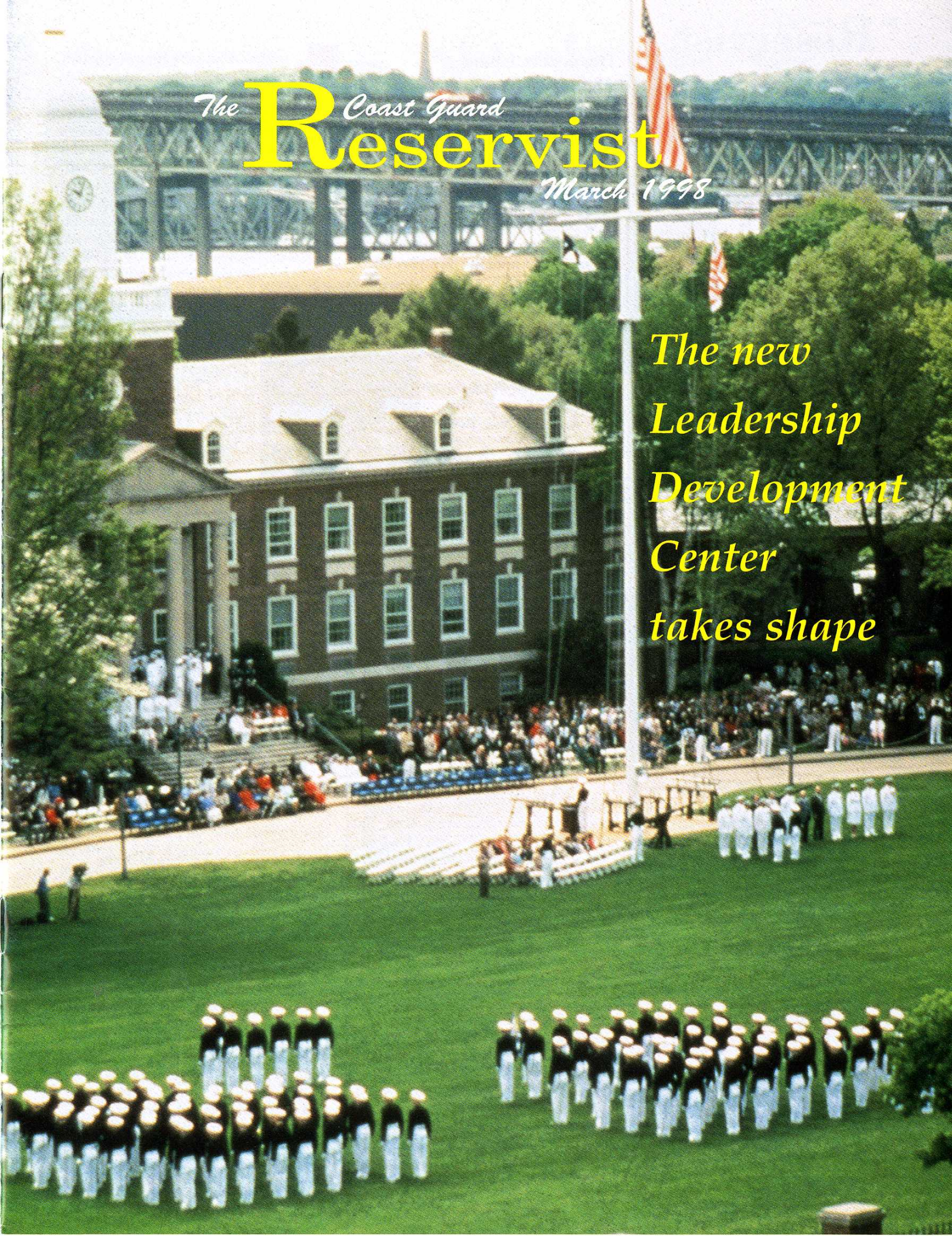
The Coast Guard Reservist
March 1998



The new Leadership Development Center takes shape

The Coast Guard Reservist

March 1998

Vol. XLV, No. 2

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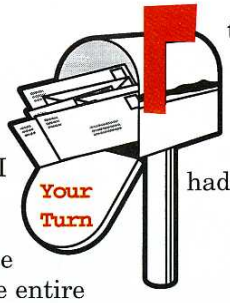
On the Cover

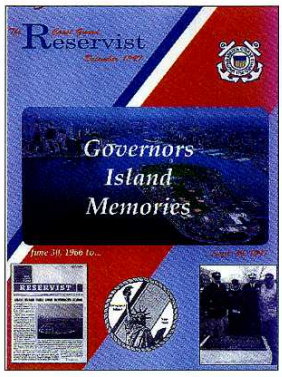
FRONT: *The Coast Guard Academy in New London, Conn. is the home of the Coast Guard's new Leadership Development Center. USCG photo.*



Governors Island Memories feedback...

Wow, wow, wow! When I received my December issue on Governors Island, I had just returned home from my civilian job as a policeman. I sat in my police uniform with coat on for the entire reading...I couldn't put it down! [It is] a real family story, a family I am proud of and proud to be a part of. Everyone has "15 minutes of fame" and I received part of my 15 minutes as my story was published on page 7. Keep on keepin' on and God bless.

— *CDR Joseph Keglovits USCGR*
Activities New York



My nephew, a Coast Guard Reservist, recently gave me his copy of *The Reservist* featuring Governors Island. [Reading it] brought back a lot of fond memories as I was stationed there from 1970-73, attached to Base SP's (Security Patrol, not Shore Patrol as everyone thought). All the pictures and letters from former Coasties were enjoyable to read. My years on Governors Island were some of the best of my life and your magazine helped me relive them all over again. Thank you again for the memories.

— *James E. Meade*
Lebanon, Pa.

Great job on the article entitled "Governors Island Memories." After graduation from boot camp, I was stationed on *CGC Gallatin* (WHEC 721) when it was homeported at Governors Island from 1976-78. In 1977, the Coast Guard was still adjusting to women on active duty, and the *Gallatin* was the first cutter in the fleet to have women permanently assigned afloat. The executive officer at the time was CDR Robert Kramek, now Commandant. What a challenge that must have been for him being in charge of the transition.

Those of us who have been around long enough know how times have changed, and what kind of impact women have made in the Coast Guard. I find it interesting that on page 6 of the aforesaid issue, the plaque displaying the officers assigned to the "Admiral's House" started listing the Admiral's spouse in 1978. Do you think that is a coincidence, or another example of the influence women have had on changing the Coast Guard?

— *LCDR G. Boyle, USCGR*
Oldsmar, Fla.

Bravo Zulu to the staff of *The Reservist* for the December 1997 edition. It brought back many fond memories. Being a Coast Guard "brat," I grew up on Governors Island as a toddler, and then frequently visited "The Rock" while at the Coast Guard Academy in New London, Conn. and during my first tour onboard *CGC Hamilton* in Boston.

Like many other Coasties [mentioned in the article], it was great having a piece of isolated Coast Guard property so close to New York City. You could enjoy all NYC had to offer, while living in protected seclusion on Governors Island. I always thought it was neat playing golf on the island, with the Manhattan skyline right above you. I know that living on Governors Island was the best of times for my parents (my mother frequently tells me so), and it was definitely a bittersweet moment when they closed the Island. Thanks for the memories, and keep up the great work!

— *LT Sean Murtagh, USCG*
Commanding Officer, CGC Mustang
Seward, Alaska

The layout and coverage in the December 1997 edition on "Governors Island Memories" was excellent. Looking through it made me want to cry at times, and other times it brought laughter. "The Rock" will always be a pleasant memory. Would it be possible to be forwarded extra copies of the December issue?

— *James C. Bunch*
Floral City, Fla.

Editor's note: Approximately 2,000 extra copies were printed in anticipation of reader demand, such as expressed here by Mr. Bunch. Drop us a line if you want or need extras. By the way, since publication of the

December issue, nothing has been decided over the future of Governors Island. However, an article in the Jan. 6, 1998 "New York Post" reported that executives with movie maker MGM had toured the 172-acre Island with the idea of building a casino-resort and movie studio. Officials from N.Y. and Columbia University have also expressed interest. Whoever ends up with GI will be responsible for maintaining all 102 of the historic buildings on the Island's north end.

Law regarding time off for Reserve obligations

Can you provide me with the federal or state law that states that employers have to give time off to a reservist so that they can drill? Some of the reservists here at MSO Tampa, Fla. say they must use their own leave time or other personal time in order to fulfill their military obligation.

— SK2 Willie Wilson, USCG
MSO Tampa, Fla.

Editor's note: According to the National Committee for Employer Support of the Guard and Reserve, there has been such a law since 1940 known as the Veterans' Reemployment Rights (VRR). On Oct. 13, 1994, President Clinton signed the Uniformed Services Employment and Reemployment Rights Act — a comprehensive revision of the VRR. USERRA became fully effective Dec. 12, 1994, and is contained in Title 38, United States Code, Chapter 43 (Sections 4301 through 4333). Also, in the "Reserve Forces Almanac" it is recommended that reservists provide ***written*** *requests to their employers for both their annual ADT and IDT. A simple written request with the known drill schedule included should be done as often as the drill schedule is available/updated. Some reservists may not be aware of this, but it builds a better relationship with employers to keep the communication flowing — in writing as well as verbally — regarding their reserve military obligation. Plus, the law requires that employers must grant the IDT and ADT time off the moment they receive the written "request" and are not allowed to use the reservist/employee's civilian vacation/leave time to accommodate it. Watch for an article on this in a future issue. In the meantime, questions can be directed to the NCESGR Ombudsman at 1-800-336-4590 or visit their web site at: http://www.ncesgr.osd.mil/*

Loy nominated for Commandant

VADM James M. Loy has been nominated by ***President Clinton*** to be the U.S. Coast Guard's 21st Commandant. Pending Senate approval, VADM Loy will become Commandant at a Change-of-Command Ceremony May 29, 1998 at Fort Lesley J. McNair in Washington, D.C.

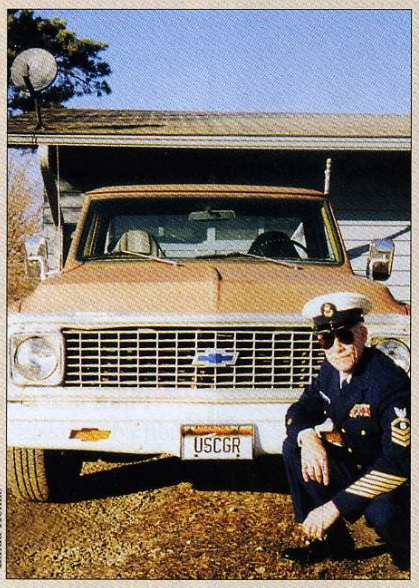
USCG photo

VADM James M. Loy

VADM Loy's 34-year Coast Guard career began in 1960 as a cadet at the Coast Guard Academy where he graduated in 1964 with a B.S. degree in General Engineering. In addition to his most recent assignment as the Coast Guard's Chief of Staff, others include Commander, Atlantic Area and Commander, U.S. Maritime Defense Zone Atlantic; Commander, Eighth Coast Guard District and Chief, Office of Personnel and Training. VADM Loy has commanded four Coast Guard cutters including the *Point Lomas* on 43 combat patrols in Vietnam, *CGC Valiant* and *CGC Midgett.* He earned advanced degrees from Wesleyan University and the University of Rhode Island and attended the Industrial College of the Armed Forces.

His many awards include three CG Distinguished Service Medals and the Defense Superior Service Medal. Born in Altoona, Pa., VADM Loy is married to the former ***Kay McGirk***. They have two children: ***Kelly Loy Morf*** of Cary, N.C. and ***Michael***, a CG lieutenant junior grade stationed in Key West, Fla. ALCOAST 009/98, 042001Z FEB 98 announced the President's nomination of VADM Loy for Commandant.

USCG License Plate of the Month



Linda Helms

PSC Robert K. Helms, USCGR

This month, *The Reservist* magazine salutes the Cornhusker state for its Coast Guard License Plate of the Month. Coast Guard Reservist ***PSC Robert K. Helms*** is the proud owner of this 1972 Chevy pick-up truck, parked in front of his home in Johnson, Neb., population 332! Helms entered the Coast Guard during the summer of 1961 and served four years on active duty. In 1980, he reenlisted in the CGR and was assigned to MSO Baltimore. After many years in law enforcement, he returned to Nebraska in 1990 where he is presently Reserve Supervisor, ATON program, for the *CGC Gasconade* (WLR-75401). He and wife Linda, married 30 years, serve some "down home cookin'" to their community as they own and operate the *Main Street Cafe* in Johnson. As far as the chief's hobbies, it's Nebraska football, Nebraska football and Nebraska football (#1 in final Coaches 1998 college football poll). Chief Helms challenges all Coast Guard Reservists from Michigan (#1 in final AP 1998 college football poll) to send in a photo of a license plate honoring the USCG or USCGR from the Wolverine State.

A View From the Bridge

"Port Wing"

By Rear Admiral J. Timothy Riker, USCGR

Senior Reserve Officer, Pacific Area

This issue of *The Reservist* focuses on two topics perhaps not commonly discussed within the Reserve community. I am referring to the ***Leadership Development Center*** and ***Coast Guard Mutual Assistance***.

Establishment of the Leadership Development Center (LDC) appears to be proceeding apace. It will be formally dedicated May 12. For the first time in our history, the Service will have a single location truly devoted to the study, discussion, and teaching of leadership as it applies to all elements of our force. A primary advantage of a single location to which all of our communities have access is obvious. Each has much to learn from the unique perspectives of all the others: Active Duty and Reserve commissioned and warrant officers, chief petty officers, and enlisted personnel; auxiliarists and civilian employees.

The Superintendent of the Academy, ***RADM Doug Teeson***, uses terminology that I believe fully conveys his vision — and that of his staff — as to the inclusive future of the institution. By adding an *apostrophe "s,"* he refers to New London as The Coast *Guard's* Academy. We all stand to benefit from the opening of the LDC. Additionally, with the opening of the Center, the Academy will continue to be a useful — and used — resource well into the next century.

Of course, leaders are developed not from schooling alone, but through relentless testing and experience in the operational world as well. But the LDC can provide students with an opportunity to explore and learn fundamental principles of leadership, and examine their own strengths and weaknesses in relation to those principles, as they prepare themselves for future missions and responsibilities.

Meanwhile, *Coast Guard Mutual Assistance* is a program that has performed superior service since 1924. As first established by the wives of several Coast Guard officers, its original mission was to "minister to the general welfare of the commissioned officers, warrant officers, enlisted men and civilian employees of the Coast Guard and their immediate families." Renamed *Coast Guard Mutual Assistance* in 1979, today this program efficiently and confidentially offers assistance to the entire Coast Guard family. Of course, this family includes reservists and auxiliarists. Its six programs help fill the gap when unexpected misfortune or reversals put financial strain on a family or individual. They can provide guidance or assistance to prevent the problem from occurring in the first place.

But key to understanding how Mutual Assistance works is the fact that its funds come ***solely*** from contributions and return on investments. This is not a subsidized organization. Significantly, in 1997, it provided a total of over $4.8 million dollars in loans and over $587,000 in educational and personal grants. But there is a rub those of us in the Reserve Component should know: Whereas Active Duty personnel contributed over $500,000 toward the program and received $4.2 million dollars in loans and grants, Selected Reserve personnel contributed only $1,226, yet received $124,000 in assistance.

Put another way, in 1997, the Active Duty ratio of assistance to contributions was $8 of assistance to every dollar contributed. Meanwhile, from the Reserve Component, the ratio was $101 of assistance to every dollar contributed.

The reason for this disparity in ratio is probably not surprising. I believe few reservists are aware of their own eligibility for benefits or assistance. Therefore, many reservists perhaps do not see Mutual Assistance as warranting consideration on their list of charitable organizations. But since the entire Coast Guard family is eligible, the entire family's support is needed.

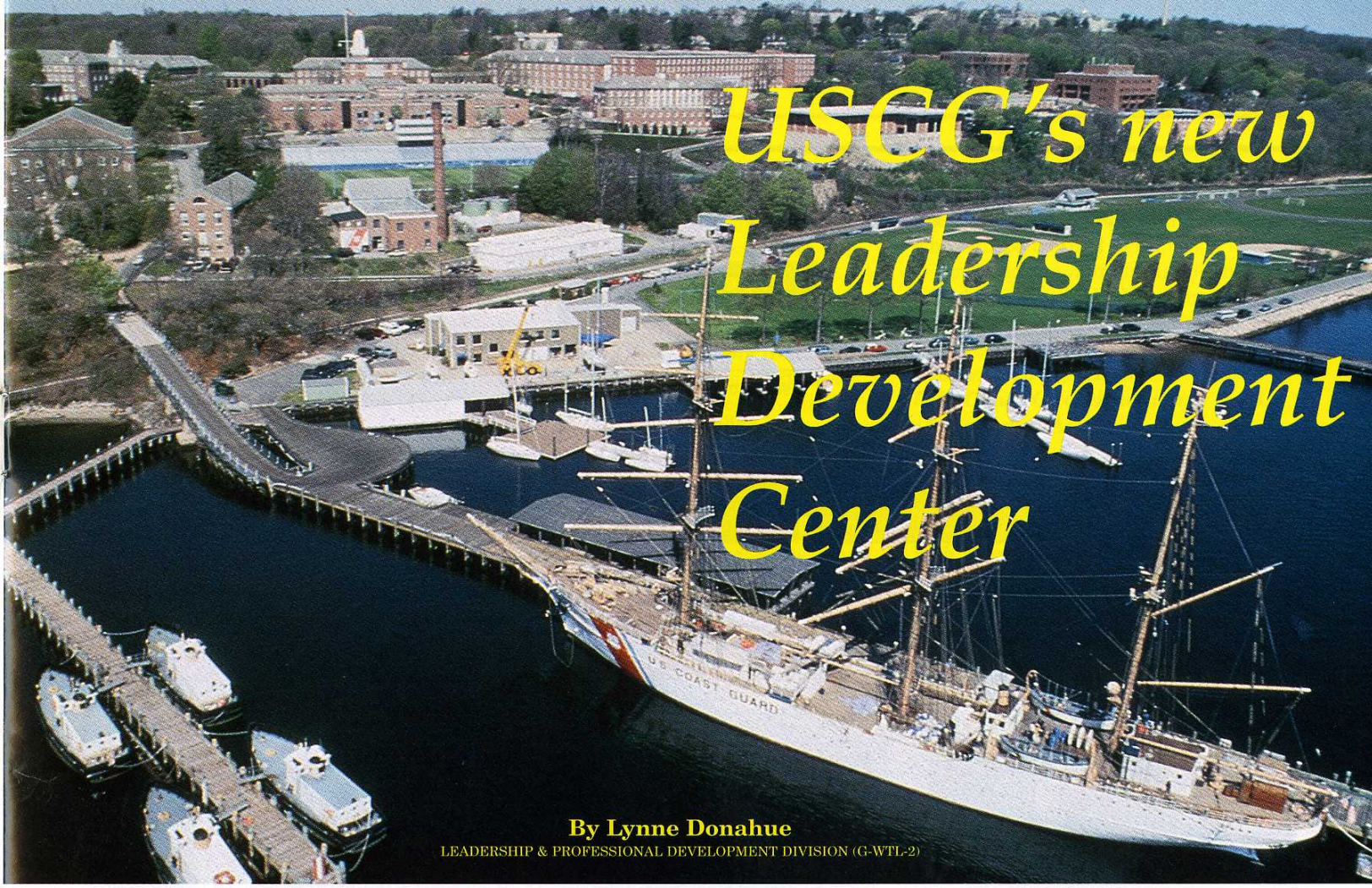
Plain and simple, *Coast Guard Mutual Assistance* can be helped immeasurably by more contributions from everyone, especially from those of us in the Reserve Component. I urge each of you to very seriously consider 1998 as the year that you will make a contribution to Mutual Assistance *(see article on back cover)*. That's the Coast Guard way of saying "we take care of our own."

Commandant inducted into ROA Minuteman Hall of Fame

ADM Robert E. Kramek, our Coast Guard's 20th Commandant, has been inducted into the Reserve Officers Association prestigious Minuteman Hall of Fame for "his patriotic service to the nation in war and peace, his devotion to the citizen-sailor tradition, and his total force leadership role in preserving peace." ROA National President, ***Col. Herbert N. Harmon***, USMCR, presented the award Jan. 26 at the opening session of ROA's Mid-Winter Conference in Washington, D.C. Kramek is the fifth Coast Guardsmen to be inducted since the award's inception in 1959. Other Coast Guardsmen previously inducted include: ***ADM Edwin J. Roland***, 1966; ***ADM Owen W. Siler***, 1978; ***RADM Alan D. Breed***, 1987; and ***ADM Paul A. Yost, Jr.***, 1988. ***President Harry S. Truman*** received the first award in 1959. Other notable recipients include: ***President John F. Kennedy***, 1962; ***Sen. Barry M. Goldwater***, 1986; and ***Gen. Colin Powell***, 1990.

ROA photo

ADM Kramek receives the Minuteman Award from ROA National President Col. Herbert N. Harmon, USMCR.



USCG's new Leadership Development Center

By Lynne Donahue
LEADERSHIP & PROFESSIONAL DEVELOPMENT DIVISION (G-WTL-2)

The CG Academy in New London, Conn. is the site of the new Leadership Development Center. USCG photo

Developing leaders is nothing new to the Coast Guard Academy in New London, Conn. It has been dedicated to producing Coast Guard leaders since 1876. With that proud history and tradition as a foundation, the Coast Guard is creating the Leadership Development Center (LDC) scheduled to open in May 1998 at the Academy.

The opportunity to create the LDC resulted from recommendations of a Leadership Work Group and the 1995 national streamlining plan. The center will become the hub for leadership development for the entire Coast Guard work force, military and civilian. Weaving the LDC into the Academy fabric will strengthen the Academy's already highly distinguished, well-deserved reputation for excellence. Establishing the LDC provides concrete evidence of the Coast Guard's ongoing dedication and commitment to its most valuable resource — people.

Schools forming the LDC

The LDC will consolidate various leadership training elements (schools) listed below at one geographic location. Some schools have already relocated to the LDC while others, like the CPO Academy, will move over a longer period of time. Despite consolidation, each school will maintain its own proud culture and identity.

■ **Officer Candidate School (OCS)** ***(17 weeks)*** — OCS transfers from Reserve Training Center (RTC), Yorktown, Va. in July 1998. The first OCS class will convene at the Academy Aug. 22, 1998. At one time, OCS was held at the Academy, but transferred to Yorktown when RTC was acquired in 1959.

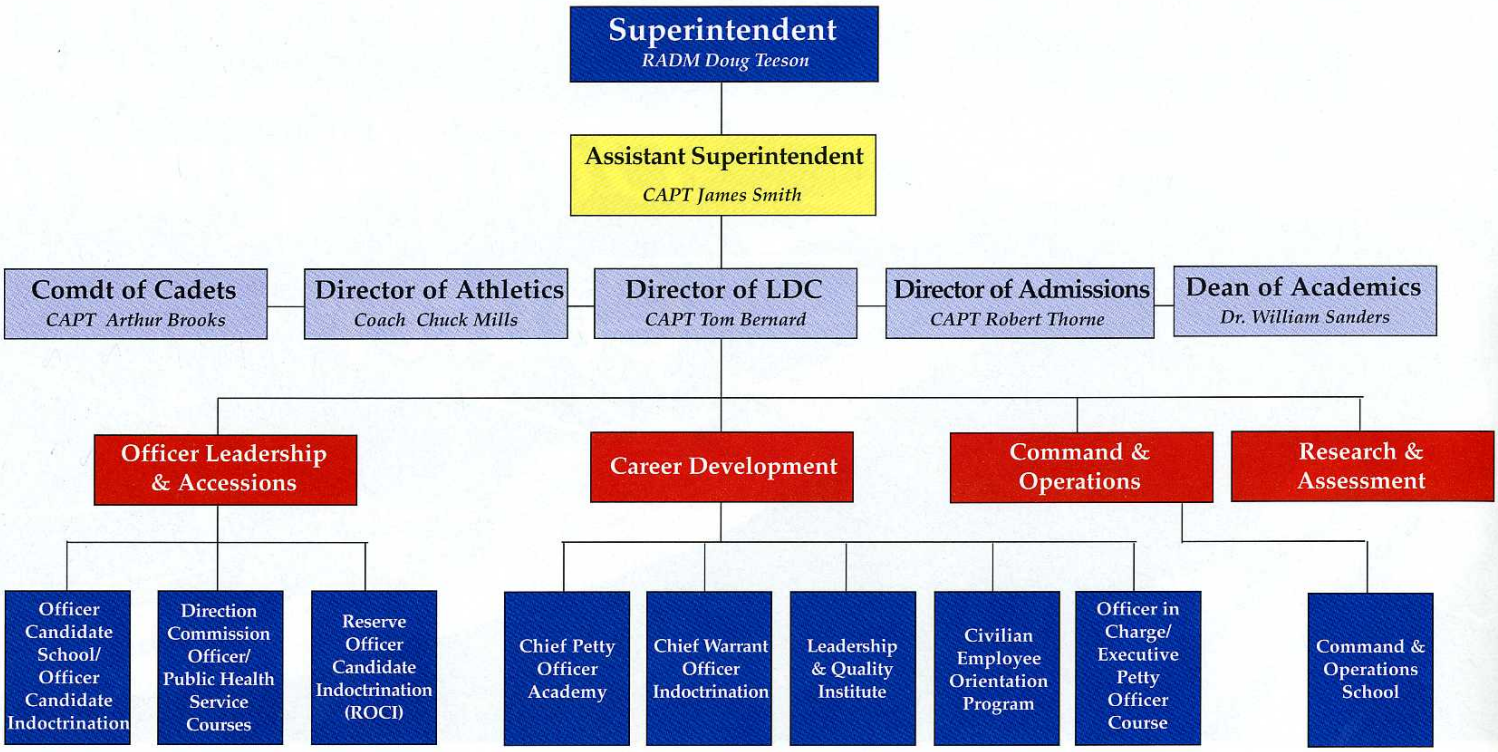
■ **Reserve Officer Candidate Indoctrination (ROCI)** ***(three weeks)*** — ROCI and other officer accession programs transfer from RTC Yorktown in July 1998. During 1998, ROCI will run one class of 40 students (May 16-June 5) at RTC Yorktown. Once in place at the LDC, ROCI will resume its two, three-week convenings with 30 students per class during summer 1999.

■ **Civilian Employee Orientation Program** ***(one week)*** — CEOP transfers from RTC Yorktown in July 1998. This five-day course is tentatively scheduled for the week of Oct. 26, 1998.

■ **Chief Warrant Officer Indoctrination** ***(four weeks)*** — Until the formation of the LDC, Coast Guardsmen attended the Navy Chief Warrant Officer Indoctrination School at Naval Air Station Pensacola, Fla. In November 1997, a Coast Guard-specific CWO pilot course was held at the Academy, laying a foundation for the new LDC *(see story on page 7)*. The next CWO Indoctrination class convenes in May in newly renovated Yeaton Hall. Once in place, six CWOI classes will be conducted annually at the Academy.

■ **Chief Petty Officer Academy** ***(six weeks for active duty course, two weeks for reserve course)*** — The CPO Academy begins a gradual transfer from Training Center

USCG Academy Organization Chart



Source: Coast Guard Academy

Petaluma, Calif. in April 1998. Beginning in fall 1998, the CPO Academy will operate at TRACEN Petaluma and the LDC. This interim arrangement is needed because the CPO Academy is expanding to allow all new chief petty officers to attend the training in 1999. The curriculum will change from a focus on senior CPOs to helping new E-7s make a better transition into the Coast Guard chief's corps. The first convening of the CPO Academy at the LDC is Sept. 12, 1998. Additional facility renovations to accommodate the greater number of students and to operate the CPO Academy solely at the LDC are planned for completion by 2001.

■ **Command and Operations School *(two weeks)*** — This school has been located at the Academy for many years. However, on Nov. 17, 1997, the school officially became part of the LDC.

■ **Officer-in-Charge/Executive Petty Officer Course *(two weeks)*** — OinC/XPO Course transfers from TRACEN Petaluma in May 1998.

■ **Leadership and Quality Institute (includes Leadership and Management School and the Quality Center) *(one-two weeks)*** — The LQI transfers from TRACEN Petaluma in April 1998.

While Academy cadets number around 800, the addition of the LDC schools will bring a 12-15 percent increase in the number of students on the Academy grounds at any one time (about 110). Plus, approximately 60 full-time personnel will staff the various schools that make up the LDC.

LDC's benefits to USCG

The LDC will benefit the Coast Guard in a variety of ways, including:

- Improve leadership skills across the Coast Guard, leading to enhanced mission performance
- Support the Coast Guard's number one goal: *Provide effective leadership so our people can maximize contributions to unit and servicewide success*
- Standardize leadership curricula and enhance the quality of leadership programs
- Create synergy with all leadership efforts connected and located together
- Leverage real Coast Guard experience to improve the education, training, and development of future leaders
- Reach all members of *Team Coast Guard* through such means as formal training, correspondence courses, and unit-level programs
- Provide a single location for officer accessions

Building Improvements

The addition of the LDC at the Academy necessitates substantial building improvements.

■ **Yeaton Hall** — Is being renovated to become the home of the LDC (classrooms and offices).

■ **Munro Hall** — This four-story building overlooking the Thames River is undergoing renovations and will provide berthing for LDC students. It will also contain a large "living room" type area where all students can gather to study or socialize.

■ **Chase Hall** — The galley is being renovated and expanded to serve cadets, LDC students, and Academy faculty and staff.

■ **Satterlee Hall** — Renovations are needed for displaced Academy faculty and staff from Yeaton Hall.

In addition, all LDC students will have appropriate access to the other vast educational and training resources available at the Academy, including an extensive library, waterfront, and athletic facility.

Excitement over LDC

As the LDC takes shape, excitement over its many possibilities is in the air.

"As I travel to various parts of the nation, I'm sensing real excitement about the LDC, especially from senior enlisted and chief warrant officers about the prospects of coming to the Academy," said CAPT Tom Bernard, Director of the LDC. Yet, Bernard says that the concept of the Academy has changed. "With the addition of the LDC, the Academy is more than the cadets," said Bernard. "Now, it also includes ***all*** active duty and reserve officers, warrants, enlisted, and civilians who will be trained here."

Anticipation is building for the LDC's grand opening and ribbon-cutting ceremony slated for Tuesday, May 12, 1998.

For LDC information, contact:
Leadership Development Center
U.S. Coast Guard Academy (LDC)
15 Mohegan Avenue
New London, CT 06320-4195
Phone: *860-437-6838*
E-mail: *ldc@exmail.uscga.edu (SWIII) or LDC/ACAD-CA* (from SWII)
Web Site: *www.cga.edu/ldc/ldc.html*

CWO pilot course lays foundation for new LDC

By Students of CWOI 01-98
CWO INDOCTRINATION SCHOOL

NEW LONDON, Conn. — The first convening of the Coast Guard Chief Warrant Officer Indoctrination School was held in November at the Coast Guard Academy's new Leadership Development Center. This was a Coast Guard-specific course and its incorporation into the LDC represented a significant milestone. Prior to the pilot, all new Coast Guard warrants attended the Navy's Chief Warrant Officer Indoctrination School in Pensacola, Fla.

Using innovative teaching techniques, the course prepares recently appointed chief warrant officers to make the transition from the enlisted work force to the officer corps. One goal of the class is to obtain skills necessary to be more effective officers in today's Coast Guard.

Twenty-four Coast Guardsmen attended the four-week course from a wide variety of units. In addition to classroom and collateral duties, students had weekly luncheon meetings with Academy Superintendent RADM Doug Teeson and members of his staff. "He [RADM Teeson] is sincerely committed to providing a positive environment for the Academy and the LDC to grow from this newly formed relationship," said CWO2 Gary Ewing of Group San Diego.

The class also participated in activities with Academy first class cadets (seniors), including evening social events, lunches and classroom talks. This interaction provided valuable insight into each group's world, creating a better understanding. This mentoring of tomorrow's leaders is just one example of the added value the LDC brings to the Academy.

Since it was a pilot course, the students had the opportunity to help build a strong foundation for the course's future growth. Each block of instruction was thoroughly reviewed to identify areas for improvement, possible alterations to increase course efficiency and potential additions to enhance the course. The class submitted a proposal to change the name of the school to the Chief Warrant Officer Academy, which is being reviewed by Academy staff and Headquarters.

USCG photo

CWO Indoctrination pilot course members, front row: CWO2 R. Casarz, CWO2 T. Noonan, CWO2 W. Cantrell, G. Fulenwider, CWO2 T. McCellan, CWO2 M. Piephoff, CWO2 R. Averill, CWO2 M. Dorman, CWO2 V. Buskirk; middle row: CWO2 D. McCoach, QMCS L. Deon, ATC R. Cashman, CWO2 P. Garcia, CWO2 G. Ewing, ET1 B. McMullin, AVI2 M. Robert, TTC A. Claitt, CWO2 S. Sapp; back row: LT R. Backhaus, instructor; CWO2 M. Howard, CWO2 B. Donahue, CWO2 M. Munnerlyn, CWO2 R. Hall, CWO2 R. Carlson, CWO2 J. Mullinax, CWO2 D. Jones, instructor.

"Being a former chief warrant officer, I put a lot of pressure on myself to get the right balance of subject matter and guest speakers," said LT Bob Backhaus, the CWOI school chief. "Now that the pilot course is through, feedback from the students will be vital for the future of the course. We (the LDC staff) are excited about being here and establishing this course."

Until April 1998, the Coast Guard chief warrant officers will continue to attend the Navy's CWO Indoctrination School in Pensacola, Fla. The next Coast Guard-specific Chief Warrant Officer Indoctrination class will convene in May 1998 in the newly renovated Yeaton Hall. Approximately six CWOI classes per year will be conducted at the Academy.

LDC Q&As

By CWO2 Dean Jones
LEADERSHIP DEVELOPMENT CENTER

The success of the newly created Leadership Development Center (LDC) depends in large part on the degree that the program is understood and supported by all components within the Coast Guard: Active, Reserve, Auxiliary and Civilian. To further the understanding of the LDC, Coast Guard Academy Superintendent RADM Doug Teeson has been meeting with various leadership entities involved in the leadership development process.

In these meetings, RADM Teeson has elaborated on why all Coast Guard leadership schools will be located at one center of excellence, emphasizing how the Academy as a whole will thus become greater than the sum of its parts, which will include the military college and all the LDC schools. The Academy will be more than a place where 50 percent of the officer corps "go through" — it will be a place where most of the Coast Guard "goes to" for leadership development and (via technology) lifelong learning support.

Recently, RADM Teeson met with the gold badge Command Enlisted Advisors at their conference in Washington, D.C. to explain how the Chief Petty Officers' Academy will contribute greatly to the LDC. RADM Teeson asked the CEAs to write down some questions they had about the LDC. Here are some of those questions with RADM Teeson's responses.

USCG photo

RADM Doug Teeson, USCG CG Academy Superintendent

With the establishment of the LDC, will leadership training be provided at the E-3/4 and E-5/6 levels?

Yes. Leadership training will be provided to this group. For the first time, all leadership training for Coast Guard enlisted personnel, from seaman recruit through chief petty officer, will be connected. Leadership will be introduced at recruit training, written into all MRN courses, taught at Class "A" schools, and further developed at the Leadership and Management School and the Chief Petty Officers' Academy. Each step will build on the previous, so by the time an E-7 attends the CPO Academy, leadership training will not have been introduced all at one time, but in increments as a career-long development process.

What are the plans, if any, to inject leadership training at key accession and transition points in the careers of both officers and enlisted personnel?

This process began almost five years ago and is truly a never-ending journey. At this point, Officer Candidate School, the Civilian Employee Orientation Program, the Leadership & Quality Institute, the Chief Petty Officers' Academy, and the new CG Chief Warrant Officer Indoctrination Course all provide leadership training as part of their curriculum. By having a majority of leadership schools operate from one central location and by having the LDC involved in the review of school curricula, these leadership programs will be able to share resources, methods, and philosophies. Various needs analyses are presently ongoing and others will follow to enable us to continually evaluate what leadership training needs to be taught, to whom, and when in their career to provide the very best value to the entire *Team Coast Guard*.

How can we be assured that one group of students, say the CPO Academy, will not be treated as second-class citizens while at the Coast Guard Academy?

Leadership development is equally important across all levels in the Coast Guard. Permanent party chiefs are already setting a positive example at the Academy. It does us no good to favor others at the expense of our CPOs with whom and through whom we must work to accomplish the mission. As

Superintendent, I am committed, as is our faculty and staff, to continually improve the quality of all schools at the Academy and the capability of all students in those schools. This is in line with the Commandant's number one goal for a working environment where all can achieve their full potential. Each student attending an Academy school — whether a cadet, a civilian, an enlisted member, an officer, or an officer candidate — will bring a unique blend of experience and knowledge that will contribute invaluably to the development and learning experiences of the other students. No one will be left out or left behind.

What will be the long-term relationship between LDC schools and the CG Academy cadets?

By establishing the LDC at the Academy, all Coast Guard leadership entities will be able to gain valuable insight and knowledge from each other. For example, in the last couple of years, the chiefs stationed at the Academy have created a mentoring program with the cadets. The chiefs are assigned to a cadet company and share their Coast Guard experiences and knowledge with the cadets, which helps them gain a greater understanding of the chief's role in the organization as well as insight into the enlisted ranks. In return, the chiefs get a better first hand look at the very rigorous development process of a future junior officer. Win-Win!

How do you plan to deal with the nay sayers at the Academy who could inhibit the intent of standing up the LDC?

As with anything that involves change, there were a few negative initial reactions to the establishment of the LDC at the Academy. However, reactions of this type are often made witout having all the facts and positive possibilities presented. Since I've been on board as Superintendent, I've made every effort to provide all the information to all people working at and associated with the Academy concerning the establishment of the LDC. Now that people are hearing about the benefits of the LDC at the Academy and the increased benefits of the Academy combined with the LDC to the Coast Guard overall, the support has been outstanding. This is a great opportunity to contribute as the Coast Guard moves into the 21st Century. To improve as a world class organization, the Coast Guard depends on all Coast Guard leaders — Active, Reserve, Auxiliary, Civilian. The Academy will be where we build, up front, quality into *Team Coast Guard*.

How can I stay current on the curricula of the Chief Petty Officers' Academy and Chief Warrant Officer Indoctrination School?

The LDC has an Internet web site which can be accessed through the Academy's web site *(see page 7)*. The LDC web site is in its infancy, but when fully built, it will contain information about each school as well as leadership development in general. Also, we expect each student graduating from an LDC school to return to their unit with a wealth of information and tools which will help cultivate the development of Coast Guard personnel and, subsequently, the performance of the organization. By incorporating these leadership skills, each student will be promoting the schools' curricula to a vast audience in his or her daily activities.

LDC
Leadership Development Center

USCG photo

The entry gate to the Coast Guard Academy, New London, Conn. The ribbon cutting for the new Leadership Development Center is set for May 12, 1998 at the Academy.

PAC Edward J. Kruska, USCGR

CG Reservist CWO2 (F&S) Beverly Barnfield of CGHQ cuts a cake following a Nov. 3 ceremony appointing her to warrant officer. The "extra large" shoulder boards are a tradition within the Office of Reserve & Training given to those promoted.

ENS Felicia Butala, USCGR

Reserve Officer Candidate Indoctrination Class 01-97 in formation at RTC Yorktown, Va. The 1998 ROCI class will be the last held at Yorktown with ROCI transferring to the LDC this summer.

LTJG Heather Parker, USCGR

Reserve Officer Candidate Indoctrination Class 02-97 stands proud and tall at RTC Yorktown, Va. Front row, l to r, ENS John Hahn, ENS Tammy Kimbrel, ENS Nathan Osborne, ENS John Shallau, ENS Ernesto Garay-Lopez, ENS Nancy Whitt, ENS Ken Blair, ENS Silke Psula. Second row, l to r, ENS Carl Greene, ENS Keith Ryan, ENS Jeff Dolan, ENS John Roos, ENS Paul Brotherton, ENS Brent McLean, ENS Lisa Piculell, ENS Kenneth Pounds. Back row, l to r, ENS Jim Johnson, ENS Jim Bolden, ENS Michael Lavrenchik, ENS Len Clark, ENS Jonathan Walsh, ENS Steve Douglas, LTJG Heather Parker, ENS Jim Hotchkiss.

PAC Edward J. Kruska, USCGR

Surf's up for CG Reservist LCDR Diane Coleman at the USCG Surfing Association's competition hosted by Group Cape Hatteras on the N.C. Outer Banks in late September. Coleman, from Carpinteria, Calif., finished first in the women's division.

ENS Lisa S. Piculell, USCGR

ENS Lisa S. Piculell, USCGR, left, receives her commission from her husband, ENS Gene E. Piculell, USCGR, right, at ROCI Class 02-97 graduation at RTC Yorktown, Va. RADM Richard Schneider, Senior Reserve Officer, LANTAREA, center, served as commissioning officer. Gene, who graduated from ROCI in July 1996, is assigned to MSO Seattle and is an attorney while Lisa is assigned to Group Seattle and is a police officer for the City of Bellevue, Wash.

Bravo Zulu...

To CG Reservist ***LCDR Michael O'Donnell***, who was recently awarded the Navy Achievement Medal for serving as CG Liaison Officer, Naval War College Support Volunteer Training Unit 0119, Providence, R.I. The award was presented by Naval War College President ***RADM James Stark***, USN, at a retirement ceremony for O'Donnell and three Naval Reserve officers.

LCDR Michael O'Donnell

To Coast Guard Reservist ***CAPT (Sel.) Dan Flood***, recently awarded a CG Commendation Medal from ***RADM Thomas H. Collins***, Commander, 14th CG District. Flood was recognized for his service as D14 Senior Reserve Officer and Planning Officer from March 1995 to June 1997. He is currently serving as Commanding Officer of HDCU 114, a joint-service unit based in Honolulu.

"Flying high" after promotions...

Three Coast Guard Reservists attached to the Joint Transportation Reserve Unit, Scott Air Force Base, Ill. were promoted recently...while cruising in a Navy C-9 23,000 feet above the midwestern plains! CG Reservists ***CAPT Ronald G. Dodd, CDR William C. Hansen*** and ***SK1 Dayne M. Ventura*** were pinned by ***Col. Robert P. Dudley***, JTRU executive officer and ***RADM John H. McKinley***, JTRU Commander. Dodd serves as CG element executive officer for the JTRU, while Hansen and Ventura are assigned to the JTRU operations and logistics directorate. The unit was en route McGuire AFB, N.J. for training.

Team effort pays off at San Diego

Five Reserve yeomen from the personnel reporting unit at CG Activities San Diego were advanced together Jan. 1.

"In my experience, this was a truly unusual occurrence," said ***YNC Rick Labib-Wood***, one of those advanced. ***YN1 Tim Sennot*** says the active-reserve relationship is one of the primary reasons for the success. Sennot also put together 1600 flash cards containing questions pertinent to yeomen that they used to quiz each other.

PAC Chuck Wullenjohn, USCGR

Advanced together after the last SWE are, l to r: YNC Rick Labib-Wood, YNC Gerard Seubert, YN1 Tim Sennott, YN1 Sean Michaels and YN2 Sean O'Shaughnessy.

Retirements

OCTOBER 1997
QM1 Kevin J. Cassidy, D1**

NOVEMBER 1997
BMCS Edward M. Hardy, D1*

DECEMBER 1997
CDR Arvis L. Reed, D11*
MKCM Sidney L. Sharpley, D8*
PSCS Harvey G. Harrison, D11*
PSC Richard D. Steglich, D7*
PS1 James W. Maxwell, D9**

JANUARY 1998
CDR John J. DolanHeitlinger, D7**
CDR Wayne C. Hill, D13**
LCDR Richard A. Boyd, D11**
DPCM Marvin J. Britten, D1*
HSCS Larry A. Cramer, D8*
MKCS Lloyd M. Prink, D13**
SKCS John T. Miller, D9**
BMC Grady B. Sillings, D8**
PSC George J. Boucher, D7*
ET1 Robert E. Decker, D7**
BM1 Thomas J. Don, D5**
EM1 Nathaniel D. Hurd, D11**
BM1 Aaron C. Lind, D13**
MK1 Keith Acosta, D1**
PS1 Bruce V. Buneo, D1*
YN1 Robert W. Harris, D9**
BM2 William J. Buttenbusch, D5**
GM2 Robert E. Griggs, D1**
SK2 David P. White, D11**
PS3 Joseph M. Castagnetta, D8**

FEBRUARY 1998
CDR Allen W. Penn, D5**
CWO4 Norman P. Swenson, D11**
EMCS Perry E. White, D5**
IVCS Jack A. Pina, D11*
MKCS Thomas K. Mahan, D1**
PSCS Ronald C. Porrazzo, D1*
MK1 Michael O. Yelachich, D9**
PS1 John McDougall, D1**
HS2 Susan B. Whittlesey, D13**
BM3 Ronald Rogowski, D9**

MARCH 1998
CDR Jackson McLaughlin, D1*
PSC Enoch Ludford, D5**
TC2 Raymond A. Kuhlman, D7*

APRIL 1998
CAPT Peter J. Gaizutis, D9*
LT Charles P. Riley, D1***
BMCM Carl H. Kahler, D7*
PSCM Charles M. Callaway, D5*
BMCS Antonio P.Gambale, D1*
MKCS Paul J. Kaczor, D1*
YNCS Russell P. Livermore, Jr., D9*
ET1 Edward L. Kline, D7*
PS1 John P. Leahy, D1*
SK1 Harrison Mitchell, D7**

MAY 1998
CAPT George W. Dirschel, D1*
CAPT Richard R. Kuhn, D11*
CAPT Michael V. Leahy, D1*
CAPT Burton G. Womble, D5*
CDR Dale G. Klosterman, D8*
CDR Robert E. Tibodeau, D1*
CDR Dennis M. Verdow, D8*
EMCS Carlos J. Erausquin, D5*
RDCS John A. Wojcik, D1*
MKC Edward Bumatay, D14*
PSC Anthony J. Borowski, D7*
PSC Andrew D. Haas, D7*
PSC Ward M. Taira, D14*
YNC Roger L. Kromer, D13*
BM1 Francis J. Lizak, D1*
EM1 John C. Nordeste, D1*
HS1 John A. Angstrom, D1*
QM1 John J. Kuc, D1*
BM2 John A. MacNealy, D8*
EM2 Victor V. Vaccariello, D1*

JUNE 1998
CAPT Gordon L. Bell, D5*
CAPT Martin V. Lake, D8*
CAPT Robert D. Markoff, D1*
CAPT Robert E. Myers, D5*
CAPT William B. Powell, D7*
CAPT Charles M. Schubert, D8*
CAPT Thomas E. Simms III, D7*
CDR William H. Disney, D13 *
CDR Ernest P. Graves, D11*
CDR David M. Halstead, D9*
CDR Lawrence J. Toole, D1*
LCDR Richard R. Swartz, D1*
CWO4 Winston R. Bunn, D13*
CWO4 Victor H. Germino, D5*
BMCS Charles V. Fulton, D1*
MKCS Roman P. Korunkiewich, D1*
MKCS Victor H. Rose, D8*
MKCS Bruce A. Ricker, D1*
PSCS Robert D. Koehler, D1*
MKC Peter J. DiBella, D7*
PSC Conrad J. Lippert, D8*
PS1 Monte S. Pichson, D1*
YN1 Daniel P. Parker, D1*
MK2 James S. Hall, D7*

** RET-1 (Retired With Pay)*
*** RET-2 (Retired Awaiting Pay)*
**** RET-3 (Retired Without Pay)*

Source: Human Resources Service & Information Center (RAS)

Awards

CG COMMENDATION MEDAL
CDR Dan Flood, HDCU 114

NAVY ACHIEVEMENT MEDAL
LCDR Michael J. O'Donnell, NWC VTU 0119

CG ACHIEVEMENT MEDAL
DCCM Jeffrey A. Miller, Group Cape May

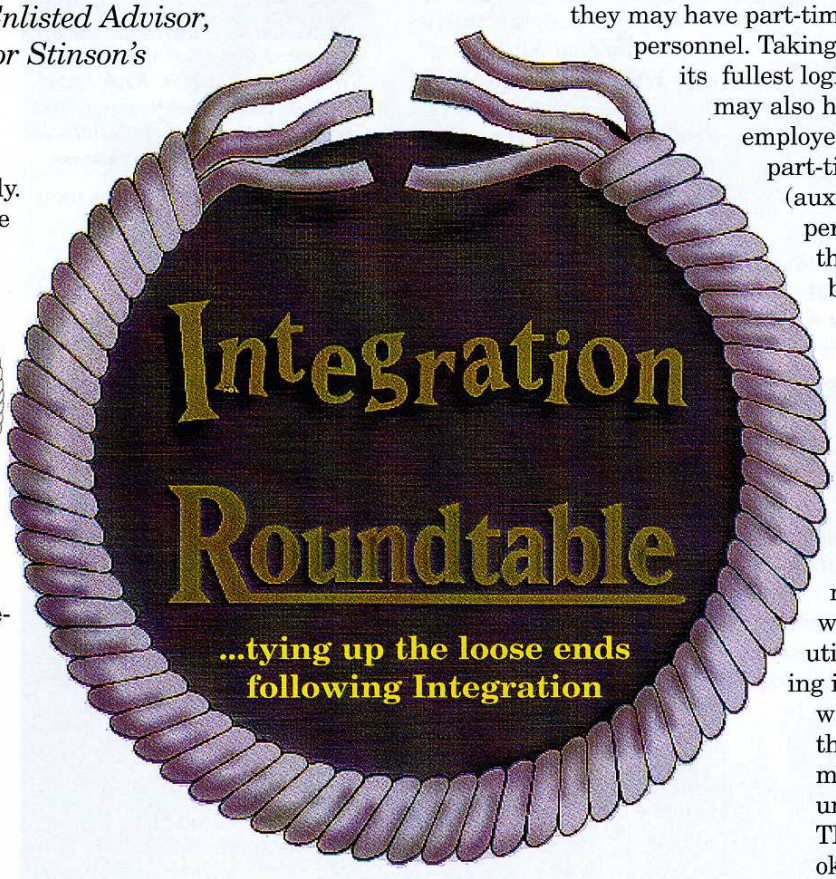
COMMANDANT'S LETTER OF COMMENDATION
BMC Warren M. Walls, Group Cape May
BM1 George M. Williamson, Jr., Group Cape May

Taps

■ **CAPT Paul Stewart Schooler,** USCGR(Ret.), 56, of San Antonio, Texas, passed away Dec. 13, 1996. He first enlisted in the CGR in 1958 and served with RU San Antonio, Reserve Group Corpus Christi and MSO Corpus Christi before his retirement in 1987. As a civilian, he was General Council for the City of San Antonio Public Service Board. He was also a member of the San Antonio Bar Association, the Government Relations Legal Committee, Army Community Council, San Antonio Conservation Society and the Greater San Antonio Chamber of Commerce with the Military Affairs Council. Survivors include his wife, Inell Dean Schooler; son, Paul Stewart Schooler, Jr.; daughter, Kellie Dean Schooler; mother; Elizabeth Schooler, sisters; Sharon Knippa, and Sandra Sheelar; numerous nieces and nephews. Services were held Dec. 17, 1996 at Porter Loring Chapel, San Antonio. Interment at Mission Burial Park North, San Antonio.

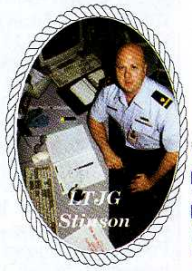
■ **LCDR Stephen V. "Buck" Hadley, Jr.,** USCGR, 50, of Bartlett, Tenn., passed away Nov. 19, 1997, in Columbus, Miss. He was a lieutenant in the U.S. Navy during the Vietnam War and served as a lieutenant in the Coast Guard Reserve at MSO Memphis. He was posthumously promoted to lieutenant commander as he had been selected for promotion to O-4 by a selection board but the results had not yet been released when news of his death came. As a civilian, he was a consulting engineer for Travelers Co. and had served as a reserve police officer with the Memphis Police Department since 1979. In addition, he was a National Rifle Association certified firearms instructor, a member of the State Boiler Board of Rules, and a member of Chambers Chapel United Methodist Church. He is survived by his wife, Penelope R. Hadley; one son, Christopher Shane Hadley; parents, Stephen V. And Dorothy Hadley. Services were held Nov. 24, 1997 at Memphis Funeral Home's Stage Road Chapel with entombment in Memory Hill Gardens, Memphis, Tenn. The family has kindly requested that any memorials be sent to the charity of the donor's choice.

Integration Roundtable began in February 1997 and is published periodically to provide a forum for integration-related issues. This month, LTJG Peter Stinson, USCGR, discusses integration as he sees it in letter format to his Master Chief "Sea Daddy." Stinson is a former Chief Port Securityman who serves as a SAR controller at LANTAREA's command center. MCPO Bill Phillips, Command Enlisted Advisor, Reserve Forces responds for Stinson's Sea Daddy.



Dear Master Chief:

Sorry I haven't written lately. I've been in such a frantic state with things at home, a new job, and the whole shift in the Coast Guard Reserve. All three have really taken me by storm.



You've probably heard a lot about integration. Well, from where I sit, the integration of Active and Reserve forces is just what the Coast Guard needed; and, it's going well. But, like all changes, some people just don't get it.

Things aren't anything like they were when you took me under your wing nearly 17 years ago. I remember your instructions for one of the first personnel inspections I stood at the old reserve unit: "If you're asked what the mission of the Coast Guard Reserve is, use the word mobilization." Several years later, the stock answer became "mobilization through augmentation;" then we moved to "augmentation." Now, we're at "integration."

We wiped out reserve units and the parallel command and control structure is a thing of the past. Some people wept, but the opportunities for reservists now are unlimited. I'm assigned to the LANTAREA command center, and am an integral member of the staff, treated just like everybody else, with the same prospects and opportunities. This is the best IDT assignment I've ever had — perhaps with the exception of when we conducted midnight boardings on barges along the Thames River near New London, Conn. Many other reservists have also worked to make integration successful, and they too feel as if they are an integral part of their commands.

Today, commanding officers and officers-in-charge have a mix of personnel assigned directly to their units. The mix of personnel resources is based on the needs of the command. They may have full-time, active duty military personnel and they may have part-time, reserve military personnel. Taking *Team Coast Guard* to its fullest logical conclusion, they may also have full-time civilian employees, and they may have part-time civilian volunteers (auxiliarists). Their mix of personnel resources gives them the greatest flexibility in mission prosecution.

True, there aren't as many opportunities for command for reservists. As a matter of fact, the only places left for command for reservists are in the "joint" community — the folks wearing camouflaged utility uniforms and serving in the naval coastal warfare community — the harbor defense commands, the port security units, and at TRANSCOM. But that's okay with me, because now the majority of work is being done not just alongside active duty Coast Guard members, but as an integral part of Coast Guard units coast to coast. And, really, most reservists didn't join this organization for the opportunity to command a unit. Also true, the role of senior reserve petty officers isn't as clear-cut as perhaps it was under the old structure. There's still plenty to do and the part-time military community continues to need strong enlisted leadership — to lead junior members of both the part-time and full-time military forces.

"Some people still don't get it. They don't see that all military personnel — active duty and reservist alike — are assigned to Coast Guard units. Whether it's a station, a group, a marine safety office, a district staff, a naval engineering unit, or a port security unit, it's a Coast Guard unit with a mix of personnel resources. There are some people who cling to the Reserve label."

"Integration Roundtable" graphic by MK3 Jason Wennet, USCGR

Some people still don't get it. They don't see that all military personnel — active duty and reservist alike — are assigned to Coast Guard units. Whether it's a station, a group, a marine safety office, a district staff, a naval engineering unit, or a port security unit, it's a Coast Guard unit with a mix of personnel resources. There are some people who cling to the Reserve label. In fact, recently, I met someone who claimed to be a member of a "reserve team." Never mind they were assigned to the district staff; never mind they were a part of *Team Coast Guard*, if a part of any team at all; never mind that they don't understand what this new vision is all about. They don't see the singularity.

Granted, there are differences between active duty personnel and reservists. As Reserve component members, we serve three masters — civilian career, family, and military career — while active duty component members only serve two — family and military career. We have added complications. But, we have much more in common: we receive the same training; we all have valuable experiences and skills that contribute to the mission of the Coast Guard. Too often, however, we focus on the differences between active duty personnel and reservists. We linger on images of drill weekends from bygone eras. So long as we look for the differences, the integration of the Active and Reserve forces will not succeed. But, when we focus on the similarities and on the successful execution of the mission, integration will succeed, and the Coast Guard will be the better for it. When we build those working relationships between full-time and part-time personnel, when we ensure we provide the taxpayers with the biggest bang for their buck, when we use people's strengths to get the job done, then we will have success.

"What can I do to help people — active duty and reserve — make the shift, to move beyond the old Reserve paradigm, to see themselves as a part of Team Coast Guard?"

And it's happening. Success is breaking out all across the nation. I've talked with active duty personnel and reservists in San Francisco, New Orleans, and Boston, and in the backwaters of Manistee, Mich., Milford Haven, Va. and Montauk, N.Y. For the most part, folks at these locales tell me that integration is working. But, what about those folks who just don't get it? They could spoil the whole soup. So, Master Chief, here's where I need your sage advice. What can I do to help people — active duty and reserve — make the shift, to move beyond the old Reserve paradigm, to see themselves as a part of *Team Coast Guard*?

Well, I've rambled on long enough. I think of you often. There's always a voice that asks me, "What would the Master Chief do?" So far, the voice helps.

— LTJG Peter Stinson, USCGR
Portsmouth, Va.
E-mail: *pstinson@mlca.uscg.mil*

Dear LTJG Stinson:

Your "Sea Daddy" passed me a copy of your letter and asked me to respond as he is at sea and, of course, very busy. He sends his best. I am very pleased to be able to respond. First of all, congratulations on your advancements and recent promotion. Please pass on your skills and knowledge to the men and women that will follow in your footsteps.

The question you raised in your letter about what you can do to help people see themselves as part of *Team Coast Guard* takes me back to President Kennedy saying, "Ask not, what your country can do for you, ask what you can do for your country." First, there's no way we can build our team if we aren't talking with one another. We need to communicate and ask "do we speak the same language with our initials and acronyms?" If not, then go back to basics and help each other understand the language. Check out *What is A Drill,* COMDTPUB 1573.1C. It's on the CGR Web site. Share your *Reservist* with active duty folks so they can learn more about the Reserve.

CG Reservist CDR Dave Roundy wrote an interesting essay last summer called "Making the Coast Guard a True Second Career." Roundy said that some reservists at his command are not happy with "the way things are now." He suggested that reservists find ways to enhance their Coast Guard experience by increasing their involvement. He gave seven suggestions that I think speak directly to your question. Here they are:

1 • Stay well informed — Give a call during the week, check in with your team leader or department head. Make this a part of your job. See if you can do anything to help.

2 • Drill on a weekday — This way, you can work alongside your active duty counterparts. Perhaps you can only do this a couple times a year, but, if you stay informed (see number one), you may be scheduled for interesting work.

3 • Render services to the active duty — Does your civilian occupation lend itself to you giving a demonstration at your unit? For example, one Reserve YNC who worked for the IRS gave a tax seminar each year to unit members.

4 • Take part in morale events — Go bowling or picnicking with the crew some time. If you follow number one above, you'll know when these events are happening.

5 • E-mail your command — Make sure the command has your e-mail address so you can get unit e-mail at home.

6 • Stay fully qualified in your area — Plus, perhaps you can train in some additional area, increase your versatility and, your value to the command.

7 • Have a career goal and pursue it — Are you a petty officer? How about getting advanced to chief, warrant officer or looking into a direct commission?

I hope I answered, at least in part, your question. And, if you come up with an answer yourself, please stop by for a chat and a cup of coffee, or drop me a line.

— MCPO William C. Phillips, USCGR
Washington, D.C.
E-mail: *wphillips@comdt.uscg.mil*

■ *Earn Good Salary* ■ ■ *Earn Retirement Benefits* ■ ■ *Complete Your ADT Requirements*

Operation Summerstock 1998

Each Coast Guard billet listed at right is available from 18 May 1998 through 11 Sept. 1998. Orders are authorized for continuous periods of 60 days or more. Boat Crew qualified E-4s, who are willing to perform station work, may be assigned to SN/FN/SA billets in limited numbers. Personnel with previous Summerstock experience are particularly desired and will be placed at the Station where previously served, if possible.

Please respond as soon as possible! It is imperative that we know as early as possible that you would be willing to serve.

Interested personnel should submit a Request for Reserve Orders (CG-3453) via the chain of command to arrive at CCGD Nine (osr). Applications will be accepted throughout the season. Advance copies of your CG-3453 are encouraged for planning purposes. Ensure that the following information is listed on your CG-3453: Servicing PERSRU (very important as they're the ones who cut your orders), date of last physical, pay base date, qualification codes, marital status, and date of rank.

Ninth District point of contact is LT Petty (osr) at 216-902-6118 or YN2 P. Feeney (osr) at 216-902-6116; FAX: 216- 902-6121 or
E-mail: *pfeeney/d9@uscg.mil/maillant*

Commander (osr)
Ninth Coast Guard District
1240 E. Ninth St., Room 2007D
Cleveland, OH 44199-2060
ATTN: Summerstock Yeoman

SUMMERSTOCK STATIONS/BILLETS

NEW YORK

Alexandria Bay (6)
BM2 (COX) 4
BM3 (COX)
MK3 (ENG) 2

Niagara (2)
BM2 (COX)
MK3 (ENG)

Auxop Sackets Harbor (1)
MK3 (ENG)

Sodus Point (1)
MK3 (ENG)

MICHIGAN

Alpena(1)
BM3 (COX)

Frankfort (5)
Manistee (sub-unit)
BM2 (COX) 3
MK2 (ENG) 2

Harbor Beach (5)
BM (COX) 2
MK (ENG) 1
FN (CREW/WATCH) 2

Ludington (1)
BM (COX)

Marquette (7)
BM2/3 (COX) 2
MK2/3 (ENG) 2
DC 1
SN (CREW/WATCH) 2

Holland/Muskegon (8)
BM 4
SN 4

WISCONSIN

Washington Island (8)
FS2 (COOK) 1
BM2 (COX) 2
BM3 (COX)
MK1 (ENG) 2
MK2 (ENG)
SN (CREW/WATCH) 1
FN (CREW/WATCH) 2

OHIO

Cleveland (District Office) (1)
YN1

Operation Summerstock '98 information is on the Internet at:
http://www.dot.gov/dotinfo/uscg/hq/reserve/sumstok98.htm
or
see MLCLANT (301504Z JAN 98) for more information.

ALCOASTs / ALDISTs / COMDTINSTs

As of 2/24/98

DTG	NUMBER	SUBJECT
231610Z FEB 98	ALCGPERSCOM 020/98	RADIAL KERATOTOMY (RK) SURGERY
231437Z FEB 98	ALDIST 036/98, COMDTNOTE 6600	TRICARE SELECTED RESERVE DENTAL PROGRAM
202040Z FEB 98	ALDIST 035/98, COMDTNOTE 4061	COAST GUARD EXCELLENCE IN FOOD SERVICE AWARDS (CGEFS) FOR 1998
201627Z FEB 98	ALDIST 033/98, COMDTNOTE 1650	GUIDANCE FOR DETERMINING ELIGIBILITY FOR RESERVE GOOD CONDUCT MEDALS
192130Z FEB 98	ALDIST 032/98, COMDTNOTE 1001	REGULARLY SCHEDULED RESERVE ENLISTED PERSONNEL EVALUATION FORM (EPEF) SUBMISSION SCHEDULE
181150Z FEB 98	ALDIST 031/98, COMDTNOTE 1020	PHASE OUT OF VARIOUS WOMEN'S UNIFORM ITEMS
132000Z FEB 98	ALDIST 028/98, COMDTNOTE 1500	JOINT RATINGS REVIEW (JRR)
131948Z FEB 98	ALCGPERSCOM 017/98	FY98 READY RESERVE DIRECT COMMISSION PROCESS ADDITIONAL GUIDANCE
131558Z FEB 98	MLCLANT	SOLICITATION FOR LANTAREA RESERVE COMMAND ENLISTED ADVISOR
122039Z FEB 98	ALCGCIV 007/98	VETERAN'S PREFERENCE PROVISIONS CONTAINED IN THE DEFENSE AUTHORIZATION ACT, PUBLIC LAW 105-85 FOR FISCAL YEAR 1998
112008Z FEB 98	ALCGRSV 001/98	OFFICER EVALUATION SYSTEM (OES) FOR RESERVE OFFICERS ON THE INACTIVE DUTY PROMOTION LIST
061744Z FEB 98	TQC7	CHANGE (7) TO COMDTNOTE 1540 DTD 18 AUG 97
061622Z FEB 98	ALDIST 021/98, COMDTNOTE 7220	NEW SELECTED RESERVE AFFILIATION BONUS
042001Z FEB 98	ALCOAST 009/98, COMDTNOTE 1426	PRESIDENTIAL NOMINATION *(For Commandant, see page 3)*
021830Z FEB 98	ALDIST 018/98, COMDTNOTE 1020	COMPANY COMMANDER INSIGNIA
301504Z JAN 98	MLCLANT	SOLICITATION FOR RESERVE VOLUNTEERS: OP SUMMERSTOCK 98 *(See advertisement above)*
301420Z JAN 98	ALCOAST 008/98, COMDTNOTE 5780	1997 ALEX HALEY AND CDR JIM SIMPSON AWARDS REVISION
261947 Z JAN 98	ALDIST 016/98, COMDTNOTE 5700	REENGINEERING THE COAST GUARD EXCHANGE SYSTEM (CGES)
261422Z JAN 98	TQC-6	CHANGE (6) TO COMDTNOTE 1540 DTD 18 AUG 97
232035Z JAN 98	ALCGOFF 007/98	RESERVE PROGRAM ADMINISTRATOR (RPA) DESIGNATION BOARD
221327Z JAN 98	LANT ISCs	LANTAREA SENIOR RESERVE OFFICER ASSIGNMENT PANEL
201641Z JAN 98	ALCOAST 007/98, COMDTNOTE 1341	CANCELLATION OF THE READY RESERVE MOBILIZATION INCOME INSURANCE PROGRAM (RRMIIP)
152035Z JAN 98	ALDIST 011/98, COMDTNOTE 1540	BASIC LUFS TRAINING
151625Z JAN 98	ALDIST 010/98, COMTNOTE 1754	YOUNG READERS PROJECT CONTEST
142012Z JAN 98	ALDIST 009/98, COMDTNOTE 1000	SUBMISSION SCHEDULE FOR REGULAR ENLISTED EVALUATIONS
131645Z JAN 98	D5-1	SOLICITATION FOR FIFTH DISTRICT ASSISTANT CEA
131343Z JAN 98	ALCGOFF 002/98	OFFICER EVALUATION SYSTEM (OES) ADMINISTRATION
121530Z JAN 98	ALDIST 006/98, COMDTNOTE 5223	WORKFORCE CULTURAL AUDIT REPORT

etin Board

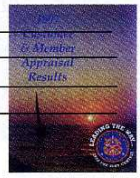
"Coast" Card

March 1998

Ahoy Coast Guard Reservist!

The 1998 *Team Coast Guard Reserve Member Appraisal* was mailed during early March to all Selected Reservists and those on ADSW-AC/RC. Watch for it in the mail soon and contact us if you don't receive it by late March. Please respond as soon as you can. Your input will strengthen improvement efforts based on the 1997 Appraisal results, such as the Reserve Administration Study Team (updated below). To respond via the World Wide Web, you can link through the Reserve home page at: *www.uscg.mil/reserve*. You will need to enter the random access number printed on your appraisal in order for the data to be included. Feedback will be published in the early fall. Questions can be addressed to LCDR Kearns at *dkearns@comdt.uscg.mil;* 202-267-0553 or ENS Craig Wennet at *cwennet@comdt.uscg.mil*; 202-267-2217. Subject line should state, "1998 Member Appraisal." Thanks for your support.

— The CGR Measurement Team



Coast Guard Reservist
1790 Coast Guard Avenue
Semper Paratus, USA

Reserve Admin Study Team Update

The Reserve Admin Study Team was chartered by RADM Tom Barrett and RADM Gerald Woolever to review/improve Reserve Pay and Personnel Actions. It met for the first time at the Human Resources and Information Service Center in Topeka, Kan. from Dec. 2-5, 1997. During this phase of the one-year study, team members are focusing on the following:

- ***Reviewing established procedures for Reserve Pay and Personnel Actions***
- ***Reviewing baseline data on Reserve Pay and Personnel Actions***
- ***Identifying/prioritizing areas of concern***
- ***Establishing a methodology to address areas of concern***
- ***Reviewing personnel/pay procedures and standards of service for other military components***
- ***Reviewing personnel/pay procedures and standards of service for civilian sector***

As *The Reservist* went to press, the study team was scheduled to meet Feb. 23-27. A copy of the Reserve Admin Study Team Charter was distributed to all field flag officers in mid-January. An update of the study team's progress will be published in a future issue.

— LCDR Kevin Pratt, G-WTR-1
E-mail: *kpratt@comdt.uscg.mil*

New women's uniform reminder

Over 700 uniform packages, including order forms CG-3019A, along with sizing instructions for coat, shirts, and blue tab tie were mailed to the home of each female in the SELRES last fall. So far, only 193 have been returned to G-WTR-3. Do ***not*** mail the order directly to UDC or your command. If you have questions or need an order package, call SK1 Glenda Belle at 202-267-1932 or CWO Sandie Robillard at 202-267-2646.

Upcoming Events

APRIL 1998

■ **COMMANDANT'S STATE OF THE CG ADDRESS** — Thursday, April 16, 1998 at Bolling Air Force Base Officers Club, Washington, D.C. 11 a.m. luncheon. Tickets required. Contact LT Ruby Collins, 202-267-0629, **E-mail:** *rcollins@comdt.uscg.mil* or LT Bob Wheeler at 202-267-0564, **E-mail:** *rwheeler@comdt.uscg.mil*

MAY 1998

■ **COAST GUARD BALL** — Atlantic Area is hosting this first-time event May 2, 1998 at Norfolk Waterside Marriott, 235 E. Main St., Norfolk. All Team Coast Guard invited, Active, Reserve, Auxiliary, Retired, Civilian, Enlisted and Officers. For more information, contact TCCS Denise Kahler, 757-398-6254. **E-mail:** *dkahler@lantd5.uscg.mil*

■ **MCPO-CG RETIREMENT & RELIEF CEREMONY** — Friday, May 22, 1998, 10 a.m. at TISCOM Alexandria, 7323 Telegraph Road, Alexandria, Va. MCPO-CG Rick Trent's relief has not been announced. See ALCOAST 078/97, COMDTNOTE 1430. 202-267-2397 for information.

■ **COMMANDANT'S CHANGE-OF-COMMAND CEREMONY** — Friday, May 29, 1998, 12 noon, at Fort Lesley J. McNair, Washington, D.C. (next door to CG HQ). ADM Robert E. Kramek will be relieved by VADM James M. Loy *(see ALCOAST 009/98 or page 3).*

JULY 1998

■ **AMERICA SAIL 98** — Savannah is hosting tall ships from around the world this Fourth of July! Event dates are July 2-6, 1998. Contact: Savannah Area Convention & Visitors Bureau, P.O. Box 1628, Savannah, GA 31402-1628. 1-800-444-2427. **E-mail:** *cvb@savga.com*

■ **COAST GUARD FESTIVAL** — Is scheduled for July 24-Aug. 2, 1998 in Grand Haven, Mich. Parade and fireworks are Saturday, Aug. 1. Entire Coast Guard family is welcome and encouraged to attend. Contact: U.S. Coast Guard Festival, P.O. Box 694, Grand Haven, MI 49417. 616-846-5940. Web: *http://www.grandhaven.com/uscgfest*

SEPTEMBER 1998

■ **CG CEA RESERVE FORCES RETIREMENT & RELIEF CEREMONY** — Is scheduled for Sept. 4, 1998, at CGHQ, Room 2415, Washington, D.C. Time to be announced. Contact MCPO Phillips, 202-267-6844. See ALCOAST 003/98.

Reunions

MAY 1998

■ **CGC *CAMPBELL* *(W-32 & W-909)*** — 13th annual reunion of Campbell Association, May 17-21, 1998, Best Western Hotel & Conference Center, 5625 O'Donnell St., Baltimore, MD 21224 (just off I-95 at exit 57). Past and present crew members welcome. Contact: David A. Blum, President, USCGC Campbell Assoc., 8341 Sands Point Blvd., Tamarac, FL 33321. 954-722-8161.

■ **STATION PONCE INLET 60-YEAR REUNION** — CG Station Ponce Inlet, established in 1938, invites all personnel previously assigned at Station Ponce, ANT Ponce and CGC *Smilax* to a 60-year reunion, May 1-3, 1998 at Station Ponce. Contact: USCG Station, 2999 N. Peninsula Dr., New Smyrna Beach, FL 32169. ATTN: Reunion Committee. 904-428-9085.

President approves involuntary SELRES call-up

Over eighty percent of PSU 305's members reported voluntarily to their drill site at Fort Eustis, Va. for refresher training on Saturday, Feb. 21. Due to increased tension in the Mideast, PSU 305 moved up its two weeks ADT from May to late February. Meanwhile, Presidential Selected Reserve Call-up (PSRC) was authorized on Feb. 24. This authorization will be utilized only if the Coast Guard is requested to deploy a PSU. The PSRC occurred as *The Reservist* was going to press. Watch the April 1998 issue for more details.

NEW CGR WEB SITE ADDRESS: http://www.uscg.mil/reserve

CG Mutual Assistance

We Look After Our Own

For many years, Coast Guard Mutual Assistance (CGMA) has assisted hundreds of thousands of *Team Coast Guard* members including active duty, retirees, reservists, auxiliarists and civilians. CGMA is an independent, non-profit, charitable organization, providing financial assistance to the Coast Guard community. *It is separate from the United States Coast Guard and is funded through your tax-deductible contributions and donations, and from returns on investments.*

Recent figures prove that CGMA is living up to its motto, *"We Look After Our Own."* During 1997, CGMA issued $5.44 million to over 7,000 members of *Team Coast Guard* in the form of loans and grants. This was the largest amount of financial assistance ever provided by CGMA in a single year. Also during 1997, reservists received $124,282 in assistance — $123,282 in loans, $1,000 in grants — while contributing $1,226.

CGMA provides assistance through six programs:

- **Emergency Loan Program**
- **General Assistance Program**
- **Education Assistance Program**
- **Housing Assistance Program**
- **Medical Assistance Program**
- **Debt Management Program**

Retired reservists (RET-1, Retired-With-Pay) and reservists serving on extended active duty (EAD) are eligible for all CGMA programs. Ready Reservists (SELRES and IRR) not serving on EAD are considered Sponsor Members and are eligible for a number of programs. Active duty members of the Coast Guard, retired personnel of the Coast Guard, Public Health Service Officers serving with the Coast Guard, Academy cadets and OCS personnel are also eligible to receive assistance. Check with your local CGMA Representative if you have questions concerning eligibility.

The CGMA campaign for 1998 is underway, running this year from March 1-April 30. If you would like to make a contribution to CGMA, fill out the coupon below (or copy and then clip if you don't want to cut up your magazine), and send a check or money order made payable to: ***Coast Guard Mutual Assistance*** at the address below or give directly to your local Mutual Assistance representative. You will receive a receipt for tax purposes. Please do not send cash through the mail. The CGMA mailing address is:

Coast Guard Mutual Assistance
Commandant (G-ZMA)
2100 Second Street, SW
Washington, DC 20593-0001
202-267-1683; 1-800-881-2462

CGMA 1998 Campaign Donation Form

Copy and Clip

Yes! I'd like to contribute to the 1998 Coast Guard Mutual Assistance campaign. My check or money order is made payable to "Coast Guard Mutual Assistance." (Please do not send cash in the mail). Contributions may be made directly to your local CGMA Representative or mailed to:

Coast Guard Mutual Assistance
Commandant (G-ZMA)
2100 Second Street, SW
Washington, D.C. 20593-0001

Your Rank and Name _____

Address _____

City, State, Zip Code _____

From *The Coast Guard Reservist Magazine*, March 1998

Copy and Clip

Commanding Officer (mas)
Human Resources Service & Information Center
444 SE Quincy Street
Topeka, KS 66683-3591

Forward and
Address Correction Requested

OFFICIAL BUSINESS
Penalty for Private Use $300

Bulk Rate
Postage and Fees Paid
United States Coast Guard
Permit Number G-157