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# MERIDIAN

MAGAZINE OF THE NATIONAL NAVAL OFFICERS ASSOCIATION  
"GATEWAY TO SUCCESS"

## SPOTLIGHT NAVY

### In Search of the American Dream

By Javier Chagoya

LTjg Sade Holder, one of three siblings, was born in Port of Spain, the capital city of the Caribbean nation of Trinidad. Early in her childhood, her family moved to Fyzabad, a small town in the southern part of the island — and not soon after her parents felt compelled to travel to the United States to look for work in Brooklyn, N.Y.

"They left for America when I was four, and I didn't see them again until I was 11," Holder said. "That's how long it took for my parents to save enough money and get all the paperwork required for me and my siblings to emigrate and begin the process," said Holder. *Cont. on page 3*



*Sade is currently at Naval Postgraduate School working to obtain her Master's degree in electrical engineering (MSEE). She also serves as the Monterey Chapter Secretary and works diligently on numerous community outreach programs in the community. (U.S. Navy photo by Javier Chagoya)*

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## SPOTLIGHT COAST GUARD



LT Howard Vacco, USCG was born in Cleveland, OH but grew up in Philadelphia, PA and Phoenix, AZ. However he calls Philadelphia, PA his home town. He began his career in Oct 1997 when he completed boot camp and was initially

assigned to the USCGC Matagorda (WPB1303) in its engineering department. His time as an Enlisted Guardsman was not without adventure as he participated in law enforcement, search and rescue and interdiction actions *Cont. on page 10*

Greetings NNOA Team,

I would like to take this opportunity to extend my best wishes for a healthy and prosperous New Year!

Your Board of Directors is working diligently to ensure chapters have the tools and support needed to execute the mission of the NNOA. With your input we revised the Strategic Plan, Communication Plan, and the Operations Manual to reflect current changes and alignment with our Vision. We truly appreciate your hard work and dedication in promoting a positive image of the Sea Services.

My main goals are strategically aligned with our National President's goals to increase membership and reach out to senior leadership and retired members who possess a wealth of resources and who are critical to the association's continued success! I ask each of you to take every opportunity to share your personal stories and invite prospective members to participate in your chapter's events. I encourage and challenge chapter members to "each one bring one." We continue to do great things at work and in the community and it's imperative we showcase our continued commitment to the goals of the NNOA.

The 41<sup>st</sup> Annual Professional Development and Training Conference is scheduled for July 16-18, 2013 at the Sheraton Pentagon City, Alexandria, VA This year's theme is "NNOA: Creating opportunities through Leadership, Mentorship, and Diversity." As in years past, the planning committee is working extremely hard to ensure you receive a quality and memorable experience. Please email me at [nnoa.evp@gmail.com](mailto:nnoa.evp@gmail.com) if you are interested in assisting with this year's conference planning and continue to check the website at [www.nnoa.org](http://www.nnoa.org) for updates. We welcome your involvement and support!

Before I close I would like to again extend my heartfelt gratitude to each and every one of you for your support and steadfast commitment to the NNOA. Your success is our success and together we will continue moving forward to ensure the sustainment and longevity of this great association. I look forward to visiting with as many chapters as possible and encourage your feedback on how we can continue to improve our support to you and your chapters. I look forward to seeing many of you at the conference!

I leave you with the following "food for thought": "If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward." *Dr. Martin Luther King Jr.*

Very Respectfully,

*CDR Andrea Petrovanie, NC, USN*

National Naval Officers Association  
Eastern Region Vice President  
Conference Chair

## FROM THE CHIEF OF INFORMATION



RDML John Kirby, USN  
Chief of Information

In August of 2012, I assumed the duties as Chief of Information. As the Navy's principal spokesman and leader of the Public Affairs community, one of my first actions was to become a member of the National Naval Officers Association.

Here's why...

Diversity matters. And I greatly respect the way NNOA has helped improve the Navy's diversity since

1972. I know the organization is a leader in diversity, and I know how well respected it has become among the ranks of Sailors worldwide. Frankly, I couldn't see myself NOT becoming a member.

Every day more than 2700 officers, enlisted and civilians engage the fleet, the media, local communities and international audiences to share our Navy's very powerful story. Navy public affairs officers (PAOs) have the unique role of evaluating the information environment and advising commanders on how that environment impacts mission effectiveness and the perception of current and future operations.

To maintain our advantage in this environment, the Navy Public Affairs community must recruit and retain a cadre of skilled officers of diverse backgrounds and talents. We can't represent our Navy, and our Navy can't represent this country, if we don't look like and think like and learn from the people we defend.

Diversity is, then, not a "nice to do" function in the world of public relations. It's a "must do." It's absolutely vital. And not just from a representational perspective, either, but also from an intellectual perspective. Audiences today -- the people we are trying to reach—must be reached through various channels and methods. We need to connect with them, understand them.

People don't just want access to information. They want access to conversation. And I believe that my ability to carry on that conversation is vastly improved when I have a deeper, richer understanding of the whole of our society. Diversity gives me that understanding.

*Continued*

**CHINFO Continued:**

The Navy PAO community is currently seeking motivated officers through lateral transfer with a proven track record of professional success and a drive to excel in a fast-paced information environment. We serve overseas, ashore, and at sea; on independent duty and on large staffs.

Like our unrestricted line counterparts, PAOs also have opportunities to pursue postgraduate education at military and civilian universities and achieve civilian accreditation in public relations. We lead. We advise. We inform. We'd like you to think about joining us. If you're interested in finding out more about the PAO community or applying, contact the Public Affairs Officer Community Manager, Cdr. Dave Nunnally at (901)874-3098.

**Holder continued:**

As with many who tackle the red tape of becoming an American citizen, the struggle paid off and the Holder household once again celebrated as a complete family, knowing they could now collectively call themselves American citizens and closer to realizing their dreams. For Holder personally, it was a chance for her to attend college and escape poverty.

"I knew I wanted to go to college because my parents worked very hard and long hours to pay bills and keep us in school. I knew that getting a college degree would be the only way to not have to work as hard as they did," said Holder.

Early on, Holder set her sights high and worked hard in school, however something would change her thoughts of what it was to be an American and ultimately change the course of her goals in life. When Holder was 15 years old and a sophomore in high school, she witnessed the horrific attacks of 9/11. Holder and her schoolmates were caught by the debris of the falling towers and literally had to run away from crumbling structures.

"I ran across the Brooklyn Bridge and all the way home to Brooklyn," she said. After that momentous event, she felt that she had to do something and decided to join the military. With the approval of her parents, she enlisted in the Navy when she was 17. Holder left for boot camp in February of 2003, and during her enlistment wasted no time in becoming an exemplary Sailor.

She also applied to attend the Naval Academy, and managed to receive a Secretary of the Navy nomination along with glowing recommendations from her Commanding Officer and department heads. By 2005, she was proudly wearing

the title and uniform of a plebe as she walked the halls at the Academy in Annapolis.

After years of hard work, she completed her studies in Quantitative Economics at the Academy, and was mentioned by name by commencement speaker for her class, President Barack Obama. He talked about her classic American tale, where this newly-minted Ensign came from, and what she might aspire to be in the future.

Holder would go on to serve as the Strike Officer and Assistant Weapons Officer on the *USS ROOSEVELT* (DDG 80), and is now back in school here at NPS in the Electrical Engineering department. "Right now, I am focused on just succeeding at NPS, because while the studies are certainly a challenge for me, I look forward to the work as an Engineering Duty Officer," she said.

In looking back at her long journey from the Caribbean to Monterey, Holder says that she has always felt her parents were her true heroes and role models. Neither of her parents completed high school, and Holder is the first in her family to attend college, something her parents hold in very high regard.

"Graduating from college was a huge accomplishment and they were extremely proud. It's amazing and a dream to serve as a leader in the world's greatest Navy," she said. "Although, I am sure they don't completely understand what I do in the Navy, they are still very proud of me and they both remind me of that all the time. It's such a privilege to wear this uniform and I thank all the people and family who have inspired me and helped me along the way to get where I am today."

### ***Coast Guard, Oakland Military Institute Partners-in-Education***

On December 7, 2012 guest speakers California Governor Edmund G. Brown Jr. and Vice Admiral Paul Zukunft, Coast Guard Pacific Area Commander, recognized the hard work and dedication of the Coast Guard Partnership in Education "2012 Best Collaborative Partnership Award" recipients and volunteers. The ceremony reflected on the history and importance of the program, as well as highlighted the continued positive impact the program has had on the students and the local community. Involvement in this program by various members of the San Francisco Bay Area (SFBA) NNOA Chapter aided in the selection of the award which identified over twenty events held during the school year, along with more than 1300 volunteer hours from 139 Coast Guard personnel. The mentoring sessions allowed the student's access to military professionals who provided professional development guidance and shared leadership experiences to help foster a successful future."

California Gov. Edmund G. Brown Jr. and Vice Adm. Paul Zukunft, Coast Guard Pacific Area commander, pose with Oakland Military Institute students and faculty, and Coast Guard Partnership in Education award recipients and volunteers during a ceremony held at OMI in Oakland, Calif., Friday, Dec. 7, 2012. OMI and Coast Guard units were presented a plaque for their continued commitment to the Coast Guard's Partnership in Education program. Two key members of the SFBA Chapter who contributed to the excellent success of the partners-in-education program at Coast Guard Pacific Area are LT Howard Vacco, USCG, SFBA Treasurer and CDR Michelle Bas, USCG.



*Written by: LT Howard Vacco, USCG, U.S. Coast Guard photo by Petty Officer 2nd Class Barry Bena*

## Base Chaplain 'Blessed' to Have Served 3 Decades

After 30 years, three deployments, two children and countless interactions with Marines and sailors, Navy Capt. Ollis J. Mozon, Jr. has no regrets.

“Being a Navy chaplain has made me a better person—one who recognizes the things that are most important in life,” said Mozon. “I’m blessed to have had this experience.”

Mozon, the Marine Corps Installations-West and Marine Corps Base Camp Pendleton chaplain, retired in a ceremony attended by his family, friends and fellow service members, at the Blinder Memorial Chapel on base Friday.

As memorable as his military career has been, Mozon chuckles to think that becoming a Navy chaplain wasn’t his initial career choice.

Mozon started his undergraduate studies as a chemistry major and planned to become a Navy submarine officer, but felt the call to ministry before he finished his first semester.

“After I received my higher calling, I figured I wouldn’t be able to join the Navy anymore, but when a family friend told me about the Chaplain Corps, I knew it was a dream come true,” said Mozon. “I’d have the chance to spread the Gospel and serve my country at the same time.”

During his tenure as chaplain to close to a dozen Navy and Marine Corps units, Mozon provided a variety of services to those in his charge. In addition to conducting worship services, he helped address and overcome combat operations stress and marriage and relationship issues, as well as providing individual counseling for sailors and Marines in need.

Mozon also took part in an unprecedented leadership conference in the Horn of Africa, bridging communication between representatives from the Protestant, Catholic, Hindu, Muslim and Buddhist faiths.

“Working with religious leaders from every faith was a real eye opener, and definitely one of the coolest things I ever did as a chaplain,” said Mozon. “Even though we had different beliefs, we worked together for peace and the betterment of the community. It was an amazing experience.”

In his final speech as a Navy chaplain, Mozon thanked his family for their support throughout his career and expressed his love for being a representative of God in uniform.

“Being a witness for God and bringing encouragement to Marines and sailors when they need it, no matter where they are, has been my life’s joy,” said Mozon. “As chaplains, we have a calling and a duty to maintain the balance and be true to our faith.”



In addition to family and friends, Brig. Gen. Vincent A Coglianesse, commanding general of MCI-West, MCB Camp Pendleton, was also on hand at the retirement ceremony to share his thoughts on Mozon’s three decade long

career.

“Although he retires today, Chaplain Mozon’s fingerprint will forever be evident on the lives of the Marines and sailors he touched during his times with us,” said Coglianesse. “His career touched so many lives, and we are all better for knowing him.

Rear Adm. Margaret Kibben, Chaplain of the Marine Corps and Deputy Chief of Navy Chaplains, was also on hand to speak on behalf of Mozon, whom she worked with while serving at the U.S. Naval Academy.

“Chaplain Mozon is a man who is grounded in scripture and has an absolute willingness to do God’s work,” said Kibben. “In the course of his Navy career, he has sailed and taught on big ships and small ships, but in the end, he has given us the best ship of all—friendship.”

*\*\*Chaplain Mozon has been a member of NNOA since 1983 and a Life Member since 1992. In addition to serving as the chaplain for the NNOA National Board of Directors, he also served as the chaplain for the Camp Pendleton, Camp Lejeune, Annapolis, El Toro, and Oakland chapters and the president for the Camp Lejeune, Annapolis, and El Toro chapters.\*\**

## Spotlight Marine Corps



2ndLt Charlyne Delus was born in Brooklyn, New York, the youngest of four children. Her parents are both natives of Haiti who relocated to the United States during their high school years. Currently, her mother lives in Coconut Creek, Florida and works as a home health aide for the elderly. Her father still resides in the home she grew up in Miami; he works as a longshoreman at the Port of Miami.

Lt Delus’ family relocated from New York to Miami, FL when she was in elementary school. She grew up enjoying school and various extracurricular activities, to include sports. She attended Miami Southridge Senior High School and graduated in the top ten percent of her class with a GPA of 3.8 in 2002. Lt Delus joined the Marine Corps shortly after graduating from high school and served on active duty for six years prior to beginning the Marine Enlisted Commissioning Education Program (MECEP) process. While enlisted, she worked as an Electronic Countermeasures Technician at Marine Aviation Logistics Squadron 29 and 36.

Once selected for MECEP, she attended the University of North Florida in Jacksonville, FL and again graduated in the top ten percent of her class with a GPA of 3.8. Inspired by her upbringing and desire to help others, she majored in psychology with a concentration in child psychology and minored in social welfare.

Growing up, Lt Delus believed she would attend college after high school and run track professionally. She applied for the NROTC scholarship but was not accepted. This set back along with other family circumstances forced her not to attend college immediately, and she made the decision to join the Marine Corps. Despite the negativity in her childhood, Lt Delus’ parents were always adamant about her making the best of the opportunities this country has to offer, to include earning an education. Their goal when relocating was to ensure their children had far more opportunities than those of their native country. Lt Delus is the only college graduate in her family.

2ndLt Delus has been on active duty for ten years and is currently the Battalion Adjutant for Marine Wing Support Squadron 372. She learned about NNOA while at The Basic School and joined the Camp Pendleton/Miramar chapter shortly after checking in to her unit. She is currently responsible for maintaining the chapter’s Speakers Bureau and is eager to contribute further in the future. As her career progress, Lt Delus hopes to gain professional knowledge and mentorship through her participation in NNOA.

*2ndLt Delus recently participated in MCRC advertising campaign along with fellow NNOA Camp Pendleton/Miramar Chapter member, 1stLt Drexel King.*

## GROWING NNOA’S MEMBERSHIP

By  
**CAPT Percy O. Norwood, Jr., USCG (Ret.)**

I attended my first National Naval Officers Association (NNOA) Conference in New Orleans, LA, in July, 1978 while I was a LT assigned to the Coast Guard Academy as an instructor of chemistry. It was at that Conference that I met the rest of the Coast Guard’s Black officers whom I did not already know. Frankly, there were so few Black officers at that time that we definitely made it a point to find each other and talk. I joined NNOA at that time and stayed active throughout my active duty military career. Joining NNOA was one of the best choices I ever made early in my career.

Therefore, reflecting on a topic of discussion about increasing junior officers’ involvement in the NNOA at the 40<sup>th</sup> Annual Professional Development and Training Conference prompted me to write this article. During that 2012 Conference I interacted with a number of senior officers whom I had known and mentored as junior officers. We shared stories about how I nudged them into making some choices they would not have made without my “interference.” In fact, some of them at the time resented the choices I “assisted them” in making. However, I was pleased

to hear from them how those choices have had profound positive impacts on their careers and lives in general. “ So, why should today’s junior officers join and become active in NNOA?” Numerous reasons come to mind.

I have mentored numerous junior officers and civilian employees during my career. Membership in NNOA and membership in their respective alumni associations were my two absolute requirements they had to meet in order for me to invest my time in them. I explained to them that they must be willing to invest in themselves and their universities if I am to invest my time in them. The networking benefits alone would be enormous to them.

An NNOA membership is an investment in junior officers’ professional development and their future. It will assist junior officers in understanding the political processes at work as they go through their service organization and up the success ladders. NNOA will expand mentoring opportunities to help junior officers learn how to accentuate their strengths and eliminate their weaknesses. These mentors will not only help them explore opportunities that lie ahead but also demonstrate how these opportunities can and will contribute to their successes. Furthermore, mentors will help junior officers learn how to deal with adversities and disappointment and learn lessons from them. They will help them understand the importance of their contributions to the success of achieving the vision and mission of their organization as they proceed along their career journeys. Mentors, however, must continue to create more ways of being accessible. Whether it is through playing golf, bridge, tennis, running, etc., mentors must assist junior officers in understanding the values of such activities as part of their development.

Just as there are responsibilities of NNOA, there are responsibilities and realizations which junior officers must understand. In spite of the technological advances and progress in many areas, many junior officers are still quite unaware of what they don’t know but absolutely need to know and do to move through the organization. When junior officers look in the mirror, they see the faces God has blessed them with. Those faces depict genders and skin colors they cannot change without extensive and/or expensive work. They must learn to embrace the features they see. Not only will they know and become comfortable with who they are; but others will do so as well. They must also learn to support and embrace those family members who support them. I love to play bid whiz, but I learned to play bridge because of my wife, Marie. It turned out to be a great decision for me because it created a lot more access to senior decision makers. That access enabled those senior leaders to see and get to know me in a different light, which opened several opportunities that may never have come my way.

Furthermore, junior officers must realize when they need to ask for help from others. Even though they think they know it all and have all of the answers, they do not. I love to write,

but I am no English major, so I need help in making sure I am basically grammatically and structurally correct in my writings. Therefore, they should allow people they trust to review their writings prior to written or oral publishing.

Over the years NNOA has provided one of the most cost-effective forums for officers of all ranks, races, and gender to come “eyeball to eyeball” with each other, interact across the Sea Services (Navy, Marine Corps, and Coast Guard) and learn from each other. For Coast Guard officers in particular, NNOA has been the main forum for junior officers to meet with and establish mentoring relationships not only with most of the senior officers who are African Americans but also with those in the majority. In addition, NNOA has provided a key forum for educating senior Coast Guard leadership which resulted in the revision of many existing personnel policies and the formulation of new personnel policies that significantly improved assignments, promotions, and advancement opportunities for all Coast Guard officers.

In summary, NNOA has been and will continue to be extremely valuable to officers and the Sea Services. There are numerous reasons why junior and senior officers should become members in such a vital group. However, NNOA must do a better job at marketing its products/ outcomes to its potential clients.

*About the Author:*

*CAPT Norwood was a founding member of the Monterey, CA NNOA Chapter. He served as Vice President of the San Francisco Bay Area Chapter, President of the Washington, DC Chapter, National Membership Vice President, Eastern Region Vice President, and as NNOA’s National President during his active duty military career. He also commanded two major Coast Guard shore units. CAPT Norwood has helped hundreds of Sea Service officers and others produce their best.*

## EFFECTIVE PUBLIC SPEAKING SKILLS

### Part 1: The Five Knows

By: MajGen Ronald L. Bailey



“There are always three speeches, for every one you actually gave. The one you practiced, the one you gave and the one you wish you gave” - Dale Carnegie.

Speaking publicly can be very intimidating, yet it is one very important skill to have in your military kit bag. Whether you are standing in front of your unit or

presenting a military brief, your spoken words define you and establish your reputation. Truly effective performance in any job requires communication skills that are most exacting and effective. A dull and boring speech marks you like a “stain” on a shirt.

In this first of a two-part series, I would like to share with you some speech tips and techniques to improve your public speaking skills. There are some basic elements for all speeches and presentations—we’ll call these the five knows of your speech.

**Know your material...** If invited to speak, check with your host regarding the venue or topic of interest. If it is left for you to decide choose a topic you are interested in and know more about it than you include in your speech. Use personal stories, vignettes, acronyms, and conversational language. Put what you have to say in a logical sequence. This will help you remember the material and keep you organized. I encourage inexperienced speakers to not memorize their speech. Develop an outline of your speech and use it as a guide. Practice and rehearse your speech at home or where you can be at ease and comfortable, i.e. in front of a mirror or with friends.

**Know the audience...** Arrive early and greet some of the audience as they move into the room. It is much easier to speak to people as friends than as strangers. This gives the audience a personal and emotional connection to your topic. Check with your host regarding the make-up of the audience if you don’t have an opportunity to meet your audience beforehand. For example, ask the host about the group dynamics, what they want to hear from you, feedback from previous briefings with the audience, etc.

**Know your room...** Arrive early and walk around the room... practice using the microphone and perform a sound check, if time allows. Visual aids... send your host a copy of any material that requires audio/visual support; most importantly, bring a copy of the material with you as a backup on the day of your speech. Ensure your software is compatible with the computer software/program/network. Check the lighting in the room as well as on the podium before you begin to speak and make sure everything works. Bright lights in your face create challenges as it makes it difficult for you to see and connect with your audience.

**Know yourself...** It is important to remain calm and focused on our speech. Take a moment to yourself prior to your speech to gather your thoughts and to review your notes. If a room is not provided by your host, such as a VIP room, don’t fret. Just step away from your host for a few minutes in a quiet area behind the stage or to the side. Identify our strong and weak points in your presentation and emphasize your strong points during your speech. Identify certain words that you shouldn’t say. For example, never use profanity in a public forum. Remember, you are being recorded. In this day and age, everything is on I-phone, Smartphone, YouTube, Face book, and Twitter feeds. So think twice about what you say and how you say it because it will be attributed to you and your organization. Stay away from words that are hard to pronounce and make sure you

do not include them in your speech. If you must use words that are hard to pronounce...spell it out phonetically on paper for the proper pronunciation. Stay away from adlibbing...stick to your outline.

**Know when to stop talking and when to sit down...** Check with your host on your time limit. Rehearse your speech with a timer to give you a general idea how long it will take you to deliver your speech. Be precise and to the point... don’t drag it out. Feel your audience and pick up on their non-verbal’s. If they looked bored, they are bored. Summarize your speech the same way you would summarize a written term paper.

See you in Part II.

RB out!



## Priorities and Principles RADM Ron Rábago Chief Engineer (CG-4)

**U**pon assuming the duties and responsibilities of “Chief Engineer”, I encountered an organization that was in the middle of significant structural change. As a result of several unit visits throughout the enterprise, I developed this initial strategy to focus and help direct my leadership team. Now some 18 months later, this strategy has begun to show benefits and we are seeing numerous metrics trending upward. I offer this approach for your consideration as one possible method for successfully navigating the challenges of change management.

**P**eople: There have been significant organizational changes within the Coast Guard over the last 4 years. Now that we have steadied up on a heading, everyone should know their job, understand where they (and their team) fit within the organization and what internal/external relationships are required for success. Each member of the Coast Guard team should understand fully what the measures of success are for their current job/position and what it takes to “hit it out of the park.” Within each community, I expect to see unity of effort in process and leadership at every layer. Furthermore, every member of the team will know what career opportunities exist within their primary and secondary chosen fields and shall be led/mentored for success. Our people shall be empowered to

find better ways to do their job, regionally synchronize their activities and comfortably work across organizational lines to deliver holistic support to the operational commander. Ownership and teamwork will be rewarded.

**R**esources: We must be the smartest folks in the room in terms of the programs we run; we'll be well-informed and well-prepared with the facts regarding where our resources (money and people) are employed. What we have, where it's being spent, who's doing what and knowing what the impacts of having less or more resources must be fully understood by all leaders.

**P**rocess: We must have clear, written and signed doctrine, policy and processes. We shall identify the key processes that are needed to do our work, document them, and then train to them. The organizational relationships of the recent centralization and establishment of "Product Lines" must be understood, valued and smartly implemented within each discipline. This will ensure unity of effort and provide a baseline for service that can be built on for improvement.

**P**inciples: 1) I could not be more proud of my title of "Chief Engineer" of the Coast Guard. Every member of the Coast Guard should be equally proud of what they do and their role in our organization.

2) Core Values: *Honor, Respect and Devotion to Duty* must be your touchstone as we lead and manage our enterprise.

3) The Chain of the Command is the first place you should go to communicate, solve problems and find ways of doing things better.

4) Stewardship: Leave it better than you found it.

5) Communication is at the core of success and failure. Write well. Use e-mails effectively. Share the good news. Few Surprises: Keep your supervisor informed.

6) Put me in a position to shorten your day by removing obstacles.

7) We do difficult work. Hold your people accountable, but also reward them for doing good things in a tough environment. Personnel evaluations should consider the responsibility and accountability inherent in the job.

8) Loyalty matters. Give your Chain of Command the benefit of the doubt. Reward loyalty with trust.

9) Appreciate and strengthen your specialty (community) relationships. This develops esprit de corps and fosters mentoring.

**S**trategies: Carefully planned strategies linked to executable tactical activities for each mission are essential to successfully achieving any objective. Meet with key stakeholders within the chain of command, listen to the issues, craft and implement solutions where appropriate and build trust both ways.

**Assess:** Evaluate the condition of Fleets/Systems/Assets, match against resources available, reposition resources if necessary and obtain additional resources if required.

**Decide:** Lean forward and don't hesitate to develop immediate actionable remediation strategies as appropriate.

**Act:** Take personal ownership when you convey and support your command's philosophy, optimism, and the value proposition of a properly organized and resourced mission. Whenever possible, leverage senior leaders in both operational and support communities to communicate organizational success stories and continued strong organizational support for the work of our operational and mission support professionals.

**Measure:** Lastly, consistently measures your progress against best practices or industry standards. Continuous solicitation and analysis of feedback leads to process improvement.

## From the President



Members, Friends and Supporters of the National Naval Officers Association,

Bottom line up front: The 2013 National Naval Officers Association Professional Development and Training Conference is still a go! We welcome your active support and participation in this mission essential training, from 16-18

July 2013. Our annual conference has been a constant symbol of unity, vibrancy and strength. Likewise, the positive impact on our Sea Services is reinforced annually when we converge to discuss relevant, operational and critical service-specific concerns. We remain committed to developing and training our officer corps and any break in the action would impede our long-fought successes. Some

of our more senior members may recall at least two other instances in the past 30 years when the organization faced both internal and external fiscal adversity. In both instances, the National Naval Officers Association stood strong and conducted conferences. Many members demonstrated their commitment by paying their own way (as the retirees do now) because the value added, far out-weighed the personal cost.

The goals and ideals that NNOA was founded upon are too important to allow a pause in momentum this year. Take confidence in knowing that the conference planning committee is fully engaged and working intently toward executing a successful conference this summer. In fact, we will release a completed schedule/agenda within the coming month. That said, I assure you that the Board has carefully considered the fiscal environment and weighed every option to ensure the conference is of the highest quality, regardless of duration and size.

We're continuing our forward progress toward our goal of 1,600 financial members before the Professional Development and Training Conference this July. The recent implementation of PayPal has dramatically enhanced our membership processes. I renew my request for each of you to complete your membership renewal prior to the conference. Last, but certainly not least, let us prayerfully remember our forward deployed comrades in harm's way. I thank you for your continued support and conference participation as we "keep our foot on the gas" in the name of NNOA!!

Very Respectfully,

R.C. Clements

National President

## Save the Date

- ◆ 17 May Jacksonville Chapter Scholarship Awards Banquet
- ◆ 31 May: Camp Pendleton-Miramar Scholarship Awards Banquet
- ◆ Jun: Houston Chapter, Captain Joseph H. Jones Scholarship Program
- ◆ Jun: San Francisco Bay Area, Hadwick & Lily Thompson Scholarship—Presentation
- ◆ 6-18 July: NNOA Annual Conference
- ◆ 4 Oct: Retirement Ceremony In Honor of CMDCM(AW/SW) Evelyn "Vonn" Banks

## Silent Auction

It is 2013 and our Conference is just around the corner. We are now in our 5th year hosting a Silent Auction at the Conference as a means for Chapters to raise money for their Operational and/or Scholarship fund. You are invited to bring items to the Conference for bidding by Conference attendees. Items can be new or used as long as a used item is in mint condition. The saying your trash is another man's treasure applies here.

We recommend if you have an item too big to be transported to the conference for exhibition, you take a clear picture and clearly have information on what the item is and how the item will be transported to the bidder on the bid sheet. One 6ft banquet table and two chairs will be provided for every Chapter that sign up to participate. All your auction items must fit on the one table. We recommend you set your minimum bid at half the retail value of the item. However, Chapters are free to price items as they see fit.

You are responsible your table and should see that your auction items is stored in a secure area at the end of the day. You must have a Chapter representative in charge of your table.

The Coordinator for the Silent Auction 2013 is CDR Denise McCallaCreary, USN, RET. Please e-mail her at [mccalldj@sbcglobal.net](mailto:mccalldj@sbcglobal.net) to request your table, sample bid sheets to set up your Auction or if you have any questions. You can also request your table online at the [nnoa.org](http://nnoa.org) website. The last day to request a table is July 5, 2013.



## DIME PC

**D**iplomacy: You are the face of your organization. Improve the way you communicate.

**I**nformation: The ability to gather and pass information is important. What do you know and who did you tell?

**M**anpower: Personal touch is required in management. Never confuse personal opinion with results. Trying is lying: Either you did it or you did not.

**E**conomics: Resources and time. The art of delegation. Understand the boundaries.... left is the law. Bottom is where you are now and the right limit is what you set. Never delegate responsibilities.

**P**rofessionalism: Read something. For example, The Gazette or any other professional magazine. You are professional...be professional. Read something once a week. Write...a white paper. You want to be a thought leader. Write once a month or a couple times a quarter.

**C**ompete: On any given day any of you can beat each other. Compete against yourself. 1% better every day. You will be 100% better in 4 months.



*Shared by Col Boggs, USMC ret during the 2012 NNOA Conference and excerpt from Quantico Chapter Fall Newsletter*

### *Vacco Cont.*

during Operation Frontier Shield, two Greater Antilles Section deployments and numerous Bahamas patrols. He also represented the Coast Guard at several high-profile events including Super Bowl XXXV.

LT Vacco is a graduate of Glendale Community College, Glendale, AZ and received his commission in 2003, after completing OCS in New London, CT and was assigned to Marine Safety Officer Buffalo, NY as the Chief of the Vessel Inspection and Investigations Division. LT Vacco assisted in both Hurricane Katrina Relief as well as Operation Deepwater Horizon.

When asked how he came to be a part of NNOA LT Vacco states "Actually kind of an interesting story. I was speaking with a fellow officer, (then LT) Andrea Parker, about doing some volunteer work in the community. I had expressed that in the past I had been involved in a wonderful program known as the Coast Guard's Partnership in Education, however I wanted to do be a part of an organization that provided resources and funding into areas that were a little more challenged economically--since that is where the assistance is needed the most. I also was interested in reaching out to communities that may have never had an opportunity to meet someone from the Coast Guard or knew what the Coast Guard was all about. She mentioned that she was a part of the NNOA, and thought it might be a good organization to be involved. I went to my first meeting with the Jacksonville Chapter; and after my experience learning about the mission of the organization and seeing the energy of the people involved, I knew it was something I wanted to

be a part of. I thanked her the next day for the recommendation; just goes to show you never know how the small conversations have can greatly impact a life-long decision." LT Vacco hit the ground running in the Jacksonville Chapter as the Programs Director where he chaired the annual golf tournament that raised over \$5000 for educational scholarships for underprivileged youth.

On a weekly basis, LT Vacco mentored at the Duvall Halfway House (DHH) to assist young men and boys in a residential treatment program and even donated his personal vehicle too, as part of an automotive vocational initiative.

LT Vacco is currently serving as the Coast Guard Equal Opportunity Advisor for Region 3, Zone 11. He provides oversight and support as the field-level expert for military and civilian equal opportunity rights and CG policies for all personnel and command staff units (150+) within the states of California, Arizona, Nevada, and Utah. LT Vacco counsels and processes all complaints of alleged discrimination, and is responsible for conducting sexual harassment and civil rights training for units within Zone 11. He also actively participates and administers guidance to the Leadership Diversity Advisory Councils & Special Emphasis Program Managers.

*(Story is taken in part from San Francisco Bay Area Newsletter July 2012 **Public Affairs Officer:** CDR Adolph Keyes, USCG (ret) )*

Bravo Zulu



P R E S S   R E L E A S E  
— For Immediate Release —

**Ms. Terri L. Gabriel**  
**2012/2013 NAPW Professional Woman of the Year**  
*The Quintessential Essence of Strong Military Leadership*

**Terri L. Gabriel, M.A., B.A.**, a Supply Officer of the U.S. Navy, is being honored as a 2012/2013 NAPW Professional Woman of the Year by National Association of Professional Women, a prestigious distinction awarded by the 400,000-strong membership of NAPW who join together to develop innovative business and social relationships.

**Terri L. Gabriel** has the privilege of serving in the United States Navy for more than 20 years. Her distinguished naval career began as a Personnelman-Recruit. Ms. Gabriel succeeded in earning many promotions that would earn her the respected position she holds today as the Assistant Supply Officer on board the Mighty Warship USS WASP.

Throughout her military career, Ms. Gabriel held numerous positions requiring specific skills and qualifications. U.S. Navy Supply Officer is one such position. She is responsible for the ship's logistics, budgeting, and the detailed planning of over 3,000 meals a day. Ms. Gabriel's responsibilities encompassed a whole spectrum of details that included monitoring enormous shipments of aircraft parts and machinery.

Ms. Gabriel is currently involved with the National Naval Officers Association (NNOA), which actively supports the Sea Services in the recruitment retention, and career development of minority officers. NNOA is an essential element in maintaining operational readiness, providing professional development, mentoring, and the support of cultural diversity.

For her commitment to achieving success according to her personal standards of excellence, and for her outstanding accomplishments in the United States Navy, Ms. Gabriel is being honored as a leader and role model for her many contributions to her career and country.



**Ms. Terri L. Gabriel**  
**M.A.,B.A., LCDR**  
Supply Officer

**Company:**  
U.S. Navy

**Awards & Accomplishments:**  
Terri L. Gabriel is a Lieutenant Commander (LCDR) in the United States Navy. She earned her Bachelor and Master degrees in Business Leadership and Management from McKendree College and Webster University while serving in the United States Navy.

**Keywords:**  
United States Navy, NNOA, military, supply officer, FISC

**Links:**  
NAPW: <http://www.napw.com/profile/10956047/Terri-Gabriel/>



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is scheduled to be held at the Sheraton  
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July 16-18, 2013