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- ✓ Submit articles in **Microsoft Word Document Format Only!!!** (Do not include photos within body of text.)
- ✓ Article Header Font = **Times New Roman**; Font Size = 14; **Bold**.
- ✓ Author/contributor credit reflected in following format: *Written by [Insert Author's name]*; Font = *Times New Roman Italics*; Font Size = 10]
 - Page Margins = 1" Left, Right, Top and Bottom
 - The text should be **Times New Roman** Font; Font Size=10. No special formatting. Use left justification. Maximum number of words = 600 words
 - Maximum number of photos per article = 3 (Place at the end of the article)
 - Include photo captions under photo (Times New Roman Font; Font Size=8)
 - PDF documents will **NOT** be accepted.
 - Links to web articles will **NOT** be accepted.
 - Articles should be written from third-person point of view, or outsider looking in, and use pronouns like he, she, it, they or the ____ Chapter.
 - If would like an article from another publication to appear in the ROCKET, you must obtain written permission from the author and forward it to nationalrocket@gmail.com along with the article in MS Word format.

DEATH ANNOUNCEMENTS will be sent for former/current ROCKS Members and their spouses. The dissemination of such information for children and extended family is to be done at the discretion of the local chapter president.

SAVE THE DATE ANNOUNCEMENTS need to have the name of the event, date and time; the address, building number or name, city or post.

Note: We do not accept podcasts or videos 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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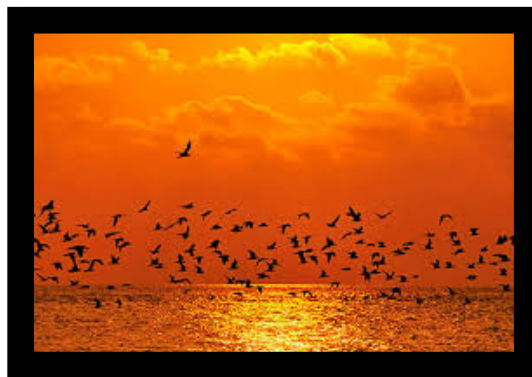


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Message from the Chairman



BG Lawrence Gillespie, USA, Retired

In the wake of the recent deaths of Ahmaud Arbery, Breonna Taylor, the senseless death of George Floyd and far too many other black men, women, and children. The National Board of Directors join in protest and express our profound sadness for the Floyd family. We stand with them in their call for equal justice. These deaths are all too frequent reminders of our country's deep divide over race, criminal justice reform, and social inequality.

I have heard from many fellow ROCKS over the past month expressing both their thoughts and feelings. I understand the hurt, anger and anguish you are experiencing. We are witnessing a historic response across the nation by people exercising freedoms that many of our members have sworn to protect. People of all colors, ages, genders, ethnicities, and orientations are petitioning the country for change. The momentum makes me hopeful and optimistic.

As past and present members of the world's finest military, we know that U.S. Army is a mighty and lethal force for change, but we are by no means perfect. There is plenty of work and improvements that can be made to support equity within the ranks specifically in regards to promotions and advancement opportunities for minority officers.

As the President of the National Board of Directors of The ROCKS, INC., I pledge to you that we will continue to be the voice of minority officers -- advocating for institutional and systematic improvements. Know that the ROCKS, INC. is committed to working with the Department of the Army to develop effective diversity and inclusion programs that systematically address accountability as well as fair and equal advancement opportunities for all.

We will continue to focus on positive changes within the Department of Defense. Changes that send a clear message within the America's institutions that systemic change is a must.

In the meantime, here is what you can do. Speak up. Share your stories. This is how hearts and minds are changed.

Going forward, I will charge chapter presidents with hosting virtual sessions to discuss topics of importance to you. We understand the importance of are creating space and opportunities for your voices to be heard in trying times such as these. We will also soon announce new mentorship opportunities; all in an effort to prepare you for the opportunities ahead.

I know that times are tough. We will get through this together. Continue to be encouraged, stay safe and be strong.

Lawrence Gillespie
BG USA (Ret.)
Chairman



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



**YOU SHOULD KNOW THEIR STORY.... BECAUSE IT IS OUR STORY, THE
ROCKS INCORPORATED.... THIS IS *THE JOURNEY***



BG(R) Roscoe "ROCK" Cartwright



Burke



Brooks



Cade



Chambers



Collins



Francois



Hazelwood



Mann



Miller



Wyatt

Shown above:

*COL Robert B. Burke
MG Harry W. Brooks Jr.
BG Alfred J. Cade
LTG Andrew P. Chambers
COL Harold Collins*

*COL Frank Francois III
COL John E. Hazelwood
LTC John E. Mann Sr.
COL Clarence A. Miller
COL James E. Wyatt*

**Do you know their names? These men comprised the "Blue Geese".
They are "*The Journey*"**

More information available on page 31

TOP STORIES

HISTORY IN THE MAKING

*Air Force Gen. Charles Brown becomes
1st African American Service Chief*

*By Caitlin Kenney | REPUBLISHED
FROM STARS AND STRIPES*

Gen. Charles Q. Brown has been confirmed by the Senate as the next chief of staff of the Air Force. The move clears the way for Brown to become the first black service chief in U.S. military history.



WASHINGTON — Air Force Gen. Charles Q. Brown Jr. was confirmed Tuesday as the 22nd Air Force chief and the first African American to be the top officer of a military service. In announcing the unanimous Senate vote of 98-0, Vice President Mike Pence called Brown's nomination, and now confirmation, historic. Brown, known as C.Q., is now the commander of U.S. Air Forces Pacific. He is replacing Gen. David Goldfein, who is expected to retire in the summer.

The confirmation comes as demonstrators across the United States have held

protests against systemic racism and police brutality. Protests in all 50 states and in Washington, D.C., were sparked by the May 25 death of a handcuffed black man, George Floyd, by a Minneapolis police officer, who has since been fired and charged with second-degree murder.

In a video posted to Facebook on Friday, Brown poignantly described his thoughts about the recent events following the death of Floyd. He described how he was often the only African American in his squadron, and as a senior officer the only African American in the room.

"I'm thinking about how my nomination provides some hope but also comes with

accomplished in his military career, but he is an inspiring leader — brave, authentic, and unifying. I congratulate him on his historic promotion and look forward to seeing his continued leadership in action."



Air Force's top black general offers emotional take on racial unrest over Floyd killing
<https://taskandpurpose.com/news/general-cq-brown-racism-video>

Brown is a battle-tested fighter pilot who commanded air forces operating in the Middle East — against the Islamic State in Iraq and Syria — and Afghanistan. He has served for 34 years in the military and piloted other aircraft including bombers and helicopters, according to his official biography. President Donald Trump praised Brown's confirmation ahead of the vote in a tweet, saying it is "a historic day for America! Excited to work even more closely with Gen. Brown, who is a Patriot and Great Leader!"

245th Army Birthday Message from the Army Senior Leaders

*By U.S. Army Public Affairs
June 12, 2020*

This year, the United States Army pays tribute to 245 years of dedicated service to our Nation. While it is fitting that we pause to recognize the achievements and contributions of our Soldiers and their Families, Army Civilians, Veterans, and retirees, we acknowledge that this Army Birthday will take place during a profoundly challenging time for America. Still, whatever challenge we face as a nation, the U.S. Army always answers the call to serve and defend. Our history of coming together to serve our communities with honor is part of the enduring fabric of America's legacy.

a heavy burden. I can't fix centuries of racism in our country, nor can I fix decades of discrimination that may have impacted members of our Air Force," he said in the video.

Sen. Jim Inhofe, R-Okla., the chairman of the Senate Armed Services Committee, praised Brown's confirmation soon after the Senate vote. "Gen. Brown's experience as commander of Pacific Air Forces and the air component commander of the Indo-Pacific Command will be an asset as we turn our focus even more to this priority theater," he said in a prepared statement. "Not only is Gen. Brown

Our Nation has faced significant challenges this year and the Army has risen to those challenges in support of our citizens. The Total Army's swift and deliberate response to the coronavirus pandemic provided augmentation to medical facilities and care in our most stressed cities, assistance to FEMA and local leaders to provide critical medical supplies, and innovative science and research to develop a lifesaving vaccine. The U.S. Army exists to protect this Nation and the rights of the American people. In recent weeks, we have done that, in the protection of the American people's right to peacefully assemble. Within our Army, now is the time to come together and listen, learn, and take action against discrimination that has existed in our country and our Army.

Army Soldiers and Civilians embody the Army Values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage and are committed to the mission. We thank our Soldiers and their families, Army Civilians, Veterans, and retirees for their extraordinary service and steadfast determination.

The U.S. Army's honorable lineage dates back to June 14, 1775. Today, 245 years later, we observe our Army's values and patriotism, our legacy of service and making a difference in our communities, and the sacrifices we have made. We encourage all members of the Army family to participate in the virtual events that are taking place to pay tribute to America and commemorate the 245th anniversary of the U. S. Army's establishment. Please join us live on Facebook June 14, 2020, at 7 p.m. for, "The Army at 245: A Tribute to America."



Senior Leaders Celebrate Army's Diversity Over Past 245 Years

By Sean Kimmons, Army News Service



Photo: Army Chief of Staff Gen. James C. McConville, second from left; Army Secretary Ryan D. McCarthy; and Sgt. Maj. of the Army Michael A. Grinston participate in a cake-cutting ceremony to celebrate the 245th birthday of the Army inside the Pentagon in Washington, D.C., June 12, 2020.

WASHINGTON -- While at a cake-cutting ceremony to mark the service's 245th birthday, the Army secretary said a cake is a remarkable, fitting symbol.

A cake is a combination of different ingredients that is placed under intense heat, he said, but later results in a spectacular creation.

"The Army recipe is similar: where people from every corner of the nation come together and in the face of great challenges, achieve the extraordinary," Secretary Ryan D. McCarthy said Friday. This is even more relevant today, he said. The Army currently has over 178,000 Soldiers deployed around the world. Soldiers have also surged to hotspot cities to combat the COVID-19 pandemic, and Army scientists are working around the clock to develop a vaccine, he added.

And, most recently, Soldiers have helped the voices of peaceful demonstrators be safely heard in cities across the nation.

"I am incredibly proud of the bravery of our men and women," he said, "and the work that is being done here and abroad." McCarthy and other senior leaders spoke during the ceremony at the Pentagon,

which was part of several traditional birthday events held virtually last week. While the seats inside the auditorium were empty this year, the spirit of diversity was fully present.

During the ceremony, seven Soldiers of various cultural backgrounds walked onto the stage to recite a vow to serve the nation longer.

"American Soldiers represent the diversity of America," said Army Chief of Staff Gen. James C. McConville, who administered the oath of enlistment. "And they represent the very best of America." Regardless of someone's race or ethnicity, the general said the Army must provide positive command climates where everyone is treated equally with dignity and respect.

"We win by doing the right things, the right way," he said. "We win by building cohesive teams that are highly trained, disciplined and fit. And we win through our people."

The Army's history is full of Soldiers who served beyond the call of duty. One of them was Sgt. William Carney, who fought in the Civil War for the Union Army.

Carney, who was born into slavery and later became the first black Medal of Honor recipient, was there for his squad when it counted, said Sgt. Maj. of the Army Michael A. Grinston.

During the Battle of Fort Wagner in South Carolina in 1863, Carney rushed to catch the American flag from falling after his unit's color guard was fatally shot.

While under fire, Carney planted the colors and despite being shot twice himself, he still removed the flag when troops had to move back.

"He put his nation, his freedom and fellow Soldiers first," Grinston said. "Just like all of you that are serving the nation now, you put people first because winning matters."

The Army birthday, which is Sunday, is not only simply about capturing its legacy, McCarthy said, adding there is also earnest hope in the year to come.

"Birthdays are more than just a celebration of the years that have passed, but also a nod to the future. The opportunity for growth and the determination for change," he said.

One thing, though, that will certainly remain is the Army's mission.

"For 245 years, the Army has safeguarded democracy and defended the nation against the threats we faced," McCarthy said. "That is what we do best. Every time the nation calls, no matter the threat, the Army always responds."

SMA Takes to Social Media, Addresses ACFT 2.0 Concerns

By Thomas Brading, Army News Service

WASHINGTON -- A day after publishing the new Army Combat Fitness Test, or ACFT 2.0, Army leaders jumped on social media to directly answer questions about it, and how it may impact Soldiers during a virtual town hall Tuesday on Facebook.

More than 270,000 viewers from around the globe streamed the live event, as Sgt. Maj. of the Army Michael A. Grinston,

along with a panel of Army leaders, took on questions submitted by Soldiers, in hopes to help them flesh out how this current implementation phase of the ACFT will affect them.



A Soldier assigned to U.S. Army Reserve Headquarters and Forces Command sprints during a diagnostic Army Combat Fitness Test at Fort Bragg, North Carolina, March 6, 2020. (SpC. Nicholle Salvatierra)

What's clear is that the ACFT will be the service's new fitness test of record Oct. 1, despite COVID-19 delays. Instead of stalling its long-planned target date, failures won't be counted until the Army publishes further guidance.

This grace period gives troops time to train following shipment delays and gym closures from the pandemic, he explained. Other parts of ACFT 2.0 needed clarification -- especially at the individual level, where every Soldier is different, Grinston said.

Postpartum policies

One of the first questions involved Soldiers taking the test after childbirth. More specifically, what ACFT policies should postpartum troops expect?

"Every woman is different as they go through a pregnancy and postpartum," said Maj. Gen. Maria Gervais, director of Army Futures Command's Synthetic Training Environment Cross-Functional Team.

"We all handle pregnancy differently, and we will all be guided by our medical professionals as we come through the experience," Gervais explained, regarding individual postnatal care. "As we go through pregnancy, it's important to take it slowly based on your condition."

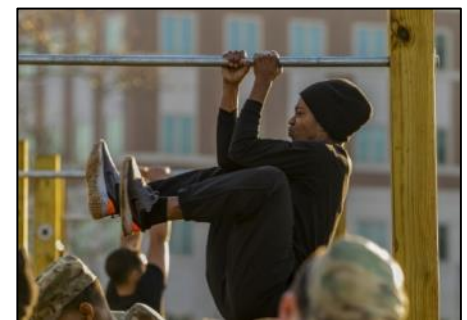
An individual's factors following childbirth should be set by their medical professional. That said, the official ACFT postpartum policy will be set through rigorous data collection, she said.

"In order to get [a postpartum ACFT policy], you have to provide the data," said Command Sgt. Maj. Jamila Smith, U.S. Army Military District of Washington command sergeant major.

"Some of us are going to have to go out there and take the ACFT -- but first and foremost, the most important thing is every woman's body is different," Smith said. "Soldiers need to involve their medical provider before going out and attempting any exercises."

Although current data includes more than 200,000 ACFT test-takers, more than 135,000 of those come from initial-entry trainees, said Maj. Gen. Lonnie G. Hibbard U.S. Army Center for Initial Military Training commanding general, which doesn't paint a clear picture for postpartum policy decisions.

"We're not racing to get Soldiers to take the ACFT," Hibbard said, regarding Soldier safety. "We're looking at how to rehabilitate Soldiers whether it's postpartum, or a knee surgery. It means rehabilitation, then return to the fight, and then test."



Maj. Brittany Williams, assigned to U.S. Army Reserve Headquarters and Forces Command, perform the leg-tuck during a diagnostic Army Combat Fitness Test at Fort Bragg, North Carolina, March 6, 2020. (U.S. Army Reserve photo by SpC. Nicholle Salvatierra)

Height, weight standards

But some things won't change, like weigh-ins and body fat assessments, Grinston said. When asked if they will change, he answered with a firm "no."

However, he suggested individuals check out the Army's Holistic Health and Fitness program, or H2F. The program is a comprehensive, integrated, and immersive health and fitness approach meant to help Soldiers physically, mentally, and spiritually.

In addition to H2F, Hibbard added healthier food options will be distributed to dining facilities across the force, and in the next fiscal year, dietitians will also be available at 28 H2F-resourced brigades to help reinforce nutritional basics, and get Soldiers to, or maintain, the body standards required.

The Holistic Health and Fitness (H2F) System is the Army's primary investment in Soldier readiness and lethality, optimal physical and non-physical performance, reduced injury rates, improved rehabilitation after injury, and increased overall effectiveness of the Total Army.

The system empowers and equips Soldiers to take charge of their health, fitness, and well-being in order to optimize individual performance, while preventing injury and disease. Army Senior Leaders are committed to resourcing 18 brigades a year with H2F Human Performance Teams through FY26.



Services and Support Division Deputy Maj. Malika Rodriguez, assigned to U.S. Army Reserves Headquarters at Fort Bragg, North Carolina, tests her physical abilities during a diagnostic Army Combat Fitness Test, March 6, 2020. She threw a 10-pound ball over her head for a passing distance of more than four meters. (U.S. Army Reserve photo by Sgt. Alexandra Shea)

ACFT Purpose for support roles

Another topic on troop's minds was how taking the six-event test affects their overall readiness -- especially those in traditionally non-combat roles. Also, how

should they train at home without the proper ACFT equipment?

At the basic level, Soldiers have to "get creative in the morning when doing their functional fitness training," Hibbard said, adding that the basic run, push-up, and sit-up routine of the past won't cut it anymore.

"By changing to functional fitness, and changing the way we're working out, we're driving down injuries and we'll be a much better Army for it," Hibbard said. To get creative, Grinston suggested Soldiers read up on the Army Physical Readiness Training manual. The updated version, has "fabulous exercises that don't require weights, and they build the required strength, mobility, power, and agility to do the ACFT," he said.

Regarding a Soldier's readiness, especially those in traditional non-combat roles, Grinston said the purpose of the ACFT is to "make our Army better, all of our Soldiers stronger, so they can do the tasks we've asked them to do."

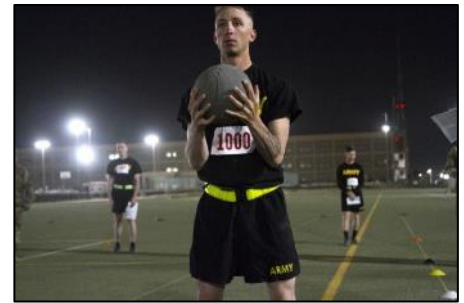
This question, especially from support and service support occupations, is nothing new for the Army's top enlisted Soldier, who admitted it's pretty common and replied, "I'm not sure what [non-combat units] are?"

"It's not like World War I, where there is a [front] line, and then there's a rear area where everybody is safe," Grinston said. "That's not the way of the world anymore. When an indirect fire moment happens, [it can involve] every MOS. For example, if you're a dental tech in Bagram -- where bases have been nearly overrun -- you may have to react to indirect fire."

Potentially all Soldiers, at all levels, could one day find themselves in a combat situation and need to apply strengths forged by the ACFT, which is why it was chosen to replace the Army Physical Fitness Test, he said.

As far as the ACFT's predecessor goes, it is gone for good -- for the most part. All Soldiers with a passing APFT score will stay good until March 2022.

"There was some confusion with the date," Grinston said, to clarify its meaning. "It means Soldiers who have taken their APFT and have a valid score will carry it until March 2022."



Sgt. Lance Whitcomb, 68th Combat Sustainment Support Battalion, prepares to execute the standing power throw during the Army Combat Fitness Test (ACFT) as part of the Blackjack Challenge hosted by the 1st Theater Sustainment Command operational command post at Camp Arifjan, Kuwait, March 10, 2020. (U.S. Army Reserve photo by Spc. Dakota Vanidestine)

ACFT 2.0: Changes Sparked by COVID-19

By Thomas Brading, Army News Service

FORT EUSTIS, Va. -- The Army Combat Fitness Test, or ACFT, will be the force's test of record Oct. 1, but the Army's top enlisted Soldier says troops will have more time to train for and pass the six-event test -- without fear of it negatively impacting their careers during that time.

Despite hold ups caused by COVID-19, Sgt. Maj. of the Army Michael A. Grinston is confident the long-planned ACFT will stay on track. In addition to the new training timeline, he also announced a handful of other modifications to the test, dubbing it ACFT 2.0.

It's the same six-event physical fitness test -- just an updated version, Grinston said. So even though troops don't have to pass the test this year, they still have to take the ACFT as scheduled.

"When it's the test of record, you have to put it into the system of record, and that's the only requirement right now," Grinston said. This means the Army won't take administrative actions against Soldiers for potential ACFT failures.

Potential career impacts like separation, derogatory or referred evaluation reports, and a Soldier's Order of Merit List standing are all off the table to be negatively impacted due to an ACFT failure.

This news comes as the Army, in response to social distancing guidelines, hit the brakes on all physical fitness tests in March. Although fitness tests slowed down, Army leaders went full-steam ahead to plan how Soldiers will jump from the 40-year-old Army Physical Fitness Test, or APFT, to the new ACFT 2.0.



25th Combat Aviation Brigade, 25th Infantry Division Soldiers focus on the new Army Combat Fitness Test requirements at Wheeler Army Airfield, Hawaii. During the COVID-19 pandemic, Soldiers and leaders are still able to maintain their physical readiness, while incorporating the recommended health of the force best practices. (U.S. Army photo by Sgt. Sarah D. Sangster)

So what are the changes?

First, for many, the APFT is gone for good. Once testing suspensions are lifted, the only Soldiers required to take an APFT ever again will be troops without a current passing score, the sergeant major confirmed.

"As for everyone else [with a current passing APFT score] -- they should start training for the ACFT," he added.

As far as the evolution of the ACFT, the biggest change for Soldiers is the option to substitute a two-minute plank, once a Soldier has attempted the leg tuck.

The other six events are still locked in; the 3 repetition maximum dead-lift, standing power throw, hand release pushups, leg tuck, 2-mile run, and sprint, drag, carry. The plank is just an interim assessment.

The plank is seen as a transitioning tool for Soldiers jumping from the APFT to the six ACFT events, said Maj. Gen. Lonnie G. Hibbard, the U.S. Army Center for Initial Military Training commanding general.

Depending on an individual's physical starting point, switching back to the leg tuck should take "anywhere between six to three months," Hibbard added, but for now, the plank is an alternative.

Planks are a core muscle-burning exercise, completed by individuals who remain static with their elbows planted to the ground directly beneath the shoulders at a 90-degree angle while maintaining a straight posture.

Plank exercises can be conducted almost anywhere, Hibbard said, and do not require equipment to train for. Under the current COVID-19 conditions, this could be an ideal transitional assessment.

Also, the stationary bike event dropped its initial 15,000-meter standard down to a 12,000-meter standard. Biking is an Alternate Assessment for Soldiers with permanent profiles unable to complete the two-mile run.

Additional changes for fiscal year 2021 also include scoring standards. All Soldiers are challenged to pass the ACFT at the "Gold Standard," Hibbard confirmed, which is an overall minimum total score of 60.

To pass, all troops are required to meet the moderately challenging "gold standard" instead of the more grueling "grey or black" scoring minimums -- typically reserved for harsher, more physically demanding career fields. This standard applies to all Soldiers, regardless of age or gender.

Until COVID-19 hit, "we were seeing vast improvements with the ACFT," Grinston said, adding the changes to the ACFT promotes a better physical fitness standard that will mirror the physical demands of the Army, while also decreasing injuries and having more effective Soldiers within the ranks.

MEMBERSHIP RENEWAL *Annual Dues*

Renewal invoices covering your National Board of the ROCKS membership, will be mailed in July to cover the upcoming membership year September 1, 2020 – August 31, 2021.

Three ways to renew your membership:

1. Login at www.rocksync.org and click on the renew symbol in your membership profile.

2. Make your check payable to The ROCKS, Inc. and mail to The National Board of the ROCKS, Inc. c/o WSC Associates, LLP, PO Box 47435, Forestville, MD 20735.

3. Call our office at (301) 423-5500 to pay by phone.

Payment is due on or before August 31st. See renewal rates by membership category below.

Cadet = \$20

03 & Below = \$33
W3 and Below = \$33
GS12 = \$33

04 & Above = \$58
W4 & Above = \$58
GS13 – SES = \$58

Effective July 1, 2020, you must be an active member for 10 consecutive years to qualify for lifetime membership (\$650).



A Guide to Creating Your Financial Deployment Book

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

Unforeseen events and the disruptions that accompany them are part of life. The COVID-19 pandemic is proof of this statement. And while Yogi Berra admonished us that "...it's tough to make predictions, especially about the future," military professionals know that this truth should not be an excuse to not be prepared for a crisis.

Anticipate change and prepare for it. If you live in the military community long enough, you will experience the change of deployment, and the stress that it places on the business of running your personal finances. COVID-19 has reinforced a lesson we know by heart – get your house in order before you deploy, because it is tough to do so once you are downrange.



To that end, we suggest creating a "Deployment Book." Gather all the information essential for anyone to run the home and finances in your absence. Make it as comprehensive, yet brief and informative as possible. Think about what kind of reference tool would be of use to you and your family. Here are some thoughts:

- Start with a template that provides structure, and then personalize it to your circumstances so that it works for you. Include a copy of your budget and a list of your financial assets and liabilities.
- List individuals and groups that provide assistance in managing your finances and running your house. Gather their essential contact information such as the individual's

and/or company's name, website, address, phone number, usernames, passwords, and the like.

- Organize your Deployment Book and provide descriptions related to processes. Write a short section that describes how you pay your bills each month, get your children to school, and other essential life functions.
- Update your Deployment Book as needed; it requires maintenance. We recommend maintaining an update schedule, whether it be once a quarter, once a year or after a major life event. Word documents with spreadsheets make updating easier. Be sure to clearly identify the most recent versions of all related documents.
- Make sure you have multiple copies, in different formats, readily available in various locations. Back up your digital copies and properly file paper copies.
- Safeguard this sensitive information by adding passwords to digital copies and keeping paper copies in locked drawers or filing cabinets. Make sure that your passwords are updated regularly and that you leave a copy of them with trusted parties.

In our next article, we will discuss specific information to place in your Deployment Book. Done well, your Deployment Book will be a rich and useful resource. Its immediate value will be the peace of mind that comes from knowing that those whom you care for can "keep calm and carry on" in your absence. You will also find that the information you gather in your Deployment Book is invaluable when called to PCS and "deploy" to a new home station. Finally, having a process and update schedule in place, will allow you to plan better for all future events.

The pandemic caught many (military and civilians alike) off guard and left their loved ones scrambling to keep the family finances in order at a time when they were also left to take care of children and/or

parents. So, stay safe and make the most of this opportunity to plan for the unexpected.



Col (R) Mark D. Troutman, PhD., CFP® is EVP of Strategic Education International and consults to West Financial Services. You may contact Dr. Troutman at mtroutman@sprintmail.com.

W. Kirk Taylor, CFP® is Vice President at West Financial Services in McLean, VA. You may contact Kirk with questions at wktaylor@westfinancial.com

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10 Steps to Retire as a Millionaire: A Successful Retirement Takes a Proper Plan

By Lisa Smith

Having a million-dollar portfolio is a retirement dream for many people. Making that dream come true requires

some serious effort. While success is never a sure thing, the 10 steps outlined below will go a long way toward helping you achieve your objective.

1. Set a Goal

Nobody plans to fail, but plenty of people fail to plan. It's a cliché, but it's true. Making a plan is the leading self-help advice from athletes, business moguls, and everyday people who have achieved extraordinary goals.

Key Takeaways

- To retire as a millionaire, the first thing you need is a proper retirement plan for the long haul.
- Employer-sponsored retirement accounts where your company matches your contributions are a great way to sock away cash.
- Stick to your budget and spend within your means, avoiding debilitating credit card debt.



2. Start Saving

If you don't save, you'll never reach your goal. As obvious as this might seem, far too many people never even start to save. If your employer offers a 401(k) plan, enrolling in it is a great way to put your savings on auto-pilot. Simply sign up for the plan, and contributions will be automatically taken out of your paycheck, increasing your savings and decreasing your immediate tax liability.

Always have an emergency fund at the ready for unplanned expenses.

If your employer offers to match your contributions up to a certain percentage, be sure to contribute enough to get the full match. It's like getting a guaranteed return on your investment. Finding the cash to stash may be a challenge, particularly when you're young, but don't

let that stop you from pursuing future riches. And remember that the younger you start, the more time your money has to grow.

3. Get Aggressive

Studies have shown that the majority of the returns generated by an investment are dictated by asset allocation. If you are looking to grow your wealth over time, fixed-income investments, such as annuities, which offer fixed payments that can neither grow nor shrink, aren't likely to get the job done. Why? Because inflation can take a big chunk out of your savings.

Investing in equities entails more risk, but is also statistically likely to lead to greater returns. For many of us, it's a risk we have to take if we want to see our wealth grow. Asset-allocation strategies can help you learn how to make picking the right mix of securities the core of your investing strategy.

4. Prepare for Rainy Days

Part of long-term planning involves accepting the idea that setbacks will occur. If you are not prepared, these setbacks can put a stop to your savings efforts. While you can't avoid all of the bumps in the road, you can prepare in advance to mitigate the damage they can do by always maintaining an emergency fund. This fund will also help keep you from building up credit card debt or prematurely tapping your retirement funds, two ways people pay for emergencies that can undercut their financial security.

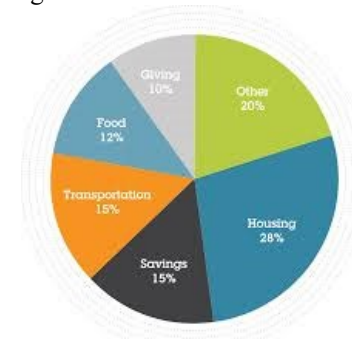
5. Save More

Your income should rise as time passes. You'll get raises, change jobs, and maybe get married and become a two-income family. Every time your salary rises, so should the amount that you save. The key to reaching your goal as quickly as possible is to save as much as you can.

6. Watch Your Spending

Vacations, cars, kids, and all of life's other expenses take a big chunk out of your paycheck. To maximize your savings, you need to minimize your spending. Buying a home you can afford and living a lifestyle that is below your

means and not funded by credit cards are necessities if you want to boost your savings.



7. Monitor Your Portfolio

There's no need to obsess over every movement of the Dow Jones Industrial Average. Instead, check your portfolio once a year. Rebalance your asset allocation to keep on track with your plan.

8. Max Out Your Options

Take advantage of every savings opportunity that comes your way. Make the maximum contribution to tax-deferred savings plans, then open up a taxable investment account, too. Don't let any chance to save get away.

9. Catch-Up Contributions

When you reach age 50, you are eligible to increase your contributions to tax-deferred savings plans. The IRS calls this a "catch-up contribution." Make sure to take advantage of the opportunity.

10. Have Patience

Get-rich-quick schemes are usually just that—schemes. The power of compounding takes time, so invest early and often, and accept that the road to riches is often long and slow. With that in mind, the sooner you get started, the better your odds of achieving your goals.

The Bottom Line

Retirement might seem far away, but when it arrives nobody ever complains about having too much money. Some people even question whether a million is enough. Test that theory by figuring out whether your retirement income goal still makes sense. That said, with lots of planning and discipline, you can reach your retirement goals and live a comfortable life after work.

ROCKS ON THE MOVE

A Ray of Hope: The 8th Theater Sustainment Change of Command Ceremony between Two ROCKS

By COL Karen M. Wrancher, USA

was immediate resulting in demonstrations around the world. These demonstrations were the course of action chosen by individuals expressing their frustration with the angry acts of violence against people of color and the racial inequities that continue to plague our society, although slavery was abolished 155 years ago. It was in the midst of these turbulent times, that more than 1.4K individuals took the time to witness an

watching from all over the world: senior leaders such General (Retired) Kip Ward and Lieutenant General (Retired) Gwen Bingham; colleagues, and a countless many others who these two gentlemen have mentored and led extended their well wishes and congratulations in the Facebook comments field.



8th TSC Change of Command:

https://m.facebook.com/watch/?v=295082951629399&_rdr

Citadel alumnus, Charleston native promoted to major general

© April 15, 2020 Alumni in The News



Mrs. Patricia Wilson pins her husband's Major General rank on his uniform as General Robert Abrams, Commanding General for United States Forces Korea looks on.

This year will be remembered as a time when our nation recognized new heroes in our communities as first responders as well as health care professionals and providers become warriors on the frontline fighting an invisible enemy. As our nation struggled to establish an effective response methodology to abate the impact of the COVID-19 pandemic, one untimely death captured on video went viral. The untimely death of George Floyd was incendiary and the response

inspiring moment, one which offered a ray of hope.

A ray of hope is that inspiring moment that causes you to believe there can be better days that lay ahead. One of those moments was the change of command ceremony of the 8th Theater Sustainment Command between Major General Charles R. Hamilton and Major General David Wilson; both Army Senior Leaders and unwavering supporters of the ROCKS on June 16, 2020. Their change of command ceremony which was telecast via Facebook with only ten people on the parade but with people

Major General Hamilton started his career as a Field Artillery soldier advancing to the rank of Staff Sergeant before completing OCS and being commissioned as a Quartermaster Officer. He has held a myriad of leadership positions including leading the 101st Sustainment Brigade deploying his unit to Afghanistan 2013-2014. Since that time he has served at the Commanding General of Defense Logistics Agency - Troop Support Command; the United States Forces Korea's (USFK) Assistant Chief of Staff, J4 and in June relinquished command of 8th Theater Sustainment Command. He has been a member of the ROCKS since he was a Captain. As a Captain, he attended meetings which were held at Cameron Station led by General Brigadier General Adams-Ender who was the DC Chapter President. During that time DC ROCKS did outreach engagements traveling to HBCUs to provide leadership professional development and financial management classes. Some other officers stationed in and around the National Capitol Region included then CPT Patrick Sargent and then MAJ Robert "Bob" Ferrell. He has remained committed to the ROCKS, giving LPDs, guidance and countless hours on weekends assisting officers in navigating their careers. MG Hamilton was recognized for his commitment to

mentorship as a 2014 ROCK of the Year recipient.

Major General Wilson started his Army career as an enlisted soldier as well in the Infantry before graduating from the Citadel and being commissioned an Ordnance Officer. A member of the 1991 Class, he is the first African American Citadel alumnus who has earned the rank of Major General. He too is no stranger to strategic/enterprise level logistics or combat deployments leading the 121st Brigade Support Battalion during Operation Iraqi Freedom. His career successes include becoming the 40th Chief of Ordnance and Commandant, the USFK Assistant Chief of Staff, J4 and now the Commanding General of the 8th Theater Sustainment Command. He has been the quite professional working behind the scenes supporting the ROCKS since he was a young CPT at Fort Bragg. MG Wilson influence spans across all branches and he one of the most accessible officers in our Army. He served as the senior advisor of the Morning Calm Chapter and kept the momentum going with dynamic leader professional development sessions after General Vincent Brooks and MG Hamilton departed the Korean peninsula. MG Wilson was recognized for his commitment to mentorship this year as a ROCK of the Year recipient.



Maj. Gen. Charles R. Hamilton relinquished command of the 8th Theater Sustainment Command to Maj. Gen. David Wilson during the 8th TSC Change of Command Ceremony

We took some time to get the thoughts of these two dynamic leaders shortly after their change of command ceremony. These are the thoughts and insights they shared:



Major General Charles R. Hamilton's Responses

Wrancher: You have been a supporter of the ROCKS since you were a Captain. Why do you continue to support the ROCKS?

Major General Hamilton: I continue to support the ROCKS because the ROCKS has supported me. The ROCKS has been a consistent source of relevant and timely information and support over the years. I personally enjoy mentoring young officers and will continue to pay it forward.

Wrancher: Why do you think mentorship is important?

Major General Hamilton: Mentorship is important for so many reasons, I'll just highlight a few. In the formative years a mentor can provide very deliberate information to facilitate your career path that can be very beneficial. As you begin to grow in the Army, your mentor can serve as more of a sounding board to bounce ideas and identify possibilities.

Wrancher: What are the areas or common mistakes made or the shortcomings you see in our Company Grade Officers? What advice would you give them to succeed and grow as Army professionals?

Major General Hamilton: In general most Company Grade Officers are doing an outstanding job. The one shortcoming that I see and senior leaders pick up very quickly is the lack of knowledge on the basics...shoot, move and communicate. I highly recommend that when a company grade officer is briefing or having a discussion with their boss, if it can be done with a map your credibility will go up substantially. Hone your field craft...if

this is an area that you are not comfortable with then get help and get comfortable

Wrancher: As you relinquish command of the 8th TSC...what is the accomplishment you are most proud of as you depart?

Major General Hamilton: I'm most proud of the 8th TSC Team and their ability to work together with our joint partners to operationalize the incredible task of integrating and synchronizing all sustainment for INDOPACOM.

Wrancher: What legacy is it, you hope to leave behind?

Major General Hamilton: I would hope that I left a legacy of audio matching video of putting People First and Dignity and Respect for all.



Major General David Wilson's Responses

Wrancher: You have supported the ROCKS in Korea and how will be the Commanding General of the 8th Theater Support Command. How do you envision your support of the Aloha Chapter of the ROCKS, Inc. and role in encouraging their mentorship activities to continue?

Major General Wilson: I intend to continue to provide the same measure of support to the Aloha Chapter that I have provided to the rocks over my entire career through use of the "MAP." MAP means Mentoring, Access, Personal support (Map).

Wrancher: You are a graduate of the Citadel, its first African-American to obtain the rank of Major General. Do you do think the Army has changed for the better since you graduated from the Citadel? If yes, how and in what ways?

Major General Wilson: The Army has changed since the time I enlisted as an infantryman in the mid-eighties to the time I was commissioned as an artilleryman in the early nineties to today. Because of the Global War on Terror our leader development programs suffered greatly, our garrison time became constrained, training management suffered. I can recall having many additional duties that aided in my early development as a Company Grade Officer and set the tone for me to become a subject matter expert in my craft. I served as a USR officer, Unit Movement Officer, Air and Rail Load Team OIC, Voter Assistance Officer, Unit Maintenance Officer, dining facility officer, budget officer, etc... these duties set me up to truly see how things worked in the Army and I used each opportunity to excel in each of the areas that I was given charge over. Today, our garrison time is filled solely with preparing for deployment whether to war or rotational unit deployments such as Korea or the Balkans, so there is very little time to coach young leaders through those developmental gates that are critical to their development.

Wrancher: What advice would you give to a company grade officer aspiring to senior field grade or even General Officer one day?

Major General Wilson: For the company grade officer that will transitioning to field grade officer, there's a mental shift that should occur. There's a time that we need strong Rangers in the Army and that is at the young Company Grade ranks but in the Field Grade ranks, we need smart Rangers. Officers capable of thinking second and third order effects of a decision, capable of mitigating risks, and more importantly seeing greater context of decisions or actions. Finally, I would tell the young officer that your work is your advertisement and that anything worth doing should be done right. To use a baseball analogy, I would say don't stand at home plate with the bat resting on your shoulder when the ball comes. Swing and if you miss, reload and swing again. Failure only occurs when you fail to swing. In the end it is about taking the times that you are being

stretched and using them to grow; moreover, guarding your reputation along the way (hence your work is your advertisement comment). Field grade is not the end of your learning. Everything that comes across your desk matters—new normal. There will be no easy button on your desk. When problems come your way it is because nobody else can solve them. Think through the problem! Align your time with your priorities.

Wrancher: It may be too early to ask but what will be some of your focus areas as you take the mantle of leadership for the 8th TSC?

Major General Wilson: As the 8th TSC commander, my first order principle will be to take care of my people (soldiers, civilians and families) so that they can take care of the mission. I intend to use my personal “be attitudes” that is just good business for anyone in a leader role. It is as follows: be assessable, be approachable, be reasonable, be persistent, be proactive, be professional, be honorable, be disciplined, be humble, be positive. Leaders at all levels put things in order and it starts with setting priorities for the organization. I intend to ensure that our priorities in the TSC is aligned with the USARPAC and USINDOPACOM priorities. The TSC is responsible for theater opening, theater distribution and theater sustainment which requires unity of effort, theater wide visibility and rapid & precise responses. I intend to create the harmony and collaboration that will enable us to do so, just as my predecessor did.

Brigadier General (Ret) Gracus K. Dunn Conducts Lecture on African American Services in America's Wars

By Gracus K. Dunn, BG, USA (ret)

The Historic Mosaic Templars Cultural Center in Little Rock, Arkansas was the setting for start of February 2020 Black History Month celebration. Sponsored by the Black History Commission of Arkansas, the one day lecture symposium held on 1 Feb 20 theme was titled “*African American Soldiers in*

Wartime”. ROCKS Inc, member Brigadier General Gracus K. Dunn, US Army (ret) and a native of Little Rock, AR was the featured speaker of the three speakers who spoke. Gen Dunn who was commissioned through Arkansas Tech University ROTC program in Russellville, AR, conducted a lecture on “*African American Services in America's Wars*.” Dunn took the audience on an historical journey of African American wartime services starting with the American Revolution through the Civil War, the early Buffalo Soldiers era, both World Wars I & II, Korea, Vietnam and ended it with the First Gulf War in 1991.

“I was thrilled when the Black History Commission asked me would I be willing to come back to Arkansas and lecture about black servicemembers and their contribution to our nation's military history.” Dunn said. This lecture gave me an opportunity to bring some of those stories and events to life. I also wanted to discuss certain events from a senior military officer viewpoint, but more importantly entertain the audience with a new and informed perspective of African American wartime services not only at the national level but the contributions of black Arkansan. Most notable during Gen. Dunn's lecture was the contribution of over 5000 black Soldiers and 9000 white Soldiers from Arkansas who fought for the Union during America's Civil War. Dunn was able to guide the audience through all of these events and more as he kept the interest of the over 250 guest in attendance.



Gen Dunn conducts military history lecture in Little Rock, AR

Besides Dunn, the lecture included attendance by several other retired General Officers to include Army (Ret) MG Ron Chastain, currently serving as a Civilian Aide to the Secretary of the Army (CASA) and MG (Ret) William Wolford. Both served as the Adjutant General (TAG) for the Arkansas National Guard at respective periods. MG(R) William Harmon, a professor at Arkansas Tech University also attended. BG (Ret) William J. Johnson, Jr, an HBCU graduate of Philander Smith College in Little Rock who was the first African American General promoted in the Arkansas National Guard history was also in attendance. He was pleased with the balance history and presentation of black Soldiers and that of black Arkansans participation. Chastain, Dunn, Harmon, and Wolford all received their commission from the ROTC program at Arkansas Tech University located in Russellville, AR. Army Captain John P. Mitchell, Professor of Military Science (PMS) for Arkansas Tech's ROTC program brought over a dozen cadets to Little Rock for this occasion. *"This was a unique opportunity for our cadets to experience a professional development lecture not only from an Army General Officer but an Arkansas Tech ROTC alumni at that."* said CPT Mitchell.



Gen Dunn, an alumni of Arkansas Tech U takes photos with cadets from his alma mater

Representatives from US Senators John Boozman and Tom Cotton's office were in attendance along with several state officials from the Arkansas Governor's office. Members from AUSA (who provided a lot of support), MOAA and veterans organizations American Legion,

VFW from the greater Little Rock, AR area were also in attendance.

Two of the Vice Chancellors from the University of Arkansas at Pine Bluff (UAPB), Pine Bluff, AR including the PMS of UAPB ROTC program, LTC Kevin Moyer were in attendance. Both of Dunn's parent were late 1950's graduates of UAPB, an HBCU then known as Arkansas AM&N. It was a great event for the community and city of Little Rock, AR.

Surgeon General Assumes Command of Army Medical Command

By Wesley Elliott

JOINT BASE SAN ANTONIO, Texas – Lt. Gen. R. Scott Dingle, U.S. Army Surgeon General, assumed responsibility as the Commanding General of the U.S. Army Medical Command, June 24, 2020, on Fort Sam Houston, Texas, in a socially-distanced virtual ceremony hosted by Gen. James C. McConville, Chief of Staff of the Army.

Dingle was previously confirmed as the U.S. Army Surgeon General but due to the transition of medical facilities in the 2017 National Defense Authorization Act he was not confirmed as the Commanding General of U.S. Army Medical Command as its mission was slated to be divested.

"My commitment is that Army Medicine from the foxhole to the fixed facility will be ready, reformed, reorganized, responsive and relevant," said Dingle. "The most powerful Army in the world, will have in parallel, the medical force to support its mission."

According to Dingle, there is a continuing need for Army Medicine to support Army readiness so MEDCOM is here to stay.

During the COVID-19 pandemic, Army Medicine has supported to Operation Warp Speed in the whole-of-government approach to vaccine and research development and distribution; expanded the covid-19 testing capacity and capability; executed installation pandemic emergency preparation and

expansion plans; deployed field hospitals and hospital centers in support of our American citizens; balanced the rapid deployment of over 400 medical assigned personnel; ensured health care professionals readiness to care for the beneficiary population; brought over 160 retiree recalls into the medical force; and provided public health preventive measures, information, and education.

"We are developing medical countermeasures; strengthening medical logistics and sustainment; creating Urban Augmentation Medical Task Forces in support of our nation; and providing medical personnel to support Health and Human Services, FEMA, Warp Speed, and the Department of Defense. All the while not losing sight, that there are forces deployed fighting and calling out "medic" on the battlefield. They are counting on us to conserve the fighting strength," said Dingle.

McConville said, "It's not uncommon to associate Soldiers with the word Heroes, but normally we picture Soldiers jumping from the sky or storming the beaches of Normandy. But for the better part of 2020, we have been in a war against covid-19 and in this war, our heroes are our doctors, nurses, scientists, and our medical professionals. Our heroes are the soldiers in this command."

McConville stated that Dingle's leadership throughout the COVID-19 crisis, had been absolutely phenomenal, and he didn't believe anyone could do it better.

"You are the right person at the right time in the right place," said McConville.

Before closing, Dingle reassured McConville, "Chief, my iPhone is fully charged, my number is hot, "MEDCOM 6" is back on the net, and Army Medicine is Army strong!"





Actions Speak Louder than Words and Messages

By Ms. Karen M. Wrancher, VP, Communications



A Makeshift Memorial for George Floyd in Minneapolis

Our nation and world was already fighting to abate a pandemic and embattled in efforts to stop the spread of the coronavirus but in the midst of us waging war against this invisible enemy, there was a new source of turmoil and uncertainty...civil unrest. The untimely death of George Floyd captured through the technology of a camera phone went viral worldwide. This moment not only quickened the conscious of a nation but it revealed the complex history of race relations and racial inequities in America. Assertions of systematic racism were being discussed and we all witnessed (virtually) acts of unwarranted and escalated violence by those charged to protect and serve the individuals in their communities. The resulting shock, dismay, anger erupted into a global movement which emerged calling for racial equality and police reform. Floyd's death which is a moment that will live in infamy, was the breaking point and catalyst after a series of deaths that were unwarranted and avoidable tragedies.

Moreover, many felt it was an unanswered promise embedded in our Declaration of Independence and nation's democratic ideas of the right to life, liberty, and the pursuit of happiness. Words and ideas that still remain elusive in varying degrees to people of color.

Incongruence: Words vs Actions

Words and messaging have meaning and power. As a result of Mr. Floyd's untimely death, it ignited a fire and galvanized the spirit of humanity worldwide as demonstrations started not only across our nation but around the world. Demonstrations were held worldwide in protest of violence exercised against citizens by members for law enforcement; those who abuse the respect and power that comes with a law enforcement badge.

Elements were already playing out on the on a national level before Mr. Floyd's death. The Army was being scrutinized for its lack of diversity at the highest levels of our service, being questioned why military installations still bear the names of Confederate generals, and Air Force was being accused of meting out harder punishments for minorities within its ranks. [Additionally, "unofficial" assertions been made within Army ranks that promising leaders whose careers were on the rise were targeted, investigated, flagged (suspended from receiving favorable actions) at crucial times in their career missing key milestones: professional military education, promotions, and nominative assignments opportunities effectively ending some careers.] The timing of these events seem juxtaposed as we witnessed the selection of the first African American general, General Charles Q. Brown, to be the Chief of one of our military services. Sadly, we have not witnessed an African American officer raise to such heights since General Colin Powell served as the Chairman of the Joint Chief of Staff during Desert Shield/Storm three decades ago.

[General (Retired) Petraeus' thoughts – Take Confederate Names Off Our Army Bases

<https://www.theatlantic.com/ideas/archiv>

[e/2020/06/take-confederate-names-off-our-army-bases/612832/](https://www.theatlantic.com/ideas/archiv/e/2020/06/take-confederate-names-off-our-army-bases/612832/)]

Messages and words matter. Any message or communications plan has to identify its target audience, the key points of the message and what platform will be used to disseminate that message. Once a message is sent everyone from community members to even company stockholders want to see action; they want to see results. I am sure the Army Senior Leaders are contemplating how to mitigate, if not eliminate processes, that may even inadvertently cause racial bias. I humbly assert that may not be enough. All individuals who serve are nation are not asking for favoritism or even advocating affirmative action (which does NOT apply to Army promotions and selection boards), every person just wants a FAIR chance to ascend the ranks. All of us want to have the same opportunities, receive fair evaluations and assessments after working hard. I do not know what awaits us in our future but as one who is a lover of history and politics, I only contend, if we truly want to institute change our actions need to go beyond words and rhetoric. It requires actions and removing all policies, symbols, names and statutes that support our nation's ties to the racism and the slavery of our country's past. We can examine the actions of two countries that took meaning actions to change the chartered path for their countries. Germany and South Africa set a new course for the future direction of their respective countries.

Germany

We look back to World War II when the world witnessed the rise of Hitler in Germany and the systematic extermination of more than 6 million Jews. Now more than seven decades later, we see Germany, a country that owns up to the travesties committed in past in order to avoid forgetting those mistakes. They take responsibility for the atrocities that were committed at Nazi concentration camps. Using past concentration camps as sites for historical learning, they give tours to openly learn and talk about those horrific injustices vowing to never allow it to happen again. Additionally, the population that was

once the subject of a genocide is now welcomed. In Germany, people of the Jewish faith *feel welcomed* and today Germany has the 3rd largest Jewish population in Europe. So not only did Germany acknowledge the horrific acts of the past but they recompensed the Jewish population by making tremendous efforts to make up for what they did to a population which they treated so unjustly. <https://www.germany.info/us-en/welcome/03-Jewish-Life-Germany/-/1422276>

South Africa

Apartheid, a system of institutionalized racial segregation existed in South Africa and West South Africa from 1948 until the early 1990s. When it ended the leaders of South Africa considered how they would forge their country's future. They made the magnanimous and perhaps difficult decision that they would chart a new path for their country. Old opponents and even enemies made the conscientious decision that if their country was going to be as great as it could be, individuals that were once opponents would now be collaborators and the architects of a new South Africa. It was Nelson Mandela and F.W. de Klerk that led the way in forging a new South Africa that would welcome and treat all races equally and uphold the humanity of man. Those aspirations and visions went beyond words as the country went forward taking tangible measures to incorporate all races into all levels of government to move beyond their racially divided past.

[Nelson Mandela and F.W. de Klerk: Enemies for Peace <https://www.aljazeera.com/programmes/face-to-face/2017/07/nelson-mandela-fw-de-klerk-170712081131525.html>]



Frederick William de Klerk with Nelson Mandela

The Incendiary Response to Acts of Violence

Regardless of what generation you belong to: the Dependables, X, Y, Z; it does not erase or remove the chapters of violence that we all have seen in our country. Today we are talking about George Floyd but we look back and there was Rodney King in 1992. On April 29, 1992, violence erupted in Los Angeles, when all three police officers accused of using excessive force against Rodney King were acquitted. This was the outcome in spite of video footage showing the police officers beating Rodney King unarmed on ground and bleeding after initially trying to evade arrest. We look even further into our history as a country, in 1965 there were the Watts riots in Los Angeles. What started with a motorist who was on parole being pulled over for reckless driving escalated into a fight with the police and a pregnant woman being hurt. The California National Guard* was called upon to help law enforcement. In less than a week, there were 34 deaths, 1034 individuals injured and \$40M worth of property damage. And if we turn the clock even further back, we have read about, seen and some can still remember having lived through the violence that took place during the civil rights movement. Violence against citizens who participated in marches, sit-ins at lunch counters, sat silently or sang to obtain civil rights for African Americans so that they can be treated with decency, dignity and respect as members of humanity.



Demonstrators at our Nation's Capital

* Note: Calling in the National Guard into our Nation's Capital was not the first time the military has been used to maintain order but the idea of placing Citizen Soldier against Citizen was not encouraged or endorsed by some of our most accomplished and recognized retired General Officers. [General Vincent K. Brooks addresses what he

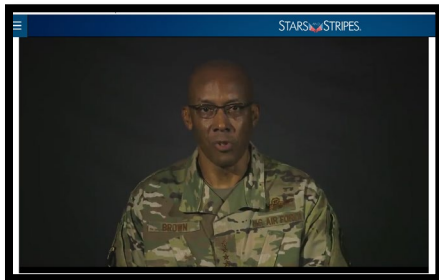
refers to as a "Dismay and Disappointment: Breach of a Sacred Trust"

<https://www.militarytimes.com/opinion/2020/06/06/dismay-and-disappointment-a-breach-of-sacred-trust/>]

What lays before us, is unknown, but if we are sincere about our words and messaging, there will be action that will go beyond empty rhetoric and we will look for new ways to institute lasting and relevant change. Meaningful change in the future would promote diversity and have a more inclusive America that welcomes diversity at the higher echelons of our Army, Department of Defense, private sector, etc. It is inspiring that even in the middle of pandemic and civil unrest as people demonstrate, many have found constructive ways to express their frustration or even anger with what has happened not only to Mr. Floyd but too many others. Our ROCKS chapters initiated a dialog to uplift their members, providing venues for individuals to express their thoughts during these volatile times and develop each other by conducting outstanding leadership development sessions.

Leaders around the world who have decried and condemned the acts of violence and injustice committed against people of color. General Abrams, our 2020 Honorary Rock of the Year recipient, held a Town Hall in Korea. Major General Hamilton, a 2014 Rock of the Year recipient professionally and calmly addressed questions about what was unfolding in our nation during the course of his last LPD as the Commanding General of 8th Theater Sustainment Command. Major General Xavier Bronson conducted a virtual LPD with his Commands Sergeant Major. Additionally, you have our Sergeant Major of the Army and the soon to be Chief of the Air Force speaking about their rise through the ranks and their own experiences dealing with race in their respective services. We can all agree there has been a lot of talking and discussions. The real question that remains, is what actions will be taken after stories about racial inequities and injustice are no longer captured by the morning and evening news cycle? Will

we forget and then be incensed and enraged for a period by another untimely and needless death?



[General Charles Q. Brown's Soliloquy – "I'm Thinking About"]

<https://www.stripes.com/news/air-force/air-force-s-top-black-general-offers-emotional-take-on-racial-unrest-over-floyd-killing-1.632658>

It appears that the coronavirus will not be completely abated soon but the other pestilence that has plagued our nation... racism has yet to be eradicated forever from our nation. One can only hope as we go into the future, the winds of change, the power of brotherhood and decency will be even greater than the numbers of demonstrators and the impact of our nation's civil rights movement. Moreover, we all hope to see real and lasting change so that when our children and grandchildren grow up to be adults, we're not seeing another episode of demonstrations being conducted in protest against needless and wanton acts violence against a person of color.


ROCKET DEADLINES



Articles and photos for upcoming editions.

ROCKET – FALL EDITION
Deadline: 28 September 2020


ROCKET WINTER EDITION
Deadline: 11 December 2020




The ROCKS, INC.


PRESENTS

"THE TALK" : PROFESSION OF ARMS PERSPECTIVE







MG(P) BRITO




MG CLARK




MG HAMILTON




MG MARTIN



MG BRUNSON



MG VEREEN



MG WILSON

WHO: The National Board of the ROCKS, Inc
WHAT: Mentorship Rebranding Campaign Inaugural Conversation
WHEN: 4 JUL 2020, 1000 hrs – 1230 hrs.
WHERE: ZOOM – REGISTRATION REQUIRED AT:
WHY: Mentorship and Professional Development
Guest Speakers: MG(P) Gary M. Brito, CG, USA Maneuver Center of Excellence and Fort Benning
 - MG Ron P. Clark, Chief of Staff, US Indo-Pacific Command
 - MG Charles R. Hamilton, Deputy Chief of Staff for Logistics and Operations, USA Materiel Command
 - MG Donna Martin, CG, USA Maneuver Support Center of Excellence and Fort Leonard Wood
 - MG Xavier T. Brunson, CG, 7th Infantry Division
 - MG Kevin Vereen, Provost Marshal General/CG USA Criminal Investigation Command
 - MG David Wilson, CG, 8th Theater Sustainment Command
Topic: THE TALK; PROFESSION OF ARMS PERSPECTIVE from SENIOR LEADERS IN THE FIELD

TAKING ACTION. MOVING FORWARD TOGETHER

For additional information or interest in obtaining or becoming a Mentor, please contact the VP, Mentorship via email at: koja10@me.com or https://www.rocksync.org/content.aspx?page_id=4&club_id=459944





Reaching Out to Members During COVID-19 Membership Development

By COL Angie Hemingway USA (Ret)

Reaching out to local ROCKS' chapters during this outbreak of pandemic COVID-19, I hear many chapters say they have not conducted meetings because of the virus. This is not unusual, the outbreak of pandemic COVID -19 according to various news outlets has disturbed political, social, economic, religious, and financial structures throughout the world. This is evident by observing the world's topmost economies such as the United States, China, Germany, France, Italy, Japan, UK, and many more at the verge of collapse.

It has been amazing to observe how several ROCKS's chapters have stepped out to rally the troops to ensure the organization executes its vision of strengthening the United States Armed and Uniformed Services Officer Corps, and senior government civilians, by serving as a world class organization that provides and promotes mentorship, leader development diversity, coaching, scholarships, networking, and professional development to maximize and leverage talent. Four observations on how to rally the troops or our members include, mobilizing around a common concern, identify the common concern, identify the rally cry and identify the benefits for everyone.

The National Board of the ROCKS, gave permission for chapters to host monthly

meetings by Zoom, when their first ever Zoom meeting was conducted in April of this year. Soon, the DC Chapter of the ROCKS, Aloha Chapter of the ROCKS followed suit to conduct local chapter meetings.

The DC chapter of the ROCKS held one of the first Zoom meetings conducted by local chapters in the ROCKS. While meeting over a video conferencing system was not a conceivable option two or even one year ago, this option became an important option this year. This chapter **mobilized around a common concern**, of how their members were doing in this COVID -19 experience, and how to communicate to other members during this time? It became important for the chapter to reach out to members to say "Let's Talk About It". DC ROCKS not only captured the attention of its members, it captured their interest. DC ROCKS talked to members about an issue (COVID -19) and other issues affecting members personally through the Let's Talk About It" series. Discussing COVID -19 provided a solution to concerns affecting all members of the ROCKS, and members showed up to move the discussion.



Aloha Chapter members rallied around how best to prepare for selection for command since the establishment of the Battalion Command Assessment Program. There was also discussion around advice to service member experiencing conflict between personal values and professional commitment and confusion with seemingly differences in leadership at the national level about how these matters are being handled.

To generate involvement, members of both chapters shared what is important to them about COVID -19 (**common concern**), shared concerns about their loved ones and the country they swore to

defend. Members learned the Army put in place a plan and management precautions to address the COVID virus as early as January 2020 when aberrancies were detected through their infection control surveillance systems. Precautionary measures were put in place and anyone accessing the Post and installation were expected to abide. Members expressed that precautionary measures are not being followed by everyone and this is a concern. Members were also encouraged to use the ROCKS as it is a great organization for mentoring and professional development.

LTG Dingle the guest speaker for DC Chapter reminded everyone to not loose their bearing (**the rally cry**) by doing the right things through good hand washing, social distancing, wearing face mask and teleworking. The rally cry increases the recall of interventions and facilitates assimilation of the concerns which will benefit the health and safety (**benefit to everyone**) of everyone. MG Hamilton guest speaker for the Aloha Chapter reminded members to compete against the standard, not each other.

While COVID-19 has been limiting to traditional ways of conducting business, the ROCKS and it members are forging a way ahead using video conferencing to conduct the business of the organization.

Thanks for the honor to serve you. Let us know if you need help. I am reachable through the national website at angiehemingway@hotmail.com.



CADET CORNER

Class of 2020



2LT Kendall J. Douglass

Magna Cum Laude, B.S. Cyber Security
Distinguished Military Graduate
Hampton University
Signal Corps, U.S. Army



2LT Kendall Jordan Douglass
North Point High School Class of 2016
Waldorf, MD
Hampton University Class of 2020
4-Year ROCKS Army ROTC scholarship winner

The National Board of the ROCKS, Inc. Scholarship Programs



Mr. Michael McLendon
Vice President, ROTC Programs

We ask all our Historical Black Colleges to encourage your top cadets to compete for one of our two National Board of the ROCKS, Inc. Annual Scholarships.

You can find the coordinating instructions under the National Board of the ROCKS, Inc. homepage, Scholarship and Awards Tab.

Please submit 2021 Brigadier General Roscoe ("ROCK") Conklin Cartwright Scholarship or Lieutenant General Edward Honor Scholarship applications in PDF format by email to rocksnationalboard@gmail.com. All applications are due to the ROCKS by **Monday, 21 December 2020**.

ARMY ROTC NATIONAL SCHOLARSHIPS for School Year 2021- 2022

A WAY TO PAY FOR COLLEGE:

Army ROTC Scholarships and stipends can pay for college courses and help you focus on what's important. Namely, earning your college degree – not how you pay for it.

Army ROTC provides opportunities for applicants to receive both full and partial scholarships. Upon graduation you can receive a college degree with immediate job placement as a leader and manager in the U.S. Army.

SCHOLARSHIPS FOR HIGH SCHOOL STUDENTS

The Four-Year High School Scholarship is for high school students planning on attending a four-year college program. For more information contact your high school academic advisor, campus Military Science department, local ROCKS, Inc. Chapter, or The National Board of the ROCKS, Inc. at vprotcandscholarshiprocks@gmail.com.

SCHOLARSHIP OPPORTUNITIES

Whether you're a college-bound high school student or already attending a college or university, Army ROTC scholarships are available. Scholarships are awarded based on a student's merit and grades, not financial need. Army ROTC scholarships consist of:

- Two-, three-, and four-year scholarship options based on the time remaining to complete your degree
- Full-tuition scholarships
- If you qualify, the option for room and board in place of tuition is available
- Additional allowances for books and fees



LIVING EXPENSES

Army ROTC scholarships also provide a \$420 per month living allowance for each school year. Non-scholarship cadets in ROTC advanced courses (3rd and 4th year) are also eligible to receive this allowance.

REQUIREMENTS

- Be a U.S. Citizen
- Be between the ages of 17 and 26
- Have a high school GPA of at least 2.50
- Have a high school diploma or equivalent
- Score a minimum of 1000 on the SAT (math/verbal) or 19 on the ACT (excluding the required writing test scores)
- Meet physical standards
- Agree to accept a commission and serve in the Army on Active Duty or Active Duty in a Reserve Component (Army Reserve or Army National Guard)

YOUR COMMITMENT

- An eight-year service commitment in the Army
- Serve full time in the Army for four years and four years with the Individual Ready Reserve (IRR)
- Selected cadets may choose to serve part time in the Army Reserve or Army National Guard while pursuing a civilian career

APPLICATION DEADLINE

Next application round will open starting **June 12, 2020**, so use this time to get all

your documents in order and talk to an ROTC Advisor if you need advice.

ARMY ROTC NATIONAL SCHOLARSHIP BOARD DATES FOR THE SCHOOL YEAR 2021-2022:

- Review Board 1 - 19-23 October 2020
- Review Board 2 - 25-29 January 2021
- Review Board 3 - 15-19 March 2021

Visit U.S. Army Cadets to Learn How to Apply and Create an Account:

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

Contact ROTC Scholarships at (502) 624-8324

Mail scholarship applications and other related documentation to:

Department of The Army
HQ US Army Cadet Command
G2 Incentives Division/690
1307 Third Avenue
Fort Knox, Ky 40121-2725

Fax scholarship-related documentation to (502) 624-1120.

For more information, contact the Cadet Command Scholarship Branch at usarmy.knox.usacc.mbx.train2lead@mail.mil.

Please include your full name and contact information on any correspondence.

View how to create an account for an Army High School Student on the National Board of the ROCKS, Inc. Homepage:

https://www.rocksync.org/content.aspx?page_id=22&club_id=459944&module_id=297615

If you require any scholarship assistance through the ROCKS, INC, please contact our office at (301) 423-5500 or via email at rocksnationalboard@gmail.com / vproteandscholarshiprocks@gmail.com (Attention: 1. Mr. Michael McLendon and 2. Mr. Sean Lanier).

We look forward to assisting you.

7 Financial Lessons to Master by Age 30

By Ashley Eneriz

It takes a lot of time and discipline to become money smart. It doesn't happen overnight. Some people go through life never saving and living paycheck to paycheck. Learning how to be able to handle your money at an early age may not seem sexy, but it will certainly put you down the right path. But if you think you have enough time to become serious about your finances, think again. You may still feel young and invincible even when you hit your 30s, but the scary truth is that you are halfway to retirement. It is time to put the financial foolhardiness of your 20s behind you and become more frugal with your cash by mastering these top financial habits.

Key Takeaways

When you hit your 30s, it's important to remember that you are halfway to retirement.

Remember to prepare and stick to a budget, and stop spending your entire paycheck.

Be aware of and write down all your goals, and learn everything you need to know about your student loans.

Get your debt under control and start an emergency fund.

Even though it's still in the future, make sure you sock away some money for your retirement.

1. Actually Stick to a Budget

Most 20-somethings have played around with the idea of a budget, have used a budgeting app, and have even read an article or two about the importance of creating a budget. However, very few individuals actually stick to that budget, or any budget at all. Once you turn 30, it's time to ditch the wishy-washy process of budgeting and start allocating where every dollar you earn goes. This means if you only want to spend \$15 a week on

coffee runs, you'll have to cut yourself off after your third latte for the week.

The overall point of budgeting is to know where your money goes in order to make sound decisions. Keep in mind that one dollar here and one dollar there adds up over time. It's fine to spend money on shopping or fun trips, as long as these purchases fit into your budget and don't detract from your saving goals. Knowing your spending habits will help you discover where you can cut expenses and how you can save more money in a retirement fund or money market account.

Here's a complimentary tip to setting up and sticking to a budget: Document all your spending. Make sure you write down where and how much you spend, and what that does to your budget. This may require you to keep your receipts and cross-check everything to your checking account. Over time, you'll end up doing away with all the frivolous, spur-of-the-moment purchases and really be able to keep yourself in line.

2. Stop Spending Your Whole Paycheck

The wealthiest individuals in the world didn't get where they are today by spending their entire paycheck every month. In fact, many self-made millionaires spend their income modestly, according to Thomas J. Stanley's book "The Millionaire Next Door." Stanley's book found that the majority of self-made millionaires drove used cars and lived in average-priced housing. He also found that those who drove expensive cars and wore expensive clothing were actually drowning in debt. The reality was that their pricey lifestyles could not keep up with their paychecks. Start by living off of 90% of your income and save the other 10%. Having that money automatically deducted from your paycheck and put into a retirement savings account ensures you will not miss it. Gradually increase the amount you save while decreasing the amount from which you live. Ideally, learn to live off of 60% to 80% of your paycheck, while saving and investing the remaining 20% to 40%.

3. Get Real About Your Financial Goals

What are your financial goals? Really sit down and think about them. Envision by which age and how you'd like to achieve them. Write them out and figure out how to make them a reality. You are less likely to achieve any goal if you don't write it down and create a concrete plan.

You're more likely to achieve your goals if you write them down and create a plan. For example, if you want to vacation in Italy, then stop daydreaming about it and make a game plan. Do your research to discover how much the vacation will cost, then calculate how much money you will have to save per month. Your dream vacation can be a reality within a year or two if you take the right planning and saving steps.



The same is true for other lofty financial goals like paying off your debt or something more long-term like buying a home. You really need to be serious and have a plan if you're going to get into real estate. After all, it's one of the biggest investments you can ever make in your life and it comes at a huge cost with a lot of extra considerations. There are a lot of things you have to think about when it comes to your finances—down payment, financing and your mortgage, how much you can afford, interest payments, other expenses.

4. Educate Yourself About Your Student Loans

An undeniable reality for millennials is that many of them are confused about navigating student loan repayments. A 2016 study conducted by Citizens Bank found that half of borrowers don't fully grasp the process of how student loans work, making the path to serenity from debt seem far-fetched.²

Six out of ten millennials reported underestimating monthly payments, while 45% were unsure of how much of their annual salary they've put toward their loans. Since the recession, rates have been historically low, alleviating some pressure from crushing student loan debt.³ Nonetheless, vigilance in keeping a watchful eye on how much interest will compound on your loans should be a top priority.

5. Figure Out Your Debt Situation

Many individuals become complacent about their debt once they hit their 30s. For those with student loans, mortgages, credit card debt, and auto loans, repaying debt has become another way of life. You may even view debt as normal. The truth is that you don't need to live your whole life paying off debt. Assess how much debt you have outside of your mortgage and create a budget that helps you avoid gaining any more debt.

There are many methods to eliminate debt, but the snowball effect is popular for keeping individuals motivated. Write down all of your debts from smallest to greatest, regardless of the interest rate. Pay the minimum payment for all of your debts, except for the smallest one. For the smallest debt, throw as much money as you can at it each month. The goal is to get that small debt paid off within a few months and then move on to the next debt. Paying off your debts will have a significant impact on your finances. You will have more breathing room in your budget, and you will have more money freed up for savings and financial goals. One important point to note. Pay down your debt, but don't get yourself back in over your head. It can be very tempting to see low balances on your credit cards and think it's okay to go ahead and start spending again. That will only put you back in a rut. Control yourself and keep your credit card usage to a minimum. You may want to consider lowering your credit limits or canceling cards you may not necessarily need over time. Anything to help you keep yourself above water.

6. Establish a Strong Emergency Fund

An emergency fund is important to the health of your finances. If you don't have an emergency fund, then you are going to

be more likely to dip into savings or rely on credit cards to help you pay for unplanned car repairs and health expenses.



The first step is to build your emergency fund to \$1,000. This is the minimum amount your account should have. By putting \$50 from each paycheck in your emergency fund, you will hit the \$1,000 emergency fund goal within 10 months. After that, set incremental goals for yourself depending on your monthly expenses. Some financial advisors recommend having the equivalent of three months living expenses in the fund, while others recommend six months. Of course, how much you are able to save will depend on your financial situation.

7. Don't Forget Retirement

Many people either enter their 30s without having a single dime contributed to their retirement, or they are making the minimum contributions.⁴ If you want that million-dollar nest egg, you have to put in the savings now. Stop waiting for a promotion or more wiggle room in your budget. In your 30s, you still have time on your side, so don't waste it. Make sure that you take advantage of your company's matching contribution. Many companies will match your contributions up to a certain percentage. As long as you stay with your company long enough to become vested, this is basically free money for your retirement. The earlier you start, the more you'll earn in interest!



ROCKS' CHAPTER ACTIVITIES

Unity March in Fayetteville, North Carolina



FAYOBSERVER.COM

The Latest: People starting to gather for unity march on Skibo Road

Members of the All American Chapter of the ROCKS (Fort Bragg, NC) are pictured with the Fayetteville Chief of Police, Chief Gina V. Hawkins as people assemble for a unity march.

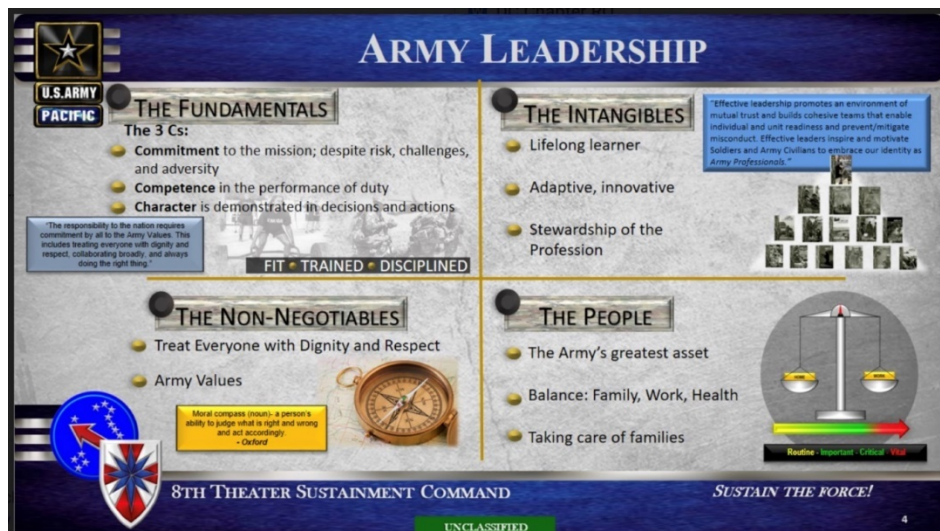
The Intangibles: Major General Hamilton Hosts Aloha Chapter's LPD

By 1LT Summer Thomas



Major General Hamilton answering questions posed by listeners during Zoom conference call.

On 4 June 2020, officers, warrant officers, non-commissioned officers, and Department of the Army Civilians from across the world virtually attended a Leadership Professional Development (LPD) event hosted by the Aloha Chapter of ROCKS, Inc., through Zoom: Video Conferencing. Major General Charles R. Hamilton served as the guest speaker. Explicating readiness, reform,



Slide from Major General Hamilton's last LPD as the Commanding General of the 8th Theater Sustainment Command.

modernization, people, and winning, Major General Hamilton's voice echoed through Japan, Korea, Germany and the United States. Major General Hamilton's familiarization with sustaining such a large audience is not uncommon. He is currently serving as the Commanding General* of 8th Theater Sustainment Command, the military's senior sustainment organization and lead integrator for all sustainment activities in the U.S. Indo-Pacific Command's area of operations.

Major General Hamilton presented the topic of "The Intangibles" – Intangible is something that is vague and difficult to understand or value in concrete terms. These intangibles are within everyone and is what cultivates an environment built on mutual trust, unit cohesion, and enables readiness. On many occasions, it's the intangibles that sets you apart from your peers... that special quality that is unique to you. We learned being "highly fit, highly trained, [in a] highly disciplined organization... driving change and that's the way one succeeds in our military units". Being true to himself, Major General Hamilton stands on these very same principles he has valued since being a Platoon Leader in the Army.

We learned that it's not always the "black book" or nominative assignments that are the path to becoming a senior officer. Take each assignment as an opportunity to learn, grow and do your best. Talent

Management comes from stewardship of the profession, mentorship, and career progression. He challenged leaders to review the resumes of current and previous senior leaders, it's clear that all their paths are different. Major General Hamilton reveals he has had great mentorship over the years and believes it was the intangibles that put him in a position to receive mentorship from many. It's important to be a good mentee by getting to know your mentor, i.e. his/her family, understand their leadership style and ask them what you can work on as an individual but also how you can make your unit better.

Major General Hamilton also discussed very candidly about the current civil unrest in our country and around the world. He said, it is very important that we talk to our Soldiers and ensure we try to understand their perspective. He reminded all those on the session of their oath and to be true to that oath. He also stated it was acceptable to express emotions and address any and all dignity and respect violations in their units. The LPD concluded with Major General Hamilton asking that we all remember the great Buffalo Soldiers that represent our past and reflect on their sacrifices and some making the ultimate sacrifice so that we could serve our country today.

Editor's Note: To see Major General Hamilton's entire presentation, go to the Resource page on the ROCKS, Inc.

website. Additionally, Major General Charles R. Hamilton relinquished command of the 8th Theater Sustainment Command to Major General David Wilson on 16 June 2018.

Buffalo Soldier Chapter of ROCKS Inc. Fort Leavenworth, Kansas

By MAJ Eloisa A. Cox, Vice President (Admin)

Amidst our current nation's struggle with peace and unity and the constant battle of COVID 19, our ROCKS chapter is still active with prayer from our Chaplain Aprill Bright and OPDs via ZOOM capability. In March, we all faced a challenge of teleworking and adapting to online schooling for our children and ourselves. For some of us, it was a dramatic change to our lifestyle with the stay at home restrictions and for some of us, it was not much of a change to our normal routine. The United States changed, we watched sadly as our New York and Louisiana, to name a couple, brothers and sisters lost their lives daily in large numbers as there were so many unknowns about the coronavirus. We did our part, followed CDC guidelines, and remained positive.

As we know, our nation is in pain, needs unification and needs to be heard. We all have struggled in ways some do not understand nor care to but we know we can be there for each other and that is needed now more than ever. Be there for one another and be that ROCK someone needs.

On 6 June 2020, ROCKS members participated in the United 4 Change Unity Walk starting at the Richard Allen Cultural Center hosted by the Leavenworth NAACP #4036 & Unity in the Community.

#UNITED4CHANGE #UNITYWALK

On 5 June the CGSC class of 2020 hosted our last LPD! We had the twin brothers COL Havi and LTC (P) Tavi Brunson with a special appearance from their older brother MG Xavier Brunson! It was a memorable session. We were able to



Pictured above: left to right - MAJ Jerry Thomas (blue shirt) MAJ Roy George (sign United for change) MAJ Gregory Archbald (yellow shirt, back) MAJ Oliver Sears (superman shirt) MAJ Shawnda Bass (front right) are just a few that participated.

openly discuss questions we had about future career positions as well as about the current nation's situation dealing with racism and protests happening across multiple cities in multiple states and overseas

#OPENDIALOGUE
#FUTUREWORLDLEADERS
#MAKEADIFFERENCE

In April and May, we hosted and participated in multiple virtual OPDs.

Major thanks from the Buffalo Soldier Chapter to the Powerhouse Team: COL CH Khallid Shabazz, Ph.D. LTC Bernard House LTC Consuello Hodges for such an amazing LPD Session. Ask the hard questions and receive the honest feedback for the constructive criticism. We deeply appreciate phenomenal leaders like you. #ArmyLife#TogetherAtHome #VirtualReach #Resiliency

Thank you LTC Everett Bud Lacroix for spending time mentoring us at CGSOC. It was a phenomenal session. We greatly appreciate your time and value all the information you shared with us! LTC Jackson had a great time, we believe more than us, but this truly shows how

important networking is and how valuable relationships are.

#STRIVINGFORGREATNESS
#PHENOMENALLEADERSHIP
#VALUERELATIONSHIP



Abigail Loch, the 2020 ROCKS Buffalo Soldier Chapter \$2,500 scholarship recipient.

Thank you COL (R) Matt Schwind, former BSB Commander, for your mentorship tonight. Despite a busy schedule and your personal time after

hours, you spent two hours answering questions about how we can become better field grade officers and serve our units and Soldiers. #ArmyLife #SharingKnowledge #GrowingLeaders

Congratulations to Abigail Loch! She is the recipient of the 2020 ROCKS Buffalo Soldier Chapter \$2,500 scholarship. Our CGSC ROCKS Treasury, MAJ Joy Crenshaw wrote and mailed the truly deserving check to the Leavenworth High School Senior. Abby submitted an outstanding essay about overcoming adversity, is involved in the community and aspires to become a dental hygienist. #AspirationsBecomeCareers



Buffalo Soldier Chapter Scholarship recipient.

MAJ Paula Page faithfully served our country over 20 years and supported the Buffalo Soldier ROCKS chapter over three years! She tutored both young students at the Richard Allen Cultural Center and CGSC students during her tenure in the past three years. MAJ Page served as the BHM ambassador for past two years and welcomed back K-12 students these last two years. Paula participated in shelter fund raising, women's shelter donation drives and the numerous Kansas Chief's game scholarship fund raisers over the years. MAJ Page was also responsible for the 6888th's "parade they never had" and become the organizer and ambassador lead for the illustrious women and fulfilled that commitment. Thank you

newly MAJ (Retired) Paula Page for your service and God speed in your future endeavors. You will continue to serve God and country in everything you do. We wish you well and we will see you again.



LTG Michael Lundy, former Commanding General of Combined Arms Command and Fort Leavenworth with BSC President

12 June 2020, the current class of 2020 CGSC students graduated and graciously thanks the ROCKS organization for the opportunity to be part of the historic foundation created in memory of General Roscoe C. Cartwright. We created bonds which will last a lifetime and friendships which became brother/sisterhoods.

In conclusion, we all genuinely enjoyed being part of the ROCKS group and for those of us who are continuing to other duty stations we will continue to serve at our new locations. We do have a few of us remaining in Fort Leavenworth and will continue to build our team here and spread the wisdom and professionalism amongst incoming officers. Again, we thank you and let us all continue to do great things!!! #ROCKSUNITED



Are You Linked Up With The ROCKS?

By Gator ROCKS' Officers

Gator Rocks Officers have spent their time complying with the restrictions and staying in touch through group messaging apps and social media since Covid-19 locked down the country. As leaders we know the strain it places on our Soldiers and family members during these uncertain times but we want to offer our support and hope.

Our goals are for officers to join the ROCKS Inc. and have the connection to the community and learn and grow professionally as well as personally. As we prepare to move into the fall term there are many things our officers can expect to look forward to from the new leadership at Gator Rocks such as community outreach activities in Llano, basketball tournament, corn hole tournament, Masquerade Ball, and a Speed Networking LPD, AIM2.0 resume builder LPD and an NCO panel discussion. By being part of Gator Rocks one is able to stay informed of upcoming activities and even have a hand in planning future events. There will be events officers can bring their families too. When you join Gator Rocks, your family becomes part of our family. All great journeys begin with one step and you can take that step by joining Gator Rocks.



Wilma Rudolph

1st female Olympic Medalist to win 3 Gold Medals

Wilma Rudolph competed in the 200-meter dash and won a bronze medal in the 4 × 100-meter relay at the 1956 Summer Olympics at Melbourne, Australia. She also won three gold medals, in the 100-

and 200-meter individual events and the 4 x 100-meter relay at the 1960 Summer Olympics in Rome, Italy. Rudolph was acclaimed the fastest woman in the world in the 1960s and became the FIRST American woman to win three gold medals in a single Olympic Games.

Currently, the officers are diligently working to ensure that once COVID restrictions are lifted that officers from all realms on Fort Polk installation can come together to fellowship and build up our surrounding community. A quote from Olympic sprint winner Wilma Rudolph is, "Never underestimate the power of dreams and the influence of the human spirit. We are all the same in this notion: The potential for greatness lives within each of us." That is why we are starting a partnership with New Llano and continuing our partnership with the local community center and colleges. It gives officers a chance to interact with community members of all ages and backgrounds.

Given the fact that many new officers have entered onto post and are unfamiliar with the area and programs that are offered; this would be a great opportunity to mix and mingle. We can proudly say we have officers from various backgrounds and it would be unfortunate if they were to miss out on the wonderful events planned. As the country slowly starts to open up, reach out to your fellow officers and say to them, "Are you linked up with Rocks?"

Despite Pandemic, Hampton Roads Scholarship Program Continues

By LTC (Ret) Toney C. Mooney

The Hampton Roads Chapter (HRC) was caught off guard when the COVID-19 pandemic struck in March much like the rest of the country. After the March General Membership Meeting on March 10th, the HRC leadership began to keep a close eye on the latest guidance concerning the COVID-19. On March 23rd, a special Executive Committee meeting convened and it was decided for the safety of its members and guests, to cancel all events through June 2020, to

include the Annual Scholarship Awards Ceremony which was scheduled for May 29th.

The Chapter's annual scholarship program starts in October preceding the May awards ceremony, with the Scholarship Fund Raising Campaign. Approximately 50 letters were mailed requesting personal donations and local small business donations. All donations received through the end of the year, are applied toward the following years scholarship awards.



The scholarship applications were mailed to approximately 40 high schools with ROTC programs in the greater Hampton Roads area in January. The Senior Military Instructors and Guidance Counselor assist with getting the applications to the senior ROTC cadets. The scholarship applications were originally due back to the scholarship committee on April 3rd. However, due to the pandemic's impact on the local high schools, the committee decided to extend the suspense to May 15th.

This year ten applications were received, and five Cadets were selected for the HRC scholarship. They are: Jacob Borgeson – Menchville High School, Newport News, Va.; Kira Brittingham – Great Bridge High School, Chesapeake, Va.; Isaiah Ferrell – Woodrow Wilson High School, Portsmouth, Va.; Carter Griffin – Granby High School, Norfolk, Va.; and Morgan Margrisi – Nansemond River High School, Suffolk, Va. To be eligible for the HRC Scholarship, the recipient must enter a Senior ROTC program at a college or university this coming year.

This year's HRC Scholarship Committee included COL (Ret) David Glover (Chairman), MG (Ret) Wallace Arnold, MG (Ret) Frank Batts, COL (Ret) Julius

Coats, LTC (Ret) Chuck Holden, LTC (Ret) Toney Mooney, and MAJ (Ret) Earvin Rosier.

The Morning Calm Chapter

By CPT Shayla Leathers

The events of the past few months have been unprecedented and The Morning Calm Chapter of ROCKS, Inc. has continued to uplift and encourage personnel throughout the Republic of Korea. The chapter strives to keep the community in great spirits during the COVID-19 crisis and the most recent deaths of Ahmaud Aubrey, Breonna Taylor, George Floyd that has our nation in turmoil.



Chief Warrant Officer Five (CW5) Yolondria Dixon-Carter, Assistant Executive Officer and Senior Warrant Advisor to the Chief of Staff.

The Morning Calm Chapter hosted a peninsula wide Warrant Officer LPD for all cohorts with Chief Warrant Officer Five (CW5) Yolondria Dixon-Carter, Assistant Executive Officer and Senior Warrant Advisor to the Chief of Staff. Leveraging technology through virtual means and the COVID-19 pandemic, CW5 Dixon-Carter was able to reflect and share perspectives from her lens. The topics of discussion covered vision statements, attributes and emotional intelligence. CW5 Dixon-Carter commenced by speaking on what is happening during these uncertain times concerning COVID-19 for military personnel. She highlighted that the current focus is to protect the force and aid in preventing further spread of COVID-19. CW5 Dixon-Carter further

stressed the importance of following the published guidelines concerning this matter.

“It is true that COVID-19 impacts career timelines and plans and honestly it is something that we must be prepared to accept and keep moving forward,” she said. She concluded by saying being a warrant officer encompasses being a recruiter, mentor, networking and building relationships. Recruiting assists the cohort in acquiring and retaining talent management. CW5 Dixon-Carter advised the warrants to check-in on subordinates and peers and check-up on seniors to build authentic those

chapter by hosting peninsula-wide leader professional developments on a myriad of occasions.

During our most recent LPD, he spoke on “Embracing Change Through Effective Leadership.”

Even though COVID-19 discouraged us from meeting in our normal group setting we were able to embrace the change by coming together via Zoom, a communications platform that allows numerous of personnel to gather online. The platform allowed us to reach officers at Fort Bragg’s All American Chapter and other locations. MG Wilson graciously

and effective. When you foresee change, initiate and control it.” All leaders left the LPD knowing that we must always be professional about current events and how to effectively and professionally be the leader others desire to emulate.

The Washington, DC Chapter of the ROCKS, Inc. Shifts to a Virtual platform during the COVID-19 Pandemic

By LTC Stephen M. Stanley

The Washington DC Chapter of the ROCKS, Inc is the largest organization of all chapters and provides Mentorship, Professional Development and Social interaction to strengthen the Officer Corps with more than 80 members.

This winter the DC Chapter was intimately involved with the planning of the 2020 ROCKS Biennial Leadership and Training Conference as well as the Spring Gala. Then initial reports of COVID-19 surfaced in the Washington DC area and significant events throughout the world had been cancelled to stop the spread of the virus. The President of the United States and his top officials implemented the most significant measures Americans have seen in recent history. Considering the unprecedented orders to close schools, businesses and restaurants, to include social distancing the National Board Chairman, Brigadier General (Retired) Lawrence Gillespie decided to postpone the organizations activities until further notice.

The spread of the virus has impacted every corner of life, however, DoD offices and facilities in the Nation Capitol Region (NCR) remain operational, with restricted access and enhanced health protection measures being taken.

In light of COVID-19, the DC ROCKS Executive Committee (EXCOM) recommended shifting our monthly meetings to a virtual platforms and adapt to the new normal, by following social distancing guidelines and staying at home as much as possible during the pandemic. Colonel (Retired) Shelia Howell-Flowers



BG (P) David Wilson, United States Forces Korea's J4 Director,
Leader Professional Development session on Embracing Change Through Effective Leadership

relationships. She also advised the cohort to network outside of their expertise and reach out to their installation senior warrant officer.

As COVID-19 enforced and embarked new change on what normal use to look like, GEN Robert B. Abrams, Commander of United Nations Command, ROK-US Combined Forces Command and United States Forces Korea, invited families and friends throughout Korea to bid farewell and celebrate the promotion of BG David Wilson, Director USFK J4. MG Wilson has been an instrumental influence to this

offered to host our latest LPD before he departed. A few key highlights he emphasized were the importance of knowing ourselves, maximizing our resources, and continuing to contribute to work on the issues and challenges such as racism, discrimination, diversity, that hinder the formation.

The Leader Professional Development (LPD) session concluded with MG Wilson accentuating “Prepare for the journey. Meaningful leadership before, during and after change is key to success. In order for people to follow you during a time of change, you need to be consistent

the DC Chapter President (3rd Term) empowered the chapter to action this opportunity to conduct virtual meetings and to adapt future events such as the Annual 5 Mile Run / 2 Mile Walk, and the West Hamilton Award Dinner. That approach would allow all key events to take place enabling the organization to continue to provide Mentorship and Professional Development to the Army Officer Corps and DA Civilians.

The DC Chapter is now using online video platforms to drive a new initiative in coordination with Army Senior Leaders called "Lets Chat About it". These series of talks cover relevant topics with Soldiers and Civilians, by highlighting current issues and initiating discussions around potential threats, facilitating the potential for greater understanding and wider awareness as a community. On Thursday May 21, 2020 the DC Chapter welcomed Lieutenant General Scott Dingle, The Surgeon General (T.S.G) and Commanding General, U.S. Army Medical Command for our first virtual Zoom video membership meeting.

LTG Dingle discussed the Army's Response to COVID-19 that included topics of Personnel, Vaccine efforts, Industry Partners and Readiness.

Over 9,000 U.S. Army personnel are directly supporting current operations through the Joint Land Force Component Command or deployed to support engineering planning and assessments for alternate care facilities. Over 25,000 National Guardsmen are responding in every State and Territory and the District of Columbia, nested with FEMA and other agencies to fight the virus with a whole-of-government approach; this includes over 2,000 U.S. Army Reservist that are conducting Urban Augmentation Medical Task Forces mission deployed across 6 North Eastern States.

The Walter Reed Army Institute of Research (TWRAIR) and Reach community is diligently pursuing a vaccine; TWRAIR produced three types, with the Army planning to move one forward to initial clinical testing in humans.

While Industry Partners have retooled production lines to manufacture critical personal protective equipment, T.S.G had directed the Army Expeditionary Technology Search Program to contact the innovation community and find a rapid ventilator production system to support field hospitals that are still acquiring critical infrastructure.

As LTG Dingle concluded his discussion, he reinforced the importance of social distancing until a vaccine is available, wear a mask when in public settings, continue to wash your hands frequently, and stay home if you are sick until the "ALL CLEAR" is declared.



Photo from DC Chapter Facebook page showing the meeting reached over 1,200 people!



Welcome to our New Members

Joined 04/04/20 – 06/26/20

Ms. Natalie Amaro
CPT Darryl Bailey, USA
CPT Winsky Baltazar, USAR
MAJ Shawda Bass, USAR
Ms. Sha'kirra Brown
LTC Vaughan Byrum, USA
LTC Marcus Claiborne, USAR
1LT Bruce Colvin II, USA
CPT Tajhanique Copeland, USA
CPT Corinth Cross, USA
MAJ DaMond Davis, USA
COL Tonya Dickerson, USA
WO5 Yolondria Dixon-Carter, USA
LTG Jason Evans, USA
MAJ Sean Friendly, USA
CPT Reba Hamlin, USAR
CPT Jenekwa Harrison, USA
Mr. James Holman
MAJ Paris Holman
Mr. Aubrey Hoover
CPT Jennifer Hulse, USA
CPT Trevel Jackson, USA
MAJ Sheila Johnson, USA
Ms. Latoria Jones
1LT Serah Ladipo, USA
CPT Quincy Lamar, USA
Ms. Latesjia Lorfils
MAJ Chanty Mackins, USA
MAJ Adhana McCarthy, USA
LTC Jessaka Menzie, USA
CPT Frankie Moorepurdie, USA
Cadet Devin Myrick
MAJ Kenesha Pace, USA
Ms. YOLANDA PETERSON
MAJ Nathan Platz, USA
Mr. Nicholas Rimmer
CPT Karen Stapleton, USAR
MAJ Tyshina Starks, USA
Mr. Jowanna Stewart, USA
LTC Sandra Thompson, USA
LTC Jermon Tillman, USA
2LT Brandi Timmons, USA
LTC Karl Tinson, USMC
LTC Keith Wilson, DDS, USA
Ms. Jaquata Witts





The Journey is a historical treasure about eleven African American officers who initially bonded to support one another while attending the Regular Course, Class of 1965 at the United States Army Command and General Staff College. As they formalized the ROCKS, bonds, mutual support and the group grew with many excelling and making history along the way. Discover our history! Discover Your ROCKS history! Discover American military history!!

The new release tells their story and that of The ROCKS Inc. It is full of wonderful history and the many accomplishments of its members.

"The Journey means at last the story will be told of how a group of minority Army officers strove to learn how to give their best as officers, how to best serve their country in defense and how these officers learned to participate in a process of professional and personal development called mentoring, to assist other officers in reaching their full potential while serving in defense."

*~ Gen Clara ~
(BG (R) Clara Adams-Ender
Past Chairman, The ROCKS Inc.*

SAVE THE DATE: Preorders start 1 July 2020.

Don't be the last to order this amazing read.

Available in paperback and eBook.

The first 45 preorders will receive a ROCKS Inc. swag bag with purchase.



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