

Quantico Chapter Newsletter

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Message from the President...

Greetings to Mighty Quantico Chapter Members, Friends and Family,

I am humbled by the accomplishments of the chapter over the past two years under the dutifully superb leadership of LtCol Robert Clements. I have personally and professionally been enriched by the guidance and counsel he has espoused as the Chapter President. The National Board recognized LtCol Clements' for his unrivaled stewardship at the annual conference by naming him the 2007 Outstanding Chapter President. On behalf of the chapter and senior leaders throughout the Sea Services, I extend to him a hardy and sincere THANK YOU for all his efforts, seen and unseen.

The newly elected Executive Board and committee heads stand poised and ready to continue the mantle established by the chapter's previous performance. As the chapter membership continues to grow, we will

embrace every opportunity to engage junior officers and seniors alike, our sustained success will count on it.

The "Mighty Quantico Chapter" was well represented at the 35th Annual National Conference in Coronado, California in July. The Commandant of the Marine Corps, a NNOA member, spoke to all Marines in attendance and emphasized the importance of the "individual foot soldier" at the chapter-level in our efforts to achieve and sustain desired minority representation throughout our ranks. Our very own Major Jonathon Loney was awarded the CAPT Sallie Kafer Mentorship Award for outstanding mentorship of sea service officers. Additionally, the Quantico Chapter was presented the Chapter Growth Award for its superior membership development for the past year.

Major thanks and kudos to CWO4 John Hawthorne, Capt NaTasha McEachin and the social committee, who planned

and executed the 3rd Annual Picnic at Lunga Park in August. The event was a smashing success with over 60 members and family in attendance.

As we lay out the year's calendar, the chapter leadership has pledged their commitment to award at least ten-thousand dollars in scholarships this year. I thank you all in advance for your support and participation in all the chapter's endeavors to reach this goal.

Lastly, let us not forget our commitment to service and our embodiment of sacrifice. As we move forward, in our service missions, our thoughts and prayers shall remain with the Marines, Sailors and Coast Guardsmen forward deployed throughout the globe.

Semper Fidelis,

Major David R. Everly
 President
 Quantico Chapter, NNOA

Upcoming Events

- 08 Oct—Columbus Day
- 10 Oct—General Body meeting @1700
- 12 Oct—Adopt a School
- 13 Oct—Adopt a Highway @ 0800
- 17 Oct—NNOA PME
- 20 Oct—James Farmer Event

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Maj Everly and LtCol Johnson (Chapter President and VP) preside over NNOA August General Body meeting.



Maj Everly presents a Certificate of Service award to the Membership Chair, Captain Melissa Chestnut.

NNOA DEVELOPS AMERICA'S FUTURE LEADERS

By Major Jerome Bryant



Opening Session at the National Naval Officers Association Conference in Coronado, CA.

Members of the panel assured the group that it was ok to be Active Duty and feminine, that it was ok to be seen together in all female groups, and that it was ok to have a mentor that wasn't a female, even in another service.

Vice Adm. Rondeau said, "all my mentors weren't female, but they still took interest in me as a sailor, helped me figure out who is a good leader, good mentor, and who do I trust?" She also said to keep women in touch with womanhood and that having female mentors shows other females that, "it's okay to be a woman and succeed."

Coronado, CA – The 35th Annual National Naval Officers Association Professional Development Conference was held at Naval Amphibious Base Coronado, July 16-20, 2007. The theme of this year's conference was "NNOA, Developing America's Future Leaders." The forum provided did just that.

The San Diego NNOA chapter hosted nothing less than a military star-studded event. With O6, O7, O8, O9 and O10 male and female representation from the Navy, Coast Guard and Marine Corps with direct interaction between the audience and the services' most senior leadership, future leaders received insight they will be able to stand on for years time to come.

The first day of the conference was designated for registration and the National President's Reception—an icebreaker for attendees, leaving four full days of information.

Let the leadership development begin.

The conference kick-off was provided by the Coast Guard with a joint session on Minority Recruiting Challenges. Panelists consisted of Brig. Gen. Angela Salinas (Western Recruiting Region), Rear Adm. Joe Kilkeny, USN (Commander, Navy Recruiting Command), and Capt. Steven Vanderplas, USCG (Commanding Officer, Coast Guard Recruiting Command).

Brig. Gen. Salinas said that the challenge is getting the message to the youngest generation that they have to do well in school and stay out of trouble so that they are eligible for enlistment. She also said that the Corps needs 100 newly commissioned minority officers so that there is a pool from which to select O-7 and above.

The Commandant of the Coast Guard, Adm. Thad Allen, was the guest speaker at day two's luncheon. Adm. Allen is a Life Member of NNOA. He spoke of diversity, the challenges facing all of the services with recruiting and the different programs and money the Coast Guard is putting toward recruitment.

Day three was Navy day. The Navy started the day with an all female panel speaking on the topic of "Awareness and Career Pitfalls." Panelists included Vice Adm. Ann Rondeau, USN (Deputy Commander, US Transportation Command), Rear Adm. Mary Landry, USCG (USCG Director of Governmental and Public Affairs), Rear Adm. Christine Hunter, USN (Commander, Navy Medicine West), Col. Gail Jennings (Vice Director, J1 Joint Chiefs of Staff), and Col. Adele Hodges (first female commanding officer of Camp Lejeune), and Ms. Terri Dickerson (USCG Senior Executive Service, Director of Civil Rights).

Pregnancy and the perceived response by male members of a pregnant woman's unit was of particular interest to all involved. The statement was made by one of the attendees, who was pregnant and showing, that her experience had been one of being treated like she wasn't pulling her weight when she informed her command that she was pregnant. This led to questions of family building and how best to approach it without the stigma of "she got pregnant."

Rear Adm. Landry spoke of her own decision to have children and how she approached the situation. She stated that a woman could still have a family and a career, as she was living proof of that. She also stated that one should definitely plan to have the children. Understanding that this can not always be accomplished, she promoted keeping your chain of command informed. In her case, "I announced to everyone that I was going to have a child," she said. Her action kept the members of her command informed and it stimulated them to prepare for her absence.

Another attendee asked about counseling women. He explained that he had counseled a female staff noncommissioned officer about they way she looked in uniform

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NNOA DEVELOPS AMERICA’S FUTURE LEADERS cont....

and that as a result of that counseling, a few weeks later, he found himself on the receiving end of an Equal Opportunity Complaint. He informed the panel that he had been exonerated and he asked if there was something he could have done differently. The panel moderator, Lt. Col. Patricia Johnson, directed the question to Col Hodges. Col. Hodges told him that it was his responsibility to maintain good order and discipline in his shop and that he had done nothing wrong.

Vice Adm. John Harvey, Chief of Naval Personnel, was the guest speaker of day three’s luncheon. The vice admiral is putting teeth to the Navy’s emphasis on diversity by sponsoring 50 junior grade officers’ attendance to next year’s conference and by increasing its number of direct commissions. He said that he understands that diversity in the Navy is not NNOA’s problem but that it was his problem. He is, however, asking NNOA to help him solve the problem.

The Marines led the way for day four of the conference. In true Marine fashion, the day began with chow at 6:45 a.m. at the NAB Galley for the “Yes I Can” youth program. The program was put on for the children of conference attendees and the local community. “Yes I Can” was filled with numerous events at the San Diego Naval Base Fleet Training Center and educational gifts were provided for those who participated and their parents.

The adults’ day began with a Senior Enlisted Advisory Panel consisting of HMCN Laura Martinez, USN, Sgt. Maj. James Futrell, USMC, NCCM Greg King, USN, MCPO Patricia Stolle, USCG, Sgt. Maj. Barbara Titus, USMC, MCPO Jeff Amatrudo, USCG. The panel spoke on the topic of Expectations of Leadership.

There were more questions for this panel than any other during the conference.

When commenting on what senior staff non-commissioned officers expect from field grade officers, Sgt. Maj. Futrell of Marine Corps Combat Development

Command said, “You have to have communication skills.” He encouraged the use of resources – staff members. He discouraged making decisions without consulting staff members. And when those decisions are made, he encouraged providing intent, direction, and logic. His perspective is that the senior enlisted should be the field grade officer’s right hand and that a positive relationship between the two is a must. “Set the pace, your people will follow,” he said; “Praise your people.”

The afternoon brought a Spousal Workshop where the keynote speakers were the wife of the Chief of Naval Operations, Mrs. Deborah Mullen, and the wife of the Commandant of the Marine Corps, Mrs. Annette L. Conway. The topic of the workshop was “Entertaining – Basics & Beyond.” The workshop focused on the importance of the role played by the military spouse while the military member is and is not deployed. Mullen spoke of the resources available for family members of Individual Augmentees and Conway spoke of Traumatic Brain Injury and the Marine Corps’ new Wounded Warrior Regiment.

The guest speaker for day four’s luncheon was our very own Commandant of the Marine Corps, Gen. James T. Conway. The CMC, and member of NNOA, spoke from a manpower perspective on the status of the Marine Corps enlisted and officer ranks. He showed that on the enlisted side, the Corps was doing well as it pertains to ethnic diversity as it correlates to the make up of our nation. On the officer side, it was not so. The CMC said that the Secretary of Defense wants the Services to reflect the make up of our nation. The CMC said that he believes that as well and that we have some work to do on the officer side with respect to diversity. It was noted that Deputy Commandant for Manpower and Reserve Affairs, Lt. Gen. Ronald S. Coleman, is the second African-American in the history of the Marine Corps to make the rank of lieutenant general.

A poignant topic of discussion was that of combat arms military occupational



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Scholarships for Children of Marines

Children of active-duty, reserve, retired, deceased or honorably discharged Marine parents are eligible to receive college money from the Marine Corps Scholarship Foundation. The needs-based scholarships require the annual family income be less than \$77,000. The foundation also awards the Heroes Tribute scholarship, a \$20,000 endowment to the child of a parent killed in action during the Long War. Graduating high-school seniors must submit by March 3, 2008, and all other students have an April 15 deadline. Applications are available at the [Marine Corps Scholarship Foundation website](#).

Remember: Not applying for scholarships is like turning down free money. Get started on your search for scholarships today - visit the [Military.com Scholarship Finder](#).

Staff sergeant made history as one of first black U.S. Marines

By: Lori Yount

LaSalle Vaughn said the hardest thing in his 23-year career as a Marine was being passed over for promotion and retiring as a staff sergeant despite passing the test for a higher rank.

He said it was because he declined to work for yet another general as a steward, a type of personal assistant.

"My life in the Marine Corps was hard because every base I went on, there was nothing but discrimination," said Vaughn, who was one of the first black men to enter the Marine Corps in 1942.

However, the outspoken 83-year-old Port Royal resident has garnered much more recognition since his retirement than he did in the Marines because of his insistence on passing on the story of the first black Marines, who were trained at Montford Point, N.C., from 1942 to 1949.

Vaughn was inducted into the Hall of Fame of the Montford Point Marine Association in July, and a documentary on the Montford Point Marines, for which he served as one of the advisers, is set to air on public television stations in the Carolinas starting in September and nationwide in November.

The story of the 20,000 black recruits who trained at the segregated base was threatening to be swept under the rug. He said he asked a recruit at a speaking engagement whether he had heard of Montford Point Marines.

"He said, 'No sir, never heard of it. All we heard of is the Marine Corps,'" Vaughn said. "I blame the government, and they didn't tell the boys how misused and abused" we were.

Vaughn enlisted in the Marine Corps after he received a draft

card for World War II. He signed up at a recruiting station in Chicago, shortly after President Franklin Roosevelt decreed blacks could join the armed force's smallest and most elite branch.

"We were not wanted in the Marine Corps," Vaughn said. So, Vaughn set off in 1942 to the newly opened all-black training base in Jacksonville, N.C., where the drill instructors were white.

After training, Vaughn stayed on the base as a cook until black Marines started being stationed at other bases. In January 1944, he arrived on Parris Island to work at the Officers Club and became one of the first black Marines on base.

He said they weren't allowed to live in the barracks but slept in tents outside and only could travel to limited areas on base.

"You can forgive people, but it's hard to get out of your soul," Vaughn said.

Documenting the discrimination Vaughn and his comrades faced and their determination to overcome it is important, said S.C. State University assistant professor Learie Luke, who is the director of the project at the university. Along with personnel at the University of North Carolina-Wilmington and the Office of Naval Research, S.C. State University has produced a documentary and educational materials about the Montford Point Marines with a federal grant of \$500,000.

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A Profile of Community Service: The Quantico NNOA and the James Farmer Scholars

By: Major Mike Williams



Maj Williams (left) and Maj Everly (right) pose for picture with students after leading group discussion on the book “The 6 Most Important Decisions You’ll Ever Make.”

the federal government to enforce anti-segregation legislation, by taking integrated bus rides into the most turbulent areas of the Deep South, were attacked by mobs on several occasions. Their response was one of discipline, love, and patience. At one point Farmer was asked "When are you going to fight back?" To which Farmer replied, "We are fighting back, we're only using new weapons."

1999 his legacy continues today. The University of Mary Washington, from which Farmer retired in 1998, sponsors a mentoring program in his honor called the James Farmer Scholars. Designed to provide encouragement and access to students who may not have otherwise considered college as a part of their future, the Program has provided a pathway for numerous Scholars to enroll, attend and graduate from major Universities throughout the country.

The Program assists students, beginning in the seventh grade, to prepare to enroll in and to attend college through academic enrichment, tutoring, extra-curricular activities and counseling. Students are encouraged and challenged to fulfill their academic and leadership potential.

The Quantico Chapter of the National Naval Officers Association has been in partnership with the James Farmer Scholars Program since the Fall of 2006. NNOA members have participated in special lectures, forums, and discussions on numerous topics.

For the Summer session of 2007, the Quantico Chapter of the NNOA seized upon the opportunity to lead the physical training portion of the scholar's schedule and introduced students to a

Naval Officers have often debated the question of whether leaders are born or made. Time and experience have failed to answer that question for me, but what is absolutely clear is that in times of great need, leaders find their way to the front. James Farmer, a man who helped shaped the civil rights struggle in the mid-1950's and 60's, was one such leader.

Farmer, a student of Gandhian tactics, was a principal founder, and later the National Director of the Congress of Racial Equality. He has been widely recognized for forcing the issue of desegregation in interstate transportation with the Freedom Rides of 1961.

The Freedom Riders, who challenged

Farmer refused to concede to an “us versus them” mentality and believed that all of America’s citizens should take part in the government. In 1969, he accepted an invitation from President Richard M. Nixon to become an Assistant Secretary in the Department of Health, Education and Welfare.

Farmer used this platform as a springboard for service in the field of education. His contributions were so salient that he would be awarded 23 honorary doctoral degrees from prestigious universities throughout the country. Farmer was also awarded the Presidential Medal of Freedom by President Clinton in 1998.

Although Dr. Farmer passed away in

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Editorial: Code Talkers starting to get due recognition

American Indians have served in the United States military for more than 200 years.

But where did we learn that?

For many of us, it certainly wasn't from our school history books.

So when National Code Talker Day took place Aug. 14, it was a proud day for this country, and especially for the Navajo Nation and all other American Indian tribes who have served our country.

"In reference to communications in war time, their achievements have never been matched," said Michael Smith, clerk at the Navajo Nation Supreme Court and the Window Rock liaison for the Navajo Code Talkers Association.

"To use a native language to create a code and use that in battle and have it never broken or deciphered by any enemy is a remarkable achievement. Generals and commanders credit the code talkers for saving hundreds of lives."

With the Navajo Nation officially recognizing the crucial role the Navajo played in World War II, a part of our history was recognized and restored so that today's youth will not go without a complete understanding of the effort behind building our great nation.

Here's a quick history lesson, according to the Naval Historical Center Website:

. Navajo Code Talkers took part in every assault the U.S. Marines conducted in the Pacific from 1942 to 1945 and served in all six Marine battalions.

. As of 1945, about 540 Navajos served as Marines, with around 400 trained as Code Talkers.

. It is estimated that 12,000 American Indians served the military in World War I, many used to scout the enemy.

. More than 44,000 American Indians served with distinction between 1941 and 1945.

. More than 42,000 American Indians, 90 percent volunteers, fought in Vietnam.

. There are nearly 190,000 American Indian veterans.

. Historically, American Indians have the highest record of service per capita when compared to other ethnic groups.

Even though the Pentagon honored the



Code Talkers for their contributions in 1992, that sure is a lot to have been left out of our history lessons. We hope that is changing, not only in areas around the Navajo Nation, but across the entire country. It is important that every piece of the puzzle be accounted for when it comes to our history.

We encourage leaders to take notice of holidays such as Navajo Code Talker Day, and we hope educators make the effort to make their history lessons complete.

For those who sacrificed and put their lives on the line, we should not deny them recognition they deserve.

A Profile of Community Service: The Quantico NNOA and the James Farmer Scholars cont...

fun but challenging exercise regimen. Marine Corps Recruiting Command also offered their assistance in this endeavor by providing attire for the students to wear during the training evolutions.

During this same session, Quantico NNOA members had the opportunity to lead group discussions centered on Sean Covey's best selling book "The 6 Most Important Decisions You'll Ever Make." The six most important decisions deal with choices made about School, Friends, Parents, Dating & Sex, Addictions, and Self-Worth. The students were extremely open and receptive, and expressed with great candor the problems that they've encountered or witnessed in these six challenging areas.

The Fall session of the Scholars Program commences on September 22nd, 2007 and will continue one Saturday a

month during the academic calendar year. The NNOA Quantico Chapter has assumed the responsibility of teaching Leadership to 50+ students who are commencing their Sophomore, Junior, and Senior years of High School. The aggressive syllabus that the chapter has prepared takes a direct approach to introducing students to the prerequisites of leadership. NNOA members will discuss personal responsibility, goal setting, prioritization, attitude, sincerity, and synergy. The NNOA chapter will also focus the students on the 2008 Presidential Debate and challenge students to understand the major issues surrounding this important campaign.

For more information on the James Farmer Program, please contact Major Mike Williams at (703) 784-2459.

NNOA DEVELOPS AMERICA’S FUTURE LEADERS cont...

specialties. The CMC stated that one of the causes of the lack of minorities in Marine Corps senior leadership is that historically, the numbers for minorities in combat military occupational specialties, from which most of the senior leadership is chosen, have been low. He said, “We need more minorities in combat MOSs.”

Days two through five began at 7:30 a.m. with a half hour chapel service, for all who would attend, provided by chaplains representing each of the Naval services. And the first event for the general body on day five

was the Prayer Breakfast. Dr. Walter G. Wells, pastor of the Mount Erie Baptist Church in San Diego, Calif., was the key note speaker. Pastor Wells gave an inspirational and encouraging message, calling us to remember from whom all blessings flow, and that we can do nothing without Jesus.

The conference finale was the Founder’s Awards Banquet held the evening of the last day of the conference. The speaker for the banquet was the Chief of Naval Operations and future Chairman of the Joint Chiefs of Staff, Adm. Michael G. Mullen, USN. Adm.

Mullen is a Life Member of NNOA. During the banquet, Adm. Mullen assisted NNOA President, Capt. Bernard L. Jackson, USN, in the distribution of awards to NNOA chapters and chapter members for various areas of outstanding achievement. The CNO also spoke of the challenges of recruitment and diversity. He said, “I know this is not your (NNOA) problem, it’s my problem.” He spoke of comments that had been made, informing him that there are those in senior Navy leadership that are just waiting for him to leave his post as CNO so that all this diversity stuff can just go away. In response, the CNO said, “I’m not going any where.”

Conway irked by drop in minority enlistments

By: Gidget Fuentes

CORONADO, Calif. — The Marine Corps has made significant strides in attracting and retaining more minorities in uniform, but troubling signs loom on the horizon, Commandant Gen. James Conway told an officers’ association meeting.

Minority enlisted accessions have slid over time. While 27 percent of Marines enlisting in 1979 were minorities, the number of minority enlistments had dropped by last year to about 7 percent, said Conway, speaking to a luncheon crowd July 19 at the annual National Naval Officers Association conference.

“Not a good news story. Not a pretty picture,” he conceded.

The number of minority officers joining the Corps during that period hit a high in 1998 but has also dropped, although not as dramatically.

With the Corps set to grow to 202,000 Marines by 2011, the trend is worrisome. “I’m showing the Marine figures, but I suspect that’s what all the services face at this point,” he told the audience.

Conway said he and other officials are looking closely at a new study by the Center for Naval Analyses that might help them find some near-term and long-term solutions.

The study shows a mixed bag of good and bad news, he told the audience. One set of good news is in a snapshot of the percentage of minorities who are deciding to stay in the Corps.

Among enlisted Marines, the number of minorities at the higher



General Conway speaks with Marines on minority retention during a break out session at NNOA conference in Coronado, CA.

staff noncommissioned officer ranks has jumped dramatically, with more minority Marines re-enlisting into the career force. Among first-termers, 40.4 percent of blacks are re-enlisting, a higher rate than whites, who re-enlisted at a rate of 23.8 percent. Second-term re-enlistments saw similar hikes among minorities, he said, although racial and ethnic differences level out after the third re-enlistment.

“It is dramatically larger, I think, in the earlier opportunities for re-enlistment,” he said.

The playing field today for black sergeant majors and master gunnery sergeants has improved since they enlisted, statistics show.

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Conway irked by drop in minority enlistments cont.....



General Conway is guest speaker at USMC day luncheon.

When they joined in the late 1970s and early 1980s, only 20 percent of E-9s were blacks, but blacks represent about 32 percent of that top rank today. Overall, minorities represent 45 percent of all sergeants major and master gunnery sergeants, much higher than the Corps' overall minority rate of 33.5 percent, Conway said.

Still, the number of black Marines is slightly down, and below the national average, a noticeable drop since "historically we have been a little bit above" the national population breakdown, Conway said.

"That's troubling to us, because we want to look like America. We are America's Marine Corps, and we need to look like the rest of the country."

Conway said he hopes to see better results in recruiting as well as retention. "Everyone that goes out the door, we've got to recruit," he said. His message to recruiters: "Tighten up."

Today, minorities represent 17 percent of the Corps' officers, a jump from 1988, when minorities represented about 8 percent of officers. The general officer corps includes 10 minorities. "We're pretty proud of that. Not saying we can't do better," Conway said, "but it takes a long time to grow a colonel or a general."

The study found a noticeable dip in minority officers around the 20-year mark, leaving officials wondering why more minority officers opt to retire at that point than white officers do.

The mixed news comes more than a decade since the Corps took

steps to recruit and retain more minorities, especially blacks. But today, the military services are struggling to recruit minorities as fewer youths of all racial and ethnic groups are thinking of joining the military, influenced by ongoing combat deployments and less support from families, teachers and other "influencers."

"We know what that's all about," Conway said, noting that recruiters must spend much more time talking and convincing the influencers than ever before. "It's a tougher job out there, and yet we're trying to grow the force, we're trying to maintain the force that we've got and we're certainly trying to keep our minority numbers tall."

"...We are America's Corps, and we need to look like the rest of the country."

Conway said he became especially concerned when he learned that only 2 percent of the Corps' aviators are minorities. "I was surprised by that. I just thought it was more," he said after the luncheon. He also saw a jump of about 150 among the minority sergeants major and master gunnery sergeants just in the last two years, and he's asked CNA to find out why.

One of his larger concerns, though, is the number of minorities — officer and enlisted — in combat arms skills. The large war-fighting community, which includes infantry, armor, artillery and aviation, remains predominantly white, with fewer minorities than officials would have hoped to see. Intelligence and engineer fields are among those that show comparable numbers of whites and minorities, but several communities, mainly administration and supply, have the largest concentration of minorities.

Conway said he wants to "make the case" and find ways to increase that minority representation and ensure that those officers and enlisted Marines have equal opportunities for promotions and career opportunities.

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Hope of Al Anbar – Maj. Gen. Walter E. Gaskin dances with Iraqi citizens during a celebration following the “Hope of Al-Anbar” Conference July 7 in Ramadi, Iraq. The Ramadi sheiks and policemen celebrated the end of the conference which was a call to all sheiks outside of Iraq to return home. (Photos by Lance Cpl. Joseph D. Day and Army Spc. Ricardo Branch)



New rules for cammies released

Marine Corps Times July 26, 2007

If you're wearing your desert cammies today, then you're off to a good start.

Effective Wednesday, desert cammies with sleeves rolled up became the designated summer uniform in garrison, while the woodland uniform with sleeves down will be the uniform for the winter months, according to AIMar 035/07, titled, “Wear of the Marine Corps Combat Utility Uniform.”

For aircrew Marines, the new rules means tan flight suits in summer and green flight suits in winter, according to the message.

The commandant's guidance also tightened the rules for wearing cammies off base, banning the practice in all instances except “bona fide” emergencies, such as a medical emergencies, car accidents or vehicle breakdowns, according to the message.

Trips to the ATM, fast-food restaurants and dry cleaners are still kosher — as long as you do drive-thru. But there's no more visiting off-base banks or gas stations without changing clothes, the message states.

“The [combat utility uniform] is a field uniform and is not appropriate for wear in a civilian environment,” Commandant Gen. James Conway writes in the AIMar, which goes on to say that en route stops “are not authorized” unless they're an emergency.

Under the old policy, Marines could pump gas or stop at a grocery store for necessities such as milk, diapers or prescription drugs while wearing their cammies, but those days are over.

Conway wrote that he's making the rule change because the Corps is no longer transitioning from the old camouflage pattern to the newer pixel pattern.

“As Marines, our uniforms and military appearance are an important part of our identity and have traditionally marked us as the nation's most distinctive military service,” Conway wrote. “As such, uniformity and an outward pride in our appearance have been constants for every Marine — from private to general.”

Local commanders can still prescribe the appropriate uniform for exercises, the AIMar said. Also, a commanding general or other component commander can ask Conway for a waiver from the seasonal rules. This could be the case for Marines stationed at joint headquarters or for other “climactic conditions” at bases and stations.

MEMBERSHIP LOUNGE

By: Capt Melissa Chestnut

Hello fellow NNOA members. I know as the membership director the first words you hear from me are 'Have you paid your dues yet?' As not to disappoint anyone, if you have not paid your dues please log on to www.nnoa.org and pay your 2007-2008 national dues. As you know membership in the 'Mighty' Quantico NNOA Chapter provides both personal and professional fulfillment. Our members are given the opportunity to tutor elementary students, mentor junior and fellow officers, provide a means for deserving students to receive scholarships for school, and a multitude of other volunteer services. Due to the current operational tempo and the nature of military life our members' names change often but the spirit in which the new members join does not. Because of the dedication and sacrifices our members make I would like to take this time to welcome all new members to the 'Mighty' Quantico Chapter, say a farewell and sincere thanks to our members who are leaving, and ask that we pray for all our deployed members.

Newest Members:

- LtCol Patricia Johnson, USMC
- LtCol Jeffrey L. Manning, USMC
- Mrs. Cheryl D. Manning, USN(Ret LCDR)
- 2ndLt Kerrissa Torres, USMC
- 2ndLt Askia M. Toure, USMC
- 2ndLt Jake Owens, USMC
- LCDR Camille Flaherty, USN
- Mr. Tom Pierce, USN(Ret CAPT)
- LCDR Elizabeth Thomas, USN

Farewells:

- Maj Gen Cornell Wilson, USMC
- BGen Ronald Bailey, USMC
- Maj Tamara Campbell, USMC
- Maj Kisha Flagg, USMC
- Capt Duane Durant, USMC
- Capt Eric Holmes, USMC
- Capt Ronella Taylor, USMC

Deployed Members:

- LtCol Robert Clements, USMC
- Capt Melissa Ayers, USMC
- Capt Travis Reeves, USMC
- Capt Robert Chapell, USMC
- CWO2 Keith Washington, USMC

**“Marine in the Spotlight”
Major Melvin Ferdinand**



Major Melvin Ferdinand

Major Melvin Ferdinand enlisted in the Marine Corps in 1994 after teaching Geometry and Algebra at John McDonough High School and working as a counselor in DePaul Hospital in his home town of New Orleans, LA. Upon graduating from boot camp in San Diego, CA, LCpl Ferdinand decided to take advantage of the Bachelor's Degree he earned while attending Tulane University and embark upon the challenge of becoming a Marine Corps Officer. He was commissioned a second lieutenant in August 1996.

Major Ferdinand was drawn to the Quantico Chapter of NNOA after his wife, Cap-

tain Ashley Ferdinand, introduced him to the idea of joining such an elite group of Marine and Naval Officers. He enjoys participating in the highway clean-ups, the annual picnics, the mentorship programs, and additional NNOA activities that boost camaraderie within the organization.

Major Ferdinand recently traveled with his wife and their 1-year old son, Nicolas, to his hometown of New Orleans, LA to speak at the annual Healthy Start New Orleans Male Involvement Seminar. He was highlighted as the guest of honor; speaking to the audience about the importance of faith, commitment, and loyalty in the role of the father in households across America. He engaged with the families in attendance at the seminar to discuss his belief that fathers, and other positive male role models, are important to a child's healthy development emotionally, socially, and educationally.

Major Ferdinand enjoys spending time with his family. He and his wife love to travel and appreciate new experiences. Major Ferdinand consistently dedicates himself to spiritual growth and is sincerely interested in self-enhancement as a husband, father, Marine, and positive contributor to society. He also delights in fellowship with friends, family members, and fellow Marines.

Major Ferdinand is currently enrolled in the Command and Staff College aboard Marine Corps Base Quantico. He looks forward to continued involvement in the Quantico Chapter of NNOA and proud service in the Marine Corps.



Maj Ferdinand with wife, son, and BGen Bailey after his promotion to Major.

LtGen Coleman Commissioning Officer At Morehouse College

LtGen Coleman was the Commissioning Officer for the Navy and Marine ROTC students at the Morehouse College Commencement Ceremony in Atlanta, Georgia on Sunday, 20 May 07. At the graduation ceremony, both Denzel Washington and Quincy Jones received Honorary Degrees. Also in attendance was Spike Lee. It was the largest graduating class in Morehouse history, which made LtGen Coleman's presence at the ceremony especially significant.



A 2ndLt's Perspective

By: 2ndLt Kerissa Torres

As a junior officer, it was very exciting to have the opportunity and the privilege to be funded by MPE to attend NNOA's professional development and training conference in Coronado, California. I wanted to attend the conference for many reasons and had very high expectations for the training and professional development that I would receive throughout the week. I didn't know exactly what to expect but knew that it would be a rewarding experience. Looking at the schedule of events before departing for California, I understood that there would be little free time and lots of training workshops and joint sessions. Upon arrival at the conference headquarters, I was surprised to find out that there were a lot more junior officers in attendance at the conference than I had expected. The participation that the Navy and the Coast Guard showed in allowing their most junior officers, Ensigns, to attend the conference was overwhelming to me. I was really excited to get back and let my command know of the support shown by other services in hopes of helping to get more junior Marine Corps officers at next year's conference.

The fellowship and the mentorship opportunities at the conference were endless. Everyone was so friendly and welcoming, actively engaging me in informal conversation and formal discussion groups. The advice and guidance from senior enlisted and commissioned officers that I encountered throughout the week were helpful and will stay with me throughout my career and beyond. Besides personal interactions with various individuals within the organization, the conference lectures, joint and breakout training sessions, daily luncheons, as well as the awards banquet, provided me the opportunity to learn about a myriad of important issues and concerns relevant to minority officers and officers in general. The joint sessions presented various viewpoints on topics such as the awareness of career pitfalls and financial stability among others. Additionally, the luncheons and the banquet gave Admiral Allen, Commandant of the Coast Guard; General Conway, Commandant of the Marine Corps; and Admiral Mullen, Chief of Naval Operations the chance to speak candidly with minority officers about diversity within the Sea Services.

“I didn't know what to expect but knew that it would be a rewarding experience.”

(Continued on next page)

A 2ndLt's Perspective cont...



Maj Martin speaks with 2ndLt Torres during a Joint Session break.

dance to participate in discussions throughout the breakout sessions allowed me to see the differences in professional opinions and experiences and to get a better understanding of the Marine Corps and how it works.

Additionally, I was very impressed by the women in attendance from all services, but especially those in the Marine Corps. Among the women in attendance were Brigadier General Salinas, an extraordinary woman of many firsts: among those being the first woman recruiting district commanding officer; Colonel Hodges, the first female colonel to command Marine Corps Base Camp Lejeune; Colonel Gail Jennings and Sergeant Major Titus, just to name a few.

The professional development, training and networking opportunities as well as the overall experience of being a part of a professional minority organization is rewarding for me as a junior officer. The experience that I had at this year's conference will stay with me for a long time, professionally and personally. It was vital to me, in my professional career, to see positive and motivated officer and senior enlisted leadership within the Marine Corps that looked like me, and then again, didn't look like me. Our experiences and backgrounds bring us together as Marines and we can continue to learn from each other through organizations like NNOA. I look forward to attending the conference next year and staying active with my local chapter.

"I was very impressed by the women in attendance.... especially those in the Marine Corps."

Deploy or risk promotion chances

By: Trista Talton

Marines who have not gone to war should be concerned when promotion time comes around, a top Corps official said.

"I guarantee you ... if you have a six- to seven-year war and you don't get to the war zone, you needn't wonder what's going to happen when it's time for promotion," said Lt. Gen. Ronald Coleman, deputy commandant for manpower and reserve affairs in Quantico, Va.

Coleman spoke at a Marine Corps Association meeting here Wednesday, where he told an audience of mainly retired and active-duty Marines that leathernecks who haven't deployed to a combat zone need to find a way to get to the fight.

that," he said.

While some Marines have served three, four and, in some cases, five tours in Iraq, 40,000 still have not deployed, Coleman said. Some of those Marines are in the pipeline, including those making the transition from boot camp to infantry battalions.

In January, Commandant Gen. James Conway announced his plans to rearrange assignments so that every Marine is given the chance to go to war. At the time of his announcement, titled "Every Marine Into the Fight," some 66,000 Marines — a third of the force — had not deployed.

"If I'm on the promotion board, I'm going to make a note of

Chaplain’s Corner

TIME FOR A CHANGE LTC Hugh Elmore, USA

John 1:1 “In the beginning was the WORD and the WORD was GOD”

As we get ready to change from summer to fall and then to winter, what changes are we making? Yes, what changes are you getting ready for? Some will give things away and others will just throw out old things. Now that we are going into a new season we have to adjust the way we dress because the weather will get colder, wetter and it just might snow on us. The BBQ grills will get put up for the winter. We will make sure that our cars are ready for the winter. The plants and flowers will fade away. The leaves on the trees will turn to bright and beautiful colors but they will also fade away. Even the sun will begin to shine less and less each day.

As we are going from one season to another season, what changes will we make to ensure that we are spiritually ready? Do we ever sit back and wonder what season we are in when it comes to our walk with GOD? One thing that the first verse of John (John 1:1) teaches or shows us is that HIS word never changes. He is the same today and the next day and the next day. HIS word can fit, fix and even replace any issue in our life.

What we have to do is to realize where we are in our own personal relationship with our Creator. It is time for us to do an inventory of our lives to see what we need to get rid of. As my Grandfather would say, “Just let it go and the LORD will work it out.”

We are holding on to things in our hearts, minds and souls that are keeping us from being the person that our Savior wants us to be. There are past hurts, disappointments and guilt that we should clean out of our lives. GOD has it all in control only if we yield to HIS will, ways and understanding. Now is the time for change in your life. Get rid of the “stuff”

that’s holding you back from the blessings that GOD is ready to pour in your season. What season are you in? Is it one of full blossom or is it withered, dried up and fading away?

GOD tells us in John 1:1 that he is there and he has been there since the very beginning. So, are you ready to make that change?

May GOD bless you and keep you. Remember that GOD loves you and so do I.

Yours in Christ,

Rev H. L. Elmore, Jr



Church visit to Little Union Baptist Church. From Left to Right: Maj Everly, LTC Elmore, Col Emerson, Pastor James Green, LtCol Harrison, and Capt McEachin

Conway irked by drop in minority enlistments cont.....

“Black ... officers are underrepresented by combat arms,” he said. combat arms,” which is a concern when taken together with the fact that 83 percent of general officers are in combat arms, he said.

“What we are starting to see in the Marine Corps [is] minorities competing against minorities in certain fields and not potentially able to go all the way to the fence when we’ve got such a high percentage who are

He used this example: Of the 10 generals who traveled with him on his trip to California, seven of the nine male generals were in combat arms. “If we don’t continue to grow

[them] and put them in the right MOSs, I am just concerned that we won’t continue to see the progress that we have seen to date,” he added.

Conway asked NNOA members to help mentor prospective officers and young Marines. “Go combat arms early,” he implored them. “You can always get out of the combat arms field because they’re overpopulated.”

Staff sergeant made history as one of first black U.S. Marines cont...

Career paths for the first black Marines were limited, especially since the Marines didn't want them in combat, but many of the Montford Point Marines found themselves shoulder-to-shoulder with white Marines in World War II battles.

They went on to fight in Korea and Vietnam after President Truman desegregated the military in 1948, S.C. State history professor William Hine said. "Almost everyone has heard of the Tuskegee Airmen," Hine said. "Nobody has heard of the Montford Point Marines. It's a key reason" for the project.

The documentary, "The Marines of Montford Point: Fighting for Freedom," premieres at 10 p.m. Sept. 20 on S.C. Public Television, or ETV.

In the coming weeks, the project will begin holding seminars for South Carolina school teachers on resources and materials they can use to integrate the Montford Point story into their curriculum, including a CD-ROM and the documentary film on DVD.

Vaughn, though not featured in the hourlong documentary [a transcript of his interview is posted online], played

an important role in the project by serving as one of two Montford Point veterans on an advisory board, Luke said. "He helped give credibility to what we produced," Luke said.

Vaughn tries to perpetuate the stories by being active in the Montford Point Marine Association. He is vice president of the Beaufort chapter that meets on Parris Island once every two months.

Wars, Jobs Take Toll On Black Recruits For Military

By Lolita C. Baldor

Washington—The number of African-Americans joining the military has plunged by more than one-third since the Afghanistan and Iraq wars began. Other job prospects are soaring, and relatives of potential black recruits increasingly are discouraging them from joining the armed services.

According to data obtained by The Associated Press, the decline covers all four military services for active duty recruits. The drop is even more dramatic when National Guard and Reserve recruiting is included.

The findings reflect the growing unpopularity of the wars, particularly among family members and other adults who exert influence over high school and college students considering the military as a place to serve their country, further their education or build a career.

Walking past the Army recruiting station in downtown Washington, D.C., this past

week, Sean Glover said he has done all he can to talk black relatives out of joining the military.

"I don't think it's a good time. I don't support the government's efforts here and abroad," said Glover, 36. "There's other ways you can pay for college. There's other ways you can get your life together. Joining the Army, the military, comes at a very high price."

The message comes as no surprise to the Pentagon. At the Defense Department, efforts are under way to increase the size of the Army and Marine Corps so the country can better wage what the military believes will be a long battle against terrorism.

"The global war on terror has taken its toll, no question," said Curt Gilroy, the Pentagon's director of accession policy.

Marine Commandant Gen. James Con-

way agreed that the bloodshed in Iraq — where more than 3,540 U.S. troops have died — is the biggest deterrent for recruits.

"The daily death toll that comes out is, I think, causing people who are the influencers of young men and women in America to take a second look," he said. "So I think that's probably the single most dominant feature."

According to Pentagon data, there were nearly 51,500 new black recruits for active duty and reserves in 2001. That number fell to fewer than 32,000 in 2006, a 38 percent decline.

When only active duty troops are counted, the number of black recruits went from more than 31,000 in 2002 to about 23,600 in 2006, almost one-quarter fewer.

(Continued on page 15)

Wars, Jobs Take Toll On Black Recruits For Military cont...

The decline is particularly stark for the Army. Black recruits represented about 23 percent of the active Army's enlisted recruits in 2000, but 12.4 percent in 2006.

The decline in black recruits overall has been offset partly by an increase in Hispanic recruits and those who classify themselves as other races or nationalities.

This category could include people who consider themselves in categories of other European descent that are not covered by the main categories of white, Asian/Pacific Islander, American Indian/Alaskan, black or Hispanic.

The active duty services largely have met recruiting targets in the past two years, while the Army, Army National Guard and Air National Guard fell short of their goals last month.

Sgt. Terry Wright, an Army recruiter in Tampa, Fla., said young people in the black community have more education and job opportunities now than when he joined the service 14 years ago.

"I go to high schools every day, and for the most part it strikes me how many of them are serious about going to college," said Wright, 32.

He acknowledged recruiters are spending more time with parents and other adults from whom potential recruits seek advice. In addition, he said recruiters are speaking more often to community and ethnic groups to encourage military service.

According to Conway, the Marine commandant, Marine recruiters "used to spend four hours with the young recruit and four hours with those people that we would call the influencers: the parents, the pastors, the coaches, the teachers." Now, he said, they spend four hours with recruits and 14 hours with influencers.

Gilroy, the Pentagon official, said the improving economy is giving potential recruits more opportunities for better paying jobs outside the military.

But he said the growing dissatisfaction with the war among black political and community leaders, as well as parents and teachers, is a major factor, too.

With detailed, color-coded graphs, the military can chart the erosion in support for the war among the adults who surround recruits of all ethnicities.

A green line denoting the percentage of grandparents likely to recommend military service shows the steepest drop — from a high of 56 percent in mid-2004

to 34 percent last fall. Support is lowest among mothers. At the start of the war, 36 percent of moms would recommend military service; by last fall, it was 25 percent.

The military services, meanwhile, have created Internet sites that offer videos, downloads, interest tests and special pages for parents.

"You Made Them Strong. We'll Make Them Army Strong," says the headline on the Army's Web site for parents. It includes details on salaries, benefits, bonuses, education and training as well as stories about how a recruit made her decision to join and how one soldier deployed to war.

The Navy, Air Force and Marine recruiting sites offer similar information, often also in Spanish. Also available are personal stories and videos of service members.

"I've tasked our recruiters with ensuring that our minority percentages stay strong," Conway said. "We just want to make sure that we continue to look like America in the Marine Corps."

Quantico Chapter Photo Gallery

35th Annual National NNOA Conference



Left: General Conway poses with Marines after USMC Day Luncheon. Below: Junior Officers stand by during a brief intermission.



From left to right above: LtCol Harrison, ENS Sauls, 2ndLt Torres, 2ndLt Owens, and CWO4 Hawthorne socialize at the opening social.

From Left to Right: CAPT Jackson, Maj Everly, CNO Admirlal Mullen. Maj Everly accepts award for best Chapter President on behalf of Col Clements.



LtCol Harrison asks a question of the MMSB briefer during the Performance Evaluation System Workshop.

Quantico Chapter Photo Gallery cont....

35th Annual National NNOA Conference cont..



Maj Thomas facilitates Flag Officer Panel during a general session on Wednesday.

From Left to Right members of the Quantico Chapter: 2ndLt Tores, Maj Martin, LtCol Johnson, Col Jennings, Ltcol Harrison, and Capt McEachin.



Quantico Chapter members pose for a group photo at President's Reception on Monday night.



2ndLt Owens speaks with Col Jennings and Col Hodges after BGen Jackson's breakout session on Tuesday.



LtGen Coleman accepts Distinguished Service Award from General Conway on behalf of Maj Martin at USMC Day Luncheon.



A few of the "fellas" pose for a photo after the Founder's Day Banquet.



Quantico Chapter Photo Gallery cont....

3rd Annual Picnic



**A GREAT
TIME
HAD BY
ALL!!**



Quantico Chapter Photo Gallery cont....

Church Visit to Little Union Baptist Church



From Left to Right: Col Emerson, Capt McEachin, LtCol Harrison, LTC Elmore, and Maj Everly.

Members enjoy a little fellowship after the worship service.



Maj Warner's Farewell Party

Maj Williams and family arrive early to enjoy one last social outing with outgoing chapter historian, Maj Warner, and friends before his departure for Camp Lejeune, NC.



Maj Warner (far right) enjoys a small salad before digging into some ribs, chicken, mac and cheese, collard greens, etc...

Quantico Chapter Photo Gallery cont....

James Farmer Scholars Summer Program



Adopt-A-Highway



Calendar of Upcoming Events

October Schedule of Events

- 8—Columbus Day
- 10—General Body Meeting @1700
- 12—Adopt-A-School
- 13—Adopt-A-Highway @ 0800
- 17—NNOA PME @ 1500
- 20—James Farmer Event
- 24—Executive Board Meeting
- 28—Marine Corps Marathon

October 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November Schedule of Events

- 2—Adopt-A-School
- 10—USMC 232nd B-Day
- 12—Veterans Day
- 14—General Body Meeting @1700
- 17—James Farmer Event
- 22—Thanksgiving
- 28—Executive Board Meeting

November 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December Schedule of Events

- 2—Quarterly Church Visit
- 7— Adopt-A-School
- 12—General Body Meeting @1700
- 15—NNOA Holiday Social
- 25—Christmas

December 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29



National Naval Officers Association, Inc.

P.O. Box 812

Quantico, VA 22134

Website: <http://www.quantico-nnoa.org>



About NNOA

National Naval Officers Association (NNOA) actively supports the Sea Services in the recruitment, retention, and career development of minority officers.

We are an essential element in maintaining operational readiness. We provide professional development and mentoring and support cultural diversity. We establish and maintain a positive image of the Sea Services in communities and educational institutions. National Naval Officers Association (NNOA) is the "Gateway to Success" in the Sea Services. We are innovative thinkers committed to a shared vision of leadership, professional exchange, and networking. We are dedicated to achieving a diversified workforce. We are the premier professional development organization in the Sea Services. Our members are empowered with the skills necessary to achieve their full potential. We are an invaluable partner of the Sea Services in the achievement of their recruitment, retention and readiness goals. We recognize our responsibility to our community as we promote and foster American ideals.

We are an inclusive organization that seeks diversity in our membership. We value all members and are committed to treating everyone with dignity, respecting individual differences, and affirming organizational and personal strengths. We are "TEAM NNOA" composed of active duty, reserve and retired officers and civilians. We achieve our mission and vision through enthusiastic support and dedicated service at the national and local levels. We are an organization of professionals whose accomplishments are attained through teamwork and accountability. We are dedicated to the professional development of our members. We promote an atmosphere conducive to self improvement and forward thinking. We promote honest, effective, and open communications. We communicate and process information using the best resources and technology available. We recognize achievements and maintain our valued reputation.

General Body meetings are held at 1700 on the 2nd Wednesday of each month at the Officer's Club.