

YOUR MISSION, YOUR VOICE

FRA *today*

The magazine of the Fleet Reserve Association


FEBRUARY 2017



RECRUITING TODAY'S MILLENNIALS

INSIDE:

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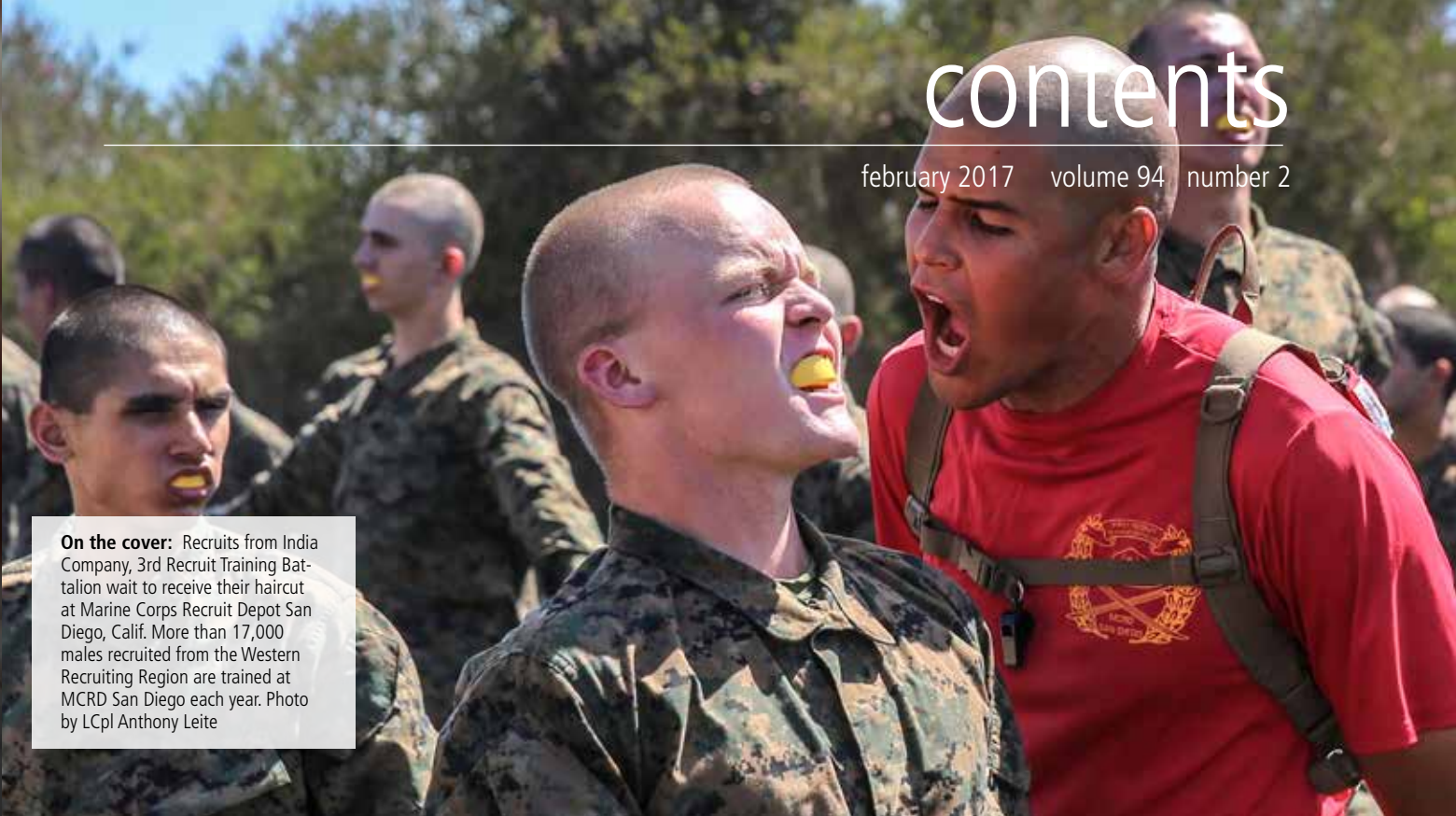
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On the cover: Recruits from India Company, 3rd Recruit Training Battalion wait to receive their haircut at Marine Corps Recruit Depot San Diego, Calif. More than 17,000 males recruited from the Western Recruiting Region are trained at MCRD San Diego each year. Photo by LCpl Anthony Leite

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LOYALTY, PROTECTION AND SERVICE

FRA is a congressionally chartered, nonprofit organization advocating on Capitol Hill for current and former enlisted members of the U.S. Navy, Marine Corps and Coast Guard.



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Starting a New Year

Hello Shipmates and Auxiliary members! Now that winter has settled in across the United States, a new Congress is in place and a new President is in the White House, the staff at FRA looks toward providing services, conventions, information and networking opportunities for all of you.

A very interesting turn of events has happened with the White House Cabinet appointments following the election of President Trump. He has named three retired generals to top posts within his Cabinet. Retired four-star Marine Gen. John Kelly to head the Department of Homeland Security, retired Marine Gen. James Mattis as defense secretary and retired Army Lt. Gen. Michael Flynn as national security adviser. This move has obviously drawn criticism from some who are concerned about having so much military brass in cabinet-level jobs.



My own personal concern about President Trump as an inexperienced politician sitting in the Oval Office significantly diminishes when it comes to the idea of retired top military in key positions. There are so many attributes veterans bring to a work environment. Their work ethic, clear communication skills and ability to deal with life-changing decisions have become second-nature to these veterans for years, if not decades. Timothy M. Hagle, Ph.D., political science associate professor with the University of Iowa, said, "The generals have qualities Trump appreciates: an ability to be straight talking, very blunt and to focus on the mission, regardless of political leanings."

I have met several very successful entrepreneurs throughout my 30-years' experience working for trade associations. The overall common objective for these business men and women has been to hire the right person for the right job. During several interviews, it was always clear to me that successful people surround themselves with smart, loyal and experienced talent. I see that talent in the veterans who will help make decisions for our country for the next four years. I sure hope President Trump will heed the experience and knowledge these hand-picked veterans offer. **FRA**

Bill Stevenson
Communications Director
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Retention + Activities + Recruiting = Membership



Thomas J. Snee
Executive Director

Shipmates, this month's theme of *FRAtoday* goes right to my core. Since my days on recruiting duty, I have found that increasing my knowledge, activities have a solid retention base, which all adds up to a successful membership growth. Our nation's generational motives are the basis of what drives people to join organizations such as FRA. The questions asked from this generation are: "Why join? What are the benefits for me and my family? Does belonging to FRA provide me knowledge and information? Does membership allow my opinion to sway future decisions?" Simply said, you must know what potential members desire and be tuned into their objectives. Then you can produce a membership pipeline to growth.

The current attraction to FRA is allegiance to the Sea Service from service members. Oh yes, they recognize the value of going to meetings but that's not their primary reason for belonging to FRA. This new generation "X" and "Y" (millennials) are looking to add value to their lives and "give back." These folks are not "lapel pin" collectors or "club huggers," but rather seek to give back to their communities and families, as well as interacting with other veterans. Here is a quote published in February 2016, about why younger veterans avoid Veteran Service Organizations:

"The current VSO image and what younger veterans think about local VSOs is real. They see a building with a couple of windows, a dimly lit, smoke-filled room with a pool table or darts with "Bingo Night" boldly advertised. How do we get younger veterans to be part of that? The answer is we don't. WE MUST CHANGE."

Much time and effort has been made to provide base access to several Branches. Not all Branches are close to bases, but they can increase awareness in their communities using things such as radio talk

shows, local papers, social media and newsletters. I receive several Branch newsletters that are totally EPIC! Try to promote, reach out and become "that hub" in your community. Ask for additional copies of *FRAtoday* and distribute them, everywhere! We are sending our magazine to Career Centers or Recruiting Offices for USN, USMC, and USCG as well as the Navy Reserve Centers. The improved magazine that goes to these facilities, each have two reply cards so prospects can either subscribe to *FRAtoday* or receive free information about FRA.

In the Tidewater area, PRPEC Jim Campbell has been very successful with membership growth. Shipmate Bob Campbell, Branch13, (no relation to Jim) is pushing the FRA Student Veteran Program and providing a "hub" for potential members to discuss veteran concerns. They have leveraged social media, radio and regularly distribute information about college scholarships. They are telling prospects about FRA, our successes and community activities.

Here is a retention idea to try at the Branch level. Regularly review membership dues reports and contact each member who is up for renewal. Push down the "non-payment" and retain these folks. Make your Branch motto "**1 for 1.**"

Each shipmate can either bring in one new member or "tiger team" to ensure current members renew.

The resources are out there, we just need to put them in place and, we must remain honest and transparent. Shipmates, the opportunities are there, lets push. If you need handouts or speech writing materials etc., let HQ know, just allow enough time to ensure timely delivery. Together we can grow awareness of FRA and increase membership. PRESS ON! **FRA**

Here is a retention idea to try at the Branch level. Regularly review membership dues reports and contact each member who is up for renewal. Push down the "non-payment" and retain these folks.

Tom is FRA's National Executive Director and can be reached at NEDFRA@fra.org

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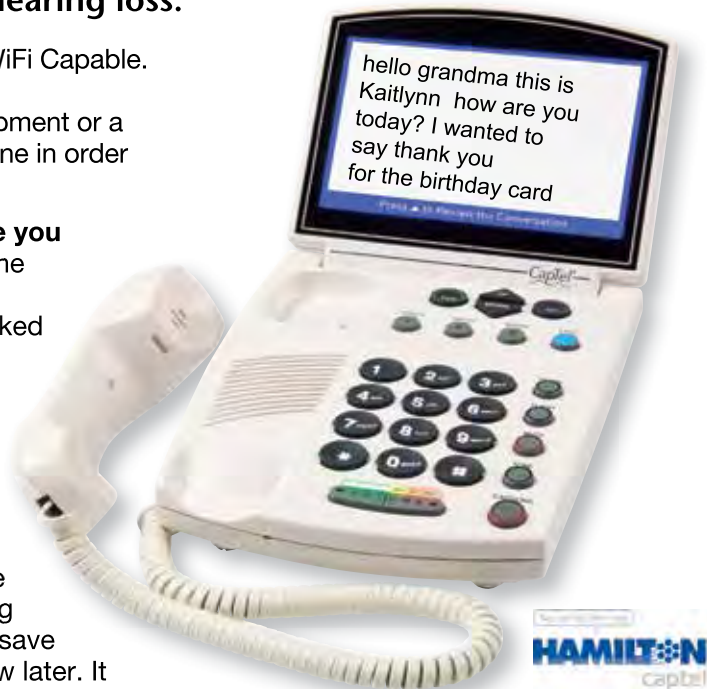
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Shame on our Great Country!

Our military have endured radiation, S.T.P., Agent Orange, loss of limbs and death. When there is a war or a conflict, our men and women are sent at a minute's notice and have been through hell in a lot of places. But when our country calls, we push to defend our great nation without question. So why do we have to beg for benefits we earned?? Why is it when we all come home (the lucky ones), Congress doesn't treat us the same as they did when they sent us around the world to protect our democracy? I am sure nobody joins the military to protect [any] one person. We serve our nation. So it is the duty of everyone in Congress to take care of its veterans and give our military not just the best in weapons but also the best living conditions for them and their families who endure so much.

Wardell E. Stephens, USN (BM1-DV1) (Ret.)

Good Bye Lauren

I'm very sorry to see the retirement of Communications Director, Lauren Armstrong. I sincerely enjoyed her monthly column and it won't be the same without her. Lauren, thank you for your many years of outstanding service and your interesting articles. I wish I could write half as well as you.

I also appreciated the article on the USS Liberty (June 2016), which she helped to enable. As a Navy veteran, I heard the unbelievable true story from shipmates at the time, which was eventually "glossed over" by the Court of Inquiry. Thanks to Shipmates Gallo and Tourney, we now all know the facts.

Bill Antonowicz, USN/USCG (Ret.)

You Never Know

It was my honor this Thanksgiving to receive a message from a shipmate from 28 years ago. I was the OOD on the berthing ship USNS *Darby* while our ship, the USS *Saratoga* was in dry dock at Portsmouth Naval Shipyard during the 1988 Thanksgiving holiday. As he was requesting permission to depart the ship, I noticed his last name was the same as mine, so I invited him to my house for Thanksgiving, family being family. As it turns out, there was no close relationship and I never saw him again. In his message he said he thought of me every Thanksgiving for the kindness my family extended to him while he was far away from his family in Mis-

souri. The term Shipmate has taken on a whole new meaning for me.

*Senior Chief Fred DuPont,
President Branch 25, St. Augustine, Florida*

Breaking the Ice

I think it was 1950 maybe 1951 when the Russians returned 28 (if I remember correctly) Lend/Lease Ships to the Navy at Ft Acts Yokosuka, Japan. One of those ships was the Ice Breaker South-wind, which got a name change to Atka prior to being recommissioned. MMC Eby, myself and Stringer screened all those ships and ordered parts to refurbish them.

I would have thought the Atka would have been decommissioned prior to 1966 when Shipmate Baker said she was turned over to the Coast Guard. If I remember correctly, we ordered 10 new Fairbanks Morris main engines for the Atka, so she was in great condition again when she was recommissioned.

Shipmate Baker, she was the South-wind, then the Atka, now she is the South-wind again. How about them apples?

SKC Harvey C. Swinford, USN (Ret.)

There have been many Shipmates who wrote letters and emails about the Navy Rate being abolished recently. On December 21, 2016, the Navy reversed course on its decision to scrap job-oriented enlisted titles, giving an unexpected Christmas gift to tens of thousands of sailors who were angered by the move to scuttle a centuries-old tradition.



*Chief of Naval Operations Adm. John Richardson, who announced the reversal, cited the strong backlash from sailors against the plan to end the system of job-oriented titles, such as gunner's mate or boatswain's mate. The reaction on social media was almost instantaneous and mostly positive, ranging from "good call," to "leave tradition alone." Sailors around the fleet joined in the chorus. FRA also shared many posts on our social media channels while encouraging sea service to write Congress letters through the FRA Action Center. We also circulated links to sign the petition to reach the amount of opposition needed for the White House to weigh in on the matter. **FRA***



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ON & OFF *capitol bill*

News & Notes from the Fleet Reserve Association's Legislative Team

Debt Ceiling Increase and other Deadlines will Challenge New President and Congress

By the time you receive this issue of *FRAtoday*, the 115th Congress has been sworn in and had 15 days of session in January. The Congress and President Trump will face several deadlines that require Congressional action. The first deadline is March 16, when the current debt-limit agreement will expire. It will be the first time Congress will be forced to deal with the debt ceiling since 2015, when there was an agreement between Congress and President

Obama to suspend the debt limit. Before the agreement, the Republican-majority Congress pushed the White House to agree with spending cuts in exchange for raising the debt ceiling.

Another deadline for passing a budget resolution is April 15. April 28 is the date the current Continuing Resolution expires—the resolution that has kept government operating while not passing most of the other 12 current fiscal year spending



bills. An informal deadline is April 30, which marks President Trump's 100th day in office. The President set this deadline for repealing and replacing the Affordable Care Act, also known as "Obamacare."

Survey on the Future of Arlington National Cemetery

It has been estimated that Arlington National Cemetery (ANC) will run out of space for burials by

2041. The Advisory Committee on Arlington National Cemetery, established in October 2010, is tasked with providing independent advice for extending the availability of ANC. The Advisory Committee has been considering

altering or restricting the eligibility criteria for burial at ANC in order to extend the accessibility to the cemetery for future generations. FRA surveyed membership to get their input on the issue and received 2,229 responses over a four-day period. Be sure to read the summary article in an upcoming issue of *FRAtoday*.



NDAA Sent to President

The Senate approved the final version of the FY 2017 National Defense Authorization Act (NDAA-S. 2943) and sent the bill to the President to be signed into law or vetoed. The Department of Defense recommended a veto. The final bill adds a new requirement for retired members and families (except TFL) to register in either TRICARE Prime or TRICARE Select (formerly Standard), starting in 2017. This will require TRICARE beneficiaries to sign a document in order to keep their current TRICARE benefits.

The bill makes sweeping changes to TRICARE and includes several provisions impacting FRA members including:

- Eliminating new TRICARE fee or pharmacy co-pay increase for current retirees and those who join the service before January 1, 2018. Future retirees will have TRICARE fee increases.
- Removing proposed drastic cuts to Basic Allowance of Housing (BAH) for active duty.
- Authorizing a larger than requested annual pay increase (2.1% versus 1.6%) for active duty.
- Extending Special Survivors Indemnity Allowance (SSIA) for widows/widowers until May 31, 2018.



- Eliminating proposed end strength cuts for FY 2017.
- Prohibiting Base Relocation and Closure (BRAC) for FY 2017.
- Reforming the Uniform Services Former Spouse Protection Act (USFSPA) by basing the award to a former spouse on the grade and years of service of the member at time of divorce (rather than retirement).

FRA wants to thank members that used the Action Center to ask President Obama to sign the bill into law. When FRA today went to press, the President had not taken action on the bill.

GAO Approves New TRICARE Contracts

The Government Accountability Office (GAO) recently determined that Defense Health Agency (DHA) properly granted two TRICARE contracts totaling \$58 billion. The Department of Defense (DoD) announced the selections on July 21, 2016, prompting nine challenges from companies who bid for, but did not win, the contracts. In addition to establishing and maintaining health-care provider networks, the "T-2017" contracts change the current alignment of North, South and West Regions to just East and West Regions. Barring further legal action, Humana will soon assume responsibility for

the new East Region and Health Net Federal Services will handle the West. Beneficiaries should not experience any change in service.



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Design details include a contrast gray lined hood, kangaroo pockets in the front, knit cuffs and hem, a full front zipper, and silver-toned metal tippets on the hood's drawstrings.

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Calendar of Events

February 17-18, 2017

East Coast Regional Mid-Year Meeting
 Richmond, Va.

March 19, 2017

South Central Mid-Year Meeting
 Wyndham Garden Hotel
 Contact RPSC Bruce Talbot 281-489-9322
 1419 East 70th Street, Shreveport, La.
 email: brucetalbotfra@outlook.com

March 23-25, 2017

West Coast Mid-Year Convention
 Boomtown Casino Hotel
 Hotel: 800-648-3790 (code: SFRA17)
 2100 Garson Road, Reno, Nev.
 Room rates Thursday \$52, Friday-Saturday \$64.49
 Contact Virgil & Helen Courneya 775-882-9201
 email: virgil_courneya@att.net

March 24-25, 2017

Northeast/New England Spring Meeting
 Lakehurst, N.J.

April 20, 2017

Pinnacle Award & Storming the Hill
 Washington, D.C.
 Contact National Headquarters 703-683-1400,
 ext. 110
 email: John Davis at john@fra.org

April 21, 2017

FRA Mid-Year Meeting, Alexandria, Va.
 Contact National Executive Director, Thomas J. Snee
 703-683-1400 ext. 101
 email: nedfra@fra.org

April 22, 2017

LAFRA Mid-Year Pilgrimage
 Westin Hotel: 703-893-1340 Room rate: \$131
 Arlington, Va.
 Contact Ladies Auxiliary Fleet Reserve Association
 Cutoff date: 3/28/2017

April 22, 2017

Northeast/New England
 Lakehurst, N.J.
 Regional Mid-Year Meeting

May 29, 2017

2017 Memorial Day Program
 Puyallup, Wash.
 Two-bell ceremony conducted by Branch 104

Report Claims \$125 Billion Wasted at DoD

The Defense Business Board—the board that in 2011 proposed eliminating the military retirement system and replacing it with a 401K program—released a study identifying \$125 billion of “waste” at the Department of Defense (DoD) in 2015. Numerous media outlets failed to report the fact that \$125 billion waste was over five years, making the real annual savings \$25 billion.

The Chairmen of the House and Senate Armed Services Committees (Sen. John McCain-Ariz. and Rep. Mac Thornberry-Tex.) released a joint statement on the report. Relevant portions include:

“We have known for many years that the Department’s business practices are archaic and wasteful, and its inability to pass a clean audit is a longstanding travesty. . . . That is why, over the past two years, the Senate and House Armed Services Committees have mandated a 25 percent reduction to administrative support functions, a 25 percent reduction to bloated headquarters staffs, a 12 percent reduction to the number of general and flag officers, and a 12 percent reduction to the number of Senior Executive Service civilian employees. . . . The committees will carry on the effort to root out and eliminate wasteful spending in the Department of Defense and to redirect savings toward the urgent needs of our warfighters. But make no mistake, reform is not a replacement for sufficient resources. Even if it were possible, achieving every efficiency proposed by the Defense Business Board would not undo the damage of arbitrary defense cuts and the resulting military readiness crisis. That is why we will continue our efforts to end sequestration.”

FRA supports the chairmen’s efforts to eliminate inefficiencies and waste in the Pentagon bureaucracy and agrees that eliminating waste is not a substitute for adequate funding. FRA supports a DoD Budget that is at least 5 percent of the Gross Domestic Product (GDP) to ensure adequate funding for both personnel and weapons programs. The FY 2017 Defense budget is equal to 2.5 percent of GDP. A copy of the report is available online: <http://apps.washingtonpost.com/g/documents/investigations/defense-business-board-study-from-jan-2015-identifying-125-billion-in-waste/2236/>.



Government Shutdown Avoided with CR

The Senate passed a Continuing Resolution (CR) in December to fund the federal government until April 28, 2017, avoiding a government shutdown by less than an hour. A group of angry Senate Democrats backed away from their threats to block the funding measure because of a dispute over health-care benefits for retired miners. The measure passed the Senate with a 63 to 36 vote. The President signed it into law before the previous CR expired.

Vets Omnibus Bill Passes before Adjournment

The Senate passed without amendment, the "Jeff Miller and Richard Blumenthal Veterans Health Care and Benefits Improvement Act" (H.R. 6416). The bill was sponsored by Rep. Phil Roe (Tenn.) who will serve as Chairman of the House Veterans Affairs Committee in the next (115th) Congress. The bill provides funding for research on the health effects of toxic exposures, expands homeless veterans' benefits, provides veteran's status to 20-year Reserve Component members who were not activated, and restores education benefits for Reserve Component members who were called to serve on active duty. As FRAToday went to press, the bill was on the President's desk to be signed into law or vetoed.

MyVA Improvements Announced



The Department of Veterans Affairs (VA) recently announced an important update to the MyVA transformation—VA Secretary Robert McDonald's effort to transform the VA into the top customer service agency in the federal government. This third edition of the program's semi-annual report details progress the VA has made to improve trust, expedite health care appointments and disability claims, reduce veteran homelessness and other progress that provide veterans more services faster. To read the full report, visit: <http://www.va.gov/myva/docs/MyVA-3-0-v9-digital-11816.pdf>. H.R. 3471 now awaits the President's signature, while the Senate did not take any action on the other bills listed above.

Action on Veteran's Bills

The House approved several veterans-related bills that include:

The "Honoring Investments in Recruiting and Employing American Military Veterans Act" (H.R. 3286)

which would require the Department of Labor to better recognize employers' efforts to recruit and retain veteran employees and to provide community and charitable services to the veteran community.

The "No Hero Left Untreated Act"

(H.R. 5600) would require the Department of Veterans Affairs to implement a one-year pilot program to treat veterans with PTSD, TBI, chronic pain and opioid addiction. The program would also treat those who experienced military sexual trauma with magnetic EEG/EKG-guided resonance therapy, which uses magnetic stimulation to help restore proper functioning in the brain.

Legislation (H.R. 4757) would require the VA to supply a headstone, marker or medallion for Medal of Honor recipients buried at private cemeteries. The bill would also allow the VA to send a Presidential Memorial Certificate that expresses the nation's recognition and gratitude of military service to the families of deceased veterans or members of certain Reserve components of the Armed Forces.

The "Veterans Mobility Safety Act"

(H.R. 3471) would direct the VA to develop a comprehensive policy of quality standards for health care providers who dispense modification services to veterans under the Automobile Adaptive Equipment Program. The bill would also authorize the VA to hire and prescribe qualifications for hearing aid specialists who participate in the program.

No Veterans Crisis Line Call Should Go Unanswered" (H.R. 5392)

directing the VA to develop a plan that ensures each telephone call, text message or any other form of communication received by the Veterans Crisis Line is answered in a timely manner was signed into law by President Obama. (Reported in the November 2016 On & Off the Hill article). H.R. 3471 now awaits the President's signature, while the Senate did not take any action on the other bills listed above. **FRA**

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Recruiting Millennials in Today's Marine Corps



“With reverence for God and country...
our desire to assist in obtaining the best
type of personnel for our Sea Services”...

—*Fleet Reserve Association Constitution and
Bylaws, Preamble*

by *W.D. Stevenson*

The number of Millennials (adults ages 18 to 35) in the United States has grown larger than Baby Boomers and is now the largest living generation at an estimated 69.2 million people, according to an April 2016 Pew Research Center analysis of U.S. Census Bureau data. With this demographic being the target group for Marine Corps recruiting efforts, FRA today reached out to Samuel Heyward Jr., Sergeant Major of Marine Corps Recruiting Command (MCRC), to discuss how he has managed to reach his recruiting goals with this new generation making up the pool of recruits. The results of the interview were surprisingly different than initially thought.

Some positive characteristics Millennials bring to the job force are:

- It's not all about money. Millennials are approaching their careers with a greater sense of well-being or concern for others when compared to previous generations.
- Harnessing ambition. Millennials tend to be less patient in their careers when compared to Baby Boomers and Gen-Xers.
- Entrepreneurial spirit. Baby Boomers tended to stay vertical or with the same company in their careers, Gen-Xers have been somewhat more varied in their careers. Millennials, on the other hand, are much more entrepreneurial and tend to take more career risks.

Millennials also have characteristics (as reported by Spark Hire) that were previously thought to have been challenges:

- Millennials are job hoppers, so don't waste your time recruiting them.
- Millennials are self-centered and don't care about the company as a whole.
- Millennials know everything there is to know about technology.
- Millennials are all about flexibility. They don't want to work 9 to 5 in an office anymore.



Recruits of Hotel Company, 2nd Recruit Training Battalion, receive their initial haircuts at Marine Corps Recruit Depot San Diego, Aug. 15. Recruits receive haircuts immediately after arriving to create uniformity. Annually, more than 17,000 males recruited from the Western Recruiting Region are trained at MCRD San Diego. Hotel Company is scheduled to graduate Nov. 9.



New recruits of Hotel Company, 2nd Recruit Training Battalion, receive their initial haircuts in a contraband room during receiving at Marine Corps Recruit Depot San Diego, Aug. 15. Although recruits are confused and disoriented during the chaos, the chaos serves a purpose during the transformation. Annually, more than 17,000 males recruited from the Western Recruiting Region are trained at MCRD San Diego.

What It Takes: the Few, the Proud

The United States Marine Corps was founded in 1775, before our nation was officially formed. This elite group of men and women live by a strict code of integrity and ethics, producing not just strong warriors but people of exceptional character. The core values of Honor, Courage and Commitment are the foundation of being a Marine, on and off the battlefield.

The Marine Corps plays a major role as the first force on the ground in most conflicts. Today there are 184,249 (down from 202,441 in 2010) Marines stationed across the globe, ready to quickly deploy whenever and wherever needed. The commitment a recruit can make ranges from three to five years of service, but as the saying goes, "There are no ex-Marines or former Marines, simply Marines in different uniforms and in different phases of life."

To join the Marine Corps, an individual must be between 18 and 29 years old (17 with parental

consent) and have a high school diploma. A small percentage of GED holders may be allowed to join each year, provided they score well on the Armed Services Vocational Aptitude Battery (ASVAB) test. All Marine Corps recruits undergo 12 weeks of Recruit Training at Parris Island, S.C., or San Diego, Calif. Training is an intense mental and physical process that shapes recruits against the three core Marine Corps values mentioned previously. Only the most elite make it through.

The Role of a Marine Recruiter

Recruiting duty is a vital assignment in the Marine Corps. Marine Recruiters take their job seriously and feel a great responsibility to do the job to the best of their ability. Many Marines say that recruiting duty is among the most rewarding assignments they have had as a Marine because they are helping to ensure the high standards and future of their Corps.

ing Battalion, move to the
s Recruit Depot San Diego, Dec.
d during this portion of training,
tion from civilian to Marine.
the Western Recruiting Region



Bristol Morris, a 17-year-old future Marine from Reardan, Washington, responds to drill instructor Sgt. Andrew Alvarado at a Marine Corps boot camp preparation event in Yakima, Washington, Aug. 12, 2016. During the event, Marine drill instructors and recruiters from Marine Corps Recruiting Station Seattle physically and mentally prepared enlistees from Washington and Idaho for the rigors of boot camp. Alvarado, 31, is from Corpus Christi, Texas. (U.S Marine Corps photo by Staff Sgt. Reece Lodder)

What Military Experience Brings to the Workforce

Leadership and Teamwork Combined

The military trains veterans to value and respect their leader (or boss) as well as their fellow military members (or colleagues). Just like in the workplace, there are managerial-type roles and values that are instilled in veterans while serving in the military. They intrinsically know how and when to follow, lead and depend on each other for support in a structured and hierarchical environment.

Veterans spend more than the traditional 9-to-5 hours with their fellow military members, or coworkers. Military teams go through experiences together and strive to achieve goals as one unit. This can be leveraged for focused teamwork in the workplace when large tasks, projects or deadlines are involved.

Self-motivated and Adaptable

Veterans are likely to have developed a strong sense of self-motivation while serving for their country. They rarely have to

be asked to do a task twice and can complete assignments on time because of their drive for efficiency. This self-motivation can extend to those around them, which can help build a strong sense of teamwork.

Veterans set achievable goals for themselves in any situation they're put in. This makes them adaptable team members for your company, willing to work with anyone and anywhere. They also quickly pick up on social settings, knowing when to be professional or more casual.

Success Under Stress

Veterans have experience keeping calm when faced with the most stressful situations. While the stressful situations that can emerge in traditional office settings vary, employees need to know how to manage their stress and still be productive. As Veterans know how to manage their own stress, they can also help keep everyone moving in a positive direction.



(ABOVE: From left to right) Sgt. Maj. Samuel Heyward Jr., the sergeant major of the 1st Marine Corps District, Col. J. J. Dill, the 1MCD commanding officer, and Medal of Honor recipient Sgt. Dakota Meyer, lead a formation of Marines during the Tunnel to Towers run in Manhattan Sept. 29. Tunnel to Towers, a 5-kilometer run, is held annually in honor of firefighter Stephen Siller. Siller, who ran to the World Trade Center through the Battery Tunnel with all his gear on during the attacks on 9/11, ultimately lost his life during his attempt to save others. (U.S. Marine Corps photo by Sgt. Caleb Gomez)

Millennials just became the largest living generation in North America. This demographic shift was thought to have an impact on or at the very least to cause the MCRC to revisit their recruiting strategies and rethink how best to interact with this new age group.

Many career enlisted are selected to serve in recruiting toward the end of their stint. In order to reach the highest level of recruiting, the Commandant of the Marine Corps convenes a board to select exceptionally qualified sergeants major to serve in senior enlisted leadership billets commensurate with their expertise and performance of duty. Samuel Heyward Jr. was chosen as Sergeant Major of Marine Corps Recruiting Command in 2007.

When asked if President Trump's affirmation to grow the military will impact Marine recruiting strategy, Heyward confidently said, "No, we doctrinally embrace and embody a systematic approach to our strategy which allows us the ability to meet our mission as required of our Commandant."

According to an article published in the PEW Social & Demographic Trends, authored by Eileen Patten and Kim Parker. Since 1973, when the United States military ended conscription and established an all-volunteer force, the number of women serving on active duty has risen dramatically. The share of women among the enlisted ranks has increased seven-fold, from 2% to 14%, and the share among commissioned officers has quadrupled, from 4% to 16%.

It might seem this shift would impact recruiting, but Heyward said, "No, we have not experienced anything different. No trends out of the normal business-as-usual model."

In broad and very general terms, several studies found Millennials approach their careers with more concern for others than previous generations. When Heyward was asked if this created a better recruit or presented any new obstacles to deal with, he said there were no obvious changes or at least nothing to cause any evaluation or rethinking to the current

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The official party for the Marine Corps Recruiting Command's Superior Achiever Ceremony takes their place during the Ceremony at Naval Base Point Loma, Dec. 8. The Superior Achiever Award was established in 1981 to recognize Marine Corps recruiting stations that achieve or exceed specified recruiting goals each fiscal year.

approach used for recruiting.

Several FRA members who are or were enlisted and have worked at base with the Navy and Marines all say current enlisted Marines are not there because they had no other job options, but because they want to serve our country. When asked if he found the "same desire to serve others" in today's Marine recruits, Heyward said, "Absolutely, although there is a gap in the generations, the consistent theme among the ranks is individuals striving toward being a part of something that is beyond self."

MCRC is responsible for all officer and enlisted accessions within our branch of service. No major or dramatic changes have been made within the recruiting process. "Fundamentally, our systematic approach modulates the ebb and flow of recruiting operations. Having been a member of recruiting command since December of 2007, with almost a year and a half stint at Security Force Battalion Kings Bay before my return to recruiting in 2012, I am convinced the Marines of MCRC are locating and closing with the most qualified Americans to make Marines—beginning with the ramp up to 202K active duty Marines in 2008 to the realignment of forces of the present," said Heyward.

Different Uniform, Still a Marine

Heyward closed with saying, "As I reflect upon an almost 30 year career with the Marines, I am thankful to God for the added light to my path and the lamp at my feet by way of some phenomenal civilian and Marine leaders over the years.

"In retrospect I conclude with two simple but profound truths: leadership is an opportunity not to be squandered and dreams can become reality. Similar to that of the Montford Point Marines, I've been able to capitalize on an opportunity and ended up making history.

"As such, the least that I can do for the Marines is fight for their welfare as the team make mission. Finally, the history of our Corps runs very broad and deep; I am just happy and humbled to be a part of the legacy. Oorah!!! Semper Fidelis," closed Heyward.

Heyward's next step in his career, as he shared, is retirement, business ownership and complete life-long learning goals. I am sure he will be as successful in his next challenge as he has been with the Corps throughout his nearly 30 years of Honor, Courage and Commitment. **FRA**

Sergeant Major Samuel Heyward Jr.

1987

Heyward is a native of Charleston, S.C., and completed recruit training as a private first class (meritoriously) at Marine Corps Recruit Depot Parris Island, S.C., in September 1987. After graduation, he transferred to Communication Electronics School in 29 Palms, California where he attended the Field Radio Operators Course, graduating December 1987.

1988

He filled many positions as a radio operator while assigned to Battery C, 1st Battalion, 10th Marine Regiment. In September 1988, Lance Cpl. Heyward deployed to the Mediterranean with the 24th Marine Expeditionary Unit while assigned to Echo Company, 2nd battalion, 4th Marine Regiment. He was meritoriously promoted to Corporal in June 1989 and participated in Operations Desert Shield and Desert Storm.

1991

Heyward reenlisted for the first time in 1991 as a careerist and became a telephone lineman. In July 1992, he was promoted to the rank of sergeant while with Support Company, 8th Communications Battalion, 2nd Surveillance Reconnaissance Intelligence Group.

1994

In October 1994, Heyward transferred to Marine Corps Recruit Depot Parris Island, S.C., for duty as a drill instructor, senior drill instructor and company operations chief with India Company, 3rd Recruit Training Battalion.

1997

In May 1997, he transferred to Marine Barracks, Ground Defense Security Force, Guantanamo Bay, Cuba, and was promoted to the rank of staff sergeant. In April of 1999, he transferred to 10th



Marine Regiment for duty as the Regimental Systems Chief and Informational Systems Chief. In March 2001, Heyward was promoted to gunnery sergeant and was transferred in August 2002 to Headquarters and Service Battalion, Marine Corps Base Camp Lejeune, N.C., for duty as Outside Plant Chief, Base Telephone.

2004

In April 2004, he assumed duty as the First Sergeant, India Battery, 3rd Battalion, 12th Marine Regiment (5/10), deploying to Okinawa as a part of the Unit Deployment Program and later deploying to Camp Fallujah in support of Operation Iraqi Freedom.

2007

In December 2007, Sergeant Major Heyward was frocked to his present rank and assumed the duties of sergeant major, Recruiting Station New York, 1st Marine

Corps District, Garden City, N.Y.

2011

Heyward was transferred to Marine Security Force Battalion, Kings Bay, Ga.

2013

In April 2013, Heyward was reassigned to 1st Marine Corp District to serve as the District Sergeant Major until October 2014, when he was subsequently selected to serve as the Sergeant Major of Marine Corps Recruiting Command. Marine Corps Recruiting Command is responsible for recruiting the best our nation has to offer to become officers and enlisted in support of our all-volunteer force.

Heyward's personal decorations include the Meritorious Service Medal with two gold stars in lieu of third award, the Navy and Marine Corps Commendation Medal with gold star in lieu of second award, the Navy and Marine Corps Achievement Medal with gold star in lieu of second award, and the Combat Action Ribbon.

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Ancient Medicine Helps Treat Modern Ailments

by *Christine Lehmann, M.A., NTP*

Like many of her colleagues, retired U.S. Maj. Miki (Dolma) Johanison, LAc, started her new career as a patient. “I had unexplained and excruciating back pain the past few years of my 21-year Army career. When Western medicine failed to help, my friends encouraged me to see an acupuncturist. I did and was amazed my back pain disappeared after only three treatment sessions. I felt the best I had in a long time—physically, emotionally and mentally.”

Inspired by her positive experience, Johanison decided to pursue a career in acupuncture after she retired from the Army. She enrolled in a rigorous Master of Acupuncture degree program at Tai Sophia Institute in Maryland, now called Maryland University of Integrative Health. The program was the first accredited acupuncture program in the United States and recognizes the mind-body-spirit connection. “The school has a unique way of teaching students to be energetic healers and to bring a healing presence into the treatment room.” Johanison graduated in 2008 and has been a licensed acupuncturist in Maryland since 2009.

Ancient System of Medicine

Acupuncture is a system of medicine that has been helping people for nearly 5,000 years, according to Johanison. She refers to acupuncture as “Asian Medicine” rather than “Chinese Medicine” because research shows it originated from all across Asia, including Korea and Japan, as well as Eastern Europe. The knowledge of acupuncture has been passed down from master to student in a continuous manner. “Each lineage has subtle differences in style and anatomical protocols. A well-rounded practitioner will study the different lineages and be able to select the appropriate style for a specific patient and condition. I practice a style of acupuncture that originated in Japan and Eastern Europe but I am familiar with and appreciate certain aspects of Chinese medicine too,” said Johanison.

What Is Acupuncture?

Johanison describes the body as a web of channels, also called meridians, which carry energy called “Qi,” pronounced “chi” in Chinese. There are more than 300 points along the meridians close to the surface



of the skin where practitioners can access the Qi and correct imbalances. The number of meridians can range from 8 to 84,000, depending on the lineage an acupuncturist practices and personal philosophy, Johanison said.

“I see the body as a web of energetic channels that I can access through 12 primary meridians and 8 deeper ones. In my eight years of clinical practice, I have found that I can attend to any clinical condition, disease or syndrome through these energetic channels.”

Although people think acupuncturists use needles, in reality, they use small thin pins that vary in diameter and length, according to Johanison. “There are points all over the body including on the ears, head, limbs and extremities. An acupuncturist chooses the

pin size to treat a condition based on the point location and the biology of the body.” A longer pin might be selected for points located in muscular areas, for example.

It’s important that the needles have been cleaned and sterilized before inserting them. Many acupuncturists buy needles from a manufacturer who sells them already cleaned and sterilized in sealed packages. The package should only be opened when acupuncture treatment starts.

Acupuncture Treats Many Conditions

Acupuncture is used to treat a variety of conditions including chemotherapy-induced and postoperative nausea and vomiting, dental pain, fibromyalgia, headaches, labor pain, low-back pain, neck pain, osteoarthritis and menstrual cramps.

Johanison tends to specialize in managing acute and chronic pain. “There is no one-size-fits-all to managing pain because people experience it differently. My treatment depends on the type and level of pain and the root cause.”

For example, if a patient reports a pain level of 6 or above on a scale of 0 to 10 and remains in regular treatment, Johanison can manage and reduce that pain using her acupuncture techniques to a level of 1 to 3 with periods of no pain. This pain reduction decreases or even eliminates the patient’s need for medications.

Johanison also finds it very rewarding to specialize in women’s health, especially helping women become pregnant and sustain a healthy pregnancy. She recently helped two women with high-risk pregnancies deliver healthy babies. One had a history of ectopic pregnancies (when the embryos lodge in the fallopian tubes) and the other had a history of miscarriages. “It’s the acupuncture and wellness coaching during pregnancy that makes the difference in fertility cases,” Johanison said.

Johanison explained that she treats the fetus and the pregnant woman with acupuncture at the same time. “I talk to the fetus, and touch and needle the woman’s stomach. Parents of both babies later reported their babies sleep through the night, are

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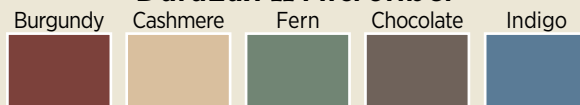
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She compared moxibustion to a water hose with kinks that block the flow of water. When the kinks are removed, the water bursts out and returns to a normal flow. "This is similar to how Qi flows in the body."

healthy, and calm."

When asked about the safety of inserting needles into a pregnant woman's stomach, Johanison replied, "These are not hypodermic needles, but solid stable pins that are inserted very superficially to the body. It's completely safe to place needles along the woman's mid-line or to the side; however, we do not insert needles on certain points on the body during each trimester, to avoid triggering a premature birth. That still leaves a whole host of points to work with."

Treating patients with Parkinson's, which is a neurological disease, is becoming more common for Johanison. A patient in her 60s sought her out six years ago after receiving a diagnosis of Parkinson's. "She noticed a small tremor in her left hand that started in the pinkie and 4th finger and went up to the wrist. She wanted to incorporate acupuncture into her Western treatment," Johanison said.

"I have seen her weekly and then every few weeks since the Parkinson's diagnosis. The tremor never progressed past her elbow. Now in her 70s, she has started to shuffle when she walks, a common condition among Parkinson's patients, but is still very independent, lives alone, runs her horse farm and enjoys many activities. Managing her physical symptoms and slowing the progression of Parkinson's helped her emotional health and her cognition on her most recent test was 100%," said Johanison.

Working With Herbs and Moxibustion

Johanison incorporates herbs into her treatment of simpler conditions and refers more complicated cases to herbalists. She noted that, in ancient times, acupuncturists were referred to as physicians who would prescribe herbs for different ailments or conditions.

Moxibustion is the process whereby moxa, a dried herb, usually mugwort, is molded into a cone-like form and placed on the body, on needles or in a box, which is essentially like a modern-day heating pad, Johanison explained. "This brings the body fluids, especially blood, and Qi together, which increases circulation and relieves or disperses pain, which the patient experiences as discomfort."

She compared moxibustion to a water hose with kinks that block the flow of water. When the kinks

are removed, the water bursts out and returns to a normal flow. "This is similar to how Qi flows in the body. When Qi is stuck, an acupuncturist uses needles and moxa to open the channel back up and allows the blocked flow of energy to burst through the area and then begins to calm. The patient notices the release and says it feels so much better!"

Johanison combined acupuncture with moxa to effectively help a young woman with kidney disease stay off dialysis while she was waiting for a transplant. "It was very important to her to remain independent. She was able to continue most of her daily functions until she received her transplant a year later. Her doctors told her to continue with the acupuncture because they could see the difference it made compared to their usual kidney patients who were on dialysis or would be on dialysis soon," Johanison said.

What Should People Look for in an Acupuncturist?

First and foremost, choose an acupuncturist licensed in the state where h/she practices, which confirms the individual has met certain qualifications. Acupuncturists are held to a code of ethics and professional standards developed by boards of acupuncture in the U.S., similar to those for other clinicians, according to Johanison.

Secondly, a patient needs to trust, like and be comfortable with the practitioner to share private information, including a medical history. "The practitioner forms a partnership with the patient to enable healing in the treatment room. The patient needs to be at ease to ask questions about how a condition is being treated or how the needles work," Johanison said. "A good practitioner will take the time to explain these things." **FRA**



Miki (Dolma) Johanison, LAc is a member of the Holistic Family Medicine group located in Frederick, Md. She serves as a faculty member and student clinic supervisor at the Maryland University of Integrative Health in Laurel, Md. You can contact her through her website: www.acupuncturehelpyou.com or her email at djohanison@gmail.com.

FRA CONGRATULATES THE FOLLOWING Shipmates who became Life Members during the fourth quarter of 2016. The listing also includes their branch number or their designation as a Member-at-Large (MAL).

Call 1-800-FRA-1924 to learn how you can become a Life Member of FRA.

Name	Branch						
OCTOBER							
Tim J Moon	90	John E Kelly	24	Glenn Little	269	Daniel I Carbonell	46
Avelino F Fontecha	MAL	Christopher R Knabe	70	John H Waterfield	57	Ronald E Nash	163
Ernesto S Viernes	154	Pablo J Mendoza	MAL	Lorenzo D Johnson	34	Antipolo Ligsay	MAL
Tristan J Dumas	20	John Volmars	MAL	DECEMBER			
Sammy K Sugas	MAL	Harold Russell	MAL	Dennis L Turner	MAL	Robert L Gessner Jr	MAL
Robert A Snider	274	Frank B Raynor	91	William R Walsh	126	Kenneth R Chambers	46
Norman S Landino	MAL	Ferdinand Freda	MAL	Michael E Towey	261	Michael J Guerrero	289
Allen R Britten	163	Robert W Stockton	147	Thomas E Krieger	269	Larry D Pepper	269
Edward J Fiume	290	Harry A Barriger	MAL	Richard T Burchett	222	Larry M Mickey	276
Harold W Parker	234	Leland E Fine	MAL	Edward D Klavenski	5	Gary Sheets	94
George G Gardien	MAL	Irvin H Gatlin	311	Norman R Barron	268	James E Window	371
Willis T Williams	MAL	Wilbur T Monroe	29	Lonnie Abrams	MAL	Garland W Odell	112
Pedro G Cabebe	101	William J Minik	24	Genius A Zitani	289	Michael J Goy	24
Paul J Neal	MAL	Leslie G Florida	298	James T Fortney	MAL	Robert T Senior	1
Charles Cooney	14	Richard J Kupfer	22	James F Franks	49	Paul A Mayne	307
Edward J Tessier	MAL	Jack D Cossins	49	Gordon E Kinney	294	Ed Rodriguez	166
John A Sloane	269	Benjamin Welton, Jr.	01	Franklin D Madigan	126	Miguel Reyes	4
Richard Graham	MAL	Jeffrey K Turner	93	John P Triglith	14	Joseph Black	166
Franklin D Schroer	MAL	Philip T Harville	290	Butch Clift	269	Thomas H Ross	MAL
Paul W Roussillon	24	Victor Shipman	MAL	Walter Paroby	24	Trunella Prayer	MAL
Richard George Leuck	20	Norman L Heller	MAL	Steven Khula	307	Arthur L Caliguiran	4
Donald H Humbarger	334	Jess G Pingol	MAL	Jerry Yasgar 1	36	Fernando C Quinto	4
Carlos A Devera	84	Gerald Debona	MAL	Armand J Larochelle	156	Reynaldo B Regis	4
Roy Granger	238	Terry W Palmer	136	Kevin Eichmann	70	John Eda	4
Robert M Pierson Sr	229	Roger L Jernegan, Sr	97	Claude A Brown	MAL	Robert G Garretson	MAL
Arvis D Foshee	MAL	Kevin P Sullivan	261	Robert N Lashomb	41	James G Smith	MAL
Thomas M Rauch	182	Francis J Rodrick Sr	MAL	Clifford H Smith	161	James D Nelson	264
Alexander C Topicz	34	Jacob L Shealy	124	John T Houdek	61	Richard D Hewitt	MAL
Oliver Matthew Taylor	175	Paul B Regnault	24	Arnold A Clemons	51	Paul Kelley	172
Daniel W Branton	112	Victor E Bray	MAL	Sally A Lassalle	MAL	Jack W Dalton	261
William Demar	MAL	Randall B Garner	310	Andrew W Ferguson	161	Thomas E. Mullen	136
Norman K Bagger	268	Thomas Groeber	1	Wayne R Pittsley	238	Thomas R Berger	46
Keith R Brown	MAL	Charles D Rader	162	Lloyd Tilghman	101	James E Hutchinson	47
Frank C Marcell	170	Joe A Cabrera	4	M. Buenconseso Baniago	247	Roger A Johannsen	97
Charles L Herndon	MAL	Phil S Espina	302	Alfred C Wangerin Jr	162	Kevin Butler	MAL
David J. Logan Sr	46	Richard G Dougherty	269	James L Norris	22	William A Speight Sr	67
Jaime Lopez	289	Stanton C McGrath	94	Paul O Mayes	166	John Mathrusse	46
Sidney G Smith	316	Kirby Johnson	161	James A Bright	263	William G Sweany	183
Gerald W Newman	MAL	Edward McGiboney	40	James A Laird	137	Robert J Connor	264
Frederick L Fritchie	24	Donald M Friedman	60	John Meredith	97	Robert M Dyer 1	66
Kenny Golden	166	Walter R Sharpe	94	Roger W Smith	216	Thomas C Williams	182
Joseph A Blick	208	Craig Moffatt	113	James E Brown	172	Vernon H Ferris	126
Robert C Hayes Jr	MAL	Virgil L Carson	MAL	Victor Viera	113	Joseph J Skrzypek	61
NOVEMBER							
George S Pechulis	59	Michael J Coop	MAL	Carl L Hedren	175	Charlie T Worley	181
Richard M Chubb	93	Ramon Cabatan	302	Felix P Keeley Jr	MAL	Bernard Goodbar	MAL
Loyd Knippers	MAL	Luther M Palmer	166	Jessie L Whitney	268	D 'Griz' F Rogers	137
Alan F Hyatt	290	Ramon C De Leon Sr	127	Calvin A Melvin Jr	208	John R Ferguson	77
Richard L Thomas	MAL	John A Carlin	46	Thomas A Gray	60	Edmund B Canby	274
Eugene Himes	103	EMCS John Creel	MAL	Claude F Hixenbaugh	MAL	Perry E Wickham	41
		Matthew C Davis	24	Darwin Leatherman	93	Robin D Ulery	261
		YNC Jerome Taaffe	MAL	Arthur L Miller	269		
		Carl L Sanderson	22	Frank A Szutar	115		

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New Scholarship Program Coordinator

The 2017 FRA Education Foundation scholarship cycle is well underway and will continue until the scholarship application deadline of April 15, 2017.

The Scholarship Program Coordinator is very important to our scholarship program. The individual serving in this job ensures that all goes smoothly during the application, adjudication and notification process.

This is a part-time contracted position and since November 2011, Marilyn Smith served as our coordinator and did an excellent job overseeing the program. Marilyn assumed the position from Shipmate Vince Cuthie who, in addition to other NHQ staff responsibilities before retiring, began serving as scholarship program coordinator for FRA before the Education Foundation was established in 2009.

Marilyn recently announced she will be moving back home to Massachusetts with her husband, former USCG Reserve Force Master Chief Jeff Smith. So we began the search for a capable and committed replacement from the DC area.

During discussions with several Foundation and Association leaders, one individual was consistently mentioned as a great person to step into the position. Alicia Landis, retired FRA Administrative Director, who did an outstanding job for the Association while working as a key member of the NHQ team was that person. When asked to serve in the coordinator job, she answered yes. I'm pleased to report, effective January 4, 2017, Alicia will be the new Education Foundation Scholarship Program Coordinator.

Her duties include: responding to telephone calls, email messages, and correspondence pertaining to the scholarship program; reviewing and collating application materials; liaising with the three-member volunteer screening committee members; reviewing and updating applications posted on the Foundation page on the FRA website (www.fra.org/foundation); ensuring compliance with established program milestones each year and managing notification of award selectees.

Although a part-time contracted position, this is the only paid Foundation job. She reports to the Education Foundation Board via the president of the Foundation, and maintains liaison with the Foundation's Assistant Treasurer, currently Nora Graham, who also serves as FRA's Finance Officer. Landis will occasionally work with other NHQ staff as necessary.

It is important to remind everyone about the 2017 scholarship application deadline of April 15, 2017 is fast approaching. It's also important to remind all applicants about the importance of following application instructions and submitting complete packages since incomplete submissions will not be considered by the review committee.

Those eligible to apply for college scholarships

include: **FRA Shipmates; spouses; dependent biological, step or adoptive children; biological, step or adoptive grandchildren; or biological, step or adoptive great grandchildren of an FRA member.**

Non members of the association may also apply for the limited number of annual awards. Scholarship eligibility criteria is included on the application forms, which are available along with additional information, on the Education Foundation page on the FRA website or by clicking the **Events and Programs** tab on the website landing page and selecting the FRA Education Foundation. Application forms can be accessed via the links on the lower part of the Foundation page.

As always, thanks for your assistance in helping spread the word about this important program and for encouraging eligible individuals to apply for 2017 scholarships. **FRA**



LA FRA West Coast Region



Kelly Pena

The Ladies Auxiliary for the Fleet Reserve Association (LAFRA), West Coast Region encourages its 13 units to continue volunteering at VA facilities, making donations to deserving charities and extending a helping hand, especially to our veterans and their families. We applaud the commitment and dedication of these units, several of which are noteworthy:

Unit 197 Modesto, Calif.

- Veterans' Day Housing Project Dedication completed for veterans in need.



Unit 137 Minden, Nev.

- Participated in Veterans' Day Parade in Virginia City.
- Prepared/assisted branch in "Empty Bowls"
- Project preparing/delivering Thanksgiving food baskets to needy military families in Gardnerville.



Unit 274 Reno, Nev.

- Preparing for March 23-27, 2017 Mid-Year Convention in Boomtown (Reno).

Unit 296 Auburn, Calif.

- Held memorial service for PRP Jan Carlson.

The LAFRA West Coast Region units have been further requested to strengthen and increase their new member recruitment opportunities through their communications via telephone or correspon-



dence and/or membership in like service organizations.

The West Coast Regional Mid-Year will be hosted by Branch 274 and Unit 274 at Boomtown in Verdi, Nev. (near Reno) March 23-25, 2017. All Regional Units and Branches are invited and welcome to attend this annual fun and exciting event.

FRA

In Loyalty, Protection and Service,
Kelly M. Pena
Regional President West Coast

Kelly M. Pena is the LA FRA Regional President, West Coast

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This knife boasts a full tang blade, meaning the blade doesn't stop at the handle, it runs the full length of the knife. According to *Gear Patrol*, a full tang blade is key, saying "A full tang lends structural strength to the knife, allowing for better leverage ...think one long steel beam versus two."

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1. BRANCH 40, CHESAPEAKE, VA.

BMCM (MDV) Carl Maxie Brashear was the first African American to become a U.S. Navy Master Diver, rising to the position in 1970. Brashear served in the United States Navy from 1948 to 1979. He was also a member of Branch 40.



2. BRANCH 72, FALLS RIVER, MASS.

Shipmate Tony Dibenedetto, JOC Branch 72, Fall River, Mass., received his Certificate of Appreciation for finishing in third place for Public Relations in the Region. FRA President, Ed Bailey Sr. presented the certificate.



3. BRANCH 226, STATEN ISLAND, N.Y.

Shipmate Kieth Nelson was selected Enlisted Person of the Quarter by the Chiefs of sector N.Y. (L to R) Chief Moehl, Capt. Day, Commander N.Y. Sector, SK1 Keith Nelson, PNP Jim Brown, President Branch 226 and Command Master Chief, Eric Heimbürger. Shipmate Brown presented a plaque, gift certificate and one-year membership in the FRA.



4. BRANCH 42, QUONSET POINT, R.I.

Branch 42 Vice President Jim Pace presented Shipmate Jim Ludivico with his 65-year continuous membership certificate and pin.



5. BRANCH 46, HONOLULU, HAWAII

(L to R) Branch 46 Membership & Retention Chairman, Scotty Bryan, John Mathrusse and Regional President Northwest, Mark Thompson, displayed the membership renewal for Pearl Harbor Survivor and Shipmate John Mathrusse.



6. BRANCH 94, CORPUS CHRISTI, TEXAS

FRA National President Donald (Don) Larson from Branch 94 poses with USS Arizona 75th Anniversary Ceremony in Pearl Harbor, Corpsmen (L to R) HM3 Edgar Lacayo and HN Meekomari Revecho-1st Battalion, 3rd Marines.



7. ARIZONA MEMORIAL, FRA LEADERSHIP

LAFRA president Helen Courneya and FRA National President Don Larson made time to join Branch 46 at the Pearl Harbor ceremony.





3



4



7



9



10



11



13

nies held this in Hawaii this past December.
8. ROBERT WASHINGTON, FRA STAFF
 FRA Legislative Program Healthcare Advisor, Bob Washington (3rd from Left), attended the Military Health System MSO/VSO meeting with Dr. Guice and several others on December 13 at the Pentagon.

9. BRANCH 13, ATLANTIC CITY, N.J.
 Branch 13 presented a \$1,000 scholarship check on December, 12 at Rowan University in Glassboro, N.J. Attending the presentation was (L to R) University Foundations Administrator Joseph Delgado, Branch 13's Legislative Officer Robert McNulty, Membership Chairman Vice President Robert Campbell, Northeast/New England RVP Al Davenport, Rowan University Veterans' Coordinator Beth Sosnoski and Rowan University Foundation Senior Vice President and Executive Director John J Zabinski.

10. BRANCH 289, IMPERIAL BEACH, CALIF.
 Branch 289 President, Sergio Frost presented Shipmate David Holliwel with his 65-year continuous membership pin.

11. BRANCH 181, NED THOMAS J. SNEE
 Mrs. Ima Black, wife of the First Master Chief of the Navy (MCPON-1) and the sponsor of the USS *Delbert Black* attended the 200th Class of the Senior Enlisted Academy Newport, R.I. this past November.

12. BRIAN CONDON, FRA STAFF
 Fleet Reserve Association National Headquarters Assistant Director of Veteran Programs, Brian Condon attended the U.S. Senators' meeting in Washington DC, honoring Virginia veterans. (L to R) Senator Mark Warner (R), Condon and Senator Tim Kaine (D).

13. CHRIS SLAWINSKI, FRA STAFF
 FRA National Service Director Chris Slawinski (2nd from Left), Military Veterans Advocacy Executive Director John Wells and AUSN Legislative Director Michael Little met in Washington, DC with VA Secretary Robert McDonald and VA leadership to discuss Blue Water Navy veteran exposure to Agent Orange.

To submit a photo for Shipmate News, please email a photo as an attachment in jpeg format to FRAtoday@fra.org or mail a high-quality photograph to FRA Today, 125 N. West Street, Alexandria, VA 22314. Please include a brief description of the photograph and include the names of those pictured. Laser prints and scanned copies of photographs cannot be accepted.

In Memoriam

Name	Branch				
Allen, Eugene, TMC, USN	269	Howard, William O, RM1, USN	MAL	Pulsifer, Donald H, NCC, USN	103
Beatty, Ronald A, SR, USN	MAL	Hurt, Clifford D, SH1, USN	MAL	Reiter, Robert R, CPO, USN	MAL
Bernardino, Ricardo, SKC, USN	10	Hussemann, Arnold J, QMC, USN	18	Rhoads, Jack N, PRC, USN	382
Brasket, Larry F, SN, USN	MAL	Jablecki, F J., RM1, USN	MAL	Romero, German C, MS1, USN	302
Brooke, III, James F, CAPT, USN	181	Johnson, John E, MGYSG, USMC	MAL	Sampson, Frank, CTMCM, USN	46
Burton, William E, LCDR, USN	226	Jones, James D, MAC, USN	MAL	PNP, Schmidt, Ralph A, YNC, USN	159
Cabalag, Marcelo B, PO1, USN	60	Kamper, Charles J, ENC, USN	MAL	Seid, Donald H, YNC, USN	181
Chando, Andrew, BM1, USN	115	Kinsella, Robert J, EMC, USN	294	Slade, Glenford V, CTRC, USN	342
Claypool, Walter P, HMC, USN	MAL	Kolehmainen, Henry M, MSGT, USMC	147	Snell, Norman M, ENC, USN	216
Coffman, Arnold F, TMCS, USN	163	Kuykendall, Jerry A, CTC, USN	182	Snyder, Theodore R, BTCS, USN	177
Collison, Walter N, LTCOL, USMC	24	Lacy, Ronald T, HTC, USN	MAL	Stewart, Howard R, AEC, USN	5
Cooper, Robert F, HTC, USN	5	Larkin, Thomas, USCG	170	Suchand, David E., MM3, USN	269
Cowles, John F, AXC, USN	93	Le Porte, George R., PN3, USN	285	Swenson, Richard W., AMCS, USN	136
Deforrest, Richard L, CPL, USMC	136	Leonard, Michael P, ATCS, USN	72	Tagge, Robert L, AFCM, USN	MAL
Despopoulos, Stephen, ATC	97	Lippold, James E, 1stSGT, USMC	MAL	Toth, George A, HM1, USN	113
Edens, David, POC, USN	MAL	Loe, James E, ATC, USN	70	Treherm, Louis E, AOC, USN	61
Ewing, Walter L, AD-2, USN	170	Lucier, Richard E, YNCS, USN	MAL	Turner, Clinton G, AMSC, USN	MAL
Ficken, Henry L, ADRC, USN	197	Marshall, George Thomas, GMCS, USN	MAL	Warbler, Doyle, SWC, USN	238
Fish, Francis W, CT1, USN	309	Marshall, Harold F, PO1, USN	161	Weber, Joe C, HM1, USN	162
Franklin, Donald, AMH1, USN	MAL	Moore, Richard A, ENC, USN	104	Weir, Gordon G, AD1, USN	146
Frederick, Edward F, QMCM, USN	MAL	Morales, Mark E., EMC, USN	289	Wile, Howard E, AOC, USN	130
Gagne, Donald P, SKCS, USN	31	Morales, John, CM1, USMC	289	Williams, Pat H, SCPO, USN	MAL
Gidusko, John E, LT, USN	117	Morgan, Glenn R, GMG1, USN	57	Young, Edward A, DPCM, USN	162
Greenberger, David, LCDR, USN	263	Morris, Lawrence B, HTC, USN	365		
Gudgalis, James H, RM1, USN	MAL	Morris, Richard, EOCS, USNR	MAL		
Harlan, Robert, AD1, USN	MAL	Orban, John F, DMCS, USN	44		
Harris, Joel D, ADC, USN	91	Otten, Wilbur J, CTRC, USN	MAL		
Hoover, Blaine W, MSGT, USMC	MAL	Oxley, Francis M, LCDR, USN	120		
		Park, Arden A, PO1, USN	47		

Names in **red** indicated 50 year continuous members.

Name in **bold** indicate past national officers.



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 Contact: Mike Rodrigues
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 email: bmcmmrodrigues@gmail.com

USS Shreveport (LPD-12):

04/23/2017 - 04/27/2017, Virginia Beach, Va.
 Contact: David Fix
 Telephone: 717-203-4152
 email: david.fix@reunionplannersplus.com

Mine Division 113 Vietnam:

10/12/2017 - 10/15/2017, Hot Springs, Ariz.
 Contact: Don Hecke, 223 Ranchester Terrace,
 Hot Springs, Ariz. 71913
 Telephone: 501-620-0593
 email: don9329@hotmail.com

USS Persistent MSO-491:

05/04/2017 - 05/07/2017, Laughlin, Nev.
 Contact: Terry Nevin, 561 N.E. Silver Pine Dr.,
 Bremerton, Wash. 98311
 Telephone: 360-977-6248 or
 Nelson Arroyo, 619 Highlander Ave.,
 Placentia, Calif. 92870
 Telephone: 714-524-1747

USS Des Moines CA-134 Reunion association:

07/27/2017 - 07/29/2017, Hermitage, Pa.
 Contact: Roy Lammey, Jr., 3093 Ben Davis Ave., Lower
 Burrell, Pa. 15068-3434
 Telephone: 412-600-7207
 email: royjo@comcast.net

Naval Air Station Atlanta (Marietta & Chamblee):

05/05/2017 - 05/06/2017, Dilliard, Ga.
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All Reunion and Looking For notices must be submitted in writing. Members are authorized one free reunion posting/year and can post reunions online at www.fra.org, submit via email to VictoriaD@fra.org or in writing to FRA Reunions, 125 N. West St., Alexandria, VA 22314.

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Investing vs. Paying Off Debt: The Debt Dilemma

The process for eliminating debt is anything but an easy-to-solve financial equation. Many people wonder if they should pay off their debt as quickly as possible or invest their money, letting debt payments run their course.

The answer depends on whom you ask. Theories about balancing investing with debt vary widely.

Some financial experts say freedom from debt is the most important goal. Others say it's more about the math: Your money should go toward investing if your investments earn a higher rate of return than your debts cost you. Still others focus on the emotional aspect: how comfortable are you with a certain level of debt?

Neither one nor the other

Better yet, perhaps, is a balanced approach to wealth management. If you're like most people, you'll need to manage finances for both present and future needs. That means paying off some debt today while simultaneously investing with an eye on the future.

Although your decisions should take into account your own needs and circumstances, consider the following guidelines for handling debt in light of investing goals:

Save for a rainy day. Before paying down debt (beyond required payments) or settling on an investment strategy, make it your first priority to put funds aside for an emergency reserve. We recommend six months or more of living expenses; an absolute minimum is three months' worth. These funds should be in traditional savings or very short-term, highly liquid, non-volatile investments.

Your future first. As a general rule, your long-term investment plan should take priority over applying extra amounts toward debt. Be careful as well not to let "lifestyle creep," a tendency toward more expensive tastes and luxury consumption, impede your investment outlook.

By contributing to a long-term investment plan as early as possible, you may set yourself up for a brighter future. If paying down debt is also a prior-

ity, you'll want to examine your personal budget to decide how much to direct each month toward investing and how much toward debt repayment.

Just remember, there are no magic numbers. In general, the best advice is to make sure your investment strategy fits your financial expectations for the future.

Prioritize your debts. With an emergency fund in place and your investment strategy up and running, putting any extra money toward your debts is also a smart way to go. But how do you decide which debts to pay down first?

One approach is to start with the smallest debts first to eliminate at least some of your debt burden and interest payments in a timely manner. It also makes sense to pay off high-interest debts like private student loans and credit card debt more quickly.

Federal student loans and mortgages might be lower priorities, because their rates are often lower and their terms are longer. Vehicle loans might fall somewhere in the middle. Tax considerations might also come into play.

It's personal. As you divide and conquer debt, don't forget to consider the emotional side of your strategy. If paying off a certain debt will help you feel more secure, you might want to go with your gut feeling.

You'll enjoy a growing sense of financial freedom as you stay on course and get your debt under control. As it shrinks over time, you may find you have more funds available for enjoying the present and focusing on the future. **FRA**

This article was written by/for Wells Fargo Advisors and provided courtesy of Carl M. Trevisan, Managing Director-Investments and Stephen M. Bearce, First Vice President-Investments in Alexandria, VA at 800-247-8602.

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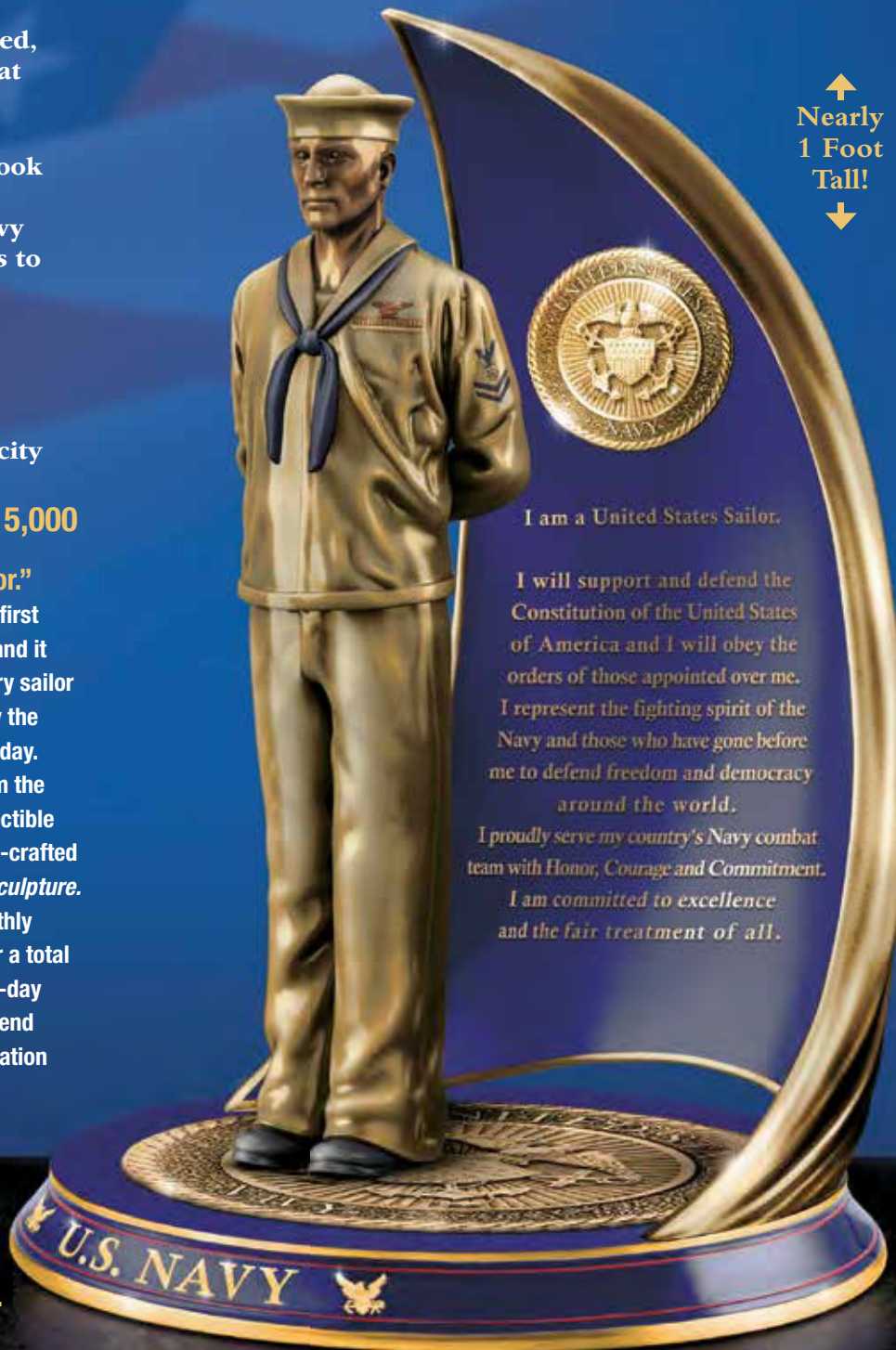
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Chief Yeoman Ralph A. Schmidt U.S. Navy (Retired) July 17, 1935 – January 1, 2017 FRA National President 2002 - 2003

FRA Past National President Ralph Schmidt joined the Staff of the Supreme Commander on January 1, 2017. He will be laid to rest at Arlington National Cemetery at a later date, in approximately five months.

Shipmate Schmidt was a native of New Jersey and a longtime resident of Worcester, Mass. before moving to Texas and joining Branch 159 Space City, Spring, Texas. Ralph was a veteran of both the Korean and Vietnam Wars. He joined the Navy in 1953 and spent 20 years as a yeoman and submariner. Schmidt served on board the USS *Piper* (SS-409), USS *Diablo* (SS-488), USS *Toro* (SS-422), USS *Becuna* (SS-319), USS *Dogfish* (SS-350), USS

Sarda (SS-488) and the USS *Sea Robin* (SS-407). He also served on the staff of Submarine Squadrons TWO and EIGHT; Deputy Commander Submarine Force, U.S. Atlantic Fleet; Commander Submarine Force, U.S. Atlantic Fleet; and Commander Submarine Flotilla TWO. Schmidt also served as a court reporter and was an instructor at the Naval Justice School in R.I.

Ralph retired from the Navy in 1973 as a Chief Yeoman having served at nearly a dozen different locations throughout his service. He received the National Defense Service Medal (2 awards) and the Good Conduct Medal (5 awards).

Not only did he balance his life as a military man, but also as a husband, a father and a life member of FRA. Shipmate Schmidt spent 56 years in service to the Association by joining back on July of 1960. He served at several Branches as Secretary, Vice President, then President. He assumed the roles of the NE Regional Secretary and Parliamentarian, Regional Vice President, Regional President and as Chair of the NE Audit, Constitution and Bylaws, Public Relations and Convention committees.

Shipmate Ralph didn't stop there, as he continuously provided services in different areas. He served on several national standing, special and convention committees, including Budget & Finance; Americanism & Patriotism; Hospitals, Welfare & Rehabilitation; and Employees' Pension Committees as well as the Special Committee and to review the Regional Presidents' manual. He also chaired the ADHOC Committee on Reorganization, the FRA Building Committee and the FRA Public Relations Committee. His commitment and dedication ultimately made him an exceptional choice as National President. During the 75th National Convention held in Kissimmee, Fla., he was elected as the NP for the 2002-2003 year.

Ralph was a dear friend to many and an exemplary shipmate of FRA. He will be greatly missed. The entire Fleet Reserve Association and staff would like extend its most sincere sympathies to Shipmate Schmidt's family and friends. **FRA**



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