

THE ROCKET

SPRING 2021

“None of us succeed at this business alone.”
-Lloyd J. Austin III

AMERICA'S
FIRST

AFRICAN
AMERICAN
SECDEF

BUFFALO
SOLDIERS
SERIES

CELEBRATING
OUR LEGACY

BLACK
HISTORY
MONTH



ROCKET SUBMISSION GUIDELINES

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

Facebook page or Resource Tab will send the product to the VPCOMMS4ROCKS@gmail.com.

Gold Vault Chapter ROCKS, Inc
Cordially invites you to a Virtual Monthly LPD with guest panel members:

TOPIC: The Advancement of Women in Combat Arms: The Infantry Perspective

WHO: Cadets, Commissioned Officers, Warrant Officers, Cadets and GS Civilians
WHAT: Leadership Professional Development
WHEN: Thursday, 01 April 2021, 1800-1930 Eastern Standard Time
WHERE: Zoom - To join the Zoom Session, contact the administrators NLT 25 March 2021 at: bernard.house@yahoo.com or theGoldVaultChapteroftheROCKS@gmail.com



- **Funeral Announcements.** Funeral announcements will be disseminated only with all pertinent information: time, location of service and we will also include if provided a photo, link to a Tributes or In Memoriam page, information that family provides which addresses contributions to a charity or cause in lieu of flowers.

Desired Policy Implementation Date – This policy will go into effect immediately after presentation to the National Board and the motion passes. Thereafter, all teammates become agents of change by supporting the aforementioned measures that will formalize the dissemination and synchronization of messages and ultimately provides our members with the best situational awareness and support.

- **Flyers or Postings on the Website:** Flyers for events, announcements, or the sales of event tickets or products will be submitted to the Vice President of Communications seven (7) business days prior to posting for review and approval by the Chairman and Vice Chairman.
- **Reports to the Board.** For quarterly National Board VP reports created to present information to the board, provide an update, present a proposal, or to present a proposal/issue for a vote will be submitted on time to the National Secretary or office manager IAW with the deadline as set forth by the Vice Chairman. Late reports received after the deadline (12:01AM) will be added to the reports received as a point of record; however, it will be at the discretion of the Vice Chairman as to whether or not the owner of the report will be allowed to present their report. The Vice Chairman may elect to have the report accepted and entered into record without discussion.



The National Board of the ROCKS, Inc. Presents

THE BUFFALO SOLDIERS SERIES

General Michael X. Garrett
Commanding General of
United States Army FORSCOM Command

Part 7 - Saturday, 10 April 2021
1000 – 1130 (EST) via Zoom
Part 8 – LTG(Ret) Arthur Gregg
1st African American Army G4
Saturday, 1 May 2021
To register go to www.rocksinco.org

The ROCKS, Inc. is a 501(c)(3) non-profit mentorship organization supporting the professional development of Army Officers and Civilians with chapters around the globe.

Registration will be available
March 25, 2021



CELEBRATING
WOMEN'S HISTORY MONTH
MARCH 2021

You must never be fearful about what you are doing when it is right.
-Rosa Parks-

The National Board of the ROCKS, Inc.



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The ROCKS, Inc. National Board is proud to announce the historic January 22nd United States Senate confirmation of our very own ROCK: General (Retired) Lloyd J. Austin, III as the 28th Secretary of Defense!

All ROCKS are proud of both General (Retired) Austin and Mrs. Charlene Austin and we are thankful for their unwavering support of the ROCKS, Inc. over many years.



He is the first African American to hold this cabinet level position in the history of our nation. General (Retired) Austin will once again selflessly serve the country with integrity, honor, and distinction as he now holds the highest civilian position in the Department of Defense serving as part of the Biden Administration.





SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

JAN 22 2021

MEMORANDUM FOR ALL DEPARTMENT OF DEFENSE EMPLOYEES

SUBJECT: Day One Message to the Force

I am honored to have this chance to serve again and to do so alongside you and your families. My wife, Charlene, and I know all too well the sacrifices you make to keep this country safe. That safety is job one, and I promise to work as hard as you do at it.

The way I see it, my job as Secretary of Defense is to make you more effective at doing yours. That means ensuring you have the tools, technology, weapons, and training to deter and defeat our enemies. It means establishing sound policy and strategy and assigning you clear missions. It means putting a premium on cooperation with our allies and partners. And it means living up to our core values, the same ones our fellow citizens expect of us.

Right now, of course, doing my job also means helping our country get control of the pandemic, which has killed more than 400,000 Americans. You have already come to the aid of our Nation's health care professionals. You can expect that mission to continue. But we must help the Federal Government move further and faster to eradicate the devastating effects of the coronavirus. To that end, we will also do everything we can to vaccinate and care for our workforce and to look for meaningful ways to alleviate the pressure this pandemic has exerted on you and your families.

None of us succeeds at this business alone. Defending the country requires teamwork and cooperation. It requires a certain humility, a willingness to learn, and absolute respect for one another. I know you share my devotion to these qualities.

I am proud to be back on your team.

A handwritten signature in dark ink, which appears to be "Mark P. Milley", is centered on the page below the typed text.



Message from the Chairman



BG Lawrence Gillespie, USA, Retired

As I reminisce about the past three months, I am filled with pride on the events that have had a significant impact on the ROCKS organization and our membership. First and foremost is the pride that we all felt when our life-time rock, general Lloyd Austin was nominated and confirmed as this nation's 28th secretary of defense. Secretary Austin has always been a great supporter of the rocks and we look forward to lending our support to his successful tenure.

Another area of great pride is the significant activity being generated by our world-wide chapters. The number of quality, career instructive LPD's that have been presented by the chapters have been tremendous. The impact of these LPD's have been noted by the leadership of the army and have been attended by members of their staff. These LPD's are designed and coordinated to discuss the pertinent issues impacting our army. To date through these LPD's, we have been able to exchange serious thoughts on such subjects as diversity and inclusion. I want to encourage our chapters to keep up the pace on these LPD's and maintain the quality of discussion and the volume of the participation. I also want to highlight the efforts the rocks are making in the career transition area. We have developed a significant partnership with Booz-Allen-Hamilton, a leading defense

contractor, who are looking for senior military personnel planning on transitioning out of the army and looking for a possible position with their organization. Please contact COL.(R) Sheila Flowers at sheflow15@gmail.com for more information. We are also in discussion with other defense companies to extend similar cooperation.

Lastly, I want to say that I am extremely proud of what the rocks organization is accomplishing. Our membership is growing, our interface with the army is significant and helpful, and our impact on those issues that promulgate improvement in the day-to-day activities of the army are noted. Please maintain your up-tempo and always reach back and help those who are following in your path.

BG(Ret) Lawrence Gillespie
Chairman, rocks inc.



**NATIONAL BOARD OF
THE ROCKS INC.
CFC# 60959**

Treat people the way you want to be treated. Talk to people the way you want to be talked to. Respect is earned, not given.

lessonslearnedinlife.com



**ROCKET DEADLINE
FOR
SUMMER EDITION
Deadline: 14 June 2021**



**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



“To err is human; to forgive, divine.”

By Dr. B. Gregory Edison, Chaplain

This proverbial statement was pinned by English poet Alexander Pope in 1711 in his poem *An Essay on Criticism, Part II*.

The poem implies that forgiveness is a worthy response to human failings. Human failings are inevitable because humans are mortals prone to failure and not perfection.

Pope explains that, while anyone can make a mistake, we should aspire to do as God does, that is, show mercy and forgive sinners.

The lyrics by The Human League, in their 80s song titled “Human”, capture the essence of human failings and a glimpse into theology.

Song lyrics: “I’m only human of flesh and blood; I’m made. Human, born to make mistakes.”

Forgiveness is a power virtue. Forgiveness is the act of pardoning an offender or remitting a penalty or charge. Forgiving a person that has wronged you takes courage to confront them and humility to forgive.

People will fail us. No one can navigate life on the earth without making mistakes and having a lapse in judgment from time

to time, but we must let go of past regrets and forgive.

Studies have found that long-held resentment, hurt, disappointment and unresolved conflict negatively affects a person’s health. Forgiveness, however, calms stress levels, lowers the risk of heart attack and blood pressure, improves cholesterol levels, anxiety, depression and sleep.

There are enormous benefits of allowing kindness and consideration to be demonstrated in every human encounter. “Let all bitterness, wrath, anger, clamor, and evil speaking be put away from you, with all malice. And be kind to one another, tenderhearted, forgiving one another, just as God in Christ forgave you” (Ephesians 4:31-32).

From a divine or Christian theological stance, forgiveness is not optional, but required.



“Take heed to yourselves. If your brother or sister sins against you, rebuke them; and if they repent, forgive them” (Luke 17:3).

“Then Peter came to Jesus and asked, ‘Lord, how many times shall I forgive my brother or sister who sins against me? Up to seven times?’ Jesus answered, ‘I tell you, not seven times, but seventy-seven times’” (Matthew 18:21-22).

Jesus’ instruction to Peter was not to limit the number of times he forgave someone, but that forgiveness is limitless; always be ready to forgive. The scripture does not

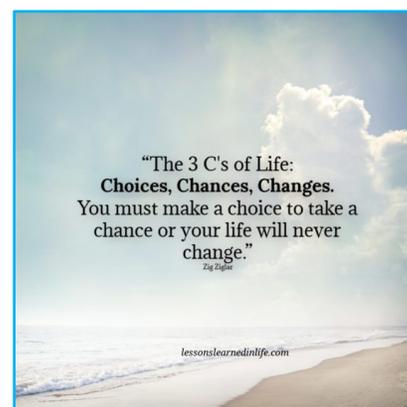
infer that the one who offends should not be rebuked. They should be made aware of their fault, but when they sincerely repent, they should be forgiven, even if they sin repetitively.

Desmond Tutu, the first black Anglican Archbishop of South Africa had the audacious task of chairing the Truth and Reconciliation Commission when South Africa made the transition from government by apartheid to a democracy in 1994. The country’s leaders agreed that the hideous crimes committed under apartheid could not be ignored nor merely imposing harsh punishments on the guilty would offer their country healing. South Africa chose a future with forgiveness. Those guilty of crimes were offered an opportunity for restoration, if they were willing to confess their crimes and seek to make restitution.

Human forgiveness can open the door for divine forgiveness. Forgive those who have offended you and be generous by responding with consideration and kindness. Retribution is not an option for those who seek to live and walk by the Spirit. “Vengeance is Mine, says the Lord” (Romans 12:19).

Matthew 7:2-3 "For with what judgment you judge, you will be judged; and with the measure you use, it will be measured back to you. And why do you look at the speck in your brother’s eye, but do not consider the plank in your own eye?"

Dr. Edison is the Chaplain for the Training Doctrine Command at Fort Eustis, VA.



*Words to Inspire and Encourage for Easter from the
Chaplain of The National Board*

**"LIFE BY THE YARD IS
HARD, BY THE INCH
IT'S A CINCH."**

"Charity begins at
home - but it doesn't
stay there."

Isaiah 53:5 and 10

Matthew 28:5-6

Luke 18:31-33

1 Corinthians 15:21-22

2 Corinthians 5:21

1 Peter 1:18-19

"Everyday we spend
without learning
something is a day
lost." — Beethoven"

*"Love isn't blind; it just
doesn't tell all it sees."*

*Romans 8:28 "And we know that all things work together for good to those who
love God, to those who are the called according to His purpose*



"Those that wait on the Lord shall renew their strength; they shall
mount up with wings like eagles, they shall run and not be weary, they
shall walk and not faint." *Isaiah 40:31*

"An investment in knowledge pays the best interest."
— Benjamin Franklin

FOR COMFORT:

Isaiah 12:1-2

Peter 1:18-19

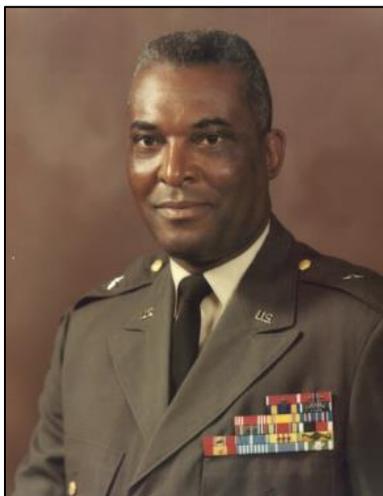
1 John 14:1-4

Isaiah 26:3-4

"Do not waste time
worrying about that
which you cannot
change."
— Eunice Edison
Our Chaplain's Mother



**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 46

TOP STORIES

The Pentagon Wants to Root Out Extremism in the Military, But Nobody Knows How Common It Is

By Chris Haxel



Defense Secretary Lloyd Austin talks with Army Maj. Gen. William J. Walker of District of Columbia National Guard outside the U.S. Capitol Jan. 29.

In December, then-acting Defense Secretary Christopher Miller directed a review of military policies related to "extremist or hate group activity."

Then came the Jan. 6 insurrection in Washington, D.C.

A mid-February NPR analysis found that about 14 percent of the people charged in connection with storming the U.S. Capitol have military ties. Veterans make up about 7 percent of the population at large.

President Biden's Defense Secretary, Lloyd Austin, promised action at his Senate confirmation.

"This is not something we can be passive on," the retired Army general told senators. "This is something I think we have to be active on, and we can lean into it and make sure that we're doing the right things to create the right climate."

Austin soon ordered a military-wide stand down. By mid-April, commanders must spend one day discussing the issue of

extremism with soldiers, sailors, airmen, and Marines.

Concerns about extremism in the military stretch back decades, but it is not clear how significant the problem is.

A Military Times survey found more than 36 percent of active-duty troops say they have personally witnessed examples of white nationalism or ideological-driven racism in recent months. That is up from 22 percent in 2018.

But the survey isn't scientific, nor conducted by the Defense Department.

David Chrisinger, an author and writing instructor at the University of Chicago's Harris School of Public Policy, said nobody knows how big of a problem it is.

"It's one of those classic policy problems," he said. "If you don't measure it, then you don't manage it."

"It seems like the root causes of some of the inaction was the failure to even admit that there was a problem."

Writing for the military news website The War Horse, Chrisinger logged all the incidents he could find where a service member was charged or investigated in connection with white nationalist or ideologically driven racism dating back to 2005. There are dozens of entries.

"Clearly something's going on," he said. "It doesn't matter necessarily if it's this huge, prevalent problem. Even at a small scale, it can be really damaging."

Retired Navy Vice Admiral Mike Franken said one reason so many military veterans participated in the insurrection might come down to personality. If the Commander-In-Chief says the election is stolen, people who served in the military might be more inclined to listen.

"We are servers," he said. "We want to run to the sound of trouble. And consequently, when the body of people are preached a particular thought pattern - that others are trying to overturn the regular order of

things - we have a tendency to jet out the jaw and step forward."

Franken, who last year ran as a Democratic candidate for the U.S. Senate in Iowa, said he became concerned about ideological messaging long before his retirement in 2017.

When he took command of a large contingent of troops across Africa and the Indian Ocean, Franken said Fox News was broadcast during mealtime in the chow halls, and he noticed a "constant diatribe" against then-President Barack Obama.

"He wasn't supportive of the troops, the troops shouldn't be in Africa, Africa was causing us problems, we needed to do more to go after Muslims" Franken said. "It was this constant, all day long, talk radio TV."

So, Franken pulled the plug on the televisions.

"I said, okay, I'll either turn them off, or I'll turn them on something else," he said. "We'll watch The Beverly Hillbillies or Petticoat Junction or Al Jazeera English or soccer matches, but we're not going to listen to that tripe."

Defense Secretary Austin said the stand down is the "first initiative" in rooting out extremism. He's giving branch leaders discretion on how to organize the day, but said he wants commanders to solicit feedback from the troops about their own "concerns, experiences and possible solutions" to the problem.

This story was produced by the American Homefront Project, a public media collaboration that reports on American military life and veterans. Funding comes from the Corporation for Public Broadcasting.

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Black History Is American History



By LTG(R) Thomas Bostick, USA

Some may ask, “What is the point of observing Black History Month?” We have come so far in this country in terms of diversity, equity and inclusion. And though we have come a long way, there is still much more work to do. Some of the lessons learned in the military should translate well into business, which has not progressed at a similar pace in developing diverse talent at the top. Yet, the business community has made some progress. The first Black woman to become CEO of a Fortune 500 company was Ursula Burns at Xerox [XRX](#) and served from 2009 to 2016. Whether in the military, business, government or academia, today’s Black leaders stand on the shoulders of their predecessors.



Photo: Xerox Corp CEO Ursula Burns listens during her special session at the French employers' association summer conference on August 28, 2014 in Jouy-en-Josas, near Paris. (Photo credit ERIC PIERMONT/AFP via Getty Images)

At the end of a panel discussion that I served on with Members of the Congressional Black Caucus in Washington, D.C. in September 2011, a French woman in the audience approached me and asked if I would come to speak in France. When I asked the purpose of the talk, she explained that I could not be a General if I were in the French Army. When I asked why not, she said because of the color of my skin.

I agreed to speak in France in January 2012 and in preparation I read *The Greater Journey*, by David McCullough. In his book McCullough explains how 19th-century Americans traveled to Paris to learn about the arts, music, medicine, education, military, politics and much more. Paris was the “intellectual, scientific, and artistic capital of the western world” and the lessons learned in Paris changed America. U.S. Senator Charles Sumner saw Black students studying at the Sorbonne (later renamed University of Paris) and realized that the difference between Blacks in France and those in slavery in America was education. Because of his experience in France, Sumner became a predominant voice for the abolition of slavery in the U.S. Senate.

Given that France assisted America in its early development in so many areas, it seemed strange that I was traveling to Paris to demonstrate that America has Black General Officers in its military. France’s first Black General, Alexandre Dumas, fought heroically in the French Revolutionary War. For me this experience reinforced the importance of understanding and celebrating our history so that we can continue to pursue a brighter future for all people.

So, as we pause this month to remember the contributions of Black Americans and speak of them as part of Black history, we must see this history as an important part of American history. Black history is American history.



Equestrian portrait of General Alexandre Davy Dumas (1762-1806), father of Alexandre Dumas. Painting by Olivier Pichat (circa 1825-1912), 19th century. Oil on canvas. Alexandre Dumas Museum, Villers Cotterets, France (Photo by Leamage/Corbis via Getty Images)

Our military is woven into the fabric of American history. From Bunker Hill to the ongoing military operations in Iraq and Afghanistan, members of our military have fought, died and left their mark on the history of our nation.

Many of the early contributions by Black Americans to our nation’s beginning were not recorded and mostly forgotten. Following the Revolutionary War, Blacks were practically eliminated from the military when Congress passed legislation that limited military service only to “free, able-bodied, white male citizens.”

Despite this law, Black Americans were called to serve during the War of 1812, after which they were barred again until the Civil War. Former slaves were allowed to join the United States military because of President Lincoln’s Emancipation Proclamation in 1863. This order began a national policy of recruiting and organizing Black American regiments.

The 54th Massachusetts Infantry Regiment was one of the first official Black units during the Civil War and one of the most celebrated. The 54th volunteered to lead the assault on the strongly fortified Confederate positions at Fort Wagner.



18th July 1863: The storming of Fort Wagner during the American Civil War, and the death of Colonel Robert Gould Shaw (atop the hill). He led the 54th Massachusetts Volunteer Infantry, the first African-American regiment in the US Army. (Photo by MPI/Getty Images)

The regiment suffered substantial casualties before being forced to withdraw. Ultimately, the 54th Infantry Regiment lost two-thirds of their officers and half of their troops. The unit was praised for its valor during the battle, and their efforts encouraged further enlistment of Black American troops. President Lincoln credited the mobilization of additional Black troops with helping to secure the final victory of the Union Army.

The soldiers of 54th Infantry Regiment were commemorated in the movie "Glory" with Denzel Washington and Morgan Freeman. The two actors were in Savannah, Georgia reviewing locations where they would shoot some of the movie and they met a young enlisted soldier named Specialist Mark Jones, an Army Ranger. Ranger Jones was on a street corner selling carved ice sculptures which he did during his free time. Because of his high and tight haircut, Denzel asked Ranger Jones if he was in the military, and Ranger Jones said that he was in the 75th Ranger Regiment. Denzel asked Ranger Jones if he would join him in the movie. Ranger Jones carried the 54th Infantry Regiment unit colors in the movie "Glory". Denzel Washington was awarded the Oscar for Best Supporting Actor for his role in "Glory". Denzel created an opportunity and along with military leaders developed talent. Ranger Jones is now a successful CEO.

In 245 years of the United States Marine Corps, only 25 African-Americans in the Marines have reached the rank of General in any form.

Congratulations to Colonels Anthony Henderson and Ahmed T. Williamson **United States Naval Academy** on their Brigadier General nominations to the US Senate.

Walter Gaskin [#usmarines](#) [#marinecorps](#) [#militaryhistory](#)

CONGRATULATIONS!



ANTHONY
HENDERSON



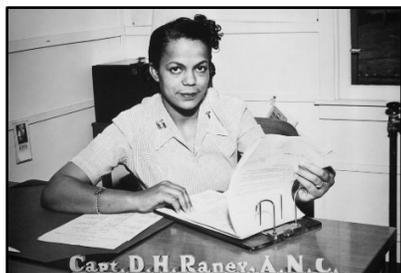
AHMED T.
WILLIAMSON



Army Ranger Mark Jones carrying the unit colors, Matthew Broderick as Colonel Robert Gould Shaw, and Morgan Freeman lead the attack on Fort Wagner in the movie "Glory"

On May 10, 2014, I had the honor and wonderful opportunity to provide the commencement address at Tuskegee University. Prior to my visit, I studied the history of some of the Black Americans who served our country in Tuskegee, Alabama. During World War II, a group of Army nurses were making history while fighting gender and racial discrimination. Prior to World War II, women of any race were not allowed to join the Army Nurse Corps. A shortage of

50,000 nurses caused the Army to change its policy and allow women to serve as nurses. Only 500 of the 50,000 nurses were Black women (although thousands had applied), and 29 of the 500 served at Tuskegee Army Airfield. One of the 29 nurses was Della Hayden Raney who became the first Black woman commissioned as a second lieutenant in the Army Nurse Corps.



1942: First black chief nurse commissioned as a lieutenant in the Army Nurse Corp
By Uncredited; Restored by Adam Cuerden - U.S. National Archives and Records Administration, Public Domain,
<https://commons.wikimedia.org/w/index.php?curid=93986328>

Despite the racial and gender discrimination, “Maw Raney” as she was known by those she supervised, persevered, and forged a path for the next generation of Army Nurses. One of those nurses would be the first Black female general in the United States Army and the first Black chief of the United States Army Nurse Corps, Hazel Johnson-Brown.

During my visit at Tuskegee, I enjoyed learning more about George Washington Carver. Born into slavery, Carver would later teach at Tuskegee Institute (later Tuskegee University). He was an agricultural scientist and an inventor. He developed 285 new uses of the peanut. Carver promoted the use of alternative crops to cotton to prevent soil depletion. Carver was also a prolific artist and Time Magazine called him the Black Leonardo.

Perhaps the most famous segregated Black unit was the airmen of the experimental Tuskegee Training program, which trained Black Americans to be aviators. Some believed that Blacks were incapable of mastering the complex skills

of aviation. But the Tuskegee Airmen had proven them wrong, and many German combat planes fell from the skies defeated because of the extraordinary flying skills of these amazing Black pilots.



File Photo: Hazel Johnson-Brown was the first African American woman to be named a general in the Army and the first to lead the Army Nurse Corps. (1979 Craig Herndon/The Washington Post via Getty Images)



WASHINGTON, DC - NOVEMBER 11: Tuskegee Airmen (L-R) Ivan Ware, Major Anderson, William Fautroy, ... [+] and Edward Talbert take part in a wreath-laying ceremony commemorating Veterans Day and honoring the Tuskegee Airmen November 11, 2013 in Washington, DC. The ceremony was held at the African American Civil War Memorial on the day that World War I ended 95 years ago, the date the United States honors all of its military veterans. (Photo by Win McNamee/Getty Images)

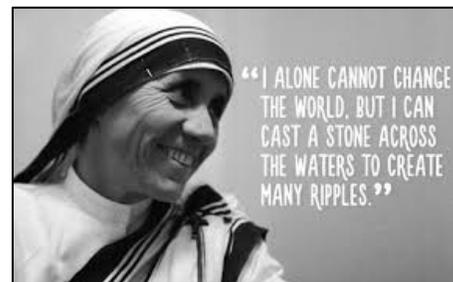
In 1948 President Harry Truman issued Executive Order 9981, which called for equal opportunity for all members of the Armed Forces. My father was an enlisted soldier and served in an all-Black unit until this Executive Order was passed, and the segregated Army became a thing of the

past. Soon the segregation of American society would begin to collapse.

Since that time, Black Americans have fought and died for this country alongside their countrymen, men and women of all races. The U.S. military simply could not accomplish its missions without the skill and dedication of all its members. Today Black Americans make up about 20 percent of our Army and serve at every level of military leadership. There are lessons from the military that can serve the business community well. The lessons start with remembering our history and developing a pipeline of diverse talent beginning with our youth.

Today there is a young man or woman who could be the future Sergeant Major of the Army. Or a young officer who could be a future Admiral Michelle J. Howard (First Black Female 4-Star Navy Admiral), or a future General Charles Q. Brown (First Black Chief of Staff of the Air Force), or a Secretary of Defense like General Lloyd J. Austin (First Black Secretary of Defense). Young people can aspire to become successful actors like Denzel Washington and Morgan Freeman, or a scientist like George Washington Carver, or find success in business like Roz Brewer, who will soon lead Walgreens [WBA](#) as the second Black woman ever to become a CEO of a Fortune 500 company.

This is the legacy of Black history and American history, a greater journey that continues. We observe Black History Month because it celebrates the lives, struggles, stories and achievements of Black Americans whose individual and collective experiences have become an integral part of our society, nation and American history.



Remembering Women Trailblazers

Commentary from Ms. Natasha Hinds' Facebook Post

We salute the late Lieutenant (Retired) Charity Adams Earley.

She was the first African American woman officer and commander of the first and only unit of African American Women Auxilliary Corps, the 6888th Central Postal Directory Battalion to deploy overseas during WWII.



The Members of the 6888th Central Postal Directory Battalion take part in a parade in honor of Joan de' Arc at a marketplace where she was burned at the stake in France.

Although the "Six Triple Eight" sorted two years of back logged mail (over 17 million pieces) in only three months and significantly boosted morale, they re-deployed back to the United States and didn't receive a parade or recognition for their accomplishments.

Every service member who has ever deployed knows the significance of mail call and staying in touch with family/friends.

It's been 75 years and it's time to honor the "Six Triple Eight" while the last 9 out of 855 known veterans of the Six Triple Eight" are still alive.

It's Women's History Month and you can help by contacting your legislator to request their support to award the "Six Triple Eight" with a Congressional Gold Medal.



Major Adams on a base Birmingham, United Kingdom aspets the first group of new soldiers that became know as the "Six Triple Eight"

Instructions for how to find your legislators and letter templates are here - <http://bit.ly/3q5UbRD>

A special shout out goes out to Colonel (Retired) Edna Cummings for advocating and spearheading this effort to recognize the "Six Triple Eight".

Learn more about the Lieutenant (Retired) Earley and the 6888th Central Postal Directory BN here:

Photo credits:

<https://www.womenofthe6888th.org/the-6888th>

Follow updates about the Congressional Gold Medal Here: [Six Triple Eight Congressional Gold Medal](#)

[#womeninhistory](#) [#womenshistorymonth](#) [#history](#) [#womenshistory](#) [#womeninstem](#) [#stem](#) [#engineering](#) [#womeninculture](#) [#changingwomenslives](#) [#wes](#) [#xwomen](#) [#hlfs](#) [#supported](#) [#womenengineers](#) [#womenengineersrock](#) [#extraordinarywomen](#) [#herstory](#) [#whm](#) [#womeninengineering](#) [#transformthefuture](#) [#iwd](#) [#shapetheworld](#) [#womempowerment](#) [#inspiration](#) [#immodestwoman](#) [#otd](#) [#womeninhistoryshouldntbeamystery](#) [#education](#) [#women](#) [#raisingthebar](#)



West Point Central to Family Legacy

Susan Malandrino



In 1991, 18-year-old June Copeland was brushing her teeth when her twin brother, Jerry Copeland, asked her to join the Army with him. Her answer? A resounding "No." After much cajoling, the two agreed to enlist together for maybe three to four years.

While Jerry served his commitment and entered civilian life, June ended up making a robust career of it. She would go on to graduate from West Point and become an adjutant general. Nearly three decades later, Col. June Copeland has made both education and the Army central to her family's legacy.

Currently, June is stationed at the Pentagon. When you ask her about her greatest accomplishment, she points to her three daughters — June Alyxandra, Jasmyn, and Jeilyn — all of whom have graduated from or are currently attending West Point.

June's drive for excellence and her grounding comes from family, particularly her mother.

"When my ancestors were freed, we decided to stay on the plantation in Georgia. So, my grandmother was born there," she said. Her mother grew up during Jim Crow and was one of 12 students who integrated schools in Savannah, Georgia. "She always talked about the benefits of education. Her biggest emphasis was always on getting a good education, making it count, and working towards a goal."

While at basic training, June was crestfallen to learn that her first assignment would be in Germany. She called her mother in tears worried that she wasn't ready for such a big step.

"When you are in basic training you see about five colors: brown, brick, dirt, tan, and green. All of a sudden, I saw all of these colors, pink, yellow, red, purple, just floating around and I was mesmerized," she said.

Suddenly, June realized that it was her mom dressed in the most beautiful floral shirt. While her brigade was performing drill and ceremony, her mother and 10 family members were there to cheer her on and encourage her. Her mother served as a literal bright spot in the drab world of basic training.

Today, June serves as a mentor, cheerleader, and bright spot for her own daughters.

"Everyone loves our story," June said. "The thing I love the most about the girls is that they are good people. They are amazing human beings. They are good people to their hearts," she said.



For June, the values of West Point just make sense for her family. "The values: don't lie, cheat, or steal. Be an honorable person. Character matters. These are all things that my parents instilled in me and I made sure I instilled them in my children. It works," she said.

When her oldest daughter, June Alyxandra, was a sophomore in high school, the two mapped out a plan for her educational and career goals.

"It wasn't until we sat down and talked about the future that I really thought about West Point," June Alyxandra said.

A 2020 West Point graduate, 2nd Lt. June Alyxandra Copeland is now 23 and stationed at Fort Drum, New York, where she serves in the 10th Attack Reconnaissance Battalion of the Combat Aviation Brigade.

Twenty-year-old twins Jasmyn and Jeilyn Haynes were eager to follow in their big sister's footsteps. Both are currently juniors at West Point. Jasmyn, an IT major, is on the dance team and Jeilyn, a history major, is on the debate team.

"I would have loved to make the debate team, and I think she would have loved to be on the dance team . . . but we had to part ways," Jasmyn said with a smile. "There was a lot of teasing."

All three girls say that the institution provides a structure for success.

"They teach you how to fail so they can figure out what you're good at so they can help you discover where you need to work to succeed," June Alyxandra said.

Jeilyn says that West Point presented many challenges physically, academically, and in terms of time management. "However, the one thing where we never struggled with was the character and moral values because our mother raised us. She taught us character. She taught us courage." "Resilience!" Jasmyn interjected. "She taught us resilience! So when we did fail, we would always get back up."

"Education is very important to our family," Jeilyn added. "So are the values of duty, honor, country. What's astounding about my mom is that she took those values and she raised us with them. So going into West Point, when people found out our mother was a lieutenant colonel in the Army, people looked at us like these West Point Simbas."

"Yea, like we grew up low crawling to breakfast," June Alyxandra interrupted with a laugh.

June says that while there have been many lessons for the girls, education remains at the heart of her family's priorities.



Left to right: Jasmyn Haynes, June Copeland, Jeilyn Haynes, and June Alyxandra Copeland. Pictures courtesy of Renée C Gage Photography.

"One thing my mother would always say is that the key to changing your life, the key to elevating yourself and your family, and [taking] your legacy to the next level is always making sure you have an education. Once you get that piece of paper, it can never be taken away from you," June concluded.



CADET CORNER

Brigadier General Jeth Rey & Colonel Cedric Carrington

By COL Michael McLendon

Brigadier General (BG) Jeth Rey has had a unique career path over the last 38 years of his storied career. He is a member of the National Board of the ROCKS, Inc. and is currently the Senior Advisor to the Tampa ROCKS, Inc. BG Rey has been an avid mentor throughout his illustrious career. Of note this incredible officer has been promoted a total of 16 separate times throughout his Enlisted, Non-Commissioned, Warrant Officer, and Commissioned Officer career (E1-E7, WO1-CW2, and O1-O7). This is the greatest number of recorded promotions in today's current Army.



Director J6/CIO, CENTCOM MacDill
Air Force Base - Tampa, FL

He currently serves as the Director of Command and Control, Communications and Computer Systems, J6, United States Central Command, MacDill Air Force Base, Florida. He is responsible for the implementation and management of the global communications and computer networks for United States Central Command.

Brigadier General Jeth B. Rey is a native of St. Thomas United States Virgin

Islands; he enlisted in the Army in September 1983. After completing Basic Training at Fort Dix, NJ, and Advance Individual Training at Ft Gordon, GA, he was assigned to Korea as a combat signaller. As he progressed through the enlisted ranks over the next 9 years, he served in various positions of leadership in several Special Operations Units at Fort Bragg, NC, and the Ranger Regiment at Fort Benning, GA.

In 1994 BG Rey graduated from the Army's Warrant Officer Candidate School (WOCS), at Fort Rucker, Alabama where he graduated as the Honor Graduate and Leadership Award winner.

In 1996 BG Rey received his commission from the Army's Officer Candidate School (OCS) and graduated as the Distinguished Honor Graduate. He was commissioned into the U.S. Army Signal Corps.

BG Rey believes effective mentoring is the ability to build a professional relationship, and to provide advice, encouragement, impartial feedback, as well as share experiences, and knowledge to junior officers and peers. In some cases, even your supervisor when solicited. He believes the greatest attributes of an effective mentor is being a good listener, who is willing to teach, but also demonstrating impeccable character and knowledge. Being candid with those you mentor is imperative. The best feedback to our ROCKS, Inc. mentees is direct, timely, and honest feedback.

The greatest influencer in BG Rey's life has been his mother. She taught him to be kind, have humility, compassion, encouraged him to be anything he wanted to be, work hard, and take time to have a little fun. He has followed this advice for years and this is the same advice he gives those he mentors. He lives by the old Army motto "Be All You Can Be". BG Rey believes the ROCKS, Inc. is a viable and an important organization because it provides relevant knowledge, mentorship, guidance, focus, and direction, along with

a sense of belonging to something bigger than oneself.

This summer BG Rey will become the Network Cross-Functional Team (N-CFT) Director, responsible for the focused integration of network, command, control, communications, and intelligence to enable mission command across the tactical network. BG Rey is married to Colonel (Ret) Dr. Carla Long a 26-year Army veteran psychologist from Carson, California.



Deputy Chief of Staff for Operations, MND-NE,
Elblag, Poland

Let's hear about an officer who consistently exemplifies concern, dedication, and professionalism. This is a great story to highlight the military career, community, and ROCKS, Inc. contributions of Colonel Cedric Carrington's to his community as a coach, teacher, and mentor dating back to his teenage years. Growing up in Tampa, FL, he began working as a lifeguard at a neighborhood pool where he provided free swim lessons during his off time. In high school Carrington was wrestling team captain; played in the marching band and his high school career culminated with his selection as a 1989 "Who's Who Among American High School Students".

Colonel Carrington currently serves as the Deputy Chief of Staff for Operations (DCOS OPS), in NATO's Multinational Division Northeast, Elblag, Poland. As DCOS OPS, he is responsible for synchronizing NATO tactical-level

operations, actions and activities across the Baltic States and Poland.

He matriculated through Florida A&M University (FAMU) where he majored in Political Science. From 1989-1994, Carrington was involved with various facets of the university and the Tallahassee / Big Bend community. As a Freshman, he joined ROTC as well as taught wrestling and swimming to local community kids. By his senior year, Carrington was selected to serve as the ROTC Ranger Company Commander where he led his detachment through weekend drills, orienteering competitions and mountain climbing expeditions meriting the designation of Distinguished Military Graduate in 1994.

Upon graduating and receiving an Active Duty commission in the Infantry, Carrington began his military career at FT Benning, GA, before reporting to his first tactical assignment in the Republic of Korea. In 1996, Carrington was assigned to the National Capital Region and went back to his mentoring roots. Upon completing a D.C. Superior Court certification course, he began a lifelong commitment of serving as a mentor to at-risk youth.

In 2012, Carrington returned home to Tampa where he was assigned to U.S. Special Operations Command at MacDill Air Force Base. While in Tampa, Carrington routinely visited every school he attended. He provided unfettered access to students from all his Alma Maters, particularly ROTC cadets, recently commissioned leaders, and junior officers. He participated in weekly mentoring sessions at his parochial primary school in a program entitled Character GPS. He also established a strong rapport with the FAMU Professor of Military Science and routinely travelled to FAMU's ROTC Department to provide keynote speeches and deliver commissioning addresses. Carrington regularly engaged his high school JROTC detachment and provided a county-wide keynote speech on leadership and mentorship. While

assigned to the War College, he partnered with a local middle school and provided weekly mentorship to at-risk students.

Carrington has had the honor of serving Soldiers at every level from platoon to battalion and since 2001 has led companies and battalions, special operations and conventional, to five combat tours in Afghanistan and Iraq with over 40-months in combat. He has served with the 75th Ranger Regiment, 82nd Airborne Division and 2nd Infantry Division. He also holds graduate degrees from the Marine Corps Command General Staff College and Army War College. In 2008, he was nationally recognized and awarded the ROCKS Bobby B. Burke Award for his service and dedication to career-long professional development and mentorship.

When you ask Carrington about the ROCKS, Inc he will highlight how he significantly benefited from the continuous mentorship he received as a ROCKS, Inc member over the course of his career. He was first introduced to the ROCKS, Inc. in 1990, during a ROCKS, Inc. Leadership Outreach engagement with Florida A&M University ROTC. He officially became a member of the ROCKS, Inc. in 1996 when Colonel (Ret) Bob Warren emphasized the importance of membership and mentorship within the ROCKS, which made joining the organization an easy decision. He believes the greatest attributes of an effective mentor are being accessible and approachable. Mentors should set a professional example, share experiences and be available to provide real-time counsel to protégés.

His greatest influencer is Colonel (Ret) Bob Warren who introduced him to the ROCKS, Inc, and the concept of giving back by sharing life experiences with those following his path. Through the ROCKS, Inc. he has fostered phenomenal relationships and rapport with several Army senior leaders, particularly as the Army strives to increase diversity in

Combat Arms and Special Operations. He states "The ROCKS, Inc. is important because the organization is relevant and viable. Ideally, the ROCKS, Inc. is the Army's foremost consulting agency on all matters concerning diversity and inclusion".

Colonel Cedric Carrington is one of many Army Officers who continue to set a positive example as a mentor for our junior officers. What is uniquely different about Colonel Carrington is his ability to effectively mentor others through his concern, dedication, and commitment to development. Colonel Carrington is married to the former Davina McDowney (retired Lieutenant Colonel) of Colonial Beach, VA who is also a standing member of the ROCKS, Inc.



Recognizing Leaders: The 2021 National Board of the ROCKS, Inc. Army ROTC Scholarship Winners

*By COL Michael McLendon
VP, ROTC Scholarship Programs*

The National Board of the ROCKS, Inc., is proud to announce the winners of the 2021 Lieutenant General Edward Honor and Brigadier General Roscoe ("ROCK") C. Cartwright Army ROTC scholarships. Both scholarships honor the distinguished service of two of the ROCKS, Inc. founding members and annually recognizes Army ROTC Cadets for their academic excellence, community service, and leadership. Scholarship recipients were selected from a highly competitive pool of undergraduate students currently enrolled in ROTC throughout the United States. Despite their diverse backgrounds and fields of study, the 2021 scholarship recipients, share several commonalities: academic excellence, hard work, and a desire to enter the U.S. Army as a Commissioned Officer. This year, the ROCKS, Inc. awarded over \$12,500 to deserving Army ROTC Cadets.

The scholarships serve to honor and continue the legacy of two trailblazers who paved the way for future Army Officers.

Lieutenant General Edward Honor (Ret), United States Army, was a veteran of the Vietnam War and retired in 1989 after serving 35 years of distinguished service to the Nation as a Transportation Corps Officer. His career culminated as the Joint Staff Headquarters, J-4 Director, following a career of tactical through strategic commands among a myriad of other distinguished assignments. LTG Honor is a founding member of the ROCKS, Inc. and was instrumental in establishing the National Board and several other ROCKS, Inc. chapters.

Brigadier General Roscoe (ROCK), Cartwright (Ret), United States Army, retired after 33 years of Army service. He served in World War II, the Korean War, and the Vietnam War and would become the first Black Field Artilleryman promoted to the rank of Brigadier General. He is credited as the visionary who established the concept of the ROCKS, Inc., which would become the Army's premier leadership development, mentoring, and professional networking organization.

Each year the ROCKS, Inc. holds a board to identify exceptional Army ROTC Cadets that have a strong record of scholastic, athletic, and leadership achievement. Applicants must be nominated by their Professor of Military of Science and are selected based on their performance in the following categories:

- a) Leadership (ROTC, School, and Community Service)
- b) Overall Academic Grade Point Average
- c) Academic Accomplishments
- d) Volunteer Service and Contributions
- e) Extra-Curricular Activities
- f) Physical Fitness
- g) Leadership Essay Sample

The following recipients were awarded a 2021 Brigadier General Roscoe

("ROCK") Conklin Cartwright
Scholarship:



MS I Scholarship Winner (\$2,000): Cadet Andre Fleming, Norfolk State University Army ROTC, is a Pre-Nursing Major. He holds a 3.8 grade point average in addition to his outstanding community service achievements. He consistently dedicates his time and talent to local city youth groups and elementary schools in his area and serves as a youth baseball volunteer and coach.



MS II Scholarship Winner (\$2,500): Cadet Aubrey Hoover, University of Maryland (UMD) Army ROTC, is a Bioengineering Major and holds a 3.4 grade point average. She is currently ranked as the #1 MS II Cadet in her program for the second year. She is a member of several academic and social groups such as the Biomedical Engineering Society, Society of American

Military Engineers, UMD Lacrosse Club, and the Army ROTC Run Team.



MS III Scholarship Winner (\$2,500): Cadet Willie Bright III, Norfolk State University, is a standing Dean's List Accounting Major with a 3.7 grade point average. He is a member of the Simultaneous Membership Program (SMP), Minute Man Scholarship Recipient, Secretary of the Student Council Association, and a member of Norfolk State's Upward Bound Program.



MS IV Scholarship Winner (\$2500): Cadet Ky'Achia Atkins, West Virginia State University (WVSU), is a Dean's List General Studies Major, who has a 3.2 grade point average. She serves in a variety of leadership positions at WVSU such as the Battalion Sergeant Major at the WVSU Army ROTC program, President of the WVSU National Association for the Advancement of Colored People (NAACP), Social Activities Director for the Student Government Association, and

Captain of the WVSU Cross Country Team. She is a Newman Civic Fellow and a STEM Scholars Mentor.



The Lieutenant General Edward Honor Scholarship (\$3,000) was awarded to Cadet Desmond C. Varner of Xavier University for his outstanding record of leadership and excellence. In addition to being a member of his Military Science IV class, he is a Health Services Major and Dean's List Student with a 3.5 grade point average. As the Cadet Battalion Executive Officer, he will be a Distinguished Military ROTC graduate. He currently serves as a Newman Civic Fellow and holds positions on Xavier University's Presidential Diversity Inclusion Action and Advisory Council and Black Student Association. He is a Charter Member and Keeper of Records in the Rho Omicron Chapter of Kappa Alpha Psi Fraternity Inc.

The National Board of the ROCKS, Inc. is currently accepting applications for its 2022 Brigadier General Roscoe ("ROCK") Conklin Cartwright and Lieutenant General Edward Honor Scholarships.

Submission criteria can be located on the National Board of the ROCKS, Inc. homepage; scholarship tab, or can be found by visiting the following URL: https://rocksinc.org/content.aspx?page_id=22&club_id=459944&module_id=89362.

The deadline to submit 2022 scholarship applications is Monday, 31 December 2021.

Applications must be submitted as a PDF document and emailed to rocksnationalboard@gmail.com.

Pont of contact for additional guidance is Mr. Michael McLendon, Vice President, ROTC Programs, at vprotcandscholarshiprocks@gmail.com or (301) 423-5500.



From Good Stock: 2020 ROCK of the Year Award Presentation

*By Major Howard Falls, Morning Calm
ROCKS Chapter President
and Sergeant First Class Ryan Bickel*

People often wonder how prominent public figures become successful in life. Success comes in many forms and from many sources such as honorable virtues, strong morals, even raw luck. However, just like a delicious soup, one tried and true ingredient of the recipe is the base: good stock. Family, community, and mentorship are irreplaceable building blocks that make up a good stock.

The Abrams Family is a prime example of the kind of good stock influencing a person to rise to the challenges of society. As a young man, Robert Abrams was groomed at home even before joining the military. His father, General Creighton W. Abrams Jr., and two brothers, John and

Creighton III, were successful general officers who believed in hard work and stability. It should not be taken as coincidence that three generals came from one generation of a family. General Creighton Abrams Jr. consistently exhibited courage in battle, earning recognition through decisive action and a reputation of being in touch with his men. However, it is little known that he also delicately maintained calm during the Civil Rights Movement. The senior Abrams led a National Guard unit in support of federal marshals and law enforcement to maintain peace and enforce the rule of law at the University of Mississippi when James Meredith, enrolled there on October 1st, 1962, the first African American man to do so.



General Abrams and Major Falls

The ROCKS, Inc. upholds these virtues in its motto: "Concern, Dedication, Professionalism" and much like the Abrams family, focuses on providing a robust environment of peers and mentors for officers to emulate. The ROCKS owes its roots to a group of young United States Army officers who, through depending on each other during a time of discrimination

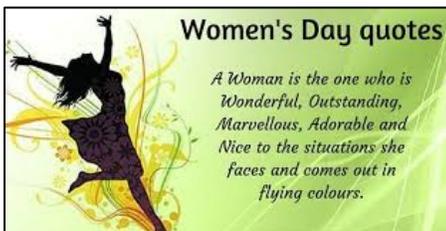


General Abrams and Members of the Morning Calm Chapter after the award ceremony.

and inequality, were able to reach success. These officers put their heads, hearts, and hands together in service to one another. They lived by the cornerstone virtues of the ROCKS. Today, society is different; the ROCKS actively mentors all people. As the nation continues growing through pains of rising above the various forms of discrimination, the ROCKS forges its strength through diversity and through the community.

General Robert Abrams continuously exemplifies the same virtues that the ROCKS does. On when he was invited to a ROCKS meeting as a Captain he said, *“It was a wake-up call for what the organization was about, people were not getting it right... it’s about giving back and helping ALL people along the way.”* Being a member of the ROCKS is a lifelong commitment to what we are about as leaders. Given General Abrams’ career of demonstrated excellence in mentorship and selfless service, the ROCKS Inc. is proud to present General Abrams with the Honorary ROCK of the Year Award. Of note, General Robert Abrams and General John Abrams are the only two brothers in the history of the ROCKS to earn the Honorary ROCK of the Year Award, John was the first ever to receive it.

As his remarks came to a close, General Abrams stated, *“I have been given a lot of things,”* and speaking of the ROCK of the Year Award, he said, *“This will have a place of honor in my house forever.”* And so, just as the geologic record preserves history in the natural environment, the ROCKS organization will preserve the good stock of General Abrams Family for us all to emulate.



Sleep Deprivation Hurts Military Readiness Despite Anti-Sleep Culture, Pentagon Study Says



Paratroopers from the 173rd Airborne Brigade catch up on their sleep after working through the night to prepare for a combat equipment jump in Italy, Photo Credit: John Hall

Sleep deprivation hinders military readiness, yet service members are twice as likely as civilians to experience it, according to a recent Defense Department report.

The “Study on Effects of Sleep Deprivation on Readiness of Members in the Armed Forces,” published Feb. 26, said sleep deprivation “may be the most important biological factor that determines service member health and combat readiness.”

The report was compiled by Acting Assistant Secretary of Defense for Manpower and Reserve Affairs Virginia Penrod after a comprehensive review of relevant scientific studies, several of which indicated that 64% of service members lack enough sleep compared to 28-37% of civilians.

Sleep deprivation causes “reduced ability to execute complex cognitive tasks, communicate effectively, quickly make appropriate decisions, maintain vigilance and sustain a level of alertness required to carry out assigned duties,” according to the report.

Sleep-deprived service members face a significantly higher accident risk in “training, operational and combat environments,” it said.

Congress required the Pentagon to produce the report as part of the 2020 National Defense Authorization Act. Lawmakers’ interest in sleep-deprivation stems from earlier reports that showed it factored into two separate collisions in 2017 between U.S. destroyers and commercial vessels that killed 17 sailors. Those studies found watch standers experienced poor sleeping patterns and exhaustion before both accidents.

Seven sailors died in June 2017 when the USS Fitzgerald collided with a Philippine container ship; two months later, 10 sailors died when the USS John S. McCain ran into a Liberian merchant vessel. Both destroyers sustained millions of dollars in damages.

In response, the Navy changed its policy on duty schedules to accommodate better circadian rhythms, but “anecdotal feedback” indicates the policy is not always followed, Adm. William Moran, at the time the vice chief of naval operations, told Congress in 2019.

The sleep deprivation report recommended leaders across all branches arrange duty schedules to ensure service members receive a full eight hours of uninterrupted sleep and reduce “environmental disruption,” such as noise, in sleeping areas.

While military work is not always conducive to sleep, that’s not the only reason service members are missing important snooze time, according to the study. The armed-forces culture devalues rest.

“Attitudes toward sleep may range from viewing sleep as a controlled ration to asserting that the need for sleep is a sign of weakness,” the report said.

The report suggested the Pentagon create policy to promote a culture of prioritizing sleep. The change must happen from the top-down, according to the report, as “leadership plays a significant role in whether service members in a given unit experience partial sleep deprivation.”

According to the report, “Army surveys indicate that only 26 percent of leaders encourage service members to get adequate sleep.”

But while sleep is crucial, it’s not always compatible with mission needs. In these circumstances, the report’s authors suggested “tactical naps” when sleep deprivation is operationally necessary.

These planned naptimes should last about 20 minutes and happen about two-thirds of the way through a period of sleep deprivation. To avoid post-nap grogginess, researchers found chewing about 100 milligrams of caffeinated gum can help.



Things to Consider When Sending a Message, Submitting an Article or Hosting an Event

What is the article or event about? Does it support ROCKS’ commitment to mentorship or another leadership development topic? Does this event, announcement or article align the organization strategic plan, mission or any

of the lines of effort? Will someone in another state or country benefit by learning something new or garner new information for your article as if they physically attended your event.

Date of Communication – When will it happen? This section is especially useful for gradual transitions that require a ramp-up period. Use this to map out key events that will call for communication.

Who is in Charge of Creating the Article or Communique – Who is responsible for the article, communication and even virtual LPDs? Choose your communication lead based on their skill set and relationship to those receiving the communication...the readers/audience.

Audience – Who is the target audience? Design your communication to answer questions, like What’s in it for me? (WIIFM) and What does it mean to me? (WDIMTM), for your intended audience.

Events or Actions That Require Communication – What needs to be communicated? Initial announcements, meetings, deadlines? Be ready to add action plans as needed to make your event success and then send us, the ROCKS, Inc an article on your great event. Planning is helpful but adjusting your strategy along the way is imperative.

Reason for Communication – Why is it necessary? Why is it relevant? Why would people be interested in your article of message? You should know what the desired outcome for each article or engagement is before you initiate it. For example, a LPD event is designed to teach the audience something, while a meeting to discuss a sensitive topic is so members can ask questions, express concern or even for leaders to listen to get feedback chapter members.

Method of Communication – How will your message be communicated? Use multiple channels for communications, such as video demonstrations, social media platforms small team meetings, and internal chats. People like to receive information in different ways, so it’s beneficial to use a variety of communication methods.



SAMPLE COMMUNICATIONS REQUEST						
Dissemination Date	July 18, 2020					
Occasion						
Person Hosting	Office of CSA					
<p>Message: The 40th Chief of the Staff of the Army cordially invites you the 267th Army Ball on Saturday, the 1st of August 2021 at MGM Hotel, Luxury, Maryland at 1800h</p>						
POC/Contact Info	MSG Highspeed		695-9999		msg.hgspd.mil@....	
Date Submitted	April 3, 2020		Action Completed		April 10, 2020	

An Excellent Opportunity: The Kellogg Fellowship



COL Eric Hoggard, USA

Each year the Army selects a group of Colonels to serve as United States Army Senior Fellows. The program objective as written in AR 627-1 states, “the fellowship provides select senior officers the opportunity to develop professional networks, engage civilian counterparts and appreciate the techniques used outside DOD to articulate issues and influence strategic solutions at the federal level.”

This incredible opportunity intentionally excludes the familiar SOP an Army officer is accustomed to utilizing. I believe this is done purposefully to inspire creativity, networking, strategic thought and a growth mindset.

My Discovery

Eager to understand my fellowship priorities, I contacted numerous former Kellogg Fellows to solicit their advice and recommendations. I then established three to five goals and allowed them to drive my daily execution! Methodically, most of my actions were synchronized with the following goals and remained unchanged during my tenure.

Serve as an Ambassador for the U.S. Army focused on fostering a greater understanding of the Army, deepening relationships, and collaborating in areas of mutual interest.

Expand components of personal leadership style to include my behaviors,

values and beliefs to create real enduring change.

Continue to build and strengthen the rich traditions of the FA50 leader’s impactful contributions during their Kellogg tour. Complete the Kellogg Executive Scholars Program. Identify executive level education opportunities for Army senior leaders.

Research topic: “Fifth Generation Headquarters”-Army Futures Command (AFC) Research Topic #10.

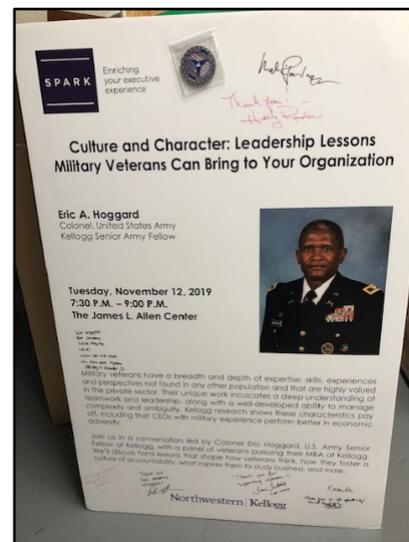
Lessons Learned

My first lesson learned at Kellogg, was a reminder that you can never underestimate the power of “Networking.”

Kellogg purposefully promotes diversity, attracting leaders from around the world. Learning, studying and exchanging perspectives with my illustrious colleagues was both inspiring and enduring. Together we debated everything from Leadership styles, Marketing trends, Design Thinking to the future impact of Artificial Intelligence. Networking is paramount and contagious.

It was an honor to share the Army Story with business leaders, academia and industry partners. All expressed genuine respect and gratitude for the mission and security provided to our great country. One of the most rewarding experiences was escorting a cohort of Kellogg Faculty to Fort Benning, GA. MG Gary Bito’s staff hospitality, special exercises and faculty briefings solidified the respect and appreciation from the Kellogg faculty.

Kellogg’s curriculum was a unique balance of class lectures, collaboration, and supplementary reading material. The theories and tools offered were thought provoking, yet easily applicable to Army Leadership Principles. Personally, the experience inspired me to adopt a more value based leadership approach and reflect on life events that shaped my leadership style. The experience will enhance my leadership in an organization that is built on “Values,” the Army! The So What.



Poster with signatures and coin presented to Colonel Hoggard by the university staff and colleagues when departing to go to his next assignment in Pentagon

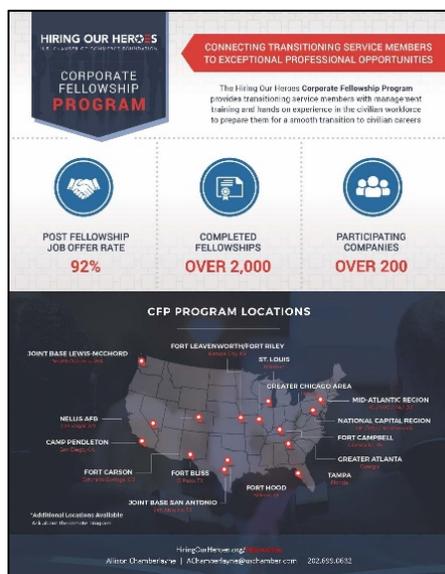
As I relocate to the Pentagon, I am a transformed leader, eager to shape new strategic solutions with our industry partners and DOD networks. The Kellogg experience has been impactful and inspiring on my military priorities and life purpose. I am equipped to apply new concepts and improved skillsets in the next chapter of my own Army story.

COL Hoggard entered the United States Army Reserve from Virginia Commonwealth University. Before his selection to Active Guard Reserve (AGR) in 2003, COL Hoggard worked in the Commercial Construction Industry as a Project Manager and Superintendent. COL Hoggard transitioned from AGR to Active Duty in 2010. He is currently a Senior Army Fellow at Northwestern University, Kellogg School of Management. He has served as the Vice-President of the DC Chapter of Rocks. COL Hoggard is a Division Chief in the Army G8 Resource Documentation Division.



Do You Have A Plan for Your Transition?

By Joe Harris, President, Hampton Roads Chapter



The "Hiring our Heroes" (HOH) Corporate Fellowship Program (CFP) is a DOD sponsored, US Chamber of Commerce Program. The Onward to Opportunity (O2O) is another program offered nationwide. O2O provides training and pays for one certification but will give you training for others that you may be interested in and help you find funding to pay for other certifications. Both are great programs for transitioning service men and women regardless of rank.

O2O requirements:

<https://onward2opportunity-vctp.org/>

REQUIREMENT: If you are an active duty transitioning service member, you must complete the attached O2O application and return it to you O2O rep. You must also be within six months of your EAOS (end of active obligated service) or retirement date. If you're outside of this 180-day window, you can still attend a Registration Session to gather information, but you will not be allowed to participate in the courses until you're in the eligibility window. Also, during COVID the fellowships are held

via telework. Another good point is that you can talk to your fellowship host company about time for VA appointments and other things that you'll have to do during that time frame, most companies are amiable.

REQUIREMENT: If you are a veteran, retiree, reservist, or National Guardsman, you must have proof of military service, as well as an Honorable characterization of discharge to participate in this program. Please send a scanned Member-4 copy of your DD214 or NGB Form 22 as soon as possible.

REQUIREMENT: If you are a spouse of a veteran, retiree, reservist, or National Guardsman, your spouse must have served Honorably for you to participate in this program. Please send a scanned Member-4 copy of his/her DD214 or NGB Form 22 as soon as possible.

REQUIREMENT: Spouses of active duty service members have no additional documents required.

REQUIREMENT: You must attend a Registration Session first.

The Hiring our Heroes CFP website is <https://www.hiringourheroes.org/>. Allison Chamberlayne is the POC (info is on the slides and flyer) for the DC area, she can give you contacts for other areas as it's a National Program.

And last but not least, "Hire Heroes" similar name but different Hire Heroes USA is a FREE service that provides access to a personal "transition specialist" who will rewrite your resume to remove the military speak and civilianize it. They will also draft cover letters and conduct mock interviews with you to set you up for success during future interviews all FREE.

Hire Heroes USA website: <https://www.hireheroesusa.org/>



Mission Command and The Intelligence Commander - In Chaos Lies Opportunity: A Model for Creating Belief, Capability, and Driving Intelligence Operations

By LTC Darius Ervin

This is an excerpt from the author's US Air Force Air War College Paper submitted in March 2020

Despite the complicated command authorities and relationships of the US Army Intelligence and Security Command and its major subordinate commands, much can be gleaned by the synergy of mission command and the intrinsic capabilities the organizations deliver across the Army. The synergy, coupled with battalion-level commanders capable of empowering leaders, collaborating horizontally and vertically, seizing opportunities, and filtering outcomes (i.e., negotiate), are the essential elements of intelligence mission command.

The Army's approach to mission command is more than good leadership; it also requires sound systems and processes to address the science of control. The intelligence commander is responsible for command and control. Commanders arrange people, processes, and networks into command posts to best facilitate their exercise of authority and direction to accomplish the mission. Most importantly, the commander owns the mission and underwrites risk.

A leader-leader model (a resilient construct centered on leaders at every level of an organization) and mission command's concept of divesting control and distributing it to the lowest level is essential, as intelligence organizations operate at the team level. Unfortunately, the role of the intelligence commander is not always clear. It can be complicated if the leader's experience only consisted of manning, training, and resourcing intelligence assets, not directing

intelligence operations, or vice versa. A shift from the personality-driven approach based on the "boss" experience to the commander-centric, mission command approach creates a common understanding and expectation for all intelligence professionals. The shift also requires adjusting intelligence professional military education and selection of commanders. This is evident in the Army's positive change in implementing the Battalion and Colonel Command Assessment Programs.

However, we can do much more in providing the necessary tools to junior leaders. Developing the skills and attributes for the non-combat arms branches to conduct the orders process, producing mission-type orders, and risk mitigation require innovative future solutions as the Army has an inherent bias for supporting the maneuver commander. Thus, all Centers of Excellence must apply the existing mission command framework as part of company grade level education and certification. Future environments will demand multi-domain operations as collaboration and close coordination across echelons will be challenging. This makes it imperative that leaders within the functional branches with niche capabilities (i.e., intelligence, communications, and cyber) are experts at directing operations and conducting risk mitigation as operations become more distributed and across Services. For example, a US Army Intelligence Battalion or Company element will likely conduct operations supporting a Joint Force's warfighting headquarters across all domains and with Partners and Allies, all without a single Army command headquarters providing guidance, expertise, or oversight.

Not all warfighting headquarters are designed the same. However, all commanders must own the vision, set/monitor the operations tempo, establish priorities, guard the unit's reputation, underwrite risk, resource the unit, make decisions, and develop leaders. The author's research aimed to provide intelligence commanders with a model to guide strategies and actions in directing,

leading, and assessing intelligence operations. Building on an agile and adaptive mission command structure, consolidating gains, establishing a push environment, creating clarity of purpose, empowering subordinates, stabilizing teams and maintaining systems, eliminating single points of failure, and identifying gaps and friction points, commanders and leaders can maximize mission effectiveness and innovate by implementing the proposed leader-leader model and master negotiator concept. The time is now to evolve intelligence doctrine, adapt leader development with innovative solutions, and refine training to facilitate disciplined initiative.

Lieutenant Colonel Darius Ervin is a Military Intelligence Officer currently serving in Istanbul, Turkey as the NATO Rapid Deployable Corps – Turkey G2 ACE Chief. LTC Ervin will start service as the Military Deputy to the Director for Defense Intelligence Counterintelligence, Law Enforcement, and Security in the Pentagon this summer.



5 African American Women Who Made U.S. Military History

Command Sgt. Maj. Mildred C. Kelly
Staff Sgt. Joyce B. Malone
Brig. Gen. Hazel W. Johnson-Brown
Maj. Gen. Marcelite J. Harris
Sgt. Danyell Wilson

Click the link below to learn more.
<https://www.af.mil/News/Article-Display/Article/2493420/5-african-american-women-who-made-us-military-history/>

ROCKS ON THE RISE

From Soldier to Civilian Aide to the Secretary of the Army (CASA)



COL (R) Anita Dixon retired from the U.S. Army on 1 September 2015. COL (R) Dixon, the 2015 ROCK of the Year and a 2020 inductee into the Army Women's Foundation Hall of Fame retired after over 30 years of service. For her, retirement meant taking a year off to reflect, travel, work in her garden, volunteer in her community and continue serving on the National Board of the ROCKS, Inc. Before she knew it, one year became two years and three became six. After taking a trip to Turks and Caicos in 2016 and finding the only available option for lodging was an AirBnB, the light bulb immediately came on. Upon her return to the U.S., she converted all of her rental properties to Short Term Rentals (STR). For over six years she has run a successful STR business. But in the Fall of 2020, an opportunity presented itself that Dixon could not refuse. In October 2020, she was nominated to compete for the Secretary of the Army's Civilian Aide. In December, she was notified that she was

selected as the Civilian Aide to the Secretary of the Army for the District of Columbia by former Secretary of the Army, Ryan D. McCarthy.

The Secretary recognized COL (R) Dixon's commitment to the Army, vast experience and broad assignments, from company to brigade command. She entered the Army in 1985 through Hampton University ROTC as an Adjutant General Corps officer. She commanded the Pentagon Operations Company, Fort Myer, Virginia and Headquarters and Headquarters Company, U.S. Army Supreme Headquarters Allied Powers Europe (SHAPE). She was a member of the All Army and Armed Services Basketball Teams. She served for two tours of duty in Croatia and Bosnia-Herzegovina with the 1st Armored Division as the Division Strength Manager and the Deputy G-1. In 2000, she was an Army Congressional Fellow and Military Aide to Congressman J.C. Watts, Jr. - 4th District, Oklahoma. She commanded the 203d Personnel Services Battalion, U.S. Army Alaska. Following command, she returned to the Office of the Chief of Legislative Liaison as Executive Officer, Programs Division and Deputy Chief, House Liaison Division, US House of Representatives. She was the Garrison Commander (Brigade Commander) for the United States Army Basic Combat Training Center of Excellence and Fort Jackson, in Columbia, South Carolina, the largest Initial Entry Training Center in the U.S. Army from 2007 – 2010. She is a combat veteran, serving in Baghdad, Iraq as part of United States Forces-Iraq from August 2010 to August 2011. She was the only female advisor, serving as the Senior Advisor for Personnel to the Iraqi Deputy Chief of Staff for Personnel, in the Ministry of Defense. Her final assignment was a special detail for the Secretary of Defense to the Headquarters, Department of Veterans Affairs.

Her awards include: Distinguished Service Medal, Legion of Merit (2), Bronze Star Medal for Heroic Meritorious Achievement; Defense Meritorious Service Medal, Meritorious Service

Medal (6), Army Commendation Medal (2), Joint Service Achievement Medal, Army Achievement Medal, Expeditionary Medal, Armed Forces Service Medal; Humanitarian Service Medal, Iraq Campaign Medal, the Parachutist Badge and the Horatio Gates Bronze Medal of the US Army Adjutant General Corps. Military Volunteer of the Year Award 2004– Fairbanks, Alaska and The National Society of the Daughters of the American Revolution, Founders Medal Award – Ellen Hardin Walworth Medal for Patriotism 2010

"I always said, if I find the right job and it is the right fit, I would get back into the game. Serving as a CASA has been my dream since meeting Mr. Ike McLeese, former CASA of South Carolina in 2007. Ike never missed an opportunity to support Fort Jackson, the Troops, Families, Retirees and Government Civilians. He made it his business to ensure Fort Jackson maintained an excellent relationship with the community. I've always said if I ever get the opportunity to serve as a CASA, I'm in. I knew it would be the one position ideal for my circumstances, that allow me to leverage my experience working within the local community and while continuing to fulfill my desire to serve my Army and my country."

The CASA program has existed for almost 100 years and there are currently 117 Civilian Aides in the U.S. and its territories. This is an honorary position with a three-star protocol rank and each CASA serves as a Special Government Employee (SGE) for the Department of the Army. CASAs have the best interests of the Army at heart, and many have served in the military. Civilian Aides are vital to Army efforts to tell the service's story to the public and help recruiters connect to potential recruits and centers of influence within their communities. A CASA's keen sense of business acumen and leadership in their communities make them essential partners to Army organizations and programs. CASAs are charged with three main priorities to help advance the Army's mission:

Act as liaisons to the Army National Guard and the U.S. Army Reserve in their regions.

Focus on recruiting. With less than a third of 18- to 24-year-olds eligible to join the military, CASAs must maintain a constant presence in local communities to assist recruiting efforts, helping the U.S. Army Recruiting Command gain access to America's young people; sharing the Army story with parents, teachers and other influencers; and helping connect potential recruits to Army recruiters.

Support Soldiers and their Families as they transition out of uniform by partnering with the Soldier for Life Program. Soldiers and their families have sacrificed to protect Americans' freedom, and they have earned our support and assistance as they transition.

Being a CASA is a fairly exclusive position. Just before World War I, the Military Training Camps Association (MTCA), a private group, began a training program to train leaders for the Army. In helping the Army select and train candidates for what was to become known as the Plattsburgh Camps, the MTCA suggested that an inner group of "Civilian Aides to the Secretary of War" could benefit both the Army and the Association.

In 1922, the Army formally recognized the training program and the Civilian Aide concept. Interaction with the Army was broad; with specific duties left to each Aide's own discretion.

In 1950, Secretary of the Army Frank Pace, Jr. redesigned the program to meet the Army's growing need for contact with grassroots opinion throughout the country. Secretary Pace also changed the policy of selecting Civilian Aides solely from the ranks of the MTCA and reduced their terms to two years. The Aides' primary mission has become promoting good relations between the Army and the public by acting as spokespersons and advisors.

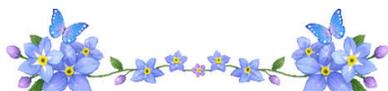
Since its reorganization in the early 1950s, the program has undergone few changes. It is estimated since the early 1950s, fewer than 500 individuals have served as a

Civilian Aides. There are currently only 12 African American civilian aides and four are females.

They are listed below.

- Allie Braswell-FL (Central)
- Mark Benton- San Francisco
- Augustus L. Collin- MS
- Landry D. Dunham- FLA (Central)
- Beresford F. Edwards- (Virgin Islands)
- Rodney A. Ellis, EdD- LA (North)
- Nicole R. Gilmore- Massachusetts
- Jeraline M. Johnson, EdD- FL (South)
- Terrance D. McWilliams- CO (South)
- Erica Jeffries Purdo- New Jersey
- Charles L. Rice- LA (South)
- Lillian Anita Dixon – District of Columbia

CASA Dixon is excited to be amongst this very elite group. “I am extremely grateful and honored that the Secretary selected me for this important position. I feel privileged to serve our Army in this capacity and look forward to assisting young Americans to become future Soldiers and working closely with the DC community and the military in the District of Columbia.”



National Guard Judge Advocate Briefs Soldiers

By Anthony Small

Reprinted from the US Army Website



WASHINGTON -- District of Columbia National Guard (DCNG) judge advocates provide guidance to Soldiers and Airmen during Operation Capitol Response on Jan. 10, 2021 at the D.C. Armory.

National Guard Soldiers and Airmen from several states have traveled to the National Capital Region to provide support to federal and district authorities leading up to the 59th Presidential Inauguration.

Major Don Cravins, Jr., a command judge advocate with the DCNG Office of the Staff Judge Advocate, is one of several judge advocates and paralegals tasked with ensuring Soldiers and Airmen are briefed on mission rules and guidelines.

“The safety and protection of the public is our top priority at the District of Columbia National Guard. One of the most important jobs of the Office of the Staff Judge Advocate is to ensure Soldiers and Airmen are briefed and trained on the laws and rules that form the mission,” said Cravins.

Cravins has served nearly 10 years in the National Guard and has been a licensed attorney since 1998.

“As an Army lawyer, my job is to ensure Soldiers and Airmen clearly understand the dos and don’ts of the mission,” said Cravins. “My teammates and I brief them on the rules of conduct, the use of force and de-escalation techniques, the laws of the District of Columbia and on Department of Defense regulations. We also go through real-life training scenarios and explain the rights and protections allotted to them as Soldiers and Airmen under Title 32 of the United States Code.”

Some Guardsmen who are supporting Operation Capitol Response will be sworn in as special police by civilian law enforcement agencies such as the U.S. Capitol Police, U.S. Park Police and the D.C. Metropolitan Police Department. Their duties will include protecting members of Congress and other congressional personnel and securing the grounds and property of the U.S. Capitol.

“Knowing and understanding the rules related to the use of force, self-defense and defense of others and rules of conduct are vital keys to ensuring a successful mission,” said Cravins.

Cravins is a former state legislator and served as chief of staff to a United States Senator. Having worked in government and at the U.S. Capitol building for a number of years, Cravins feels a special relationship with this mission.

“I am proud to be an American Soldier and to serve with the men and women of the National Guard. I, along with many other men and women, are working behind the scenes to ensure our Soldiers and Airmen have the tools and resources necessary to successfully perform the mission. We have a long and proud history of supporting our nation, its Capitol and the District of Columbia, and we are working hard to continue that tradition.”

Major Cravins serves our nation as a DCNG SJA and is a member of the DC ROCKS.



Cheddar Highlights Resolve Solutions’ Passion for Empowering Minority Students for Black History Month



Mr. E. Sean Lanier

Our very own 2019 Bobby Burke Honoree, E. Sean Lanier spoke with Cheddar to share how Resolve Solutions is making a difference in providing support to underrepresented students. Sean was featured recently on news segments to share how Resolve Solutions assists high school students who desire to

pursue a college education. Minority students have a significantly more difficult time preparing for college and finding the path that best suits them. RSI strives to help these students by matching them with colleges and programs through ROTC while also presenting them with mentorship opportunities to equip them with the guidance that they need to succeed. With the hurdles that come with college preparation, Resolve Solutions is here to make a difference and help the students that need it most.

<https://resolvesolutions.org/in-the-news/>
<https://cheddar.com/media/resolve-solutions-inc-helps-minority-students-succeed-in-higher-education-through-the-rotc>



A Word about Mentoring

By COL (R) Eric P. Flowers, USA

Hey ROCKS Nation, it is time to clear the air about the concept of group mentoring. The term sounds impactful, but it is a misapplied label for activities involving more than two people. The term group mentoring is only applicable in certain situations. A gathering of subordinate individuals listening to an established, experienced individual conveying valuable words of wisdom is not group mentoring- it is coaching, or professional development. It is not mentoring because it falls short of a Mentoring Triad.

Meaningful mentoring requires three elements: mutual commitment,

accountability, and follow-up (a Mentoring Triad). The absence of one or more of these elements constitutes something well-intentioned and beneficial, but it is not mentoring.

Per literature arising from our profession, mentoring involves some type of agreement between two people with bi-directional implications for expected obligations. For example, the mentee-to-be informally pledges to seek counsel from an experienced person and the potential mentor offers to provide counsel and advice when asked. Both accept an implied expectation that governs their future interactions. This meeting of the minds is the adhesive that solidifies the relationship. Not only does it facilitate connectivity, but it also promotes the instilling of a duty on the respective parties- a duty to do no harm.

This duty is underwritten by trust. The mentee assumes vulnerability by actively placing guarded faith in the mentor and the latter reciprocates to the former by humbly respecting the deference offered. This translates into the mentee moving forward with confidence that the mentor's advice and guidance is solely meant for good, and concurrently, the mentor proceeds with full recognition of the implications associated with whatever guidance is provided (or withheld). This dynamic enables both a self-imposed, and partner-bestowed, accountability to the relationship, and to one another. Not living up to this accountability fails both parties and should produce enduring ramifications on the breaching party's conscience. This notion of bilateral accountability establishes the criticality of following up.

Following up provides useful feedback that strengthens trust and accountability and validates the legitimacy of the partnership. Following up activities reveal relevant returns on investment and establish the foundations for subsequent, development enhancing interactions. Following up represents a personal, on-going, stake for both the mentor and mentee. Although helpful and benevolent, group mentoring falls short of

bona fide mentoring because it lacks iterative continuity from individuals who have personal "skin in the game."

Not having mutual commitment, accountability nor follow up is like calling a figure a pyramid when only one or two sides exist. For a pyramid to exist, there must be three sides- no more, no less. The same concept applies to mentoring, it requires the existence of three, complementary elements- no more, no less.

No matter how high the level of esteem and respect that may exist between presenter and audience members, there exists no type of obligation between the two entities. Additionally, the absence of professional closeness between the two prevents the emergence of convicting accountability. Large group sessions do not build intimate trust, just feel-good familiarity. The one-time nature of a group mentoring activity in no way enables informative, course correcting, follow up activities. Subsequently, the absence of three sides means the figure is not a pyramid. ROCKS Nation, we should reserve the term "group mentoring" to appropriate instances.

Group mentoring is only applicable when a mentor assembles (in-person, or virtually) all of her or his respective mentors and interacts with them for the purpose(s) of upholding the mentor's responsibilities of imparting useful career guidance and/or following up with mentees. Our interests are best served if we resist the temptation of misapplying a well-intentioned colloquialism to the activities of a doctrinally-defined process that strives to produce tangible and measurable differences in the lives of those who seek to grow and improve to their full potential.

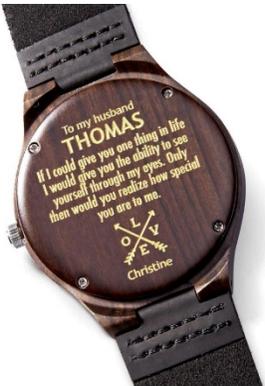
*"Every great achiever
is inspired
by a great mentor."*

— Lailah Gifty Akita



Sharing Information in Our ROCKS Community

During this onset of COVID-19 our society has found the need to communicate and stay connected to each other more important than ever. Simply put all of us have discovered or realized communications is the very lifeline of our society. Communications is a way for each of us to convey information from one person to another. The word communication is derived from the Latin word communis, meeting to share. While communication itself and sharing information seems relatively simple and involves a sender, a message and a receiver; the mark of effective communication is that the message is received with the same content and meaning with full comprehension and understanding as intended by the sender.



A personalization watch: such gifts usually require a review and a confirmation of the engraved message

To improve communications and our efforts to share (disseminate) information, invitations, and updates, we have implemented a communications policy which was introduced in July 2019.

COVID-19 has precipitated an increase in amount of information disseminated to all members to include information about the LPDs and other events our organization and chapters have hosted. During this time, it has been a wonderful period marked by heightened cooperation and collaboration among the chapters throughout the ROCKS Enterprise. To increase the quality of the support provided in disseminating messages and to decrease any errors, an additional element will be implemented to further refine the communications policy. A draft or a mockup of the message (with the flyer) will be sent to the requester for review and confirmation of the content and accuracy of the message. Once the draft is reviewed, a confirmation that the message is accurate will be required.

Additionally, because we have so many wonderful events taking place simultaneously, it is crucial that the requester send in their request for action a week (7 calendars days) in advance. This allows 2 business days for us to process your request. This timeline does not reflect or take into consideration previous requests or messages that have already been processed and are in the queue for dissemination to our membership prior to receiving your (chapter's) request. Not only do we review and disseminate messages, but we try to synchronize the dissemination of messages in an effort to avoid sending more than one message a day in day and age when we all may feel we are already receiving too many emails.

While this may seem bureaucratic to some, this is not a new standard when compared to different dimensions of our life or life experiences. We confirm accuracy of the messaging for items we want or purchase on a regular basis. Think about if you have ever sent a floral arrangement or Edible arrangement with a card to convey congratulations or your sympathy to someone, you have reviewed

and confirmed the message. If you have ever brought a special item like a piece of jewelry and you wanted it engraved, the merchant asked you to confirm the message. The measures we are putting in place is to make the manner and process in which we disseminate information standardized, professional as well as decrease errors or miscommunication. Most importantly, we want to ensure we are providing the best support in sharing information with our ROCKS nation about your next awesome event!



Cards, invitations, messages and printed products are reviewed prior to be sent to a printer.

Karen Wrancher has served as an Army Officer for over twenty years attaining the rank of Colonel. Her culminating position was serving as Chief of the Assistance Division, the largest division in the US Army Inspector General Agency. She begins the next chapter of her life's journey working for the nation's 4th largest bank, Wells Fargo.



Author Egypt



Membership Observations Membership Development

By COL Angie Hemingway USA (Ret)

When I was on active duty in the military, membership in the ROCKS was viewed as an especially important aspect of my military development. Recent membership surveys conducted in the ROCKS, indicates that networking and professional development are the number one reasons members join the ROCKS. However, in this age of social media where a friend is only a tweet away, the benefits of joining the ROCKS is often questioned. Is the ROCKS still relevant?

I must give a resounding yes. I base my response on my military career, and the interactions with members in the ROCKS. The benefits of the ROCKS still speak to professionalism, networking, and education among other things. I want to discuss the networking and the educational benefits of the ROCKS.

There is no better place to network than the ROCKS. Recent educational opportunities such as the *Buffalo Soldiers Series* and chapter monthly Leadership Professional Developments (LPDs), is a testament to this. The officers who participated in the series became members of the ROCKS early in their careers and have all benefited from networking in the ROCKS. During the *Buffalo Soldier* series, the speakers emphasized, ROCKS was a place to receive guidance,

leadership, and mentorship as they progressed through the ranks. Officers speaking in the series have been very candid about the many good things and some of the challenges that help shaped their life as soldiers. One of the amazing opportunities the COVID pandemic provided, is sharing stories through the *Buffalo Soldier* series, through a social media platform. This social media platform has also been instrumental at the local level enabling chapters to conduct meetings more efficiently. Chapters have conducted local meetings and have had the opportunity to network by inviting other chapters to join with them. This has increased networking opportunities and educational opportunities as well. In a recent meeting, a young officer commented he is able to join his local meeting and also join an overseas chapter meeting he will potentially be PCSing to in the spring. In a non-COVID environment, this may not be as easy

Education has been a hallmark of the ROCKS especially during the ROCKS by-annual conferences. Chapter LPDs are also opportunities for members to become educated on different areas during monthly meetings. During the past year when COVID restricted meeting in person, chapters conducted meetings via Zoom. Chapters teaming to conduct LPDs or inviting other chapters to their LPDs has been invaluable. Members are seeing that it's the People who matters. What we do through networking and education in the ROCKS is about leadership and relationships. It is the leadership who sets a safe tone in which to operate. Leaders set the tone and lead by example. Leaders who are at the helm of ROCKS Chapters should be aware that younger officers are watching. Leaders must remember to engage with their chapter members if their chapters are to become active, viable and engaging. Members are more likely to become involved at any level in the chapter if they are made to feel welcomed and needed. Chapters often have positions that are unfilled. How are leaders educating members about these positions? Ask members to become involved and work with the member to be successful. One *Buffalo Soldiers* series

speaker said it is not where you start but where you finish in an organization.

Another area of importance is knowing your documents. This means read the ROCKS Bylaws to know what you can and cannot do. To improve the process, link in with other ROCKS Chapters and partner with them. Members can benefit by identifying their local senior chapter leaders and their chapter mentors. Reach out to them for guidance on a regular basis, not just when things are challenging. Encourage these leaders to attend meetings and speak. As always, you have your National Board members and Board advisers who are available to assist with concerns.

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

**New
Members**
W · E · L · C · O · M · E

Joined 12/22/20 – 03/18/21

COL Terrence Adams USAF
LTC Romaine Aguon USA
LTC(R) Marva Askew USA
Ms. Monique Augusta USA
LCDR Dominic Bailey USN
LTC Jason Baker USA
Mr. Rawleigh Barrett III
1LT Deonte Battle USA
LTC Erika Beam USA
LT Elcanah Bellande USA
1LT Jamal Bey USAF
2LT Nigel Biles USAF
CPT Jason Birch USN
CPT Kevin Blash USA
MAJ(R) Zacery Boatman USA
COL(R) John Bradsher USA
COL Felicia Brokaw ANG(Army)
CPT Chaney Brooks USA
CPT Sequoria Brown USAR
LTC THOMAS BURNEY USA
CPT Samuel Burns USA
1LT Marquel Campbell USA
COL(R) Alvin Cannon USA

LTC(R) Davina Carrington USA
 2LT Jeronne Carter USA
 CPT Schola Chambers USAR
 CPT Luigi Chekwa USA
 Ms. Shannon Christie
 MG Ronald Clark USA
 LTC(R) James Clarke, Jr. USA
 MAJ Andre Clemmer USAR
 WO4 John Coakley, Jr. USA
 CPT Madelyne Corcino USA
 LT Tiffanie Cruz
 1LT Devan Cureton USA
 COL Andrew Deaton USA
 CPT Travis Deberry USA
 MAJ Sanquanetta Ellis USA
 MAJ Sophia Estrada USA
 CPT Chasity Eull USA
 1LT Trushawn Finegan USA
 CPT Tameka Floyd USA
 LTC David Ford USA
 LTC Chris Angel Fuller USAR
 COL Steven Gavin USAR
 LTC Kenneth Gay USAR
 CPT Tyler Gomez USA
 MAJ Blondene Goulbourne USAR
 Mr. Dahryl Grant II
 Mr. Zachary Gray
 CPT Jazmyne Grayson USA
 CPT Alan Greene USA
 CPT Gregory Hacker USA
 MAJ(R) Rodney Hankins Jr. USA
 CDT Evan Harper
 LTC Nancy Harris USA
 LTC Kelvin Hart ANG(Army)
 LTC Dartanian Hayward USA
 COL Bridgette Hickey USAR
 MAJ Andrew Horn USA
 2LT Samuel Howard ANG(Army)
 CDT Zachary Hunter
 CPT Kamyia Jabari USA
 MAJ Mikhail Jackson USA
 1LT Richard Jacobs USA
 1LT Rodney Johnson USA
 CPT Martin Johnson USA
 LTC Richard Kelly USA
 CPT David Kemp USA
 MAJ Sherry Kwon USA
 CPT Aldon Landers USA
 LTC(R) Montrese Love USA
 CPT Sean Lucas USA
 Ms. Nancy Lyons USA
 MAJ Chanty Mackins USA
 MG Stephen Maranian USA
 Mr. Orlando Mclain
 COL Jabari Miller USA
 CPT Florence Moss USAR

MAJ Carrien Motte USA
 2LT Anthony Nathal USAR
 CPT Jessica Nathaniel USA
 CPT Kaisha Nesmith USA
 MAJ Daniel Novak USA
 COL Dexter Nunnally USA
 LTC Jeremiah Owoh USA
 MAJ Rachel Pierre-Louis USA
 MAJ(R) Phillip Plumpp USA
 1LT Dorian Quainoo USA
 MAJ Wesley Rankins USAR
 COL Jeffrey Rector USAR
 MAJ Sherilyn Reed USA
 WO4 Jean Ritter USA
 MAJ Yasheba Robinson USA
 MAJ Luz Rodriguez USA
 COL Janet Ross USAR
 CPT Aundrey Ruffin USA
 1LT Monica Santoyo USA
 LTC Leon Satchell USA
 CPT Sylvia Scott USA
 MAJ Jeremy Sims USAR
 Mrs. Ashley Smith
 1LT Kristy Taylor USAF
 Mrs. Laura Thomas
 2LT Terry Thomas Jr ANG(Army)
 CPT Kerri Thornton USA
 COL Carl Thurmond USA
 COL(R) Hughes Turner USAR
 LTC(R) Stewart Underwood USA
 MAJ Darshawn Vaughn USA
 MAJ Daren Wajdak USA
 BG Christopher Walker ANG(AF)
 CPT Polina Washington USA
 MAJ Michael Watkins USA
 1LT David White USA
 COL Theodore White USA
 2LT Kelvin Williams USA
 COL Hope Williamson-Younce USA
 Ms. Ruth Wilson
 LT Alexander Wood USN
 CPT Damien Woods USA
 CPT Michelle Worsley USA
 CPT Chelsea Young USA



ROCKS' CHAPTER ACTIVITIES

Mentorship: The Impact on the Profession

By CPT Andre Foster, USA (DC Chapter
Vice President of Administration)



The Washington, DC Chapter of the ROCKS Inc. in session two of the “Let’s Talk About It” series continued its focus on returning to the basics of Mentorship. On February 18, 2021 even before the meeting started you knew this was an historic moment to hear directly from General (Retired) Colin Powel, the 65th United States Secretary of State and the 12th Chairman of the Joint Chiefs of Staff, a giant whose shoulders we stand upon. He was the guest speaker for the evening’s LPD.

The meeting was moderated by Major General Charles Hamilton, *Deputy Chief of Staff for Logistics and Operations, U.S. Army Materiel Command*. Shortly after being introduced it was clear, General Powell was a gifted orator and genuine person. General Powell began by speaking about his family, the Buffalo Soldiers and the legacy that was passed from them to those serving today. He went on to state

“the humorous stories throughout my career are the ones I am going to share.” General Powell then shared how his book *“It Worked for Me: In Life and Leadership”* centered on practical lesson and 13 Rules of Leadership. General Powell stated *“The 13 rules, really are not rules, they are 13 things you can do or not do”* he said. He proceeded *“They are not my rules, they are just the way I went about life.”*

General Powell referenced the 13 rules as the framework of each story he was sharing thus laying the foundation for the remainder of the meeting. Story after story, GEN Powell seamlessly was outlining the lessons that informed the bases of each “Rule” learned during his more than his 35 years of service to the Military and to the United States.

General Powell asserted throughout the evening that *“The most important job is taking care of Soldiers, no matter how far you rise in rank”* and that *“there is no excuse for not taking care of your Soldiers.”* There was power in listening to his words of wisdom and expertise garnered over decades of diligent work and servant leadership, truly the following quote summed it up. *“You have to believe in what you are doing. You have to believe in the people who are doing it with you and for you, but above all, you have to understand that when things go bad. When there is a problem, guess what? You’re the*

one who is supposed to solve it. That’s what’s being a Soldier, Sailor, Airmen, or Marine is all about. It will always look better when you do the job right.”

GEN Powell shared many memorable stories throughout the meeting, some of which where he spoke with journalist which can be summarized as follows:

Embrace Cultural Differences

“Regardless of their political or philosophical leanings understood the importance of people complimenting each other. A leader overseeing a team of all quarterbacks or a company without true diversity does so at his or her own peril.”

Explore All Options

“All leaders should closely consider all options at their disposal before honing on an action plan. Leaders act impulsively too often, making key decisions and shifting their teams and organizations in a given direction without engaging in the requisite due diligence needed to adequately understand and evaluate alternative and potentially more optimal solutions.”

Avoid Ideological Rigidity

“Maintain flexibility in your thinking and in your leadership: Do not get married to a single position and do not be afraid to change your mind. It is never too late to come to the right decision.”

This has been the largest virtually attended event in the ROCKS Inc. history with the Zoom max capacity of 1,000 participants active with hundreds more in the waiting room hoping for the opportunity to join for more than 2.5 hours.

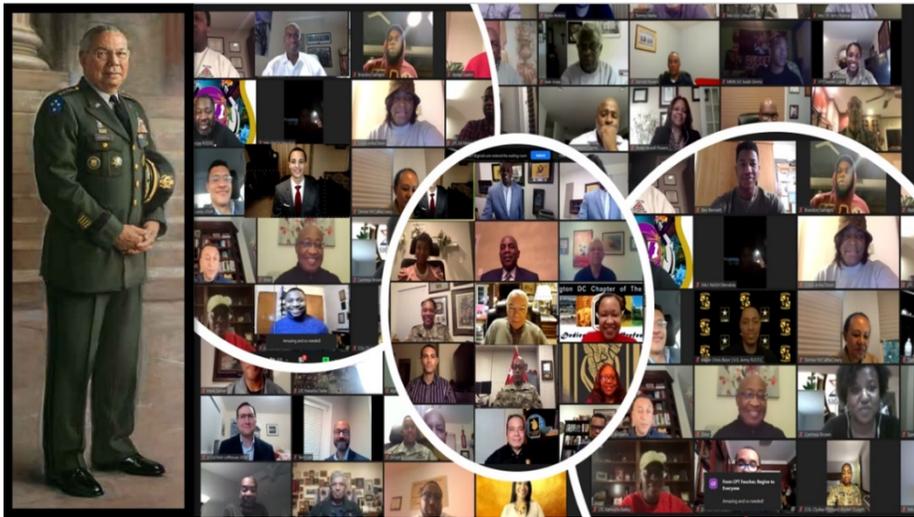
Towards the last minutes of the meeting, GEN Powell shared the foundation of building the future of this country is through the development and preservation of strong families that are grounded in strong values. Regardless of your Race, Color, Creed, Religious, or National Origin. The family is at the center of it all. General Powell shared *“Remember this, the kids are maybe listening to you, maybe they are not. They may be obeying you, maybe they are not, but I tell you this, one thing our children are doing, they are watching you.”*



**The Aloha Chapter of
ROCKS Inc. Black History
Month Celebration:
The “Council of Colonels,
Celebrating our
Trailblazers”**

by MAJ Tamara A. Da Silva

Fort Shafter, Hawaii – On 11 February 2021, The Aloha Chapter of ROCKS, Inc. hosted a Black History Month Celebration entitled “Council of Colonels, Celebrating our Trailblazers”. Over 100 officers, warrant officers, non-commissioned officers, and Department of the Army Civilians from across the world virtually came together to celebrate via Zoom. The panel of keynote speakers consisting of four current/past Brigade Commanders or the key development equivalent: Colonel Maurice Barnett, Executive Officer to the Director of the Army Staff, Colonel Antoinette Gant, Commander, South Pacific Border District, U.S. Army Corps of Engineers and 2021 BEYA Award



Washington, DC ROCKS Chapter Zoom Meeting with 1,000 attendees to hear General Colin Powell

recipient; Colonel Elmore J. Jones, Jr., Chief, Colonels Management Office, Senior Leader Development, and Colonel Landis C. Maddox, Commander, 25th Division Sustainment Brigade. The Black History Month celebration commenced with a reflection on the life and legacy of Colonel Charles Young, the first African American to earn the rank of Colonel. He was the ninth African American to attend West Point and go on to become the third African American to graduate from West Point. Colonel Young was also the first African American to serve as a National Park Superintendent, the 1st Military Attaché and was the highest ranking officer in the US Army until death in 1922. Like Colonel Young, the esteemed members of the panels were and are trailblazers in their own right.



The panel of keynote speakers consisting Col. Maurice Barnett, XO to the Director of the Army Staff, Col. Antoinette Gant, Commander, South Pacific Border District, U.S. Army Corps of Engineers, Col. Elmore J. Jones, Jr., Chief, Colonels Management Office, Senior Leader Development, and Col. Landis C. Maddox, Commander, 25th Division Sustainment Brigade.

Colonels hold a special place and responsibility in our Army. The only rank with the emblem of an eagle looking forward; Colonels are responsible for leading, mentoring and developing soldiers as well as company and battalion commanders. In a Division, it is usually a Colonel, a Brigade Commander, who influences the “Majors slate” or provides input to the commanding general’s G1. Colonels direct the actions of Iron Majors and get operational and strategic actions ready and done for the general officers. The discussion with the Council of Colonels reflected on the past and looked to the future of our force, leadership, performance, assessing, and evaluating potential.

The panel members opened the discussion with self-reflections on how the life of Colonel Young personally influenced their careers. “Likewise, I am a graduate of West Point, when you go on the grounds of West Point you don’t see or hear a lot about him. I happened to read one of his biography. I took to the things that he had to overcome in his life. Like him, I came from a single parent family and I had to overcome own challenges in life. Colonel Charles Young is the epitome of perseverance a person that all officers should look up to,” said Colonel Maddox.

Colonel Elmore J. Jones, Jr., shared a scenario early in his career where his competence questioned and how to you handle the situation. “You will be challenged no matter what you do not matter where you go. When I attended cadet advanced camp, I successfully completed mission and tasks daily. However, the evaluator rated me as unsatisfactory despite having led the mission successfully through the last couple of objectives. My evaluator had given every black cadet that he had evaluated an unsatisfactory. It made me do better. I kept my attitude in check and my best every single day. Even as a Colonel, you will still be challenged. It will only make you dig a little deeper,” said Jones.

Colonel Gant challenged leaders to do the best at the job assigned to you no matter what. “My competence was challenged as a lieutenant at Fort Hood. There were two people up for the same position and I was not chosen even though I was the senior lieutenant in the company. The reason why the commander did not select me is because I was a female and he did not believe I had the strength and ability to do the job and because I was an African American. My commander had grown up believing that African American were not the same level of intelligence as Caucasian officers. Even though I did not receive the job, I did the job given to me and ensured I performed my very best daily and was focused. Later, the commander told me, “You definitely showed me that people of color are just as capable as anyone else. I made a mistake not selecting you for the

position and I want to apologize to you,” said Colonel Gant.



The Aloha ROCKS Black History Month Celebration panelist discuss leadership, performance and assessment via Zoom- Fort Shafter, HI.

Addressing the scholarship surrounding black officer involvement in the Army, much has been written about the ways Black officers fail, or barriers associated with glass ceilings. The panelist discussed not only how to succeed, but how to grow the pool of African American officers. “There is disparity in West Point and ROTC attendance; we must influence those personnel inputs from early on. Outreach outside the Army is key to growing our force; we must convince parents that this [Army] is a great place for your son or daughter to aspire to serve. Colonels influence the process in how they evaluate Majors. It you do not become a brigade commander that is where the vote begins. If you do not have diverse battalion and brigade commander population, you do not get a vote. Many Majors and officers depart the force before receiving a change to aspire to those positions. I have only worked for one minority commander in my tenure. Non-minority leaders must understand that we have a problem growing African American officer and assist in their development,” said Colonel Maurice Barnett.

During the celebration, the panel imparted upon the audience what officers today can take from Colonel Young’s example of never quitting and winning in every sense of the word. “What Charles Young represents; every officer should strive for...never quitting. We should not quit. We should strive to be the best we can be and emulate excellence throughout our formations whether you are a platoon leader, company commander or battalion commander. In addition, we should instill that never quit attitude in the soldiers

beneath us. Leadership is contagious. If you come in with a great attitude you will see that a positive attitude goes a long way," said Colonel Maddox. The Black History Month Celebration concludes with the panel asking the over one hundred attendees to remember the legacy of Colonel Charles Young lives on. African American Colonels of today rise standing on the shoulders of trailblazers and great leaders that changes challenges and sometimes tragedy to moments of triumph.



All American Chapter Hosts "A Conversation with Triple Nickle Survivors"

By Kashona D. Grate

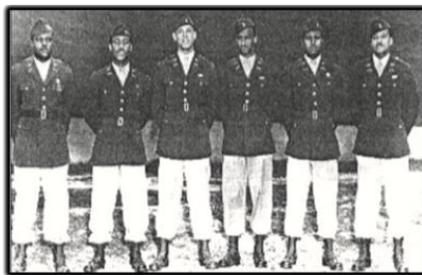
On Thursday, February 4th, 2020, the All American Chapter hosted a virtual Leader Professional Development (LPD) in support of the ROCKS, Inc. Black History Month Series. Survivors Command Sergeant Major (Retired) Stevens and Sergeant (Retired) Corbett discussed their experiences of segregation and racism while serving in the United States Army All-Black Airborne unit during World War II. The 555th Parachute Infantry Battalion was nicknamed the "Triple Nickels" because of its numerical designation and the selection of seventeen of the original twenty members "colored test platoon" from the 92nd Infantry (Buffalo) Division.



JJ Corbett (second from the right) and fellow Triple Nickels in Pendleton, Oregon, summer 1945

SGT (R) Corbett relived his training at Fort Benning. He elaborated on how the training for white paratroopers were different from the training provided to African American paratroopers. SGT (R) leadership would watch how the white paratroopers were trained and they would replicate those training tactics with the African American paratroopers. Once he graduated from Airborne School, SGT (R) Corbett was sent to California to fight fires that were started by Japanese fire balloons that hit the California and Oregon coast. These firefighters were referred to as "Smoke Jumpers". He provided stories of how on current events surrounding the African American communities harkened to how African American paratroopers were discriminated against during his time at Fort Bragg. SGT (R) Corbett also spoke to the pride he felt with the installment of Lloyd Austin, the first African American Secretary of Defense.

CSM (R) Stevens arrived to the 555th in 1946. He spoke to the garrison environment, and how Soldiers were treated at Fort Bragg after World War II. The Soldiers of the 555th continued to simultaneously train on Fort Bragg with white paratroopers. The unit was able to demonstrate their proficiency as a combat ready paratrooper unit, but they were never integrated into training with white units. CSM (R) Stevens was one of the last members of the 555th before the unit was deactivated in 1947. CSM (R) Stevens talked about the camaraderie among the men who served together and the pride they had in serving their nation.



Pictured the commissioned officers of the 555th PIR who wore white pants with their jump boots

SGT Corbett referred to a Captain that the most of original 555th paratroopers referred to as Black Daddy, a Captain that

held them all to the highest standards and would not "cut him any slack or get away with anything. While SGT (R) Corbett left Army service, he credits his time in the 555th with his success later in life. He went on to graduate from North Carolina A&T and became a football coach will lead his team to three state championships. After his career as educator and coach he went on to serve on the Board of Education for the North Carolina and hold positions is local government.

CSM (R) Stevens and Sergeant (R) Corbett stated that one of the proudest memories they had of services was being able to say that they served in the 555th, the first unit with African American paratroopers. They enjoyed the opportunity to speak with the All American Chapter of the ROCKS. These gentlemen were honored to know that their interview was the leading event to the National ROCKS Inc. Black History Month campaign.



Maj. Gen. Charles C. Rogers: Talent through Diversity, Equity and Inclusion

*By COL (Ret) Charles D. Allen
(Reprinted from The Army Times)*

Each year Black History Month provides the opportunity to research, learn, and share the indelible contributions of African-Americans to the history of our nation.

The United States military experiences during the First and Second World Wars highlighted the need for quality leadership in the officer ranks. While the American professional officer corps has traditionally been attributed to the training, education, and development of leaders at the United States Military Academy at West Point, that source of commissioned officers could not meet the demands of a force at war.

Accordingly, diversity and inclusion became a strategic necessity. Diversity came from land grant educational institutions established by the Land Grant Act of 1862 and associated Reserve Officers' Training Corps (ROTC) programs directed by the National Defense Act of 1916. De facto Inclusion arose with Historical Black Colleges and Universities (HBCUs) with their ROTC programs that provided the pool of African-American commissioned junior officers for the U.S. military. Exceedingly important in the aftermath of the Second World War was President Truman's 1948 Executive Order 9981 directive to integrate the U.S. armed forces.

Subsequently in 1951, Charles C. Rogers was commissioned as a lieutenant of field artillery from West Virginia College, an HBCU. In 1980, he was inducted into the inaugural cohort of its ROTC Hall of Fame as an Army general. From humble beginnings as a son of a West Virginia miner, Rogers excelled as an honor roll student, an athlete as football team quarterback, and a leader elected as student council president in his all-Black high school. Rogers cited his father's "pride in service to country" as an Army enlisted mail clerk during the First World War. His father's service motivated Rogers to join the Army even while the Korean War raged on. Rogers couldn't know the impact of a future conflict in Southeast Asia on his life and military career.

Rogers' initial assignment upon commissioning was to an all-Black Army field artillery unit stationed in Germany that integrated six months after his arrival. One can imagine the challenges Rogers must have faced in the Army as it transitioned to accept integration in the force and while the nation was undergoing its own struggles during the emerging civil rights movement.

Rogers must have excelled in his two battery commands, and then as Battalion S-3 to be promoted to major and selected to attend the Army's Command and General Staff College. Upon graduation in 1964, based on his past performance and



*LtCol Melissa Riddick, LTC(P) Chika Ihenetu,
LTC(P) Barrcary Lane, & COL Frank Jefferson*

demonstrated potential, Major Rogers was assigned as S-3 for 24th Division Artillery in Germany, then selected for his first battalion command in Fort Lewis, Washington. He must have been something special to be again be promoted and selected to command 1st Battalion, 5th Artillery with the 1st Infantry Division during combat in Vietnam.

Just how special can be gleaned from the following Army award citation extracts describing his actions in defense of Fire Support Base Rita on the South Vietnam-Cambodian border on 1 November 1968:

"For conspicuous gallantry and intrepidity in action at the risk of his life above and beyond the call of duty. Lt. Col. Rogers, Field Artillery, distinguished himself in action while serving as commanding officer..."

"Lt. Col. Rogers' dauntless courage and heroism inspired the defenders of the fire

support base to the heights of valor to defeat a determined and numerically superior enemy force. His relentless spirit of aggressiveness in action are in the highest traditions of the military service and reflects great credit upon himself, his unit, and the U.S. Army."

For his actions during the battle in which he was thrice wounded, Rogers received the Medal of Honor presented by President Richard Nixon at the White House on May 14, 1970.

As one of three African-American officer students in the U.S. Army War College Class of 1971 and the one with a Medal of Honor, expectations had to be high. This year marks the 50th anniversary of Rogers' graduation from the War College here in Carlisle and provides an opportunity to review whether the expectations were met.

USAWC leadership and Rocks senior mentors.

The key coordinated points / key take-aways from the discussion were:

Build a network of relationships through a diverse group of mentors (subordinates, peers, and superiors).

You are your own career manager. You must understand the AIM and talent management process.

Make yourself more marketable by diversifying your assignments in both tactical MI and INSCOM

Chapter Members continue to be beacons of hope in the community; COL Rico Jones and LTC Lydia Thornton conducted a mentorship session with 22 students at Trinity High School. COL Jones and LTC Thornton addressed questions generated by the students ranging from the African American experience as an Officer, leadership qualities in the Army, how the Army grows and mentors leaders, to racism and biases in the Army. The general themes included: prioritizing family as a leader, striving for excellence in all that you do, character matters no matter your profession, great leaders are lifelong learners, seek counseling and always counsel people on your team, everyone has biases, strive to improve the daily and inclusion means you can be present, you feel welcomed, and you can participate.

Members of the Chapter were integral to the Carlisle Barracks Black History Month Observance with the 2021 African American History Month Theme: "THE BLACK FAMILY: Representation, Identity, and Diversity." LtCol Melissa Riddick, LTC(P) Barrcary "BJ" Lane, LTC(P) Chika Ihenetu, and COL Frank Jefferson shared examples of strength and diversity with the community and students – from local middle schools to the War College.



“Allow Us To Reintroduce Ourselves”

*By LTC (R) Montrese R. Love
Ft Gordon, GA Masters Chapter*

Surviving a global pandemic, while serving the Nation, taking care of Families, and maintaining a focus on mentorship, development, and scholarship sounds impossible. But like so many of our brothers and sisters, the Ft. Gordon, GA Chapter of ROCKS, Inc is not only surviving, but thriving. The chapter began the year with an LPD “Allow us to Reintroduce Ourselves” outlining our plan for greater outreach with the local colleges and universities, increased engagement with the retired officer population and former members, and the plan to implement an annual Chapter scholarship. The event resulted in renewed interest and participation, as well as the volunteerism of a new Chapter Chaplain, a husband and wife team, Major (R) Zachery Boatman and MAJ Stephanie Boatman.

To celebrate Black History Month, the Ft Gordon Masters Chapter partnered with the Ft. Jackson, SC James Webster Smith Interest Group to hold a Leadership Development Program with guest speaker, BG Patricia R. Wallace, the first female and first African-American Commanding General of the 91st Training Division. BG Wallace shared her wisdom and experience in having a successful career with a diverse group of participants that joined the video discussion. Key points to her personal

success included being a caring and empathetic leader, including diversity of thought, and speaking truthfully and respectfully. Additional discussion points included:

-Start with your why. Understand your why and use your platform to respectfully speak your truth and share insight into situations to implement changes that will help yourself and others. Understand what others are enduring and do what you can to help them.

-There is not one path to your goal. Establish strategic plans, receive feedback from mentors, and then chart your path to your aspirations.

-Understand people, processes and tools. No one knows everything, so it is important to have a network of trusted confidantes that will truthfully share their knowledge. Remain open to feedback from peers, retirees and NCOs that are invested in you and that can provide practical feedback.

- Understand that history is just that...historic. History has many versions that can be shaped through bias and personal backgrounds. People may have varying, or differing beliefs which may have been shaped by the lack of exposure to different cultures. Take the opportunity to listen, to share your perspective, and know that you may not always agree at the end. Use your respective position to make a difference.

The Year of 2021 is shaping up to be a year that will showcase our resilience and our continued ability to endure through challenges, and sometimes hardship. Preparing ourselves to accomplish the Army’s mission and maintain readiness continues to be the focus, but we can still find the time to build important relationships and celebrate our accomplishments. We invite anyone that would like deeper insight into the Ft. Gordon Chapter’s plan and goals to visit

our website at <https://www.facebook.com/TheMastersRocksInc> or reach out to us at Masterschapter.rocksinc@gmail.com



BG Patricia R. Wallace, CG, 91st Training Division

The advice Anthony Crutchfield's father passed on to him was straightforward: Work hard. Don't ever make others look bad so you can look good. Never be a victim.

These words have served Crutchfield well in two careers with significant leadership roles: first in the U.S. Army, where he attained the rank of lieutenant general, and now at Boeing.

Today, Crutchfield is taking what he learned and paying it forward. As the Boeing vice president of Army Systems and the executive focal for the United States Military Academy at West Point, Crutchfield is helping racial and ethnic minorities see themselves in top leadership and highly technical positions. As Boeing's representative, he is responsible for leading the development and execution of a strategic campus plan with West Point, which includes STEM (science, engineering, technology and math) and diversity outreach programs.

"It's important for me to show young people that someone who looks like them is successful and that they, too, are capable of the same thing," Crutchfield said. "For men and women who are just starting to think about their careers,

sometimes they just need an example of what is possible."

For more than a decade, Boeing has partnered with the United States Military Academy at West Point, the U.S. Naval Academy and the U.S. Air Force Academy to support the development of leaders with character and engineering excellence. It's called the Boeing Service Academy Initiative and BDS President and CEO Leanne Caret is its executive champion. In this role, she provides advocacy, funding and support for its programs and represents Boeing by participating in a number of academy events and engaging in conversations about diversity and inclusion, ethics, leadership, and character.

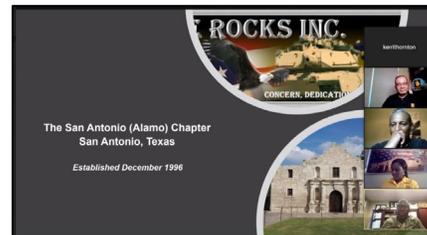
"We know that diversity makes us stronger, but fostering a diverse workforce doesn't happen by chance," Caret said. "It requires conscious decisions and sustained actions in areas like recruitment, retention and development. That's why I am incredibly proud of our longstanding partnership with our military customers to remove barriers and create career pathways for underrepresented groups through the Boeing Service Academy Initiative. High-impact programs like this are absolutely critical to ensuring equitable access to STEM education and STEM careers."

Added Crutchfield: "It's crucial to bring people in that think and look differently from ourselves. These types of programs allow us to have touch points along the way so we're able to make a difference in our company and in our country."

Since 2010, Boeing has invested more than \$2 million with each of the three academies in support of three priority areas: ethics and leadership training, STEM education and diversity outreach, and project-based learning. Additionally, more than 1,000 Service Academy graduates from West Point, the Naval Academy, and the Air Force Academy are continuing their service with Boeing.

GEN (Ret) Vincent Brooks Speaks to the Alamo Chapter on Developing Competent Leaders for Today's Operational Environment

*By CPT LaDonna Tolbert, LPD
Coordinator & Chapter Community Service Chair*



The Alamo Chapter conducted its first Leadership Professional Development Session of 2021 with GEN (Ret) Vincent K. Brooks.

On January 28, 2021 the Alamo Chapter of The ROCKS had the pleasure of hosting GEN (Ret) Vincent K. Brooks in their first virtual Leadership Professional Development session of the year. He began stating the importance of viewing the topic in two perspectives. First, being able to adequately develop one's self and secondly, influencing and developing others. He then discussed the importance of recognizing there are several environments to transverse to fully comprehend this subject.

Developing Yourself

"Know your business and pursue excellence in the business that you're in", stated GEN (Ret) Brooks. He provided the following tenets:

- Know how to lead *within* your business.
- Know how to communicate effectively.
- Know how to work within a team.

Feedback from peers and self-assessments are great tools in shaping leadership. He instructed leaders to evaluate their communication skills and emphasized the consequences of poor communication skills. He posed questions to the audience: "How are you getting your point across?"

What are your word choices? Are your thoughts organized?" He also mentioned the struggles that some African American Officers may have when communicating within a team. Many grew up in predominately black neighborhoods, and challenges may arise when these Officers are expected to work in teams where they rarely see faces similar to their own.



GEN (Ret) Vincent K. Brooks is a 2014 ROCK of The Year, a member of the San Antonio (Alamo) Chapter of The ROCKS, Inc., and resides in Austin, Texas.

Understanding Your Environment

Environments within the military and the communities around the military influence leaders.

- It is important to know the priorities of your service.
- Leaders should know the prerequisites for success in their field and seek out opportunities towards those requirements.
- Leaders should pursue those challenging assignments in and beyond their field that require strong attributes and character traits.

GEN (Ret) Brooks reminisced on how his career evolved dramatically after his general infantry assignments. He was exposed to matters of the Army, Joint Forces and eventually Interagency. Understanding the obstacles to development and success are key to navigating the military environment. These obstacles could be personal, environmental, or professional. GEN

(Ret) Brooks advised leaders to "...be careful to prepare yourself to negotiate them; bypass when you can, breach when you must." Leaders should observe the environments around the military to include local, national, and world influences. A competent and aware leader will have knowledge of how these different communities perceive the Army and understand the potential and actual threats to our national security. Equally important is how leaders obtain information, to include news outlets, word of mouth, books, or magazines.

Developing Others

GEN (Ret) Brooks concluded by providing key points on developing others. He advised senior leaders to seek out mentees and pointed out that senior leaders should "intervene and advocate." He described mentoring, counseling, and coaching akin to wakes and waves. As a leader is progressing and reaching back to shape the career and minds of their subordinates, they create an impact and influence (wakes and waves) behind them that continues to grow and surpass anything that the leader could have accomplished on their own.

This LPD was a great lead into the official kickoff of the Alamo Chapter's Mentorship Program. Mentor-Mentee pairing is underway, led by LTC Jeremiah Owoh, Chapter Mentorship Chair. Members pairing considerations include rank, mutual interests, career goals, and personality traits derived from the application and screening interviews. The Alamo Chapter is proud and honored to host GEN (Ret) Brooks.



Climb to Glory Chapter Hosts Black History LPD

By CPT Gregory Hacker

Fort Drum – On Thursday, February 18, 2021, the Climb to Glory Chapter hosted a virtual Leader Professional Development (LPD) event in honor of Black History

Month. The event was titled "10th Mountain Legacies/Influencers Discuss Their Careers and the Significance of Officer Diversity." The LPD, conducted in a panel-style, allowed participants to interact with five current and former 10th Mountain Division leaders.

The panel members included Brigadier General Brett T. Funck, Acting Senior Commander, 10th Mountain Division (Light Infantry); General (Retired) William "Kip" Ward, Commander, 2d Brigade 10th Mountain (92-94) and inaugural Commander of United States Africa Command (AFRICOM); the Honorable Joseph R. Butler, Jr., Civilian Aide to the Secretary of the Army (CASA) – Northern New York; Major General (Retired) Byron S. Bagby, former Deputy Commander, 10th Mountain Division (Light Infantry) who is currently the Managing Partner – BMB Solutions, LLC; and Major General (Retired) Brian A. Keller, former Assistant Chief of Staff, G2 (Intelligence) and BN Commander, 110th Military Intelligence Battalion who is currently the Vice President, Army Strategic Account Executive – Leidos.

The panel's military leaders discussed their initial reaction to being assigned to the 10th Mountain Division in Fort Drum, New York. Many of them recounted dealing with naysayers about an assignment to Fort Drum; however, they each explained how they embraced being a part of one of the Army's best combat divisions and working with talented leaders. For example, Major General (Retired) Bagby highlighted his time in the 10th Mountain Division, serving under General (Retired) Lloyd J. Austin III, who is now the 28th Secretary of Defense.

Another key topic of the program was diversity within the officers' corps. The panelists took challenging questions about diversity during their time in the United States Army and how they view diversity in today's Army. For many panelists, this topic was personal. When asked about how leaders invoke diversity in their organization, General (Retired) Ward underscored being "intentional" with our actions. He emphasized that commanders

and leaders must pay attention in ensuring we take advantage of all our diverse talent and ensure that talent is treated equitably and fairly, if we are to be “all we can be.” He also emphasized the importance of community involvement in not only supporting diversity but integrating the military within the community: A principal example was the implementation of the now national AUSA program: “Adopt-A-Platoon” which started at Fort Drum supporting 2d Brigade’s deployment to Somalia in 1992. He also identified community members Fipps, Webber, Smith, Parry, and Plummer who were tremendous supporters to the 10th Mountain community. General (Retired) Ward acknowledged the Army is moving in a positive direction when it comes to diversity.

When discussing diversity, Brigadier General Funck and Honorable Butler highlighted the 10th Mountain Division’s role in the local community, including Jefferson County and Watertown. They discussed working together as a community to address the COVID-19 pandemic and its impact on the education system. They highlighted how different views invigorate creative solutions for common issues.

As the program progressed, panelists discussed the importance of mentorship. Each member discussed their views on mentorship and how it is crucial to seize opportunities. Major General (Retired) Keller had one key piece of advice to participants when it comes to finding a mentor – “don’t wait.” Major General (Retired) Keller emphasized not waiting for a mentor to seek you but challenged participants to be proactive in seeking a mentor.

The Climb to Glory Chapter of The ROCKS, Inc., is appreciative and thankful to panel members for their steadfast dedication to developing the Army’s future leaders.



The Aloha Chapter of ROCKS Inc. Martin Luther King Jr. Celebration hosted by the 2020 ROCK of the Year, MG David Wilson

by MAJ Tamara A. Da Silva



Fort Shafter, Hawaii. – On 14 January 2021, The Aloha Chapter of ROCKS, Inc. hosted a Martin Luther King Jr. Celebration where leaders from across the globe attended via Zoom. The keynote speaker was Major General David Wilson, Commanding General of the 8th Theater Sustainment Command at Fort Shafter, Hawaii and 2020 ROCK of the Year. A trailblazer and history-maker in his own right, Major General Wilson is the first African American graduate from The Citadel to become a two-star general. He was the third African American to serve as the 40th Chief of Ordnance and Commandant of the U.S. Army Ordnance School at Fort Lee, Virginia where he held command until 8 May 2018. In 2018, he was assigned as the Director J/U-4, United States Forces Korea/United Nations Command/Deputy Director, C4 Combined Forces Command, located in Camp Humphreys, Republic of Korea. Today, as the Commanding General of 8th Theater Sustainment Command he continues building a legacy of leadership and excellence by dedicating himself to mentoring young officers and the ROCKS community.

Major General Wilson opened his keynote address with a reflection on the days in history marking the day that over 100 officers, warrant officers, non-commissioned officers, and Department of the Army Civilians from across the world virtually came together to celebrate the life and legacy of Dr. Martin Luther

King Jr. The 2021 theme for Martin Luther King Jr. day was “King’s Vision: Humanity Tied In a Single Garment of Destiny.” Major General Wilson said to the audience “think about this national theme for a minute. “humanity tied in a single garment of destiny.” As you ponder this—think of Dr. King’s reciting of our founding document, in a speech, where he says, “We holds these truths to be evident that all men are created equal, endowed by their creator with certain inalienable rights, among these are life, liberty and the pursuit of happiness.” “Dr. King knew that liberty was the secret sauce and to have liberty, freedom must exist. Freedom from fear, hatred, oppression, sickness, and poverty,” said Major General Wilson.

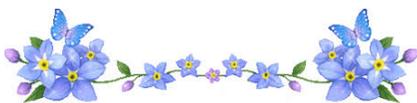


Maj. Gen. David Wilson is presented a token of appreciation from the Aloha Chapter of ROCKS, Inc. for his reflection on the life and legacy of Dr. Martin Luther King Jr. on Jan 14th at Fort Shafter, HI.

During the celebration, Major General Wilson highlighted that it was Dr. King’s service that ushered in the consciousness that Americans needed in King’s day as well as today to honor the ideals espoused in the Constitution. “In 1967, Dr. King inquired, where do we go from here: chaos or community? I believe the answer is rooted in the word community,” said Major General Wilson. He imparted upon the audience the need for community and service, “it is in service that we are able to grow together.” He highlighted that an individual’s greatness is determined by his service and service to others which requires courage and discipline. Major General Wilson called on leaders to make a career of supporting humanity, commit to selfless service and dedication to the noble struggle of equal rights for all people. “The greater person you become;

the greater nation we will become, and the finer world to live in, the better we will all make it through service,” said Major General Wilson.

Remembering and honoring the legacy of Dr. Martin Luther King Jr., a leader answering destiny’s call and emerging on the world stage during a time of violence, oppression, and fear. Yet during such tumultuous time, Dr. King in his letter from the Birmingham jail fifty-eight years ago, he says, "We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." The celebration motivated every leader within the audience to reflect on the courage and selfless of this statuesque man, honoring Martin Luther King Jr. day as **a day on, not a day off**. In his parting words, Major General Wilson emphasized the importance of understanding interconnectedness, woven like a garment weaved into and connected to service. Major General Wilson stated, “the situation in America today is obviously improved since Dr. King’s time; however, the journey to equality is far from accomplished. Dr. King’s powerful legacy has stood the test of time. As Dr. King said, “the time is always right to do what is right!” All leaders departed the celebration charged with a greater sense of selfless service and community.



All American ROCKS Recognized for Volunteerism

COL Jay Johnson, the 82nd Airborne Division Sustainment Brigade Commander recognized the outstanding service of the All-American Chapter of The ROCKS, Inc. members. There were several individuals who were awarded the Military Outstanding Volunteer Service Medal (MOVSM).

Congratulations to all of the All American ROCKS members.

#AIRBORNE
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#USARC
#ROCKS
#allamericanrocks
#rocksinc
#PeopleFirst



From left to right we have MAJ Deirdra Johnson, MAJ LaDarrell Willis, 1LT Alexis Carter, 1LT Tichina Lewis, and 1LT Bryan Brown



Acts of Selfless Service: Alamo Chapter Supports National Reading Month

By CPT LaDonna Tolbert, Alamo Chapter Community Service Chair

The Alamo Chapter members supported the United Way of San Antonio and Bexar County’s *Read Across America Program* by building literacy kits for children. March is designated as National Reading Month to encourage and motivate people of all ages to engage in a reading activity every day of the month.

There are currently 45 million Americans who cannot read above a fifth-grade level. Half of all adults are unable to read a book written above an eighth-grade level. In a study of 100,000 U.S. school children, access to printed materials was the key factor affecting reading aptitude. It is proven that the more a child reads or is read to, the higher their reading scores. More than 50% of low in-come families do not have books at home for their children. Unfortunately, if a child is a poor reader at the end of first grade, they will more than likely be a poor reader at the end of fourth grade. Poor literacy is linked

to delinquent behavior. 85% of juvenile offenders have reading problems.



Alamo Chapter members and volunteers from left to right: MAJ Stephanie Smith, Mr. David Benning, COL Tia Benning, LTC Latonya Walker, CDT Willie Black, LTC Tamisha Norris, CPT LaDonna Tolbert

The United Way of San Antonio and Bexar County is looking for volunteers to read to elementary school classrooms. The read aloud will be virtual, either pre-recorded or via zoom. For more information, please visit www.volunteersanantonio.org.



Alamo Chapter members put together literacy kits comprised of books and puppets for distribution to kids across the San Antonio area.

The team of volunteers in attendance at the United Way headquarters on February 27th, contributed to the production of 802 literacy kits for 13 United Way partner programs across San Antonio, Texas. Alamo Chapter member’s participation ranked from Cadet to Colonel! We are always honored to spend time with the community, especially in a capacity that brings services to the less fortunate.



Volunteering with Watertown Urban Mission/ Meals on Wheels, 18 Jan 2021: Martin Luther King Jr. Day-On-Not-Day-Off with Climb to Glory Rocks, Fort Drum Chapter

By Bianca Ellis

“Who is it?” a voice from inside called out, “The doors open!” Mittens, the long-haired, bushy tuxedo cat, moved tentatively at a distance and stood eyeing us from the floor, as a slender, elderly woman in a wheelchair entered from the other side of the living room behind him, with a smile. She didn’t come any closer, and Mittens sat down facing us, squarely, like a little sentinel.

We stood shyly in the doorway smiling, calling out our hellos and how are yous and cooing at Mittens, the guardian; impressed at the quaint, modest apartment that looked almost untouched and seemed to have the pale greenish tint of one of those old photographs from a bygone era.

There was a small table directly beside the door inside. The pleasant, wheelchair-bound woman who had introduced brave Mittens and chatted glowingly about his black coat, white paws and chest, also told us that we could place the food we had brought on the table beside the door.

A hot cup of soup with a neatly taped lid, a brown paper bag full of carefully wrapped sandwiches, a hot meal to-go box with the family name written on top, just like the paper bag. Delivering these simple gifts was our mission, meeting the people who needed them filled in more of the purpose.

Sometimes we didn’t meet the people at all. Instructions to go to the back of one small apartment house led to a cluttered makeshift porch, where a shin-high weather-beaten cooler waited with several messages taped on top, one of which was, “Thank you!”



CTG members prepare for their Meals on Wheels effort.

As we lifted up our note so that the household would know the delivery was complete, even though no one answered or came to the low narrow door. There were unlocked unattended doors along our route as well, which we were to open, and leave the wrapped food on more small tables. What was it like to depend on the kindness of strangers yet be compelled to hide from them?

Smiling broadly behind our required masks, with the higher pitched hellos and goodbyes that accompany enthusiastic handwaves, we saw the tall, elderly gentleman, who had finally come out to the enclosed porch of another small home, search our faces as if looking for those smiles that he could not readily see. His meals in hand, he thanked and bade us goodbye repeatedly and as his own smile faded, he kept watching our eyes until we were on our way.

“It’s the little things in life that make a world of difference” said CTG ROCKS member, Jeron Draine, who had delivered meals with a battle buddy on another route. “That is what life is all about”, he said, “helping and being kind to one another.”

Members agreed that days like this and other volunteering in the community is definitely needed and certainly something that we would like to do again and again.

Climb to Glory ROCKS participates in Wreaths Across America

By Dr. Janice M. Gravely



A gift of appreciation from a grateful nation

Every year since 2008, Congress proclaims a Saturday in December as National Wreaths Across America (WAA) Day. It was held on Saturday, Dec. 19, 2020. WAA’s mission – Remember, Honor, Teach – is carried out in part by coordinating wreath-laying ceremonies at Arlington, as well as at veterans’ cemeteries and other locations in all 50 states.



Paying Tribute at the gravesite as TAPS is played.

In coordination with fellow CTG ROCKS member, Dr. Laura W. Rush (Fort Drum Cultural Resources Manager), the CTG ROCKS joined the over 2,150 participating locations honoring our comrades. As they placed the wreath on the graves the participants said the veteran’s name aloud and took a moment to thank them for their service to our country. It’s a small act that goes a long way toward keeping the memory of our veterans alive.

FALLEN ROCKS: HONORING ROCKS



**COL (RET) Harry
Townsend: Former
ROCKS Chairman, 1996
ROCK of the Year &
Distinguished Combat
Aviator Dies**

By COL (Ret) Dorene Hurt

Colonel Harry W. Townsend, a resident of Silver Springs, MD., was born December 22, 1922, in Philadelphia, PA and passed peacefully on February 18, 2021 at age 98. He was preceded in death by parents Harry W. Townsend Sr. and Ella Mae Townsend; and spouse Gloria C. Townsend.

Colonel Townsend attended Lincoln University in Pennsylvania for two years. He later received his Bachelor's degree from The University of Nebraska at Omaha.

Always interested in the military, he started training in the Citizens Military

Training Corps, a program designed to train civilians, who could not attend ROTC at colleges to obtain a commission. Colonel Townsend enlisted in the Pennsylvania State Guard and rose from private to Second Lieutenant. In 1944 he volunteered for Army service as an Infantryman. In October 1945, he was commissioned an Infantry Second Lieutenant after graduating from Officer Candidate School (OCS). In 1949, he received a regular Army commission after successfully completing one year in the Competitive Tour Program.

His first duty assignment was as Platoon Leader, Infantry Replacement Center, Fort McClellan, Alabama. His subsequent duty assignments included; Platoon Leader, 555th Parachute Bn, (Triple Nickel) Fort Benning; Platoon Leader, Company Commander, 505th Abn Inf Regiment, Fort Bragg, North Carolina; Army Aviator, 25th Inf Div, Korea; Army Aviator, Far East Logistical Command, Japan; Aviation Det Commander, & Asst S-3, 8th Inf Regiment, Europe; Aviation Det Commander, 15th Engr Bn, Europe; Heavy Wpns Company Commander, 60th Inf Regiment, Fort Carson, Colorado; Asst Div Aviation Officer, Division Aviation Operations Officer, Aviation Company Commander, G-3 Operations Officer (Post), 9th Inf Div; Chief Aviation Br, Army Aviator, Army Section UUSMAG, U.S. Army Section, JUSMAG, Thailand; Weapons Instructor, Chief, Field Opns, Special Warfare School, U.S. Army Special Warfare School, Battalion Commander, 268th Combat Aviation Battalion, Vietnam; Inspector General, Office of the Inspector General, DA; Senior Army Representative, Land Utilization Team, Office, Asst, Secretary of Defense.

As a master Parachutist and Master Army Aviator with over 8,000 flying hours, his assignments included service in the Army's Triple Nickle (555th) Parachute Infantry Battalion (Black Panthers), the 24th Infantry Regimental Combat Team, The Green Berets, and the 505th Parachute Infantry Regiment. He served as an Army Assault Battalion Commander in Vietnam. He also served in various

command and staff positions in the 8th Infantry Regiment, the 60th Infantry Regiment, Combat Developments Command, The Office of The Army Inspector General, and the Offices of the Secretaries of the Army and Defense.

Colonel Townsend's years of service spanned three wars: WWII, Korea and Vietnam. His awards and decorations include: Legion of Merit, the Distinguished Flying Cross, Bronze Star w/1 Oak Leaf Cluster, Air Medal w/9 Clusters, the Meritorious Service Medal, the Army Commendation Medal w/2 Oak Leaf Clusters, and the Good Conduct Medal.

In addition to his military service Colonel Townsend consistently served his communities in a myriad of ways. From 1982-1984 he served as the Chairman of the Board of the ROCKS, Inc., a professional development and mentoring organization committed to strong and diverse ranks of military officers and Senior Civilians. In 1996 he was selected and honored as The ROCK of the Year. He was a Founding Member of the United States Army Black Aviation Association (USABAA), becoming its Chairman of the Board in 1985. He was inducted into the OCS Hall of Fame at Fort Benning, GA in 1972, and inducted into the Army Aviation Association of America (AAAA) Hall of Fame in 2004.

Colonel Townsend leaves to cherish his memories a son, Steven C. Townsend and daughter, Diana L. Townsend both of Silver Spring, MD. Great nephew, and nieces, Torron Brinkley, Torraya - (Tori) Brinkley, and Tia Brinkley all from Philadelphia, PA.; close family friends, Ann Burke, Bobby & Linda Burke, Bernie and Robin Weems, Norman and Judy Vehannan, and a host of other friends. Special thanks are extended to fellow ROCK COL (Ret) Michael Freeman for his tireless efforts in assisting the family in coordinating the Service and providing overall support to the Townsend family.

To ensure the safety of everyone, the March 1st Service was live streamed, with a limited number of family members at the

funeral home. A celebration of his full, rich life was clearly evident by the heartfelt sentiments expressed throughout the Service including from ROCKS Chairman, BG (Ret) Lawrence Gillespie, both combat aviators in Vietnam. Representatives from the US Army Black Aviation Association and Army Aviation Association of America and others shared fond remembrances of him. Even in his

passing, Colonel Townsend continues to give to the ROCKS as one of the selected organizations for friends and family to donate to in lieu of flowers.

Condolences may be forwarded to: The Townsend Family, 11741 Lovejoy Street, Silver Spring, MD 20902-1632. Interment will be at Arlington National Cemetery at a future date, TBD. The ROCKS are asked

to keep his family in our thoughts and prayers. Arrangements were entrusted to Francis Collins Funeral Home, Silver Spring, MD.



Honorary ROCK of the Year
GEN Richard D. Clarke, USA

ROCKS of the Year
LTG(R) Bruce T. Crawford, USA
MG(R) Frank E. Batts, USA
COL Karen M. Wrancher, USA
Ms. Delores Johnson-Davis
Mr. Marshall M. Williams

Colonel Robert “Bobby” Burke
MAJ Michelle E. Cutts, USA

Chairman Awards
Alamo Chapter of the ROCKS
MAJ Beatrice Kearney, USA
MAJ Lakeshia Logan, USA
CPT Ladonna Tolbert, USA

Climb to Glory Chapter of the ROCKS
CPT Antonnea Bolden, USA
CPT William Scott III, USA
1LT Jeron Draine, USA

Fort Bliss Chapter of the ROCKS
CPT Shandricka E. Jackson, USA
Gator Chapter of the ROCKS
MAJ Dexter Dean, USA
CPT Jenekwa Harrison, USA
1LT Tierra Mccoy, USA

MG Charles C. Rogers ROCKS
COL Xavier Colon, USA
COL Mark Denton, USA

National Board of the ROCKS, Inc.
LTC Katresha M. Bailey, USA
LTC Jerry W. Cheatom, USA
MAJ Ladarrell T. Willis, USA

BG Roscoe Cartwright Scholarship
Cadet Ky’Achia Atkins
Cadet Willie Bright III
Cadet Andre Fleming
Cadet Aubrey Hoover

LTG Edward Honor Award
Cadet Desmond Varner



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

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

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

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

SAVE THE DATE: Preorders start 1 July 2020.

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

Available in paperback and eBook.

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



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