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MERIDIAN

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

Scoutmaster Honored at National Meeting

No one was more surprised than Scoutmaster JW Washington of troop 934 to be invited to the BSA National Meeting in May. JW offers his impressions and what he took away from the experience.

"During the past 21 years that I have been a registered adult leader including 14 as a Scoutmaster, my wife Eleanor and I have been privileged to watch our son, two grandsons and many other young men grow into responsible young men because of their participation in Scouting. What a great honor to be nominated for this prestigious award by the Tidewater Council President and Scout Executive and represent our council recently at the 2013 Boy Scouts of America National Annual Meeting at the Gaylord Texas Resort and Convention Center in Grapevine, Texas. I plan to share what I learned during this meeting with other members of our council including the scouts, parents and other adult leaders in my troop for many years to come."



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Special points of interest:

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- * Generals Retire
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NNOA Sponsored Students Visit Naval Support Activity Mid-South

(MEMPHIS, Tn.) -28 Students and 3 chaperones from Southside Middle School visited NSA Mid-South on 10 May 13 for a tour of the base, visit Navy Recruiting Command

(NRC), and meet/talk with RADM Earl Gay, Commander, Naval Recruiting Command.

The visit started with a welcome by Rear Admiral Gay followed by a short aviation

presentation and remote control helicopter demonstration. The students were given a Navy gift bag consisting of navy sponsored items such

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Presidents Corner



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

I'd like to extend my sincerest apologies for not communicating sooner. An unexpected family emergency required my attention immediately following the conference.

As the Board of Directors prepares for the new NNOA year, I want to again thank you for supporting the 41st Annual National Naval Officers Association Professional Development Conference. Despite the reduced attendance, the quality of the conference was as high as it's ever been. Through our collective efforts, we successfully navigated the fiscally challenging waters and accomplished our mission to plan and execute our 2013 conference.

Kudos to the planning committee, led by the former Eastern Region Vice-President, CDR Andrea Petrovanie. She relied heavily on the tremendous collective support of the D.C. chapter, the staff of the Sheraton Pentagon City Hotel, Headquarters Battalion, Henderson Hall, Headquarters Marine Corps and the NNOA Board of Directors. As a result, we were able to create valuable "Opportunities Through Leadership, Mentorship and Diversity."

We also welcomed several new National Board Members while bidding farewell to others. We extend a hearty "thank you" to our off-going leaders for continued commitment and support. We know that you will help to strengthen and grow your respective local chapters. For our newest leaders, we look forward to working alongside you to continue in our efforts to support the Sea Services. The National Board is already exploring options for next year's conference. Currently, the National Capital Region looks to be the most cost effective option, especially if aboard a military

installation. We'll have more granularity after our first Board meeting this month.

In the interim, I respectfully request that all members review and become familiar with the Association's Strategic Plan. We continue in our objective to meet our established goal of 1,600 active/financial members. Increasing membership is essential to the success of this great organization. I challenge each NNOA chapter with increasing its membership by 15% in the next 10 months. We will look forward to greeting those newest members during the conference next summer. During your recruiting efforts, remember that we are an organization that should reflect the demographics of our richly diverse nation.

Another great aspect that is signaling change is our use of technology. You voted during our conference to take our organization from paper ballots to eVoting. Let's continue to leverage technology to accomplish our mission. You should look forward to enhanced automated information dissemination in the coming months.

Before I close, let us prayerfully remember our forward deployed comrades in harm's way. I thank you for your continued commitment as we "build bridges" in the name of NNOA!!

Very Respectfully,
R.C. Clements
NNOA National President

Sequestration Impacts on Financial Viability of NNOA

The Federal government enacted Sequestration in March 2013. This action arbitrarily imposed a \$1 trillion reduction on federal spending across all areas from fiscal year 2013-2021. In addition to the Sequester, OMB imposed restrictions on temporary duty travel authorizations, particularly those involving non-federal entity conferences, for which the NNOA National Conference is included. The direct impact of these restrictions was that only local travel and conference fees were authorized to be funded by DoN and DoHS for the FY13 national conference, which severely hindered attendance at the national conference.

Although, the National Board of Directors anticipated that sequester impacts could hinder the national conference, the BOD and its senior advisors advocated for continuing with planning for a full conference, due to the loss in momentum that not having a conference would produce. Additionally, the organization was locked into a contract with the Sheraton Pentagon, which had been let the prior fiscal year, without

the ability to rescind the contract without significant financial penalty.

What does all of this mean to NNOA? Due to the low conference attendance, this summer, NNOA suffered a \$19 thousand conference loss. For the past two decades, the conference has been the primary income generator to sustain the organization. The normal conference profit to break even is 20%. This year that figure represented \$30 thousand, which combined with the actual \$20 thousand loss represents a real loss of \$59 thousand.

We should expect that this is the new norm and embrace this opportunity to free ourselves, as an organization, from being so heavily reliant upon the conference to ensure the financial viability of NNOA. Besides the conference, the only other incomes are donations/corporate sponsorship and national dues. The national conference income typically represents 90% of income. NNOA had made strides in reducing the overwhelming reliance on conference income, by increasing dues income from historic \$25-30 thousand annually to \$45-50 thousand in FY 11-12. This was accomplished through increased new membership and a focus on current members paying their dues. Through September 13, 2013, dues only generated \$22 thousand and sponsorship was less than \$15 thousand. Prior year sponsorship averaged \$25-30 thousand, but has stagnated at or below that level recently. Reduced dues and sponsorship income further compounded our FY13 income loss from the small conference attendance. We need to continue this strategy of reclaiming former dues paying members and reengage building NNOA from the bottom up with new junior officer membership.

To-date, NNOA's loss for FY13 is \$76 thousand, leaving us with only \$28 thousand in operating income in the primary checking account to support short-term expenses. Also compounding our dire fiscal situation is the \$26 thousand loss taken in FY12 due to the general body's desire to maintain a lower conference fee that year below the required 20% profit to break-even.

Daily operating expenses have decreased during FY13 and will further decrease in FY14, but minimum operating expenses will still exceed \$31 thousand in the future years, requiring non-conference income to exceed that amount. None of this has yet to impact the \$107 thousand which remains in our investment and cash equivalent accounts. These accounts will remain untouched to ensure NNOA's solvency.

Bottom line is that if we want to sustain this organization over the long haul, we must continue to judiciously manage our expenses while leveraging that against continuing to

technologically professionalize the organization, while also sustaining the organization from income generated outside of conference profit

Colonel Grady A. Belyeu Jr.
NNOA National Treasurer and Camp Pendleton/Miramar Chapter President



Colonel Grady Belyeu was promoted to his current rank on 6 Sept 2013. The ceremony was presided over by LtGen Ronald Bailey, Deputy Commandant of the Marines Corps for Plans, Policies and Operations. He is pictured above with the General, his wife Helene', daughters Lyndsi (l), Lyric (r) and mother Cathy.

5/11



U.S. Marine Corps Lt. Col. David Everly, outgoing commanding officer of 5th Battalion, 11th Marine Regiment (5/11), 1st Marine Division (1st MARDIV), addresses the audience at the Change of Command ceremony for 5/11, 1st MARDIV, aboard Camp Pendleton, Calif., June 28, 2013. Everly relinquished command of 5/11 to Lt. Col. Shawn Beltran. (U.S. Marine Corps photo by Pfc. Adrianna Stalker, 1st Marine Division Combat Camera/Released)

EFFECTIVE PUBLIC SPEAKING SKILLS

Part II: The Delivery

In the Fall newsletter, I provided you with the “5 Knows.” This segment will provide you with the tools to turn the 5 knows into the delivery of your speech.

Set the Audience Up

Introduction. Is your audience formal or relax? Tell a joke, story, or a historical fact. However if you are not a good joke teller; for goodness sake don't tell a joke. If you're a storyteller, then tell a story that relates to your theme and vice-versa. If your content is a historical fact then tie your theme into the organization or event. For example, you can say... “On this day in 1955: US President Dwight D. Eisenhower held the first-ever televised presidential press conference.” Now you are ready to make the transition into your speech.

How to Get the Audience Attention

After you have mesmerized or bored the audience in the set-up, do something to get the audience thinking about your subject; get physical. For example, I will start by saying, “How many people want a twenty dollar bill.” The expectation is the majority of the audience will all raise their hands. I will take a twenty-dollar bill out of my pocket and show it to the audience then crumple it up and then repeat the question. The expectation should be the same? I will then proceed to stump and/or pretend to tear the twenty-dollar bill in half and repeat the question with expecting the same response from the audience. Then I will say to the audience “No matter what I do, it is still a twenty dollar bill... and the value remains the same.”

Main Body

I recommend no more than three points in the main body. If you use more than three points you will lose your audience. In the main body you can use an acronym. For example, ABC. A stands for Attitude, B stands for Brilliance, and C stands for Courage. This will capture your audience and is easy

for them to remember your main points. The acronym technique is just one style. Go to “You Tube” and watch several of the greatest speakers: President John F. Kennedy, Dr. Martin Luther King, President Ronald Reagan, President Bill Clinton, President Barack Obama, and Tom Brokaw.

Conclusion

Cover the three points and do a wrap up. Reiterate the three points of the



speech with the use of your acronym and wrap it up relating to a story, poem, and a standard closure as a quote. A simple example is to relate your three points to a story regarding the importance of attitude. I have used the following story to close out a speech at a commencement exercise...

“You can often change things if you just change your attitude.”

A traveler nearing a great city stops to get gas, while at the pump he asked a man seated by the wayside, “What are

the people like in the city? How were the people where you came from? “A terrible lot, the traveler responded.” “Mean, untrustworthy, detestable in all respects.” “Ah”, said the sage, you will find them the same in the city ahead.” Before the first traveler could fill up and leave, another traveler stopped to fill up and while there, he also inquired about the people before him. Again the old man asked about the people in the place the traveler had left. “They were fine people; honest, industrious, and generous to a fault. I was sorry to leave declared the second traveler.” The old man said: “So you will find the same in the city ahead.” The first driver heard this exchange and said to the sage: “You told me the complete opposite.” “Yes wise one” he responded: “There is little difference in people, but that little difference makes a big difference in the company you keep. The little difference is your attitude...the big difference is whether it is positive or negative” ...adapted from The Best of Bits and Pieces.

The Quote

Make a lasting impression by leaving words for your audience to ponder on as you leave the podium/stage. As in this article, I leave you with this... “My motto was always to keep swinging. Whether I was in a slump or feeling badly or having trouble off the field, the only thing to do was keep swinging.” - Henry Aaron.

RB Out!

PAO Note:

This article was originally published in the Camp Pendleton-Miramar Newsletter Summer 2013. LtGen Bailey was appointed to his present rank on 14 June 2013.

Scoutmaster Cont...

JW served as Scoutmaster of troop 66 in Virginia Beach prior to starting both a Cub Scout pack and Boy Scout troop at his church, First Baptist Church South Hill in Chesapeake. Thanks to his stewardship, the program has grown tremendously to serve the families in surrounding communities. Tidewater Council salutes and thanks JW Washington and his team for everything they do!

Take it to the next level!

CDR Maurice A. Buford
NNOA Chaplain

Now it happened when Sanballat, Tobiah, Geshem... and the rest of our enemies heard that I had rebuilt the wall, and *that* there were no breaks left in it (though at that time I had not hung the doors in the gates),² that Sanballat and Geshem sent to me, saying, "Come, let us meet together among the villages in the plain of Ono." But they thought to do me harm.³ So I sent messengers to them, saying, "I am doing a great work, so that I cannot come down. Why should the work cease while I leave it and go down to you?" Neh 6:1-3

If you recall the context of the above scripture, times were tough. God's people were being oppressed; disunity was the order of the day, self-centered politics was the cultural norm and to top things off they were in the midst of a sequestration. What was the major consequent of this governmental mandate? Neh 1:3 tells us that the people were distressed and walked in shame largely because the wall of Jerusalem was broken down and the gates had been burned with fire. In other words, the divine work that their ancestors had put in place as an act of worship and cultural significance was under attack. To put insult onto injury, no one seemed to care. That is until God placed a divine burden on the heart of Nehemiah to move from being a mere spectator of the predicament to being a true servant with a divine solution. This spiritual push from on high propelled Nehemiah to seek God's face in prayer and caused him to receive favor from the King to go forth and to rebuild. After recruiting some fellow servants and developing a sound strategic plan, this team of play-makers did the impossible! But let's be clear "operation rebuild" was not without push back. As outlined in the above text, the chief proponents of opposition to positive change came from the likes of three personalities – Sanballat, Tobiah and Geshem. According to scholars, biblical names have meaning to them in that they reveal the true nature of a person. To this end, the name Sanballat points toward resistance from outside, Tobiah can be equated to hostility from within and Geshem is a shadow of those toxic people that only insert negativity into situations. I am curious, have you come across any organizational Sanballats, Tobiahs and Geshems lately? Are these personalities on a mission to sabotage your destiny or have they tried to distract your focus with plans of treachery and gossip? If so – good! That's right – good. It's all good because this type of resistance is natural and it is often an indicator that you are on target! Not only did Nehemiah understand this fact, he provides us with a standard operating procedure (SOP) to deal with the haters amongst us. The first thing that this leader did was to ask hard questions. Learning the art of asking the right question is not only wisdom, it is the prelude to productivity. To this end, we should constantly ask ourselves is there any truth in the criticism from the

opposition and how can we improve? Having the courage to keep asking hard questions and to be a learning organization can very well be the difference between being good and great. The second principle that we can abstract from the life of Nehemiah is that his team was armed and dangerous (Neh. 4:13). Ephesians 6:12 reminds us that, we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this age, against spiritual hosts of wickedness in the heavenly places. So as we lead in the 21st century, be sure to put on the whole armor of God. Last but not least, when the opposition tries to convince you to be average, take a note from Nehemiah and refuse to come down from serving God's people. In fact, let that temptation motivate you to take your game to the next level! I believe the poet coined it right when they wrote, "Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually who are we not to be? You are a child of God. Your playing small doesn't serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And when we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others." As we make haste to go forth and serve the sea services of these United States of America at the dawn of another successful NNOA conference, take it as a compliment when opposition arises. Don't be afraid to ask hard questions. Remember to keep on the whole armor of the Lord and take your game to the next level. For in so doing, we can rebuild those walls that make our beloved nation a more perfect union. We can create a community where all of America's sons and daughters' potential can be maximized. When we take our game to the next level, even the haters can' help but to celebrate the God in you! Why? Because proverbs 16:7 tells us that, "When a man's ways please the Lord, He makes even his enemies to be at peace with him."

Let's us pray: Gracious God your word reminds that no weapon formed against us shall be able to prosper. So in the midst of opposition – help us to only stand. In moments of uncertainty – help us to only trust. When we are being misused – help us to pray. But beyond it all – help us to take our spiritual game to the next level as serve this present age. For it is in your matchless name that we pray. Amen.

Memphis page 1

as rulers, pencils, and bumper stickers along with a \$10 gift card courtesy of NNOA Memphis. All participants, Sailors and students, journeyed to the off- base gym to play basketball, volleyball, and engage in some one on one team building activities before they heading to lunch. RADM Gay and his wife graciously opened his home up for lunch. The students engaged the participating Sailors in all manners of conversations and mentoring while enjoying lunch to include dessert.



When asked about the visit, Assistant Principal Tarcia Gilliam-Parrish said, “The Navy’s core values of Honor, Courage, and Commitment were a recurring theme throughout our visit. Our students couldn’t stop talking about how much they enjoyed meeting and hanging out with each one of you. The group mentoring sessions during the cookout was by far the most beneficial.” It truly was a great event for everyone involved.

Participants from NNOA Memphis included Michael Hollister, LCDR Dewon Chaney, LT Deirdra Ponds, LT Tiffany Jackson, and LT Richard Pyfrom. NNOA Memphis supports Southside Middle School through events such as career days, mentorship and base visits.

Story by LT Scott Lanum

NNOA – CREATING OPPORTUNITIES THROUGH LEADERSHIP, MENTORSHIP, AND DIVERSITY

By LT Anjail F. Belton, Supply Corps, US Navy (Director, DLA Map Support Office Norfolk, VA)

The National Naval Officers Association (NNOA) held its 41st Annual Professional Development and Training Conference at the Sheraton Pentagon City in Alexandria, VA from 16-18 July 2013. This year’s conference theme was "Creating Opportunities through Leadership, Mentorship and Diversity". The conference was an excellent opportunity for Officers to network and benefit from fellowship and sharing of success. The NNOA represents a caring and inclusive community of Officers throughout the sea services; Navy, Coast Guard, and Marine Corps.

“The energy, enthusiasm, and motivation from over 150 Officers from the sea services was a bit overwhelming as this was the first NNOA conference I’ve attended.”

Attendees gathered for three full days of deliberate discussion about topics ranging from Operational readiness, retention in the sea services, minority recruiting initiatives, and breakout mentoring sessions with Senior Officers from each branch of service.

Creating opportunities through networking, mentorship, and professional relationships is to me one of the most critical aspects of becoming successful in any career field. Being a good leader isn’t always based on who you are, what you know or what you do; as most of us didn’t become successful by ourselves. Most good leaders can be characterized by their associations with other good leaders, who you get your advice from, and your mere desire to be a better leader. I enjoy being a member of NNOA because it challenges me to do all of those things and I pay it forward by making myself available to share my experiences with others.



I truly believe that all Officers should experience the impact of professional development within the NNOA and other positive professional networking organizations. ADM Bruce Grooms, USN, a member of NNOA and panel speaker at the conference, put it in perspective for us, “You will never

encounter a challenge or experience that a senior Officer has not been faced with.” Listening to the challenges and successes of those that have come before us is critical if you want to be a successful leader. Putting into practice good ideas and sound wisdom is at the core of developing your own personal leadership style.

One of the many highlights of the event was listening to the Chief of Naval Operations (CNO) Adm. Jonathan Greenert speak to attendees about the importance of a diverse workforce and how to achieve peak performance. ‘Being Ready’, one of the CNO’s Tenets, was routinely discussed throughout the conference and how harnessing the teamwork, talent and imagination of our diverse workforce will keep us ready to fight and responsibly employ our resources.

Navy Commander Mary-Angela Katson, the Diversity and Inclusion Officer at OPNAV, discussed her philosophy of not just “counting the heads, but making the heads count. Getting to know the whole person and valuing their individual diversity is a continuum of effort. The military reflects the face of our nation and we need to continuously identify, attract, recruit, develop, and retain the future workforce”. The NNOA provides a means of outreach and ambassadorship to do just that. When non-military people can see themselves in us and hear of our challenges and successes they are curious and more apt to seek information about the military and how they too can serve their country.

The energy, enthusiasm, and motivation from over 150 Officers from the sea services was a bit overwhelming as this was the first NNOA conference I’ve attended. However, I walked away from the conference with renewed faith and inspiration; personally and professionally recharged to put into practice and share what I learned with those I am privileged to lead!

Two Formulas Critical to Minority Officer Achievement

In my experiences as a Coast Guard officer, Diversity & Inclusion practitioner, and Personal Success Coach, I have come across two formulas courtesy of authors, Jack Canfield and Harvey Coleman respectively, that I believe are critical to succeeding in not only the Sea Services, but life in general. The first formula is **E + R = O**. That is **Event + Response = Outcome**. The second is **P + I + E = S**, which stands for **Performance + Image + Exposure = Success**.

It has been said that people are the sum total of their beliefs. Those with positive thoughts and beliefs will see life in a positive manner, which drives their actions to be more positive which creates the basis for success. In the first formula, **Event + Response = Outcome**, we have no control over the first variable, **E**. Events will happen in our lives that we have no control over. However, those that have a positive belief system and believe that all things work in

their favor will keep themselves in a position to react with a positive **response**. It is this positive response to any situation that will determine your outcomes and ultimate success in your organizations.

“Your future view will determine the future you.” ~ Daniel Burrus



In the Armed Forces, it is no secret that statistically there are many hurdles for minorities to overcome such as promotion and retention. My suggestion is not to pay much attention to negative statistics. You have to believe that negative statistics do not apply to you. You are the one in a million. This is critical because your thoughts and beliefs will drive your everyday actions or **Response**. It is physically impossible to achieve your maximum potential in any organization or life if you do not believe that either the system will work for you or that despite what happens to you in the system that the situation or **Outcome** will always work in your favor. All too many times people can become mentally disengaged from simply not believing that the system can work for them. If there is one thing I can assure is that if you choose to believe in negative outcomes for yourself, it will truly drive you to **respond** sub-optimally to your life or career **Events**.

The second formula is huge. As minorities and/or members of the non-dominant group in an organization we can many times find ourselves so caught up trying prove ourselves through our performance that we do not take the time to think or act upon critical factors outside of performance that drive our success. Studies have shown that success in the workplace boils down to three factors; **performance** or technical ability, **image** or professional reputation, and **exposure**. Let’s break this down further. We have all run across people and wondered how they made it to a certain level when others did not. I believe sometimes that we can be one dimensional in our game plan and fail to see some other critical factors that determine our success.

Harvey Coleman, author of the book “Empowering Yourself”, came up with the PIE model as well as a breakdown on the various elements of success and percentage of importance seen below:

Performance – (10%) - What you do and how well you do it?

Image – (30%) - What others think about you/your professional reputation?

Exposure – (60%) - How well are you known t command/organization?

As I alluded to earlier, many minorities can be one dimensional in their game plan focusing strictly on performance that is only 10% of your success factor. Unfortunately, when in the non-dominant culture our focus can at times be too heavy on proving ourselves through Performance to the exclusion of the other two factors. In addition, due to cultural differences between the non-dominant and dominant culture, officers must be deliberate in controlling their perceived image, while also increasing their exposure outside their immediate chains of command.

There is a fine line between success and failure.

Many of you have witnessed that there is a small line between success and failure. One only need to remember this past summer’s London Olympics, when Usain Bolt set a new Olympic record in the 100 meter dash at 9.63 seconds when he outran seven other world class sprinters whom all finished in under 10 seconds placing on tenths of a second separation between the gold medal and last place. Truly there is a small line between success and failure. In our organizations we see similar examples in the promotion system as most of us have performance worthy of being promoted. However, performance alone is not going to get you to the senior most levels as the competition is thick. One must seek out opportunities to create an excellent professional reputation (**image**) and expanding circle of influencers (**exposure**) to reach the next level.

What can you do to boost your image and exposure?

1. Maintain an immaculate appearance at all times and remember first impressions.
2. Ask trusted leaders & peers what others think of you. Do a 360 degree evaluation.
3. Seek out opportunities to stretch yourself to build a more solid image.
4. Volunteer for the tough jobs or informal workgroups/projects.
5. Seek out speaking opportunities to boost your professional image as an expert.
6. Lastly, create opportunities to build relationships, network, both internal and external to your chain of command and or organization.

As a junior officer, seek opportunities that allow your supervisor’s boss a chance to see you and what you can do.

This can come from volunteering on work projects that are outside your supervisor’s chain. This is critical to starting to find people outside your supervisor that can advocate on your behalf within your local command. As you become more senior, broaden the circle around yourself outside your command and external to the organization. Many jobs that are career enhancing may be external to your organization. Additionally, the more people in your circle that know about you, the better your chances of getting information that is critical to your success. Additionally, it is these circles of advocates that create the buzz that also control your career choices and your future in the organization. It should be noted that your circle of advocates will not necessarily be your mentors.

You now have a strategic blueprint for your success. Believe that you will always defy the odds and your actions and performance will follow. Lastly, develop a personal action plan for each element of your PIE model to complete within the next 90 days to one year and report back on your successes!

~Semper Paratus

CDR William J. Makell, USCG

Top Marine Corps Adviser to retire July 10 Headquarters Marine Corps Courtesy Story

Tuesday, July 7, 2013



U.S. Marine Corps Lt. Gen. Willie J. Williams, center, salutes during his retirement ceremony July 10, 2013, at Marine Barracks Washington in Washington, D.C. Williams had served as the director of Marine Corps Staff since 2009 and retired after 39 years of service. (U.S. Marine Corps photo by Cpl. Tia Dufour/Released)

WASHINGTON - One of the Marine Corps' most influential officers will retire to his home state of Alabama July 10 at Marine Barracks Washington, after nearly 40 years in service.

Commissioned a second lieutenant in May 1974, Lieutenant General Willie J. Williams, has served as the Director of the Marine Corps Staff (DMCS) since July 2009.

As the top adviser to two commandants of the Marine Corps, he's one of only four African-American Marines to wear the rank of three-star general.

Lt. Gen. Williams began his career with the 11th Marine Artillery Regiment in May 1975, serving first as a Battalion Supply Officer and then as the Regimental Supply Officer/Assistant S4 Officer. In October 1977, he was assigned to the 3rd Force Service Support Group as the Officer-In-Charge, Inventory Control Point, Iwakuni, Japan. After his one-year tour in Iwakuni, he returned to the U.S. for duty at Marine Barracks, North Island, San Diego, California; while there serving as the Ship's Detachment Supply Officer, Pacific Ocean Area/Marine Barracks Supply Officer and Barracks Executive Officer. In June 1982, he reported to Quantico, Virginia for duty as Platoon Commander, Officer Candidate School and later attended the Amphibious Warfare School.

In May 1983, he became the Supply Officer, Mountain Warfare Training Center, Bridgeport, California and from August 1985 to June 1989 served as the Assistant Division Supply Officer, 3rd Marine Division, Okinawa Japan, prior to attending the Armed Forces Staff College. While serving with the 3rd Marine Division, Lt. Gen. Williams deployed as the Logistics Officer, Contingency Marine Air Ground Task Force 3-88 during its Persian Gulf Deployment from May to December 1988.

After completing Armed Forces Staff College, he was assigned to joint duty with the Department of Defense Inspector General's Office in January 1990. In 1993/94 he attended the Industrial College of the Armed Forces. Following graduation, he assumed command of the 31st Marine Expeditionary Unit (Special Operations Capable) Service Support Group from September 1994 to September 1996. Lt. Gen. Williams subsequently served as the Assistant Chief of Staff G4, 3rd Force Service Support Group. In June 1997 he departed Okinawa for duty with the 1st Force Service Support Group initially as the Assistant Chief of Staff, G3 and in 1998 as the Commanding Officer of Brigade Service Support Group 1. He returned to Okinawa, Japan in July 2000 as the Commanding General, Marine Corps Base, Camp Smedley D. Butler (July 2000 - June 2001) and as the Commanding General, 3d Force Service Support Group, III MEF, (June 2001 - Sept 2003). From October 2003 to May 2005, Lt. Gen. Williams served as the Assistant Deputy Commandant for Installations and Logistics (Facilities), Headquarters, U.S. Marine Corps prior to taking command of Marine Corps Logistics Command, Albany, Ga., June 2005 to June 2009.

Lt. Gen. Williams' personal awards and decorations include the Legion of Merit with gold star in lieu of second award, the Defense Meritorious Service Medal, the Navy and Marine Corps Commendation Medal, the Navy and Marine Corps

Achievement Medal, the Armed Forces Expeditionary Medal, the Humanitarian Service Medal, the National Defense Service Medal and the Department of Defense Service Badge.

Additionally, Lt. Gen. Williams will receive the Defense Distinguished Service Medal award during the retirement ceremony.

He holds a Bachelor of Arts Degree (Business Administration) from Stillman College, Tuscaloosa, Ala., a Master of Arts Degree (Business Administration) from National University, San Diego, Calif. and a Master of Science Degree (Strategic Resources Management) from the Industrial College of the Armed Forces, National Defense University, an Honorary Doctorate of Law from Stillman College, and an Honorary Doctorate of Philosophy from Albany State University.

Lieutenant General Walter E. Gaskin Retires

Story
By Tonya Milton



U.S. Marine Corps Gen. James F. Amos, center, the commandant of the Marine Corps, presents a Distinguished Service Medal to Lt. Gen. Walter E. Gaskin, right, the deputy chairman of the NATO Military Committee, during Gaskin's retirement ceremony at Marine Barracks Washington in Washington, D.C., Sept. 20, 2013. (U.S. Marine Corps photo by Sgt. Mallory S. VanderSchans/Released)

Hundreds gathered for the retirement ceremony in honor of Savannah native Lieutenant General Walter E. Gaskin. The ceremony was held last Friday, September 20, 2013 at the United State Marine Barracks in Washington D. C.

Many attendees were from Savannah and Savannah State University. It was a beautiful evening with a full moon shining as the ceremony included the Marine Band performing so beautiful the National Anthem and a medley of Motown songs.

General James F. Amos, 35th Commandant of the Marine

Corps, gave remarks during the ceremony congratulating Lt. General Gaskin on a job well done. He thanked him for his service and his friendship.

During the ceremony, Lt. General Gaskin received several awards as well as his Order of Retirement. After the awards presentation, Lt. General Gaskin gave remarks naming four influences that make up his entire being. Those four influences are God's Grace, the love of family, the institution of Savannah State College (now University) and the Marine Corps.



U.S. Marine Corps Lt. Gen. Walter E. Gaskin, right, and his wife, Dora, wave to the audience during his retirement ceremony at Marine Barracks Washington in Washington, D.C., Sept. 20, 2013. Gaskin, the deputy chairman of the NATO Military Committee, retired after more than 30 years of military service. (U.S. Marine Corps photo by Sgt. Mallory S. VanderSchans/Released)

Following Lt. General Gaskin's remarks, Dora Gaskin, Lt. General Gaskin's wife, received flowers and accolades. After his official announcement of retirement, Lt. General Gaskin and his wife Dora walked away from the ceremony to the tune of Ray Charles' "Georgia". A reception was held immediately following the ceremony

Gaskin began his military career after his 1974 graduation from Savannah State University's NROTC Scholarship Program with a Bachelor of Science degree. Gaskin also earned a Masters degree in Public Administration from the University of Oklahoma in 1992. He has also completed the Senior Executive Seminar from the JFK School of Government, Harvard University in 2002. His professional military education includes The Basic School and Amphibious Warfare School (1982-83) in Quantico; the United States Army Command and Staff College, Leavenworth, KS (1986-87); the Army War College, Carlisle Barracks, Carlisle, PA (1993-1994); and the Combined/Joint Force Land Component Command (C/JFLCC) Course, Carlisle Barracks, Carlisle, PA (2009).

Lt. General Walter E. Gaskin assumed his duties as the Deputy Chairman, NATO Military Committee, Brussels, Belgium on March 22, 2010.

Gaskin served as the Commanding General of the 2d Marine

Division at Camp Lejeune, NC from June 2006 until July 2008. He simultaneously served as the Commanding General of II Marine Expeditionary Force (Forward). During this tour, Gaskin led II MEF (FWD) during its year-long deployment to Al Anbar Province, Iraq as the Commanding General of Multinational Forces-West.

Previous assignments as a General Officer include service as the Vice Director of The Joint Staff, Washing, D.C. from July 2008 until May 2009 and as the Commanding General of Marine Corps Recruiting Command in Quantico, VA beginning in July 2004. Additionally, he served as the Chief of Staff, Naval Striking and Supporting Forces-Europe in Naples, Italy from 2002 to 2004. Gaskin's first assignment as a General Officer was the Commanding General Training and Education Command in Quantico in March 2000.

In addition to his time as Commanding General, Lt. General Gaskin has served four times with the 2d Marine Division (3rd Battalion, 2nd Marine Regiment; 1st Battalion, 2nd Marines; 6th Marine Regiment; and 2nd Battalion, 2nd Marines). During his assignment to 2nd Battalion, 2nd Marines, Lt General Gaskin was the Commanding Officer and also served as the Commanding Officer of Battalion Landing Team 2/2 when the battalion was assigned to 22nd Marine Expeditionary Unit (Special Operations Capable), II MEF for deployment as Landing Forces-6th Fleet (LF6F) during Operations Assured Response and Quick Response in defense of American Embassies in Liberia and The Central African Republic.

Gaskin's other previous assignments with II MEF include service as the G-3 Current Operations Action Officer and Operations Officer for II MEF (FWD) supporting Exercise Battle Griffin in Norway; Head of Expeditionary Operations for II MEF G-3; and as Commanding Officer of 22nd MEU (SOC) during deployment as LF6F, participating in Exercises Bright Star 99/00 in Egypt and Infinite Moonlight in Jordan and acting as the Strategic Reserve for operations in Bosnia and Kosovo.

In addition to his service at Camp Lejeune, Lt General Gaskin has also served with 3rd Force Service Support Group (Echo and Foxtrot Logistics Support

Units); 3rd Marine Division (Division Command Center) in Okinawa, Japan; and with Combined Forces Command C/J-3, Seoul, South Korea as the Head of Ground Forces Branch. Lt General Gaskin's supporting establishment service includes assignment as Series Commander and Company Commanding at Marine Corps Recruit Depot, Parris Island, SC; Marine Officer Instructor, Savannah State University NROTC Unit; Assistant Officer Selection Officer, Recruiting Station Macon, GA; Action Officer in charge of Unit Environmental Training Programs for Marine Corps Combat Development Center; and Ground Colonel's Monitor at Headquarters Marine Corps.

Lt. General Gaskin is married to the former Dora Hall (Lieutenant Colonel, USA, Ret) of New Orleans, LA. The Couple has four children; Ronald of Jacksonville, NC; Rosalyn and her husband Maurice of Savannah, GA; Michael, a Chief

Warrant Officer 3, USA and his wife Anita of Ft. Gordon, GA; and Walter of Savannah, GA. He is the son of the late Peggy and Joseph Lovewine.

PAO note: This article was originally published as the cover story of the Savannah Tribune on 25 Sept 2013

Dr. Stacy L. Henderson, LT, MSC, USN



(Retired)

National Naval Officer Association Life Member

Crowned Montford Point Marine Association National Queen

Dr. Stacy L. Henderson, has been crowned Montford Point Marine Association National Queen, 2013-14. The Savannah, Georgia native is the daughter of the late Staff Sergeant Robert Henderson, Sr., U. S. Marine Corps and the late Mary Scott Henderson. Stacy is a Life Member of the Montford Point Marine Association; a 501(c)(3) non-profit veteran organization which perpetuates the legacy of the first African-Americans Marines who entered the U.S. Marine Corps from 1942 to 1949 at Montford Point Camp, New River, NC. In June 2012, President Obama awarded 400 of them with the Congressional Gold Medal in Washington, DC. In a recent radio interview she stated, *Not only is their courage legendary, their history-making heroism helped paved the way for my destiny. Because of the Montford Point Marines my*

father was able to serve in the U. S. Marine Corps, which inspired me to join the military. I am humbled and honored to represent these fine gentlemen. I greatly appreciate everyone's love and support - especially from my hometown, the great city of Savannah."

USS Makin Island change of command



Capt. Alvin Holsey addresses the crew and guests after assuming command of the amphibious assault ship USS Makin Island (LHD 8) from Capt. Cedric E. Pringle (center) during a change of command ceremony.

Courtesy Photo | Navy Media Content Services



Capt. Cedric E. Pringle is piped ashore after being relieved as commanding officer of the amphibious assault ship USS Makin Island (LHD 8) during a change of command ceremony held on the ship's flight deck, June 14. Pringle has served as the ship's commanding officer for the past 16 months. Pringle was relieved by Capt. Alvin Holsey, who had previously served as the ship's executive officer.

**Congratulations to our newly promoted
Western Region Vice President
Commander Tracy Isaac**



Commander Isaac was promoted to her present rank at a ceremony held at Naval Hospital Camp Pendleton on 6 September 2013. She is shown above smiling proudly as her mother Eva Isaac and brother Erskine. Isaac LtGen Ronald Bailey was the officiating officer and LT Ariel Campbell was the Mistress of Ceremonies.

2013 NNOA National Awards

Individual Award Recipients

Dori Miller Award



CAPT Keith G. Moore, USN, (Washington, DC)
(Pictured accepting on his behalf is CAPT Ed Gantt)

CAPT Sallee P. Kafer Mentoring Award

LtCol Ahmed Williamson, USMC, (Pendleton-Miramar)

Outstanding Chapter President



LtCol David Everly, USMC, (Camp Pendleton)

Golden Pen Award



LT Ronny C. Wright, USCG, (Houston)

**CAPT John C. Witherspoon Award for Excellence in
Leadership and Mentoring**



CAPT Kenneth D. Ivery, USCG (Mobile)

Individual Membership Recruiting Award

Capt Zerbin Singleton, USMC, (Camp Pendleton)

LtGen Frank Petersen Service Award



LtCol David Everly, USMC, (Camp Pendleton)

CAPT Edward R. Williams Award



LCDR Hoon Park, USCG

NNOA Lifetime Achievement Award



CAPT Willie E. Evans, USN, (ret) (Washington, DC)

**CAPT Charlie Thompkins
African American Diversity Champion Award**



CAPT Ronald Evans, USN (ret)

Individual Chapter Awards

Outstanding Chapter Website



Camp Pendleton-Miramar

Outstanding Chapter Newsletter



Camp Pendleton-Miramar

Outstanding Chapter Program



Jacksonville

Outstanding Chapter, 1st place (Small)



Memphis



Outstanding Chapter, 1st place (Large)

Washington, DC

Outstanding Chapter, 1st place (Medium)

Determined by Membership Director

Chapter Established Growth, 1st place (Large)



San Diego



Camp Pendleton-Miramar

Chapter Established Growth, 2nd place (Small)



Mobile

Chapter Established Growth, 2nd place (Large)

Tidewater

Jacksonville

LT Amanda Henderson, USCG

Chapter Established Growth, 1st place (Medium)

Jacksonville

Mobile

LT Lewis Johnson, USCG

Chapter Established Growth, 2nd place (Medium)

Quantico

Mobile

Capt Greg Moore, USMC,

Camp Pendleton-Miramar

Chapter Established Growth, 1st place (Small)

Annapolis

Capt Sean Paige, USMC,

Camp Pendleton-Miramar

LT David Tambur, USN,

Camp Pendleton-Miramar

2013 Distinguished Service Awards

CAPT Ollis Mozon, USN(ret),

Camp Pendleton-Miramar

Capt Josh Watson, USMC,

Camp Pendleton-Miramar

Col Russell Woody, USMC (ret),

Camp Pendleton-Miramar

LT Taquita Winn, USCG

Mobile

LtCol David Everly, USMC

Camp Pendleton-Miramar

2nd Lt Charlyne Delus, USMC

Camp Pendleton-Miramar

LCDR Michael Hollister, USN (ret)

Memphis

ENS Shahana Ledee, USN,

Memphis

LCDR Rozetha Hicks, USN (ret),

Camp Pendleton-Miramar

CWO4 Jimmy Cruz, USCG,

Mobile

LCDR Tracy Isaac, NC, USN

Camp Pendleton-Miramar

CWO4 Herman F. McCrary, Jr, USN (ret),

Jacksonville

Maj Rhonda Martin, USMC

Camp Pendleton-Miramar

CWO3 Gerald W. Hampton, USMC(ret)

Camp Pendleton-Miramar

Maj Alphonso Savage, USMC

Camp Pendleton-Miramar

WO Ormsby, USMC

Camp Pendleton-Miramar

Maj Barron Taylor, USMC

Camp Pendleton-Miramar

Civ Nori Jackson, USMC,

Camp Pendleton-Miramar

LCDR Herlena Washington, USN (ret),

Jacksonville

NROTC Scholarship Recipients

LT Anjail Belton, USN

Tidewater

MIDN 1/C Kelly Wu, USNR Florida A & M University

MIDN 1/C Jacob Reigart, USNR Savannah State University

LT Brian Brownlee, USCG

Mobile

MIDN 1/C Floyd Lewis, USNR, NROTCU Houston Consortium

MIDN 1/C JaMerra Turner, USNR Hampton Roads Consortium

LT Lenell Carson, USCG

Mobile

MIDN 1/C Javon Felder, USNR Southern University and A&M College

LT Brodie Dakata, USCG

Mobile

MIDN 1/C Donovan Boone, USNR, Atlanta Region Consortium

LT Duane A. Gowins, USN

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P.O. Box 10871

Alexandria, VA 22310-0871

(703) 231-8554.

Fax: 703-997-1068

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Raytheon



 GLOBAL INNOVATIONS

CONFERENCE 2013

"The energy, enthusiasm, and motivation from more than 150 officers from the sea services was a bit overwhelming as this was the first NNOA conference I've attended,"
"However, I walked away from the conference with renewed faith and inspiration; personally and professionally recharged to put into practice and share what I learned with those I am privileged to lead!"

~LT Anjail Belton, SC, USN
Tidewater Chapter