

"Standing on the Backs of Giants"



Assisted by LT Saud Looney, LT Margie Jackson chaired the Coast Guard Island Human Relations Counsel (HRC), representing twelve separate island units, to coordinate an excellent Black History Month celebration at Coast Guard Island, Alameda. This year's theme of "Standing on the backs of Giants" was relevant and focused on the adversity overcome by many black soldiers, sailors, and airmen who served in the past.

The Chief Warrant Officers Association, along with the San Francisco Bay Area Chapter of NNOA was also instrumental in these activities, volunteering as panelist and keynote speakers.

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Coast Guard Promotes First Black Vice Admiral



Rear Admiral Manson K. Brown is a native of Washington, DC. He graduated from the U.S. Coast Guard Academy in 1978 with a Bachelors of Science degree in Civil Engineering.

Rear Admiral Brown holds a Masters of Science degree in Civil Engineering from the University of Illinois at Champaign-Urbana and a Masters of Science degree in National Resources Strategy from the Industrial College of the Armed Forces. He is a registered professional civil engineer. He

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2009-10 SFBA Chapter Executive Board
President: CAPT Donald Flowers, USN Retired

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Membership: LCDR James Haskins, USN Retired

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Public Affairs: CDR Adolph Keyes, USCG Retired
Chaplain: Maj D'Emanuel Grosse, Sr., USAF Retired

From the President's Pen...



It continues to be an interesting year for the San Francisco Bay Area Chapter as we move forward with reestablishing ourselves as an impact organization within the Bay Area Community.

We have established a partnership with McClymonds High School and are looking to have a strong partnership with BUILD (Businesses United in Investing, Lending, and Development).

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Cover Story: Black History "Standing on the backs of Giants"

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NNOA Mission

National Naval Officers Association actively supports the Sea Services in the development of a diverse officer corps through recruitment, retention, and career development. NNOA is essential in maintaining operational readiness by providing professional development, mentoring, and support of cultural awareness. NNOA establishes and maintains a positive image of the Sea Services in communities and educational institutions.

Vice Admiral continue;

assumed command of the Fourteenth Coast Guard District on May 22, 2008.

Previous tours of duty include Assistant Engineering Officer in USCGC GLACIER, Project Engineer at Civil Engineering Unit Miami, Deputy Group Commander at Coast Guard Group Mayport, Engineering Assignment Officer in the Officer Personnel Division at Coast Guard Headquarters, Facilities Engineer at Support Center Alameda, and Assistant Chief, Civil Engineering Division at Maintenance & Logistics Command Pacific.

Rear Admiral Brown's previous commands include Commander of

Maintenance & Logistics Command Pacific, Commander, Coast Guard Sector Honolulu and Commander, Coast Guard Group Charleston.

From 1999 to 2002, he served as the Military Assistant to the U.S. Secretary of Transportation (DOT), including duty as the Acting Deputy Chief of Staff for six months after the terrorist attacks of September 11, 2001.

In May 2003, he served as the Chief of Officer Personnel Management at the Coast Guard Personnel Command. From April to July 2004, he was temporarily assigned as the Senior Advisor for Transportation to the Coalition Provisional Authority in Baghdad, Iraq. Working in a combat zone, he oversaw restoration of Iraq's major

transportation systems, including two major ports.

Rear Admiral Brown's military decorations include the U.S. Transportation Secretary's Gold Medal, Legion of Merit, four Meritorious Service Medals, two Coast Guard Commendation Medals, Transportation 9-11 Medal, three Coast Guard Achievement Medals, the Iraq Campaign Medal and several other personal and unit awards. In 1994, Rear Admiral Brown was honored as the first recipient of the Coast Guard's Captain John G. Witherspoon Award for Inspirational Leadership.

Rear Admiral Brown's first 3-star assignment will be as Commander, Pacific Area.

San Francisco Bay Area Chapter
National Naval Officers Association

*Effective OERs & Career Development
Leadership Forum – 2010 Professional
Development Series*

Sponsored by: San Francisco Bay Area Chapter of the
National Naval Officers Association

Featuring: Leadership Forum, Diverse Career Backgrounds &
Optional Individual Counseling Sessions

Date: 10 May 2010 at Gresham Hall, Coast Guard Island

RSVP Required NLT: 30 April 2010

Point of Contact: LCDR Erin Adler – *for more information*

Email: Erin.N.Adler@uscg.mil



*Fair Winds and Following Seas
LT Margaret Jackson, USCG*

A retirement ceremony was held 08 April at Coast Guard Island in honor of LT Margaret Jackson's thirty-four years of faithful Coast Guard service.

Distinguished and honored guests included: Mr. Iziah Jackson, brother and Patricia Jackson, sister; VADM Ray Riutta, USCG Retired; RADM Mary O'Donnell, USCG Retired; VADM Jody Breckenridge, Commander, Pacific Area; RADM Michael Seward, USCG Reserve.

LT Jackson enlisted in the Coast Guard Reserve in 1974 in Baltimore, Maryland. She has been assigned to various Coast Guard commands that

include Civilian Personnel and Training Division, Civil Engineering Division, FOSC Exxon Valdez, Anchorage, and Cutters NORTHLAND, GALLATIN, and DALLAS. Yeoman First Class Jackson was advanced to chief petty officer in 1991. During this period, Chief Jackson earned her BA of Science degree in Engineering, and two master's degrees in Administrative Sciences and Education from Johns Hopkins University.

In 1996, Chief Jackson was promoted to Chief Warrant Officer (CWO). Her assignments included Program Manager for Coast Guard Investigative Services, Special Assistant to the Assistant Commandant of Operations, and Aide to the Pacific Area Commander. Using the Warrant to Lieutenant (LT) program, CWO Jackson was promoted to Lieutenant. LT Jackson was assigned to the Integrated Support Command as Bay Area Housing Officer in Alameda; Coast Guard Recruiting Command's Officer Program in Arlington, VA.; and, Maintenance and Logistics Command as a logistician and contingency planner in Alameda.

LT Jackson continued to pursue her education and completed a master's of Science degree in Quality Systems

management in 2005. LT Jackson's major accomplishment include being the first and only CWO to be assigned Aide to an Admiral and the first reserve Warrant to be selected as LT from the Warrant to LT program.

Her personal military awards include Meritorious Service Medals, Coast Guard Commendations, Coast Guard Achievements, Commandant's Letter of Commendation ribbons, and numerous other unit and service awards.

LT Jackson's volunteer work includes: Reading, Tutoring and Writing Coach for Oakland elementary and high schools and Treasurer for the Coast Guard Officer Association (CGOA). LT Jackson is a native of Darlington, SC, and has two brothers and two sisters.

LT Jackson was honored with a Coast Guard Commendation and a Letter of Recognition from Arnold Schwarzenegger, Governor of California. LT Jackson is a longtime member of NNOA and is an active member of the SFBA Chapter.

Events included speak lectures and keynote speakers, short black films, luncheons, and an open panel discussion, and a joint observance was hosted at Training Center Petaluma on 17 February.

MCPOCG Vince Patton kicked off the month's observance on 5 February as keynote speaker at the Coast Guard Officers Association luncheon. His message of commitment and maintaining faith in the face of adversity was powerful and on target. His message reinforced the notion of remaining true to personal goals to achieve success in a career.

The HRC presented Black films, e.g., *Men of Honor*, *Port Chicago Story*, *Tuskegee Airmen*, traditional African American dance, and black trivia games throughout the month. These events were well attended by Coast Guard Island personnel.

CAPT Charles W. Foster, US Navy, Retired, was the guest speaker at a lunch on 10 February. CAPT Foster spoke of his adversities in his military and of his illustrious second career with the Port of Oakland as Port CEO and executive director, Director of Aviation at the Oakland International Airport.

The HRC was honored to have Mr. John A. Keibel, author of *Behind the Barbed Wire: History of Naval Weapons Station Concord*, address a packed audience on 18 February on the 1944 explosion at Port Chicago, the refusal to work at Mare Island, the mutiny trials of the hundreds of black sailors that



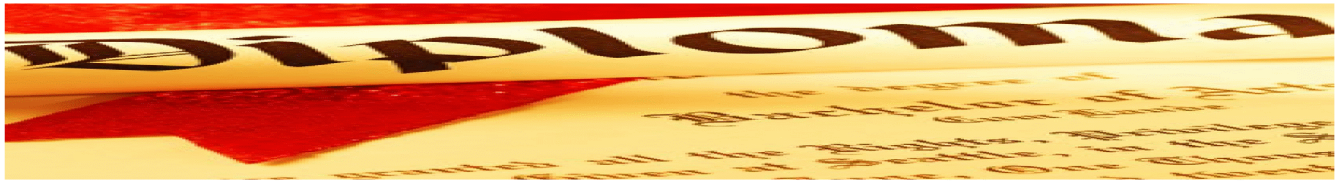
MCCPO Vincent Patton, USCG Retired share a photo opportunity with an old shipmate CDR Adolph Keyes, USCG Retired at a Coast Guard Island Black History Month Observance.



March 1945, Ramitelli, Italy. 332nd Army AF Fighter Group. "Tuskegee airman Edward C. Gleed of Lawrence, Kansas, Class 42-K, two crewmen adjusting an external 75 gallon drop tank on the wing of the P-51D Creamer's Dream."

followed who refused to work under the dangerous conditions in the yard, and Coast Guard role in the subsequent events that followed. Mr. Keibel presented the film, gave a brief lecture, and fielded questions.

The month culminated with an excellent professional panel on 25 February. A lunch preceded a very spirited panel discussion, featuring local prominent African-American veterans; CDR Cassandra Johnson, USCG, District 11 Chief, Reserve Force Management; CDR John Pruitt, USCG, USCGC BOUTWELL, XO; MCPO Marvin Wells, PACAREA Command Master Chief; Ms. Trina Anderson, EEO Manager; CWO4 Cleveland Valrey, US Army Retired. CDR Adolph Keyes, USCG Retired and Mr. Alvin Cunningham, Staff Champion, FORCECOM Intelligence Division (FC-2) were seated among the audience and also asked to provide their perspective of diversity within the military services.



Hadwick and Lily Thompson Scholarship

In January, CDR Cassandra Johnson and CDR Adolph Keyes met with Mrs. Marsha Rhynes, Scholarship Director at McClymonds Senior High School in Oakland to discuss and establish a scholarship partnership between the school and SFBA Chapter. The arrangement is to search for and receive applications for the Hadwick and Lily Thompson Scholarship from highly qualified high school seniors entering college.

CDR Johnson and CDR Keyes addressed an audience of seniors interested in achieving success at the next academic level, and several were interested in a career in the military.

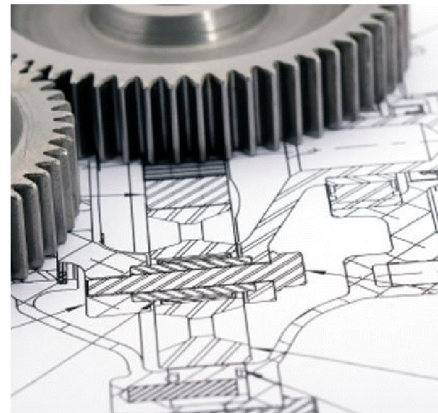
CDR Keyes informed the students of the scholarship's origin and provided background information of Hadwick Thompson, a retired naval officer who patrolled the streets of Oakland as a police officer in the 1960s. CDR Keyes told the students of Hadwick and Lily's commitment to the professional development of African American naval officers, providing their home as a meeting place for members of the NNOA. CDR Keyes recalled meeting at the Thompson's in 1988, where Lily served home style spaghetti with meatballs and more importantly was the fellowship and camaraderie shared between the members. CDR Keyes recalled the advice shared with senior officers helped him navigate his career.

CDR Johnson spent several minutes detailing her military career. The students were very attentive and asked CDR Johnson questions about her ability to adapt to military life, and how she manages her career and personal life.

The students were mostly interested in knowing the criteria and prerequisites for applying to the Hadwick and Lily Thompson Scholarship. CDR Johnson then described the scholarship and its requirements. She then passed out application packages and advised the students to work closely with Mrs. Rhynes on their packages and to be sure to get them submitted to SFBA Chapter by 01 April 2010.

As a special treat, CDR Keyes awarded a Coast Guard Academy banner and literature to Mrs. Rhynes and the students, and held a short discussion with students interested in attending a military academy.

SFBA Chapter has forged a bond with the faculty and students of McClymonds and trust this bond will last for years to come so that Hadwick and Lily Thompson may continue to help those in their local communities and neighborhood.





William James Powell

**A Leader in Building
Diversity in Golf**

William James Powell, the first African-American to conceptualize, build, own and operate a golf course was born to Berry and Massaleaner Powell on

22 November 1916 in Greenville, Alabama.

The son of a general storekeeper, grandson of Alabama slaves, at age 3 his father moved the family from Alabama to the all-white town of Minerva, Ohio. Young Bill watched with fascination as nearby Edgewater Golf Course was built, and began caddying and playing there at the age of 9.

He took with him his love of the game when he was stationed in England during World War II. Powell earned the rank of technical sergeant in the U.S. Eighth Air Force Truck Battalion and played many courses throughout Great Britain.

Returning home, he was undaunted by racial discrimination. When denied a G.I. loan, he obtained funding to buy a dairy farm from two black doctors. His brother showed his support by taking a second mortgage on his home.

In the fall of 1946, while working full-time at the Timken Co., Powell set about clearing the land that would become Clearview Golf Course. The first nine holes opened in 1948. In 1978, the second nine holes were completed.

Powell became known for introducing women and youngsters to the game. His daughter, Renee Powell, became the second African American on the LPGA tour. Today, she is Clearview's head professional. Her brother, Larry Powell, has served as Clearview's superintendent for 30 years.

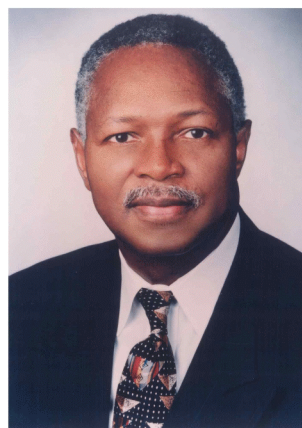
For his courage Powell was presented the PGA Distinguished Service Award, inducted into the Northern Ohio PGA Hall of Fame, named Person of the Year by the Ohio Golf Course Owners Association and accepted the Canton Regional

Chamber of Commerce's Community Salute Award. Powell died 31 December 2009. He was 93.

Captain Charles W. Foster

A Naval Giant

Charles W. Foster, president of C. Foster Consultant Services in Hercules, Calif., was recently named to the University of Maryland Board of Visitors by President Thelma B. Thompson.



"Mr. Foster brings a wealth of business acumen from his many years of high-level managerial experience in the commercial transportation industry," said President Thompson.

Foster, a 1962 graduate of UMES, was CEO of the Port of Oakland, Calif., the

fourth largest port operation in the U.S., from 1995-2001. During that time he oversaw an annual operating budget of \$200 million and a five-year capital budget of \$1.7 billion. In 2001, the seaport served 33 oceangoing container carriers and moved 1.5 million containers through gateway, and the airport handled 11 million passengers and over 1.5 billion pounds of air cargo.

Foster has worked in the aviation and maritime industry for 37 years. He is also a retired captain in the U.S. Navy. His company provides consultant services to airports and seaports in administration, operations, facility maintenance and trade development, and provides assistance to local governments on military base conveyance.

Foster received honorary doctorate degrees from UMES in 1998 and from Golden Gate University in San Francisco in 1997.

The UMES Board of Visitors is an advisory body providing assistance to the president in the areas of community relations, institutional development, governmental issues and alumni affairs.

President's Pen continues;

These relationships (partnerships) will provide an excellent avenue for us to contribute to the Bay Area youth programs and provide a positive impact and presence in the local community.

The organization needs everyone's support to make the community outreach program a success. I would ask that you make it a priority to either attend the next meeting or contact CDR Cassandra Johnson, USCG and CDR Robert L. Smith, USCG; to get involved and help move us forward in these partnerships.

As part of our 2010 Professional Development Series we are sponsoring an Effective OERs & Career Development Leadership Forum on Coast Guard Island, Alameda, on 10 May 2010.

This forum will feature Rear Admiral Timothy Sullivan, USCG, Commander, Force Readiness Command and senior leaders with diverse career backgrounds, followed by optional individual counseling sessions.

LCDR Erin Alder, USCG is working hard on this event, it will surely enhance all of our careers and one we do not want to miss.

Some National Board news; our National President, Captain Bernard Jackson, USN (ret) recently met with the CNO. The CNO has requested that NNOA serve as representatives on his Diversity Summit/Board. The National President has requested to meet with the other two Sea Service Chiefs in the near future.

Concerning the 2010 National Conference; the Service messages should be out shortly, online registration should commence around April 15, 2010, conference registration fees forms will be posted online soon, and hotel reservation link is already online to make hotel reservations.

"Together we can do great things."

CAPT Don Flowers
U.S. Navy Retired
SFBA Chapter President



Since 1980, the San Francisco Bay Area Chapter of the National Naval Officers Association (NNOA) has made a commitment to the educational development of youth residing in the San Francisco Bay Area. This contribution involves a number of highly successful programs, including; youth mentoring, academic tutoring, and awarding of financial scholarships to college bound high school seniors.

Hadwick and Lily Thompson Scholarship Award Criteria

Eligibility Requirements: Bay Area high school senior entering an accredited college or university during the 2010-2011 academic year are eligible. You must be a U.S. citizen and have a minimum grade point average of 2.5 on a 4.0 scales (or equivalent). **Please submit your completed package to the address listed below no later than 01 April 2010.** Scholarship recipients will be notified no later than **07 May 2010.**

Details of Award: This one-time award aims to grant an ethnic-based scholarship to a student entering college as a freshman during the 2010-2011 academic year. The recipient will be selected and announced in May 2010.

Award Amount: \$1000

Package Requirements: You are required to submit the following:

- A completed application
- An official high school transcript (with school's official seal).
- Two Letter(s) of recommendation from an individual you know, such as a school official (principal, guidance counselor, coach, etc...) or an official from an organization. These letters should address your potential academic performance at the collegiate level. It should also state your relationship to the official and note any noteworthy/significant accomplishments.
- Three Counselor/Teacher Evaluation Form(s). Evaluation forms must be mailed by the individual completing the evaluation directly to NNOA. (It is recommended that you provide a stamped, pre-addressed envelope to individual completing evaluation to expedite mailing of the document).
- A typed 100 to 300-word essay discussing your educational and career goals
- A current photograph (3" x 5" minimum). Photos will not be returned.
- Copy of ACT and SAT results

Failure to submit ALL requested information will result in disqualification. Students submitting incomplete packages will be notified. All qualified applicants will also be notified of eligibility for an NROTC scholarship.

Mail completed application packages to:

**National Naval Officers Association Bay Area
Chapter
Attn: Ms. Cassandra Y. Johnson
100 Grand Avenue #602
Oakland, California 94612**



Challenge

Teaming for Success ...

By CDR Adolph Keyes, USCG, Retired

As with most things in life, the measure of success depends on the amount of effort given and the personal commitment of the one seeking success; and, in my opinion, accepting the challenge to achieve success is more than half the battle. I am also a firm believer that you must concentrate on the process rather than the end-state to truly be successful. However, I encourage full exploration of pros and cons [risk management] before leaping into a situation where you are destined to fail. Weighing the opportunities for success is just as important as demonstrating your will to achieve.

Along with individual efforts, selecting the right team members is essential to achieving career success. In the “Challenge” photo above, we can see the dedication and commitment of each team member, working in unison to safely navigate the dangerous waters. I personally know of their commitment because I am in the raft. Our objective was to successfully get through the rough portions of the river without damage to the raft or injury to a teammate, and we did so without incident.

Your team should consist of mentors, colleagues, associates, and junior apprentices. Any mentor can give you advice, but be careful to select a mentor with whom you are comfortable and trust to provide you with solid recommendations on managing your career. The right mentor can help you navigate your career and provide valuable insight when needed, and your mentor does not necessarily need to be in your field – although someone in your particular

field can usually advise you on opportunities that you would otherwise have limited or no knowledge of existing.

Communicating routinely with colleagues will give you perspective from their eyes, and help you navigate through some situations that they may have already experienced. These experiences are learning opportunities. Discussing methodology with colleagues establishes a network where you can exchange ideas and receive encouragement from others at your level.

Routine contact with associates in your field, e.g., engineering, avionics, information systems, nursing, marine science, etc. can result in increased knowledge in the field and allow you to build a network of professionals you can depend on for professional advancement and guidance. I find that belonging to a professional society organization is usually a benefit, making journeyman professional available.

Lastly, a piece of the success matrix that is often overlooked is the affiliation with junior apprentices, those with less knowledge than you or new to the organization. Providing guidance to these individuals can serve two purposes. One is to help your fellow sailor or soldier, while the other is to foster your professional growth and development. These associations develop excellent leadership skills, i.e., effective communications, patience, caring, and it allows you to practice being a mentor, which you are bound to become as you advance through your own military career.

2010 National Naval Officers Association (NNOA)

Professional Development and Training

The 2010 conference will be a joint NNOA-ANSO professional development conference hosted by the Tidewater Chapter. The conference will be conducted at the beautiful Renaissance Hotel in Portsmouth, Virginia during the week of July 25 -30. Each Sea Service is expected to release a service message announcing the conference and encouraging attendance about March/April 2010 timeframe. Additional information can be found on the National Naval Officers Association (NNOA) website at www.nnoa.org.

Start making plans now to attend this cannot miss event

Conference Photographers Needed

Major Jason B. Davis is soliciting photographers during the National Conference at Portsmouth, 25-30 July 2010. The Executive Board will need three (3) photographers a daily to cover the many lectures, sessions, and events of the conference. Volunteers are encouraged to contact Major Davis at (910) 381.1476, email: pao@nnoa.org or LCDR Kim Cota-Robles (ANSO) at kim.cotarobles@navy.mil.

C. FOSTER CONSULTANT SERVICE

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Advertise your business in *The Journal* newsletter. *The Journal* newsletter is circulated to national and local membership and military bases in several Bay Area counties four times a year. Let us advertise your business. Contact Adolph Keyes at alkeyes@comcast.net or (510) 374-8237 for more information.



Hirshberg Foundation For Pancreatic Cancer Research ***Lou Gertha Bonner Memorial Fund***

Lou Gertha Bonner is the mother of CDR Adolph Keyes, USCG Retired. She was born in Sep '37 in Rayne, LA. A spiritual person, Lou believed strongly in family values and achieving a quality education. Lou moved to California in '57 and worked in the Food Services Industry for 30 years. Her struggle with pancreatic cancer was brief, and she died at home with her family at her side in Dec '08. The family encourages you to join in the fight and donate to the research fund in her memory. Her URL: <http://wee.pancreatic.org/merorial/loubonner>

Place Your Personal Ad Here

Advertise your business here. The Journal newsletter is circulated in several Bay Area counties four times a year. Contact Adolph Keyes at alkeyes@comcast.net for more information.

Hadwick and Lily Thompson Scholarship

SFBA awards two annual scholarships to high school seniors enrolling in college the next fall. We encourage you to contribute to help these students continue their educational journey. Send contributions to SFBA Chapter NNOA Scholarship Fund, 7960 Shay Drive, Oakland, CA 94605.

SFBA Chapter Events/Social Calendar:

Calendar Year 2010	Calendar Year 2011
MAR 14 – Beebe Memorial Cathedral Church – Oakland	JAN – MLK Breakfast, Monterey Chapter
APR 08 – LT Margie Jackson, USCG, Retirement Ceremony	FEB – Black History Month Observance – CG Island
APR 20 – Professional OER Training – CG Island	APR – Professional OER Training – CG Island
MAY 04 – * SFBA Chapter Monthly Meeting	MAY 07 – Hadwick & Lily Thompson Scholarship Announcement
MAY 07 – Hadwick & Lily Thompson Scholarship Announcement	JUL 31 – National Professional Development – <i>San Diego</i>
MAY 10 – Effective OER & Career Development Forum	DEC – SFBA Christmas Celebration
JUN 16 – Hadwick & Lily Thompson Scholarship @ McClymonds Senior High School Awards Dinner – Oakland	
JUN – Quarterly Church Visit	
JUL 25 – NNOA/ANSO Professional Development – <i>Portsmouth</i>	
NOV 11 – Veterans Day Visit	
DEC – SFBA Christmas Celebration	

* Monthly chapter meetings held second Tuesday of the month at CG Island Galley Special Events Room @ 1130.