



# The Journal



National Naval Officers Association  
San Francisco Bay Area Chapter

July 2011

## Member Profile



### Shipmates

As I step back from the Helm as your NNOA San Francisco Bay Area Chapter President, I would like to thank each one of you for your support and the many accomplishments we have made together over the past two plus years.

As I think of the time well spent putting a Strategic Plan together, which has become the foundation of how we conduct business. This living document has become a very workable and valuable tool.

When I look back over the past few years accomplishments which include: community outreach which have included four (4) college scholarships, sponsoring youth and public tours at Coast Guard Island Alameda, annual Veteran-VA hospital visits at the San Francisco and Martinez VA hospitals, and a sponsorship of a SFBA Chapter Easter Egg Hunt at Martin Luther King, Jr. Elementary School.

Additionally, the chapter has hosted two highly success professional development seminars and OER forums on Coast Guard Island, a well-attended social honoring RADM Barry Black, CHC, USN (ret), 62<sup>nd</sup> Chaplain of the United States Senate,

refreshments at the Emlen Tunnell gymnasium renaming ceremony at Coast Guard Island, sponsored a National participation and conference attendance, e.g., silent auction, and assisted the National with conference planning and the production of the Meridian publications.

I continue to be thankful. While we may be a small chapter we have accomplished much.

With your help and support we've done a lot as a chapter in support of our national mission and continue to influence the NNOA organization at the National Board level.

As I pass on the presidential torch, I know that CDR Robert Smith will serve well as the newly elected President. I encourage you to be just as devoted to his leadership as you have been to mine.

Remember, "Together We Can Do Great Things".

Very Respectfully,  
Captain Don Flowers, USN (ret)  
Immediate Pass President

### 2011-12 SFBA Chapter Executive Board

**President:** CDR Robert Smith, USCG

**Vice President:** LCDR Mark H. Harris, USCG  
**Secretary:** LTJG Miguel Augustin, USCG  
**Membership:** LCDR James Haskins, USN (ret)

**Treasurer:** LCDR Erin Adler, USCG  
**Public Affairs:** CDR Adolph Keyes, USCG (ret)  
**Chaplain:** Maj D'Emanuel Grosse, Sr., USAF (ret)

## From the President's Pen...



**Commander Robert L. Smith**  
**Commanding Officer**  
**Personnel Services & Support Unit, Alameda, CA**  
**United States Coast Guard**

Commander Rob Smith reported to his present duties as CO of Personnel Services & Support Unit (PSSU) Alameda, CA in July 2009. Under the direction of the Commander, Personnel Service Center, PSSUs are responsible for providing field level services and support to members and units of team CG as well as retired military personnel residing in San Francisco Bay area. In his previous assignment as the Ethnic Policy Advisor to the Commandant, CDR Smith assisted Coast Guard leadership in creating and supporting an organizational culture that achieves, values, and maximizes the benefits derived from a diverse workforce, and serving as the program manager for initiatives in support of diversity.

Prior to this assignment, Commander Smith served as the Chief, Personnel Support Division, Deployable Operations Group Commissioning Cell, Arlington, VA. Additionally, he has served as the Human Systems Integration Surface Training Lead Deepwater, Central Assignment Coordinator for Enlisted Assignments and Supervisor, Marine Safety Field Office Coram, NY.

His personal awards include Meritorious Service Medal (2), Coast Guard Commendation Medal, and the Coast Guard Achievement Medal (2).

Commander Smith is a 1991 graduate of the U.S. Coast Guard Officer Candidate School, and assessed into the Coast Guard via the Minority Officer Recruiting Effort (M.O.R.E.). He earned a Master of Science in Industrial/Organizational Psychology, a Master of Science in Instruction & Performance Technology, and is All-But-Dissertation in pursuit of a Ph. D. in Psychology. He and his wife reside in Danville, CA with their three children.

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**Design:** Adolph Keyes

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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.

## In the News



### SFBA NNOA 2011 Easter Egg Hunt

The SFBA Chapter hosted an Easter Egg Hunt at Martin Luther King Jr. elementary school in Oakland, California on April 15, 2011. Over 100 K-5 grade children and faculty participated in an egg hunt that covered nearly one acre of school property, with about 500 hard-boiled, colored eggs and plastic candied Easter eggs. The 5<sup>th</sup> graders help kindergarteners to find eggs, while the 1<sup>st</sup> through 4<sup>th</sup> grades searched in their own designated areas. For their assistance, a separate bounty was provided to the 5<sup>th</sup> graders.





## 2011 Toyota/Save Mart 350 NASCAR Sprint Championships June 24 – 26 Infineon Raceway

In a joint venture the Coast Guard Communications Area Master Station Pacific (CAMSPAC) morale committee and the San Francisco Bay Area (SFBA) Chapter of the National Naval Officers Association (NNOA) will provide event staff support (security) volunteers for the 2011 Toyota/Save Mart 350 NASCAR Sprint Championship running from 24 June through 26 June at Infineon Raceway in Sonoma, California. All proceeds received from this venture will go to supporting the CAMSPAC morale fund and the SFBA Chapter Hadwick and Lily Thompson Scholarship Fund.



## FRAM Autolite NHRA Nationals

Friday, July 29 - Sunday, July 31, 2011 6:00am-10:00pm  
NHRA Full Throttle Drag Racing Series



There's nothing more potent in motor sports than the rumble of an 8,000 horsepower Top Fuel dragster or Funny Car barreling down the drag strip at 310 miles per hour. Its earth-pounding excitement and you'll find it at Infineon Raceway during the FRAM Autolite NHRA Nationals, July 29-31. In addition to Top Fuel and Funny Car, you'll also see action in Pro Stock and Pro Stock Motorcycle. Don "The Snake" Prudhomme, Shirley Muldowney and Don Garlits will also be honored as part of our season-long Legends in Sonoma program.

The San Francisco Bay Area (SFBA) chapter of the National Naval Officers Association (NNOA) will provide event staff support and services for the racing complex to raise money for the chapter's Hadwick and Lily Thompson Scholarship Fund, an annual scholarship award given to two highly motivated graduating Bay Area high school seniors aspiring to enter college as a freshman. *CDR Adolph Keyes, USCG (ret)*

### Racing Staff Volunteers

SFBA extends hardy thank you to the volunteers (two of whom are non-affiliate volunteers) who worked the June 2011 NASCAR racing at Infineon Raceway. Through their efforts, the chapter raised \$600 dollars for the chapter scholarship fund.

- Ms. Anne Abadilla – civilian
- Mr. Rojmonjati Keyes – civilian
- CAPT Don Flowers, USN (ret)
- LCDR James Haskins, USN (ret)
- CDR Adolph Keyes, USCG (ret) – no photo





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 as a freshman is 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 April, 01.** Scholarship recipients will be notified no later than **May, 07.**

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

**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:**

**Hadwick & Lily Thompson Scholarship Award  
San Francisco Bay Area Chapter (NNOA)  
7960 Shay Drive  
Oakland, California 94609**



## 2011 Hadwick & Lily Thompson Scholarship Winners Leadership Preparatory High School

**Christina Sagun** is an honors student at Leadership Preparatory – Castlemont High School in Oakland, California. Christina intends register to at the University of California Davis in the fall. Additional awards include: College Summit Peer Leader Award, John H. Hackey Scholarship, and D'Juan Bush Memorial Scholarship.

**Devareaux Manley** is an honors student at Leadership Preparatory – Castlemont High School in Oakland, California. Devareaux intends to register at California State University in Chico in the fall, but is contemplating a basketball scholarship at UC Davis. Additional awards include: John H. Hackey Scholarship, Sinkler Miller Medical Scholarship, Melissa Buss "Angel Award", and 2011 COMCAST Scholarship, and Varsity Basketball Most Valuable Player and Most Inspirational Player awards.

## 2011 Leadership Preparatory Awards & Acknowledgements Luncheon



Top right: Hadwick & Lily Thompson Scholarship winner Devareaux Manley and CDR Keyes, winner Christina Sagun and CDR McCallaCreary, Bottom right: Christina Sagun with CDR Keyes and audience.





CDR McCallaCreary, a member of the Almaden Valley Orators Toastmasters Club, in a photo opportunity with semi-finalist in a recent Speech Contest sponsored by the Lions Club where she was a Judge.

## Summary of OER writing best practices (Panel of officers – Alameda 25 April 2011) *By CDR Robert Smith*

The third annual OER forum hosted by the San Francisco Bay Area Chapter of National Naval Officers Association and the Association of Naval Service Officers (NNOA/ANSO) was held at Coast Guard Island.

The origin of these notes are from the panel discussion that included CAPT Stowe (Sector SF Commander); CAPT Jewess (Aviation), CAPT PJ Maguire (Prevention); Capt Ohms (D11 Senior Reserve Officer), CDR Rob Smith (PSSU CO), and Capt Diaz (former Detailer, Afloat).

1. Relationship with Supervisor (and Reporting Officer): The working relationship between the performer and the supervisor is key. Expectations must be understood and aligned. Accomplishments must be relevant and impactful! Align description of duties at the beginning of the marking period. Maintain regular discussions about your performance with your supervisor! Don't wait until the end of the period.

2. Impact: One of the most powerful impacts is that which adds value to the lives of the people who work for you.

3. Big four (4) for promotion boards:

- Performance
- Professionalism
- Leadership
- Education/Continued development

4. Description of Duties: Block 2 is critical for boards and panels..... and it is a block that is owned by the member! Do your best with Block 2.

5. Where to place your effort: Do the best with the primary role you've been given, with the role the tax payers are paying you to do. "Do your job; do it better than anyone has done it before. Be the best at what you do." Collaterals are important too and should occupy a sufficient portion of your time and your OER; but the primary duties should be the main event in the OER. Show that you do your day job well, and also make solid accomplishments in your collaterals. Also, show that you are a life-long learner. In all things, the impact of what you did is critical. Also, tell how well you did it.

6. Tell a clear story: Board members come from all Coast Guard communities. They have to read through hundreds of OER's in a short time. Tell a clear story.... Avoid the temptation to write in 'OER speak.' Avoid generalities that sound like the generic blocks in the OER or the flowery wording of an award. Tell a story that is comprised of many mini-stories; tell it in a way that an aviator or a finance person or a prevention officer or an afloat person could understand clearly – What was done, how well, and why it mattered. Make sure the document tells the comprehensive story of who this officer is. You need to show that we can and should have "special trust and confidence" in the reported on officer.

7. Always be on time! You can always add more later, but submit your portion on time so you can accomplish a solid mark in evaluations.

8. Own your OER: Groom your OER throughout the marking period. Make it easy to read. Keep a performance diary and you will find that not only the quality of your OER's goes up, but also your own performance and creativity will increase as a result of your attention to your own performance.

9. The numbers: Board members tend to scan the numbers when they are taking their first scan of an OER. They look for trends to see if a performer is improving over time, for a given set of Block 2 responsibilities. Generally, it's expected to see an upward trend over time. Stagnant marks or a downward trend will raise a red flag. It's expected that marks will likely decrease when Block 2 responsibility increases. It's also expected that marks may change when Supervisors and Reporting Officers change. Anomalies tend to catch the eye of a Board member, like a 4 among 6's and 7's or a 7 among 4's and 5's. An anomaly will likely draw attention to supporting comments to see why a mark is different than others and to see if it's supported. High marks have little value without appropriate supporting comments.

10. How OER's are used: There is no set formula. But, generally Board members, Panel members, and Detailers will scan the numbered marks, Block 2, Block 7, Block 10, and will scan the comments to see if marks are supported. They may or may not go from a scan to a detailed read. OER's that fall into the middle of the peer group will likely get a more detailed look.



Photos courtesy of PA1 Patrick Kelly

Left: CGA Scholar Josiah Jackson Meets Admiral Papp

Right: Admiral Papp Gives OMI's Basketball Team a Pep-Talk Before Their Game.

## Alameda Partnership Yields Coast Guard Academy Scholar

When then-Base Alameda Commanding Officer entered into a Partnership in Education agreement with the Oakland Military Institute (OMI), Captain Keith Turro fully expected the OMI Boy's Basketball team would experience some significant victories on the Coast Guard Island basketball court. However, he didn't expect the partnership would flourish so quickly and produce a Coast Guard Academy Scholar within its first year.

Josiah Jackson, a native of Oakland, California, graduated from OMI in June and will attend the U.S. Coast Guard Academy (USCGA) Scholars Program this coming year in preparation to enter the Corps of Cadets. The Oakland Military Institute is a public charter school focused on college preparation. It serves an incredibly diverse student body and boasts significantly higher high school graduation and college placement rates than other Oakland public schools. OMI, rich in student diversity, lacks a gymnasium or athletic fields for its students. The partnership in education agreement (signed by Capt Turro and OMI Superintendent Mark Ryan) enables OMI students and faculty to utilize Coast Guard Base Alameda's facilities for athletic and scholastic events.

The partnership marked a monumental collaborative effort championed by members of NNOA's San Francisco Chapter. NNOA San Francisco Chapter President-elect CDR Rob Smith was influential in bringing the partnership to fruition. In his role as the PSSU Alameda Commanding Officer, CDR Smith oversaw the MWR assets on Coast Guard Island when the agreement was penned. Additionally, the Chapter Treasurer spearheaded the partnership and drafted the agreement which first introduced Josiah to the opportunities the Coast Guard had to offer.

Once his interest was sparked, Josiah was one of 3 OMI cadets who attended the Academy's Introduction Mission (AIM) program in 2010. This experience, along with those he

gathered from touring the new Cutter BERTHOLF (WMSL 750) and interacting with Coasties, solidified his resolve to attend the Academy.



A varsity basketball player for OMI, Josiah had just applied for admission to the Coast Guard Academy and was preparing to play in a game at Base Alameda's gymnasium when Coast Guard Commandant, Admiral Papp, stopped by to meet with the team on his west coast tour in February 2011. Admiral Papp wished Josiah luck in the application process and later specifically highlighted the partnership with OMI in his 2011 State of the Coast Guard Address, stating, "Initiatives like these are critical to recruiting our future workforce."

Over 3,000 students applied to the Coast Guard Academy this past year. Of those, 250 received appointments to the Academy and only 70 of the remaining 2,750 were afforded the opportunity to attend the Scholars Program. Josiah will report to USCGA in New London, Connecticut on July 18th to complete Summer Scholars Orientation Program. On August 8th, he will report to Marion Military Institute in Alabama to complete the service academy prep course of study.

In addition to the gains the Coast Guard will continue to realize by introducing students to its people, missions, and opportunities, OMI has attributed the record retention it has experienced at the middle school level this past year to the student's excitement about finally having a real athletic "home" court on CG Island. The partnership has blossomed, facilitating numerous introductory tours of CG Island and recently kicking off an individual mentoring program matching OMI students to Coast Guard Officers. As a sign of their appreciation, OMI students have voluntarily participated in the Emlen Tunnell gym dedication as well as other military ceremonies and even assisted in the Earth Day clean-up of the Island.

What began as a basketball forum has blossomed into a true partnership, with all parties dedicated to furthering opportunities for the local youth – echoing the NNOA San Francisco Chapter's Motto: "Together, We Can Do Great Things".

*Submitted by LCDR Erin Adler, USCG*





## Coast Guard Support 2011 NNOA Conference – ALCOAST 280/11

UNCLAS //N05050//

ALCOAST 280/11

COMDTNOTE 5050

SUBJ: NATIONAL NAVAL OFFICERS  
ASSOCIATION (NNOA) 39TH ANNUAL  
CONFERENCE

A. U. S. COAST GUARD DIVERSITY STRATEGIC  
PLAN

1. THE 39TH ANNUAL NNOA PROFESSIONAL  
DEVELOPMENT AND TRAINING  
CONFERENCE WILL BE HELD 1-5 AUGUST 2011,  
AT THE SHERATON SAN DIEGO  
HOTEL AND MARINA, SAN DIEGO, CA. THIS  
YEARS CONFERENCE THEME IS "NNOA  
- ENHANCING MISSION READINESS FOR THE  
SEA SERVICES THROUGH  
LEADERSHIP, MENTORSHIP AND DIVERSITY."

2. NNOA ACTIVELY PARTNERS WITH OUR  
NATIONS SEA SERVICES IN THE  
DEVELOPMENT OF A DIVERSE OFFICER CORPS  
THROUGH RECRUITMENT,  
RETENTION, AND CAREER DEVELOPMENT.  
NNOA EFFORTS REINFORCE AMERICAS  
OPERATIONAL READINESS BY PROVIDING  
PROFESSIONAL DEVELOPMENT AND  
MENTORING TO ENHANCE ALL OFFICERS  
OPPORTUNITIES FOR SUCCESS. NNOA  
ACCOMPLISHES THESE OBJECTIVES THROUGH  
LOCAL CHAPTER MEETINGS, FORMAL  
AND INFORMAL MENTORING PROGRAMS,  
GRANTING SCHOLARSHIPS TO  
COLLEGE-BOUND YOUTH, ASSISTING SERVICE  
ACADEMIES WITH THEIR OUTREACH /

RECRUITING EFFORTS, AND PROACTIVELY  
PROVIDING OUTREACH TO SCHOOLS,  
CHURCHES, AND COMMUNITY  
ORGANIZATIONS. FOR MORE INFORMATION  
ON NNOA MISSIONS AND HISTORY, AND THE  
2011 ANNUAL CONFERENCE, GO TO  
[WWW.NNOA.ORG](http://WWW.NNOA.ORG).

3. THE ANNUAL NNOA CONFERENCE  
INCORPORATES OVER 20 HOURS OF  
EDUCATIONAL AND PROFESSIONAL  
DEVELOPMENT WORKSHOPS AND SEMINARS.  
EACH SESSION IS DESIGNED TO ENHANCE  
ATTENDEES KNOWLEDGE WHILE INCREASING  
THEIR AWARENESS OF CURRENT AND  
EMERGING ISSUES THAT IMPACT THE  
CAREERS OF SEA SERVICE OFFICERS. SENIOR  
LEADERS FROM EACH OF THE SEA  
SERVICES ARE SCHEDULED TO ATTEND AND  
PRESENT.

4. PARTICIPATION IS ENCOURAGED.  
ATTENDANCE AND MEMBERSHIP IS OPEN TO  
ALL ACTIVE, RESERVE, AND RETIRED OFFICERS  
OF THE COAST GUARD, NAVY, MARINE CORPS,  
AND NATIONAL OCEANIC ATMOSPHERIC  
ADMINISTRATION (NOAA) AND CIVILIANS, GS-9  
AND ABOVE. AS INDICATED IN REF A, THE  
COMMANDANT HAS DIRECTED LEADERS OF  
ALL LEVELS, TO PARTICIPATE IN VARIOUS  
AFFINITY GROUPS WITH THE EXPRESS GOAL OF  
CREATING INCREASED AWARENESS OF THE  
DIVERSITY OF MISSIONS, PEOPLE AND  
CAREERS IN THE COAST GUARD. COMMANDING  
OFFICERS ARE ALSO ENCOURAGED TO  
PROMOTE AND SUPPORT CREW ATTENDANCE  
AFFINITY GROUPS, SUCH AS THIS CONFERENCE,  
TO THE EXTENT PRACTICAL. USE OF TDY  
ORDERS IS AUTHORIZED FOR ATTENDANCE AT  
GOVT EXPENSE. IF UNIT FUNDS ARE NOT  
AVAILABLE, PERMISSIVE ORDERS ARE ALSO  
AUTHORIZED.

5. LIMITED FUNDING IS AVAILABLE THROUGH  
THE DIVERSITY STAFF, COMDT  
(CG-12B) TO ASSIST THOSE INTERESTED IN  
ATTENDING BUT WHO CANNOT  
OBTAIN FUNDING BY OTHER MEANS.  
REQUESTS FOR FUNDING MUST HAVE  
COMMAND APPROVAL, CONFIRMED  
AVAILABILITY TO ATTEND, AND BE RECEIVED  
BY COMDT (CG-12B) NLT 24 JUNE 2011. FOR  
UNITS WITHOUT EMAIL CONNECTIVITY,  
MESSAGE TRAFFIC IS ACCEPTABLE. REQUESTS  
MUST INDICATE WHETHER THIS IS YOUR FIRST  
CONFERENCE ATTENDED OR, IF NOT, THE DATE  
OF THE LAST CONFERENCE ATTENDED AND  
THE FUNDING SOURCE. PRIORITY  
WILL BE GIVEN TO JUNIOR OFFICERS O-3 AND  
BELOW, AND CIVILIANS GS-11

AND BELOW. FUNDS WILL COVER PER DIEM, REGISTRATION, LOCAL MILEAGE AND/OR AIRFARE. NNOA MEMBERSHIP FEES WILL NOT BE FUNDED AND RENTAL CARS WILL NOT BE AUTHORIZED. EACH REQUEST MUST INCLUDE AN ESTIMATED COST (PER DIEM, REGISTRATION, LOCAL MILEAGE AND AIRFARE) SUBMITTED TO YNC ROBERTA STOREY, EMAIL: ROBERTA.C.STOREY(AT)USCG.MIL.

6. EARLY CONFERENCE ONLINE REGISTRATION IS STRONGLY ENCOURAGED AND MUST BE COMPLETED BY 15 JULY 2011 AT [WWW.NNOA.ORG](http://WWW.NNOA.ORG). ATTENDEES MAY REGISTER FOR THE ENTIRE CONFERENCE OR ON ONE, TWO, OR THREE DAY BASIS. THE FULL CONFERENCE REGISTRATION FEE INCLUDES FOUR (4) MEALS, INCLUDING THE BANQUET. DAILY REGISTRATION FEE INCLUDES LUNCH ONLY. REGISTRATION FEES:

A. ON OR BEFORE 15 JULY: MEMBERS 475 DOLLARS, NON-MEMBERS 600 DOLLARS.

B. ON OR AFTER 16 JULY: MEMBERS 525 DOLLARS, NON-MEMBERS 600 DOLLARS.

C. DAILY REGISTRATION RATES: MEMBERS 140 DOLLARS, NON-MEMBERS 165 DOLLARS.

7. LODGING: LODGING WILL BE AT THE CONFERENCE HOTEL, SHERATON SAN DIEGO HOTEL AND MARINA. THE ROOM RATE IS 131 DOLLARS PER NIGHT. WHEN RESERVING YOUR ROOM, PLEASE INFORM THE HOTEL YOU ARE ATTENDING THE NNOA ANNUAL CONFERENCE TO RECEIVE THE CORRECT ROOM RATE. RESERVATIONS CAN BE MADE BY CALLING 619-291-2900/1-800-325-3535. INFORMATION ON THE SHERATON SAN DIEGO HOTEL AND MARINA CAN BE FOUND AT [WWW.STARWOODHOTELS.COM/SHERATON](http://WWW.STARWOODHOTELS.COM/SHERATON).

8. UNIFORM OF THE DAY FOR ALL TRAINING SESSIONS WILL BE TROPICAL BLUE LONG. UNIFORM FOR THE BANQUET ON FRIDAY, 5 AUGUST IS DINNER DRESS WHITE JACKET, (DINNER DRESS WHITE FOR LT AND BELOW), AND BLACK TIE FOR CIVILIANS.

9. FOR MORE INFORMATION REGARDING THE 2011 CONFERENCE AGENDA, VISIT THE NNOA WEBSITE, [WWW.NNOA.ORG](http://WWW.NNOA.ORG). YOU MAY ALSO CONTACT LCDR SIMONE MONTGOMERY, NNOA COAST GUARD REPRESENTATIVE AT USCG-REP(AT)NNOA.ORG.

10. POINT OF CONTACT FOR DIVERSITY STAFF

COMDT (CG-12B) FUNDING: YNC ROBERTA STOREY AT 202-475-5252, EMAIL: ROBERTA.C.STOREY(AT)USCG.MIL.

11. MR. CURTIS B. ODOM, DIRECTOR OF PERSONNEL MANAGEMENT SENDS.

12. INTERNET RELEASE AUTHORIZED.

## Workplace Safety Tips

### *“Lifting Without Overexertion...”*

Overexertion injuries – which most often occur when a load is being lifted or otherwise handled – accounted for 22 percent of nonfatal workplace injuries in 2009, according to data from the Bureau of Labor Statistics.

Further, 42 percent of sprains, strains and tears in the workplace stemmed from overexertion – many from incorrect lifting. To prevent such injuries, National Institute for Occupational Safety and Health (NIOSH) recommends both administrative controls and worker training.

Administrative controls to reduce overexertion injuries include:

- Plan the workflow to avoid unnecessary lifts, or minimize the distances loads must be carried.
- Tag all heavy or unstable loads. Reduce the weight by putting fewer items in a container or using smaller or lighter-weight containers.
- Pack contents of containers so the weight is evenly distributed.
- Position pallet loads at heights that allow workers to lift from their power zone – above the knees, below the shoulders and close to the body. Avoid storing materials on the floor.

*Continue page 9, column A*



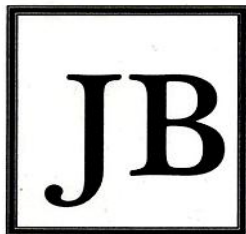


## Bay Area Black Expo 2011

[Oakland-Alameda County Coliseum](#)

Saturday, July 23 10:00a to 6:00p  
Oakland, CA  
Price: \$10  
Phone: (510) 473-7759  
**Age Suitability:** All Ages

The Bay Area Black Expo 2011 in Oakland, CA is a "destination event" with people attending from around the country. This historic event will provide the opportunity for attendees to experience a Health Fair, Tech Fair, Job Showcase, Wealth Pavilion, Music Showcase, Small Business Resource Center, College Day, Home Ownership Fair, Food Pavilion, Oakland Coliseum and many more. Do not miss out on the biggest African American event of the year!



## JESSE BETHEL HIGH SCHOOL

NAVAL JUNIOR RESERVE OFFICER TRAINING PROGRAM  
"HOME OF THE JAGUARS"

1800 ASCOT PARKWAY, VALLEJO, CALIFORNIA 94591  
TELEPHONE: (707) 556-5700, EXT. 51112 / FAX: (707) 649-3960

19 June 2011

CAPT Don Flowers, USN, Retired  
San Francisco Bay Area Chapter  
National Naval Officer Association (NNOA)  
7960 Shay Drive  
Oakland, California 94605-4219

Dear Captain Flowers:

Thank you for being the Inspector for Jesse Bethel Naval Junior Reserve Officers Training Corps (NJROTC) Off-Site Inspection on May 26, 2011. Your flexibility and willingness to change your schedule to accommodate our inspection schedule was very much appreciated. Your inspecting the cadets was a highlight for both the Program and the Cadets. This was the first time anyone outside the JROTC Program inspected the unit since it stood up in August 2010. Your addressing the Cadets as a group made this inspection meaningful and, I know they will make more of an effort to pay attention to the grooming standards. The comments and the input you made to the cadets individually validated the importance we want them to place on the uniform and military bearing.

We look forward to continuing our relationship with NNOA and, you and/or your representatives are encouraged to visit the Unit. If possible, I would like to incorporate a quarterly NNOA visit in our schedule to support mentoring, inspection, and leadership opportunities as you see fit. Having the support of the community and especially a naval unit such as NNOA is a perfect fit the NJROTC Program. Your leadership and support is very much appreciated and always welcome.

Sincerely,

Margie Jackson, LT, USCG (Retired)  
Senior Naval Science Instructor  
Jesse Bethel NJROTC Program

LIEUTENANT MARGIE JACKSON - SENIOR NAVAL SCIENCE INSTRUCTOR  
CHIEF IVERY HOOD - NAVAL SCIENCE INSTRUCTOR

### *A special note of wisdom:*

- Patience is a virtue
- Observance is paramount to outstanding performance
- A passive nature is the catalyst for aggression
- Exceptional effort achieves contentment to pursuit of vision

Personal and professional growth and development is difficult and there are many temptations to distract you from your personal goals.

Exercise self-discipline to stay the course for personal success.

You will be the beneficiary of your accomplishment and your accomplishments will manifest in your pride.

However, remember that procrastination is a temptation that often results in negative achievement.

Again, stay the course and you will be thankful.

CDR Adolph Keyes, USCG (ret)

## Evening with RADM Barry C. Black, CHC, USN (ret)

San Francisco Bay Area Chapter of NNOA will host a reception for RADM Barry Black, CHC, USN (ret), 62nd Chaplain of the United States Senate at the home of CDR Denise McCallaCreary, USN (ret).

**When:** Saturday, July 02, 2011 7:00 PM-10:30 PM (GMT-08:00) PST.

**Where:** 5923 Thorntree Drive, San Jose, CA 95120

**POC:** V/r, Captain Don Flowers, USN (ret)  
707.647.2095 or 707.373.0153



### **Barry C. Black**, Chaplain

On June 27, 2003, Rear Admiral Barry C. Black USN (Ret.) was elected the 62nd Chaplain of the United States Senate. Prior to Capitol Hill, Chaplain Black served 27 years in the U.S. Navy, ending his distinguished career as the Chief of Navy Chaplains. The Senate elected its first chaplain in 1789.

*Continue page 7, Workplace Safety Tips*

- Rotate workers between lifting and non-lifting tasks. Allow periodic breaks to ensure workers have adequate rest. NIOSH recommends workers take the following measures to avoid overexertion injuries when lifting:

- Always use mechanical lift devices, when available.
- Before lifting, check the load for stability and weight.
- Lift only as much as you can safely handle on your own. If required, make several trips carrying lighter weight.
- Keep the lifts in your power zone.
- Use your legs to lift the load rather than your back or upper

body.

- Use smooth, even motions to avoid jerking.
- Step to the side when you need to turn – do not twist your body.
- Try to alternate physically demanding tasks with less demanding ones.

*This article originally appeared on the National Safety Council website – June 2011*

## "NNOA - Enhancing Mission Readiness for the Sea Services through Leadership, Mentorship, and Diversity"



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- Morning Devotional – Spiritual Fitness
- Awards Banquet
- For more information log onto [www.nnoa.org](http://www.nnoa.org)

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***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://www.pancreatic.org/memorial/lougonner>



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**2011 Hadwick & Lily Thompson Scholarship Foundation Partners:**

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Adolph & Denise Keyes

## Annual SFBA Chapter Calendar:

| Calendar Year 2010                                        | JUN 15 – Chapter Annual Report – Tab F                    |
|-----------------------------------------------------------|-----------------------------------------------------------|
| OCT 4-10 FLEET WEEK – San Francisco                       | JUN 15 – Chapter Management Information Report – Tab D    |
| OCT 30 – Chapter Quarterly Report – Tab E                 | JUN – Hadwick & Lily Thompson Scholarship – Presentation  |
| OCT 31 – Chapter Annual Financial Report – Tab G          | JUN – SFBA Officer Elections                              |
| NOV 11 – Veterans Day Visit – Martinez VA                 | JUN – NASCAR 350 Sprint Cup Fundraiser                    |
| NOV – SFBA Strategic Planning Review                      | JUL – National Hot Rod Assoc. (NHRA) Drag Race Fundraiser |
| DEC – SFBA Christmas Celebration                          | AUG 01-05 – National Professional Development – San Diego |
|                                                           | AUG 15 – Chapter Quarterly Report – Tab E                 |
| Calendar Year 2011                                        | OCT – Fleet Week – San Francisco                          |
| JAN – MLK Breakfast Monterey Chapter                      | OCT 30 – Chapter Quarterly Report – Tab E                 |
| JAN 30 – Chapter Quarterly Report – Tab E                 | OCT 31 – Chapter Annual Financial Report – Tab G          |
| FEB – Black History Month Observance – CG Island          | NOV – SFBA Strategic Planning Review                      |
| APR – Professional OER Training – CG Island               | NOV – Veterans Day Visit                                  |
| APR 15 – SFBA Annual East Egg Hunt                        | DEC – SFBA Christmas Celebration                          |
| APR – SFBA Chapter Eye Wear Recycle Drive                 | Calendar Year 2012                                        |
| APR 30 – Chapter Quarterly Report – Tab E                 | JAN – MLK Breakfast Monterey Chapter                      |
| MAY 07 – Hadwick & Lily Thompson Scholarship Announcement | JAN 30 Chapter Quarterly Report – Tab E                   |
| MAY – SFBA Strategic Planning Review                      | FEB – Black History Month Observance – CG Island          |
| MAY – The Journal Newsletter Ad Renewal                   | FEB – SFBA Annual Crab Fest                               |

\* Chapter meetings 2<sup>nd</sup> Tuesday of the month @ 1130: odd months at CG Island Galley Special Events Room – even months teleconference.



### Hadwick & Lily Thompson Scholarship Foundation

San Francisco Bay Area Chapter (NNOA)  
7960 Shay Drive  
Oakland, CA 94602

Ph: CDR Adolph Keyes (510) 374-8237, email: [alkeyes@comcast.net](mailto:alkeyes@comcast.net), website: [www.nnoa.org/](http://www.nnoa.org/)



The Hadwick & Lily Thompson Scholarship Foundation keeps alive the dream of young minority students aspiring to complete a college education. The Foundation was established in 2003 and has provided Bay Area students with annual scholarship money to attend college, e.g., UC Berkeley and Davis; CSU East Bay, Chico, Riverside, and Sacramento. Your donations help SFBA continue to provide scholarship opportunities to less fortunate and deserving minority students. Please contribute to this worthy cause. Partnership is annual and renewal in January. Help us to promote higher education and develop the leaders of the future.

#### Benefits of Partnership:

- ✓ Quarterly newsletter subscription – The Journal
- ✓ Sponsorship mention in The Journal
- ✓ Helping to promote continue/advanced education
- ✓ Donation is tax deductible

#### Partnership Levels:

- ✓ Individual \$10.00
- ✓ Copper sponsorship - \$50.00
- ✓ Silver sponsorship - \$75.00
- ✓ Gold sponsorship - \$100 or above

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| Individual - \$10                              | Copper - \$50 | Silver - \$75                                                                                                                                           | Gold - \$100 or above |
| <b>Make check payable to:</b><br><br>SFBA NNOA |               | <b>Remit to:</b><br><br>Hadwick & Lily Thompson Scholarship Foundation<br>San Francisco Bay Area Chapter (NNOA)<br>7960 Shay Drive<br>Oakland, CA 94602 |                       |