



THE ROCKET

FALL 2016



GENERAL & MRS. DENNIS L. VIA



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The mission of the ROCKS, Inc., is to strengthen 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 and diversity, coaching, scholarship, networking, and professional development to maximize and leverage talent across the leadership spectrum.

STRATEGIC VISION

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



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

Chairman's Message

BG(R) Earl Simms



As we move through Fall to an impending Winter and this year rapidly draws to a close, we reflect on the significant events of this year and what is to come. Another election cycle has come to a close. This year's outcome has raised more questions than it resolved. We can only hope that as with other elections, the long term outcome will be better than many fear.

Remember that what we fought for was not the outcome but the process. Each of us had the opportunity to influence that outcome by voting. I certainly hope each of you did.

We continue to bid farewell from the active ranks to a number of senior leaders of color and their families. One such example is the retirement of General and Mrs Via. We wish them a bountiful future in retirement. Given their historic and extraordinary legacy, we are certain that they will positively impact any organization that is fortunate enough to bring them aboard. They have been a true treasure to every organization they have touched. We know that whatever they choose, they will continue to make a difference in the lives of many just as they have for over three decades from the Campus of Virginia State to the AMC Command. The lives they have touched and their strategic impact in the Defense Department will continue their legacy for years to come.

Gen Via made history by being the first Signal Officer promoted to four stars and the first Signal Officer to command in a four-star Command. He was only the 7th African American to wear four stars in the history of our Army! As an active ROCK for decades, Gen Via and his family are near and dear to us. We will forever be in their debt because we know that they will continue nurturing young African Americans and other future leaders to achieve what seems impossible. Gen Vincent Brooks, the 8th African American Army four star general, is now the sole African American Army four-star on active duty. It's notable that before Gen Lloyd Austin retired earlier this year, all three African American Army four star generals are ROCKS.

During this same period, we witnessed another great soldier rise to the grade of LTG. Relatively recently, General Gwen Bingham pinned on her third star at Fort McNair. Another extremely dedicated and loyal ROCK, she's been unwavering in her support no matter where she has been assigned. She has a stellar reputation as one of our great ROCKS who is frequently sought out for mentorship, coaching and guidance. We wish her and her family the best as she embarks on her responsibilities as the new ACSIM (Assistant Chief of Staff for Installation Management).

Congratulations also go out to last year's ROCK OF THE YEAR LTG Stephen Twitty. He was promoted to LTG and assumed command of 1st Army. this July following his

successful command of the 1st Armored Division and Fort Bliss. Best wishes are extended to LTG and Mrs. Twitty in Rock Island, Illinois.

Your ROCKS organization has been very busy representing you in a variety of ways within the Army community. We continue to partner with the Army Museum effort: participated in the 2016 AUSA Annual Meeting in Washington, D.C. by co-hosting a panel on the importance and implications of Talent Management plus other diversity issues which were presented to the Army's Senior Leadership Diversity Counsel last week. I was honored to represent the ROCKS at that meeting. We heard first hand, the importance placed on Senior Leadership Diversity and the direction intended by our Army's Senior Leadership, beginning with the Secretary of the Army and Army Chief of Staff who led the meeting.

Another ROCKS engagement highlight was working with the Army's G-6 and Howard University's ROTC Program to conduct the Third annual ROTC Mentoring panel. This incredibly successful event featured a dozen principal members of the Army Staff who answered questions from over 300 ROTC cadets from 15 Universities. Following the University President's remarks, it was a special honor to have the Secretary of the Army make remarks and answer questions from the cadets, as he opened the event. Additionally, as Vietnam commemoration partners, the ROCKS have been busy hosting four recognition ceremonies. recognizing in excess of 150 Vietnam Veterans.

As we draw near 2017, I would like to share several priorities to focus your efforts during the coming months. The cornerstone of the ROCKS must continue to be MENTORING. Although coaching, guiding and sponsorship remain valuable elements in developing and assisting leaders, MENTORSHIP involves a relationship between the mentor and protégé. The tools for each of you to master this skill set are available at your chapter level. If we are to be the experts of our craft I challenge each of you to use these tools to sharpen your skills so that you are equipped to provide the mentoring that so many of our cadets, junior officers, and civilians are clamoring for.

We have released a draft of our updated Goals and Objectives. I urge you to become familiar with it and provide your input so that we may make needed adjustments before finalizing and distributing. We are in the initial phase of planning a 2017 ROCKS spring webinar. The spring webinar is conducted during the off year when the ROCKS Training Conference is not held. The ROCKS Bylaws will also be updated and voted on during the webinar. More to come on these efforts. Please believe that we are very interested in your feedback.

Finally, on behalf of the ROCKS National Board I want to personally thank you for all of your support and efforts during the year. Please remember that we still have soldiers and civilians in harm's wayPause and offer a prayer for their safety until their return to families and loved ones.

General Via Retires after 36 Years of Dedicated Service

*Submitted by Pentagon Staff Writer Guv Callahan
(NOTE: Photos & article were originally printed
in the Oct 13, 2016 Pentagon)*



*General Dennis L. Via retires after 37 years of service to the U. S. Army in a special retirement review hosted by General Mark A. Milley, 39th Chief of Staff of the Army, on Summerall Field, Joint Base Myer-Henderson Hall, Va., Oct. 6, 2016. General Via's career final position was as the 18th Commander of the U.S. Army Materiel Command (AMC). Mrs. Linda Via looks on.
Photo by Sgt. Cody W. Torkelson, 3d Infantry Regiment*

Gen. Dennis L. Via closed the book on his 36-year Army career during a special retirement review at Summerall Field on Joint Base Myer-Henderson Hall Oct. 6. A native of Martinsville, Virginia, Via's final duty in the Army was as the 18th commander of the U.S. Army Materiel Command, which he took over in August 2012.



*General Dennis L. Via embraces Mrs. Linda Via after his remarks during a special retirement review hosted by General Mark A. Milley, 39th Chief of Staff of the Army, on Summerall Field, Joint Base Myer-Henderson Hall, Va., Oct. 6, 2016.
Photo by Sgt. Cody W. Torkelson, 3d Infantry Regiment*

"Dennis defied the odds and ascended to the absolute highest ranks of the United States military," said Gen. Mark A. Milley, Army chief of staff. The son of a house-painter, Via was the first member of his family to obtain a college degree. He is the first African-American from Virginia to be promoted to four-

star general, as well as the first graduate of Virginia State University's ROTC program to become a four-star general. And he is the first Army Signal Corps officer to be promoted to four-star general in the Army's 241-year history.



*General Mark A. Milley, 39th Chief of Staff of the Army, congratulates General Dennis L. Via after his remarks during a special retirement review on Summerall Field, Joint Base Myer-Henderson Hall, Va., Oct. 6, 2016.
Photo by Sgt. Cody W. Torkelson, 3d Infantry Regiment*

General Mark A. Milley, 39th Chief of Staff of the Army, congratulates General Dennis L. Via after his remarks during a special retirement review on Summerall Field, Joint Base Myer-Henderson Hall, Va., Oct. 6, 2016.

Via worked at a local textile mill while attending high school to help his family with their expenses. Milley said Via did not originally expect to go to college, but a high school teacher encouraged him to apply to Virginia State University, a historically black college in Petersburg, Virginia. There, he met his future wife, Linda, and graduated as a distinguished military graduate in 1980.

Since graduating, Via has commanded nine times throughout his 36-year career and made great strides in the field of cybersecurity. He was responsible for founding the United States Strategic Command's Joint Task Force Global, America's cybersecurity defense organization.

Commander of Army Materiel Command, Via oversaw an organization with a presence in all 50 states and 144 countries, and a budget of more than \$50 billion. "It is an unbelievably complex and exceptionally competent organization ... and Dennis lead it all," Milley said.

Milley said the Army was losing a Soldier of skill, compassion and character. "You can leave our ranks today with the confidence that you leave behind a generation of leaders who've grown up under your outstanding mentorship," he said. During his remarks, Via thanked his family and the many mentors who helped him achieve his many successes.

He thanked his sons, Brian and Bradley, and his wife in particular. "Linda has brought me a very, very long way. I may not have been the brightest cadet at Virginia State, but I was

bright enough to ask Linda to marry me,” he said. “Linda, you have been an anchor for our family. Thanks for turning those 23 houses that we’ve lived in over the years into homes ... and for your constant display of selflessness. There would be no Gen. Via without you.”

Via also thanked his father, who passed away when Via was 19 years old but who Via said still had “the best seat in the house” for the ceremony. “Although he only had a 5th grade education, he had a PhD in common sense. He taught me the value of hard work,” Via said.

Via saved a special surprise for his wife, as well. Her father, Frank Brown, served in the Army during World War II as a technician on the Red Ball Express missions, supplying allied troops after D-Day. “Linda, you often mentioned to me that your dad never received his medals for service in the Army. Today, I’m proud to present your father’s medals to you,” Via said.

Via said he was immensely humbled and that he will remember his time in the Army for the rest of his life. “While I may no longer be in your formation, I will always be on the Army team,” he said.

Reflections of an Army Career

Submitted by Gen. Dennis L. Via, AMC Commanding General



Reflecting back over the course of more than 36 years of wearing the uniform of a United States Soldier, I remain humbled and in awe of the outstanding Soldiers and Department Civilians who comprise our force, thankful for the unique experiences and tremendous opportunities the Army afforded me, and deeply appreciative of a wonderful and loving family who supported and sustained me through it all.

The driving force and motivation of my career has always been people. From my start as a ROTC Cadet at Summer Camp learning basic leadership skills, to leading a multi-billion dollar global logistics organization today, I have learned - and know first-hand - that the Army’s most valuable asset is, and always will be, our Soldiers and their families.

Serving our Nation with some of the finest men and women from across America has been a remarkable privilege. I have had the honor of serving under, next to, and leading extraordinary Americans from all walks of life who dedicated their very lives to defending the freedoms we hold dear, while displaying our Army values of loyalty, duty, integrity, and selfless service in their truest forms. I am honored to have known and served in the ranks of these great patriots for more than three decades.

The Army provided an open door for me to see the world, along with opportunities and experiences that I never imagined possible. I served in units across the United States and abroad, and was afforded the opportunity to command from First Lieutenant to General, culminating with command of an extraordinary organization that ensures our Army remains the best-equipped fighting force in the world. As the Commanding General of the Army Materiel Command (AMC), I was continually impressed by the daily world-wide accomplishments of this phenomenal organization and its people. AMC’s dedicated global workforce of 63,000-strong, along with our 60,000-plus contractor teammates, continues to provide readiness to the joint warfighter amidst a complex, dangerous, and ever-changing world. Regardless of the mission, task, or location, AMC consistently provided our Soldiers and units with the advanced equipment and materiel solutions that ensured our Army remained the most dominant land power force the world has ever known.

Throughout my career, I’ve been blessed to achieve and celebrate numerous accomplishments, the greatest of these being my family. My wonderful and supportive spouse and life partner, Linda, has walked side-by-side with me every step of the way, from affixing my Second Lieutenant epaulettes at my commissioning at Virginia State University in May 1980, to pinning my fourth star, and two incredible sons, Brian and Bradley, who are growing into exceptional young men in their own right. My family, including my extended family, is the foundation that has sustained me through every challenge, obstacle, decision, disappointment and difficulty that I faced, and served as the anchor that held and guided me through the storms of Army life. I was also fortunate to serve with great Army leaders who mentored, coached and inspired me through their personal and professional example. It was upon their shoulders that I was able to stand and succeed far beyond what I ever thought possible.

As I prepare to depart our Army ranks and transition to this next exciting stage in life, I’m thankful for the thousands of Soldiers whom I’ve been privileged to lead, the units and organizations that I’ve been honored to serve with, and for a wonderful family who have supported me unconditionally.

Most of all, I’m thankful to the United States Army for providing me the opportunity of a lifetime, for entrusting me to lead America’s most precious resource - its sons and daughters, and for the honor and the privilege to serve.

Army Strong!

From ROTC Cadet to Three-Star General

Written by MAJ (P) Natasha Clarke



GEN Dennis Via & LTG Gwen Bingham at her promotion ceremony

The promotion ceremony on July 22, 2016 at Fort McNair Officers Club was one of joy, admiration and love for Lieutenant General Gwen Bingham who joined the ranks as the second African-American woman in the Army to wear the three-star rank. Upon Senate confirmation of her nomination on June 30, 2016, she assumed duties as the Assistant Chief of Staff for Installation Management (ACSIM). Hosted by General Dennis Via, Commanding General, Army Materiel Command, the celebration was nothing short of monumental.

In a room filled with Soldiers, DoD Civilians, Family and friends who traveled from as far west as White Sands Missile Range, New Mexico and from Warren, Michigan, LTG Bingham delivered an empowering speech that spoke of gratitude, humility and achievement. Most of all, her speech spoke of determination centered on her philosophy of caring, values, mission-support and personal conviction.



GEN Via, LTG Gwen & Dr. PJ Bingham

LTG Bingham's determination started in a small community in Troy, Alabama and continued until she graduated from Army

ROTC as a Distinguished Military Graduate from the University of Alabama in August 1981. She was commissioned a Second Lieutenant in the Quartermaster Corps. Believing that she would remain in the Army for 'four years and not a day longer,' LTG Bingham beamed as she thanked and acknowledged family that were there early on and friends that have remained over the course of her 35-year career. One of LTG Bingham's favorite quotes sums up a tenant of her philosophy—Caring, which she practices everyday throughout her career. The many lives that she positively impacted was evident throughout the ceremony. LTG Bingham often reemphasizes the quote from one of her mentors, MG(R) Hawthorne Proctor, "No one cares how much you know, until they know how much you care."



LTG Gwen Bingham w/Son Patrick & Daughter Talva



LTG Gwen & Dr. PJ Bingham

In the early years of her career LTG Bingham experienced what she had always known throughout her upbringing that "a positive attitude, values and determination would take you one-half the distance." Throughout her career, this has been another tenant of her philosophy and values that's woven into her numerous speeches to Service Members, civilians, family members and organizations.

"I've embraced the belief that "our audio must match our video." LTG Bingham's contributions to our Armed Forces has

done just that. She was the first woman in numerous assignments to include: Quartermaster General of the United States Army and Commandant of the U.S. Army Quartermaster School; Commanding General of White Sands Missile Range, New Mexico and as the Commanding General, U.S. Army Tank-automotive and Armaments Life Cycle Management Command in Warren, Michigan. She has earned a stellar reputation as a great leader enables who never loses focus on the one thing that the American public gives our military--our national treasure, the Soldier.

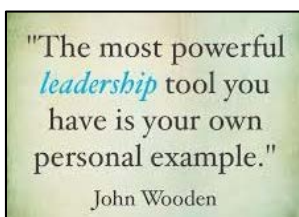
"We should all do a daily self-assessment. Keep yourself mentally, physically and spiritually fit; always be relevant and value added" are words LTG Bingham lives by. She's married to her husband and best friend of 33 years, Dr. PJ Bingham. They have two adult children who keep her grounded in the belief of family always.



GEN Dennis, Mrs. Linda Via
w/LTG Gwen & Dr. PJ Bingham



LTG Gwen & Dr. PJ Bingham's Family



First Army Welcomes New Commander

Written by W. Wayne Marlow



LTG Stephen M. Twitty (Photo Credit: U.S. Army)

ROCK ISLAND ARSENAL, Ill. - Soldiers and civilians of First Army welcomed their new commander in a ceremony on July 15, 2016 on Memorial Field. Lt. Gen. Stephen M. Twitty replaced Lt. Gen. Michael S. Tucker in a ceremony officiated by Gen. Robert Abrams, U.S. Army Forces Command commanding general.

Abrams noted that First Army was replacing one first-class leader with another. "Lt. Gen. Tucker is recognized as one of the Army's premiere trainers. During his command, he oversaw the successful mobilization, training, deployment, and demobilization of more than 2,500 units, and more than 250,000 personnel," Abrams said. "And today we welcome another great Army family to the First Army team. Lt. Gen. Twitty is one of our most respected warfighters and trainers who has a wealth of operational experience at every echelon. I am convinced that he is the right leader to take the First Army team to higher levels of success."

Twitty addressed the Soldiers in formation before him, and talked about his excitement in leading them toward successful accomplishment of the mission. "To the First Army Soldiers on the field, we play an important role in assisting the Army in meeting its readiness goals. We must not take our mission lightly and there is much work to be done," Twitty said. "I look forward to leading this organization as we accomplish our most vital mission of readiness for our Army and our nation. I look forward to being on the team. First in deed."

The man Twitty replaces said commanding First Army was the favorite of his many enjoyable assignments. "I've had great jobs in the Army, but this truly was the best job I ever had," Tucker said. How great is it to spend time every day with Soldiers training in the field? I am so blessed." Tucker also reflected on his long Army career. "I joined the Army when I was 17," he said. "And you know it's time to get out when you are the guy cutting the Army birthday cake every time because you're the oldest one." Tucker, who had served as First Army commander

since August 2013, is retiring from the Army after 44 years and is mulling several civilian job offers.

Twitty, who most recently served as 1st Armored Division Commander, joined the Army in 1985 after being a Distinguished Military Graduate from South Carolina State University. He has served in leadership roles of increasing responsibility, including Forces Command Deputy Chief of Staff for Operations.



Lt. Gen. Stephen Twitty, First Army Commanding General, accepts the First Army guidon from Gen. Robert Abrams, Commander of U.S. Army Forces Command, during a change of command ceremony on July 15 on Rock Island Arsenal, Ill. (Photo Credit: U.S. Army)

His awards and decorations include the Silver Star, Legion of Merit, Defense Superior Service Medal, Ranger Tab, Air Assault Badge, Parachutist Badge, Expert Infantryman Badge, and Combat Infantryman Badge with Star.

He holds a Master of Science degree in Public Administration from Central Michigan University and a Master of Science in National Security Strategy from the National War College at the National Defense University.

Brig. Gen. Dix Assumes Leadership of Joint Munitions Command

Written by Tony Lopez

ROCK ISLAND ARSENAL, Ill. -- The Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command (JM&L LCMC and JMC) held their change of command ceremony on, June 20, 2016, at Memorial Park. Brigadier General Richard B. Dix replaced Major General Steven E. Farnen, who relinquished command of JM&L LCMC and JMC after 11 months as the senior leader. The Joint Munitions & Lethality Life Cycle Management

Command is co-located at Picatinny Arsenal, New Jersey, and Rock Island Arsenal, Illinois. The JM&L LCMC aligns three organizations to execute the Army's munitions and lethality mission: the Program Executive Office for Ammunition; the Armament Research, Development and Engineering Center and the Joint Munitions Command. Dix will serve as the leader and commander for both organizations.

General Dennis L. Via, Commanding General, Army Materiel Command, served as the officiating officer. He spoke of Farnen's significant accomplishments, while also welcoming Dix and his Family to Joint Munitions Command (JMC) and back to the Quad Cities' area. Dix previously served at the Rock Island Arsenal with the Army Sustainment Command from 2010 to 2012 as the Chief of Staff.

"JMC will continue to be in good hands as we transition command today," said Via. "While the ceremony you just observed represents a change of responsibility between two outstanding general officers, it also represents the deep traditions of our military and reaffirms the authority and responsibility invested by our Army and the Nation, in the commander."

Farnen mentioned that Dix and his Family were previously stationed there, so he is aware of the special relationship between the military community and the Quad Cities. "You have a fantastic team to work with and I know you will take it to new heights. What an incredible privilege it has been for me to lead such a dynamic and diverse team of professionals," said Farnen during his remarks. "Rich, I've got to tell you, the JMC staff you are inheriting is the best I've worked with in my 30 years of service."



General Dennis L. Via, commander, Army Materiel Command, passes the unit colors to Brigadier General Richard B. Dix, signifying him as the leader of the Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command, during the Change of Command Ceremony held on the Rock Island Arsenal, June 20. Outgoing commander, Major General Stephen E. Farnen, stands at attention, following his relinquishment of command. (Photo Credit: Mr. Tony Lopez)

Dix arrived in Rock Island after serving as a Commander in the Defense Logistics Agency since May 2014. He is a 2009 graduate of the Industrial College of the Armed Forces, Fort

McNair, Washington, D.C. He also earned a Master of Arts in Procurement and Acquisition Management from Webster University.



Brig. Gen. Richard B. Dix, commander, Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command, provides closing remarks during the Change of Command Ceremony held on the Rock Island Arsenal, June 20. (Photo Credit: Mr. Tony Lopez)



L to R, Maj. Gen. Stephen E. Farnen, Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command outgoing commander; Gen. Dennis L. Via, Commanding General, Army Materiel Command; and Brig. Gen. Richard B. Dix, Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command incoming commander, salute during the Change of Command Ceremony held on the Rock Island Arsenal, June 20. (Photo Credit: Mr. Tony Lopez)

"The greatest pleasure and the greatest gift that one can have is the opportunity to command and lead troops and 'Team Dix' takes that very seriously," said Dix during his closing remarks. "We appreciate this opportunity. We have truly returned home. JMC, we'll give you everything that we've got. Let's go to work."

Joint Munitions Command produces small, medium and large-caliber ammunition items for the Department of Defense. The primary mission of JMC is to manage the production, storage, issue, and demilitarization of conventional ammunition for all U.S. Military Services. JMC is the sustainment and logistics integrator for life-cycle management of ammunition and provides a global presence of technical support to U.S. combat units wherever they are stationed or deployed.

Wreath Laying Event at Arlington Cemetery

Photos by COL(Ret) Conrado Morgan



Tomb of the Unknown Soldier at Arlington Cemetery with Wreath Layed



COL (Ret) Conrado B. Morgan, USA, Lt. Cdr (Ret) Steven Harper, USN, MSgt (Ret) Jeffery Elder, USAF and Sergeant of the Guard for the Tomb of the Unknown Soldier at 9/11 Wreath Laying Ceremony on 9/11/2016 for the Military Racquetball Federation



COL (Ret) Conrado B. Morgan, USA, Lt. Cdr (Ret) Steven Harper, USN and MSgt (Ret) Jeffery Elder, USAF at 9/11 Wreath Laying Ceremony on 9/11/2016 for the Military Racquetball Federation



HU Army ROTC Hosts 3rd Annual Senior Leader Professional Mentor Forum

*Written by Howard Newsroom Staff, and Rocket Staff
COL (Ret) Dorene Hurt, & COL Karen Wrancher*



BG Earl M. Simms, USA, Retired, Chairman, The ROCKS Inc.

Howard University's Army ROTC hosted its 3rd Annual Senior Leader Professional Mentor Forum on November 1. As in previous years, this year's forum was held at Cramton Auditorium. It featured Secretary of the Army, the Honorable Eric K. Fanning and a panel of current Senior Army Leaders from the Pentagon, an audience of over 300 Cadets from 38 universities and members of the ROCKS, Inc. The program began around noon with welcoming remarks by BG (Ret) Earl Simms, Chairman, ROCKS, Inc. and panel moderator.



Dr. Wayne A. I. Frederick, President, Howard University

Prior to the question and answer session with the cadets, Secretary of the Army, Honorable Eric Fanning and University President, Dr. Wayne A. I. Frederick gave remarks. Dr. Frederick expressed his honor as the host for the last three years on behalf of the University. He also reflected on the long and rich history of the ROTC Bison Battalion at Howard. Dr. Frederick stated his commitment to the ongoing enhancement

of the Howard University Army and Air Force ROTC programs at Howard.

Secretary of the Army, the Honorable Eric Fanning discussed the key role that the Army plays in America and defending democracy, the importance and power of diversity in military leaders, and that it is critical that we harness that power for the betterment of the uniformed services and our nation. Secretary Fanning opened by stating the U.S. military continues to be the most trusted institution in our Nation for almost two decades higher than businesses, banks, schools or hospitals. Secretary Fanning stated military leaders must be truly embody the Army Values; it is more than just a slogan or motto. He stated the General Officers assembled on the panel not only embody the Army values: loyalty, respect, honor, integrity, selfless service and personal courage but they use those values as a measure in all they do. They (the General Officers) are where they are because they have become strategic leaders and more importantly, they have proven time again their dedication to taking the Soldiers under their charge. Future Army leaders keep that faith with the public by taking care of the Soldiers they are entrusted to lead. He commended the cadets on their choice to become a military officer demonstrating personal courage embarking on an uncertain journey by volunteering to place the welfare of a Nation above their own which demonstrates tremendous loyalty to our Nation.



Mr. Eric Fanning, Secretary of the Army

"Nations around the globe see every fabric of our society in our Army and they will see the power of our example and the example of our power", making our Army you seen today the most dominant land force in history. For our Army to be successful we need to harness our diversity. Secretary Fanning stated we need experience, critical thinking and creativity in our force. Most importantly we need to harness power of diversity with people who think distinctly differently in divergent manner, and are connected by the unity of mission to identify the best cognitive solution for the challenges we face. This dynamic is not an article of faith but this is a scientific fact. Secretary Fanning stated researchers at CALTECH and University of Michigan and other universities have completed studies that show teams that include individuals with diverse ethnic and cultural backgrounds bring a mixed distinct

cognitive approaches which to deliver better outcomes; creating better solutions. Studies also show more effective firms have a greater number of women in top level management. Studies also show that bringing people together from different ethnic backgrounds, political betters, and areas of academics are better problem solvers and drivers of innovation to create better solutions. So the verdict is in, Secretary Fanning stated for the Army of today to remain just as strong tomorrow we need to harness diversity.

However, it is not only our diversity but also our connection to the community and standing shoulder to shoulder with community that provides us with that connection to our Nation. He urged Cadets to say connected to their classmates and community through your experience and be that positive face of the Army to the community.

He also expressed the impact and power of our example as a democracy with our values around the globe. After his formal remarks, including a brief synopsis of the founding of Howard University in honor of General Oliver Howard, Secretary Fanning responded to a wide range of questions from the cadets. The common thread in his responses was the importance of military leaders being competent, best trained and equipped, committed, creative professionals that are willing to sacrifice greatly for our nation when called upon to do so. He pointed out the fact that many of the cadets in the audience may be the only personal connection that fellow students, friends and even their family may have with the military, so establishing and maintaining high personal and professional standards is essential. He concluded by sharing some of his major challenges, then reiterated that the Army benefits greatly by having a diverse group of leaders from different backgrounds, experiences, genders, ethnic groups, races, and thinking to present innovative solutions.

He emphasized to the cadets, "You should be that face of our Army as you embark on your Army career."

After a brief intermission, the panelists discussed networking, mentoring, professional development and other topics of interest to future Army officers and JROTC cadets. Panelists Included: LTG Robert S. Ferrell (CIO/G6); LTG Gwendolyn Bingham (ACSIM); LTG Gary H. Cheek (DAS); LTG James C. McConville (G-1); LTG David E. Quantock (IG); LTG Flora D. Darpino (JAG); MG Christopher P. Hughes (Cadet Command); MG Darrell K. Williams (CASCOR); MG Phillip Churn (USAR); MG Paul E. Funk II (ACS/G-3/5/7); BG Raymond S. Dingle (MEDCOM); and COL Daniel E. Soller (INSCOM).

Our future leaders asked a diverse range of questions touching on a myriad of topics. Meet our future platoon leaders and military leaders.

Question: (Cadet Kelly, West Virginia U) What advice would you give on self-development?

Response: (LTG McConville, ADCS-G1) stated in the Army it is continuous growth for all cohort groups. We (the Army we

will continue to send you school: you will attend basic school and then your advance course to prepare you for company command. Then there are those broadening opportunities both tactical like going to Ranger school and then serving in 160th Special Operation Aviation Regiment (SOAR), institutional broadening where you go to school, or academic broadening by participating in the Congressionally Fellowship Program. There is no industry that invest in its junior leaders like our Army.

LTG Quantock (The Inspector General) stated we all (referring to the colleagues on the panel) have had diverse jobs. You look all, out bios we have all had diverse broadening opportunities. You read my bio and it says MP but I had seven years working with computers. He also stated Education is the key to success in every endeavor.

LTG Darpino (The Staff Judge Advocate) You have to challenge you're to read something out of your comfort zone. If you like reading a fantasy book, a Syfy books, pick up and read a book on Afghanistan. Look at expanding your mind; look beyond the military education model.

Question: (Cadet Smith, George Mason University) I am a Medical Service should I be worried about job security if AMEDD falls under the Veterans Administration?

Response: BG Dingle stated that it will be an effort to make the Joint services standard but nothing will change as we care for Soldiers to maintain the individual readiness of the force. Folks are always going to get sick and it will be our job to provide the proper care regardless of what we wear and who is in charge.

Question: (Cadet Ellens, Norfolk State) What advice would you give for a female to prove herself in Combat Arms?

Response: LTG Quantock - During my 37 years serving as an MP It has never been a problem. We have always has females alongside us doing the mission. At the end of the day it is about excellence and performance.

Question: (Cadet Evans, Buffalo State University) There was holocaust where millions died and now there are thousands of Syrian refugees dying in a volatile situation, other countries closing our border and areas with similar situation. (To the entire panel) What are your thoughts on how we should get involved or not? What are your thoughts on what we should do?

Response: LTG Quantock - With Secretary (Fanning) speaking earlier, he talks about civilian authority over the military. I am sure we (the members of the panel) can have our personal opinions but at the end of the day we execute the mission that is given to us. We do not pick. We do not choose. We do are directed to do and what is expected of us. As servant of our Nation that is what is expect of us. We took an oath and swore to defend our Nation. It is really not for us to decide. It is the Secretary of Defense working with the other agencies that State Department that will address the economic, political and the diplomacy part but if like the State Department to address politics, diplomacy, economic; we give you a military solution.

There are other like that State Department that will address the economic, political and the diplomacy part but if given a problem we will provide the military solution.

Response: MG Funk - The role we have going into these that are having security challenges is to help or that migration crisis. We are partnering with nations to show their military how to handle these scenarios it to try and stop these great migrations. We cannot solve every problem.

One of the last questions a Cadet posed to the panel was, if you could talk to your younger self what would say? MG Hughes, replied I would have told myself " more PT, more PT."

The cadets asked complex questions to get the opinions and insights from senior leaders before they, themselves join the officer ranks.



LTG Gary H. Cheek



LTG Robert S. Ferrell



LTG James C. McConville



LTG Gwendolyn Bingham



LTG David E. Quantock



LTG Flora D. Darpino



BG R. Scott Dingle



MG Christopher P. Hughes



MG Phillip Churn



MG Darrell K. Williams



MG Paul E. Funk II

SECARMY Speaks to Cadets at Senior Leadership Forum

Comment taken from Secretary of the Army Eric Fanning's Facebook page:

"I had the incredible opportunity to speak with 300 ambitious, bright-minded ROTC Cadets from 15 universities at Howard University today for the U.S. Army Senior Leader/ROTC Professional Mentor Forum.

Today, these Cadets are learning the skills it takes to be an Army Officer while serving as military ambassadors within our universities. Tomorrow, they will be our Nation's next generation of leaders. Thank you Cadets."



The following are the schools that attended: Bowie State, East Carolina State, George Mason, Georgetown, James Madison, McDaniel, Morgan State, Old Dominion, South Carolina State, Johns Hopkins, University of Delaware, Norfolk State, Virginia State, University of Richmond, Howard University. Over 300 Cadets & 50 Cadre plus members of the ROCKS, Inc. attended.



The National Board of the ROCKS, Inc. Scholarship Programs

*MG(R) Reuben Jones, VP, ROTC Programs
National Board of the ROCKS, Inc.*

Applications for the **2017** ROCKS, Inc. R.C. Cartwright and LTG Edward Honor Scholarships must be received by ROCKS Headquarters not later than **December 30, 2016**. The winners will be announced no later than February 1, 2017. All parties will be notified via their PMS.

Application packets will consist of the following:

- A completed application.
- A one-page paper on any topic related to leadership or mentorship.
- A written recommendation from their Professor Military of Science, not longer than one page in length.
- A photograph in dress or utility/combat uniform.

NOTE: All 4 documents will be included in "ONE" PDF file.

Applications can be downloaded at www.rocksync.org in the Scholarship section. Please submit applications by email to rocksnationalboard@gmail.com. Again, applications are due to ROCKS by **Friday, December 30, 2016**.

If you have questions, please contact our office at 301-856-9319 or via email at rocksnationalboard@gmail.com. We look forward to your recommendations/submissions.



ATTENTION ALL ROCKS MEMBERS – This is a request for you and/or your chapter to submit captioned photos and a brief narrative of your Veteran's Day activities for publishing in the 2016 Winter Edition of the ROCKET. *Please refer to Page 19 for submission guidelines.*

DEADLINE: SUNDAY, DECEMBER 4, 2016.

Top 5 Veterans Day Facts

1. Veterans Day is observed every year on November 11th.
2. Veterans Day is observed to honor all veterans, both those living and those who are not living.
3. A Veteran is a man or woman who has served his/her country as a member of one of the armed forces (Army, Air Force, Navy, Coast Guard or Marine Corps).
4. Armistice means cessation of hostilities or to stop fighting. On November 11, 1918, an armistice was agreed to between Germany and the Allied Forces led by the United States. This was the end of World War I.
5. In 1954, Congress passed legislation to replace the word Armistice for Veterans and officially honor all veterans on Veterans Day.

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National ROCKS, Inc. Golf Outing

*Written by COL(R) Lucretia McClenney, VP Finance
National Board of the ROCKS, Inc.*

The National Board of the ROCKS, Inc. conducted its 2nd Annual Golf Outing on Friday, October 7, 2016 at the Westfields Golf Club in Clifton, VA. Welcome and introductory remarks were provided by ROCKS Chairman, BG (R) Earl Simms. Distinguished guests included Gen (R) Johnnie Wilson, LTG (R) Kip Ward, MG (R) Pete Proctor, MG (R) George Alexander, RADM Mark Young, BG (R) Clara Adams-Ender and BG Charles Hamilton.

Play began with 68 golfers to include 7 wounded warriors. Special tribute was made to Vietnam Veterans in attendance during the awards ceremony. The ROCKS, Inc. is a Commemorative Partner in support of the Vietnam War 50th Commemoration and presented Vietnam Veteran Lapel Pins and Presidential Proclamations to 20 Vietnam Veteran golfers.

The Putting contest was conducted prior to the 8:30 am Shot Gun Start. A 100K Shoot Out was conducted upon completion of play that challenged golfers to test their skills - no winners. A Samsung 40" Smart TV and baseball signed by a Washington Nationals player were raffled off.

Winners

Longest Drive - Hole 15 Men - Charlie Pelham
Longest Drive - Hole 11 Women - Geri Allen
Closest to the Pin - Hole 12 Men - Spencer Smith
Closest to the Pin - Hole 7 Women - Geri Allen

1st Place/Score=54

Rex Allen, Geri Allen, Kenny Burth, and Curtis Hill

2nd Place/Score=57

Byron Freeman, Mike Parker, Dre Lane, and Bennie Williams

3rd Place/Score=57

Charles Hamilton, Chip Lilliewood, Spencer Smith, and Charles Phelam

COL (R) Lucretia McClenney led the Golf Planning Team comprised of BG (R) Earl Simms, BG (R) Clara Adams-Ender, COL (R) Rex Allen, COL Eric Flowers, COL Angie Hemingway, Mr. Ken Gantt, and Mrs. Sharene Alexis Cook. Volunteers consisted of MG (R) George Alexander, COL (R) Dorene Hurt, COL Sheila Flowers, CDR Malaysia Gresham, CPT Yolanda Cuffie, CPT Chike Robinson, and Ms. Cynthia Bell. MG (R) Pete Proctor and Mr. Dan Daddario served as special advisors on "how to conduct a golf tournament." Donors/sponsors also contributed to the success and were greatly appreciated! Everyone's efforts helped to make this 2nd Annual National ROCKS Golf Outing an overall success.



1st Place Team. (MG(R) Proctor stands in for missing team member)



2nd Place Team



3rd Place Team

SAVE THE DATE: Friday, Oct 6, 2017

3rd Annual ROCKS, Inc. Golf Outing - Location TBD

HUSU - Help Us Support Us

Written by COL Eric P. Flowers USA
VP Membership Development
National Board of the ROCKS, Inc.

September 1, 2016, was a day of importance in The ROCKS' continued evolution.



On September 1st, all National dues-paying members, that were no longer on a multi-year dues payment plan, were to pay annual membership dues on September 1, 2016. Our annual dues date is a significant event in our organizational life cycle. This date, and the ensuing efforts by those affected members convey powerful imagery!! What we are able to show by all of us coming together and living up to our responsibilities as dues-paying members is communal self-sufficiency. I like to look at our levy of annual dues, and the timely responsiveness of our caring and concerned members, as a way that, we “*Help Us Support Us*,” hence the title of this article.

Paying dues is important to the vitality of the organization. Paying dues on time helps the organization to do effective strategic planning and subsequently execute timely, well-resourced programming that promotes our core competencies of: mentoring; scholarship; and, fellowship.

Granted, we face countless responsibilities and tasks in our respective professional and personal lives. However, our dedication to, and sense of obligation for, organizations such as The ROCKS, which is primarily member-supported, should always be at the forefront of our minds, because it is a reflection of who we really are at our core- consistently committed and dependable professionals in the World's best Armed Forces!

As a reminder, the dues rates, below (effective May 1, 2015), reflect what each category of membership- based on grade- is expected to pay...

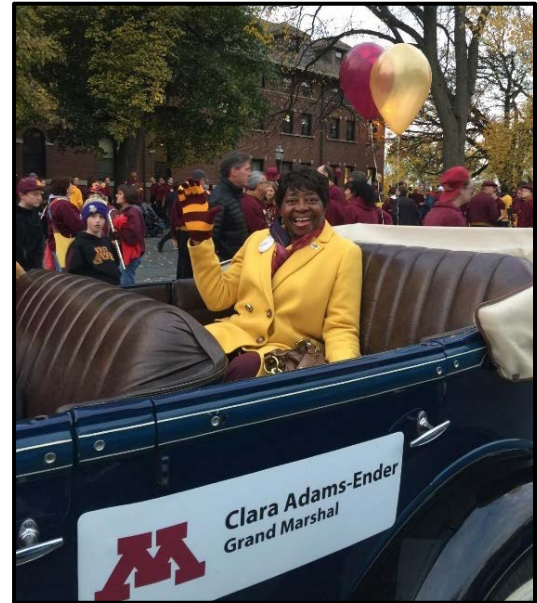
- Cadets- \$20
- O-3/GS-12 & below- \$33
- O4/GS-13 & above- \$58.

Members may pay online at www.ROCKSinc.org, or via checks made payable to: The ROCKS, Inc. If paying online, please sign into the website and look for a red icon next to your name displayed in the upper right hand corner. Please click on that red icon to renew your membership and remit payment.

Thanks so much for your continued support and participation in The ROCKS!



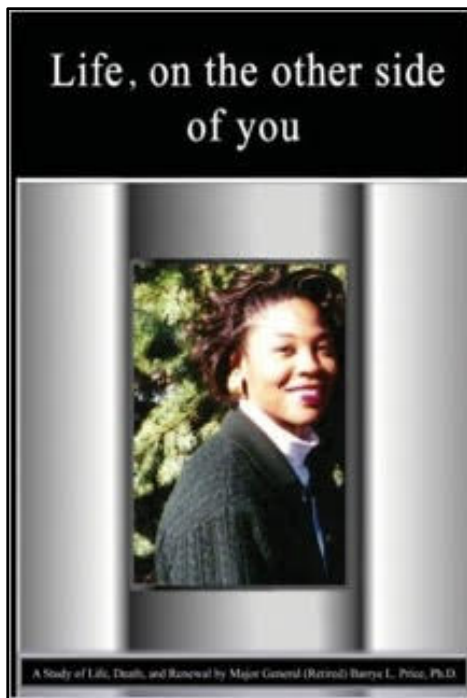
General Adams-Ender Selected as Grand Marshal



In the spring of 1967, BG(R) Clara L. Adams-Ender, then CPT (P), was selected to participate in the long term civilian master of science degree in nursing training program and at the University of Minnesota, Minneapolis, MN. “Had any of the booklets and pamphlets shown me how cold it was in the wintertime in Minnesota, I might have made a different choice,” she often quips.

Since this was during the Civil Rights era, Gen Adams-Ender was often involved in discussions and activities about the issues both on campus and in the surrounding community. She was promoted to major in February 1969 and threw a big party for her classmates at the local officers club. She graduated cum laude from the University in 1969 and joined the nursing faculty at the University of Maryland in the Walter Reed Army Institute of Nursing. After several more assignments of increasing responsibility and subsequent promotions, she was promoted to brigadier general and chief of the Army nurse corps in 1987. This was the highest rank held by a nurse at that time.

The University of Minnesota has recognized General Adams-Ender for her many accomplishments with the designation of Outstanding Graduate and an honorary doctorate degree. Last spring, General Adams-Ender notified the University of her decision to include the School of Nursing in her estate plan. “I am grateful to the University for assisting me in earning my master’s degree. Afterward, I was able to move into executive positions with ease and skill.” In honor of her accomplishments and loyalty to the University of Minnesota, she was named Grand Marshal of the University’s 2016 Homecoming parade. She stated that “It was a wonderful experience and a great honor. We led the parade and I rode in a 1931 Model A Ford. It was an unforgettable experience and I had an absolutely wonderful time.”



Active Army Reservist Becomes Miss USA 2016

Submitted by COL(R) Dorene Hurt



MG (R) Barrye L. Price, Ph.D., has launched his second book entitled: Life, on the Other Side of You. It is available on Amazon. This book will change the literary landscape and leave an indelible imprint on your approach to life, love and loyalty as General Price shares the complexities and nuances of life after losing a spouse. It tells of the tragedy, victory, relapse, small triumphs, heartbreak, and renewal. It tells of the inner circle around one who suffers; the outer circle of supportive friends; troops, and church congregants; and provides critical lessons-learned which will assist all in assisting others. This book is an importantly spiritual story of how tragic circumstances teaches us about faith.



MG(R) Barrye L. Price, Ph.D.

On Sunday, June 5, 2016 Deshauna Barber became Miss USA 2016 and the first woman actively serving in the U. S. Army Reserve to win the title. Deshauna is 26 years old and was born in Columbus, Georgia. She is the daughter of a retired Army Master Sergeant who served in the U. S. Special Forces. She relocated multiple times growing up to states including North Carolina, Nebraska, Minnesota, Virginia and Wash., D.C. After graduating with a Bachelor of Science degree in Business Management from Virginia State University. Deshauna then went on to complete her Masters of Science in Computer Information Systems at the University of Maryland.

Upon completion of her studies, Deshauna returned to live in Washington, D.C. recently working as an IT Analyst for the U.S. Department of Commerce. In 2011, Deshauna commissioned as a Quartermaster Officer in the U.S. Army Reserve. She is currently a Logistics Commander for the 988th Quartermaster Detachment Unit at Rockville, Maryland. Deshauna is passionate about serving the men and women in the U.S. military. As Miss USA, she will specifically focus her efforts on PTSD treatment for soldiers returning from deployments and suicide prevention in the Armed Forces.



General Talks Workload, Tours Small-Caliber Ammo Plant

Written by Kevin Jackson

INDEPENDENCE, Mo. -- The Army's leader in the munitions production industry told Lake City Army Ammunition Plant employees, here, he is working hard to set them up for success, but he also had an important question for them: "Are you with me?" That's the succinct message Brig. Gen. Richard B. Dix, commanding general of the Joint Munitions Command, delivered to government employees at the Defense Department's small-caliber ammunition production facility during his town hall meeting, July 13, 2016.

Dix said he is focusing on finding new workload niches that fit within the core competencies of munitions production facilities in the organic industrial base, or OIB. "My job is to go out and find workload," Dix said. "I have relationships and contacts in the Joint Force community and I know there is additional work we could do that is inside our core competencies."

Dix said the key is for the facilities to be efficient, effective and offer best value, or E2BV. "If you're efficient, effective and offer best value, and you can account for every penny that comes into your facility and match it up with production that goes out, and balance and show the books, then you're an effective top-performing organization," Dix said.

He asked the employees about how they were progressing with real property accountability. Dix said he knows from experience it's a challenge, but that the Defense Department was expected to be audit-ready by October 1, 2016.

"I spent the past two years watching audit readiness and going through the fight, so I'm bringing all those best practices over here and we will implement them as quickly as we can."

He also told employees to focus first and always on safety, and to take care of each other. Dix said his philosophy is to take care of people and to provide a leadership style that will bring everyone together as an E2BV organization.

While he focused on business, Dix also made a point of thanking the LCAAP workforce for their products, which he has used throughout his nearly 30-year career. "Your products have saved my, and others, lives in 6 combat tours," he said.

He also praised the new LCAAP commander, Lt. Col. Eric Dennis, who worked under Dix as the executive officer for the Defense Logistics Agency (DLA) Distribution, San Joaquin, California during Dix's previous assignment as the DLA Distribution commander, New Cumberland, Penn. "I've already seen what he's capable of doing," Dix said. "You're getting the best of the best, following the best."

Before concluding the town hall, Dix presented the 2014 U.S. Army Materiel Command Environmental Award for Environmental Quality to Sara Clark, LCAAP's remedial

project manager and environmental coordinator, who accepted it on behalf of the government staff and Orbital ATK, who is responsible for environmental compliance on the installation.



*Sara Clark accepts award from Brig. Gen. B. Richard Dix.
(Photo Credit: Kevin Jackson)*

Dix's visit also included a tour of the 7.62mm and .50 caliber, and 5.56mm and M885A1 enhanced performance round production facilities. It also included a stop at the indoor ballistics test facility, where the ammunition is tested. "The Lake City workforce is outstanding; they are selfless, hardworking, and dedicated to our mission," said Dix. "They know our Soldiers count on them for small-caliber ammunition. They truly reflect LCAAP's ability to support the readiness of our nation's warfighters."



Troy Stanton, 7.62mm and .50-caliber ammunition product manager for Orbital ATK, led the general on his tour of the 7.62mm and .50 caliber ammunition facility. (Photo Credit: Kevin Jackson)

Dix has 14 organic industrial bases under his command and the trip to LCAAP was his seventh site visit since taking command, June 20, 2016. His only previous visit here was as the aide-de-camp to the commanding general of the U.S. Army Materiel Command in 2007. "We had a great visit with Brig. Gen Dix," Dennis said. "Even though this was a quick trip, it was a tremendous opportunity for him to meet the workforce and gain a better understanding of our operations and what Team Lake City produces for the nation's warfighters every single day."



HELP US GROW OUR FUTURE OFFICER CORPS!

Support Scholarships for ROTC Cadets

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

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

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

BG Earl M. Simms, USA, Retired
Chairman, National Board of the ROCKS, Inc.



REQUEST FOR NOMINATIONS

ROCK of the Year & Honorary ROCK of the Year

We are now accepting nominations for ROCK and Honorary ROCK of the Year. The deadline for nominations is **Monday, January 2, 2017 (no exceptions)**. Nominations must be submitted by a previous ROCK of the Year awardee or an active ROCKS Chapter.

The ROCK of the Year Award nominee is a member of the ROCKS who has made great contributions to the ROCKS, the Armed Services and the communities in which he or she served.

The Honorary ROCK of the Year is presented to an individual who has supported ROCKS members in their careers and advanced the goals of The ROCKS, Inc. to strengthen the military officer corps.

Narratives for nominations should be no more than 1 ½ pages. Nomination packets must be emailed to rocksnationalboard@gmail.com no later than Monday, January 2, 2017. Packets received after January 2, 2017 will not be considered. QUESTIONS? Please contact the ROCKS office at 301-856-9319 or rocksnationalboard@gmail.com.

LTG(R) Arthur Gregg, USA
Chair, 2017 ROCK of the Year Committee



Colonel Robert B. Burke Award

The Colonel Robert B. Burke Award Committee is seeking nominees for the 2016 Colonel Robert B. Burke Award. Nominations must be submitted by a previous Robert B. Burke awardee or an active ROCKS Chapter.

The award is bestowed upon members of The ROCKS, Inc. whose contributions and achievement to the organization exemplifies the traits and characters embodied in the service of the late Colonel (Retired) Robert "Bobby" B. Burke. Colonel Burke served for 22 years before retiring at the rank of Colonel. He served as the catalyst, initiator, ultimate support pillar, and the inspiration to make the right things happen for the greater good.

Chapter nominations must be submitted no later than **Monday, January 2, 2017 (no exceptions)**. Nomination packets must be emailed to rocksnationalboard@gmail.com.

2017 Robert B. Burke Committee

ROCKET SUBMISSION GUIDELINES

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

- ✓ Submit articles in **MS Word Document Format Only**
(Do not include photos within body of text: please add photos to the end of the article)
- ✓ Article Header should be in Times New Roman Font; Font Size=14 and Bolded)
- ✓ Author/contributor credit reflected in following format:
Written by _____ (Font=Times New Roman Italics; Font Size = 10)
- Page Margins = 1" Left, Right, Top and Bottom
- The text should be Font=Times New Roman; Font Size=10. No special formatting. Use left justification. Maximum number of words=600 words
- Maximum number of photos per article = 3 (Include at the end of the article)
- Include photo captions under photo (Font=Times New Roman; Font Size=8)
- PDF document will NOT be accepted.
- Links to web articles will NOT be accepted.
- Articles should be written in 3rd party tense.
- If 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.



Something New: The Chairperson's 2016-2017 Reading List

Written by COL Eric P. Flowers USA, VP, Membership Development
National Board of the ROCKS, Inc.

Although not statutorily affiliated with the US Army, The ROCKS, Inc., regards itself as a vital enabler to the professionalization efforts of members of the Total Force. Subsequently, it makes sense for the ROCKS leadership to proactively advance and support causes that promote the development of agile, creative and critical thinkers throughout the Total Force.

Helping to produce such ROCKS Stars helps the profession of arms and positively contributes to America's national security needs. The Chairman of the ROCKS, BG(R) Simms, takes this opportunity/responsibility seriously. As such, he enthusiastically unveils the inaugural ROCKS' Chairperson's Reading List for our members! The Reading List is suggestive food for thought to impact the professional, social and managerial facets of a ROCKS member's life. The selected books are representative of beneficial ideas and concepts that can help shape the types of leaders needed for the Total Force of 2025 and beyond.

SO, without further delay, from September 2016 through the first quarter of 2017, the following books will serve as the cornerstone for our organization's personal development efforts...

The New One Minute Manager, Ken Blanchard & Spencer Johnson (2015)

An easy-to-read story, that teaches readers three very practical secrets about leading others (goal setting; praising and reprimands)—and explain why these techniques continue to work so well.

The Art of War, Sun Tzu

A presentation of the basic principles of warfare that gives military leaders advice on when and how to fight. It offers battle strategies and gives general advice about conflicts and their resolution.

Lead Your Boss: The Subtle Art of Managing Up, John Baldoni, (2009)

Provides managers methods for influencing both their bosses and their peers. Reveals proven strategies for: Developing spheres of influence; Handling tough issues; Asserting oneself diplomatically; Selflessness; - Persuading up; Establishing trust; Leveraging organizational politics, and; Inspiring others through the organization.

The 360-Degree Leader, John C. Maxwell, (2006)

A discussion on why leaders are not only capable of leading their followers but are also adept at leading their superiors and their peers.

The Rules of Money: How to Make it and How to Hold on to It, Richard Templar, (2011)

107 straight-forward, wealth-generation techniques that touches upon: how to think wealthy, get wealthy, stay wealthy, and share your wealth. Aids the reader in discovering why & how certain money beliefs might be holding one back; how to see wealth as a friend, not the enemy; how to make money without compromising ethics.

Culture Matters: How Values Shape Human Progress, Lawrence E. Harrison and Samuel P. Huntington, eds., (2000)

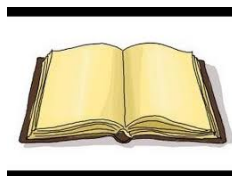
A compilation of articles by some of today's prominent scholars, journalists and practitioners on issues related to alleviating poverty and injustice in poor communities at home and abroad.

Pocket Mentor: Thinking Strategically, Harvard Business Press, (2010)

Exposure to immediate solutions to the challenges managers face on the job via practical tools, self-tests, and real life examples to help identify strengths and weaknesses and hone critical skills.

Please take the time and integrate these books into your professional reading repertoire. The mind is like a muscle in the body and if it is not used to its full potential, it will atrophy. Thanks for your continued involvement with, support of, the ROCKS. Happy Reading!

Whenever you read a good book, somewhere in the world a door opens to allow in more light. -- Vera Nazarian



National Board of The ROCKS, Inc. Mentorship Program

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



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

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

1. Since its inception, the ROCKS, Inc. has embraced the provision of mentorship to Army officers, with a special focus on junior officers, within and outside of its membership ranks as the most important of its key core competencies. Indeed, mentorship, coupled with professional development, is the *raison d'être* of the organization and pursuit of this mission is what distinguishes it from other more social organizations.

2. Since January 2014, The ROCKS, Inc. has had in place a fully comprehensive mentorship program. Furthermore, the program is in concert with the Army Mentorship Program and has been acknowledged and given high marks by TRADOC. The mentorship program has been promulgated to the membership through its Chapters and Interest Groups. The contents of the program and supporting documents permanently reside on the National Board of the ROCKS, Inc. website.

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

3. Just in case there is a question as to whether mentorship is a worthy endeavor to be pursued by The ROCKS, Inc., one only needs to review the results of the current downsizing, promotion, command and school boards to get a resounding answer of YES, and more than ever. The Bottom line is that selection rates of minority officers are now consistently falling woefully short of what is needed to ensure a level of diverse leadership that has proven to strengthen the officer and senior civilian ranks. Moreover, the Army's Senior Leadership starting with the Secretary of the Army and Chief of Staff of the Army have publicly expressed their commitment and support for leader diversity. We must actively do our part to impact

leader mentoring and professional development to ensure that minority leaders are competitive and positioned for success.

Tips to Jump Start Your Respective Mentorship Programs

Three key areas successful leaders focus upon to improve their organization's performance include: continual communication of the organization's mission, vision, goals, objectives, and priorities to its members through various mediums and media so as to inculcate them into the organization's DNA, instituting of innovative methods and means to ensure the organization remains relevant and responsive to external and internal environmental changes, and implementing processes and procedures to overcome barriers and challenges encountered that if not addressed could significantly hamper overall organizational performance. As you collectively endeavor to jumpstart/improve your respective mentorship programs, I ask respective Chapter/Interest Group Presidents that as you address mentorship consider viewing your future actions through the prism of the three aforementioned areas. To assist in this endeavor, following are tips promulgated to stimulate your thinking so as to put you on the road to mentorship program implementation/execution success:

1. Designate a mentorship program POC as soon as possible. Performance of mentorship in support of its junior members is one of the foundational missions of THE ROCKS. You will not have a successful program if the rose is not pinned on someone to continually focus on mentorship to ensure that a viable program is put in place.
2. Put mentorship at the top of every meeting agenda. Performance of mentorship should be in the forefront of every member's mind. Just as membership, key events, OPD, and fundraising are recurring topics, so should mentorship be a the forefront of each member's mind. During your monthly discussions of mentorship, please emphasize why mentorship is so vitally important as a bridge to a successful career, particularly as applied to your junior officer members.
3. Develop a roster of potential mentors and mentees who are assigned/reside in and around your respective installations. You will need to link into personnel/assignment entities for these rosters to be accurate and up to date.
4. Tap into the retirement population residing near your installation footprint. These individuals could very well prove to be an untapped source of mentors.
5. At each Chapter/Interest Group inquire directly to attendees as to whether they are mentors (for senior attendees) or have a mentor (for junior attendees). The questions will bring mentorship to the forefront of attendees and the answers will give you a clearer sense of how to proceed with implementing/improving your mentorship programs
6. Ensure the mentorship mission is prominent in all email correspondence, flyers, posters, and other media that is produced and distributed to members and potential members.

7. Carve out a time at every meeting to marry up senior and junior members to conduct impromptu and informal mentorship sessions. Some of these pairings may very well develop into formal mentorship relationships.
8. Assign various aspects of the ROCKS, Inc. mentorship program to members and have them report out and lead discussions during your formal meetings. This will ensure your respective organizations are knowledgeable of the program and may stimulate innovative ideas as to how it could be better applied to meet your unique needs.
9. Redact three actual board OERs (CPT, MAJ, LTC) and highlight less than stellar wording contained in each and posit how having a mentor may have resulted in the respective officers avoiding the apparent pitfalls the words indicate; leading to much stronger words and prose being written in their place.
10. Reach out to the VP, Mentorship and/or your National Board sponsors to assist in implementing/improving your respective mentorship programs. In addition, highlight issues, challenges, and/or barriers you're facing in your Quarterly Reports to the National Board. I and the other Board members stand ready to assist you in meeting the mentorship needs of your members.

News from (Y)our Membership Development Team

*Written by COL Eric P. Flowers USA
VP, Membership Development*



You know, The Bible tells us that “where there is no vision, the people perish.” I submit to you this profound saying holds true for our involvement with The ROCKS, specifically at the local chapter level.

Yes, we boast a corporate vision of being a premiere mentoring organization. This overarching vision provides a foundational purpose that is integral for sustaining vertical and horizontal linkages between the components of this international organization. However, the heartbeat of The ROCKS truly exists at the local level and it is there where we have the best opportunity to fuel (and sustain) dynamic growth. Subsequently, not only do we need selfless leaders at the local levels, we also need dreamers.

The types of dreamers we need are those who can assess “operating environments” surrounding the respective chapters. Those assessments are then used to develop & implement relevant programming that enhances the ways local Army-related units, agencies and activities promote the missions of the Army and the Total Force. The resulting dreams, or visions, help provide guidance and focus to members’ continued involvement with the organization. The vision that should exist at the local chapter levels serves as a

potential rallying point for existing and prospective members. Without something to attract and retain members, our organization faces the risk of withering away due to irrelevancy.

So, I encourage chapters’ leadership to hold “Vision Sessions.” The intent of these engagements would be to brainstorm with the Chapters’ brain trusts to answer the ‘What’s in it for me?’ question that our members invariably ask us- either implicitly or explicitly. Once this question is answered, Planning (inclusive of budgeting) Execution, Analysis and Assessment and Reviewing can occur in a manner that is decent and in order. We owe it to: ourselves; to the ROCKS’ legacy, and; to the future of our organization to take this first step to set us up for success during 2017.

Please take the time to marshal your respective resources and to invest the necessary energy to make this important step happen sooner vice later. As we look to the future, and set our sights on high, let’s do so with a commitment to always...

Be the standard!

**The Bible, Proverbs 29:18*

What’s New for Department of Army Civilian Employees

*Submitted by Mrs. Delores Johnson-Davis
VP, Civilian Affairs*



New Beginnings: Defense Department civilian employees are getting a new, standardized performance appraisal program. New Beginnings represents a series of requirements that grew out of the National Defense Authorization Act of 2010 that seeks to improve communication between supervisors and employees, provide a fair, credible and transparent process that links

bonuses and “other performance-based actions” to employee performance. The goal is for the new appraisal program to be in place to cover the vast majority of the department’s Wage Grade and General Schedule employees by October 2018. The new program will have three rating tiers -- outstanding, fully successful and unacceptable. Key to the program is its emphasis on timely recognition and reward of employee contributions throughout the cycle, which runs annually from April 1 to March 31. Supervisors must have at least three documented discussions with each employee during the rating year.

DoD transitioned 13,000 employees to the Defense Performance Management and Appraisal Program (DPMAP) in April 2016, and Army transitioned over 2,900 employees from the Civilian Human Resources Agency. The Department will continue to phase employees to DPMAP through 2018. The

Department of the Army values and ethics prescribed by Army's senior leadership will be displayed on DoD Form 2906, DoD Performance Plan, Progress Review and Appraisal.

Leader Development:

The 2017 ACTEDS Catalog is being updated. The CES leader development program includes five courses that replace the previous inventory of legacy courses offered for Army Civilians-Foundation Course (FC), Basic Course (BC), Intermediate Course (IC), Advanced Course (AC) and Continuing Education for Senior Leaders (CESL). In addition, CES also includes the Action Officer Development Course (AODC), Supervisory Development Course (SDC), Manager Development Course (MDC), and Senior Service College (SSC). The Civilian Human Resources Training Application System (CHRTAS) is the on-line method for submitting your CES application. CHRTAS is an automated management system that allows you to develop and record your completed training, apply for Civilian Human Resource and NSPS courses, and CES courses. Your CES leader development experience starts at www.atrrs.army.mil/channels/chrtas.

Additional information on CES and available courses may be found on the Army Management Staff College (AMSC) web site at www.amsc.belvoir.army.mil/ces/. Make sure you understand what you need to take advantage of critical career development opportunities by visiting these websites.

From Your VP for Communications & Publications

COL (R) Dorene Hurt



As we near the end of 2016 and enter the dawning of another year, we have much to be grateful for indeed. However, we also have much work ahead if we are to be the kind of organization that is relevant and important to current and future military officers and senior civilians. As someone who has been a ROCK most of my adult and professional life,

I can attest to the incredibly positive impact that being a member has had on my service in the Army for over three decades. To understand the basis of my remarks here, you might want to at least scan my article in the Summer ROCKET where I shared my unlikely pairing with my long term mentor, Lt Gen Julius W. Becton, Jr.

As I think about my experience, there are several key factors that were constantly and consistently evident that made me never doubt the relevance that being a ROCK meant to me. I offer them to you as food for thought:

1. From the beginning of my time as a ROCK, I made the choice to get actively involved. I understood, and my mentors made it clear, that if I didn't put anything into

being a ROCK, I would get nothing out of it. I knew that the benefits of being a ROCK involved a PROCESS and not something that would magically happen because I simply participated in a few events or meetings. Yes, I served in high Optempo units that sometimes worked 60 or even up to 80 hours when things got crazy busy, but I found time to squeeze in ROCKS events or just helping when I could.

2. I became keenly aware of the fact that our senior ROCKS saw me and others who were serious about being the best that we could be, as their investments into our future officer ranks, something that they took very seriously.
3. I had great respect for their sacrifices that paved the way for opportunities for me and others. Many in my cohort of young ROCKS knew and appreciated the horrendous conditions that our senior ROCKS had to withstand to become successful and we weren't about to fail them.
4. I gained great insight on how to be a better officer by actually listening to them, asking lots of questions, and implementing their guidance. Much of what I learned came from careful observation of how they conducted themselves and set the example. I spent little time observing or interacting with officers who were just out for themselves or focused on out-doing everyone else vs working together so that everyone succeeded. Those type of leaders became very easy to spot with little effort.
5. The countless opportunities that I had interacting with senior ROCKS as we did the work of the organization was informal, but invaluable. You can't fully benefit from something if you are not present or if you only do infrequent what I call "ROCKS drive-bys" when you need or want something.
6. A number of senior ROCKS with whom you actually build a relationship will go to bat for you or even smooth the way for you in certain situations, even for assignments. However, you can't expect someone to do that for you or help solve all of your problems if you have zero relationship with them.

I share these insights with you as food for thought from someone who has lived and benefitted greatly from my ROCKS experience because you obviously have a choice in how to use our most precious commodity: your time. As one of my dearest mentors always says, "People FIND time to do what is important to them!"

I sincerely welcome your feedback at: dhurtserves@gmail.com. Coming in the 2016 Winter Issue: "THE ELEPHANT IN THE ROOM." WHY SO MANY ROCKS AND NON-ROCKS HAVE A DIFFICULT TIME DISCUSSING THE ROCKS, INC. TO PEOPLE THAT ARE NOT AFRICAN AMERICAN AND WHAT YOU CAN DO TO CHANGE THIS.

Profile from Warrant Officers' History: Chief Warrant Officer Five (Retired) Ida Tyree-Hyche

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



CW5 Ida Tyree-Hyche

After 35 years of serving her country as an Army Reserve Soldier, a mobilized Soldier in support of Operations Iraqi and Enduring Freedom, and a civil servant Human Resources leader for the Department of the Army, throughout the 121st U.S. Army Reserve Command (USARCOM), 81st Regional Support Command (RSC) serving eight southeastern states: Third U.S. Army Central

Command (USARCENT) Special Troops Battalion, Fort McPherson, Georgia; 310th AG Group, Fort Jackson, South Carolina; 3rd Personnel Command (PERSCOM), Jackson, Mississippi; 87th Division East, Vestavia, Alabama; and the 108th Training Division's subordinate command at Fort Gillem, GA, Ida Tyree-Hyche retired at the top rank of Chief Warrant Officer Five (CW5) in 2011.

The following year, having completed over 30 years in human resource management leadership for the Department of the Army federal agency in Birmingham, Alabama, Vestavia, Alabama, and Huntsville, Alabama, Ms. Tyree-Hyche closed the federal civil servant chapter of her life under the Army Materiel Command (AMC) at Redstone Arsenal, Alabama, to begin her legal career by opening up her own law practice. The practice, now a partnership with her daughter, Attorney Shade' A. Dixon, named Tyree Hyche & Dixon, LLC, serves Alabama and Georgia.

One of less than ten African American female warrant officers to achieve the highest rank for a warrant officer during her Army Reserve career in the Adjutant General Corps, Chief Warrant Officer Tyree-Hyche served as a reserve warrant officer on active duty during Operations Iraqi and Enduring Freedom as Deputy Adjutant for Third U.S. Army Central Command, Special Troops Battalion in Fort McPherson, Georgia and Camp Arifjan, Kuwait, Southwest Asia. She further served as Adjutant for the Warrior Transition Battalion at Fort Benning, Georgia, before ending her mobilization tour.

As a CW3, The Reserve Officers Association (ROA) selected her as the ROA Warrant Officer of the Year for the Year 2000, among three finalists who appeared before a board in Washington, D.C. An avid writer, Tyree-Hyche published several articles in the ROA Officer Magazine and the United States Army Warrant Officers Association (USAWOA) Newsliner. She served as the first female warrant officer to lead the Southeastern Region of the United States Army Warrant Officers Association, serving chapters in Alabama,

Georgia, Tennessee, South Carolina, North Carolina, Florida, and Puerto Rico. In that role, Tyree-Hyche was also a member of the Board of Directors of the USAWOA. She also served as the first African American female to lead her local chapter of the Reserve Officers Association in Birmingham, Alabama. For a short period of time, CW5 Tyree-Hyche served as the first African American female warrant officer on the Board of Directors for the Warrant Officer Historical Foundation.

"I cherish memories of my military career. It infused a sense of service; service, not only to my country, but to others," Tyree-Hyche said. "I believe we grow and develop a strong quality of life by building communities of service to others so self-less service completes me."

Upon retirement, Tyree-Hyche brought her skills and commitment to service as an attorney. She is managing partner of Tyree Hyche & Dixon, LLC, a firm that practices workers compensation, probate, and employment law (Title VII of the Civil Rights Act) in Alabama and Trademark, Copyright, & business development in Georgia. Tyree-Hyche, in her role of attorney, overcame the United States Patent and Trademark Office's finding of "likelihood of confusion" with an existing organization's trademark to successfully trademarking the USAWOA brand, "*Quiet Professionals*".

Ms. Tyree-Hyche was recognized by the Birmingham Bar Association (BBA) in 2014 for her pro bono service to persons who can least afford legal services through the BBA Pro Bono Award for Extended Representation Attorney in District Court. In 2016, she was named to the Board of the Birmingham Volunteer Lawyers Program. Also in 2016, she completed her term as President of the League of Women Voters of Greater Birmingham and member of the State Board of the League of Women Voters of Alabama.

Author of the book, Bar Studies Inspiration, written after retirement and published in 2013, Tyree-Hyche declares, "Some people say I don't know how to retire fully. I say there is life after retirement, and it is BETTER."



Attorney Ida Tyree-Hyche

"Train people well enough so they can leave. Treat them well enough so they don't want to." -- Richard Branson, founder of Virgin Group and Virgin Airline

CADET CORNER

HU's APMS Promoted to Major

Submitted by Major Glen Brown



Howard University's Bison Bn Assistant PMS, CPT Glen Brown was promoted to Major on Aug 29, 2016 at the Howard University Hospital. LTC Crede Lyons, who served as Howard University's PMS from 2013 to 2016 hosted the promotion ceremony. Assisting in the rank pinning were Major Brown's wife, Dr. Brown, his son and daughter.

Howard University Alumnus Promoted to Major

Submitted by Major Dionne Drayton



Bison Battalion and Howard University Alumnus, Dionne Drayton was promoted to the rank of Major on Friday, August

26, 2016. She served as the Bison Battalion Commander for the 2005-2006 school year. She was commissioned in May 2006 (Active Component branched Medical Service). Major Drayton is currently assigned to MEDCOM HQ, G1, Officer Strength Manager at Ft. Sam Houston, TX.



In 1968, Prairie View A&M became the first Historically Black University (HBU) to establish a Naval ROTC program.

The Naval Reserve Officers Training Corps (NROTC) Program was established in 1926 to provide a broad base of citizens knowledgeable in the arts and sciences of Naval Warfare. The program provided an opportunity for young men to undertake careers in the naval profession. In the beginning, there were six NROTC units located at the University of California at Berkeley, Georgia Institute of Technology, Northwestern University, University of Washington, and Harvard and Yale Universities. In June of 1930, 126 midshipmen graduated from college, and received commissions in the United States Navy. At least 3 of the graduates went on to obtain flag rank.

The Marine Corps entered the NROTC Program in 1932, offering qualified NROTC graduates commissions in the United States Marine Corps. In 1968, Prairie View A&M became the first Historically Black College (HBC) to host the program. In 1972, the Secretary of the Navy authorized 16 women to enroll in the program and attend school at one of four colleges. Women may now participate in the program while attending any NROTC affiliated college or university. In 1990, the NROTC Scholarship Program was expanded to include applicants pursuing a four-year degree in Nursing, leading to a commission in the Navy Nurse Corps



ROCKS ON THE MOVE

COL Chuck Harris Culminates Nearly 30 Years of Selfless Service

Written by COL Charles Harris



COL Harris provides retirement remarks

A host of family, friends, Rocks Members, fraternity brothers and classmates were on hand at Aberdeen Proving Ground, Maryland on August 4, 2016 to celebrate the culmination of nearly 30 years of selfless and steadfast service at a retirement ceremony in honor of 2010 Rock of The Year and 1999 Rocks Bobby B. Burke awardee COL Charles "Chuck" Harris. A quietly competent, humble, but extremely cerebral professional, COL Chuck Harris' contributions to the ROCKS, Inc. beginning as an Army ROTC cadet at Morgan State University, cannot be overstated. No matter where he was assigned, COL Harris was a loyal and dedicated ROCKS member who supported the organization and encouraged others to do the same.



BG Rich Dix presents Mrs. Lisa Harris with US Army Certificate of Appreciation

Brigadier General Richard B. Dix, Commanding General of the Joint Munitions Command made a special trip to Aberdeen Proving Ground (APG) to officiate recalling how, during a tour

at Fort Leavenworth, KS, as neighbors, the Dix and Harris families formed the kind of long-standing, deep ties that can only be developed by that special military bond of shared experience.

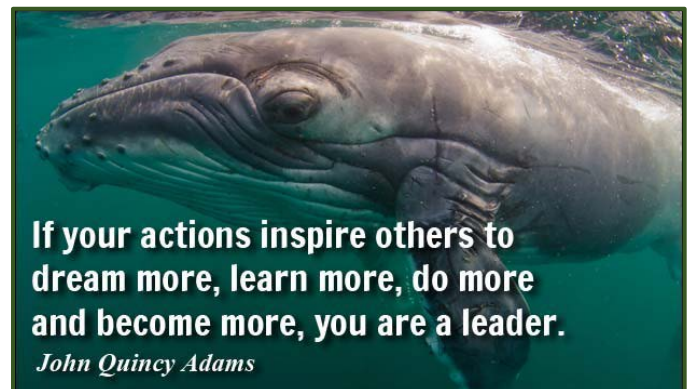
Major General Bruce T. Crawford, CECOM Commanding General and APG Senior Mission Commander, while unable to attend personally, delivered some heartfelt remarks via a recorded video message. COL Harris served as MG Crawford's Chief of Staff and Executive Officer from August 2014 to July 2016. During the ceremony COL Harris was honored with personal notes and citations from President Barack Obama; the former Commanding General of Army Materiel Command, Gen. Dennis L. Via; U.S. Senator Barbara Mikulski, D-Md and a host of others.

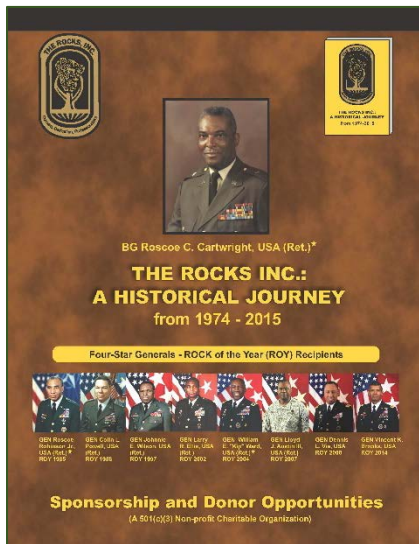
Just as importantly, Harris' wife Lisa was recognized for her own sacrifice and service in support of her husband's career, by certificates of appreciation from Army Chief of Staff, General Mark Milley; General Via and Major General Crawford. One of the highlights came early on when Harris' three daughters combined for a stirring A cappella rendition of the National Anthem, which received a thunderous applause from the audience.



The Harris Family poses for a photo following the ceremony

COL Harris concluded the ceremony by thanking his family, gathered friends and colleagues for all their support throughout the years.





We need your support!

The ROCK, Inc.: A Historical Journey from 1974-2015

The Journey Book Project that has been authorized by The National Board of the ROCKS, Inc. to be published prior to the next Gala will showcase organization's progress from its inception in 1974 through 2015.

We have made significant progress in finalizing the written and pictorial portion of the book. Our next major effort is to obtain the necessary funds for publication of the book and we are well on the way.

We need **your personal pledge and each member's efforts** to encourage other members to pledge and make their payment in order to get the ROCKS Journey book published. Our goal is to raise \$60,000 to publish 1,000 books to sell to members, friends, Historically Black Colleges and Universities, and other organizations. We encourage a one-time payment in the amount of \$120 or you may pledge to make a payment of \$10.00 per month for 12 consecutive months.

For those Rocks members that have made their Journey Book Project pledge and made their payment, we thank you and ask that you encourage other ROCK members to pledge. Your pledge to help get the Journey Book published will benefit your chapter as the proceeds from the sales of the books will kept by the chapters to be used for their approved programs. We are a IRS 501(c)(3) non-profit charitable organization and your contribution to this project is tax deductible. Thanks.

Best regards,
Colonel (Ret.) Frank Francois, III
Historian, The National Board of the ROCKS, Inc.
Chair of the ROCKS Historical Journey Book Project

What is Volunteerism?



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

What we need FROM YOU

- ✓ 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

ROCKS CHAPTER **ACTIVITIES**

Mount Rainier Chapter conducts first ROCKS Leader Professional Development Meeting

Written by MAJ Travis Hill



Members of the Mount Rainier ROCKS Chapter with BG Vereen

On August 9, 2016, members of the Mount Rainier Interest Group of the ROCKS, Inc. conducted a Leader Professional Development luncheon with special guest speaker, Brigadier General Kevin Vereen, Commandant, United States Army Military Police School, United States Army Maneuver Support Center of Excellence. Attending officers and non-commissioned officers were given the opportunity to learn from a seasoned senior officer. Vereen addressed active and potential future members of the Mt. Rainer ROCKS Interest Group and participated in a brief question and answer session.

The goal of the LPD was twofold: to gain knowledge on how to prepare for future promotion boards and how to interpret evaluations with a better understanding of the counseling process from the perspective of a Senior Army leader. The LPD also offered an opportunity to introduce commissioned and warrant officers assigned to Joint Base Lewis-McChord to The ROCKS, Inc.

During the LPD, Vereen expressed the importance of diversity in the ROCKS. He also stressed the need for mentorship for all junior officers. He reminded the officers and NCOs in attendance they did not get where they are on their own and urged each officer to "give back."

"Good leaders must have a mindset to want to help others, not themselves," Vereen said. He challenged each officer present to ask themselves this question: "Are you selfish or selfless?" He stressed the importance of living the Army value of selfless service as an Army leader.

Buffalo Soldier Chapter Hosts First LPD with Command and General Staff College Officer Course Students

Story and Photos by CPT Carolina Cruz

On August 24, 2016, the Buffalo Soldier Chapter hosted its first brown bag lunch LPD session for the officers attending the 2016-2017 Command and General Staff College Officer Course (CGSOC). LTC Adisa King and LTC Antwan L. Dunmyer (Pre-Command Course Students) shared highlights from their stellar careers and led an open dialogue focusing on expectations and the keys to success of a field grade officer. The LPD concluded with question/answer forum where the attendees were afforded the opportunity to receive further mentorship from these two phenomenal leaders.



LTC Antwan L. Dunmyer speaks to the CGSOC students about the expectations of a field grade officer.



CGSOC students pose with LTC Adisa (AK) King and LTC Antwan L. Dunmyer after the LPD.



Gold Vault Rocks Talk Diversity

Written by CPT Orlandon M. Howard



COL Luke T. Leonard, Chief of Officer Readiness Division, HRC, leads OPD on "Army Diversity" while MG Christopher Hughes (right), Commander of U.S. Army Cadet Command (ROTC) listens.

The ROCKS, Incorporated "GOLD VAULT" chapter at Fort Knox, Kentucky hosted an officer professional development meeting (OPD), August, 9, 2016, to discuss diversity in the Army Officer Corps. Colonel Luke T. Leonard, Chief of Officer Readiness Division, Human Resource Command (HRC), was invited to share some insight on the subject. Leonard revealed that African Americans are almost equally represented in the Officer Corps as they are in the larger U.S. population. He stated that African Americans make up about 12 percent of the Corps and about 12 percent of the General Officer ranks. When compared to the U.S. demographic breakdown reported by the U.S. Census Bureau in 2015 which indicated that African Americans make up 13.3 percent of the total U.S. population, Leonard's point adds some needed perspective. The math however, still points to over a one percent shortfall in African American representation. Since the Army is one of the largest employers in the world, a one percent shortfall could be significant.

The shortfall may also have an exponential impact on officer cohorts in the future, as requirements for officers shrink as they move up the ladder of the Army's hierarchies. The most acute impact would be seen in categories where there is concern about African American representation such as in the combat arms career fields. Although Leonard made light of the shortage of African American representation in the combat arms fields such as Infantry, Armor and Field Artillery, Major General Christopher Hughes, Commander of U.S. Army Cadet Command (ROTC), who also attended the meeting, and other Army leaders take the shortage of African American officers in combat arms specialties as an issue that must be addressed. According to MG Hughes, "The reality is that most Senior Army leaders are combat arms officers and the Army will mostly likely continue to select combat arms officers to lead in many of the Army's highest positions." In order to be competitive for those Senior Army leader opportunities, more African American officers must be in combat arms specialties.



MAJ Anthony Gore, Assignment Officer, HRC, co-leads OPD on "Army Diversity," sharing his personal experience as an African American Combat Arms Officer.

According to MG Hughes, "That is just the nature of the American Army." Hughes offered a solution, saying, "to get more African American General Officers in combat arms, the Army will need more African American 2nd Lieutenants." Hughes' solution, one that has been discussed over a decade, could address the shortfalls in multiple categories related to African American representation in the Officer Corps. History speaks for itself. There have only been eight African American four star generals in the Army's history. Six of the eight were combat arms.

Major Anthony W. Gore, Assignment Officer, HRC, also attended to share his insights from his personal experience as an African American Infantry officer. He addressed what he perceives as predominant factors hindering fair consideration of combat arms fields as good career options. Gore said the foremost factor affecting consideration is cultural biases against serving in combat arms career fields. He said, the biases he typically encounters are based on the assumption that combat arms fields do not impart skills that are directly transferable to the civilian sector.

Gore's decision to become a Military Intelligence officer upon commissioning was influenced by this bias. He initially commissioned as a Military Intelligence officer with a three-to-four-year branch detail assignment to the Infantry. He was steered from his original intent to choose Infantry by his family, and ultimately by a Military Intelligence Recruiting officer. Gore said the recruiter called Combat Arms officers "cheap dates." Cheap date was a metaphorical reference to a perception that combat arms officers gain less value from their service, in skills and experience, compared to the career fields better known for imparting skills valuable to the civilian sector.

Gore regretted his career choice however, and later successfully petitioned to remain an Infantry officer. Gore now believes combat arms officers are "expensive dates." Gore says they gain

valuable leadership and management skills by leading hundreds, then thousands of Soldiers at the company and battalion levels. Gore asked the attending group of officers to help overcome these biases in their mentoring and recruitment efforts of African American officers. He expressed his desire to draw talent from diverse pools to keep up with the growing diversity of the larger U.S. population.

Not the Only Way, but an All American Way

Written by Lieutenant Xavier Jones

On July 27, 2016 MG Richard D. Clarke, former Commanding General of the 82nd Airborne Division gave a LPD to nearly forty Soldiers at the All-American museum. During his LPD he shared with the audience his insights and experience on how to find optimal solutions as a leader, factors to consider when administering punitive actions for soldiers, and how to communicate effectively with your boss. MG Clarke opened his LPD by the group, "Who has been in a situation where the right answer was not clear-cut?" Nearly all leaders responded affirmatively that they have been in such a scenario. MG Clarke stated that lieutenants and commanders are the moral compass of our Army. As leaders we are often compelled to take some form of action. Leader acts of omission or commission may result in failure. Although it is natural for leaders to want to be liked by colleagues, and subordinates' leaders must gain the confidence and respect from those they lead instead of just trying to be liked.

As officers and other leaders we must realize that decision-making becomes more complex as you progress. Many factors, known and unknown complicate making decisions.

Limited time is often a key factor that drives solutions. As one matures as a professional leader, you will gain experience and a network of trusted agents. Utilize experience, your training, instincts and trusted advisors to help you resolve issues. You will have other leaders on every level to assist you. They may be Commanders, Chiefs of Staff, Deputy Commanders or Command Sergeant Majors. These leaders will be your advisors in garrison and on an ever-changing battlefield.

Waiting too long to identify a solution may result in failure. In some instances, it may be better to act with 80 percent of the picture as opposed to waiting for 99 percent of the information and failing in your mission. Leaders have to become comfortable in operating with less than perfect information.

MG Clarke then introduced his next topic with another question. "Are we a zero defect Army?" Without a doubt we are not, but leaders present wanted to know when do we cut our junior leaders a break?

As a leader we must operate within policies and regulations. However, leaders must consider the intended end state whenever administering any form of adverse action on a Soldier. In some instances, young leaders will make a

premature decision that may result in the loss of a Soldier's career. However, each case should be judged with consideration of that Soldier's situation and merit. If it is necessary to punish an individual, fairly punish them to maintain good order, discipline, and to send a message to the organization. MG Clarke also suggested that we do not focus on the Army downsizing and discontinue using the phrase. The Army is modifying its structure in a way that retains the most highly qualified personnel in line with what is mandated by Congress.

MG Clarke then shared a story with the audience. He provided an example of a soldier who failed a urinalysis at Military Entrance Processing Station while entering into the 82nd. Following the previous guidelines, he provided to the audience, MG Clarke stated that he decided to retain the soldier. That individual went on to be a stellar soldier on the battlefield and eventually received the Silver Star. MG Clarke advised young leaders to leave their Soldier's actions in the past after they have been punished.



Member of the All-American ROCKS Chapter with former 82nd Airborne Division Commanding General, MG Richard Clarke

The next topic of the All-American LPD was communication. MG Clarke posed another question to the audience, "How should you deal with disagreements with your boss?" Fostering an environment where feedback is allowed within your organization is extremely important. The commander typically sets the tone for how he or she feels most comfortable communicating, including how to provide feedback.

This is key because if you don't have a positive way to communicate with your boss, it will be very challenging to address disagreements. As a leader if you want honest feedback within your organization, present an open ended question without stating your opinion or preferred course of action. From MG Clarke's view, the best times to get feedback are during PT and chow because your section will do both consistently. Fostering an environment of feedback within your organization in this manner will build trust between you and the rest of the team. Your Commander will probably notice and appreciate your efforts in this area too.

Trust is key in every unit and is established through communication and feedback. Mission Command requires trust to expand the box. When you display an ability to maintain the

standard the “box” grows. Your “box” of responsibility will expand with position, network, and understanding. Shared understanding is a vital aspect within Mission Command. Under Mission Command you can violate an order to achieve mission accomplishment.

MG Clarke provided an example of seizing an objective. “If your mission is to seize hill 101 to set up a blocking position and hill 102 will provide a better blocking position, you can seize that hill instead to achieve the intended end state.” Although you disobeyed instructions with 80 percent of the picture, as leaders we must remain flexible, adjust, and fulfill the Commander’s intent.

MG Clarke concluded by giving a few additional remarks.

- Never use email when you can call.
- Never call when you can speak face to face.
- Lastly, know the names of your junior leaders. Know their spouses’ names. Know their kids names. You can’t care for a Soldier you don’t know.
- Trust your instincts and trust your team.
- Leave failed actions of your junior soldiers in the past. They will value the privilege of service all the more.
- Practice clear, concise, compact, and captivating communication.

This LPD hosted by the All-American Rocks chapter was transformational for the leaders that attended. There was years’ worth of leadership lessons that were provided to the audience in a brief period of time. There are many paths that we will encounter on our journey to develop our own leadership style. This is not the only way to be a successful leader, just a way.

LaShanda Standifer; Montford Point Marines Association; Mr. Curt Clarke; Transforming Lives & Restoring Hope, Inc: Ms. Stephanie Credle and Ms. Sheilah Garrett-Parker; and My Help / My Hope Inc.: Ms. Catherine Staton. These organizations share the same or similar missions of developing young cadets/leaders through mentorship, training, and networking. Also in attendance was the Newport News Human Rights Commission.



Members of participating organizations socializing as the meal serving line is being set up.

The Joint Cookout event was started by HRC Rocks Inc. ten years ago primarily as a family event and to promote networking between members of the Army, Air Force, and Navy. The intent of the networking opportunity was to foster a better understanding of the Services and to determine how best to leverage mentoring opportunities in the greater Hampton Roads Community. The Joint Cookout continues to be a family event for mentoring organizations, but has grown into a broader professional forum where the rich heritage of these organizations as well as military and community mentoring contributions are shared. Over the years the Joint Cookout has grown from three to eight organizations who share common or similar mentoring and networking goals.



Some attendees socializing and others in the meal serving line



Hampton Roads Mentoring Organizations 10th Annual Joint Cookout

*Article and photographs by
LTC (Ret.) Charles “Chuck” Holden*

The Hampton Roads area Mentoring Organizations hosted their 10th Annual Joint Cookout at Bethel Park in Hampton, Virginia on August 20, 2016. The HRC Rocks chaired the planning and coordination for this year’s Joint Cookout. Participating organization and Organization representatives on the planning committee included the Urban League of Hampton Roads (ULHR): COL (Ret.) Michele Hammond; Tuskegee Airmen, Inc. - Tidewater Chapter: Ms. Betty Sharp and Mr. Bill Burrell; Hampton Roads Chapter of the Rocks, Inc.: LTC (Ret.) Chuck Holden; National Naval Officers Association (NNOA): LT Julius Fears; Department of Veterans Affairs (DVS): Ms.

LTC (Ret.) Chuck Holden provided the welcome, purpose of the event and sequence of activities for the afternoon followed by the invocation by Chaplain (LTC) Terrell Jones from the Rocks, Inc. Organization presidents or their designated representatives provided a brief summary of the organization’s mission, objectives, programs and activities.

Following organization speeches, there was no delay in forming the food line. This year's Joint Cookout was in the format of a potluck that has proven to be quite a success. The meal consisted of fried and baked chicken, smoked turkey, baked salmon, hamburgers, hot dogs, cold slaw, several varieties of pasta and green salads, potato salad, devil eggs, casseroles, an assortment of deserts, sweet ice, and an assortment of fresh fruits and drinks. Volunteers from the Rocks and the ULHR did an excellent job setting up the serving line and serving attendees.

After dinner, LTC (Ret.) Chuck Holden conducted the raffle that included approximately 12 gift cards to local restaurants and department stores. The raffle was followed by continued socializing and attendee visits to organization display tents to get additional information. Some of the attendees got busy competing with table top games (i.e. UNO) and football, volleyball and Corn Hole that lasted until closing time.

This year's event was very successful. The approximately 90 people who attended the event had a great time networking, socializing and playing games. Next year's event is expected to be bigger and better than this year's event. Several other mentoring organizations such as the Newport News Human Rights Commission have requested to become a participating organization in next year's Joint Cookout.

DC Chapter Rocks Developing Young Leaders for Tomorrow: Service to Our Community, Military, and Our Nation

Written by Colonel (Retired) Will Wiggins, USA



LTC Myles Caggins, III and members of the Southern Maryland Aviation & Career Camp 2016 pose for photos at host site.

Members of the Washington DC Chapter of the Rocks, Inc. mentor community youth who are seeking high-skilled military or civilian aviation and space research careers. CEO and founder of the Remnant Center of Excellence, Colonel Will Wiggins, USA (R), held the first Southern Maryland Aviation and Career Camp, at Calvert County Baptist Church in Prince Frederick, MD. The weeklong camp afforded youth unprecedented access to regional aviation and space research

facilities with one highly-coveted visit to NASA Goddard Space Flight Center, Greenbelt, MD to meet astrophysicist, Dr. John C. Mather.

The focus areas of the camp were personal career development along with meeting working professionals. Early on LTC (P) Myles Caggins, III, a Washington DC Chapter Rocks member, gave the keynote address and pointed out examples of how careers evolve to take you beyond your imagination. LTC Caggins, Director for Strategic Communications and Assistant Press Secretary for the National Security Council at The White House challenged the youth to dream big, but have realistic goals and consider a "we-approach to life versus a singularly me-only approach." LTC (P) Caggins noted how the "we-approach" virtually changed the trajectory of his career and brought much more success to his plans.



Members of the Southern Maryland Aviation & Career Camp 2016 donned pilot gear at the U.S. Navy's Flight Survival School at Patuxent River Naval Air Station.

Later at NASA, outside the James T. Webb Space Telescope's two-story clean room, the campers met with astrophysicist Mather. Mather, the 2006 Nobel Prize Winner for Physics is world-renowned for his defining work on the Big Bang Theory in the universe's creation. He has also led the two-decades long development of the future deployable James Webb Space Telescope, since its inception. Once launched in October 2018 the Webb will orbit four times as far in space as Hubble and look much deeper into the universe, according to Mather.

As the busy week progressed, the camp with kids from as far away as California and New York, was a dynamic experience. They had an up-close, walkthrough aboard the U.S. Marine Corps versatile warplane, the V-22 Osprey Helicopter. As their day ended, most of the camp participants had donned flight suits and helmets at the U.S. Navy's Flight Survival School and flew the Osprey right off the Patuxent River Naval Air Station runway. While in the controls, they might have really felt airborne, crisscrossing the Chesapeake Bay and turning back to the air station to land. However, their visit to the Advance Manned Flight Simulation and Test School had only allowed them to fly in probably the most advanced full-motion flight simulator in aviation research today. According to the Navy spokesperson, "even our talented corps of test pilots use this same technology to train and stay current in their flight requirements."

The rest of the week gave the campers other opportunities, like exploring Joint Base Andrews, where the DC Air National Guard displayed the F-16 Fighting Falcon. Then a short walk down the flight line to visit the 459th Air Refueling Wing, U.S. Air Force Reserve, where they boarded the massive fuel tanker jet, KC-135 which is a modified version of the most iconic jet in aviation history, the Boeing corporation's 707 passenger jet.

According to many of the campers, meeting the guardsmen, hearing their stories of service and commitment, then talking to those who air refuel fighters and simultaneously transport medical patients to treatment facilities was a special treat. Several of the college-bound students really seemed impressed by all the airmen's sincerity and sense of pride, noting: "I didn't know you could do all that and still be a student."

Recalling the trip from NASA, one camper shared: "I've got it!" We all asked: "What do you have?" He anxiously replied: "I have finally figured out what I want to do! I want to educate kids about space!"



*LTC(P) Myles Caggins, III, Executive Office of the President,
SPC James Hughes, Helicopter Crew Chief, NC Army National Guard;
COL (Retired) Will Wiggins, USA, Remnant Center of Excellence CEO,
Huntingtown, MD.*

Hampton Roads Chapter of the Rocks, Inc. Conducts Annual Mid-Year Offsite Planning Meeting

Written by Colonel Don Edwards, Jr.

The Hampton Roads Chapter of the Rocks, Inc. transitioned past the half-way point of the calendar year with the hosting of its annual mid-year planning offsite at McDonald Army Health Center (MAHC), Fort Eustis Virginia on July 12, 2016. During the offsite, the Executive Committee (EXCOM) reviewed the current Chapter Vision, Mission Statement, and the Goals and Objectives for 2016. This review provided an opportunity to collectively assess already executed, ongoing, and upcoming events in support of meeting the chapter vision and mission. Great feedback shared and recommendations noted to capitalize on successes and to improve on less efficiently executed events.

Additionally, the EXCOM revisited topics associated with chapter challenges in an effort to adjust resources as necessary to adequately address the noted challenges. Specific focus areas included Membership Development -attracting new members to fill critical positions (including junior officers and DA Civilians (GS-12 and above)); retaining current members; increasing the number of active members involved in chapter operations and conducting fundraising to sustain chapter operations.

The single day offsite provided an opportunity for Chapter Officers and Committee Chairpersons to update the EXCOM with feedback concerning their respective topic areas and programs and to receive guidance and recommendations in addressing respective areas of interest during the remainder of the calendar year.

The offsite resulted in the following approved and draft Professional Development (PD) sessions, schedule of events/activities and supporting budget:

PD Schedule:

- The following remaining 2016 PDs and supporting events are being developed for the following dates/location
 - 1 Nov: Annual Elections; PD Topic - TBD / MAHC
 - 6 Dec: PD Topic TBD / Ft. Eustis Club

Fund Raisers in 2016:

- 2016 Operating Account
 - Double Play Cash Raffle (Jul and Dec)
 - Zumbathon (Aug)
 - Membership Local Dues
- 2017 Scholarship Account
 - Autobel Carwash (Jul-Sep)
 - Buffalo Wild Wings (Aug-Oct)
 - Personal Donations (Oct-Dec)
 - Corporate Sponsorship / Donation Initiative

Activities and Events (Some dates are still being finalized):

- **General Membership Meetings (GMM):** First Tuesday of each month alternating between a luncheon and evening meeting times. PD will be part of the GMM.
- **Executive Committee Meetings:** Thursday prior to the GMM.
- **Joint Cookout** - On Aug 20, 2016 (Alternate Date 27 Aug 16), Membership Benefit Event
- **Battle of the Bay** - On Nov 19, 2016, Community Outreach and Mentorship event - Norfolk State U vs Hampton U@HU
- **Caroling at the Hampton Veterans Hospital** - On Dec 10, 2016, Community Outreach/Service Event

A lot of work was accomplished during the evening of the one-day event and the chapter continues to push to finish the year strong

Buffalo Soldier Chapter Participates in Leavenworth's Post Activities Information Registration Day

Story and Photos by CPT Carolina Cruz



Buffalo Soldier Chapter officers and committee members pose for a picture during P.A.I.R. Day (from left to right): CPT Michelle E. Cutts, MAJ Tauara Hodo, CPT Carolina Cruz, and MAJ Tennille W. Scott.

On August 13, 2016, the Buffalo Soldier Chapter participated at P.A.I.R. (Post Activities Information Registration) Day held at Fort Leavenworth, Kansas P.A.I.R. Day which was conducted at the Harvey Sport Complex is a semi-annual event hosted by the Fort Leavenworth MWR. The event exposes the local community to different organizations and activities on post and the surrounding Fort Leavenworth area. Officers and committee members had a booth and provided information on the ROCKS, Inc., the chapter's mission, vision, goals, and objectives in an effort to increase membership. Over fifty individuals signed up to receive further information.



Resident of the local Fort Leavenworth community signs-up to receive further ROCKS, Inc. information during P.A.I.R. Day.

Buffalo Soldier Chapter President Speaks at 150th Buffalo Soldier Anniversary Ceremony

Story and Photos by CPT Carolina Cruz



Special Guest COL Norma J. Bradford speaks during the 150th Buffalo Soldier Anniversary Ceremony in Fort Leavenworth.

The 150th anniversary ceremony of the forming of the Buffalo Soldier Regiment was held at the Fort Leavenworth Buffalo Soldier Monument on August 27, 2016. The Buffalo Soldiers Motorcycle Club hosted the event and the attendees included over 300 motorcycle riders who drove from different parts of the country to witness this historic moment. The celebration's guest speaker was COL Norma J. Bradford, Assistant Chief of Staff, Army Reserve Affairs, Combined Arms Center. COL Bradford also serves as the Buffalo Soldier Chapter, ROCKS, Inc. Chapter President. COL Bradford's speech was heartfelt and appreciated by all those in attendance.



Members from the Buffalo Soldiers Motorcycle Club prepare to post the colors during the 150th Buffalo Soldier Anniversary Ceremony in Fort Leavenworth.

"The powerful purpose of this monument is to motivate us. To motivate us to keep struggling until all Americans have an equal seat at our national table, until all Americans enjoy every opportunity to excel, every chance to achieve their dream."

-- General Colin L. Powell (July 25, 1992)





**SECRETARY OF THE ARMY
WASHINGTON**

I am deeply honored to return to America's Army. Our Army, Active, Guard, and Reserve, is the finest Army the world has ever known. While it is great to be back, the Army is not new to me. Over the course of 25 years, I have seen Army leaders from every seat at the table, including all three military departments, all four services, the Office of the Secretary of Defense, Capitol Hill, and the White House. Through these interactions and the relationships developed as a result, I have earned an appreciation of the complexity of ground warfare and the challenge of sustaining and advancing a ready Army.

People – Soldiers, Civilians, and Families – are the strength of our Army. As your Secretary, I will demonstrate my commitment to our people through what you'll see me do, what I'll say, and where I'll say it. I commit to you that I will work every day to ensure you are trained, equipped, and ready to complete your mission. When you're deployed, you can be confident we are taking great care of your Families, and that you come home safely.

I will work closely with General Milley to ensure the readiness of our formation so that we have the right capabilities, and training and will prioritize those necessary actions today that guarantee our readiness for tomorrow. To accomplish each of these tasks, I have identified three broad focus areas:

Taking Care of Our Soldiers, Civilians, and their Families:

The Army's strength comes from the care and respect we show each other. Our Army must continue to be an institution that rewards merit, while placing equal value on diversity of our ideas, experiences, and backgrounds. We will support both Soldiers and Families while they are deployed, and take care of them when they return home. This means invigorating efforts to eradicate the cancer of sexual assault and harassment, doing more to recognize the warning signs and stressors associated with suicides in our ranks, and in particular, advance our understanding of, and care for, those with mental health issues.

Developing Capabilities to Counter Emerging Threats:

The Army's value is not measured solely by past victories. Tomorrow's Army depends on its success in exploiting the best technology today. As global threats evolve, the Army must accelerate its own capabilities in areas like cyber, electronic warfare, and protecting our communication networks. Today, and in the future, our Army depends on maintaining a technological edge over our adversaries.

Meaningful Acquisition Reform:

The decision to send Soldiers into combat is the most difficult decision a leader will ever make. We ask our Soldiers and Civilians to do incredible things, and part of that basic bargain demands that our units have the best equipment when they need it. This requires an adaptive and agile acquisition process. I will take immediate steps to improve Army acquisition so we can rapidly provide the force with the equipment it needs to get the job done, on time, and within budget.

As I travel the world during the next few months, I'll be looking forward to meeting many of you and hearing your stories – learning about how you are making our Army, and as a result, our Nation, stronger. America's Army has a long and storied history. As we write the next chapter together, I am confident we will continue to advance the sacred trust the American people have bestowed upon us.



Eric K. Fanning



Congressional Record

PROCEEDINGS AND DEBATES OF THE 114th CONGRESS, SECOND SESSION

Vol. 162

WASHINGTON, TUESDAY, JULY 12, 2016

No. 112

Senate

TRIBUTE TO GENERAL LLOYD J. AUSTIN III

Mr. MCCAIN. Mr. President, today I honor an exceptional military leader and warrior. After nearly 41 years—a lifetime of service to our Nation—GEN Lloyd J. Austin III retired from the U.S. Army, having served most recently as the commander of U.S. Central Command. On this occasion, I believe it is fitting to recognize General Austin's many years of uniformed service to our Nation.

Over the course of his military career spanning more than four decades, General Austin took on many of the toughest assignments; he led troops in combat. Most recently, he served as the combined forces commander, overseeing the military campaign to defeat ISIL in Iraq and Syria. General Austin's stellar career was also filled with a number of firsts. He was the first African American to command an Army division in combat, the first to command an Army corps in combat, the first to command an entire theater of war, and the first African-American Vice Chief of Staff of the Army and commander of U.S. Central Command. But this quiet warrior does not focus on his own accomplishments, and he never takes his eyes away from the mission.

General Austin is a soldier's soldier. He earned a well-deserved reputation as a leader others wanted to follow into battle. On many occasions, they did. Many soldiers have talked about General Austin's inspiring leadership, particularly under demanding

conditions, including combat. He was gifted with the ability to inspire confidence in his troops and young leaders. He always led them from the front, and he ensured they were successful in any and all endeavors. We saw this at the outset of the Iraq war in 2003 when, as the assistant division commander for maneuver for the 3rd Infantry Division, he helped to spearhead the invasion, maneuvering the division from Kuwait to Baghdad in a record 22 days. We saw it in Afghanistan in 2003–2004, when he was the commander of Combined Joint Task Force-180. We saw it again in Iraq in 2008 when, as the commander of Multi-National Corps-Iraq during the period when the surge forces were drawing down, he helped to achieve greater stability in the country. We saw it once more in Iraq in 2010–2011 when, as commander of U.S. Forces Iraq, he oversaw the successful completion of Operations Iraqi Freedom and New Dawn.

In an age of tweets and blogs, General Austin never seeks the limelight, preferring to let his actions speak for themselves. He is a consummate professional, and our Nation and its Armed Services will feel the loss of this distinguished officer, gifted leader, and highly decorated warrior. I join my fellow members of the Senate Armed Services Committee in expressing my respect and gratitude to GEN Lloyd Austin for his outstanding and selfless service to our Nation. I wish him and his wife, Charlene, all the best.

ALL THE BEST,
John McCain

SUPPORT THE ROCKS, INC. THE NEXT TIME YOU TRAVEL

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

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

Steps:

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



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

WELCOME NEW MEMBERS

MAJ Kendall Adams USA
 1LT Tunde Adepegba USA
 LTC Hasana Ali USAR
 LTC VERDAR ASHFORD USAR
 COL Shan Bagby USA
 COL John Baskerville USA
 WO2 Omawali Bedminster USA
 Ms. Cynthia Bell
 CPT(R) Sarah Bercaw USA
 CPT Marjana Bidwell USA
 CPT Kumalo Bogan USA
 CPT Catory Bradley USA
 2LT Brandon Brown ANG(Army)
 MAJ Jessica Brown USA
 MAJ(R) Kenneth Brown USAR
 MAJ Corey Burns USA
 WO3 Glenn Butler USA
 LTC Shela Cameron ANG(Army)
 2LT Lashonda Canty USA
 MAJ Christopher Carter USA
 COL Timothy Chapman USA
 LTC Tedrose Charles USA
 1LT Desmond Clay USA
 COL John Cooper USA
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 1LT MISHA DANTZLER USA
 CPT Angela Davis USA
 LTC Derek Demby ANG(Army)
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 CPT FRANK DOLBERRY USA
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 MAJ Kyle Fails USA
 MAJ Gary Flowers USA
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 LTC Joseph Harris USA
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 MAJ Justin Herbe USA
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 MAJ Josie Hobbs ANG(Army)
 MAJ Tauara Hodo USA
 2LT LaShanda Holder USA
 MAJ Adrienne Humphreys USA
 LTC Bob Hunter ANG(Army)
 1LT Christine Jacobs USAR
 1LT Shernelle James USA
 MAJ Taneshia Johnson USA
 COL(R) Calvin Johnson USA
 MAJ Rebekah Jones USA
 WO5 (R) Nathaniel Jones USA
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 LTC Lisa Lamb USAR
 LTC Stephanie Latimer USA
 MAJ Caleb Laue USA
 COL Gavin Lawrence USA
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 LTC Juanita Lindsey USA
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 MAJ Elizabeth Marlin USA
 1LT Jozlyn McCaw USA
 WO1 Frank Merka USA
 LTC Kareem Montague USA

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 LTC Stephanie Sanderson USA
 MAJ Lianna Scharff USA
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 CPT Ashley Sellers USA
 CPT Vernon Shank USA
 LTC Eldridge Singleton USA
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 LTC Nicole Spears USAR
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 ENS Tamara Watts USN
 COL Randolph White Jr USA
 Cadet Joseph Wilkerson USA
 LTC Tunstall Wilson ANG(Army)
 Mr. Romeo Wright USA
 CPT Stacey Yarborough USA
 1LT Andrea Young USA

Joined 06/28/2016-11/13/2016



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Kuwait

LTC Alprentice Smith USA
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Membership Application

Mail or Fax or Apply Online at www.rocksync.org

Post Office 47435, Forestville, Maryland 20753

Phone: 301-856-9319 / Fax: 301-856-5220

Email: rocksnationalboard@gmail.com

PLEASE SELECT ONE: ☐ NEW MEMBER ☐ RENEWAL SPONSORED BY _____

Rank: _____ First Name: _____ Middle Initial: _____ Last Name: _____

Birthday: _____ (mm/dd/yyyy)-year optional Chapter Affiliation (if applicable): _____

Spouse Name: _____

Mailing Address: _____ City: _____ State: _____ Zip: _____

Home Phone: _____ Cell: _____ Cell: _____

Email Address: _____

Branch/Specialty: _____ Current Position: _____

College/University Attended: _____ Degree/Year: _____

Graduate School Attended: _____ Masters/Year: _____

National ROCKS Membership Dues (**PRORATED FOR NOVEMBER**)

04, GS13 & Above (incl. SES)

☐ 1 Year - \$58 / Nov=\$48.30

03 & Below, GS12

☐ 1 Year - \$33 / Nov=\$27.50

☐ **Cadet Member** – 1 Year = \$20 / Nov=\$16.70

☐ **National Life Member** = \$650

Payment Enclosed: \$ _____

Method of Payment: ☐ Check/Money Order ☐ Visa ☐ MasterCard ☐ AMEX (OR pay online at www.rocksync.org)

Credit Card Number															

Expiration Date				CV # (from the back of the card)

Make all checks payable to “National ROCKS, Inc.” and mail to:
ROCKS, Inc.

c/o WSC Associates, LLP

Post Office Box 47435

Forestville, Maryland 20753

NOTES

- Local membership fees are not included.
- Life members are still required to pay local chapter dues.
- Current members** who are deployed personnel may send an email to rocksnationalboard@gmail.com to be exempt from membership fees during the period of deployment.