



THE ROCKET

Fall 2020



UPDATED ROCKET SUBMISSION GUIDELINES

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

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

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

Note: We do not accept podcasts or videos as stand alone submissions for this written publication. However, we do have other media platforms available to disseminate or distribute video or podcast material.

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Message from the Chairman



BG Lawrence Gillespie, USA, Retired

As we move through 2020 and begin the fall season, I sincerely hope that all of you are safely transiting this horrible environment that this COVID-19 has saddled upon this nation. I want to extend to you a thought. We live in a great nation, a nation that has the foundation which enable us to strive to achieve our possibilities and satisfy our dreams. We are now living in a time that offers great challenges to these conceptual values and our thinking about the future.

You, whose lives have been and are currently embedded in the United States Army and have served with honor and valor deserve all the gratitude that this nation can bestow on all of the men and women who wear the green. The members of the ROCKS fit into this category. Since the early days of 2001 until present you have encountered numerous deployments, family separations and operational dangers, but you have done so with the knowledge and self-pride that your primary focus was to be all you could be and mission accomplishment.

During this period when there are so many distractions as to the role of the military in our nation, there may be a tendency to be involved in random thinking on exactly what your individual role may be. This is the time to stay focused on who you are and your mission in the military. Also, for we veteran's, consideration should be given to those

events associated with the military and evaluating those situations outside the military that challenge the fiber of our national beliefs. First and foremost, our vision should be oriented towards our future and the future of our Army as well as our country.

Lastly, every four years we have a Presidential election and this November we will continue this historical event. We as citizens of this United States of America have an obligation to exercise our franchise and vote. This November is very important and we need to assist where we can in encouraging our friends and neighbors to also vote. Our votes can play a significant role in the direction that we want this country to follow. Thank you and again stay safe.

Lawrence Gillespie
BG USA (Ret.)
Chairman

**WE ARE
BETTER
TOGETHER**

You Can Support The ROCKS, Inc.

- 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.



Message from Our Chaplain



“Don’t Ignore the Lessons of Chaos.”

By Dr. B. Gregory Edison, Chaplain (COL), USA

For over 6 months the world has been maneuvering through the COVID-19 pandemic.

Individuals, families, organizations, institutions of higher learning, militaries, and world governments have strategically devised creative solutions to survive and function during these troubling times.

The old testament Psalmist offers a word of comfort when he says, “Weeping may endure for a night, but joy comes in the morning” (Psalm 30:5).

Yes, hard times are a fact of life, but God always offers grace, mercy, and victory!

Perhaps, this acrostic captures the point:

C-Christ
O-Offers
V-Victory
I-In
D-Distress
(Joshua 1:9)

The lessons you have learned through life’s challenges and in particular during this pandemic are valued assets. There are lessons in the chaos that should not be ignored. Our struggles have taught us not to just survive, but to improvise, adapt, and overcome our overwhelming circumstances.

Numerous lessons have been derived and goals achieved during this pandemic. Many have nurtured their relationship with God which enhanced their soul. Some have discarded bad habits and acquired productive ones. And others have established an attitude of simplicity and gratefulness. An attitude of simplicity can let go of preoccupations and unfinished business, which is filling space and forcing out peace. An attitude of gratefulness offers a greater appreciation for the gift of life and cherished relationships with family and friends. A simplistic and grateful life is more receptive to others and allows for room to receive God’s new, fresh love, which is the only thing we can keep forever.

TO EVERYTHING
THERE IS A
season
A TIME FOR
EVERY PURPOSE UNDER
HEAVEN
ECCLESIASTES 3:1

The Prophet Jeremiah in the Book of Lamentations triumphantly cries out, “Great is Your faithfulness” (Lamentations 3:23) as a once-proud Jerusalem lies barren and desolate, and the Jews are exiled by Babylonian invaders. Jeremiah has turned tragedy into a triumph of faith because in the chaos he has been reminded that God promised to never leave him nor forsake him (Hebrews 13:5) and that God is a very present help in trouble (Psalm 46:1). The city of Jerusalem would be destroyed again and once more rebuilt. Ultimately, a new Jerusalem will be built not by human efforts, but by God (Revelation 21:2).

A major lesson to take away from this biblical example is that chaos has a shelf life. Troubling times will expire!

When we grocery shop, some forget to check their item’s expiration dates. We take the items home, prepare and serve them, and later recognize, they have expired.

They didn't smell nor taste different; we saw no visual recognition that some of the

items had expired. Life is like that, there will be challenges in our lives that seem like they just won't end and because we don't see an expiration date on it, we settle for it.

But we must know that to everything there is a season, and a time, to every purpose under heaven (Ecclesiastes 3:1).

We may not know it, but every trial has an expiration date and when it is over, we will still be standing victoriously.

So, no matter what you face, our troubles have an expiration date.

That is why the Psalmist says, “Even though I walk through the valley of the shadow of death, I will fear no evil, for You are with me. Your rod and staff comfort me” (Psalm 23:4).

Nothing is permanent, not even our troubles. Be encouraged because your troubles have purpose, timing, and ultimately, God is in charge.

Colonel Greg Edison is the chaplain for the United States Army Training and Doctrine Command located in Fort Eustis, Virginia.



ROCKET DEADLINE



ROCKET WINTER EDITION

Deadline: 11 December 2020

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



BG(R) Roscoe "ROCK" Cartwright



Burke



Brooks



Cade



Chambers



Collins



Francois



Hazelwood



Mann



Miller



Wyatt

Shown above:

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

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

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

More information available on page 34

TOP STORIES

People Strategy Aims to Improve Diversity with Tangible Changes

By Thomas Brading, Army News Service



Photo credit: Specialist. Valencia McNeal

As discussions over racial inequality linger across America, the Army understands it isn't immune to those conversations and must tackle inclusion head-on, said the force's top personnel leaders.

The Army is "focused on culture and cohesion," said E. Casey Wardynski, Assistant Secretary of the Army for Manpower and Reserve Affairs, during a webinar hosted by the Association of the U.S. Army on Wednesday. "You can't have a strong culture without cohesive teams."

That's where the Army People Strategy comes in. What rolled out last year as a 21st century Talent Management overhaul, the strategy has now shifted to its second phase that brings in actionable steps to help the Army be more inclusive, Wardynski said.

However, the strategy isn't just words jotted down on 14 pages. The initiative is a blueprint for the total Army to remain ready as the world's premier combat force, he said. Successful modernization relies on people, because as the strategy states, "equipment does not learn, understand, innovate, build cohesive



Lieutenant General Gary Brito, the Army's 49th Deputy Chief of Staff, G-1; Anselm Beach, Deputy Assistant Secretary of the Army for Equity and Inclusion; and E. Casey Wardynski, Assistant Secretary of the Army for Manpower and Reserve Affairs, take part in a Noon Report webinar hosted by the Association of the U.S. Army September 16, 2020, in Arlington, Va. (AUSA Webinar)

teams, or exercise judgment -- people do."

Cohesion is "the key outcome we want," he said. "We believe [cohesive] teams are what allow us to dominate in the competition phase, and when should a conflict arise. So, you can't have that kind of cohesion without the right culture."

Dry-erase Board Approach

Last month, Lieutenant General Gary Brito, the Army's 49th Deputy Chief of Staff, G-1, took the helm of Manpower and personnel planning, programs, and policies for the Army. Although he's still settling into his new role, the G-1 has hit the ground running to eliminate barriers some Soldiers face, he said.

The People Strategy has set the stage for "a clean slate that looks very closely at all talent management policies, processes, and practices in place," Brito said. "We can apply [new policies] to our rich, diverse talent, which we're competing for across the United States. We want to ensure there are no barriers that prevent anyone from achieving" what they want to do after they have identified their talent.

This fresh, clean-slate approach, Brito said, is what he's dubbed "a dry-erase board opportunity" to start anew. But this is no simple task for the general, who is in charge of the manpower management

for all Soldiers, who play a critical role in Army modernization.

Diversity, inclusion, and equity means taking care of the Army's No. 1 asset: people, Brito said, hinting at Army Chief of Staff, General James C. McConville's "People First, Winning Matters" mantra.

"All Soldiers from all ethnicities, all races, all religions, all the states, and territories, are very important," Brito added. "We're looking at all the processes to manage our talent properly. And to educate, recruit, retain the best talent for the United States Army, and it's time to do it."

Reserve Affairs

With nearly half of the total Army in the National Guard and Army Reserve, how they factor into a more inclusive force has been a top priority for Army leaders, Wardynski said.

Set to be fully operational by late 2021, the Integrated Personnel and Pay System-Army, or IPPS-A, is an online human resources system that streamlines all components of the Army. The system aims to improve the lives of all Soldiers and their families, and how the force interacts with them by transforming industrial age personnel systems to a 21st-century talent management system. "Until recently, a lot of what went on in the Guard was not visible to the

permanent Army,” Wardynski said. “The talent that’s in the Guard was sort of masked, and only known to us was very broad, [which] aggregates a grade, branch, or skill.”

IPPS-A offers more transparency, he added, and will offer more options for Soldiers to move around the Army. This will help in terms of “developing and surfacing talent.”

“As we learned in war, and one might have suspected, there is a lot of rich talent in the Guard and the Reserve,” he said. “The People Strategy is very focused on bringing that into view and thinking about new ways to work in the Army.”

Civilian Sector

Inclusion and diversity transcends the uniformed ranks and are also critical among the civilian workforce, Wardynski said. The Army has consolidated 32 career fields into 12 larger groupings to create more senior-level opportunities for career advancement for civilians.

To do this, certain Department of the Army headquarters positions are now grouped in smaller career fields, some with statistically higher numbers of minorities that didn’t have the same opportunities for advancement as other fields.

This translates into Senior Executive Service positions in career fields that didn’t have one before. For instance, the Equal Opportunity program is now grouped with human resources, which “gives a pathway to follow and can take someone to the top of the Army and help fund this organization,” Wardynski said. It also helps place people “with the skills, knowledge, and behaviors where they should serve.”

‘The New Frontier’

As the Army heads into the second phase of the People Strategy, it’s “time we engage on the new frontier, and shift the conversation from the visual aspects of diversity to a value construct of diversity,” said Anselm Beach, deputy assistant secretary of the Army for equity and inclusion.

“These are new and exciting times,” he added. “It brings the full scope of Army People Strategy to bear, because we’re looking at people to help us solve complex problems, which is what the Army needs today.”

To be specific, as Army leaders continue assessing current systems to help develop and manage every Soldier, its success also relies on every Soldier.

“Take a pause, get to know your people,” Beach said. “We want to have cohesive teams. The only way we get to cohesive teams is by engaging individually, so that we know our Soldiers and civilians, and that way we know the talents and the skills they bring” to the Army.

For example, Beach said, if someone asks you to count to 10, it would be easy. But, if they asked you to count to 10 in alphabetical order, it may be very difficult.

By knowing your team and their skills, “we can optimize those skills” and make the Army a better place, he said.



US Army War College 1st Female African American President

Submitted by COL(R) Charles Allen

Colonel Shari Bennett provided remarks at the Army War College Class of 2021 convocation ceremony to officially begin the academic year. COL Bennett is the first female African American officer selected as president of her War College class. Colonel Bennett emphasized in her speech that “OUR DIVERSITY IS OUR STRENGTH.” Congratulations!

The MG Charles Rogers chapter is off to a good start with the election of the academic year 2021 chapter leadership: President, LaCher Campbell; Vice President, Xavier Colon; Treasurer, Rena Henderson-Alailima; and Secretary, Vernon Jones. Congratulations. Thank you for your service.



Colonel Shari Bennett



COL (Dr.) Khallid Shabazz Becomes Highest Ranked Muslim Chaplain in United States Military History.



Congratulations to the First Muslim Chaplain in the History of the United States Military (Army, Navy, Air Force and Marines) to attain the rank of Colonel – Congratulations COL K!!

https://www.linkedin.com/posts/chaplain-col-khallid-shabazz-ph-d-dmin-701074a6_blackhistory-americanhistory-muslimhistory-ugcPost-6719166584193089536-bNNx/

#BLACKHISTORY
#AMERICANHISTORY
#MUSLIMHISTORY
#THEGOAT
#A #SON #NEVER #FORGETS

For Massachusetts Soldier, Path to Military Service was a Spiritual One

By Joseph Lacdan, Army News



Photo: Kanwar Singh silently prays before his commissioning ceremony aboard the USS Constitution in August 2018. Singh, a practicing Sikh and native of New Delhi, enlisted in the Army to attend officer candidate school in Massachusetts in 2015, but had to file for a religious accommodation to continue serving while practicing his faith. (Mark Wilson)

BOSTON -- As he stood among his fellow uniformed candidates awaiting the ceremony that would finally make them commissioned officers, Kanwar Singh looked upward, toward the sky and thanked God. A devout Sikh, Singh turned to his faith in times of good and times of trial, knowing that devotion and prayer could carry him past obstacles, whether making it through the final weeks of basic training, or while standing against prejudice. Huddled on the wooden deck of the USS Constitution, each of the 17 officer candidates sported Army service caps. The males had clean-shaven faces, except for Singh who had a beard and wore a black turban covering his dark hair. Minutes later, Singh took the officer's oath and rendered his first salute to 1st Sgt. John Helbert, his former recruiter, who spent years helping Singh reach this moment. The August 2018 commissioning ceremony marked a culmination of a journey far longer than Singh had anticipated.

Four years before, Singh, now a second lieutenant in the National Guard, filed for a religious accommodation following meetings with Helbert. Sikhs consider hair a sacred extension of the body and therefore must remain unshorn. Before his passing, the tenth Sikh guru, Guru Gobind Singh, designated uncut hair as a sign of respect for God and also mandated

that turbans must always be worn to maintain Sikh's saint-soldier identity. Kanwar Singh requested a provision from the Army to allow him to adhere to these requirements. His quest for a religious accommodation eventually landed him in Washington, D.C., and delayed his commission, but he continued to persist with the support of the nonprofit group Sikh Coalition and his fellow Guard members. The Army granted him an interim religious accommodation in 2016 to attend basic combat training while keeping his articles of faith intact. The Army released a new directive in January 2017 based on the performance of previous Soldiers who received religious accommodations. It allowed Sikhs and members of other faiths to don articles of faith while in uniform permanently.

"If I had quit, I would not have been able to serve," said Singh, 30. "Today, there are hundreds, if not thousands, of patriotic American Sikhs, Jews, Muslims, Christians and service-members of other faiths who now have religious accommodations. "That's important to us as Sikhs; it's not about us," he added. "It's also about the ... broader societal good and that was important to me." In the years since, the Army and Defense Department further updated their stance on religious liberties. The DOD released new instruction Sept. 1 that improved the process for accommodating religious practices, holding that "sincerely" held religious beliefs do not impact military readiness. Further, Army commanders at every level will be "trained and advised on the principles, policies and procedures related to religious liberties and appropriate accommodations for religious practices," per an Army directive published in July.

Journey of Faith

Singh left New Delhi in the summer of 2007 carrying only two suitcases and a few changes of clothes. He hoped that in America he could practice Sikhism in peace and like the millions of immigrants before him, the country's boundless opportunities enticed him. Sikhs, no strangers to the U.S., migrated to the West Coast to work on the railroads and on California farms in the early 20th century in search for religious freedom.

India's massive cosmopolitan capital houses more than 21 million residents and hosts a wealth of cultures. However, religious minorities there often face oppression or even violence for practicing their faith. According to India's most recent census, more than 20 million Indians practice Sikhism but account for less than 2% of India's population. Singh's family moved from the West Punjab region of British India during the partition of the country into India and Pakistan in 1947. Britain's separation of the two states led to mass migration of people along religious lines.



Kanwar Singh renders his first salute to his former recruiter, 1st Sgt. John Helbert, who promised he will help him enlist in the US Army during his commissioning ceremony in Boston. (Photo Credit: Mark Wilson)

Sikhs often have been the subject of religious persecution. In 1984, mobs slaughtered thousands of Sikhs after Indian Prime Minister Indira Gandhi was assassinated by her Sikh bodyguards after she ordered the Indian military to attack Sikh's holiest place of worship in Punjab. By 2007, those responsible for the mass murders had not yet faced trial for their crimes and Singh knew he didn't want to live in such an environment. So, at the age of 17, Singh made the journey west -- one that would eventually land him on the campus of Harvard University, a lucrative job at a financial services company and a commission with the National Guard.

"I knew that this is a land of opportunity," Singh said. "You certainly have a lot more freedoms here than you would where I grew up. I was really excited about that."

He moved in with family members in Richmond, Virginia, and quickly connected with other Sikh families in the area. By the time he graduated from

Virginia Commonwealth University with a business degree in 2011, he missed the rush of living in a larger city and left for Boston to fulfill a lifelong professional and academic dream with an opportunity to study at Harvard University. Singh wanted to serve his country in a larger capacity. As a member of the Massachusetts National Guard, his service to his adopted country aligns with Sikh beliefs of service toward others. “For him, [military service] comes from a place of being able to serve God as well as his country,” said Harsimran Kaur, a member of the Sikh Coalition who helped Singh acquire his religious accommodation. “I think for him that’s pretty deeply intertwined.”

Sikhs hold military service in high regard, encouraging their members to learn self-defense and to protect others. Singh’s grandfather and great grandfather served in the British Army in the Sikh regiment. “Sikh beliefs are selfless service, giving back and helping others,” said Singh, who also speaks Punjabi, Hindi and Urdu. “And I feel those are actually very aligned not just with the American values, but even our Army values.” He felt the impact of the 2013 Boston Marathon bombings after he moved from Virginia to Boston a year later by conversing with Bostonians who remembered. Singh attended a speech by the late Arizona Sen. John McCain at Harvard Kennedy School encouraging students to join the armed forces, and that further inspired him to join the military of his adoptive country.

He read about the National Guard’s mission and its role in disaster response as well as national emergencies and decided he wanted to be a part of it. In the spring of 2014, Singh applied to the Air National Guard but after a brief conversation with an Air Force recruiter about wanting a religious accommodation and several unanswered emails, he did not receive a call back. He then contacted an Army recruiter, then-Sgt. 1st Class Helbert, who pledged to help him become a Soldier. “He did not give up on me,” Singh said. However, Singh’s mission to serve would be further delayed. While pursuing a master’s degree in liberal arts from Harvard and a master’s in business administration from University of

Massachusetts, Singh endured a lengthy legal process for nearly two years. After finally being allowed to enlist in 2015, Singh, then assigned the rank of specialist, requested a religious accommodation so that he would be allowed to wear the traditional Sikh turban and would not have to shave his beard.

In April 2016, an Army recruiting commander asked Singh if he would shave his head and facial hair for basic training, which he was scheduled to start the next month. Singh said that he could not. “I was really being asked to either serve my country or give up my religious beliefs,” he said. Despite a history of Sikhs serving in the U.S. military dating back to World War I, the Army changed its standards in the 1980s. In the past 11 years the service granted a small number of Sikhs’ religious waivers, mostly in the medical field. Then-Capt. Kamaljeet Singh Kalsi became the first Sikh since the Vietnam era to be granted a religious accommodation in 2009.

Singh could not be issued uniforms or attend basic training during that time. Helbert promised to do whatever he could to help him become a Soldier, helping Singh file the paperwork necessary for his accommodation. “I could not go to my drills in uniform,” he said. “[We] were not even allowed to go to the training. So, I was basically in this weird status.” At the same Harvard Kennedy School venue where Singh heard Senator McCain present in 2014, Singh asked then-Defense Secretary Ash Carter how he felt about allowing the opportunity to serve in the military to anyone, regardless of religious beliefs in December 2015. Carter said that he appreciated Singh’s desire to serve.

After the Army passed the January 2017 directive on the wearing of religious articles, Singh’s interim religious accommodation from 2016 was made permanent. He would now be allowed to serve in the Army while wearing a turban throughout his career. Because of the lengthy legal process, Singh took four years to complete basic training and officer candidate school, which students normally finish in two. Still, of the 35

students his class, Singh joined the 17 who qualified for a commission. Another tenet of the Sikh faith: they will see difficult tasks or obstacles to the end. In the 17th century, a reported 7,000 died during the Sikh Holocaust. During the 1984 violence against Sikhs, more than 3,000 Sikhs lost their lives in New Delhi and tens of thousands perished throughout India.

“One of the things that we are taught is we will literally be killed for the right to practice our religion,” Singh said. “I’ve always remembered that. And I’ve sort of always believed that as a Sikh -- you don’t give up; you never quit.” When he faced great adversity, such as his platoon’s final ruck march in basic combat training, Singh resorted to meditation and prayer hosting prayer sessions with fellow recruits.



Second Lt. Kanwar Singh, left, presents his "kirpan" or Sikh dagger to officer candidate school commander, Maj. Christian Paluk of the 101st Regiment, Regional Training Institute following Singh's commissioning ceremony in Boston. (Photo Credit: Mark Wilson)

An Outsider No More

Once in 2018, while walking the streets of Boston, a woman told Singh to “go back to your country.” Occasionally in his civilian life and during his undergraduate years he would hear racist comments. Sikhs often can be mistaken for being affiliated with Al Qaeda or ISIS. In certain parts of the world, some face prejudice and sometimes violent attacks. In the U.S. Army, Singh said, he said he has received no such treatment. Since Singh attended basic training at Fort Jackson, South Carolina, and OCS in Massachusetts, he has not experienced any acts of discrimination in the Army, he said.

Story continues on page 15



Operation Warp Speed (OWS)

Operation Warp Speed's (OWS) mission is to deliver 300 million doses of safe and effective vaccine to the American People with delivery beginning by January 2021. OWS has approached this Herculean task by accelerating the traditional vaccine development process, reducing a process that normally requires years to one that is completed in months. Key facets of this novel acceleration process include: 1) Pursuing a broad portfolio of vaccine platforms, 2) Extensive U.S. government funding of research and development, 3) Manufacturing in parallel with final safety and efficacy trials and 4) Harmonized large-scale Phase III clinical trials.

OWS vaccine candidates were selected based on their use of vaccine-platform technologies that permit faster and more effective manufacturing of FDA approved or authorized vaccines, and developers' ability to demonstrate industrial process scalability, yields, and consistency necessary to reliably produce more than 100 million safe doses by mid-2021. The four vaccine-platform technologies most likely to yield a safe and effective vaccine against Covid-19 are: the mRNA platform, the replication-defective live-vector platform, the recombinant subunit-adjuvanted protein platform, or the attenuated replicating live-vector platform.

Since inception, OWS has committed approximately \$14.5B of US government funding to accelerate research and development, expand manufacturing capacity and execute advanced purchase agreements with six vaccine companies (AstraZeneca, Moderna, Pfizer, Janssen, Novavax and Sanofi). OWS is absolutely committed to ensuring the highest standards of medicine, science and data fidelity are maintained throughout the vaccine acceleration process. Maintaining high standards begins with the company's filing their Investigational

New Drug application (IND) for their Phase 1 studies and conducting large scale safety and effectiveness Phase 3 trials in order to present comprehensive data to the Food and Drug Administration (FDA) for final, independent decision on Emergency Use Authorization (EUA) or biologics licensure.

OWS has announced and executed HHS-funded partnerships with the following six companies: Moderna and Pfizer/BioNTech (both mRNA), AstraZeneca and Janssen (both replication-defective live- vector), and Novavax and Sanofi/GSK (both recombinant-subunit-adjuvanted protein). Moderna developed its RNA vaccine in collaboration with the NIAID, began its Phase 1 trial in March, recently published encouraging safety and immunogenicity data, and entered Phase 3 on July 27. Pfizer and

BioNTech's RNA vaccine also produced encouraging Phase 1 results and started its Phase 3 trial on July 27. The ChAdOx replication-defective live-vector vaccine developed by AstraZeneca and Oxford University is in Phase 3 trials in the United States, United Kingdom, Brazil, and South Africa. The Janssen Ad26 COVID-19 replication-defective live-vector vaccine has demonstrated excellent protection in pre-clinical models and began its U.S. Phase 1 trial on July 22; it should be in Phase 3 trials in mid- September. Novavax completed a Phase 1 trial of its recombinant-subunit-adjuvanted protein vaccine in Australia and should enter Phase 3 trials in the United States by the end of September. Sanofi/GSK is completing preclinical development steps and plans to commence a Phase 1 trial in early September and should be well into Phase 3 by year's end.

Phase 1 trials, which typically include less than 100 volunteers, focus on confirming safety and immune responses to vaccines and compare vaccine to placebo in randomized controlled studies. Phase 2 trials, which include upwards of hundreds of volunteers, are larger trials that continue to confirm safety and immune responses. Phase 3 trials are large-scale efforts that continue to assess

vaccine safety but, critically, provide the first evidence for vaccine effectiveness in randomized, controlled subject populations. OWS Phase 3 trials are further expanded to population sizes of 30,000 volunteers. These large trials allow for rapid collection of diverse demographic data. A key feature of all OWS Phase 3 trials is the inclusion of Data Safety Monitoring Boards (DSMBs) made up of clinicians, researchers, and biostatisticians who review the safety and effectiveness data at all steps. This is a key independent oversight measure to ensure the integrity of these trials to deliver safe and effective vaccines for the American people. The DSMB is independent of the vaccine companies and the OWS leadership. The DSMB ensures yet another safety check ahead of data submission to the Food and Drug Administration (FDA). The FDA will not authorize any vaccine that is not proven safe and effective based on data from these large clinical trials. Moreover, these trials employ a post-market, long-term (24 months for OWS candidates) pharmacovigilance surveillance period to monitor for any longer-term adverse outcomes.

This is another risk mitigation feature to ensure the safety of the public.

Operation Warp Speed recognizes that adults who are 65 years or older and minority populations are disproportionately affected by COVID-19, across key parameters of infections, hospitalizations, and deaths. In order to ensure trials are representative of the total U.S. populace, OWS, in partnership with our HHS colleagues, is taking a comprehensive approach and reaching out to local and national leaders to encourage enrollment of at-risk and diverse populations. It is vital to recruit and enroll racially and ethnically diverse populations that appropriately reflect the populations that are being most impacted by the COVID-19 pandemic. Additionally, potential participants of any eligible age who reflect the baseline comorbidities that are most likely to suffer severe COVID 19 will be prioritized for enrollment. Further, OWS and vaccine company partners will actively monitor population diversity.



Legendary Georgetown Coach and Friend of ROCKS John Thompson, Jr. Dies

By COL (Ret) Dorene Hurt



Coach Thompson depicted with other basketball legends

Many ROCKS knew of the legendary Georgetown basketball coach John Thompson Jr., but few may know his connection to the ROCKS. Coach Thompson died on August 30, 2020 at the age of 78 years old, his family announced in a statement. Thompson, the first Black coach to win an NCAA championship, mentored numerous NBA greats including Allen Iverson, Patrick Ewing, and Alonzo Mourning. He joined Georgetown University's team in 1972, when it had just come off a season with a win total of only three games. Within 10 years, Thompson turned the program into a powerhouse.

But his priority was not simply to win basketball games. Notably, as many

colleges and universities primarily focused on student athletes developing, performing and competing well in their respective sports, Coach Thompson was absolutely committed to the education of his student athletes. In fact, the first hire that he made as head coach in 1972 was an assistant coach who was responsible for focusing the basketball players on completing their education. Ninety-seven percent of students on the basketball team who remained at Georgetown for four years graduated. Years later, his son John Thompson III would assume the helm of the men's basketball team.

Coach Thompson was passionate about advocating for underprivileged children and racial equality. Thompson also often showed humility, admitting he wasn't perfect. The coach said he knew he could work players too hard, and once said he spoke two languages: English and profanity. He once boycotted two games to protest a rule that would deny financial aid to students with low SAT scores. Throughout his tenure, using his unique leadership and communication style, Thompson taught his athletes not only how to succeed in life but also advocated and mentored players and students to prepare them for life beyond basketball and other sports.

Coach John Thompson and Patrick Ewing visit President Reagan after Championship win.



Photo Credit: By Ronald Reagan Presidential Library; Museum/White House

So what's the ROCKS connection? Coach Thompson was a long time friend of COL (Ret) Edna Cummings. He periodically attended and supported various ROCKS events to include the Annual DC Chapter West Hamilton Soul Food dinner in the Fall. Additionally, on one very memorable occasion in the spring of 2001, Coach Thompson attended the promotion to full Colonel ceremony of this article's author at the Pentagon.

In addition to his incredible success at Georgetown, Coach Thompson was an

assistant coach for the 1976 Men's basketball Olympic team which won a Gold Medal in Montreal. He was also on the selection committee for the 1984 Olympic team which won a gold medal in Los Angeles. He was the head coach of the 1988 Olympic team that captured a bronze medal in Seoul.



Coach John Thompson visits the First US Army Headquarters ROCKS Interest Group near Atlanta, Ga circa 1998. Future Brigadier General, then Major, Richard Dix is kneeling. (Photo courtesy of COL (Ret) Edna Cummings)

After retiring from coaching, Thompson became the presidential consultant for urban affairs at Georgetown University, a basketball commentator for TNT and host of a sports talk show, *The John Thompson Show*, on WTEM in Washington, D.C. He signed a lifetime contract with Clear Channel Radio and WTEM in 2006. Working with Rick Walker, remaining on the show until 2012.

Thompson was supposed to be on American Airlines Flight 77 on September 11, 2001, the flight deliberately crashed into the Pentagon on Arlington County, Virginia, near Washington D.C., killing all 64 people on board. His place on the flight was canceled. Ten years later, he would reunite with the booker who removed him from that flight on The Jim Rome Show.

Georgetown University's John R. Thompson Intercollegiate Athletic Center was completed in 2016. The lobby includes a statue of Thompson. "*Well done my good and faithful servant.*" On

behalf of the entire ROCKS family, may he rest in peace.



ROCKS, Inc. Founders Day History

Submitted by: COL (Ret) Dorene Hurt

Thursday, October 17, 2019, was an historic day in the life of the ROCKS Inc. The ROCKS 1st Founders Day was celebrated to honor three of the five ROCKS who were to be recognized for their vision and contributions from the early beginnings when many met at Fort Leavenworth, Kansas through the chartering and formalizing of the group as the ROCKS, Inc. in 1974. All of the "Blue Geese" were Charter/Organizing members of the ROCKS, however, not all Charter and Organizing members were "Blue Geese." Maj. Gen. (Ret) Arthur Holmes, Jr.; Brig Gen (Ret) Alfred Cade; COL (Ret) Clarence Miller, COL (Ret) Frank Francois, and COL (Ret) James Wyatt were slated to be recognized. Although Maj. Gen. (Ret) Arthur Holmes, Jr. and COL (Ret) James Wyatt were unable to attend, fellow ROCKS and other attendees were thrilled and honored to recognize the three present. It's important to note that COL Miller and COL Francois were "Blue Geese," a special designation of ROCKS Founders who constituted the informal group that was formed at Fort Leavenworth, Kansas while they attended the Command and General Staff College during the 1960s prior to the ROCKS' establishment in Washington, DC. Notably, Brig Gen (Ret) Alfred Cade came from Richmond, VA with an impressive group of family and friends. Senior attendees present included: Dr. Marshall Williams, Principal Deputy to the ASA (M&RA), who also provided remarks; LT Gen (Ret) Ferrell; Maj Gens (Ret) Alexander, Churn, and Gaskill; Maj Gen Sargent; Brig Gens (Ret) Richardson, Gillespie and Simms; and Brig Gen Dean.

COL (R) Dorene Hurt of the ROCKS National Board spearheaded the effort to establish a ROCKS, Inc. Founders Day.

The proposal garnered unanimous approval by the National Board in July 2019. ROCKS Founders include: the original "Blue Geese" from Fort Leavenworth; Charter members who were present when the ROCKS Charter was signed and the first Originating members of the ROCKS, Inc. The purpose of this new annual celebration is to recognize and honor the original members of our organization; highlight our ROCKS history; and energize our membership as we move forward.

The 1st Founders Day announcement was distributed to Chapter Leaders ROCKS wide. Everyone was encouraged to take time during the month of October, to review our history (previously provided and on our National website); discuss what it means to be a ROCK including ways to remain relevant and purposeful; conduct other reflective activities they deemed appropriate; and invite all members and prospective members to participate.

Although know that the ROCKS first formal meeting was October 9, 1974, Chapters were encouraged to commemorate Founder's Day anytime during the month of October based on varying obligations of Chapters and its members. To set the example, the Washington DC Chapter and ROCKS National Board teamed to conduct our 1st ROCKS Inc. Founders Day on Oct 17th at the Fort Myer, Va. Memorial Chapel Fellowship Hall immediately following the promotion of Maj Gen R. Scott Dingle to Lt Gen with assignment as the new Army Surgeon General. Lt Gen Dingle is the second African American to serve as the Army Surgeon General. He replaced the first.

Prior to the cake cutting and certificate presentations, ROCKS DC Chapter President COL (Ret) Shelia Flowers, ROCKS Chairman Brig Gen (Ret) Gillespie and former ROCKS Chairman Brig Gen (Ret) Simms gave remarks. All three Founders had an opportunity to share reflections from the ROCKS Inc. early years including why they believed it was important to formalize what had been a very special more socially focused group of African American officers who

generally supported one another. They also shared their belief that although a lot of progress has been made, there remains much work to be done before everyone truly has an equal opportunity to reach one's full potential. In addition to cutting the celebratory cake, each Founding ROCK received a framed certificate which read in part...."We extend our heartfelt appreciation and sincere congratulations for your steadfast commitment to assisting and supporting one another from the beginning, even prior to officially establishing the ROCKS, Inc. It is evident that your personal courage, determination and steadfast commitment to our core ideals of "Concern, Dedication and Professionalism" continue to resonate throughout an organization that has dedicated itself to strengthening the U.S. Army through mentoring, representative leadership and increased professional opportunities for over 45 years." Sincere appreciation is extended to everyone who played a part in bringing well deserved honor to our Founders to fruition.



Why Some Army Colonels Won't Make the Cut for Command in New Assessment Course

(Military.com, Aug. 13, Matthew Cox)

As the Army overhauls its process to select colonels for brigade command, officials are acknowledging that some officers who might have slipped through the previous assessment process without raising a flag might now get turned back as unready.

And that's a good thing, they say.

The service's newest leadership assessment course, designed to dissect the personalities and leadership styles of hundreds of colonels and decide "who's ready or not ready" to become brigade commanders, will kick off its first class this fall.

In mid-September, about 350 lieutenant colonels and colonels will go through the

Colonel Command Assessment Program (CCAP), a five-day course that is part of a bold Army initiative to redesign how senior leaders are selected for key command positions.



Identified by a roster number, candidates will leave their past physical and military skill accomplishments behind to face a range of tests to assess their physical fitness, intellectual prowess, psychological makeup, communications skills and strategic thinking.

They will then go before a special panel for a chance to prove themselves worthy of command.

"We go through psychometric testing, we go through a psychological interview with the candidates, we have a writing assessment. We watch them in different things such as the strategic leader exercise, and we have all of these observations ... so all of this information is put together and then it really becomes crystalized in what we are calling the Army Comprehensive Talent Interview," said Maj. Gen. JP McGee, director of the Army Talent Management Task Force.

Candidates will sit alone at a desk, shielded from sight by a large black curtain in an attempt to eliminate the unconscious biases of a judging panel made up of a major general, two brigadier generals, two former brigade commanders and a non-voting sergeant major. Panel members don't know whether the candidate is a Ranger School graduate with multiple combat

deployments or a tech-savvy cyber operator.

The informal practice in military senior officer promotion boards was recently described in a Rand Corp. study as "ducks pick ducks," meaning board members tend to select officers whose career accomplishments reflect their own experiences.

At CCAP, as well as BCAP, panel members judge candidates solely on how they perform during the week-long assessment; there's little opportunity to rest on previous experiences or decorations such as the coveted Ranger Tab.

They are able to figure out whether this is someone who is ready for command or not ready for command based on all of that information that is gathered up to the interview and then information that is further explored in the interview," McGee said.

CCAP is similar to the new Battalion Commander Assessment Program (BCAP), which ran its first class in January and selected 660 out of a total of 750 candidates as ready for command.

The BCAP panel identified 90 officers as not ready for command -- about one-eighth of all candidates -- in some cases because they were deemed counterproductive or toxic leaders, McGee said.

Toxic leadership is an entire spectrum of behaviors ranging from traditional abusive conduct to erratic or incompetent behavior that often leads to ineffective performance, Melissa Wolfe, a senior research psychologist for the Center for Army Profession & Leadership, told Military.com.

"Our organization was tasked with finding the parameters of what is toxic leadership and what we found [is] that ... everyone was susceptible to it," she said. "It wasn't just this core group of evil people; all of us are able to exhibit these behaviors."

The key is the frequency that an individual exhibits these behaviors, Wolfe said.

"So, if you fly off the handle one day in the [tactical operations center], that does not mean you are a counterproductive leader," she explained. "It means you have had a bad day. This is about if you are consistently employing these behaviors to accomplish goals."

Toxic leadership traits in candidates would be indicated in "peer and subordinate feedback, it would be confirmed or denied in the psychological and psychometric testing, it could come out potentially when they ran the leadership reaction course -- we saw that in BCAP -- and it would come out again in some form or fashion in the interview," McGee said.

"I think the thing that is interesting when we are talking about toxicity, for the majority of those officers who were determined not ready for command because of toxicity, it was straight and unanimous that that officer was not ready for command," she added. "Five experienced professionals said, 'This is who should not go in command.'"

Other candidates who did not make the cut for command in BCAP were identified as "high-executive risk," McGee said.

"The high executive risk doesn't mean that they scored low in the IQ test," she explained. "It's a combination of factors that would say that, not only do they have low levels of cognitive ability, but it also manifested itself as not having enough coping skills ... so there are plenty of leaders at multiple levels who aren't the most brilliant, but they develop great coping skills in terms of how they delegate and work with people."

Again, McGee said, this would show itself in the cognitive/non-cognitive assessment; peer and subordinate feedback; the interview process; and through psychometric testing, which involves a standard scientific method used to measure an individual's mental capabilities and behavioral style.

"There was never just one thing; it was generally always multiple things," she said.

There is also a chance that candidates won't meet the Army height and weight standards during inprocessing or fail the Army Physical Fitness Test (APFT) on day one. Passing both is necessary to be deemed ready for command.

Under the current Centralized Selection List Process, soldiers are only required to sign a form stating that they can pass an APFT and meet the height and weight standards, Army officials said. The soldier's last recorded APFT score will be listed in their personnel file.

After testing, "We know they meet the standards for height, weight and [physical fitness], they are better communicators and they will not have the negative attributes ... that lead to less than productive organizations," Army Vice Chief of Staff Gen. Joseph Martin, who received a briefing from CCAP cadre on Tuesday, told Military.com.

But receiving a not-ready-for-command judgment at CCAP is not a death sentence for a colonel's career, Martin and McGee stressed.

"You have the opportunity to come back the next year and compete," Martin said. "And if you are truly self-aware and you think about what happened during the assessment and truly reflect on your previous experiences in your career, you've got the opportunity to improve upon that."

CCAP does not share detailed findings with a candidate's command, McGee said. "All we tell their chain of command is they were not ready for command," she explained. "We don't give them a reason because we don't want to give them stigma of 'Hey, this person wasn't ready for command because of toxicity' because all of the sudden it's 'good luck getting a fair shake in that senior leader's eyes.'" As in BCAP, all candidates will likely be given the opportunity to sign up for leadership coaching, McGee said, adding that most of the BCAP candidates who did so were selected for command.

"The people who were the lowest in terms of accepting coaching were those who were determined not ready for the command," she said. "You would think, if you are not ready for command, you would want to do some coaching to get better, but maybe there is a linking between the reason why you are identified as not ready for command and your unwillingness to take coaching."



Kanwar Singh Spiritual Journey

Continuation from page 10

"The [Soldiers] that I work with at the ground level, they don't see my skin color," said Singh, who became a U.S. citizen in 2014. "They don't see that I have either a turban or a beard. They see me as a Soldier who can get the job done." Fittingly, Sikh means "learner" in Punjabi as Sikhs value education. Last December, Singh added a third master's degree in information technology. With his experience in the financial industry as a product leader and a management consultant, Singh represents the young innovative thinkers the Army sought to recruit as it advances toward future battlefield operations.

In July, he released an artificial intelligence-enabled iOS mobile app he created for the Air Force and Army, called "Camo for Military," that helps Soldiers and Airmen manage inventory, report personnel issues and communicate effectively. "When I built this mobile app, I did not build it in hopes that I would get paid," Singh said from his home office in Boston. "It's more like I see a problem with how we serve our Soldiers and Airmen. How can we fix their experience through better use of technology?" As a signal officer, he leads Soldiers in the management of network operations, data communication and classified systems. He also serves on the Massachusetts National Guard Innovation Team, collaborating with the state's adjutant general to plan "hackathon" training exercises and design thinking sessions. In the two years since his commissioning in the National Guard, he has earned the

Army Commendation, Army Achievement and the Air Force Achievement medals.

Everyone is the 'Same'

As a 13-year-old, Singh recalled one summer when construction laborers began building his family's house in New Delhi. From 7 a.m. until 7 p.m. he worked in the summer heat, shoveling dirt, laying bricks and moving cement. "That was the toughest job I've had," Singh said. Today, he still emulates the same humility by serving others -- his fellow Soldiers or his teams of software engineers and product designers in his civilian job as a digital project leader. And true to his faith, he preaches equality in both his professional and spiritual life.

Hear Lieutenant Singh's in his own words, go to

<https://youtu.be/PMPISgNOrrA>



Army Civilian Implementation Plan

*HQDA, Deputy Chief of Staff, G-1
Friday, August 14, 2020*

What is it?

The **Civilian Implementation Plan (CIP)** optimizes the vital contributions of Army Civilians by modernizing talent management policies and practices by enhancing them with more agile and data-driven approaches. This plan will increase the U.S. Army's ability to acquire, develop, employ, and retain civilian talent and ensure Army readiness. The CIP provides strategic guidance to grow mission-critical occupations at critical-fill locations and defines career requirements to execute career development opportunities and training.

The CIP was established in support of the **Army People Strategy**

What are the current and past efforts of the Army?

The Army CIP has four overarching priorities:

- Transform workforce planning and management
- Modernize civilian talent acquisition
- Evolve career programs to be integral to the people enterprise
- Build world-class supervisors

The Army has focused recent efforts to enhance the Army's talent development infrastructure, including:

- Released **Army People Strategy**, which identifies People as "Army's greatest strength and most important weapon system" in October 2019
- Released **Civilian Implementation Plan** in May 2020
- Established Army Civilian Career Management Activity (ACCM), which combines the 32 career programs, portions of HQDA G-3/5/7 Civilian Training and Leader Development, and HQDA G-1 Civilian Personnel, as part of the Civilian Human Resources Agency in July 2020

The Army also continues to offer key development programs for its workforce including:

- **Senior Enterprise Talent Management Program (SETM)**
- **Enterprise Talent Management Program (ETM)**
- **Emerging Enterprise Leader Program (EEL)**

What continued efforts does the Army have planned?

The Army will continue issuing the AGSU to Soldiers in the coming months: To achieve the Army's key priorities, the implementation plan is organized around four lines of effort (LOE): acquire, develop, employ, and retain. Each LOE is utilizing working groups, leveraging subject matter experts, and fostering innovative thinking to execute their specific objectives.

Some of the key outcomes of the CIP will be:

- Optimized career program infrastructure

- Robust recruitment strategies targeted towards key growth areas
- Enhanced analytical tools to match talent to demand
- Enhanced processes to reduce time to hire
- Increased credentialing and certification programs

The Army will continue to establish robust policies, dynamic systems, integrated practices, and embody the Army Civilian Corps Creed, in order to ensure that the Army is ready, professional, diverse, and integrated.

Why is this important to the Army?

People are the Army's greatest resource. Army Civilians are a tremendous asset to the Army, and the execution of the Civilian Implementation Plan will enable the Army to optimize the best talent for the defense of the nation. The CIP will ensure that the Army remains ready as the world's premier military force.

Resources:

- **HQDA, Deputy Chief of Staff, G-1**
- **MilSuite: Army People Strategy Civilian Implementation Plan CAC** *log-in required*
- **Army People Strategy**
- **Army People Strategy Implementation**

Related document:

- **Army People Strategy**

Related STAND-TO!:

- **Army Civilian Corps Creed**
- **The Army People Strategy**
- **Army Strategy**
- **Army Vision**

Related article:

- **Army's new Civilian Implementation Plan emphasizes talent management**

Thanksgiving is a time of
togetherness and gratitude.

Nigel Hamilton

CADET CORNER

COVID-19 Era Commissioning Ceremony

By MG(R) Byron S. Bagby, USA



2LT Tyrique Green and MG(R) Byron Bagby

The COVID-19 crisis has caused all Americans to improvise and adapt to overcome the many challenges that this pandemic has inflicted on our society. Most colleges and universities have altered their routine spring ceremonies, i.e., commencements and ROTC commissioning ceremonies. One of these universities is Lincoln University in Jefferson City, MO. Lincoln's administrators and trustee board have delayed the spring commencement until 1 August 2020. The cadets in Lincoln's ROTC program had departed campus in mid-March. To preclude the cadets from returning to campus for commissioning, LTC Renald Johnson, The Professor of Military Science at Lincoln, decided to hold the spring commissioning for the ROTC program in a decentralized manner. One of those commissioned under this format was 2LT Tyrique Green, who was commissioned into the Regular Army as a Second Lieutenant of Infantry on 16 May 2020. 2LT Green is a Distinguished Military Graduate who earned his bachelor's degree from Lincoln University (MO) in Criminal Justice (cum laude). 2LT Green was commissioned at his home in Fredericksburg, VA by MG (Ret) Byron Bagby, a ROCKS Life Member and former ROCKS Vice President for ROTC Programs. MG (Ret) Bagby has

mentored 2LT Green since the latter was a junior in high school.



2LT Tyrique Green is commissioned by
MG(R) Byron Bagby



The National Board of the ROCKS, Inc. Scholarship Programs



Mr. Michael McLendon
Vice President, ROTC Programs

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

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

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

Update on West Point Buffalo Soldier Monument Project

By MG(R) Fred Gordon, USA

It is with considerable excitement that the Buffalo Soldiers Association of West Point proudly reports to our ROCKS colleagues that all matters relating to design, build and erecting the monument, including Secretary of the Army approval for the gift to West Point, are in final stages of execution and monument unveiling is projected for September, 2021.

The monument will feature a striking sculpture of a mounted Buffalo Soldier trooper bearing the guidon of the USMA Cavalry Detachment prominent sitting on Buffalo Soldiers Field. The ten-foot (hoof to cap) bronze sculpture will stand on a pedestal with engraved panels that highlight service of troopers of the 9th and 10th U. S. Cavalry Regiments assigned to the USMA Cavalry Detachment from 1907-1946. Along with a plaza and access walkway, the memorial will serve as a much more suitable and fitting tribute to the Buffalo Soldiers' West Point service, replacing the obscurely located "Memorial Rock" placed on the northeast perimeter of Buffalo Soldier Field in 1973.

In addition, having recently received a \$150,000 challenge match from any anonymous donor, we are asking your support to help us meet this challenge. Importantly also, successfully meeting the full \$150,000 challenge will mark achievement of our total funding needs for the project. At this point an additional \$50,000 will satisfy meeting both of these goals, and we would greatly appreciate any further level of support you can give us in this final stretch of project execution. You can make your gift online at our website: <https://www.buffalosoldiersofwestpoint.org/monument-project>, or by mail as further provided on the website. We thank you in advance for help in making a difference by ensuring a lasting tribute to this unique relationship the 9th and 10th Cavalry Regiments enjoyed with our Army and the Nation.

ROCKS ON THE RISE

Lieutenant General Williams Appointed to Leidos Vice President Position

*Submitted by: COL (Ret) Dorene Hurt
(Source:*

<https://blog.executivebiz.com/2020/09/leidos-names-retired-lt-gen-darrell-williams-defense-group-logistics-vp-gerry-fasano-quoted/>)



LTG Darrell K. Williams, USA, Retired

(Reston, Va.) September 10, 2020 – Leidos, a science and technology leader has appointed Lieutenant General Darrell K. Williams (U.S. Army, Ret.) as Vice President, Defense Group Logistics, effective immediately. In his role, Williams will support the planning, oversight, and execution of logistics activities across the group, and drive innovation into corporate-wide logistics offerings. “Darrell brings a deep understanding of our customers’ “can’t fail” missions and an unwavering commitment to their success,” said Gerry Fasano, Leidos Defense Group president. “Through his experience directing supply chains for the U.S. military, as well as federal, state, local and international partners, and overseeing the National Defense Stockpile, Darrell has demonstrated strong leadership, supporting optimization and change management. We are proud to add Darrell to our strong bench of talent providing reliable and innovative support for our

customers.” The Leidos Defense Group includes a diverse portfolio of systems, solutions and services covering air, land, sea, space and cyberspace for customers worldwide. Williams most recently served as the Director of the Defense Logistics Agency, headquartered in Fort Belvoir, Va. He provided strategic leadership for the Defense Department’s combat support agency for worldwide logistics and oversaw the National Defense Stockpile, an international network of 25 distribution centers, as well as the department’s process for reverse logistics. He led a global, expeditionary workforce of over 25,000 military personnel and civilians. Williams is a distinguished military graduate of the Hampton Institute’s Reserve Officer Training Corps program and was commissioned into the Army Quartermaster Corps in 1983. Williams is a graduate of the Army Command and General Staff College, the School of Advanced Military Studies and a distinguished graduate of the National War College. He earned a Bachelor of Arts degree in psychology from the Hampton Institute and master’s degrees in military arts and sciences, national security and strategic studies, and business management (logistics).



Major General Sargent (Retired) Appointed as OptumServe Chief of Staff

Submitted by COL(R) Dorene Hurt, USA



MG Patrick Sargent, USA, Retired

Major General Patrick Sargent (Retired), a 2020 ROCK of Year has been appointed to serve as the OptumServe Chief of Staff. OptumServe is the federal health service business of both optimum and UnitedHealth group. It brings together vast resources and clinical insights of the UnitedHealthcare's unique health services, along with innovation, and technology. Sargent originally joined OPTUMServe as a contractor assisting the organization with developing various solutions to help federal, state, and local governments provide for the medical needs of their citizens. After gaining a greater understanding of OptumServe’s mission and values, when the opportunity presented itself, he became the Chief of Staff for 2013 Honorary ROCK of the Year, LTG (Ret) Patricia D. Horoho.

After 35 years of dedicated service, Major General Patrick Sargent retired in January 2020 after relinquishing command of the Medical Center of Excellence (MEDCoE) at Fort Sam Houston, Texas, the home of Army Medicine. A combat tested medical evacuation pilot in Desert Shield/Storm and Operation Iraqi Freedom, General Sargent served as the 18th Chief of the U.S. Army Medical Service Corps. He held many command positions at all levels in service to Army Medicine and the Department of Defense. He has the distinction of serving as the inaugural commander of the newly redesignated MEDCoE as the unit recently changed its name from AMEDD Center and School after being realigned from the U.S. Army Medical Command to the U.S. Army Training and Doctrine Command with operational control under the Combined Arms Center headquartered at Fort Leavenworth, Kansas in October 2019. The organization traces its lineage to the Medical Field Service School that was founded at Carlisle Barracks, Pennsylvania in 1920 and has celebrated its centennial anniversary.

Now serving as the Chief of Staff for OptumServe, Sargent will lead and help synchronize the modernization and innovation efforts to provide solutions supporting operational effectiveness and readiness in the area of healthcare.

A Private's Journey to Colonel

By COL Karen M. Wrancher, USA



LTG Leslie Smith, the 66th The Inspector General of the Army presents COL Wrancher with her retirement certificate

On Thursday, October 1, 2020, the 66th The Inspector General of the United States Army hosted the retirement ceremony in honor of Colonel Karen M. Wrancher at the Fort Meyer Memorial Chapel. Colonel Wrancher, started her Army career 30 years ago as a Private First Class serving in a series of leadership positions culminating with serving as the Division Chief of the largest division in the United States Army Inspector General Agency at the Pentagon. Colonel Wrancher shared with the audience that she left New York to join the Army with only 12 credits to complete her baccalaureate degree starting her career as a paratrooper in 82nd Airborne Division. The audience laughed as she shared with those in attendance and joining virtually that her choice to be an Airborne soldier was not based on any pragmatic factor but just based on the fashion look of the maroon beret which all paratroopers wear.

She thanked different individuals who helped her during the course of her 30-year career. She started with thanking her parents who were Jamaican immigrants and now US citizens; her father who loved her and supported her all her life and her mother who she referred to her as the 1st and original Wonder Woman in her life. A woman who worked as a nurse in one of the largest hospitals in New York City, Columbia Presbyterian Hospital. She thanked her 1st First Sergeant, Command Sergeant Major Taybron (Retired) who inspired her to

look beyond the noncommissioned officer ranks in her service to the nation and she continued expressing her gratitude to those individuals who have touched her life. She acknowledged the members of her first sister circle, the ladies that taught her the importance of women empowerment and the dynamic of women mutually supporting each other. She thanked Captain (Retired) Lisa Hawley who was a lieutenant in 82nd but as Colonel Wrancher stated, "to a private in an army dominated by white males when she saw her, it was as if God entered the room." It was CPT Hawley who had pinned COL Wrancher when she was commissioned through OCS after serving as a Sergeant. She went on to thank the ladies of Alpha Kappa Alpha Sorority who supported her over the course of her career; and in particular during the loss of a child, her younger son Elijah while she was serving as a Major in South Korea. They were presented with miniature pink handbags, which were manicure sets.

She also thanked the Chair of the ROCKS, Inc., Brigadier General (Retired) Lawrence Gillespie for allowing her to continue to serve as the Vice President of Communications for

the organization. She shared with the audience how she had left the ROCKS after attending a gala in which senior officers seemly only talked to each other rather than the junior officers; the lieutenants and captains. She stated she rejoined the ROCKS after successfully completing battalion command in her desire to give back as well as help build and sustain an organization that was about mentorship. She also stated it was an organization which could help her son now Captain in the Army and had a framework for him to plug into to receive mentorship during his Army career.



MG Hamilton presents CPT Xavier Jones, the company commander of the Army's Trauma Training Center with Order of Saint Martin



BG(R) Gillespie, MG Hamilton, LTG Smith, COL Wrancher with her family, MG(R) Proctor

She also acknowledged and thanked her earliest and the longest standing mentors after becoming an officer, the 46th Quartermaster General, Major General (Retired) Hawthorne Pete Proctor and the Assistant Chief of Staff, G3 of the United States Army Materiel Command, Major General Charles Ray Hamilton. Thereafter, she presented each of three grandsons with flags flown over Pentagon and watches of their favorite Avengers superhero. She then presented her daughter-in-law, Mrs. Brenda Jones with an Ann Hand brooch in appreciation of her support. She then asked her son, Captain Xavier Jones to join her on stage. She thanked her son for supporting her from the very beginning, being in her corner during a divorce and supporting her during the death of her son; his brother and expressed her pride in the man, the minister of the home and now a company commander he had become. She then called Major General Hamilton to join them on the stage to present Xavier with his surprise. Major General Hamilton presented her son with the Order of Saint Martin, the patron saint and medal for Quartermaster officers. Colonel Wrancher, then concluded with thanking the Army for the blessings that she have received during her service: the opportunities, the friendships and lifelong friends which goes beyond the service she had given.

Colonel Wrancher goes on to participate in a corporate fellowship with Wells Fargo financial advisors. She is one of eight service members in the nation who was competitively selected and invited to Wells Fargo team. As she departs the Army, she will start her second career with the fourth largest bank in the nation.



ROCKS Bobby Burke Awardee and Outstanding Leader Promoted to Lieutenant Colonel in Hawaii

By COL(R) Dorene Hurt

Due to COVID-19, celebrations and ceremonies take place in a different forum incorporating social distance and restrictions. On August 24th, MG Charles Hamilton hosted LTC Mishenda Siggall's promotion ceremony from U.S. Army Materiel Command, Redstone Arsenal, AL. Although the COVID -19 pandemic prevented most from participating in the ceremony in person, it didn't dampen the spirits of the hundreds of family, friends, colleagues and well-wishers who dialed into the teleconference from around the world to support and celebrate LTC Siggall on her promotion (e.g.: Germany, Korea, and United States). BG Tracy Smith and COL Yolanda Maddox pinned the rank of lieutenant colonel in front of the 8th Theater Sustainment Command, Fort Shafter, Hawaii. Mishenda attributed her success in great part to the "village concept." Describing what she meant by the "village concept" she expressed

heartfelt appreciation to all of those who coached, taught, mentored and generally helped developed her as the outstanding leader that's she's become today. She credited the ROCKS, Inc. for contributing significantly to her leadership foundation especially as it relates to mentorship and professional development for the past 11 years.



From the U.S. Army Materiel Command Headquarters in Huntsville, Alabama, ceremony host Major General Charles R. Hamilton administers the Oath following LTC Siggall's new rank pinning in Hawaii.



Promotion ceremony held in front of 8th Theater Sustainment Command Headquarters, Fort Shafter, HI Left: Brigadier General Tracy Smith; Center: Lieutenant Colonel Mishenda Siggall; Right: Colonel Yolanda Maddox

FALLEN ROCKS

Long-term ROCK Major General (Ret) Harvey D. Williams Sr. Dies

Submitted by COL (Ret) Dorene Hurt

(Source:

https://en.wikipedia.org/wiki/Harvey_D._Williams#/media/File:JBM-HH rich with civil rights firsts 140228-A-ZZ999-150.jpg)



MG (Ret) Harvey D. Williams passed away on August 7, 2020 at the age of 90. General Williams graduated from Army ROTC at [West Virginia State College](#) in 1950 (shortly after the college established its ROTC program in 1942). He was one of the first of 15 graduates of West Virginia State University to become general officers. He entered active duty in 1951, as a [second lieutenant](#) of artillery. He commanded a Battery in the [Korean War](#), serving two tours in Korea (the first in 1953–1954).

An early pioneer of black Army officers becoming instructors at Ivy League universities, Williams served as a member of the military staff and faculty (within the Artillery department) at [Cornell University](#) from 1957 to 1959.

In 1969, Gen Williams was assigned to Vietnam during the war, first serving as Assistant G-4 (later Deputy G-4) of I

Field Force, then as commander of the 1st Battalion, 92nd Artillery, I Field Force from January 1970 to June 1970. He was promoted to [colonel](#) in October 1971.

General Williams was the first black Army officer to attend the Naval War College's senior course in Newport, Rhode Island. In June 1973, Williams became the commander of the 75th Field Artillery Group at [Fort Sill, Oklahoma](#).



Then-Col. [Harvey D. Williams](#) attends a swimming pool ribbon cutting ceremony during his tenure as [Fort Myer, Va.](#) Post commander from 1975 to 1977

On June 16, 1975, then-[Colonel](#) Williams became the first African-American commander of [Fort Myer](#), a [U.S. Army post](#) next to [Arlington National Cemetery](#) in [Arlington County, Virginia](#) (now part of the [Joint Base Myer-Henderson Hall](#)). He was the Fort Myer post commander from 1975 to 1977. Following that, General Williams was promoted from colonel to [brigadier general](#) in September 1977. According to [Ebony](#) in May 1978, Williams was one of only 14 serving black Army generals at the time.

Making History in Germany

In the 1970s, Williams was the commanding general of VII Corps Artillery and the commander of a community of 15,000 American soldiers stationed in Augsburg, West Germany. In 1978, while stationed in Augsburg, then-Brigadier General Williams and other American soldiers—especially other

African-Americans — faced discrimination. Earlier that year, Williams was barred from entering a German discotheque despite meeting the building's dress code and guidelines, until another person mentioned Williams' rank. Williams went on to speak out about this incident in interviews, including an interview with the Associated Press that same year, and advocated for German businesses to stop barring American soldiers and GIs (especially people of color) from entering. This incident—and Williams' activism—made headlines internationally, reported on in magazines like *Jet*, and in cities across the US, West Germany, and Portugal. The incident led Augsburg mayor Hans Breuer to change and amend policies to end practices of discrimination in the treatment of American GIs.

In 1978, following his Germany assignment, General Williams was appointed as Deputy Commanding General of the U.S. Army Military District of Washington (MDW), after serving as MDW's Chief of Staff the previous February. In 1980, General Williams became the Army's Deputy Inspector General. He also served as the Assistant Chief of Staff for Intelligence and Chief of the Army's Security Division.

MG Williams is survived by his beloved wife of 64 years, Mary Williams, 5 adult children and 2 grandchildren.





Buyer Beware!

By COL (R) Eric P. Flowers USA
VP, Finance

By the time this article is released, officers in the ranks of Second Lieutenant to Lieutenant Colonel with less than 16 years of service would have had seen a slight bump in their respective take home pay. This increase is due to the current Administration's efforts to provide some type of COVID relief by deferring the collection of social security taxes—commonly referred to as “FICA” on a Soldier's Leave and Earning Statement (LES). The deferment goes from the mid-month September 2020 pay period to the end of month December 2020 pay period. Those taxes will have to be paid between January 2021 and April 2021.

Don't fall for the oki-doke..., this is not a good deal for uniformed service members. That money will be taken out of service members' checks in addition to the taxes that will normally be taken out. So in essence, between January and April, Soldiers will be hit twice with a FICA bill. The distressing aspect of this arrangement is that Soldiers will not be able to opt out of this “benefit.”

Subsequently, seriously consider setting aside that additional money during the months of September thru December and put it into some type of interest-bearing account and not spend it on something that will not provide a return on investment. Then when January comes,

A **Leave and Earnings Statement**, generally referred to as an LES, is a document given on a monthly basis to members of the **United States military** which documents their pay and leave status on a monthly basis.

DEFENSE FINANCE AND ACCOUNTING SERVICE MILITARY LEAVE AND EARNINGS STATEMENT																
ID	NAME (Last, First MI)		SOC. SEC. NO.	GRADE	PAY DATE	YRS SVC	ETS	BRANCH	ADDSN	PERIOD COVERED						
	[REDACTED]		[REDACTED]	E5	040211	04	100210	AF	[REDACTED]	1-31 JUL 08						
ENTITLEMENTS					DEDUCTIONS					ALLOTMENTS						
Type	Amount		Type	Amount		Type	Amount		Summary							
A	BASE PAY	2247.30	FEDERAL TAXES	88.40		DISCRETIONARY ALT	1521.00		+Tot Ent 4266.73							
B	BAS	594.43	FICA-SOC SECURITY	139.33		TRICARE DENTAL	11.58		-Tot Ded 1570.33							
C	BAH	1726.00	FICA-MEDICARE	32.09					-Tot Alt 1532.58							
D			SGU	27.00					+Net Amt 1163.93							
E			AFRH	5.50					-Di Fed 0.00							
F			FAMILY SGL	112.37					+BOM Pay 1163.93							
G			TSP	1154.47												
H			MID-MONTH-PAY													
I																
J																
K																
L																
M																
N																
O																
TOTAL		4266.73			1570.33			1532.58								
LEAVE		BF Bal 25.5	End 25.0	Used 11	Cr Bal 39.5	ETS Bal 85.5	Lv Lost 0	Lv Paid 0	Use/Lose 0	FED TAXES	Wage Period 2134.33	Wage YTD 13482.36	MS 02	Ex 00	Add Tax 00	Tax YTD 493.01
FICA TAXES		Wage Period 2247.30	Soc Wage YTD 16402.50	Soc Tax YTD 892.56	Med Wage YTD 16802.50	Med Tax YTD 208.85	STATE TAXES	Wage Period 00	Wage YTD 00	MS 00	Ex 00	Tax YTD 00				
PAY DATA		BAG Type WDEP	BAG Depth 08641	VHA Zip 08641	Rent Amt 00	Share 1	Sgt 0	JFTR 0	Depos 0	2D JFTR 0	BAS Type	Charity YTD 00	TPC FACIDN			
THRIFT SAVINGS PLAN (TSP)		Base Pay Rate 0	Base Pay Current 00	Spec Pay Rate 0	Spec Pay Current 00	Inc Pay Current 00	Inc Pay Current 00	Bonus Pay Rate 0	Bonus Pay Current 00							
		TSP YTD Deductions 726.14				Deferred 726.14				Exempt 00						
REMARKS:		YTD ENTITLE 27768.11				YTD DEDUCT 2557.92										
<p>IF TSP ELECTION AMT EXCEEDS NET AMT DUE, TSP WILL NOT BE DEDUCTED.</p> <p>LEAVE CARRYOVER INCREASED TO 75 DAYS FOR FY08. NO ACTION REQUIRED BY MEMBERS. DFAS WILL BEGIN RESTORING AFTER 1 OCT 08.</p> <p>MYPAY HAS ALLOWED MBRS TO ELECT A HARD-COPY LES VIA US MAIL. AF POLICY IS TO PROVIDE AN ELECTRONIC LES EFF 1 OCT (SEP LES). AF WILL NO LONGER PRINT LES STATEMENTS IF AVAILABLE ON MYPAY. THANK YOU FOR YOUR SUPPORT.</p> <p>IF YOUR SPOUSE WANTS INFO ABOUT THE MILITARY LIFESTYLE WE INVITE HIM/HER TO JOIN US FOR THE NEXT HEART LINK SPOUSES ORIENTATION. LUNCH AND CHILD CARE ARE PROVIDED. CALL YOUR</p> <p>BASE AIRMAN & FAMILY READINESS CTR FOR DETAILS.</p> <p>IF YOU GAMBLE WITH SAFETY... YOU BET YOUR LIFE.</p> <p>ELECTIONS ARE COMING! UPDATE YOUR ADDRESS TO GET AN ABSENTEE BALLOT. REQUEST YOUR BALLOT FOR THE PRESIDENTIAL AND STATE ELECTIONS. SEE YOUR VOTING ASST. OFFICER OR WWW.FVAP.OGV.</p> <p>TSP</p> <p>RATE CHG SGL 060701(183)</p> <p>CHANGE GRADE 060701(184)</p> <p>BAH BASED ON WDEP, ZIP 08641</p> <p>BANK [REDACTED]</p> <p>ACCT # [REDACTED]</p>																

Example of an LES

use that money, each month, to offset the reduction you'll experience while paying the double whammy FICA tax bill between January and April.

Soldiers can project how much FICA is taken out each pay period by looking at the FICA line item on August and July's LES.

If you fall into the rank range referenced above please take note of this recommendation, and if you are senior to that rank range, please consider offering

this to your mentees so they can consider following the above recommendation.

The purpose of this advice is to encourage critical thinking when it comes to personal fiscal management and to add to one's efforts to help others and to be a leader always willing to...

Set the standard!!!

If saving money is wrong, I don't want to be right! -- [William Shatner](#)



Finding Your Voice and Place

by Colonel Karen M. Wrancher



Medieval Knight in Shining Armor

Finding your voice and finding your place in both your career field and this world takes honesty, introspection and self-assessment. When I entered the army 30 years ago, I knew simply that I wanted to be a paratrooper. The scores on the ASVAB Test were high and allowed me to choose whatever field I wanted and being a paralegal seemed to be a good place for a political science major coming from Hunter College in New York City. Then when I became an officer, I chose the Quartermaster career field as a pragmatic assessment to find a job regardless of where my husband at the time was stationed. But as I evolved as a person and as a soldier I discovered that finding one's own voice and place in this world required more critical thinking on how I can increase my value to the Army and in the Department of Defense or



COL Wrancher with her Branch Chiefs and member of the Assistance Division

eventually the corporate world. The thoughts and implementation of an action plan would allow when the time came for me to retire...for me to retire on my own terms.

Over the years my love and passion for the quartermaster and a logistical corps continue to increase and evolve as supply chain manager on global scale. I learn logistics was not a simple task of delivering supplies as many often think but the art and science to deliver munitions and other critical supplies to the Army formations around the world to support major war campaigns in spite of challenges with industrial production lines, transportation modes and addressing bottlenecks but the constant examination of how to make the overall supply chain and enterprise better. As I evolved as logistician, I attempted to grow and evolve as a citizen that wanted supported my local and military community. It was for this reason after successfully completing battalion, I joined the ROCKS, Inc. It seemed like the logical choice to join an organization which had been around for over three decades. I was fortunate to be allowed to join the ROCKET Team and support

Dorene Hurt, my predecessor serving as the Vice President of Communications.

My passion has always been mentorship and teaching and providing guidance when appropriate or when asked. As a member of Alpha Kappa Alpha Sorority and different churches during my career in the Army, I always gravitated towards the activities or initiatives that offered instruction or assistance from subjects ranging to mathematics / algebra / trigonometry to issues that impact the community such as proper nutrition and self-care. In addition, I found myself volunteering for the activities that taught young ladies about citizenship, political activities and even the role of the United Nations and its efforts to increase the number of female entrepreneurs and scientists around our world in our country and Third World countries.

It was this passion about teaching leader development and searching for ways to improve processes that let me to serving as an Inspector General. Using my logistics knowledge about adhering to standards and regulations, somehow I found myself working for three-star general traveling throughout Iraq doing

inspections and assessments. This road led me to becoming the Division Chief for the largest department of the Army's Inspector General Agency and it was then I begin to develop my strategy on what the next chapter of my life will look like.



Inspector General Wonder Woman picture given to Colonel Wrancher by the members of the Assistance Division

After a self-assessment, I had leadership and management skills as well as “soft skills” but what formal certifications did I have even though I have managed and executed multi-million dollar budgets, manage projects and programs, served an inspector general (corporate world calls it compliance officer)? I had zero certifications and began not only get formal certifications but began asking people who were doing the jobs that I thought I would want to do what was their workday like? What was their education and professional background and did they like the company or the business sector that they're working in?

Just like I found my place in the Army, I was on my way and discovering my future path. How are you finding your voice and place at your job or in the world today?

What are you passionate about?

What is it about your job that excites you, gives you energy and even on a “bad day” you know there is nothing else you rather be doing?

How do you see yourself making an impact on college campus, your university, in your community or at your job?

For me over the past five years, the answer has been simple. As an African-American female officer, I was the knight in shining armor that came to people's aid or to their assistance in their times of need, clearing their names of those that were wrongfully accused of wrongdoing and bringing to light the injustices of those who engaged in prohibited practices or egregious actions.

If you are not doing something that you are passionate about, you owe it to yourself to find your voice, find your place...today!

Colonel Karen M. Wrancher is the division chief for the largest division in the U.S. Inspector General Agency, the Assistance Division at the Pentagon. She was one eight service members in the nation competitively selected to participate in a corporate fellowship with the 4th largest bank in the United States, Wells Fargo.



Information from the National ROCKS VP, Transitioning & Veteran Affairs



COL (R) Shelia Howell-Flowers, USA

Greetings Fellow ROCKS,

As your National ROCKS VP for Military Transiting Officers and Veterans Affairs, it is my goal to bring to your periodic updates and notifications regarding job opportunities and resources for transitioning military officers and civilian members who may be seeking new career opportunities. I will also provide relevant information/updates from Veterans Affairs.

As a military officer's career comes to an end, it can often be a challenge deciding what to do next. I will share the opportunities that come across my desk in contracting, corporate industry, franchising and federal government.

There's a plethora of resources like The Cyber Career Pathways Tool that is now available to assist individuals with identifying, building and navigating potential cyber career fields. The links below will provide more details about this resource:

<https://niccs.us-cert.gov/workforce-development/cyber-career-pathways>

<https://niccs.us-cert.gov/workforce-development/cyber-security-workforce-framework>

<https://www.cisa.gov/cybersecurity-education-career-development>

After a successful military career, many veterans chose to start their own business. I'll push information from organizations like MOAA, RMOA, and AUSA which advocate for military members and support entrepreneurship training and franchising opportunities. For instance, MOAA and The Military Coalition, a group of military and veteran service organizations representing a combined 5.5 million-plus membership, have worked toward the repeal of the 180 Day Rule. Removing this barrier to entry in Federal Employment opportunities would not only help highly qualified retirees find employment, but also help DoD talent managers who are struggling to fill these positions. Click the link below for more details:

<https://www.moaa.org/content/publications-and-media/news-articles/2020-news-articles/advocacy/help-moaa-end-the-180-day-rule-for-retirees-seeking-most-dod-civilian-jobs/>



AUSA's recently launched a new enhanced career center, their new jobs central will connect Soldiers, Army civilians, family members and industry with employers offering career opportunities. AUSA knows that transitioning between military and civilian jobs can be extremely stressful. AUSA has new ways to help its members write polished resumes, find the right jobs, and advance careers. Visit the links below for more information:

ausa.org/JobsCentral

<https://info.ausa.org/e/784783/08-06-2020-/3ym83/289685964?h=6JyIHLMOIHSC8VOqUQc76uwc8r8KMU8rVgXcWiGfXmw>

The Veteran Affairs offers a myriad of benefits for veterans. I will send out notifications and links to updates that will keep you abreast of the latest updates/changes in your veteran benefits. In two of the links below you'll find the most underused state veterans benefits and a list of unique state benefits:

<https://www.blogs.va.gov/VAntage/76441/veterans-benefits-2020-unique-newest-state-benefit/>

<https://www.blogs.va.gov/VAntage/76440/veterans-benefits-2020-underused-state-benefit/>

<https://www.rallypoint.com/answers/vetx-l-minority-veterans-together-ask-questions-now-on-services-and-benefits-for-minority-veterans-and-tribal-communities>

for-minority-veterans-and-tribal-communities

<https://mail.google.com/mail/u/0/?tab=w&m&ogbl#search/Veter/WhctKJVzZKFDJqwzFMVLHkVxvhLVvpQgqXDhgfzdxprsmxqRrzwLXWextJXbGXpBkLbVgb>

<https://mail.google.com/mail/u/0/?tab=w&m&ogbl#search/Vetr/WhctKJVzZKMKQXLzKpQhRTKgQCHxJHtRqHWdwCpDgJhVjgTRqvtBcgCrzFMNVpPmPGrqXB?compose=HrrBHlnpsqrWqhrJDhTtBZTIQFDtNHcfLMpNVCXKKnwTcwBNMZWFQPzqwtDffVnWPmPRRGISBVTb>

compose=HrrBHlnpsqrWqhrJDhTtBZTIQFDtNHcfLMpNVCXKKnwTcwBNMZWFQPzqwtDffVnWPmPRRGISBVTb

[QjRtmPgLdrzjDrvrDXBMGHjFqfLCDVqdSJGh](https://www.corporategray.com/)

Lastly, be on the lookout for job fair announcements like this Virtual Government Agency Job Fair on Aug 27th - Register Today at this link: <https://www.corporategray.com/>

Please feel free to send me any links, blogs, and articles regarding Military Transitioning Officers and Veteran Affairs that you think our membership might benefit from reading. I look forward to learning and sharing with you!

Please stay safe and healthy!


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ROCKS' CHAPTER ACTIVITIES

Climb to Glory Chapter ROCKS, Inc, Fort Drum, New York becomes the 17th Official Chapter

Dr. Janice M. Gravely



The Honorable Joseph Butler, Jr- The Civilian Aide to the Secretary of the Army (CASA), New York- North Participates in Cake Cutting Ceremony with CTG ROCKS, Inc President Photo Credit – Z Bolden

On June 16, 2020 at LeRay Mansion, Fort Drum, NY, The Climb To Glory (CTG) ROCKS, Inc was chartered and activated as the 17th chapter of the ROCKS, Inc. BG (R) Lawrence Gillespie virtually provided oversight and conducted the installation of officers and charter members. He highlighted the rarity that an interest group is able to make the leap from interest group to a full chapter and congratulated the team for their efforts and accomplishment.

The Civilian Aide to the Secretary of the Army (CASA), North, the Honorable Mr. Joseph Butler, Jr. who assumed this role as the New York North CASA on January 24, 2020 served as the local officiant for the ceremony. CASAs provide individual advice to the Secretary of the Army, the Chief of Staff of the Army and commanders at all levels on public sentiments toward the Army. CASAs work closely with Army and installation commanders, Army National Guard and Army Reserve commanders, and other



Climb To Glory ROCKS, Inc. Ceremony Participants (Photo Credit: K Koekemberg)

designated personnel within their area of responsibility.

The CTG ROCKS, Inc. chapter was chartered with 37 members: 16 members were physically present for the installation ceremony, five members attended via ZOOM, and six members are currently deployed. Mr. Butler highlighted the importance of embracing history and supporting military diversity. In addition to providing remarks for the ceremony, Mr. Butler participated in the official cake cutting ceremony and listened to the LeRay Mansion historical overview and participated in the LeRay Mansion tour.



CASA observes Swearing in ceremony via ZOOM by ROCKS, Inc Chairman BG(R) Gillespie Photo Credit: K Koekemberg

The charter members are as follows: Dr. Janice M. Gravely - President, 1LT Katrina Townsend - Vice-President Operations, MAJ Johanna Mosby - Vice-President Administration, CW2 Siliana

Joseph - Secretary, WO1 Maurice Edmonds - Assistant Secretary, CPT Jermaine Moss - Treasurer, 2LT Jeron Draine - Assistant Treasurer, 1LT Zoe Bolden and 1LT Antonnea Bolden - Publicity Co-Chairs, 1LT Demario Lowe - Parliamentarian, 2LT Miller Johnson - Ways and Means Chair, CPT Jessica Abbott - Scholarship Chair, 1LT William Scott, III - Historian, 2LT Brandi Timmons - Chaplain, Bianca Ellis - Leadership and Outreach Chair, MAJ Harold Huff III - Membership Chair, LTC Katresha Bailey - Senior Advisor, LTC Ronald Stewart - Senior Advisor, COL Damon Harris - Senior Advisor, Ms. Johanna Stewart (GS12), CPT Dan Wynn, CW2 Edward Tee, 2LT Kali Rose, CW3 Sheree Johnson, CW2 Natalie Amaro, CW2 Yolanda Peterson, CW2 Jaquata Witts, MAJ Sheila Johnson. Ex Oficio charter members are as follows: LTC Bernard House, LTC Keith Wilson, MAJ Christopher Bizer, MAJ Kenesha Pace, Wanda Bruce-Graham, Michael Harris, MG Xavier Brunson, MG Patrick Donahoe, BG Milford Beagle.



Alamo ROCKS' Supports "Houston's Paying it Forward" in Hurricane Laura Relief Response

*Submitted By LTC Michelle A. Jefferson,
DVM, DACVP*

San Antonio -- The San Antonio Chapter of the ROCKS, Inc. members supported Hurricane Laura relief efforts after the category 4 hurricane caused damage in southwestern Louisiana and southeastern Texas near the Gulf of Mexico.

Martin Luther King, Jr. stated, "Life's most persistent and urgent question is, what are you doing for others?" Though media coverage has turned to other subjects, thousands of people in Louisiana and east Texas are hoping someone remembers them as they continue to face the devastation left behind almost a month ago by hurricane Laura. When asked why it was important to help those affected by hurricane Laura, National Board Alamo Chapter Representative, LTC Michelle A. Jefferson stated, "The Alamo ROCKS are making sure hurricane Laura survivors have critical food, water and other

assistance as they work to recover. The ROCKS is a nonprofit organization who puts people first, through its principle mission and core values: mentorship/professional development, leadership outreach, scholarship, networking and community service/outreach. Many ROCKS members and our friends believe that you have not lived until you have done something for someone who can never repay you, so it was important that the Alamo ROCKS help our neighboring communities who have been devastated by hurricane Laura by donating critical supplies as they rebuild their lives."

The San Antonio ROCKS, Inc. members initially donated to the Windcrest Lions Club Donation Drive Sept. 4. After seeing an increased need for supplies, they hosted two-day Hurricane Laura Relief Donation Drive on Sept. 17-18 at the Randolph, Air Force Base in Joint Base San Antonio (JBSA). This donation drive was part of its 2020 Fall Community Service Project.

The chapter coordinated with the Houston Mayor Sylvester Turner's Health Equity Response (H.E.R.) Task Force to collect diapers, cleaning supplies, personal

hygiene items, nonperishable food, bottled water and pet food. LTC Jefferson also worked with two Airmen mentees from Fort Sam Houston, JBSA, Staff Sergeant (SSgt) Marisa Grantham of 711th Human Performance Wing (HPW)/RHDV (Veterinary Services) and SSgt Marin Jones of 502D Security Forces Squadron (SFS), to organize donation drives within the 711HPW/RHDV and the 502D SFS in order to support the San Antonio ROCKS, Inc. Hurricane Laura Relief Donation Drive. This collaboration with SSgts Grantham and Jones raised more than half of the drive's donations! Overall, they collected 547 diapers; several packs of baby wipes; 20 items of cleaning supplies, several bags of gently used clothing and household linens; more than 600 pounds of nonperishable food; 80 bottled water and 20 pounds of pet food; and over 40 personal hygiene kits that included shampoo/conditioner, soap or body wash, lotion, antiperspirant, hand sanitizer, toothpaste and toothbrushes.

On Saturday, 19 September, several Alamo Chapter members volunteered to load up the donations for Chapter Vice President and Secretary, LTC Sharon Denson. LTC Denson transported the donations to Houston and dropped them off at the Gallery Furniture location in support of the "Houston's Paying it Forward" Relief Response to victims of Hurricane Laura. All donated items were sent to Port Arthur, Orange, and Beaumont, Texas as well as Sulphur and Lake Charles, Louisiana. With the help of partners like the San Antonio ROCKS, Inc., "Houston's Paying it Forward" Relief Response distributed more than 168,000 relief items and cleaning supplies to residents trying to recover their homes and personal belongings that were damaged or destroyed and help prevent the spread of the coronavirus.

For more information on the San Antonio, TX Chapter of the ROCKS, Inc. "Alamo Chapter" activities check out the Chapter Facebook:

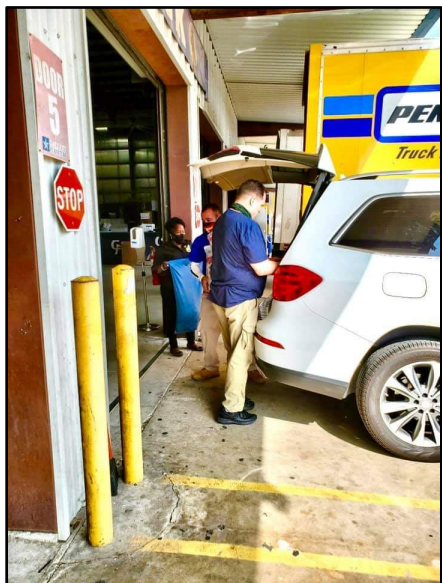
<https://www.facebook.com/alamorocks>



(Left to right); The San Antonio, TX (Alamo) Chapter of the ROCKS, Inc. members, MAJ Elizabeth Marin, LTC Michelle A. Jefferson, LTC Sharon Denson, LTC Latonya Walker and Mr. Otis Toussaint finished loading supplies collected to be dropped off at the Gallery Furniture location in support of the "Houston's Paying it Forward" Relief Response to survivors of Hurricane Laura on Saturday, September 19, 2020. (Photo credit: Mr. Scott Denson)



(Left to right) LTC Michelle A. Jefferson, Chief, Comparative Pathology, with Airman, SSgt Marisa Grantham, NCOIC Anatomic Pathology, and Soldier, SPC Ricardo Blancarte, Veterinary Technician. All three servicemembers work at the Air Force Research Laboratory (AFRL) / 711th Human Performance Wing/ RHDV (Veterinary Services) on Fort Sam Houston, JBSA. LTC Jefferson collaborated with SSgt Grantham whose efforts contributed to more than half of the donated supplies! (Photo credit: LTC Sharon Denson)



Chapter Vice President LTC Sharon Denson hands off the Alamo Chapter's donations with two volunteers at the Gallery Furniture drop-off location for Hurricane Laura survivors in response to "Houston's Paying it Forward" Hurricane Laura Relief Response on Saturday, September 19, 2020. (Photo credit: Mr. Scott Denson)

In Retrospect: MG Charles Rogers Chapter and US Army War College

By COL (Ret) Charles Allen

Members of the MG Charles Rogers Chapter of ROCKS, INC at Carlisle Barracks continue to make a difference in contributing to the education and development of our nation's strategic military and civilian leaders.

US Army War College Staff and Faculty

This was another year of transition and stability for our senior members at Carlisle Barracks and the US Army War College (USAWC). Dr. Isaiah "Ike" Wilson departed USAWC as the Director of Strategic Studies Institute (SSI). COL Tammy Heath also retired from the Center for Strategic Leadership (CSL) as Chief, Strategic Concepts and Doctrine Division in the School of Strategic Landpower, Colonel (Retired) Randy White continues Deputy Director, Army Strategic Education Program (ASEP). Colonel (Retired) Sylvester Brown as well serves as the civilian Title 5 Academic Executive Officer in DDE. In the Resident Education Program, Dr. Samantha "Sam" Taylor is the Professor of National Security Studies. Professor Chuck Allen remains as the Professor of Leadership and Cultural Studies in the Department of Command, Leadership, and Management. The G-6/CIO with MAJs Eddie Rogers and Tom Hayes is

joined by LTC Shawn Goldwire. Two members of the Class of 2020 join the USAWC faculty and staff. We welcome COL Mark Denton as the Director, Theater Intelligence in the Department of Military Strategy, Planning, and Operations and LTC Okera Anyabwile as the Chief, Strategic Simulation in the Department of Strategic Wargaming of the Center for Strategic Landpower.

US Army War College ROCKS Student Chapter Achievements

Student members of the ROCKS participated in prestigious programs during the course of the USAWC Academic Year 2020: COL Mark Denton and COL Delton Nix were in the Advanced Defense Management Program; Ms. Alexious Butler, Ms. Tanja Willis and COL Ratasha Jackson were in the Advanced Regional Studies Program. Of special note, Lt. Col. Vianesa R. Vargas, United States Air Force received the General Matthew B. Ridgway Writing Award for "Jim Crow Lives: Army Posts as Racist Symbols."

AY20 chapter members were fortunate to have professional development opportunities with various senior leaders who included BG Reg Neal (CG, Joint Task Force North), BG Gavin Lawrence (Defense Logistics Agency Troop Support) and MG Kevin Vereen (Army Provost Marshal General), who shared sage leadership advice on mentorship with members and guest attendees.



MG Charles Rogers Chapter members gather in front of US Army War College

The chapter co-sponsored a Black History Month Program with the Carlisle Barracks and USAWC, with ROCKS members leading the discussion panel, offering their personal experiences and insights gleaned from the numerous contributions made by African-Americans throughout history to the nation and its military. The USAWC and ROCKS also recognized talented middle school-age students for their achievements in an essay writing competition. The chapter also supported the 31st Rev. Dr. Martin Luther King Jr Commemoration with greater Carlisle community to honor Dr. King's life as well as recognizing the efforts of local youths.

US Army War College AY20 Graduation

Members of the MG Charles Rogers ROCKS Chapter were among the more than 380 senior U.S. and international military officers and civilian leaders recognized during the USAWC graduation ceremony on June 5, 2020, for their academic achievements and professional excellence.

GEN Paul Nakasone, Commander, US Cyber Command and Director, National Security Agency served as the keynote speaker, and issued the challenge: "You have a responsibility to lift the next generation. You have a responsibility to create a positive culture. Your impact on the next generation of talent will be everything. As a leader in the technology arena, I've come to understand the struggle to recruit, train, and retain true talent" He continued, "That instinct to build connections and share a common cause - to seek talent in all corners of our work -- also takes us a little further afield. We don't succeed alone. You need partners. The scope of your responsibilities and the outcomes you'll be expected to generate will grow beyond the resources under your direct control." He expressed confidence that the USAWC Class of 2020 is ready to meet those responsibilities. ROCKS members will embrace this challenge and are more than ready to not just meet the expectations put forth by GEN Nakasone, but to exceed them.

D.C. Chapter Planning for Success

By LTC(P) Leon L. Rogers II, USA



LTC(P) Leon L. Rogers II

During these unprecedented times with COVID-19 and civil unrest during the summer months, The Washington D.C. Chapter of the Rocks, Inc. stayed engaged and focused on planning for the upcoming operating year of events for its members. The D.C. Executive Board held three virtual Executive Planning Sessions facilitated by Laura Knights, of Knights Consulting Group, LLC, <https://knightsconsultinggroup.com/>.

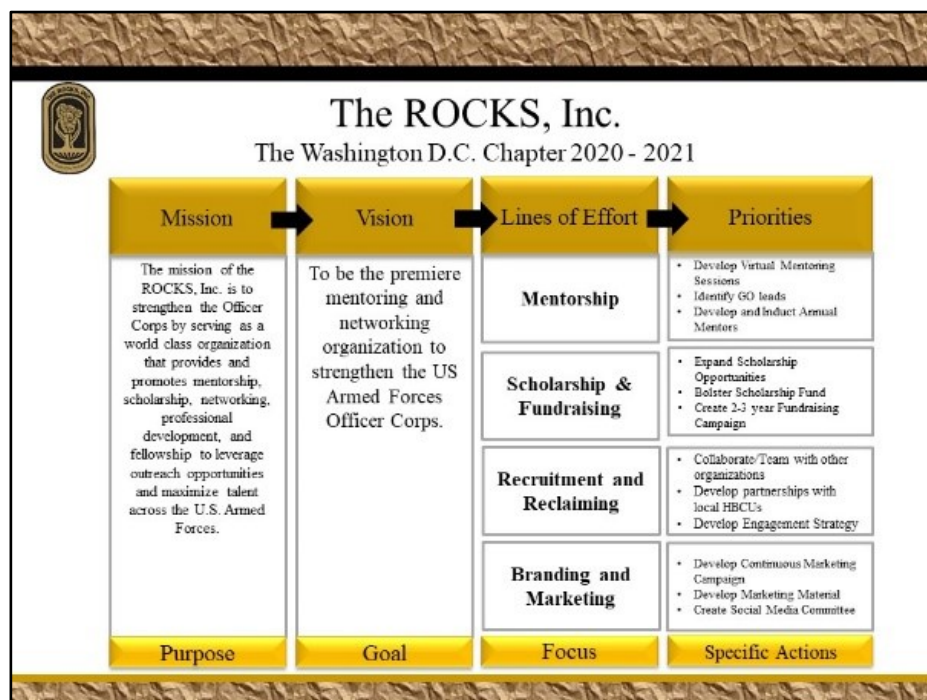
Ms. Knight supported the chapter efforts pro bono and received rave reviews from each D.C. Executive Board member. The

Chapter executed the three sessions by first aligning on purpose and objectives, then brainstorming the Chapter's programming options, and finally developing a plan of action for annual programming activities. The results of these planning sessions are shown at the end of this article with the final strategic vision, the D.C. Chapter of the Rocks, Inc.

Session 1 – Align on purpose and objectives. The Executive Board went back to the ensure alignment of vision and priorities with the National Board's Corporate Strategy 2017 – 2022, ensuring that the Chapter was nested. Several key questions were asked during this session:

- What is our vision/goals for the Rocks upcoming program year?
- What are the parameters/constraints that we are operating in regarding audience reach, relationships, role, resources, and the current racial climate?
- Are we as a leadership team aligned in our focus, framework, and language (i.e., what does "inclusive" mean to us?)

The Executive Board reflected on the past year, i.e., what was done well and what could use some improvement. The



operating year 2019 – 20 was very successful in increasing the number of scholarships and amounts, executing the first Founder's Day events, and relevant programming, to name a few. However, there were several areas for improvement and consideration. The team ended the day with what a focus and frame exercise and outlining what was critical for the year.

Session 2 – Brainstorm Programming Options. This session focused on determining what activities the Chapter needed to start, stop, and continue. The Executive Board answered these questions.

- Given our vision/goals for the Rocks upcoming program year, what should we start/stop/continue in our programming?
- What themes emerge from this discussion that may extend beyond this program year?
- What is feasible for us to prioritize and implement this year?

The final consensus on this exercise is still to be determined. The Executive Board did not have enough time to coalesce; however, several key activities were underscored to start, with no activities to stop, and plenty of activities to continue.

Session 3 – Confirm action plan for Annual Program Activities. The final session focused on a calendar of events and the following questions.

- What are the next steps, roles, responsibilities, and timelines?
- What accountability measures can we put in place to maintain momentum on the plan?
- What is our message to members/external audiences about this plan?

This methodical approach allowed the D.C. Chapter to focus on its mission, vision, and goals. Two key takeaways stood out to include the final D.C. Chapter and Mission and Vision Board:

- The Chapter needs membership involvement. Recruit, Reclaim, and Involve
- Continue to execute our programs centered around mentorship, scholarship, and professional development.



Transitions on the ROK (Republic of Korea)

By: LTC DaMond Davis and Ms.
Jacqueline Leeker

The Morning Calm Rocks Chapter promotes leadership, growth, and development for officers and leaders on the Korean peninsula. We continue to battle COVID-19 as a community while supporting the high momentum of PCS summer moves.



LTC Natasha Sunday Clarke

Transitions always play a pivotal role in our environment. We've had several internal and external changeovers in leadership, commands, and policies to include: Leadership Professional Developments, Executive Board Office changes, changes-of-commands, and promotion ceremonies.

Members of the Morning Calm Chapter accepted positions during the August executive board meeting. It's our pleasure to introduce to you to this year's Morning Calm Rocks Chapter board members: MAJ Howard Falls, 8A, President, MAJ Nina Copeland, 19th ESC, Vice President, MAJ Sabrina Gammage, 19th HRC, Secretary, MAJ Marcia Thompson, 2ID, Treasurer, LTC

DaMond Davis, USFK, Vice-President of Strategic Interaction and LTC Natasha Clarke, USFK, National Board Representative & VP of Strategic Planning, and finally COL Robin Montgomery, 2ID, Chapter Senior Advisor. They bring a lot of experience and passion to the Chapter.



Members of the Morning Calm Chapter

COVID-19 backed us into a corner, however USFK responded with speed and violence-of-action. The discussions and responses allowed the team to develop digital contingencies while adhering to the peninsula's core tenets: ready and resilient, mind your meter, mask at the ready, and if sickly leave quickly.

We will maintain our momentum going forward for FY20 and 21 meetings with leaders from on and off the peninsula. This environment has given us the opportunity to plan, practice and execute meetings regularly.

We hosted meetings on Zoom, Facebook, and Microsoft Teams. The digital platforms allowed us to cast our net wide and include members both on and off the peninsula. Our last in-person meeting was on 26 June with General Abrams. Officers, Senior NCOs, and civilians attended as the Commanding General spoke about USFK's "Strength in Diversity" Campaign and why diversity and inclusion matters. He also discussed the importance of the ROCKs and why Officers should join. It was one of the most significant endorsements of the organization by a four-star general since General Ordierno's 2013 call to action.

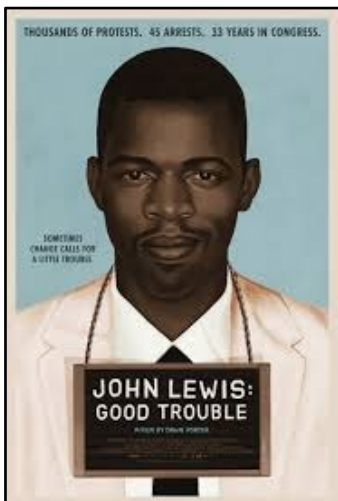
GEN Abrams is a lifetime member and very proud of it.

To end on a celebratory note, Natasha Clarke, National Board Representative and VP of Strategic Planning, successfully commanded the 194th CSSB, the largest battalion on the Korean peninsula for 27 months before she relinquished command on August 11, 2020 with LTC Jereon Hall.

Congratulations to LTC Clarke on her transition to serve as the USFK Senior Speechwriter. She was picked over many highly qualified officers for this prestigious position!

Also, join us in congratulating LTC DaMond Davis, Vice-President of Strategic Interaction for his recent promotion. It speaks volumes to his character that GEN Abrams promoted him. LTC Davis is currently serving as the USFK Deputy Inspector General. LTC Davis is headed to BCAP in a few weeks. He will continue to coach, teach and mentor leaders for total commitment and success to the military.

We look forward to a year of networking, professional development, mentorship, leadership, and fellowship. If there is anything we can do for you, or you have an idea you would like to share, please don't hesitate to reach out at any time.



Dr. Gravely pictured with Representative John Lewis (centered)

In Honor of Representative John Lewis

Dr. Janice M. Gravely

Approximately eleven months ago (October 24-26, 2019), Dr. Gravely had the privilege of attending the Fulbright 42nd Annual Conference and Advocacy Day. This conference happened to coincide with Congressman's Elijah Cummings memorial at the capitol.

As the multicultural cohort was enroute to render their respects to Representative Cummings, they encountered Congressman John Lewis. For whatever reason, he stopped and began a conversation with one of the members which resulted in everyone else joining in the discussion which culminated with a group selfie.

No one would have imagined that he was battling cancer and would be deceased nine months later. Rep Lewis epitomized what we should all strive to represent: He was a man of passion – not based on what he read or felt, but because of his experiences. He represented what our society is currently struggling to achieve – the ability to highlight a problem but work to provide solutions through

legislation and healthy debates versus violence.

His efforts were also essential as the foundation for so many who were previously deprived of the right to vote. The picture below highlights how Representative Lewis' participation on the Bloody Sunday, March on the Edmund Pettus Bridge (March 7, 1965) paved the way for people to vote, people to have equal opportunities of access, and people to achieve their personal/professional desires if they are willing to work for it. It is unfortunate that historically, less than 50% of eligible Americans currently consistently participate in our voting process.

Even though Representative Lewis continued his strong position to change policy that adversely impacted the minority community, his passion extended to other underrepresented groups and he consistently worked with members of opposing parties to develop mutually beneficial solutions to serve all Americans.

Representative Lewis, your legacy will live on forever - hopefully we will extend your legacy by promoting dialogue,

policy, and an unwavering commitment to preserve the sanctity of the greatest nation on this earth – The United States. God Bless you in your journey home and God Bless the USA.



What Being a Charter Member Means to Me

*Written by 1LT William D. Scott III and
Ms. Bianca Ellis*

Becoming a chartered ROCKS chapter took a lot of commitment, several stumbles, some levels of frustration, but never accepting defeat. We asked our charter members to highlight what transitioning from an interest group to a fully recognized chapter meant to them. We received two responses as follows and would like to share in their own words.

(1LT Scott) Being a charter member of the Climb to Glory Chapter of the ROCKS is something I take extreme pride in. Throughout High School and College, I was a member of multiple organizations at one time. These organizations, however, were all established for years, the oldest being 40 plus years. The Climb to Glory ROCKS was just an interest group when I joined in 2017 and had been so for about 2 years prior so there was definitely a lot of work to be done. Once the chapter was officially established in 2020, I was overjoyed by how all of our work from the small executive board meetings grew into a full-blown organization with thriving membership. Having my name forever etched in ROCKS history will always motivate me in future endeavors knowing we were able to bring a professional mentorship organization to Fort Drum, New York.

(Ms. Ellis) My current membership in the ROCKS organization and as a part of the new Climb to Glory Rocks, Fort Drum Chapter, represents the continuation of the positive alliances that can be formed as part and parcel of an Army career. I may have first heard of the ROCKS as a



former enlisted, junior lieutenant, in search of mentorship and grateful for top cover. It was so inspiring and reassuring to see female and male commissioned officers who looked like me and were offering me their kind counsel. I did not go on to become a General as both of my top mentors did, but it meant the world to me to serve with them when they were up-and-coming, years ahead of me, because they made me very proud and helped me see what was possible, which I still carry with me and share.

The ROCKS makes the superstars among us accessible to everyone, whether or not they have pledged a sorority or fraternity. I remember being in awe of a LTC when I was a junior officer, and hearing that officer ask me, "Are you Greek?" I don't remember my ROCKS mentors asking me that, they just treated me with compassion and welcome, even though to me, they were superheroes. The ROCKS levels the playing field a little, even for a wide-eyed, hyper junior Soldier, like I was, when I first saw an African-American female G.O., and I, amazed, stopped in my tracks to salute and beg her pardon, "...but Ma'am...", I had never seen one before. "We're out here", I remember her saying with a smile in her voice, and I marched on, a little bit taller.

I am grateful that the African-American founders of the ROCKS had the courage

to see the need - African-American officers falling through the cracks due to lack of effective mentorship and guidance - and commit themselves to forming alliances and networks addressing that need. History is filled with examples of this resilient people navigating systemic neglect in a way that calls attention to universal needs, thereby inspiring changes that benefit all. It's no wonder that today, something as positive and daring as the ROCKS is still here and still welcoming. Like a guidon on a hill - long may it wave.



**NATIONAL BOARD OF
THE ROCKS INC.**

CFC# 60959

**Official Solicitation Period
September 21, 2020 –
January 15, 2021**

Welcome to our New Members

Joined 06/27/20 – 10/12/2020

1LT Deshaun Adams USAR
CPT Oluwaseun Adedeji USA
LTC Ben Afeku USA
MAJ Gustavo Agosto-DaFonseca USAR
CPT Irwin Anderson USA
CPT Desmond Anderson USAR
COL(R) Victor Angry ANG(Army)
COL Bettina Avent USA
CPT Dominick-Jae Bailey USAR
MAJ Christopher Ballard USA
COL Shari Bennett USA
COL Tia Benning USA
CPT Davon Bentley USA
CPT Benjamin Bonner USA
MAJ Sharon Browne USA
COL LaHavie Brunson USA
MAJ Sitara Buckner USA
MAJ Makonen Campbell USA
2LT Maurice Canady USA
CPT Michael Chijioke USA
LTC Antonio Coffey USA
LTC Xavier Colon USA
COL(R) Alexander Conyers USA
Mr. Donald Cravins, III
MAJ Donald Cravins, Jr. ANG(Army)
MG Telita Crosland USA
Mrs. Vanessa Cruz-Pickens
LTC Leslie Curtis-Glanton USA
COL Kandace Daffin USA
LTC Jacqueline Davis USA
MAJ Elise Dent ANG(Army)
CPT Joseph Dieusener USAR
COL Dwight Domengeaux USA
LTC Aixa Dones USMC
1LT Sharika DuBose USA
LTC Brian Ducote USA
MAJ Rosalyn Dumbravo USA
CPT Chalonda Estelle USA
CPT Jasmine Evans USA
MAJ Jonathan Fair ANG(Army)
CPT Warren Ford USA
Mr. James Francis
WO5 Cindy Frazier USA
1LT Bobby Giles USA
LTC Corey Givens USA
Mr. David Glover
LTC Shawn Goldwire USA
BG William Green USA
CPT LeKandra Griffin USA
CPT Emmett Haldane USA
Ms. Linda Hall USA

1LT Sidney Hall USA
CPT Reginald Hamilton USA
LTC Qiana Harder USAR
LTC Audricia Harris USA
COL Fredericka Harris USA
COL Reginald Harris USA
CPT Kenneth Harris III USA
CPT Daniel Harvey USA
MAJ Brandon Hathorne USA
LTC Ingrid Hawkins USA
MAJ Thomas Hayes USAR
MAJ Kittrell Henderson USAR
LTC Rena Henderson-Alailima USA
LTC Lisa Hendrick USAR
2LT Derrick Hill USA
1LT Dominique Hilton USA
LTC Linwood Hilton USA
LTC(R) Vincent Holman USA
Ms. Sonya House USA
Mr. Avero Howard
LTC Ronald Hughes USAR
2LT Tristan Hussey USA
CPT Kimberly Ingram USA
MAJ Simone Jack USA
MAJ Latoya Jackson-Manzey USA
LTC(R) Elton Johnson Jr USAR
COL(R) Robert Jones USA
1LT Jamaal Jones USA
LTC Ricardo Jones USA
COL Eddie Kinley USA
COL Omar Land USMC
LTC Barrcary Lane USA
1LT Dennis Leaks USAR
Ms. Jacqueline Leeker USA
CPT Matthew Manning USA
MAJ Quincy Manzey USA
2LT Lavar Matthews USA
2LT Heather McClendon USA
1LT Tierra McCoy USAR
CPT Tiffany Mcmillan-Pollard USA
LTC Jason Miles USA
COL Anthony Mitchell USA
CPT Regina Moeckel USA
WO5 Cheryl Monroe USA
CPT Damein Montgomery USAR
LTC Mason Moore USA
2LT Amari Morton USA
MAJ Jamal Murphy USA
CPT Joseph Murray USA
MAJ Sunnie Murray USA
LTC Betty Myrthil USA
MAJ(R) Hurshel Nance USA
MAJ Nadir Numan USA
CPT James O'Neal USA
1LT Amanda Palmer USAR
COL Michael Patrick USA
Ms. Terra Patterson
COL Sonya Powell USAR

Mr. Christopher Pugh
LTC Kirk Reed USA
COL Stan Reed USA
CPT MYEA RICE USA
CPT Kelvin Riddle USA
COL Devon Roberts USAR
CPT Vanessa Rodriguez ANG(Army)
MAJ Beverly Rodriguez USA
MAJ Eddie Rogers USA
Ms. Laurie Rush USA
CPT Guinelle Samuels USA
CPT Sara Sbarbaro USA
MAJ Lianna Scharff USA
CPT Syhisha Shipman USA
Mr. James Sims
MAJ Anthony Sims-Hall USAR
CPT Kendra Sitney USAR
COL(R) Kevin Smith USAR
2LT Jacob Smith USA
Mr. Stephen Smith USA
1LT Jarrod Sowell USAR
CPT Kevin Spencer USA
LTC Michael Story USA
LTC Michael Sturdivant USA
LTC Damonica Sumpter USA
CPT Sylvester Taylor USA
MAJ Tia Terry USA
MAJ(R) George Thomas, Jr USA
CPT Darryl Thompson USA
MAJ Lyndsey Thompson USA
LTC Josef Thrash USA
CPT(R) Otis Toussaint USA
CPT Tabatha Trice USA
BG Patricia Wallace USAR
CPT Amanda Waller ANG(Army)
CPT Maria Ward USAF
Mr. Adam Watts USAF
CPT Donna Weakley USA
CPT Aishia Weatherspoon USA
MAJ Rhonda Wells USA
MAJ Ernest West USA
1LT Jacari White USA
COL James White USA
CPT Amber Williams USA
MAJ Anthony Williams USA
CPT Lela Wright USAR
LTC(R) Rhonda Wynder USA
CPT Michael York USA
CPT Randall Zeno USAR



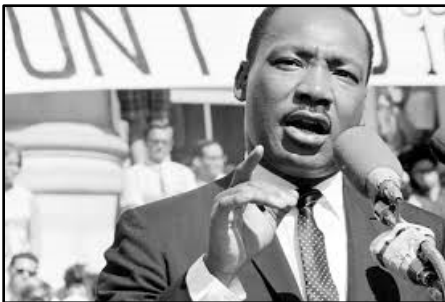
Community Voices MLK Novel on Peace Justice and Unity

COL(R) Charles Allen

Last weekend, I was privileged to participate in a community event for Peace, Justice, and Unity. Hosted by the Carlisle Area Religious Council (CARC), the virtual multi-denominational event was our celebration of the International Day of Peace. Also officially known as World Peace Day, it is a United Nations-sanctioned holiday observed annually on September 21.

When asked to share words of the Reverend Dr. Martin Luther King Jr., I not surprisingly found Dr. King had crafted two powerful messages in his acceptance speech for the 1964 Nobel Prize for Peace (<https://www.nobelprize.org/prizes/peace/1964/king/acceptance-speech/>) and his Nobel Lecture "The Quest for Peace and Justice"

(<https://www.nobelprize.org/prizes/peace/1964/king/lecture/>) delivered in Oslo, Norway that December.



Dr. King opened the acceptance speech with:

"I accept the Nobel Prize for Peace at a moment when 22 million Negroes of the United States of America are engaged in a creative battle to end the long night of racial injustice.

I accept this award on behalf of a civil rights movement, which is moving with determination and a majestic scorn for risk and danger to establish a reign of freedom and a rule of justice."

He proceeded to recount the plight of the American Negro who, in southern states, were under assault by civil authorities and

police forces during protest against segregation and for the right to vote. Dr. King also noted an important disparity in the nation saying, "I am mindful that debilitating and grinding poverty afflicts my people and chains them to the lowest rung of the economic ladder."

King extended his environmental scan beyond the geographical and societal boundaries of the United States to challenges brought about by injustices and conflict across the globe. As the leader of the American Civil Rights Movement, he posited, "nonviolence is the answer to the crucial political and moral question of our time - the need for man to overcome oppression and violence without resorting to violence and oppression. Civilization and violence are antithetical concepts... man must evolve for all human conflict a method, which rejects revenge, aggression and retaliation. The foundation of such a method is love."

King, being well grounded in faith and in the principles embedded in the founding documents of America - The Declaration of Independence and The Constitution - did not accept the societal behaviors that were contrary to espoused American values. King unabashedly declared "an abiding faith in America and an audacious faith in the future of mankind." Following statements of what he refused to believe about the people of our nation and of humanity, King put forth his vision for a better world.

"I believe that unarmed truth and unconditional love will have the final word in reality. This is why right temporarily defeated is stronger than evil triumphant. I believe that even amid today's mortar bursts and whining bullets, there is still hope for a brighter tomorrow. I believe that wounded justice, lying prostrate on the blood-flowing streets of our nations, can be lifted from this dust of shame to reign supreme among the children of men. I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, equality and freedom for their spirits. I believe that what self-centered men have torn down men other-centered

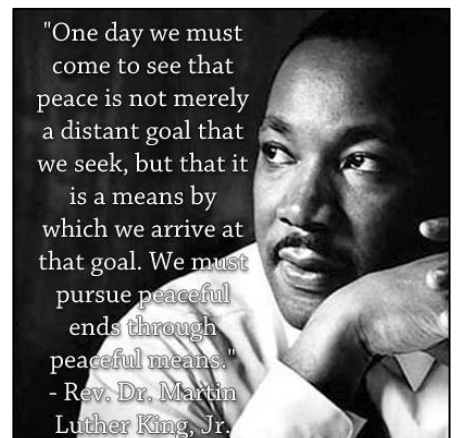
can build up. I still believe that one day mankind will bow before the altars of God and be crowned triumphant over war and bloodshed, and nonviolent redemptive good will proclaim the rule of the land. "And the lion and the lamb shall lie down together, and every man shall sit under his own vine and fig tree and none shall be afraid."



I still believe that We Shall overcome!"

In reflection, Dr. King's words from a different era in world history still resonate as we collectively face contemporary issues in our nation and across the globe. News media reports continually bombard us with images and accounts of conflict, disparities and inequities, and divisiveness in the United States. We see the similar challenges across the world's nations currently afflicted by pandemic, economic struggles, and internal and regional unrest. While there has been undeniable progress since Dr. King received the 1964 Nobel Prize, the journey to achieve Peace, Justice, and Unity still lies ahead.

I am glad that our Carlisle community has continued along this journey and hope that you will choose to join the movement towards King's "city of freedom."





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

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

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

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

SAVE THE DATE: Preorders start 1 July 2020.

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

Available in paperback and eBook.

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



For any questions contact:

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