99 percent).
- The median age (45) of veterans in state prison was 12 years older than that of non-veterans (33). Non-veteran inmates (55%) were nearly four times more likely than veterans (14%) to be under the age of 35.
- Veterans were much better educated than other prisoners. Nearly all veterans in state prison (91%) reported at least a high school diploma or GED, while an estimated 40% of non-veterans lacked either.

Military backgrounds:

- The U.S. Army accounted for 46% of veterans living in the United States yet 56% of veterans in state prison.
- In 2004, the percentage of state prisoners who reported prior military service in the U.S. Armed Forces



(10%) was half of the level reported in 1986 (20%).

- Most state prison veterans (54%) reported service during a wartime era, while 20% saw combat duty. In federal prison two-thirds of veterans had served during wartime, and one quarter had seen combat.
- Six in 10 incarcerated veterans received an honorable discharge.

Mental health:

- Veteran status was unrelated to inmate reports of mental health problems.
- Combat service was not related to prevalence of recent mental health problems. Just over half of both combat and non-combat veterans reported any history of mental health problems.
- Veterans were less likely than non-veteran prisoners to have used drugs. Forty-two percent of veterans used drugs in the month before their offense compared to 58% of non-veterans.
- No relationship between veteran status and alcohol dependence or abuse was found.

Convictions and sentencing:

- Veterans had shorter criminal histories than non-veterans in state prison.
- Veterans reported longer average sentences than non-veterans, regardless of offense type.
- Over half of veterans (57%) were serving time for violent offenses, compared to 47% of non-veterans.
- Nearly one in four veterans in state prison were sex offenders, compared to one in 10 non-veterans.
- Veterans were more likely than other violent offenders in state prison to have victimized females and minors.
- More than a third of veterans in state prison had maximum sentences of at least 20 years, life or death.



GREAT READS FROM GREAT LEADERS

American Ulysses: A Life of Ulysses Grant by Ronald C. White. Great read of an officer and statesman who left a sterling list of contributions to our nation. Personally, his commitment to equality stood out due to his bravery to prosecute the KKK during his presidency.

- **19th General (Retired) Johnnie Wilson, 19th US Army Materiel Commanding General & 2018 Recipient of the LTG Gregg Leadership Award (1997 ROY)**

One of my favorite books is ***Once an Eagle*** because it's a great book on leadership and I was once an Eagle (101st). It stresses the importance of character and provides conflicting styles of leadership of two Officers who rise to the General Officer rank.

- **GEN James C. McConville 36th Vice Chief of Staff of the Army (2018 HROY)**



We Were Soldiers Once...and Young by LTG(R) Harold Moore because he demonstrates the best example of a leader of character, commitment, and competence in combat, garrison, and life.

- **GEN Gustave Perna, Commanding General, US Army Materiel Command (2019 HROY)**



Leaders Eat Last! by Simon Sinek because leadership is about having moral character and sacrificing self for the betterment of others and humanity!

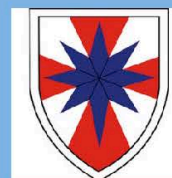
- **LTG Stephen Twitty, Deputy Commanding, EUCOM**

There are few books...one of my favorites is ***My American Journey*** by Gen Colin Powell. Gets to the greatness of America, the inspiration of hope and demonstrates that with vision and determination you can create your own opportunities. Also there are several examples of leadership throughout the book that we can all learn from. One of my favorite Colin Powell quotes is "There are no secrets to success: don't waste time looking for them. Success is the result of perfection, hard work, learning from failure, loyalty to those for whom you work, and persistence."

The second would be ***Hope is Not a Method: What Business Leaders Can Learn from America's Army Book*** by Gordon R. Sullivan and Michael Harper for Leadership. The book is all encompassing, its hits all the topics that a leader will encounter to include change, team building, character, values, training and investing in

people. Great insights on long-range planning issues...how to work through organizations that are changing. Lastly the book offers lessons in leadership and provides examples that you can implement.

- **MG Charles R. Hamilton, Commanding General, 8th Theater Sustainment Command (2013 ROY)**



SUSTAIN THE FORCE!

Hidden Heroism: Black Soldiers in America's Wars by Robert B. Edgerton. It reviews battles as far back as the American Revolution and follows Black Soldiers serving with distinction through WWI and beyond. A theme throughout (in my opinion) was that Black soldiers, despite challenges fueled by segregation and unequal treatment, fought with a sense of patriotism and purpose that debunked myths of inferiority.

- **MG Gary Brito, Commanding General, Fort Benning & Maneuver Center of Excellence**





Army Reveals Plans to Improve Military Housing to Congress

By Sean Kimmons, Army News Service
March 7, 2019

WASHINGTON -- Army senior leaders introduced an action plan to lawmakers Thursday that outlines steps to remedy military housing issues.

The plan includes a draft Tenant Bill of Rights, which is a joint effort by all military services expected to be finalized in the coming weeks.

In it, there are 12 rights intended to protect residents of privatized military housing.



Secretary of the Army Mark T. Esper responds to a question while testifying before the Senate Armed Services Committee on Capitol Hill in Washington, D.C., March 7, 2019. Army senior leaders introduced an action plan to lawmakers that outlines steps to remedy military housing issues. (Photo Credit: Screenshot)

"The recent reports of substandard conditions in some of our military housing units are deeply troubling," said Secretary of the Army Mark T. Esper. "It is unacceptable for our families who sacrifice so much for our country to endure these hardships in their homes."

Testifying before the Senate Armed Services Committee on Capitol Hill, Esper said garrison leaders will soon be given more oversight to ensure housing

companies on installations are held accountable.

Current proposals are for garrison staffs to conduct quality control checks on all life, health and safety work orders performed by contractors. They will also be present every time a resident moves in or out of a home.

To better empower them, members of garrison staffs will even be trained on contracting and housing management, he added.

A reporting system is being developed as well that will allow residents to rate the timeliness, quality of work and customer service of contractors that will be relayed to garrison teams.

"Many Army families are concerned that they lack the ability to hold the privatized housing companies accountable for poorly performed services," Esper said, "and are inadequately protected from retaliation."

INCREASING OVERSIGHT

The Army has about 104,000 houses and apartments worldwide, and of those about 89,500 have been privatized under the Residential Communities Initiative.

Seven private companies now manage the properties across 49 installations, he noted.

While the initiative helped tackle inadequate housing at the time, Esper said the Army eventually lost sufficient oversight of the program.

"In too many cases, it is clear that privatized housing companies failed to uphold their end of the bargain, a failure that was enabled by the Army's insufficient oversight," he said.

Within hours of the first Congressional hearing to address housing concerns last month, the Army took actions to fully understand the scope and scale of the problems, he said.

Senior leaders have since visited families in homes affected by lead paint, mold and other toxic hazards at Fort Meade,

Maryland; Fort Bragg, North Carolina; Fort Campbell, Tennessee; Fort Jackson, South Carolina; Fort Belvoir, Virginia; and the U.S. Military Academy in New York.

Garrison commanders have been ordered to complete a 100 percent screening of installation housing by March 18. Town halls have also taken place across the Army.

"This has provided families a forum to voice their concerns and to report problems directly to garrison commanders," the secretary said.

CHAINS OF COMMAND

Army Chief of Staff Gen. Mark A. Milley also testified that chains of command need to step up to ensure their Soldiers have adequate housing.

"Our duty as commanders is to be responsible for everything our units fail to do or succeed at," he said.

"I want all of the Soldiers out there to know that their chain of command is now fully engaged," he added. "It is our personal responsibility and we will be held personally accountable for the condition of their living quarters or their houses."

Ongoing housing inspections also include barracks for single Soldiers, Esper said, adding that Soldiers and families living in off-base homes should be checked on, too.

"We have a responsibility to take care of our Soldiers [and their dependents] wherever they live," he said.

Following meetings with senior leaders, housing companies also agreed to have a sufficient number of trained technicians and staff on installations to handle issues in a timely manner.

"All of the housing contractors are committed to working together to find ways to improve customer service and increase transparency," he said.

Senior leaders even ordered the Army inspector general to investigate the

service's privatized housing to find the best way forward.



Under Secretary of the Army Ryan D. McCarthy, right, visits the home of a military family at Fort Jackson, S.C., Feb. 21, 2019. Senior leaders have recently visited several Army installations to hear concerns about military housing.

(Photo Credit: U.S. Army)

By 2021, plans already call for the Army to eliminate its lowest level of military housing, known as Q4. Only 190 families are currently living in Q4 housing, Sgt. Maj. of the Army Daniel A. Dailey told lawmakers last month.

Providing a safe, quality living environment, the secretary said, is critical to the readiness of the force.

"This is essential to building trust, so when Soldiers deploy they can rest assured that their families are taken care of back home," Esper said. "To do this, the Army needs to get back involved in the housing business."



Military Should Pursue Legal Action Against Privatized Housing Companies, Senators Say

*By Karen Jowers
March 7, 2019*

As senators pressed senior military leaders on their plans and timelines to fix the systemic problems with military housing, some urged the leaders to pursue legal action against some privatized housing companies, during a hearing Thursday.

"I think there are clear indications of fraud. I would recommend these issues be

referred to the Department of Justice," said Sen. Richard Blumenthal, D-Conn., eliciting applause from military families in the room during the Armed Services Committee hearing.

"This is a risk-free cash cow. Very few landlords in the country have tenants who are obligated to pay for decades without any real accountability."

The service secretaries said any allegations of fraud should be pursued. Navy Secretary Richard Spencer said an investigation is already under way with the Navy Audit Service. Once Navy Audit has the data, then the Department of Justice would be involved, he said. Air Force Secretary Heather Wilson said the Air Force Office of Special Investigations does the initial investigation and refers to the U.S. Attorney in the district where it's involved. "We take all allegations or indication of fraud very seriously," she said.

"I'd respectfully suggest this procedure ought to be expedited. . . I would respect your going directly to the [Justice Department] with this issue either to the civil division or the criminal division. If we really care about this issue, let's recognize it for what it is. . . . at the end of the day, what they will respect . . . is the hammer of fair and effective law enforcement behind you," Blumenthal said.

"We're dealing with a problem that has festered for a long time." He added he will be sending a formal letter to the service secretaries.

Sen. Gary Peters, D-Mich., showed pictures of black mold in the home of a Michigan native who is a soldier living at Fort Bragg, N.C., which has been recently deemed unlivable. It was also infested with termites. Then, Peters brought out a photo of a large dining room in the "incredible mansion on 100 acres" of the owner of the company that manages the Fort Bragg housing. "The landlord lives like this... these folks live like this, and these are our soldiers, sailors, airmen, Marines," he said. The soldier's husband told Peters he'd like to join the Army, but may not be able to now because of

respiratory issues that may be due to the housing.

"I wholeheartedly apologize that [these families] have to live in such despicable conditions. It's unconscionable that that would happen," said Army Secretary Mark Esper.

Esper said the Army's immediate priority is to complete all work orders that are related to life, safety and health issues; to staff up quality control on installations, to make sure there's adequate customer service, and finalize the tenant's bill of rights. The bill of rights, a joint effort of all the service secretaries, is expected to take about 90 days to finalize, as they consult with lawmakers, contractors and others. The service secretaries are also working on other joint efforts to address the issue.

Following a hearing Feb. 13 where military spouses testified about their problems with mold, termites and other issues, concerns about their families' health and safety, and the inability to get their privatized housing manager to resolve the issues, the service secretaries ordered installation officials to contact residents through town halls, or other means, such as direct contact of every sailor and Marine to ask if they'd like leadership to visit their home to see issues with their housing.

The service leaders have also made visits to installations, and what they've seen is "not inconsistent" with what they heard from military spouses at the Feb. 13 hearing, they said.



Privatized Navy family housing operated by Lincoln Military Housing at Naval Air Station, Lemoore, Calif. Navy officials have mandated that commands reach out to all sailors in Navy housing, whether government or private venture.

(Photo credit: Mark D. Faram/Staff)

The service secretaries discussed some of the initial results of their calls to local commands for information. Wilson said

the Air Force review included responses from 50,991 military personnel out of 57,500 living in government-owned, government-controlled, and privatized housing. Commanders reported that 15.4 percent of the 44,097 airmen living in privatized housing expressed a life, health or safety concern, with common issues of mold and moisture, insects or mice. For those in government housing, less than 2 percent expressed these concerns.

Of those who responded, 9,861 Air Force members requested visits. In those homes, one out of every four had mold and moisture issues; 13 percent had droppings or other evidence of vermin; 5 percent had chipped or flaking paint; and 71 percent had other maintenance concerns.

Chief of Naval Operations Adm. John Richardson said 62,000 sailors have been contacted, and 900 have agreed to have visits to their housing units. Those visits are in progress.

Senators were emphatic about the need for the services to follow up and make sure the proper procedures are in place, and there's teeth to enforce the requirements.

"I'm not going to let go of this," said Sen. Thom Tillis, R-N.C. "We'll have another oversight hearing with the chairman's blessing to see what progress has been made." The start is what the services are doing now, he said, making contact with residents and asking for permission to visit homes to see what the problems are.

Senior leaders vowed to senators that they are taking steps to fix the immediate problems with military housing, and to take steps for the long-term protection of their soldiers, sailors, airmen and Marines and their families living in these houses. And they each affirmed they will have "zero tolerance" for retaliation or reprisals against service members who speak up about their housing.

"I want all of the soldiers out there to know their chain of command is now fully engaged, and it's our personal responsibility and we will be held personally accountable for the condition of their living quarters or their houses,"

said Army Chief of Staff Gen. Mark Milley.

"As we navigate through the recovery process, we'll move with urgency and establish a structure that will be sustainable so that we don't find ourselves here again in five or 10 years," said Richardson.

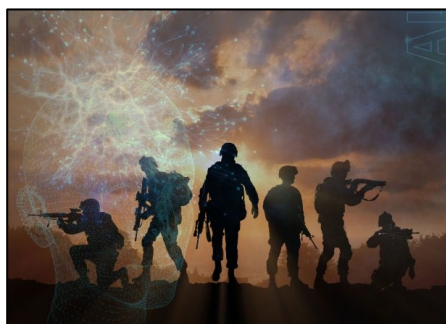
"I need everybody to understand why we're doing this. It's part of readiness. We need our families ready. Our Marines can't be ready if he or she is not living in a safe, secure place," said Marine Corps Commandant Gen. Robert Neller. "I think we took our eye off the ball. We've been a little busy over the last 17 years, but that's no excuse. We have to re-educate ourselves about what our responsibilities are as unit leaders, and that includes taking care of families."

Air Force Chief of Staff Gen. David Goldfein said his message to airmen is "we're not going to stop until we make sure we have the system right to take care of them."



Battlefield AI gets \$72M Army Investment

*By Army Research Laboratory
Public Affairs March 11, 2019*



*The Army invests \$72 million in a five-year artificial intelligence fundamental research effort.
(Photo Credit: Illustration by Jhi Scott)*

ADELPHI, Md. -- The U.S. Army is investing \$72 million in a five-year artificial intelligence fundamental research effort to research and discover capabilities that would significantly enhance mission effectiveness across the Army by augmenting Soldiers,

optimizing operations, increasing readiness, and reducing casualties.

Today, the Combat Capabilities Development Command Army Research Laboratory, the U.S. Army's corporate laboratory (ARL), announced that Carnegie Mellon University will lead a consortium of multiple universities to work in collaboration with the Army lab to accelerate research and development of advanced algorithms, autonomy and artificial intelligence to enhance national security and defense. By integrating transformational research from top academic institutions across the US with the operational expertise and mission-focused research from within CCDC, the Army will be able to drastically accelerate the impact of Battlefield AI.

"Tackling difficult science and technology challenges is rarely done alone and there is no greater challenge or opportunity facing the Army than Artificial Intelligence," said Dr. Philip Perconti, director of the Army's corporate laboratory. "That's why ARL is partnering with Carnegie Mellon University, which will lead a consortium of universities to study AI. The Army is looking forward to making great advances in AI research to ensure readiness today and to enhance the Army's modernization priorities for the future."

This Cooperative Agreement for fundamental research was formed as a result of collaboration that initially started between the Army Research Laboratory and Carnegie Mellon under ARL's "Open Campus" initiative, which Carnegie Mellon joined earlier in 2018. Carnegie Mellon and the team of academic research institutions will focus on fundamental research to develop robust operational AI solutions to enable autonomous processing, exploitation, and dissemination of intelligence and other critical, operational, decision-support activities, and to support the increased integration of autonomy and robotics as part of highly effective human-machine teams.

"For almost 30 years, the Army Research Laboratory has been at the forefront of bold initiatives that foster greater

collaboration with U.S. universities," said CMU President Farnam Jahanian. "At this time of accelerating innovation, Carnegie Mellon is eager to partner with ARL and with universities across the nation to leverage the power of artificial intelligence and better serve the Army mission in the 21st century."

In support of Multi-Domain Operations (MDO), AI is a "crucial technology to enhance situational awareness and accelerate the realization of timely and actionable information that can save lives," said Andrew Ladas, who leads ARL's Army Artificial Intelligence Innovation Institute (A2I2). Through this work, he said researchers expect to achieve automated sense making, or the ability for AI to recognize scenes and generate real-time, actionable correlations, insights and information for humans.

An adversary with AI capabilities could mean new threats to military platforms including human-in-the-loop platforms, or technologies that require human interaction, and autonomous platforms.

"The changing complexity of future conflict will present never-seen-before situations wrought with noisy, incomplete and deceptive tactics designed to defeat AI algorithms," said Ladas. "Success in this battlefield intelligence race will be achieved by increasing AI capabilities as well as uncovering unique and effective ways to merge AI with Soldier knowledge and intelligence."

For the Army, advances in fundamental research in AI will enable distributed shared understanding and autonomous maneuver, and facilitate human-AI teaming that can jointly and rapidly respond to dynamic adversarial events while retaining human-like adaption; adversarial learning to defeat the enemy's AI; autonomous networking that adapts to electromagnetic/cyber events; analytics that rapidly learn/reason for situational awareness with uncertain/conflicting data; and autonomous maneuver/teaming behavior and decision-making that increases survivability in a highly contested environment.

The CCDC Army Research Laboratory (ARL) is an element of the U.S. Army Combat Capabilities Development Command. As the Army's corporate research laboratory, ARL discovers, innovates and transitions science and technology to ensure dominant strategic land power. Through collaboration across the command's core technical competencies, CCDC leads in the discovery, development and delivery of the technology-based capabilities required to make Soldiers more lethal to win our Nation's wars and come home safely. CCDC is a major subordinate command of the U.S. Army Futures Command.

Carnegie Mellon (www.cmu.edu) is a private, internationally ranked research university with programs in areas ranging from science, technology and business, to public policy, the humanities and the arts. More than 14,000 students in the university's seven schools and colleges benefit from a small student-to-faculty ratio and an education characterized by its focus on creating and implementing solutions for real problems, interdisciplinary collaboration and innovation.



Installation Management Command to realign under Army Materiel Command

By Army News Service
February 11, 2019



WASHINGTON -- The Installation Management Command will realign as a major subordinate command under the Army Materiel Command by March 1 in an effort to enhance readiness across Army installations, officials announced Friday.

"The Army is implementing aggressive reforms to free-up resources for readiness and modernization efforts and to improve overall efficiency," said Brig. Gen. Omar Jones, the Army's chief of public affairs.

Headquartered at Fort Sam Houston, Texas, IMCOM was created in 2002 to integrate and deliver base support to enable readiness for a globally-responsive Army.

IMCOM's 50,000-strong workforce will remain at their current locations, and no positions will be physically relocated or eliminated during the transition, officials said.

If a review later determines certain positions should be relocated or eliminated, no changes will occur until the incumbent either decides to leave the organization or is properly reassigned, they added.

AMC, a four-star command, currently performs installation support for depots, ammunition plants and other facilities. It provides service functions from management of installation power-projection platforms to installation contracting services.

The upcoming realignment will consolidate base operations and other similar support functions as well as leverage existing Army expertise in logistics, sustainment and services, officials said.

The move is one of several ongoing management and headquarters reforms to ensure the Army is efficient and prioritizes resources to readiness and modernization -- the service's top priorities.

Last summer, for instance, the Army stood up the Army Futures Command to combine efforts on tackling modernization. The new four-star command represented the most significant Army reorganization effort since 1973.

Then in December, AFC took command of the Army Capabilities Integration Center, which was renamed the Futures and Concepts Center that is tasked to study and prepare the Army for future warfare.

Last month the Army's Research, Development and Engineering Command, or RDECOM, came under Futures Command and was renamed Combat Capabilities Development Command.

In the latest transition, IMCOM directorates will initially remain

functionally aligned with their supported Army commands and Army service component commands.

AMC and IMCOM leadership will then conduct an assessment to ensure all IMCOM directorates are best aligned to effectively support senior commanders, officials said.

Realignment under one command, along with continued oversight by the Army secretary, will also increase advocacy within the Army for installation requirements.

"This transition establishes unity of command and effort on our installations, improves the readiness of our Soldiers and formations, and strengthens the well-being of our Soldiers, civilians, and Families," Jones said.



New US military budget focused on China despite border talk

By ROBERT BURNS | Associated Press |
Published: March 16, 2019

WASHINGTON — Chinese bombers. Chinese hypersonic missiles. Chinese cyberattacks. Chinese anti-satellite weapons.

To a remarkable degree, the 2020 Pentagon budget proposal is shaped by national security threats that acting Defense Secretary Patrick Shanahan has summarized in three words: "China, China, China."



Members of a Chinese honor guard stand at attention during a ceremony in Beijing, China, on Feb. 21, 2014.
Mikki L. Sprenkle/U.S. Army

The U.S. is still fighting small wars against Islamic extremists, and Russia remains a serious concern, but Shanahan seeks to shift the military's main focus to what he considers the more pressing security problem of a rapidly growing Chinese military.

This theme, which Shanahan outlined Thursday in presenting the administration's proposed 2020 defense budget to the Senate Armed Services Committee, is competing for attention with narrower, more immediate problems such as President Donald Trump's effort to use the military to build a border wall.

The hearing, for example, spent more time on the wall and prospects for using military funds to build parts of it than on any aspect of foreign policy, including the conflict in Syria or military competition with China, Russia or North Korea.

Shanahan is hardly the first defense chief to worry about China. Several predecessors pursued what the Obama administration called a "pivot" to the Pacific, with China in mind. But Shanahan sees it as an increasingly urgent problem that exceeds traditional measures of military strength and transcends partisan priorities.

"We've been ignoring the problem for too long," Shanahan told a senator.

"China is aggressively modernizing its military, systematically stealing science and technology, and seeking military advantage through a strategy of military-civil fusion," he wrote in prepared testimony to the committee, which is considering a \$718 billion Pentagon budget designed in part to counter China's momentum.

The \$25 billion the Pentagon is proposing to spend on nuclear weapons in 2020, for example, is meant in part to stay ahead of China's nuclear arsenal, which is much smaller than America's but growing. Shanahan said China is developing a nuclear-capable long-range bomber that, if successful, would enable China to join the United States and Russia as the only nations with air-, sea- and land-based nuclear weapons.

Shanahan ticked off a list of other Chinese advancements — hypersonic missiles against which the U.S. has limited defenses; space launches and other space efforts that could enable it to fight wars in space; "systematically stealing" of U.S. and allied technology, and militarizing land features in the South China Sea.

Bonnie S. Glaser, director of the China Power Project at the Center for Strategic and International Studies, says the U.S. has been lacking effective strategies for competing with China on a broad scale.

"It is overdue," she said of the Shanahan focus. "We have been somewhat slow in catching up" in such areas as denying China its regional ambitions, including efforts to fully control the South China Sea, which is contested by several other countries.

Some defense analysts think Shanahan and the Pentagon have inflated the China threat.

I do think it's worth asking what exactly is threatening about China's behavior," said Christopher Preble, vice president for defense and foreign policy studies at the Cato Institute. He doesn't discount China as a security issue, including in the South China Sea, but doubts the U.S. military is the institution best suited to deal with such non-military problems as cyber intrusions into American commercial networks.

In Preble's view, competition with the Chinese is not mainly military. "I still don't believe the nature of the threat is quite as grave as we're led to believe" by the Pentagon, he said. "They tend to exaggerate the nature of the threat today." In his previous role as deputy defense secretary, Shanahan and President Donald Trump's first defense secretary, Jim Mattis, crafted a national defense strategy that put China at the top of the list of problems.

"As China continues its economic and military ascendance, asserting power through an all-of-nation long-term strategy, it will continue to pursue a military modernization program that seeks Indo-Pacific regional hegemony in

the near-term and displacement of the United States to achieve global pre-eminence in the future," that strategy document says.

That explains in part why the U.S. is spending billions more on space, including means of defending satellites against potential Chinese attack, and on building hypersonic missiles to stay ahead of Chinese and Russian hypersonic weapons development.

It also explains some of the thinking behind preparing for an early retirement of the USS Harry Truman aircraft carrier, a strategy that views carriers as a less relevant asset in a future armed conflict involving China.

This concern about countering China has permeated the entire U.S. military. Gen. Thomas Waldhauser, head of U.S. Africa Command, said last month that dozens of African heads of state were invited to Beijing last fall to consider billions in Chinese loans and grants, and that China is building thousands of miles of railroads in Africa, mostly linked to Chinese mineral extraction operations.

"They're heavily invested and heavily involved" in Africa, he said.

The top U.S. commander in Europe told Congress this week that China also is making inroads in Europe.

"China is looking to secure access to strategic geographic locations and economic sectors through financial stakes in ports, airlines, hotels, and utility providers, while providing a source of capital for struggling European economies," Gen. Curtis Scaparrotti said.

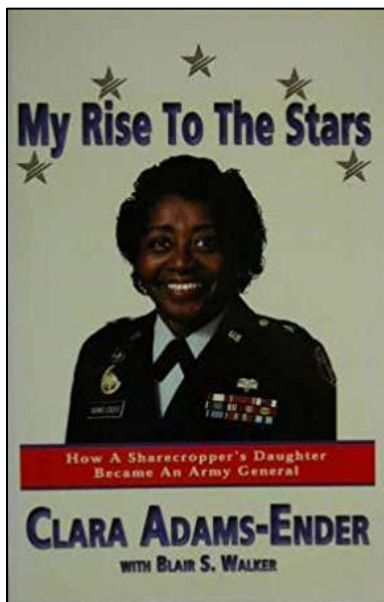


Adams-Ender Inducted into the U.S. Army Women's Foundation Hall of Fame

By COL (Ret.) Dorene Hurt

As the nation geared up to celebrate Women's History month in March, the U.S. Army Women's Foundation

prepared to induct its 2019 class of Army Women in to the U.S. Army Women's Foundation Hall of Fame and award this year's Legacy Scholarship recipients. The U.S. Army Women's Foundation 11th Annual Hall of Fame Induction & Scholarship Awards Reception was held in the Russell Senate Office building in Washington, DC on March 7, 2019.



Among the class of 2019 inductees was the ROCKS very own BG (Ret) Clara Adams-Ender. ROCKS already knew that Gen. Adams-Ender was a legend but it was awesome to see her receive yet another well-deserved recognition for the trails that she's blazed that allowed many to benefit from thereafter. Gen. Adams-Ender joined a fantastic array of highly talented Army women who've excelled, often as the first woman to make their unique achievement. They all contributed mightily to our nation's defense for decades, inspiring many women and men alike to establish no self-imposed restrictions on what they can accomplish. Attendees were honored to hear remarks from Congressman Chris Stewart, (Utah) who also happens to be a proud U.S. military veteran and staunch military advocate.

In addition to a healthy representation of ROCKS there to support General Adams-Ender, scores of current and former Army nurses were there in enthusiastic support of the legendary leader. BG Adams-Ender served two terms as the ROCKS

National Chairman. She continues to serve on the National Board as a Chairman Emeritus.



Retired Brig. Gen. Clara Adams-Ender speaks during the Army Women Hall of Fame Induction Ceremony.

Photo courtesy of Army Women's Foundation



Lt. Gen. Michael Garrett Nominated to Lead FORSCOM

*By Claudia Grisales | Stars and Stripes
Published: January 15, 2019*



Lt. Gen. Michael X. Garrett, who leads U.S. Army Central at Shaw Air Force Base in South Carolina, has been nominated to take charge of U.S. Army Forces Command, a congressional staffer confirmed Tuesday.
U.S. ARMY PHOTO

WASHINGTON — Lt. Gen. Michael X. Garrett, who leads U.S. Army Central at Shaw Air Force Base in South Carolina, has been nominated to take charge of U.S. Army Forces Command, a congressional staffer confirmed Tuesday.

Garrett was recently listed as one of the next military officials in line for promotion to become a four-star Army general, according to congressional records. His nomination was received by the Senate on Jan. 9.

Garrett could be considered for the job by the Senate Armed Services Committee in the coming weeks, the staffer said on the condition of anonymity.

Army Forces Command, or FORSCOM, is the largest organization in the Army, and is responsible for ensuring combat soldiers are trained and prepared to deploy. It's headquartered at Fort Bragg, N.C., and includes more than 750,000 Army, reserve and National Guard soldiers.

A key focus for Garrett has been readiness.

"Every single soldier in this brigade is going to understand why we as a nation continue to invest our treasure and our blood in this part of the world," Garrett told soldiers during a June 2018 visit to Camp Arifjan in Kuwait. "Readiness... remains our number one priority."

Garrett is originally from Cleveland, Ohio and a graduate of Xavier University in Cincinnati, according to his Army biography. He was commissioned an infantry officer following his graduation in 1984.

In a 2010 profile for Xavier Magazine, Garrett said he was the first member of his family to graduate from college. His father, Edward, left school at the age of 16 and eventually reached the rank of command sergeant major in the Army. His dream was for his only son to graduate from college, Garrett told the magazine.

After graduating high school in Germany, he followed his sister to Xavier.

His previous assignments include chief of staff of U.S. Central Command and commanding general of U.S. Army Alaska, according to the Army.

Garrett has served in the wars in Iraq and Afghanistan. He previously commanded units including the 3rd Battalion, 325th Airborne Infantry Regiment, 82nd

Airborne Division at Fort Bragg and the 4th Infantry Brigade Combat Team, 25th Infantry Division at Joint Base Elmendorf-Richardson in Alaska.

He was named to lead U.S. Army Central in 2015.

"I am humbled and honored to join your ranks and consider myself fortunate to be a member of this historic team," Garrett said at the time. "I will give you best effort every day and only ask the same of you in return."

If Garrett is successful in gaining confirmation for the post, he would replace FORSCOM's acting commander, Lt. Gen. Laura J. Richardson.

Richardson was put at the helm in October 2018 when the previous FORSCOM commander relinquished command to take his new job as the top military official in Korea.

Richardson, who was the first woman to temporarily fill the role, took over for Gen. Robert B. Abrams.

Abrams was confirmed in October for several new roles as commander of U.S. Forces Korea, United Nations Command and Combined Forces Command in Korea.

Abrams had led U.S. Army Forces Command since August 2015 before he was nominated last year to his new posts.

Abrams was well known in the Army for his use of Twitter to interact with soldiers on a range of issues.

FORSCOM and Army officials declined to confirm Garrett's nomination to lead FORSCOM.

"Lt. Gen. Richardson presently is serving as the acting commanding general and deputy commanding general of U.S. Army Forces Command," said Paul Boyce, FORSCOM spokesman. "We'll make an announcement when there are any changes in our leadership."

Staff writers Corey Dickstein contributed to this report.

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The Leadership Outreach Program of ROCKS, Inc. A Historical Perspective - 2018

*By COL(R) Robert J. Warren, USA
& Col.(R) Paul G. Patton, USAF*

For over 35 years, ROCKS, Inc. presented formal, structured seminars known as Leadership Outreach to cadets at Historically Black Colleges and Universities (HBCUs) and other institutions of higher learning by members of the ROCKS organization. The Leadership Outreach Program marks its birth when LTC Ronald A. Copes, serving as Professor of Military Science at Morgan State University, asked a few ROCK members to come to his school and discuss with ROTC Cadets contemporary issues which would confront them upon commissioning into the United States Army. ROCK members LTC Donald Tapscott, LTC Gorham Black, LTC Fredric Leigh, LTC Julius Johnson, LTC Ernest Harrell and LTC Robert Stephens (two of these officers achieved the rank of colonel, and four became general officers) went to Morgan and held discussions with the cadets. These exceptional mentors and role models addressed issues with the cadets which remain the core elements of our Leadership Outreach Program today. Initial expansion of the program was accomplished when these pioneers and other ROCKS, visited colleges and universities within a 300 mile radius of Washington, DC.

During 1982, there surfaced a ROCKS "revitalization" period, which some of the older members of the organization fondly defined as "youthful field grade officer unrest". The pioneers mentioned above, joined by other officers were affectionately branded by Colonel

Tommy Martin, Colonel Bobby Burke, Colonel Harvey Dickerson and other elder ROCKS as “the young Turks” because of efforts by these youngsters bringing new ideas to the organization. “The young Turks” agenda included opening membership to all officers regardless of grade; increasing female participation; and formalizing a program focusing on potential officers in ROTC, those on active duty, and those about to retire.

LTC Robert Warren, USA, and LTC Paul Patton, USAF, who were students at the National War College, volunteered to structure a program focusing on potential officers in our nation’s Army and Air Force ROTC programs. The program they initiated was expanded to include colleges and universities with Army or Air Force ROTC throughout the nation. In addition, they ensured that ROCKS teams included a General Officer or Senior Colonel; lesson plans formalized; training schedules prepared; and training conducted for team members. Their first Joint Service effort was to North Carolina A&T University. The senior Army officer on the ROCKS team for North Carolina A&T was BG Julius Becton and the Air Force senior officer was BG Russell Davis (both subsequently retired at LTG). The seminar program formalized by Warren and Patton became institutionalized as part of the ROCKS organization with modification over the years. Seminar topics included Leadership; Reserve Components vice Active Duty; The Officer Efficiency Report; Army Education System; Socialization, Fraternization and Sexual Harassment; The Military Family; and Financial Management. Air Force Officers who participated as ROCKS eventually changed their affiliation to AFCOMAP (Air Force counterpart to ROCKS), where they continue execution of this initiative for Air Force ROTC cadets.

Among the many US Army General Officers visiting ROTC units as ROCKS are GEN Johnnie Wilson, GEN Larry Ellis, GEN William Ward, GEN Dennis Via, former IG Larry Jordan and GEN Colin Powell and others too numerous to list. Cadet Lopez, a student at Tuskegee University wrote: “GEN Powell visited

our school this past weekend with the ROCKS, spoke to us and I was most impressed.” So was the general because he may still have Cadet Lopez’s letter among his memorabilia. Not to be outdone, Air Force General Officers who supported this program were: Gen Bernard Randolph, Gen Lloyd “Fig” Newton, Lt. Gen. Winston Powers, and Lt. Gen. Russell Davis. These General Officers provided the logistics support and contacts to facilitate the program. Gen Newton and Lt. Gen. Davis visited ROTC units as ROCKS and AFCOMAP. These senior officers are mentioned to reflect the high interest and support the ROTC outreach program generated. However, it is emphasized that without the Colonels, Lieutenant Colonels, Majors, Captains and Lieutenants serving as linchpins (too numerous to cite individually in this article) that ensured overall success of the program who we are deeply indebted.

The Leadership Outreach Program has been recognized as a contribution to our nation by Army and Air Force Leadership, University Presidents, the National Education Association, the Association of the United States Army, and Cadet Command of the Training and Doctrine Command, United States Army. It is a positive force model that contributes to our youth, the United States Army, the United States Air Force, and our nation.

In summary, the Leadership Outreach Program that started with an informal invitation from a Professor of Military Science has developed into a nationwide program for ROTC cadets. Visits have been made to every host HBCU ROTC Command/Detachment on our nation’s campuses. Additionally, visits have been made to other universities and colleges such as Georgia Institute of Technology, Temple University, University of Pittsburgh, Tulane University, United States Military Academy, and other institutions hosting ROTC for young men and women seeking a commission in the United States Army. These seminars expose our youth to general officers, colonels, field grade and company grade officers who are positive role models and provide our young men and women

relevant, current information about the demands of the profession of arms.



Maximizing Your Returns by Minimizing Your Taxes

By Col. (R) Mark D. Troutman, PhD.,
CFP® & W. Kirk Taylor, CFP®

It’s not what you earn, it’s what you keep after taxes that matters the most. While you should avoid letting the “tax tail wag the investment dog” an ounce of prevention is worth a pound of cure when it comes to lowering your tax bill.

There are generally two types of **taxable investment income** - ordinary income and capital gains. It’s important to know what tax bracket you are in and which type of investment income is likely to be most efficient for you.

Ordinary Income is income that is earned from sources such as salary and wages, dividends from common stocks, interest earned on a savings account, a Certificate of Deposit, or a government or corporate bond. Ordinary income is taxed at 10%, 12%, 22%, 24%, 32%, 35% or 37%. The higher your income, the higher your marginal tax rate.

Capital Gain income is the profit realized when selling an investment such as stocks, bonds, or real estate. There are two types of capital gains – short-term and long-term. If an investment is held for less than one year, your profit is short-term and will be taxed as **ordinary income**. If an investment is held for more than one year, your profit is long-term and will be taxed at 0%, 15% or 20%, depending on your tax filing status and your adjusted gross income (AGI) per table on next page:

Rate	Married Filing Jointly	Single	Head of Household
0%	Up to \$78,750	Up to \$39,375	Up to \$52,750
15%	\$78,750 - \$488,850	\$39,375 - \$434,550	\$52,750 - \$461,700
20%	Over \$488,850	Over \$434,550	Over \$461,700

Once you know your tax bracket, you can then focus on where you should “locate” your investments and income sources. There are typically three types of investment accounts to consider: a taxable account funded with post-tax dollars, a tax-deferred account such as an IRA, 401(k), 403(b) or TSP funded with pre-tax dollars and a tax-free account, such as a ROTH IRA, which is funded with post-tax dollars. Note there are special rules pertaining to tax-free withdrawals from a ROTH IRA.

While each situation is unique, you should generally hold “tax-inefficient” investments – those that generate the most taxable income – in your tax-efficient accounts (i.e., tax-deferred IRAs or tax-free ROTH IRAs). These typically include actively managed mutual funds. Hold your most “tax-efficient” investments—those that generate the least taxable income—in your taxable accounts. These typically include passive mutual funds, passive Exchange-Traded Funds (ETFs), tax-free municipal bonds and stocks that generate qualified dividends. Be sure to contribute as much as can afford to pre-tax accounts such as an IRA, 401(k), 403(b) or TSP. These “above the line” deductions lower your taxable income dollar-for-dollar, thereby lowering your tax bill, while simultaneously getting you closer to your retirement savings goal. The deadline for funding your 2018 IRA is April 15, 2019. Finally, be sure to analyze whether or not you should itemize or claim the standard deduction (\$12,200 for individuals and \$24,400 for married couples filing jointly) when filing your 2018 return. If your standard deduction is less than the sum of your itemized deductions, you should consider itemizing to lower your tax bill.

With some effort on your part, you can make the tax code work for you, not against you. Applied and compounded over time, you’ll increase what you keep and reach your financial goals much faster.

Col. (R) Mark D. Troutman, PhD., CFP® is presently a Visiting Research Fellow at the Institute for National Security Studies, National Defense University and consults to West Financial Services. You may contact Dr. Troutman at mtroutman@sprintmail.com.

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What we really want to do is what we are really meant to do. When we do what we are meant to do, money comes to us, doors open for us, we feel useful, and the work we do feels like play to us. --Julia Cameron



9 Legal Tax Shelters to Protect Your Money: If You Want to Avoid Taxes, Look at This List of Tax Shelters

By Taylor Bell

When it’s time to settle with Uncle Sam at the end of the year, don’t overlook some IRS-approved tax shelters that might lower your tax bill. A good tax shelter is a legal way for a taxpayer to shelter, or protect, income against taxation, according to the Tax Policy Center. And you can protect your earnings from taxes without resorting to a Swiss account, overseas legal tax havens or tax-dodger schemes.

Review these nine legal tax shelters that can save you a bundle because everyone wants to reduce their taxable income and save money by taking every deduction they can.

Legal Tax Shelters

There are many ways to reduce your tax burden, but make sure you aren’t illegally evading taxes by using a legal tax shelter. Here are nine of the best tax shelters you can use to reduce your tax burden.

1. Set Up a Retirement Account

A 401k or other type of tax-deferred retirement account like an IRA allows you to save money on taxes now by deferring to pay taxes in retirement when your income and tax bracket are likely lower. For the 2018 tax year, you were able to contribute up to \$5,500 to a traditional IRA or \$6,500 if you were 50 years of age or older. For 401k investment accounts, you could’ve contributed up to \$18,500 for the tax year 2018. Those age 50 or older could’ve contributed up to an additional \$6,000 in 2018 as a catch-up contribution.

Remember that your retirement funds will be taxed when you make an early withdrawal, however, there are some exceptions.

But keep in mind that because you could fall into a lower tax bracket when you retire, it might be a good idea to begin

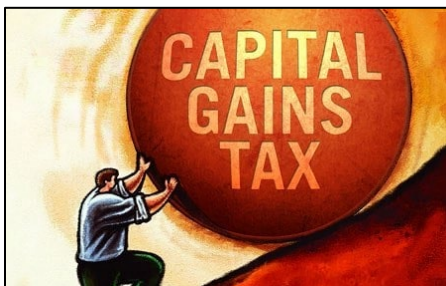
contributing to a tax-deferred retirement account now.

2. Buy a Home



Purchasing real estate is another way to set up a tax shelter because you can claim several deductions that renters cannot. The IRS allows you to deduct qualified expenses related to owning a home, including real estate taxes, home mortgage interest and mortgage insurance premiums. You can also deduct the sales tax you paid on your home, such as for a manufactured or modular home, or for building materials for a new construction.

3. Protect Your Capital Gains



If you earn a significant profit from selling your home, you can protect it from being taxed if you meet certain requirements. You need to pass an IRS ownership and use test and report your income using Form 1099-S.

In addition, you must use Schedule D (Form 1040) to report the capital gain and Form 8949 to report the sale of your home. Single homeowners are allowed to exclude up to \$250,000 of capital gains from their incomes, and married couples filing jointly can exclude \$500,000.

4. Open a Health Savings Account

One easy way to reduce your tax liability is to open an HSA and set aside an estimated amount each year for your medical expenses. You must have a high-deductible health plan to open an HSA. With this HSA, you can use the nontaxable funds to cover out-of-pocket medical and health expenses for the year. You can make contributions from your paycheck to fund the account and spend the money as you need it. For 2018, max contributions could've gone up to \$3,450 if you were single, or up to \$6,900 if you had a family.

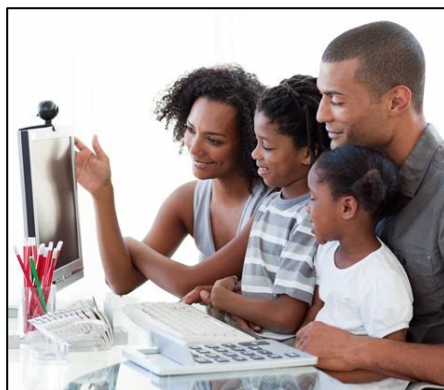
See: HSA vs. FSA — How to Choose the Best Healthcare Account

5. Become an Angel Investor

Angel investors invest in small businesses and startups. Going this route can potentially allow you to take a tax credit and give you a nice return on your investment if the business succeeds.

As an angel investor, you might qualify for a state tax credit that enables you to write off a portion of your investment right away. For example, angel investors in Colorado who invest at least \$10,000 and meet other eligibility requirements receive a tax credit of up to 30 percent of their investment.

6. Use the Child Tax Credit



Don't overlook the tax advantages of being a parent. Your children could help you protect some of your hard-earned dollars if the children are in your care and qualify as dependents.

The child tax credit enables you to claim \$2,000 per qualifying child. In addition, up to \$1,400 of that credit is refundable for each qualifying child.

7. Workplace Benefits

If you're self-employed and using part of your paycheck to pay for health insurance, you might qualify for a deduction. In particular, you can deduct "premiums that you pay for medical, dental and qualifying long-term care insurance for yourself, your spouse and your dependents," according to TurboTax. The deduction is meant to lower your adjusted gross income, and thus, lower your overall tax liability. For those employed, you can itemize qualified medical expenses to get a deduction.

8. College Savings Plans



You can enroll in a college savings account, otherwise known as a 529 plan. A 529 plan is provided by a state or educational institution that allows for several tax benefits. For example, account earnings aren't federally taxed when used for qualified educational expenses. Also all qualified withdrawals aren't subject to federal taxes.

In addition, many states offer partial tax deductions or tax credits based on their unique 529 plan. For example, Pennsylvania residents can deduct contributions up to \$15,000 from their taxable income, and up to \$30,000 for married couples.

9. Owning a Business

As a business owner, you can deduct a variety of qualified expenses used to maintain the operation of your business. The IRS defines an allowable expense as being "both ordinary and necessary," and

not used to figure the cost of goods sold, capital expenses and personal expenses. Some of the business expenses you can deduct include: employees' pay, retirement plans, interest and insurance. And for small-business owners, you can also deduct use of your car and your home if used for your business.



6 Big Tax Mistakes You Should Avoid with Your Retirement Money

By Dana Anspach

Did you know when you leave your employer if you plan to roll over your company retirement account to an IRA—but don't fill out the paperwork correctly—you could end up paying unwarranted taxes? (With properly done rollovers no taxes are due.)

1. Doing an IRA Rollover the Wrong Way



Example: You have \$200,000 in a 401(k)—you retire and take it as distribution—but you don't fill out the paperwork correctly. Your company withholds \$40,000 in taxes from your funds (20 percent of the distribution amount). You deposit the net \$160,000 it into an IRA within 60 days as an IRA rollover. But now you have to come up with an additional \$40,000 to deposit into this IRA in order for the entire \$200,000 to count as a rollover.

What if this happens and you don't have the \$40,000 lying around to put back into the IRA to make up for the tax withholding that has now been sent to the IRS? Well, that \$40,000 of withheld taxes is then considered a taxable distribution from your account, and you have to pay taxes on it—even if you meant for it all to be an IRA rollover. (At a 25 percent tax rate that is \$10,000 in taxes for the year that could have been avoided.)

If you are under 59 1/2 years old and this happens to you, you will have to pay an extra 10 percent penalty tax too.

How do you avoid this big tax mistake?

When you leave an employer you must roll over your funds correctly.

2. Not Knowing About RMD's (Required Minimum Distributions)



"How the heck were we supposed to know that you have to withdraw certain amounts out of your IRA?", said one retired couple facing a hefty penalty tax.

It's true. Once you reach age 70 1/2, if you have money in traditional IRAs—or other formal retirement plans like 401(k)s or 403(b)s—then you are required to take distributions. The amount you must withdraw is determined by a formula based on your age and your account balance on Dec 31st of the prior year.

As you get older, for every year you age you are required to withdraw a higher percentage of the remaining balance than what you had to roll over the year before.

If you don't take out the required amount? You can owe a penalty tax of up to 50 percent of the amount you were supposed to take.

Required distributions can also apply to inherited IRAs and inherited Roth IRAs even if you are under age 70 1/2.

3. Not Withholding Tax on Pensions and Social Security

"What? I owe how much in taxes?" This is not what you want to be saying in retirement.

Most forms of retirement income are taxable. For example, pension income is taxable income, and your Social Security income may be subject to taxation too. In addition, you'll report interest, dividends and capital gains on any non-retirement accounts.

When you retire, if you don't have the right amount in taxes withheld from your pension or Social Security income you may be in for a big surprise when you file your taxes. You'll need to do a tax projection to estimate your taxable income and your tax rate, and make sure you have the right amounts withheld.

4. Doing No Tax Planning Before Retirement



"I could have converted \$20,000 from my IRA to a Roth IRA and paid NO tax. But I didn't find out in time." This happens a lot. It can be avoided with smart planning.

Tax planning does you no good once the year is over. Low-income years can particularly be useful and you should use them to your advantage. Losing a job or otherwise having less income is never good—but it may present a tax planning opportunity.

If you have a year with high deductions, such as the mortgage interest deduction and health-related expenses—and low

income that year—you may be able to use it to your advantage by converting some of your IRA to a Roth IRA and pay little-to-no tax.

This can save you thousands of dollars—but it doesn't happen unless you do your tax planning before the year ends. Tax planning can help your nest egg last longer.

5. Not Taking Advantage of IRAs



Many people think you can't fund IRA's if you have a retirement plan at work. That may or may not be true, depending on your income. You may eligible to make an IRA contribution and not even know it. Or, perhaps you can make a contribution on behalf of a non-working spouse. Yes, this is possible.

Learn the IRA rules—and each year see if you are eligible to make an IRA, non-deductible IRA, or Roth IRA contribution.

You should also find out if your company retirement plan offers the ability to make Roth contributions (it is called a Designated Roth account through your 401(k) plan).

Roth contributions go in after-tax, so they don't reduce your current year's taxable income, but when you use the money from a Roth in retirement, distributions come out tax-free.

In addition, Roth IRA withdrawals are not included in the formula that determines how much of your Social Security income will be taxable.

6. Not Strategically Choosing How and When to Withdraw Income

Speaking of taxes on Social Security, one of the biggest tax mistakes retirees make is taking Social Security early while waiting to withdraw from IRAs and other

retirement accounts until they are required to.



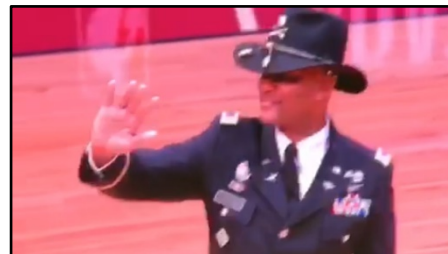
Why is this a tax mistake? Using your retirement money in the wrong order can mean paying thousands more in taxes each year than you would have to pay if you had rearranged things based on the strategy that would get you the most after-tax income.

This is especially true if you have no pension and most of your retirement income will come from Social Security and IRA money. An experienced retirement planner can help with this kind of planning—and it can result in more after-tax retirement income for you.



Stay tuned for information about the 2020 ROCKS BIENNEAL LEADERSHIP & TRAINING CONFERENCE next Spring!!!

ROCKS ON THE MOVE



Major Wayne E. Griffin was recognized for his service to our Nation during the March 13th Houston ROCKETS' basketball game against the Golden State Warriors.

Griffin who enlisted in the Army in 2002 was commissioned in 2007 after graduating from the famed Tuskegee University. He proudly served as an Apache Attack Helicopter Pilot with the 1st Cavalry Division. He was awarded the Combat Action Badge, Meritorious Service Medal, Air Medal, Army Commendation Medal with Valor for engaging and being engaged by sustained enemy heavy machine gun fire from my attack helicopter while protecting friendly forces on the ground. He has completed 3 deployments in support of Operation Enduring Freedom and Operation Iraqi Freedom. His bride, Mrs. Nina Griffin and the four children looked on with happiness and excitement as Griffin was recognized by the Lone Survivor Foundation during halftime. Griffin who received the Chairman's Award last year for his support of the ROCKS, Incorporated with the Buffalo Soldier Chapter. He currently works in G3 Aviation of the 1st Cavalry Division and continues to support the ROCKS as the President of the Phantom Warrior Chapter at Fort Hood, Texas.



The Officer Selection Board Process: Information from the Department of The Army Secretariat

CPT(P) Abdullah H. Clark



The information presented here will cover the DA Secretariat, types of boards, board membership, the officer selection process, and preparing for a selection board. A truly unique broadening assignment at the DA Secretariat has granted me a better understanding of the Army's centralized selection board system. While this article does not provide anything shocking, the intent is to increase transparency regarding the board process and hopefully eliminate myths in the field by providing first-hand information.

The DA Secretariat

The Department of the Army (DA) Secretariat has the distinct mission to conduct all centralized Active Component, Reserve Component, Officer and NCO selection boards for the Army. The DA Secretariat is located at the Human Resources Command (HRC),

Fort Knox, Kentucky. Every year, the DA Secretariat convenes over 90 selection boards to consider eligible candidates for promotions, command assignments, professional development schools for officers, warrant officers, non commissioned officers and DA Civilians. Senior leaders are appointed by the Secretary of the Army or the Army Chief of Staff to serve on a special duty assignment as a board member.

Types of Officer Selection Boards

Officer selection boards are governed by law and policy include all promotion boards for Chief Warrant Officer Three (CW3) through Major General (MG), all special boards, including Special Selection Boards (SSB), Promotion Review Boards (PRB) and Command Review Boards (CRB). SSBs convene as a result of officer omission from the original board or to reconsider officers who were not selected based on a material error. PRBs and CRBs convene to determine if selected officers should remain on standing selection lists. Some boards are governed only by policy, including school boards such as Intermediate Level Education and Senior Service College boards as well as other boards such as the Reserve Officer Training Corps Professor of Military Science Board. Policy boards also include Battalion and Brigade Command and Key Billet Centralized Selection Lists (CSL). There are also 17 general officer boards held at the DA Secretariat, selecting Brigadier General, Major General, chiefs of the special branches,

and boards for Army National Guard and Army Reserve.

Board Membership

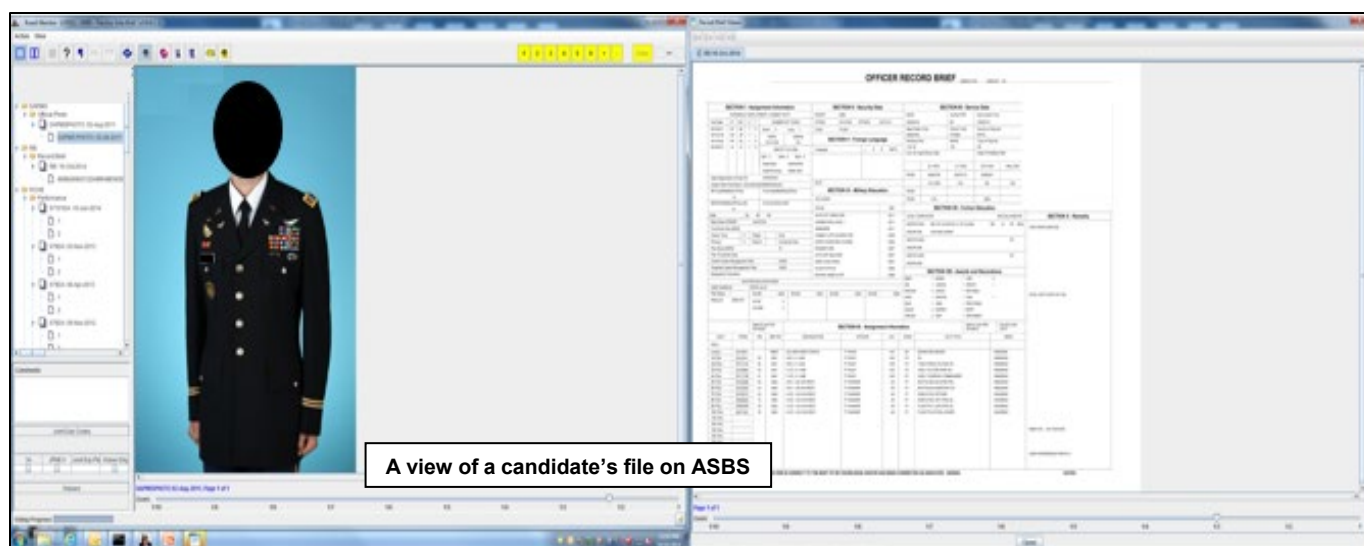
Board membership composition is as prescribed by Title 10 U.S. Code, Army Regulation, and Army G-1 Policy. The Director of Military Personnel Management (DMPM) approves membership requirements for boards annually. Preliminary requirements derived in law state that a promotion board must be "appointed by the Secretary of the Army, have five or more officers as members, serving in a grade higher than the grade of the officers under consideration by the board..." and that no member may be "below the rank of major". The Army, through regulations and policy, is more restrictive by regulating that all board members must be in the grade of lieutenant colonel or higher, and must meet specific branch, minority and gender requirements to ensure fair representation of the considered population. Additionally, board members are required to have successful careers with command selection, as well as, no derogatory performance.

Board Guidance and Mission

The Memorandum of Instruction (MOI) is the key document providing guidance to all board members and tailored to each board. The board MOI derives from the convening authority and is the principal document governing the operation of a board. The MOI's framework is a synthesis and interpretation of multiple inputs including, U.S. Law, DOD Policy, Army Regulation and current senior Army leadership guidance. The MOI's content may vary as the Army's structure, strategy, procedures, and demands continuously evolve. The MOI delineates the board's mission and addresses goals, select objectives, specific skill requirements, and equal opportunity consideration. Board missions are to select either fully or best qualified candidates for promotion, separation, school or command selection. Board members will review all files in the population and each must decide for themselves how to score each officers file, in accordance with the instructions of the boards MOI. The important thing to note is that everyone in the considered population is adequately represented and



Inside a boardroom at the DA Secretariat



board members are strictly prohibited from discussing files. Due to these strict guidelines, board members convey 100% faith and confidence in the board process. Board members are not given specific results nor requirements in the MOI. For promotion boards, MOI guidance will state the mission is to recommend either the Fully Qualified or the Best Qualified officers for promotion or selection to meet the needs of the Army. The board members also have a mission to make a recommendation to the Commander of HRC if any officers should show cause for retention on active duty or in an active status.

The Army Selection Board System

Board members review and score board files using an automated system called the Army Selection Board System (ASBS). ASBS displays all documents in the performance folder of the candidates' Army Military Human Resource Record (AMHRR). The performance folder consists of the evaluation, commendatory, education and disciplinary sections if applicable. ASBS also displays the Officer Record Brief (ORB) for cross-reference with the contents of the board file. The first document that will be available for board members to review is a letter to the board president if submitted. Following a letter to the board president, the DA Photo will appear only if the officer has an official photo on file within five years of the board's convene date. Following the photo is the performance section of the AMHRR, pulled directly from the Interactive Personnel Electronic Record

Management System (iPERMS). To ensure the voters are seeing the most current information, ASBS is synchronized with iPERMS on the board convene date. The evaluations section of the performance record appears first and includes all OERs and AERs listed chronologically. It is a misconception that only your last five OERs will be available for review, as a board member can reference all of your previously completed evaluations. The commendatory and education portions are listed next. If applicable, the last section displayed in ASBS is the disciplinary information (for example, General Officer Memorandum of Reprimand (GOMOR), or an Article 15. The disciplinary folder does not include restricted items. The restricted portion will only appear if authorized and directed, and MILPER Messages will specifically state if it is visible to the board.

An Individual Voter Philosophy

In order to vote the entire population free of prejudice or partiality, board members develop their own individual voter philosophy. An individual voter philosophy is a board member's consistent application of the MOI, their experience, judgment, and the word picture as he or she assesses the contents of each board file and subsequently applies a score. As a primer, the board recorders administer a practice vote consisting of typically 10-15 files to ensure the board members feel comfortable with the voting process prior to record voting. Board Members may

take as much time as needed to assess each file. Again, board members must decide for themselves, without discussing with each other, what they consider a high score versus a low score. There is absolutely no talking during voting and board recorders have the distinct duty to protect the integrity of the board process.

The Screen Vote Identifies Potential Below-the-Zone Selects

The board will consider the potential Below-the-Zone (BZ) selects at the beginning of record voting. In accordance with AR 600-8-29, BZ promotions are an essential part of the promotion system; they are intended to provide officers of exceptional ability an opportunity to advance quickly, help the Army retain high quality officers, and incentivize officers to perform at their highest potential. Officers selected from BZ replace those who otherwise would be promoted from in and above the promotion zone; therefore, they must be clearly superior to those who would otherwise be promoted. Officers in the BZ considered population are screen-voted separately to determine their potential for further consideration. Board members quickly assess files to determine if an officer in the BZ population merits further consideration for accelerated promotion. In order to quickly assess files, a simple "Yes, No or Show Cause" screen vote word picture is used. Board members also have the opportunity to recommend officers for show cause consideration.

Continued on page 35



Communications is the Heart of an Organization - ROCKS Messaging: To Know Where You Are Going, Remember Where You've Been

By Colonel Karen M. Wrancher



Communication is the heart of personal relationships and it is the heart, and arguably the nerve center of organizations. Communication is vital for an organization to convey its vision, mission, purpose, goals and objectives to the entire body or membership of an organization. Even in a personal relationship, it is through communication, and discussion between two partners that they talk and evaluate the value of, the purpose of the relationship and more importantly the direction of their relationship and what to do to secure their future as a couple. It is the same with organizations once they validate their purpose, mission, goals, objectives and future direction. It is through communication, the leaders of an organization communicate to their membership, today's mission, objectives and goals and the future direction of the organization. We want to look at communication as being logical and pragmatic, but there is also an emotional element of communication. People do not commit to an organization (or a relationship) unless they feel the

organization is going in the right direction and they need to feel inspired to truly believe in the organization's purpose to commit and support it. As the ROCKS moves forward, we will continue communicate the purpose, direction and the accomplishments of the organizations and its members in the form of:

- ✓ Sharing what other chapters are doing across the globe
- ✓ The salient points from leadership professional development sessions
- ✓ Informational videos from senior leaders on various topics such as leadership, mentorship, mission command and other topics
- ✓ And now I am proud to announce, we will begin posting interviews from trailblazers that address the history and the purpose of the rocks
- ✓ The ROCKET Launcher, which will be the ROCKS Chairman's communicate with our chapters starting in May directly following our Sapphire Anniversary Spring Gala

As we celebrate our Sapphire anniversary, it is more important than ever to communicate what is the purpose of the ROCKS, Incorporated, its origin and the spirit behind its creation, and most importantly, its purpose as it continues to serve and support Army Officers, Department of the Army civilians, and their spouses.

For our organization to be around for another 45 years, the leaders of this organization evaluate and assess what is the best way to reach out to the entire Army enterprise in order to mentor the next generation of leaders. That may sound simple but the task is rather complex, when you consider we have a membership whose population is a multigenerational audience. There are different ways each generation gathers information. Our most experienced and senior members like written communication but as you move into millennials as well as Y and Z generations they want their information quick and look to obtain it through mass media platforms such as Facebook (now looked on as old by younger generations), Twitter, Snap chat, Groupme and others. So as the ROCKS seeks ways to not only leverage some of those platforms but in order to have an active presence on all of them, we need members like you to exchange your ideas on established accounts using these various platforms. We are not there in having an account on prescience on more mass media platforms yet but we will get there.

In preparation for the 45th anniversary – Sapphires and Stars Spring Gala, I had the pleasure of interviewing Generals Ward, Gregg, Perna and listening to the legend himself Major General Greer. I'm convinced more than ever after listening



[The newly added Morning Calm Chapter of the ROCKS, Inc. webpage.](#)

to these senior leaders that the purpose and the future of the ROCKS lays in its commitment to mentorship and senior leaders providing guidance to junior officers. More importantly the ROCKS' value lies in providing a group of individuals who are available to a younger leaders so they can have someone to talk to, someone to go to, to seek guidance. During a time when the population of minority officers was extremely limited the ROCKS provides somewhere/ someone to go to when an individual feels isolated and alone and may have nowhere to turn to find out which way is the right way, or the most successful way to meet a challenge, or just perform at the most optimal level. After hearing about the historical beginning of the ROCKS from General Kip Ward, who during my interview with him recounts Lieutenant General Greg and Lieutenant General Becton giving him guidance as a lieutenant, after speaking with General Perna and he explains the lessons learned and a valuable time he had serving as General Johnnie Wilson's Aide-de-Camp and then being truly blessed to hear Major General Greer who talked about Brigadier General Cartwright after whom are organization is named, I am convinced the purpose and the key to this organization remaining relevant is to continue mentoring the next generation of leaders. Mentorship is the **PURPOSE** and **POWER** of the ROCKS, Incorporated; communicating that message of being the premiere organization in accomplishing that task is the key to our future.

If you are attending our gala or you are a member you are about to see and hear historical accounts from some of our Army from leaders who started their careers in a "racially separated" Army during the early 1940s*. In 1970s, the officers that made it to Command General Staff College as Majors represented the best field grade officers of that generation and from there a band of brothers (sister too if you think of ladies like BG Richardson and Adams-Enders) was formed to survive. When some of them, later found themselves in the Pentagon, BG Cartwright "sought them out" and he made sure they knew who he was, so they know who they could come to if they



BG Beagle talks with Ms. Jade Fulce about Peer Mentorship during the 2018 AUSA Exposition
[Click Here to Check Out the Video](#)

needed help, guidance or just someone to talk to in their time of need. I felt blessed as I heard General Ward recount to me how Lieutenant General Becton and Lieutenant General Greg would reach out to him and give him valuable pieces of knowledge of what he needed to do next to be successful as an aspiring officer, a Colonel in the Pentagon.

If I had any doubts about what makes the ROCKS powerful or its focus on mentorship, those doubts were laid to rest after completing my interview with Lieutenant General Gregg. I heard directly from him how he had individuals like COL Kip Ward put their own money towards renting a vehicle, would go to Morgan State University and spend the day talking to Cadets providing them lessons on leadership, relevant military topics and even discussing financial management.

This relationship/partnership was so strong, the Professor of Military Science frequently consulted them about the university's Military Science Program. We have General Officers, individuals like LTG Stephen Twitty and BG Milford Beagle both South Carolina State Graduates who remember "pay it forward" as they ascend the ranks, they

continue to give leadership professional development sessions investing in junior officers who are the future of our Army. Today, both Morgan State and South Carolina State among others possess the strongest alumni networks and they are leading the way among Historically Black Colleges and Universities (HBCUs) laying claim to the largest number of Cadets that go on to join the General Officer ranks. Continuing to do that task; providing mentorship, information and guidance on how to be successful in Army, is the rich legacy and knowledge we have inherited from the senior leaders who were involved in the ROCKS, who came before us and it is the key to the ROCKS' future.

* Note: We will start posting videos and historical profiles of senior leaders on our website in June





News from Your Membership Development Team

By COL Angie Hemingway USA (Ret)

What does it take to establish and maintain as a ROCKS Interest Group?

Frankly speaking the intent is not to remain in an interest status, but to move the group to become a nationally – recognized chapter. The requirements to be established as an interest group include:

1. Someone indicates an interest in forming an interest group:

- Once interest is established, individual(s) should explore the requirements to establish a chapter. The interest group is comprised of individuals who are eligible for membership IAW Article III of the bylaws of the ROCKS, Inc.
- While exploring the requirements, determine how many other individuals in the area are already ROCKS members. Assess your supporting structures such as who is your installation commander (s), civilian/retiree support, entities that you can partner with to accomplish your mission. According to Dan Ehrmann, President of Club Express, 5% of the members of any chapter run the chapter and show up for most events. Another 15% of members

regularly participate and another 20% occasionally participate and the remaining 60% never show up for anything.

2. A letter requesting official recognition:

- When 10 present members or prospective members have expressed the intent to become a chapter of the ROCKS, Inc., send a letter to the VP, Membership Development.
- The letter should only be sent after a thorough assessment is conducted and the outcome is promising for establishing and growing a chapter.

3. Requirements of the letter:

- Include in the list, all the names (not smaller than 10 names) with signatures, local addresses, and phone numbers.
- The 10 members of the Interest Group should be members in good standing with the National Organization. If there are questions about the validity of the information, ask the member or call the National VP, Membership Development.

4. National fees should be collected and forwarded to National Headquarters of the ROCKS, Inc.:

- Fees are only collected and forwarded for those who are not members.
- Non-members may also go online and join:
 - To join at the national level:
 - Go to www.rocksync.org
 - Click on New member signup or membership renewal
 - For membership type, select the level for your rank
 - Click next and follow the prompts

5. Indicate the official name of the proposed chapter:

- When thinking of a name, research the history of the areas and what is befitting.
- Consider a strong name that is enduring of ROCKS Inc., legacy.
- The chapter name has to be included in your letter when official recognition is requested.

6. The interest group's documents on file with national that are needed before consideration of chapter status are:

- a. Original Petition for Chapter
- b. Chapter's tax-exempt identification number from the IRS
- c. Local chapter's bylaws and constitution
- d. State Certificate of Incorporation and Articles of Incorporation
- e. Chapter's yearly budget and calendar
- f. Designated Interest Group POC and your Senior ROCKS Advisor
- g. Installation commander's approval (if based on a military reservation)

Establishing and building a strong ROCKS Chapter requires dedicated and strong leaders. Leaders have to groom and grow their young ones if we are to be successful as an organization. Next quarter we will look at some best practices within the ROCKS Chapters. Please reach out to me if you want your chapter to be highlighted in the next quarter. In the meantime, Let us know how we can serve you and your members. Thanks for the honor to serve you. I am reachable through the national website or at angiehemingway@hotmail.com





NEW ROCKS MEMBERS

Joined 12/20/2018 – 03/26/2019

CPT Spencer Alexander USA
 LTC (R) Whitney Allen USA
 2LT Beniyam Amenu USA
 LTC Louisa Bargeran USA
 CPT Tawand Baxter ANG(Army)
 CDT Daryon Baynard USA
 COL Julia Bell USA
 Mr. Mark Benton USA
 CPT Kerri Benton USAR
 MAJ Tony Bowers USA
 MAJ Lavone Bradshaw USA
 CDT Clifton Burns USA
 1LT Nicole Carter USA
 COL Elizabeth Casely USA
 CPT Cheree Chisolm USA
 CPT Joel Correa USA
 LTC (R) William Crutchfield USA
 1LT Julia Davis USA
 CPT Derrick Davis USA
 CPT Blondie Demosthene Victor USA
 1LT Ian Douglas USA
 2LT Sharika DuBose USA
 CPT Brandon Essiet USA
 1LT Tykeem Finley USA
 MAJ (R) Symone Franklin USA
 MAJ Stanley Gillens USA
 CPT (R) John Gray USA
 CPT Alyssa Gray USA
 1LT LeKandra Griffin USA
 LTC Mark Hammond USAR
 1LT Tawanda Hayes USA
 CPT (R) Maurice Haygood USA
 2LT Chicora Hester USAR
 1LT Clint Hill USA
 2LT Victor Hill ANG(Army)
 CPT Diego Hill USA
 CPT Anaistasia Holston USAR
 CDT Scottie Huggins USA
 COL (R) George Ishikata USA
 MAJ Nicholas Jefferson USA
 MAJ Hardy Johnson USA
 2LT Ezra Jones ANG(Army)
 1LT Xavier Jones USA
 Mr. Maurice King USA
 CPT Avis Liverpool USA
 MAJ Nefrateria Lovett USA
 CPT Crystal McCallum USA
 CPT Mitchel McGee USA
 Ms. Debra McKoy USA
 CPT Brandi McNeely USAR
 1LT Taurean Morrow USA

LTC (R) Dwayne Morton USA
 1LT Denzel Mosley USA
 LTC Marcus Moss USA
 MAJ Joshua Nunnally USA
 1LT James O'Neal USA
 MAJ Sherrian Patrick USA
 CPT Ronald Penn USA
 LTC Cory Plowden USA
 MAJ Abby Raymond ANG(Army)
 MAJ Shirlynn Roan USA
 1LT Ashley Robbins USA
 CPT Anthony Rykard USA
 MAJ Latricia Sanders USA
 WO3 Titus Sanders USA
 1LT William Scott USA
 CPT Sadie Sellow USA
 1LT Erika Service USA
 MAJ Lakishia Simmons USA
 LTC Angela Smith USAR
 2LT Eva Snell USA
 CPT Michael Thomas USA
 LTC Joy Thomas USA
 CPT Brandi Thorpe USA
 CPT Quenten Vereen USA
 COL (R) Dwayne Wagner USA
 COL (R) Lewis Wallace USAF
 CPT Lovetta Washington USA
 CPT Tim Watts USA
 1LT Josh White USA
 CPT Micheal Whitted USA

Heartfelt thanks to the ROCKS, Inc. from the Becton Clan

By COL (Ret.) Dorene Hurt



Louise Thornton Becton passed away peacefully at her home on January 23, 2019 surrounded by loved ones. She was 91 years old. She was born on March 1, 1927 in Chester, Pennsylvania. An Originating ROCKS Member, Gen. and Mrs. Becton have been staunch and loyal supporters of The ROCKS since its establishment in 1974.

Mrs. Becton was an honor graduate from Radnor High School in Wayne, Pennsylvania. During her time there she met the love of her life, Julius Wesley Becton, Jr. who was the star of the rival football team at Lower Merion High School. They were married on January 29, 1948. They would have celebrated 71 years of marriage on January 29, 2019.

After high school Louise graduated from nursing school at Mercy-Douglass Hospital in Philadelphia. Over the years that followed she completed her BSN degree at Prairie View A&M University and worked as a registered nurse in hospitals, academic research, elementary and middle schools, and finally as a hospice nurse at the hospice of Northern Virginia. She was a lifelong member of Delta Sigma Theta Inc. sorority.

Although Nursing was her calling, her true passions were lived out as a wife and mother to her husband and five children, their grandchildren and great-grandkids. She also freely gave her love and kindness to the many extended families that her love affair with her husband blessed them with over the years. These included her extended family in Philadelphia and Delaware, their Army family members and Prairie View A&M University family. Always the dutiful, gifted, strong, talented and confident partner to her husband she was a mentor to generations of Army family spouses and family members. While Gen. Becton served as University President, she became well known as the mom away from home to countless students that she welcomed into her home as the First Lady at Prairie View A&M University.

The Memorial Service was held on Friday, February 1, 2019 at a near capacity filled Fort Belvoir Main Post Chapel. Despite the snowy weather, scores of ROCKs, plus hundreds of family, friends and loved ones descended upon the chapel, including eight four star generals and fifty other general officers. A "Celebration of Life" reception immediately followed at the Fort Belvoir Officer's Club, including a 90-minute receiving line. The Bectons are eternally grateful for the outpouring of love, concern and support to their family.



Bada Bing, Bada Boom... Using (Y)our Expenditures to Drive Priorities!

By COL Eric P. Flowers USA

An old saying suggests one can tell a lot about an organization by how it spends its money. This holds true for the ROCKS as well, both at the National and at the Chapter levels. Subsequently, we serve the ROCKS' best interest by consistently exerting effort to affix specific and measurable purpose to our expenditures. When we do this, an objective observer would be able to clearly see we steadfastly invest in our core competencies of "mentorship, leader development and diversity, coaching, scholarship, networking, and professional development." It is important for our growth and vitality that our financial expenditures reinforce what we say on paper. In our line of business, our precious financial resources are a *means* to an end, and it is important that the *ways* we intend to use those means will unambiguously get us to the *end(s)* we seek. As we endeavor to execute strategies to achieve what is articulated in our National Bylaws and National Strategic Plan, we promote the ROCKS' best interests by resisting expenditures that do not substantively move us toward our organizational goals.

This means exercising discipline and focus not to sow money into things that are nice to do in the short term, but at the end of the day, get us no closer to meaningfully contributing to the bigger, strategic environment we seek to help

shape. So, when we contemplate our fiscal outflows, we help ourselves by objectively analyzing "the why" behind a pending expenditure. When we ask ourselves 'why,' we start a beneficial process of articulating a logical connection between what we seek to achieve and the associated cost(s). When we do this prudent exercise, we may encounter scenarios where we realize (or should realize) that what we want to do is not worth it, financially. When this happens, we need to be secure enough with ourselves to not force anything, and... consequently, let it go- for the good of the organization.

So, as we drive on through the rest of this year, please stay on top of your Chapters' expenses and challenge yourself to plan and manage your Chapter expenditures, so that at the end of your fiscal year, your expenditures are telling a story that reinforces your Chapter priorities. Strive to be an organization whose expenditures reveal itself as a program-oriented organization and not an administrative heavy one. From this point on, periodically analyze your Chapter's spending habits/trends. Be honest with yourself, and if the expended dollars are not painting the picture you want painted, then change things up. Adapting such an approach is one of the most promising way to help us evolve and sustain ourselves as a learning, growing organization, as well as true to who we say we are on paper.

As I've previously shared, if there is anything I can do to help promote your Chapter's efforts to leverage its expenditures to drive organizational priorities, please do not hesitate to contact me as soon as possible. I am here to help the chapters/members and I will always do what I can to help fellow ROCKS...

Set the standard!!!

"Most of us spend too much time on what is urgent and not enough time on what is important." — Stephen R. Covey

Quick Tips for Saving Money

AmericaSaves.Org

- Build an emergency fund. It can make all the difference. Low-income families with at least \$500 in an emergency fund are better off financially than moderate-income families with less saved up.
- Establish your budget. Are you looking for an easy way to begin? On the first day of a new month, get a receipt for everything you purchase. Stack the receipts into categories like restaurants, groceries, and personal care. At the end of the month you will be able to clearly see where your money is going.
- Budget with cash and envelopes. If you have trouble with overspending, try the envelope budget system where you use a set amount of cash for most spending. And once the cash is gone, it's gone.
- Save your loose change. Really! Putting aside just 50¢ over a year will get you 40 percent of the way to a \$500 emergency fund. And some banks and credit unions or apps offer programs that round all your purchases to the nearest dollar and put that money into a separate savings account.
- Use the 24-hour rule. This rule helps avoid purchasing expensive or unnecessary items on impulse. Think over each nonessential purchase for at least 24 hours. This is particularly easy to do while shopping online, because you can add items to your cart or wish list and come back to them a day later.
- Don't just save money, save. There's a difference between saving money and saving money for your future. So don't just spend less, put the money you save into a savings account to plan for college expenses, retirement, or emergencies that can leave you financially better off. Learn more about what you should be saving for here.



2019 ROCKS SPRING GALA

13 APRIL @ 1800, THE OFFICERS CLUB, FT BELVOIR

SAVE THE DATE



Sorry, but
Due to the Popular Demand
we are
SOLD OUT!



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.

CADET CORNER

DC, ROCKS Support STEM Mentoring at the 14th Annual BEYA Conference

By COL(R) Angie Hemingway

Members of the Washington, DC Chapter of the ROCKS, Inc., volunteered along side members of National Naval Officers Association (NNOA) to be proctors during the annual mentoring sessions.

Although challenging, mentoring occurred between about 180 Admirals/Generals/Senior Executive Service members and more than 500 students during this event. Several of the round table mentoring sessions were led by ROCKS, Inc., General Officers during the 14th Annual, BEYA Stars and Stripes Conference. Mentors provided group mentoring, as well one-on-one mentoring about their career fields to the high school students. While immediate impact cannot be assessed, getting the students to ask questions and to start thinking about their future career choices is always beneficial.

This years' BEYA Stars and Stripes Dinner was hosted by the U.S. Coast Guard and high-lighted the contributions of active and retired African-American admirals, generals, and members of the Senior Executive Service (SES). Each military service honors an outstanding individual to receive its Stars & Stripes Award. This year the Army recognized,

Lieutenant General Leslie C. Smith, 66th Inspector General, Office of the Secretary of the Army, for his outstanding contributions to the U.S. Army. LTG Smith is also a "2018 Rock of the Year."

Lastly, another great highlight of the evening dinner was entertainment by nationally known recording artist, Bebe Winans, who paid tribute to the military in his performances.

Next year, the U.S. Marine Corps will assume the mantel for the BEYA Stars and Stripes event that is set for February 14, 2020.



Washington, D.C. Chapter of ROCKS, Inc. Supports Morgan State Bear Battalions' Annual Women's Forum, "Boots vs. Heels"

By COL(R) Shelia Howell-Flowers

Members of the Washington, D.C. Chapter were on hand to support the Annual Women's Forum at the Earl G. Graves School of Business Auditorium at Morgan State University on March 8, 2019. The Bear Battalion hosted a no-host reception with light d'oeuvres, followed by a formal Q & A Session. A panel comprised of women in both the U.S. Army and Corporate America were assembled to address some of the unique challenges women face in the work environment and in personal life.

This year's topic "Boots vs. Heels" was selected to help compare/contrast the challenges faced by women within both settings. The goal was to decrease the negative perceptions and stereotypes some may have about a career in the Army by understanding the similarities in the two career paths. COL (Ret.) Shelia Howell-Flowers who has worked in both arenas, was a member of the six-person panel comprised of Army Officers and leaders from Corporate America.



*COL Shelia Howell-Flowers Receives
Appreciation Certificate*

The Bear Cadets and other Morgan State University female students raised concerns about topics such as: attitudes about natural hair, braids, weaves and wigs in the military and Corporate America, maintaining femininity in uniform, military career's impact on family life, what stereotypes we would like to see changed, etc.. COL (Ret.) Shelia Howell-Flowers shared the mission of the ROCKS, Inc. and encouraged the cadets and the other young ladies present to find a mentor early in their careers. Many of the cadets expressed interest in the ROCKS, Inc., and indicated that they would be coming to the next D.C. Chapter monthly meeting.

Each panel member graciously shared lessons learned from her life's experiences and provided practical advice that has help her navigate her personal career. It was a very interactive and informative forum and I believe that everyone present benefited greatly from the exchange with the panel members.

Each panel member was presented a Certificate of Appreciation from the Morgan State University ROTC Bear Battalion.



Pictured: Senior Leaders, Officers from all Sister Services, and students

FAMU's Annual Leadership Strategy Conference

By COL Michael G. McLendon



Florida A&M University's (FAMU) Army Reserve Officers' Training Corps (ROTC) department conducted its Annual Leaders Conference and celebrated its 71st Anniversary Gala (1948-2019), 7-9 March 2019. The conference was intended to strengthen the program's commitment to developing professional military leaders, while connecting ROTC alumni to ROTC cadets. FAMU's Annual Leadership Conference provided cadets with an exceptional mentoring opportunity to spend quality time with fellow ROTC Alumni and university faculty. This year's theme was "Leadership Strategy."



FAMU's 2nd Mr. & 71st Mrs. FAMU ROTC - MS IV Cadets 2nd LT Alyssa Hamilton (Industrial Engineering) and 2nd LT Devin Myrick (Graduate Student, Global Security & International Affairs)

FAMU's President Larry Robinson and Dr. Valencia Matthews, Dean of Social Sciences, Arts and Humanities were the key note speakers at FAMU's 2019 Annual Army ROTC Leadership and Training Conference. They spoke about the significance of developing leaders at FAMU, and the importance of linking alumni leaders back to their community to serve as examples and to inspire upcoming leaders.

COL Michael G. McLendon (1995 FAMU Alumni) followed with remarks on the importance of having both a professional and personal leadership strategy (life objectives) that always looks out at least five years. A

professional strategy should focus on: 1) Professional Relationships, 2) Networking, 3) Career Milestones, 4) Military Education, and 5) Expertise. He underscored that personal strategy should consist of 1) Family, 2) Financial Management, 3) Character, 4) Service to Others, and 5) Health. He concluded by discussing the importance and benefits of cadets and junior officers joining and participating in the ROCKS, INC. He emphasized the notion that "*Amateurs focus on short term while professionals focus on long term strategy*", and asserts a lifetime strategy will lead to success.



FAMU ROTC Cadets conduct circuit workout training prior to Leadership Conference

The FAMU ROTC Military Science (MS) IIIs (3rd year) and IVs (4th year), led by Cadet Battalion Commander, LTC Kemissa Florestal (Miami, Florida, Graphic Design Major) delivered the "State of the Battalion" to the Rattler Battalion, ROTC alumni, and university faculty members. The Rattler Battalion developed and implemented an official "Peer Mentorship Program" designed to use senior cadets (seniors paired with sophomores and juniors partnered with freshmen students) to coach, teach, and guide fellow cadets through their collegiate and ROTC experience. Positive evidence of this support system can be found in the cadet's grade point average which is 3.45 for their entire battalion.

This year FAMU will be sending a total of 26 ROTC MS IIIs cadets to the United States Army Cadet Command Advance Camp at Fort Knox, Kentucky. Advance Camp is a 31-day performance training opportunity designed to assess a cadet's potential to serve as a commissioned officer. While attending Advance Camp, ROTC cadets will demonstrate their

proficiency in basic officer leadership tasks. FAMU is on course to over-produce their annual commissioning requirements. The Rattler Battalion's MS IVs and cadre are confident that their MS III cadets are well prepared and postured to exceed the training standards and requirements at this year's Advance Camp.



MS III and IV Class at the FAMU ROTC Annual Leadership Army ROTC Leadership Conference



MS III Cadets ISG Jazmine Brown (Pre-Occupational Therapy, Boynton Beach, Florida) and Cadet SGT Alelee, (Criminal Justice, Orlando, FL) - participated in a ROTC contracting ceremony officiated by APMS MAJ Xeon Simpson (Logistics Officer, Fordham University)

In closing, the Leadership Conference culminated with LTC Quinn V. Brumfield, FAMU's Professor of Military Science presiding over the 71st FAMU Cadet Gala, held in Tallahassee, FL. LTC Brumfield highlighted the Battalion's Strategic Vision which consisting of four major areas of interest:

- Production of quality cadets – focus time and efforts on dedicated and quality students to ensure productive officers are being commissioned into the Army
- Growth through Recruiting – utilize FAMU cadets and University partners as force- multipliers to promote the Rattler ROTC Program and Army

- Peer Accountability – consistently uphold and maintain personal, professional, and Army standards
- Doctrinal Instruction - Know the important Army regulations and processes; be an expert in your skill craft and profession.

LTC Brumfield graduated from Southern University, Baton Rouge, LA, in 2001 with a bachelor's degree in Animal Science. He is a ROTC graduate and was commissioned as a 2nd Lieutenant Armor Officer, Branch detailed Military Intelligence.

Cadet Testimonials:

How did this year's ROTC Leadership and Training Conference benefit you?



Cadet 2nd LT Alaina Clement (Nursing, Detroit Michigan) – “provided a positive and great opportunity to expand and share ideas on developing leader attributes”

Cadet CPT Andre French (Criminal Justice Major, Philadelphia, PA) – “great venue and opportunity to network and build relationships with ROTC alumni and officers serving in the military”

Cadet 2nd LT Coddrick Griffin (Criminal Justice, Madison, FL) – “conference provided a unique opportunity to learn more about professional military education and schooling opportunities from current active duty & reserve members”

This year's 2019 FAMU's ROTC Leadership and Training Conference exemplified:

“Leadership is the ability to inspire others and the ability to provide those you lead with opportunities and resources to lead as well”. – M. McLendon, 2019



Kappa Alpha Psi Fraternity, Inc. and the National Society of Black Engineers (NSBE) have officially teamed up to increase the number of African-American engineers.



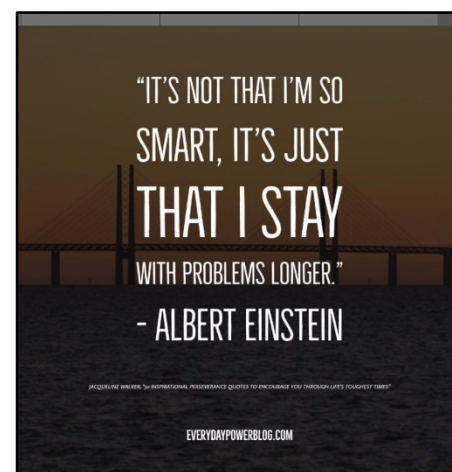
Thomas L. Battles Jr., the Grand Polemarch of the fraternity and Matthew C. Nelson, the National Chair of NSBE met at NSBE's Headquarters in Alexandria, VA last month and signed an official three-year partnership agreement. According to the agreement, Kappa Alpha Psi will work with NSBE to reach the Black engineering society's 10-year strategic plan to increase the amount of African-Americans graduating with bachelors degrees in engineering. With this partnership, they plan to raise the annual number of recipients from 3,501 (where it was in 2014) to 10,000 by 2025. “Greek fraternity culture has played a pivotal role in young men becoming male models of stature and integrity once they come of age,” Matthew C. Nelson, NSBE's National Chair stated. “Your work is really important, and it aligns with NSBE's mission. Positively

impacting the community is something both organizations do very well.”

To reach their goal of creating 10,000 black students with bachelors degrees in STEM, both organizations' are focusing on their already established youth programs (NSBE Jr. and Kappa's Guide Right Program). Additionally, both Kappa and NSBE will create six joint Guide Right NSBE Jr. chapters, with the goal of giving young people between 3rd and 12 grade supplemental STEM curricula and exposure to jobs in STEM.

“This strategic partnership opens the door to collaborate on funding opportunities that can exponentially expand the size and scale of this initiative and therefore positively impact more young men and communities of color,” L-Mani S. Viney, the executive director of the Kappa Alpha Psi Foundation stated.

We at WatchTheYard.com are very excited about this collaboration and its potential. Kappa Alpha Psi's Guide Right Program is already large and deeply connected to the Black community and by teaming up with NSBE and its programs we truly believe that a large number of young African Americans will get the perfect exposure they need to want to go into STEM education once they reach college.



We all carry the seeds of greatness within us, but we need an image as a point of focus in order that they may sprout. -- Epictetus

Can I Claim a Boyfriend/Girlfriend as a Dependent on Income Taxes?



Updated for Tax Year 2018

OVERVIEW

You can claim a boyfriend or girlfriend as a dependent on your federal income taxes if that person meets the IRS definition of a "qualifying relative."

You can claim a boyfriend or girlfriend as a dependent on your federal income taxes if that person meets the Internal Revenue Service's definition of a "qualifying relative."

Don't get tripped up by the word "relative" here—according to the IRS, it can include an unrelated person who passes the four following tests concerning residency, income, support and status. Is your partner an official resident?



Your boyfriend or girlfriend must be a member of your household, meaning that he or she lived with you for the entire calendar year.

The law makes exceptions for temporary absences, such as vacations and medical treatment, but your home must have been that person's official residence for the full year.

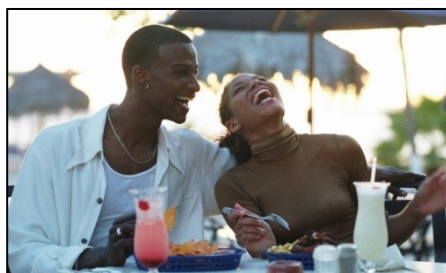
However, if your living situation violates local law, you cannot claim that individual as a dependent. In some states, "cohabitation" by unmarried people is against the law.

How much does your partner earn?

If your boyfriend or girlfriend has gross income above a certain amount, you cannot claim that person as a dependent.

Gross income is any income from any source that's subject to tax, whether it's wages, interest on a bank account or other types of taxable income. The limit for gross income limit varies from year to year; for the 2018 tax year, the income limit is \$4,150.

Also, you cannot generally claim a married person as a dependent if they file a joint return with their spouse.



How much money do you spend on your partner?

You must have paid more than half of your partner's living expenses during the calendar year for which you want to claim that person as a dependent.

When calculating the total amount of support, you must include not only money received from you and other people but also from the individual's own funds. In other words, if your partner took money from a savings account to pay for food, housing or other living expenses, and the total amount withdrawn is more than half of the person's living expenses, you cannot claim that individual as a dependent.

The IRS website offers an online assistant if you want additional information. "



ROCKS Legacy Continues with Peer Mentoring

By COL (Ret) Charles D. Allen (Military Times: Army Times, 1 February 2019)

From the National Board History, "The Rocks, Inc. began in the mid-1960s as an informal meeting of Army officers assigned to the Command and General Staff College at Fort Leavenworth,

Kansas. The group initially met to help each other "survive" at Fort Leavenworth, and many members continued to meet after being reassigned to the Pentagon and elsewhere in the greater Washington, D.C., area."

As a legacy of that "No-Name" group, the MG Charles Rogers Chapter of ROCKS, Inc. at Carlisle Barracks Pennsylvania received its charter in 2000. The chapter shares common origin and purpose with the Fort Leavenworth cohort of officers. The focus on peer mentorship has been the constant theme each year as new student cohorts arrive and face the requirements of senior professional military education at the US Army War College.

Our members have taken the challenge of academic rigor and created the opportunity for professional development and relationship building. In doing so for spring 2019, the chapter organized study sessions to prepare for the dreaded oral comprehensive examinations. Weekend gatherings were important to get beyond recitation of information to the application of strategic thinking to the exam questions and issues at the interface of national policy and military strategy. With learning also came fellowship.

More than survive, our members flourished as they demonstrated comprehension of the USAWC curricular material, as well as their ability to communicate effectively on strategic topics. Following one examination, a faculty member asked a chapter member how she prepared to do so well. Her answer was "The ROCKS...", which led to an opportunity to share about the organization and confirm its value to the profession.

ROCKS Steady!

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

Make sure you check out what's going on with our worldwide ROCKS Chapters beginning on page 38!!!!

Continued from page 25

Once the screen vote is complete, the board recorders will create a chart that depicts how many officers received each possible number of 'yes' votes, from 17 to 0 (given there are 17 board members). This is not a board decision and the board members will not be aware of who or how many BZ files will be integrated into the hard vote for further consideration. The maximum BZ selection opportunity as defined in the MOI will determine how many BZ files will be advanced to the hard vote.

The Hard Vote Establishes an OML

Board members hard vote all In and Above the Zone files to include those BZ files that have been advanced based on MOI guidance. Board members use the hard vote Word Picture to assist them in assign scores to candidates' files. Each board member will be provided a copy of this document at their voting station. The Word Picture contains a 1 through 6 voting scale and plus and minus identifiers. All voters will award a single score to each candidate's file for their assigned board. The use of the plus or minus further delineates a candidates' position on the final Order of Merit List (OML). For example, a score of 5 is higher than a 5-, which is higher than a 4+, and so on. The word picture also includes a fully qualified line that serves to separate those Officer's that should not be selected based on their performance and potential. Officers that receive a cumulative score below the fully qualified line will not be selected regardless of requirements. During officer boards, a score of a "one" will initiate the "Show Cause" process. An officer who receives a show cause score will then be boarded to determine if they will be retained on active duty. Keep in mind, one board member may score an officer a 3 and another board member could score the same officer a 6+, but no one can tell board members how to vote and no one can force a board member to change their score. Each board member's vote is weighted equally. Once all voting is complete, the board recorders will run an Aberrant Vote report as a quality control check. An Aberrant vote is when a file receives at least two scores that vary by 3 or 4 whole numbers depending on

the board's decision prior to voting. For example, your file receives a score of a 5+ from one board member and a 2- from another board member. That is a whole number difference of 3, and in this example is aberrant. The file would then be sent back to the voters that gave you the 5+ and the 2-. The board members have no obligation to change their score. An aberrant vote is used as a quality control measure, just in case something was missed during the initial screening of your file. This process is only done one time. Once complete, the DA Secretariat creates a pre-tie OML. The board recorders draw both the fully qualified line (FQ) and tentative best qualified line (TBQ) on the OML. The TBQ is based solely off of the Army's Select Objective in the MOI and is also used as a guide to determine the ties that need to be broken. All board ties on, or directly below, the TBQ line have to be broken. Therefore, all board members have to revote files until they are broken. Once broken, the DA Secretariat generates a post-tie OML to identify "fully qualified" and "best qualified" officers to meet the needs of the Army.

Professional Schooling Selection boards

**Example MOI Guidance:
Maximum BZ Selection
Requirement: 2**

Number of
"Yes" Votes

Screen Vote Chart
(17 Board Members
in this example)

YES VOTES	# FILES	RUNNING TOTAL
17	1	1
16	1	2
15	0	2
14	8	10
13	16	26
12	10	36
11	15	51
10	11	62
9	15	77
8	21	98
7	20	118
6	30	148
5	38	186
4	40	226
3	65	291
2	121	412
1	253	665
0	801	1466

Running total of
entire BZ population

MOI Directs
Number of Files
to "Hard" Vote

for the voting all files, to identify any officers for show cause, and to produce an OML. The board also re-validates officers selected the previous year for schools, but had an approved deferral memo. However, unlike selection for command, the deferred officers do not count towards selection requirements and the board will not compare deferred officers with those presently under consideration. Board members use a simple "Yes", "No" and "Show Cause" word picture to quickly assess revalidation. Once deferred Officers are validated, ILE requirements are filled based on the MOI guidance for Resident and Satellite slots. Furthermore, all sister service and foreign school slots are further slated through Leadership Development Division (LDD). The board for Senior Service College (SSC) has a very similar process. Requirements for SSC are still filled based on MOI guidance for Principal and Alternate Slots. Furthermore, the board will select recommendations to attend foreign SSCs. Again, principals and alternates are selected by their OML position, needs of the Army and then their preferences.

Preparing for a Selection Board

The two school boards the DA Secretariat conducts for officers are the Intermediate Level Education (ILE) Board and the Senior Service College (SSC) Board. The previously mentioned selection board process is completed in the same manner

One of the most important first steps prior to any board is to read the Military Personnel (MILPER) message. These messages are usually published between 90-120 days prior to the board convene date and provide valuable information

and dates that are key to your preparation including specific eligibility criteria; the My Board File (MBF) open and close dates; and evaluation and photo deadlines. About 60 days prior to the board, officers in the considered population have the opportunity to view, correct, and certify their own board file using the “MY BOARD FILE” application on the HRC website. Voting members will not know if you have certified your file or not. However, failing to view, correct, or certify the board file does not prevent board members from viewing its content. Additionally, certifying the board file does not prevent the official record from changing prior to the convene date. If new documents are posted to the official record after the board file is certified and prior to the board convene date those documents will be seen by the board.

Board President, all board members will see your letter.

The DA Photo is an officer’s handshake with the board. Although a DA Photo is valid for five years, a new DA Photo is required if you are promoted or have any changes the photo would reflect. You should make necessary alterations to ensure your uniform fits properly, and remember only wear authorized individual awards and decorations. A best practice is to have someone present to inspect your uniform while getting photographed to ensure it is correct. While at the Photo Facility, review the photo after it is taken and ask for another photo if it is unclear or dark. Some common DA Photo errors include: baggy or tight uniforms; Incorrect spacing of badges, insignia, name plates, rank, and ribbons. Refer to the most current AR and DA PAM 670-1 to check regulatory

Soldier" should be changed. The duty title should match the actual position for that assignment and the associated evaluation. Height/weight discrepancies that occur between your ORB and evaluations are very noticeable to board members. Additionally, ensure your overseas and deployment data are up to date, and your Military & Civilian Education sections reflect the documentation in your AMHRR. There are several portions of the ORB that are masked to board members including dwell time, dependent data, marital status and religious preference since these sections should not affect a board member’s vote.

The goal is to present board members with an accurate and complete file. Officers should maintain communication with HRC and inform the correct office according to the MILPER regarding any file errors. The DA Secretariat website is a valuable resource for information concerning schedules, results, and regulations. The website also has a link to a mock board video for individual and unit training. Finally, the DA Secretariat strives to support leader professional development briefing requests for personnel TDY to HRC and will also send board recorders on temporary duty to conduct briefings provided the unit covers transportation costs.

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

Mock Board Video Link.
<https://www.youtube.com/watch?v=zeqGtAUMMiY>

6 +/-

Top Few
Superior Performer
Superior Potential

5 +/-

Select Ahead of Peers
Outstanding Performer
Outstanding Potential

4 +/-

Select with Peers
Solid Performer
Good Potential

3 +/-

Select if there is a Requirement
Average Performer/Potential

2 +/-

Do not Select
Weak Performer

1

Show Cause Consideration

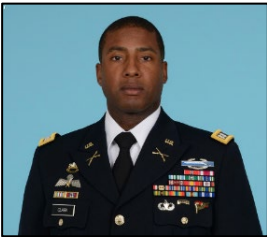
Example Hard Vote Word Picture

FULLY QUALIFIED
NOT FULLY QUALIFIED

Letters to the board president should be limited to addressing unusual circumstances only, explaining something that is not reflected in your board file. A good example would be an Officer is hospitalized for combat related injuries and hasn’t received an evaluation in two years. A bad example would be claiming a mediocre evaluation was received simply because the senior rater did not like you or telling the Board President how great your file is. Even though your letter is addressed to the

guidelines.

The Officer Record Brief is a very important document, as it provides a snapshot of your entire career to the board members. Take the time to update your ORB before My Board File (MBF) closes. There are five main areas to focus on: ensure awards and decorations portion should be up-to-date and match your DA Photo and your AMHRR. The duty titles under the assignment section need to be current. Titles such as "incoming personnel", "Known Loss", and "over strength, excess, or surplus



**CPT(P)
Abdullah H.
Clark is a
current
Board
Recorder at
the
Department**

of the Army Secretariat, Human Resources Command, and historian for the ROCKs Inc “Gold Vault” Chapter at Fort Knox Kentucky. He is a year group 2009 Infantry Officer and was recently selected for the 2019 Joint Chiefs of Staff Internship Program.

ROCKS' CHAPTER ACTIVITIES

Leadership and the Pursuit of Excellence

by: CPT Markel Hall



MG (R) Anderson conducting LPD with All American Chapter attendees.

The All-American Chapter of the ROCKS Inc conducted a leader's professional development on 15 Nov. 2018. The LPD was led by Maj Gen (Ret) Rodney Anderson. Maj Gen Anderson gave a brief overview of his history and moments that shaped and developed him as a leader. He continued the LPD with facilitating an exercise by handing out green note cards to attendees to write what leadership meant to them. Attendees wrote their individual definition and perspective meaning of leadership and shared their thoughts amongst each other. Additionally, the attendees discussed the Army Values. It is essential for leaders to conduct the azimuth check to ensure decisions align with the values of loyalty, duty, respect, selfless service, honesty, personal courage. Leader's behavior should exhibit the example of army values through utilizing coaching, teaching, mentoring, and counseling.

Additionally, MG (R) handed out another card that outlined his points of discussion. Initially, the note card outlined a clear definition of leadership. Leadership is the art and science of providing purpose, direction, and motivation to accomplish the mission or task while improving the organization. Purpose identifies what the organization must accomplish. Direction clarifies what are the left and right limits for the task that must be accomplished.



All American Chapter of the Rocks Inc. conducting group photo with MG (R) Anderson.

Motivation provides the reason, rationale, and justification for how we going to do it. An organization that provides purpose, direction, and motivation achieves the best results. In addition, all this must be done while improving the organization. Leaders represent the very best individuals that the nation has.

ensure balance is maintained mentally, spiritually, emotionally, physically, and socially. Leaders that maintain this balance will be better prepared to be leaders of excellence.

A ROCKS Legend and Mentoring Giant Visits Oahu

By MAJ Mishenda Siggall
ROCKS Aloha Chapter President



All American Chapter President COL Herman Johnson presents Maj Gen (Ret) Anderson with Certificate of Appreciation.

The standard is excellence and leaders are always in the pursuit of excellence. The pursuit of excellence requires investing extra time to be the best in all one strives to do. Leaders are distinct and represent the very best the nation has to offer and they are its most treasured resource. America's sons and daughters are that treasured resource. Lastly, we discussed the importance of taking care of yourself. Resiliency is imperative to being a successful leader. Leaders take the time to

BG (Ret) Adams-Enders is the ROCKS National Board Mentor for the ROCKS Aloha Chapter. In that role, she is dedicated to doing whatever she can to support and assist the Chapter in accomplishing its goals and overall ROCKS Inc. goals. During her recent visit to the Oahu island, she volunteered her time as the guest speaker for three major events. The Aloha Chapter is dedicated to providing platforms for mentorship, professional development, and fellowship in multiple forums. During the first event, MG Charles Hamilton hosted a senior leader social to provide a venue for candid dialogue and fellowship with BG (Ret) Adams-Enders and other senior leaders on the island. She imparted many valuable lessons learned and encouraged leaders to continue their commitment to actively facilitating mentorship opportunities.

The second event that BG (Ret) Adams-Enders participated in was a celebration of the 118th Army Nurse Corps Anniversary held at Tripler AMC. BG (Ret) Adams-Enders delivered an impactful speech to a delighted audience.

Topping off her visit was her third engagement, which was with the Aloha Chapter where she held an open conversation about the 2019 state and goals of the ROCKS, Inc. at the National

level. Aloha Chapter efforts are directly tied to its 2019 goals and core competencies. After reiterating ROCKS, Inc. 2019 National status and goals, BG (Ret) Adams-Ender encouraged the Aloha Chapter to excel and make the difference that counts in a positive way for fellow ROCKS, the community and our Army. She stressed the importance of effectively accomplishing a ROCKS foundational goal: Mentoring. One extraordinary ROCKS leader who exemplifies the characteristics of a great mentor is BG (Ret) Clara Adams-Ender.

It is extremely important for civilian and military ROCKS leaders to understand why having a mentor can be a critical component to one's development and progression. Several key reasons to have a mentor include the fact that having a mentor can result in a mentee's personal and professional growth. Fundamentally, the mentor/mentee relationship must be one of mutual respect and trust. Since a mentor/mentee relationship can be reciprocal in nature, mentors can learn from mentees as well. Trust is a critical component if communications are honest and candid. Having a trusted leader that a mentee can interact with to discuss ideas, critical issues, challenges and realistic options in confidence can significantly influence professional direction and decisions that a leader takes. After hearing BG Adams-Ender deliver words of encouragement in three different settings, it was clear why we should commit ourselves to a lifetime of

professional and personal group and helping others to do the same. By doing so, we will strengthen our leadership ranks and make the overall force more diverse, effective and successful.

BG Clara Adams-Ender is a ROCKS and Army living legend still contributing and demonstrating dynamic leadership as well as being a proven mentor for over five decades. Her passion to mentor helped guide and mold a host of junior officers throughout their careers, several of whom had very successful careers advancing to Colonel and General officer in multiple branches of service. She serves because she believes in investing time, education, energy into leaders with potential and the self-motivation to act.

Beyond her significant and enduring contributions as a ROCK, BG (Ret) Adams-Ender believes in personally investing in youth to provide them an opportunity to attend college. She has donated significant monies towards the college tuition and/or expenses of a number of students who would otherwise, not been able to attend college due to limited resources. Having grown up as a sharecropper's daughter, she clearly appreciates the world that can open up to those who get an education.

Congratulations ROCKS, Inc. on celebrating your 45th Anniversary!

DC ROCKS, Supports Wreaths Across America Cleanup

By COL Shelia Flowers

The Washington, DC Chapter of the ROCKS, Inc., joined forces with the National Wreaths Across America on January 19, 2019.

Five members of The Washington, DC Chapter of The ROCKS, Inc., along with family members weathered the cold and even snow for more than four hours to honor the graves of those who served.

Each year, wreaths are placed on the gravesites of our fallen heroes in Arlington National Cemetery during the month of December. This year, the DC ROCKS Chapter helped Wreaths Across America achieve its mission to "Remember, Honor and Teach" by assisting with picking up wreaths and enabling the continuous beautification of gravesites for our nation's heroes.

The DC Chapter of the ROCKS challenges other ROCKS' chapters to join the ranks with us this year for National Wreaths Across America Day on December 14, 2019.

ONE ROCK AT A TIME

By CPT Herman Lockhart

FORT HOOD, TX - The Phantom Warriors Chapter of the ROCKS, Inc. jolted into the New Year, and the second quarter, with astounding momentum as it conducted a leadership development session, hosted by Lt. Gen. Leslie Smith, the 66th Inspector General for the U.S. Army. The successful event also marked the return of the Phantom Warrior Chapter of the ROCKS, Inc. to the Fort Hood installation following a two-year lull.

"The Phantom Warriors Chapter of the Rocks is back," said Maj. Wayne Griffin, Interim Chapter President. "We're looking forward to providing Fort Hood officers with access to network, find mentors, and engage senior Army leaders."



The Aloha Chapter LPD with BG(R) Clara Adams-Ender

Lt. Gen. Smith, flanked by his senior enlisted advisor Sgt. Maj. Christopher Gilpin, in a raw and personal dialogue, demonstrated a visual embodiment of teamwork between two leaders, while recalling individual accounts of leadership challenges, professional triumph, and insightful lessons learned over the course their military careers.

Lt. Gen. Smith energetically opened the meeting by directing a single question to the audience.

“Who are you and what do you want to be when you grow up?” asked Lt. Gen. Smith.

Over 95 attendees individually answered the 3-star general. Some stating a desire to become a battalion commander or some who merely affirmed their desire for eventual retirement. It became apparent, with the simple query that this developmental session would not be akin to other one-sided, senior leader directed

LPDs. The amazed audience found that this would be a collaborative session – an intimate conversation among leaders.

One key point highlighted was the need for “servant leaders” within the ranks in order to effectively lead and influence America’s sons and daughters.

Events such as this one have been profoundly missed and longed for in the Fort Hood area. The Phantom Warrior Chapter found itself following a familiar crux that many chapters in the Rocks encounter due to the recurring turbulence of transition, turnover, and departures that renders a chapter inactive. It is only through the action of a few that a chapter can recover and overcome such challenges.

Recognizing the demand for mentorship and networking opportunities for officers in the area, a small robust group of national ROCKS, Inc. members spearheaded the charge of reinvigorating the chapter. Collectively, the group was

comprised of both retirees and Active Duty members whom were stationed, or residing, in the Fort Hood area.

ROCKS member Maj. Deric Hawkins echoed the need for the ROCKS. “The Phantom Warriors Rocks assembles officers to build relationships that not only get us through our careers, but that get us through life, as well,” he said.

Each member of the executive board, led by sheer altruistic instinct, has selflessly occupied a vital interim position in order to put the chapter back on its feet.

Over the course of several months, the chapter’s executive board, under the trusted advisement of Col. Myles Caggins III and LTC (R) Aricai Berry, researched and gathered the necessary tools to rebuild the proverbial chapter house - one ROCK at a time - and secure its rightful status once again. In addition, the team has developed, planned, and resourced upcoming mentorship, networking, and



Fort Hood Phantom Warrior ROCKS and attendees converge for a photo following a recent developmental session

quarterly social events, in order to grow future ROCKS while sustaining and guiding younger ROCKS, over the course of the next year.

As a result of the chapter's grand efforts, membership has increased significantly and the impact to the community is quite palpable.

One young ROCK, 2nd. Lt. Brandon Baugh-Cheatham, remarked "The leadership, and the personalities that everybody fostered, made everything seem even more possible for my future."

Fort Hood Rocks Executive Board:

MAJ Wayne Griffin
Chapter President

CPT Herman Lockhart
VP OPS/Publicity Chair

1LT Danielle Salley
VP ADMIN/Membership Chair

LTC Benita Harris
Recording Secretary

MAJ(R) Taunya Ford
Correspondence Secretary/Treasurer

**Hampton Roads Chapter
January 2019 General
Membership Meeting**

By MAJ (Ret) Hubert L. Becton

On January 12, 2019, the Hampton Roads Chapter (HRC) of the Rocks held a special monthly meeting on a Saturday rather than its normal Tuesday meeting date. The objective was to increase attendance. There were five universities ROTC departments invited, Hampton University (HU) who hosted the meeting, Norfolk State University, Old Dominion University (ODU), William and Mary University, and Elizabeth City State University. Also included were two Naval ROTC Departments, from HU and ODU. The National Naval Officers Association (NNOA) was invited along with normal HRC members.

The Officer Professional Development (OPD) topic was the "Life and Purpose of the Green Beret and Naval SEALs". LTC

Andrew E. Burgess, represented the Green Berets, and Commander Christopher E. Wear represented the Navy SEALs. There was 75 people in attendance. The ROTC Cadets were accompanied by some of their Cadre. There were two retired Army Rangers in the audience, and a few Coast Guard Officers.

SEALS. The dedication to become one of the elite is impressive. Several Cadets expressed interest, including a few Naval ROTC Cadets. One female Army ROTC Cadet expressed interest after the meeting.

During the Panel discussion, LTC Prichard-Brown emphasized the importance of female soldiers speaking



MG (Ret) Frank Batts (second from left), Vice President, HRC Rocks, pictured with panelist LTC (P) Cyldea Prichard-Brown (far left), Commander Christopher E. Wear, and LTC Andrew E. Burgess

At the meeting there was a special guest: LTC (P) Cyldea Prichard-Brown, President of the Carlisle Barracks Rocks Chapter, and a Founding Member of the HRC. She volunteered to be on the Panel after the two guest speakers spoke. The audience was 65 percent female, so LTC Prichard-Brown's input was key. She answered many questions and added a different perspective.

The two speakers elaborated on the 60 to 66-week training for the elite Green Berets and Navy SEALs. They also made the audience aware of the importance of intelligence and physical fitness to be one of them. Many candidates were physically fit but did not meet the mental toughness and personality required to completely qualify. The physical challenges were great, especially the swimming requirements for the Navy

up for themselves and to never be afraid to ask questions. She told the audience that doing these things helped her to make it as far as she has. She has taken her own advice. The panel also expressed how important it is to network, even at this early stage of their career. Contacts are priceless. The military has many special elite parts. Sharing the challenges, rewards and opportunities of the Green Beret and Navy SEALs gave the cadets and the rest of the audience a sense of pride and respect for what our Armed Forces has to offer. This was truly one of the most unique OPDs HRC has offered.



The Aloha Chapter, ROCKS Inc. Honored the Life and Legacy of Dr. Martin Luther King Jr. During a Leader Professional Development

by 1LT Jermaine Branch, USA

SCHOFIELD BARRACKS, Hawaii. - The Aloha Chapter of ROCKS, Inc. gathered to honor the legacy life and timeless courage of Dr. Martin Luther King Jr. The Leadership Professional Development (LPD) was led by MG Charles R. Hamilton, Commanding General for the 8th Theater Sustainment Command, on 16 January 2019 at the 25th Infantry Division Consolidated Dining Facility. The event drew over 100 leaders including field grade officers, company grade officers and civilians.

Prior to the LPD MAJ Mishenda Siggall, the president of The Aloha Chapter ROCKS, Inc. shared the history and the importance of ROCKS, Inc. to those in attendance. MAJ Siggall spoke about the vision of the chapter for the upcoming year and issued a call to action, to get involved.

MG Hamilton shared his thoughts on what Dr. King's legacy means to him, pointing out that Dr. King was a warrior, guided by principles of emotion and character.

"Dr. King was a warrior, he got up every day knowing that he would get arrested and he knew that it was inevitable that he would be killed," said MG Hamilton.



Maj. Gen. Charles R. Hamilton reflect on the legacy and timeless courage of Dr. Martin Luther King Jr. on Jan 16th, Schofield Barracks, HI.

MG Hamilton opened the LPD with a moment of reflection, asking the leaders in the room to think back to a time when situations were not so comfortable or convenient.

"I think we've all been there to a degree said MG Hamilton, weather it was on a long FTX, JRTC, NTC or on a FOB in Afghanistan, Iraq or some other place or just in life in general."

History tells us there were many days when Dr. King was uncomfortable and faced with challenges. However, through all of the adversity he never relented remained focus on gaining equality for the people.

During the LPD MG Hamilton was transparent with the leaders, while sharing stories of triumph, adversity and how the ROCKS, Inc. has evolved from throughout his career all in the spirit of Martin Luther King Jr.

We have to feel obligated and be very deliberate about we articulate and share information" said MG Hamilton.

As MG Hamilton finished the LPD he was given a standing ovation, and he was presented with a plaque by the president and vice-president of The Aloha Chapter of ROCKS, Inc.

"It's part of my personality to want to give back and to pay it forward, because the ROCKS, has been such a giving organization with so many great leaders and mentors during my career" said MG Hamilton when asked what does it mean to him to be able give back and lead an LPD and other events like it.

The Warrior Ethos embodies how Dr. King lived his life. Weather in mentorship, leadership, service or resiliency it takes intestinal fortitude and a will to see it through.



Over 100 leaders from all over Oahu, Hawaii pose for a photograph with MG Charles R. Hamilton after the Leadership Professional Development in honor of Dr. Martin Luther King Jr. held on Jan 16th, Schofield Barracks, HI.

“Mentoring the Total Force: The Commander’s Perspective”

By LTC Tamisha Norris, Alamo Chapter

On February 28, 2019, The Alamo Chapter of The ROCKS, Inc. conducted a leader professional development session (LPD) at Fort Sam Houston. The LPD consisted of a panel of current and future O5/O6 Commanders who provided the chapter their perspectives and insights on mentoring a diverse force. The Commanders included: Colonel Ingrid Parker, 470th Military Intelligence Brigade (Theater); Colonel Marion Jefferson, Command Select; and, Lieutenant Colonel Cory Plowden, 232d Medical Battalion. After each panel member’s opening remarks, attendees presented questions regarding mentoring today’s force to include why minorities should receive mentorship; recommendations on the rank of the mentor; a mentor’s skillsets; mentoring an active duty officer compared to a national guard or reserve officer; and peer mentorship. Below are a few of the discussion highlights from the panel. The Alamo Chapter thanks the panel and the attendees for a great event! The next Meeting & LPD is scheduled for April 25th. Please contact ftsamhoustonrocks@gmail.com for additional information.

1. Mentoring is a two-way contract between the mentor and the mentee. The mentor has a responsibility to stay committed upon acceptance of the role.

2. “Army Time” is not your enemy. When told to reach out, do so—even if significant time has passed since the last communication. Leaders know and understand *you’re getting after it!*

3. Mentors and mentees do not have to look like you. If you are receiving mentorship, be sure to pass it on. Who are you mentoring? Who is coming behind you that needs your perspective or guidance?

4. Varying degrees of mentorship exist—even as an introvert you can be a successful mentor. Form the relationship



The Alamo Chapter with guest panel members COL Ingrid Parker, Commander 470th MI BDE (top left) and LTC Cory Plowden, Commander 232d MED BN (top right) during the Mentorship LPD entitled “Mentoring the Total Force: The Commander’s Perspective”. (Feb. 28, 2019)

that best fits your personality. Be yourself.

5. Know your limitations. To be an effective mentor, be open to making introductions once your capacity is reached.

6. Develop peer relationships. Your peer mentor will provide you honest feedback. Make sure your peer mentor can be trusted.

Army G4’s Leader Professional Development

by CPT Justin “JT” Thomas, USA

The Army is constantly evolving and changing, propelling itself forward as a combat capable force ready to “Fight Tonight”! As an organization, our Army must continually adapt to technological advancements. On 31 January 2019, The Aloha Chapter of ROCK, Inc. mentorship program alongside MG Charles R. Hamilton, Commander, 8th Theater Sustainment Command was privileged to host LTG Aundre F. Piggee, Chief of Staff, G-4. He spoke on behalf of the Army’s readiness posture and provided

leadership lessons for junior officers. LTG Piggee engaged the audience in where the Army is today, the path ahead, and how we as leaders from all levels must share our lessons.



LTG Aundre F. Piggee, Chief of Staff, G-4 addressing the audience on his priorities and how we can help these focus areas from the field.

Where we are - Readiness is the #1 priority. Developing the fundamentals in Command Maintenance, Command Supply Discipline, and Command Deployment Discipline Program will undoubtedly increase our Army’s posture. Deplorability starts at the Company Command level that carries over to Sustainment Mission Command functions and Supply Chain Health.

Where we're headed: With supply distributors like Amazon, delivering products within a timely and efficient manner, the Army is migrating towards that stance. Through initiatives like GCSS-A Increment 2, Additive Manufacturing, and utilizing "today's technology today" the Army is developing a modernized sustainment community.

Leadership Lessons: LTG Piggee dissected the concepts of being a mentor versus de-mentor, sharing success and owning our failures, maintaining dignity, developing relations with all leaders, and the concept of being a leader versus a boss. Holistically all these ideas revolve around balance. Understanding the triangle of career, physical and family, will develop the holistic leader.

In closing, LTG Piggee honed in on leaders being leaders. We must hold ourselves accountable. The composition of a true leader is not cookie cutter and must be learned through success and failure. Together, we'll create the Army of tomorrow while sustaining the force. "I don't see a disadvantage to serving, whether it's an initial four years or twenty years, I hope that you are as proud as I am to wear this uniform. I am proud of what you are doing. You are setting the standard not only for the Pacific, but for our Army," LTG Piggee said in closing.



The Aloha Chapter of ROCKS, Inc. Senior Cabinet presenting LTG Aundre F. Piggee his token of appreciation (Left to right: COL Landis Maddox – Chapter Senior Advisor, MAJ Tamara Da Silva – Chapter Vice President, MG Charles R. Hamilton – Senior Mentor, MAJ Mishenda Siggall- Chapter President).

Make plans to compete in the 5th Annual ROCKS Golf Outing on Friday, October 11, 2019 at the Fort Belvoir Golf Club.

Military legacy is rich with African-American Contributions

By COL (Ret) Charles D. Allen (Military Times: Army Times, 1 February 2019)

Black History Month provides the opportunity for us to be curious, to look around, and to learn more about the contributions made by African-Americans to our country.

I continue to discover that our military legacy is rich, though we often do not know "the rest of the story." It is important to understand how we came to our current station in American society and how far we have come. This is especially true for officers of color.

Last year, while researching the anniversary of President Truman's July 1948 Executive Order (E.O.) 9981 directing the desegregation of the armed forces, I discovered the legacy of the first two black officer graduates of the U.S. Army War College. Col. Frederic Davison and Col. Otho van Exel hold that distinction with the Class of 1963. Davison became the first black officer in the Regular Army promoted to major general and to command an Army division (8th Infantry Division). He culminated his service as the commanding general of the Military District of Washington. Van Exel held four battalion and higher-level commands in the New York Army National Guard and received a brevet promotion to brigadier general upon his retirement.

This year, my curiosity led me to discover that an African-American officer, Sherian Cadoria was among the four women selected to attend the U.S. Army Command and General Staff College. As a member of the Class of 1971, she became the college's first black female graduate. Lt. Col. Cadoria continued her legacy of firsts when she was the first black woman to attend the U.S. Army War College and became the first to graduate 40 years ago this summer in 1979. Prior to coming to Carlisle, Cadoria led the Military Police Training Battalion in Fort McClellan, Alabama, as the first woman to command an all-male battalion.

Later, as a colonel, she was in charge of the First Region Criminal Investigation Division (CID) Command. In 1985, Cadoria was promoted to brigadier general and served until her retirement in 1990. On this 40th anniversary, 1979 was the same year that Hazel Johnson became the Army's first black woman promoted to brigadier general and selected to lead over 7,000 men and women as chief of the Army Nurse Corps.

Gens. Cadoria and Johnson both began their military careers as enlistees in the Women's Army Corps. "The rest of the story" is that while the U.S. military needed personnel for myriad missions and functions during World War II, the percentage of African-Americans allowed in the Army was capped at 10 percent to match their representation in the U.S. population. Undaunted, black women joined the segregated Army (separated by race and gender) to serve a nation at war. In January 1945, the Army organized the 6888th Central Postal Directory Battalion in Georgia and deployed it in February to Birmingham England as the first all-female and all African-American unit to serve overseas. During WWII, most male black units had a cadre of white officers. The 6888th was different, being led by Maj. Charity Adams — a black woman commanded the battalion.

From their unit headquarters in the United Kingdom and later in France, the "Six-Triple Eight" excelled in its mission to sort and deliver backlogged mail to U.S. soldiers. In November 2018 — 70 years following E.O. 9981, the Army dedicated the '6888th Monument' at the Buffalo Soldiers Memorial site at Fort Leavenworth, Kansas. The legacy of African-American soldiers — men and women — continues.

We do "stand on the shoulders of giants who have gone before us."

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



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