Mission Essential

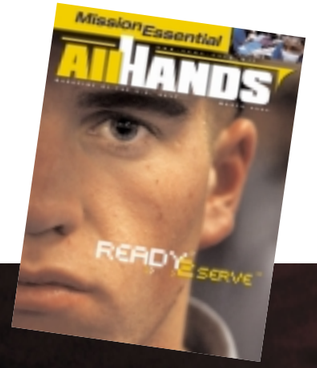
www.news.navy.mil

All Hands

MAGAZINE OF THE U.S. NAVY

MARCH 2002

Ready 2Serve



[On the Front Cover]
Every year, thousands of recruits pass through the gates of **Recruit Training Command,** Great Lakes, Ill., to be transformed from civilians to squared-away Sailors. In looking at the recruit training process *All Hands* found that as recruits change, the training improves too.

[Next Month]
All Hands takes you undercover, underwater and underground as we take a look at: hospital corpsmen assigned to Marine reconnaissance units; submariner training; and Sailors serving at Cheyenne Mountain, Colo. We also go into the woods to see how the Navy maintains Old Ironsides.

WAR & READINESS

[Number 1019] All HANDS

March

Below Decks, The Unsung Jobs 16

Pilots aboard aircraft carriers depend on the support of the thousands of other Sailors who rarely get to see the "roof" of their ship. *All Hands* recently visited **USS *Carl Vinson*** to explore what goes on below decks.

Photo by PH3 Saul Ingle

[Features]

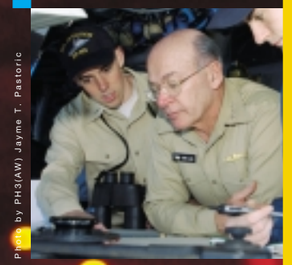


Photo by PH3(AW) Jayme T. Pastoric

12 CNO Sets Course for Navy Leaders
ADM Vern Clark talks about his recently released "CNO Guidance 2002," which applauds the Navy's recent impressive accomplishments and provides specific goals to help win the war on terrorism and make the Navy even better.

A New Generation for a New War 24
It's been more than 10 years since recruits joined the Armed Forces during a time of war and more than 60 years since America was attacked on her own soil. Today's recruits were brought up differently, think differently and do business differently, but they have the same desire to serve their country and make a difference.

Photo by JO1 Preston Keres

32 Developing the Citizen and the Sailor
The overwhelming sense of "volunteerism" that brings Sailors into today's Navy extends into communities across the country. *All Hands* takes a look at how Great Lakes' Sailors volunteer their time after hours.

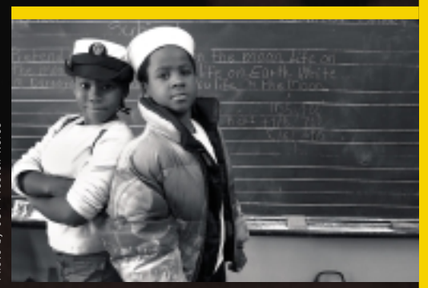


Photo by JO1 Preston Keres

Building/Fighting 101 36
For 60 years, Seabees have been building, and sometimes, fighting. As they build, they defend, but where do they learn to do both at the same time? During **Field Exercise (FEX),** Seabees experience nine months of deployment scenarios in 10 days.

Photo by PH2 Aaron Ansarov

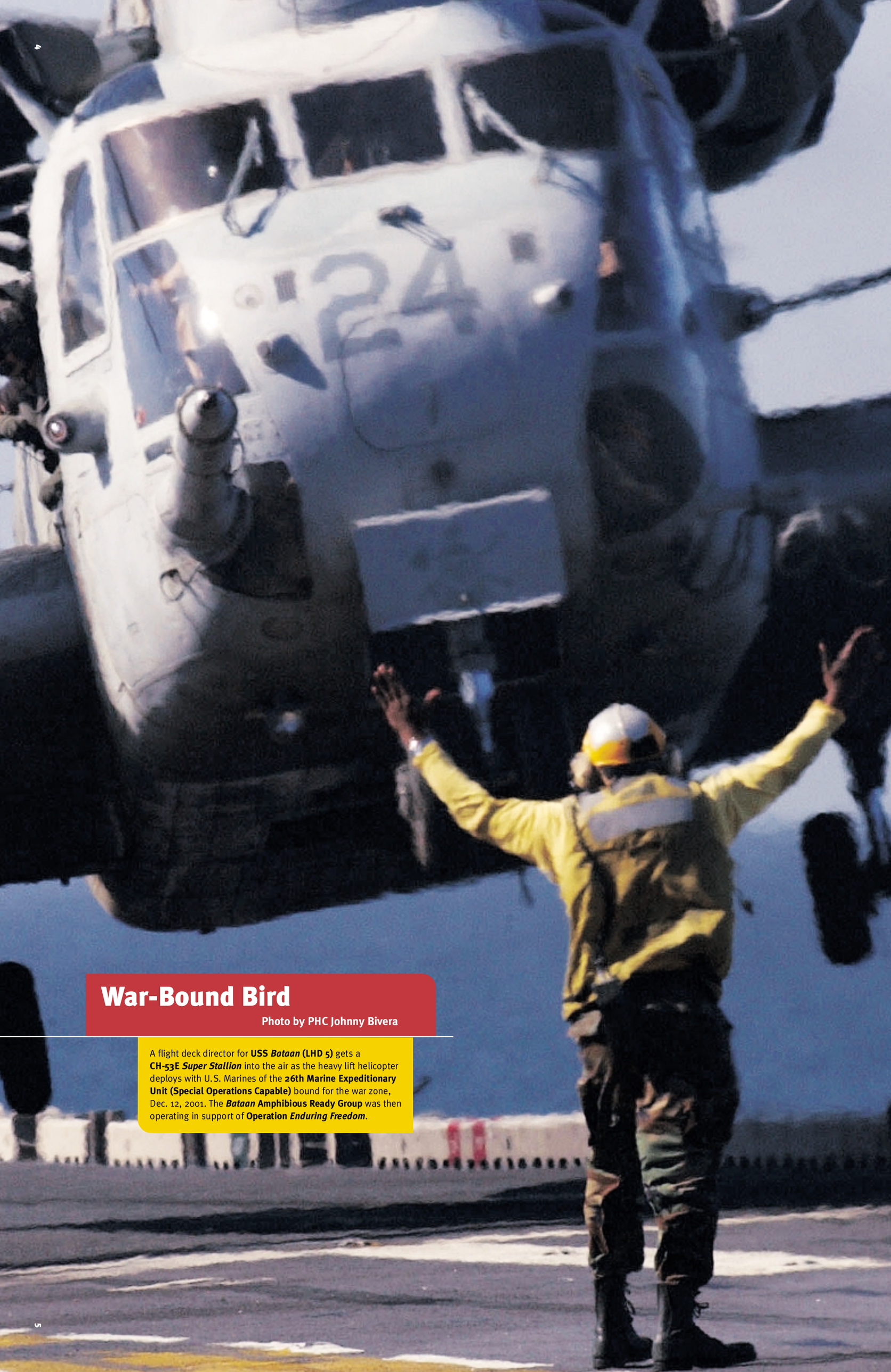
[Departments]

Speaking with Sailors – 6
Mail Call – 7
Around the Fleet – 8
24 Seven – 46
Eye on the Fleet – 48
Eye on History – 50
The Final Word – 52

Razor's Edge

Photo by PH1(AW) Michael Pendergrass

UT2(SCW) Brian T. Pratt, assigned to **Naval Mobile Construction Battalion (NMCB) 2**, adjusts newly strung razor wire along one of the perimeter fences at "Camp X-Ray," **Naval Base Guantanamo Bay**, Cuba.



War-Bound Bird

Photo by PHC Johnny Bivera

A flight deck director for **USS *Bataan* (LHD 5)** gets a **CH-53E *Super Stallion*** into the air as the heavy lift helicopter deploys with U.S. Marines of the **26th Marine Expeditionary Unit (Special Operations Capable)** bound for the war zone, Dec. 12, 2001. The ***Bataan* Amphibious Ready Group** was then operating in support of **Operation *Enduring Freedom***.

Speaking with Sailors

Master Chief Petty Officer of the Navy
MCPON (SS/SW/AW) Jim Herdt

MCPON Departs with Confidence in Navy's Future

It's hard to believe that this is the last opportunity that I will have to speak with you. My tour as the Master Chief Petty Officer of the Navy has been the normal four years, but what a time of great changes — and challenges — it has been! As the time draws near to transition from active duty I spend quite a bit of time reflecting on what has occurred in the past four years to the members of the Navy.

I believe the most remarkable occurrence has been a fundamental realization that what makes our military the best in the world is the people who serve in it. It is the idea that people who volunteer to serve and defend their country's ideals are to be valued and compensated for the treasure they are.

Photo by JOC Robert Benson

It all really began when the service chiefs went before Congress in the fall of 1998, and using blunt language, told the members that the services were in need of congressional action to adequately recognize the contributions of those who serve their country in uniform. In so doing, their words seemed to let loose a floodgate of action by the Congress, the White House and DOD.

The list of improvements is truly impressive. On that list are: The largest pay raise in 18 years enacted in January 1999; a six year transition from BAQ/VHA to BAH to cover housing expenses followed by an accelerated transition followed by a buy down of the out-of-pocket housing costs to zero; increased Montgomery GI Bill (MGIB) benefits; an expanded opportunity for those who had previously been enrolled in the Veterans Education Assistance Program (VEAP) to enroll in the MGIB; TRICARE for life for our retirees; SGLI for family members; a thrift savings program; career sea pay reform; E-4 over-four BAH authorization; and a targeted pay raise this year that was between 1.2 percent and 5.2 percent higher than the one in 1999, depending on the pay grade.

While this is not an all-inclusive list, it can be seen that it is truly an amazing list of improvements for the force. But, there is still work to be done. Strides must be made to make unused portions of the MGIB benefits assignable to family members of the career force and additional work is needed to bring fundamental fairness to both parties covered under the Uniformed Services Former Spouses Protection Act.

It is often said that we can never pay our service members enough for what they do. That is true in the sense that what you do for our country is priceless. During this same four years many of those who have sworn an oath to live a life of service have repaid their country with their last full measure of devotion. They stood proudly aboard **USS *Cole* (DDG 67)**, and at the Pentagon and now in Afghanistan.

I have been proud and honored to be your shipmate and your point man to help obtain things you need to do your job. How could we ever do enough? It is a high honor to serve with men and women like you.

Editor's Note: *The Chief of Naval Operations has selected* **Master Chief (SS/AW) Terry D. Scott** *to take the helm as MCPON next month.*

Speaking with Sailors **is a monthly column initiated by the Master Chief Petty Officer of the Navy as a way of reaching out to the men and women of the fleet, whether they are stationed just down the road or halfway around the world.**

All Hands (USPS 372-970; ISSN 0002-5577) Number 1019 is published monthly by the Naval Media Center, Publishing Division, 2713 Mitscher Rd. S.W., Anacostia Annex, D.C. 20373-5819. Periodicals postage paid at Washington, D.C., and at additional mailing offices. **Subscriptions:** For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 or call 202/512-1800. Subscription prices are: $36 (domestic) / $45 (foreign); $6 (single copy domestic) / $7.50 (single copy foreign). **Postmaster:** Send address changes to All Hands, Naval Media Center, Publishing Division 2713 Mitscher Rd., S.W., Anacostia Annex, D.C. 20373-5819 **Editorial Offices:** Send submissions and correspondence to Naval Media Center Publishing Division, ATTN: Editor 2713 Mitscher Rd. S.W., Anacostia Annex, D.C. 20373-5819 Tel: DSN 288-4171 or 202/433-4171 Fax: DSN 288-4747 or 202/433-4747 E-Mail: allhands@mediacen.navy.mil Message: NAVMEDIACEN WASHINGTON DC //32// **Authorization:** The Secretary of the Navy has determined this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Committee.

All Hands
Number 1019 • March 2002

Secretary of the Navy
The Honorable Gordon R. England
Chief of Naval Operations
ADM Vern Clark
Chief of Information
RADM Stephen R. Pietropaoli
Commander, Naval Media Center
CAPT James M. Kudla
Chief of Publishing
CDR W. Scott Gureck
Deputy Chief of Publishing & Print Media Coordinator
LT Brook DeWalt

EDITORIAL
Editor
Marie G. Johnston
Managing Editor
JOCS(AW) Dave Desilets
Assistant Editor
JO1 Preston Keres
Photo Editor
PH2 Robert Houlihan
Editorial Staff
PHC Philomena Gorenflo
JO1 Joseph Gunder III
JO1 Craig Strawser
PH2 Aaron Ansarov
PHAN Antoine Themistocleus
PHAN Morgan Freed

WEB DESIGN
DM1(SW/AW) Kathleen Pettaway
DM2 Vitmary Rodriguez

DISTRIBUTION
Hank Lloyd

PUBLICATION DESIGN
Rabil + Bates Communication Design Company
Creative Director
Debra Bates-Schrott
Art/Design Director
Roger O. Selvage Jr.
Graphic Designers
Michael Barkley
Marco Marchegiani
Seth H. Sirbaugh
Digital Prepress Specialist
Lisa J. Smith

PRINTING
Universal Printing Company
GPO Printing Specialist
John Kennedy

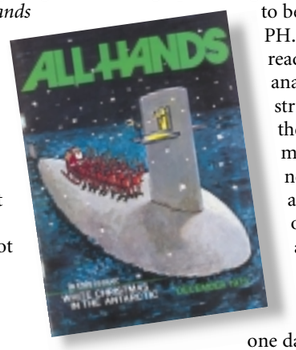
All Hands
Recipient of the following Awards of Magazine Excellence for 2000-2001:

Mail Call

Letters to the *All Hands* Editor

Editor,

Just wanted to give you folks a BZ for the good work that goes into the *All Hands* magazine. I am now an Army Reservist but manage to get my hands on *All Hands* once in a while. The reason I wanted to write was I recently saw one of the (archive) covers from 1975 and 1976, really brought back memories because I was at boot at Great Lakes in Dec. 1975. Anyway, good job!



Maj. John O'Leary
U.S. Army Reserve

Editor,

I just wanted to write and send my appreciation to everybody involved with the *All Hands* magazine. I just enlisted on Jan. 18, 2002, and I was fortunate enough to get guaranteed a photographer's mate apprenticeship.

With a previous background in graphic design I am thrilled to become a PH. While reading and analyzing the structure of the *All Hands* magazine I noticed that a nice chunk of the staff are PHs.

It's great to know that maybe one day I can apply my passion for graphics in the Navy. It would be great to hear some of the career history behind the *All Hands* staff. Anyway, keep up the excellent work.

SR Ryan Rish
Great Lakes, Ill.

Editor,

Please post this message to all the fine people in the Navy via your magazine, if possible. I want all the men and women in the Navy to know that just an average citizen, as myself, truly appreciates and thanks them for their sacrifice each and everyday.

Thanks for providing my family and me the freedom we enjoy everyday. Thanks for your hard work, commitment and bravery you show each and everyday. I take my freedom seriously, because I am aware of the horrible price others have paid and the price all of you pay, today, for my family and me when you don't even know us. I just can't express my thanks and gratitude well enough to you. You have a right to hold your head high and be proud of the job you all do everyday.

Please keep in mind, everyday and always, that your efforts are truly appreciated and thought of frequently. You are in our thoughts and prayers always.

Mike Klinkowski
Wellsville, Utah

Navy's New Drug Test for Ecstasy Three Times Stronger

The Navy has positioned itself at the forefront of American society in maintaining a drug-free workplace. Yet despite two decades of steady decline in drug use, Navy officials say ecstasy use in the ranks has increased during the past year and they are committed to reversing this disturbing trend.

In January, Navy drug screening labs improved their abilities to detect the designer drug ecstasy. The new screening reagent is three times more sensitive than the current one and will be employed in all DOD drug-screening labs, according to a recent NAVADMIN message (319/01).

For Navy experts combating the ecstasy problem, the new test is a welcomed addition.

"More and better testing raises awareness levels, and that's the important thing," said **Rick Cates, program director** for the **Naval Station Pearl Harbor** Counseling and Assistance Center.

Any detection and deterrence capability is a plus, Cates added, in battling the abuse of a drug now understood to be genuinely dangerous and possibly fatal. Sailors in today's highly complex, technological environment put themselves and their shipmates at risk from the effects — and after effects — of ecstasy.

Bill Flannery, branch head for the Navy's **Drug Detection and Deterrence Office (PERS-6),** said the reagent would expand the window of opportunity to detect ecstasy for another 24 to 48 hours. "We will continue to evolve the Navy's drug testing program with technology. This new reagent is the gold standard by which all others are compared," he said.

In acknowledging that the new reagent could result in an increase of positive drug tests for ecstasy, the message reinforced senior leadership's commitment to a zero tolerance policy for drug use. The message urges leaders to warn Sailors about the increased detection capability to achieve a deterrent effect, and encouraged individual commands to sharpen their prevention programs.

The message highlighted efforts by PERS-6 as a resource for commands to refer to in enhancing their drug use prevention efforts. The PERS-6 Web site contains a variety of drug prevention tools.

For more information about ecstasy, go to the PERS-6 Web site at **navdweb.spawar.navy.mil** and access the link "drugs of abuse."

Story by CINCPACFLT Public Affairs

Service Members Supporting *Enduring Freedom* Get Tax Break

U.S. troops serving in Afghanistan as part of **Operation *Enduring Freedom*** will pay little or no federal tax this year thanks to an executive order President Bush signed Dec. 14.

The order, effective Sept. 19, declares that the country of Afghanistan and the airspace above it is a combat zone. It makes service members involved in combat operations in or above Afghanistan eligible for certain tax benefits.

DOD will also certify the eligibility of certain troops outside of Afghanistan to receive these tax benefits. To be eligible, these troops must be directly supporting operations in Afghanistan and must be receiving imminent danger pay or hostile fire pay for reasons related to the Afghanistan operation.

According to Internal Revenue Code, different degrees of tax relief exist under the combat zone tax benefits:

• For enlisted members and warrant officers, all compensation for active service earned in a combat zone is tax-free. This includes regular basic pay. Special pay, such as reenlistment bonuses, is also tax free if the service member reenlists in a combat zone.

• For commissioned officers, the monthly tax exclusion is capped at the highest enlisted pay, plus any hostile fire or imminent danger pay received. Therefore, for 2001, the most an officer can earn tax-free each month is $5,043 ($4,893, the highest monthly enlisted pay, plus $150 hostile fire or imminent danger pay).

The tax exclusion applies only to compensation for active service in the Armed Forces. Civilians are not eligible.

Troops serving in a combat zone are also allowed extra time to file tax returns and to attend to other tax matters. The deadline for taking actions with the Internal Revenue Service is therefore extended for at least 180 days after:

• The last day the taxpayer is in a combat zone (or the last day the area qualifies as a combat zone).

• The last day of any continuous qualified hospitalization for injury from service in the combat zone.

The tax deadline extension also applies to certain civilians serving in a combat zone, such as Red Cross workers, accredited correspondents and other civilians acting under the direction of the U.S. Armed Forces in support of those forces.

Under the Internal Revenue Code, survivors of service members killed or declared missing in a designated combat zone may receive certain benefits:

• Special filing status if deceased spouse was in a missing status as a result of service in a combat zone.

• Forgiveness of income taxes of members of the Armed Forces who die in a combat zone or by reason of combat zone-incurred wounds.

• Reduction in estate taxes for members of the Armed Forces who die in a combat zone or by reason of combat zone-incurred wounds.

• Survivors may file a joint return if a spouse is in missing status as a result of service in a combat zone.

Most states follow the federal lead, but service members should check with unit tax or legal advisers to be sure.

Presidents have previously designated combat zones during the Korean and Vietnam Wars, the Persian Gulf War and military operations in Kosovo.

Story by Gerry J. Gilmore, American Forces Press Service

Task Force EXCEL Launches Web Site

Are you ready to see your future? Wondering what you might be doing in the coming years, besides studying for advancement exams? Are you thinking about working on a college degree, but can't seem to get off watch? Then check out the newly-launched Task Force for Excellence through Commitment to Education and Learning (EXCEL) Web site at **www.excel.navy.mil**.

"This Web site is the gateway to the 'Revolution in Training,'" said **RADM Harry Ulrich, Task Force EXCEL director.** "This site gives Sailors a front row seat to the revolution, to see what the fleet and Task Force EXCEL are working on to [provide] Sailors the tools and opportunities to learn and grow, and lead tomorrow's Navy."

The site allows Sailors the opportunity to track the progress and success of the "Revolution in Training," through press releases, educational materials and pilot programs. Some of these pilot programs will be the predecessors to changes that will alter the way Sailors are trained and promoted.

"This is just the kind of site that you need to keep up with what the fleet and Task Force EXCEL are doing to change the way we do business — stay tuned," said **VADM Al Harms, Chief of Naval Education and Training.**

In the coming months, the Web site will offer a developmental version of the mess management specialist continuum that is being used as the model for career maps under development for other occupational fields.

The interactive model will allow Sailors to click on the continuum to discover the requirements and opportunities available on any of the five vectors, at any point of a career path.

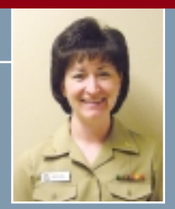
The Web site also offers Sailors a forum to communicate with Task Force EXCEL, to ask questions, make comments, express concerns and get a response from fleet representatives.

The "Revolution in Training" is the CNO's No. 1 initiative for the next year. The goal is to revolutionize and revitalize Navy training to provide Sailors the opportunity to succeed and prosper in their professional and personal lives.

Task Force EXCEL will challenge old assumptions, implement new process and create new tools that will make a real difference in the lives of Sailors and our Navy's war-fighting capabilities.

Story by JO2 Jd Walter, Task Force EXCEL Public Affairs

Shipmates



LCDR Donna Michel (Medical Corps) was recently selected as 2001-02 Doctor of the Year for the Data Flow Department at Naval Medical Center, Portsmouth, Va. Michel is attached to the hospital's Nephrology clinic. The Manor, Pa., native specializes in the treatment of medical kidney diseases, kidney transplant patients and dialysis. In addition to being a kidney specialist, Michel is also the hospital's internal medicine clerkship director for third year Eastern Virginia Medical Students. She is also a cantor and choir member in the Church of St. Therese in Chesapeake, Va.

DT3s Needed for Conversion to HM Rate

If you're a dental technician (DT) 3rd class, have the minimum time on station or are approaching your detailing window, you may have received your invitation to convert to hospital corpsman (HM) and take full advantage of the opportunities that come with converting.

Letters were sent to 203 DT3s with no advanced school training or who are trained as a field service DT (NEC 8707), explaining the opportunity to convert and serve as a general duty HM after graduating from HM "A" school.

For those who qualify, the opportunity exists for advanced follow-on training at an HM "C" school: psychology technician (NEC 8485), laboratory technician (NEC 8506), surgery technician (NEC 8483), preventive medicine technician (NEC 8432), pharmacy technician (NEC 8482), or basic x-ray technician (NEC 8451).

Completing one of these "C" schools may also make an HM eligible for a Selective Reenlistment Bonus (SRB) after school completion.

"Manning for the DT3s is currently at 137 percent," said **Chief Dental Technician (SW/FMF) Steven Green,** technical advisor for the medical and dental communities. "Since

Around the Fleet

advancement opportunity is determined by the total number of advancement quotas divided by the total number of test passers, the end result is a reduced opportunity for advancement to second class petty officer."

"The hospital corpsman rating is only 89 percent manned. Converting at this time is a win-win-win situation for the two ratings and the qualified DTs who wish to convert to HM," added Green.

Another advantage to converting is that advancement opportunities to HM2 are three times better than advancement to DT2.

"HMs were promoted to second class with a 5.6 percent opportunity, while promotions for DTs to second class were only at a 1.9 percent rate," said Green.

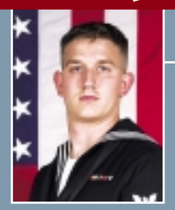
"It's a good move. The HM rating is the largest rating in the Navy with about 22,000 HMs," explained **Hospital Corpsman 1st Class Ronald Powell,** also a technical advisor for the medical and dental communities. "It will help fill the void at the HM E-4 level and unclog the overmanning for DT3s."

Approximately 100 phone calls have been received with many giving verbal intentions of submitting a package to convert. Officials foresee a better future for both ratings even if only 50 percent of eligible Sailors do so.

Other ratings aside from DTs can also put in for conversion to the HM rating. Consult your command career counselor to see if you are eligible to convert. For additional information, contact **DTCM(SW) Paul Dziadon** at DSN 225-3868 or commercial (703) 695-3868, or by e-mail **n132d13a@bupers.navy.mil**; or **DTC(SW/FMF) Steve Green** (703) 614-6853, or by e-mail **n132d13c@bupers.navy.mil.**

Story by Chief of Naval Personnel Public Affairs

Shipmates



Information Systems Technician 3rd Class Dale J. Takacs was selected as Commander, 6th Fleet's Junior Sailor of the Quarter for third quarter 2001. The Chicago native volunteered 25 off-duty hours preparing computers for donation to a Greek orphanage on the island of Crete, during a recent deployment aboard the 6th Fleet flagship, **USS *La Salle* (AGF 3).**

Ramage Sailors Hoist ESWS Pennant: 100 Percent Qualified

Information Systems Technician 2nd Class (SW) Roger Daniels proudly hoisted a special cutlass pennant recently as his ship, **USS *Ramage* (DDG 61),** arrived in La Maddalena, Italy, for a port visit. This was the Enlisted Surface Warfare Specialist (ESWS) pennant.

The command and senior enlisted leadership aboard ***Ramage*** challenged the crew during deployment workups to earn their individual qualifications and the ESWS pennant so it could proudly join the surface warfare officer pennant flying on the ship's mast.

Earning the ESWS pennant is no small chore for any crew. Every petty officer who has been aboard for the minimum one-year period must be qualified to fly it from the mast.

A yearly crew turnover rate of 30 percent also makes the process more challenging, as new, unqualified Sailors continually join the *Ramage* team. Daniels was the 16th Sailor to earn his qualification during the deployment, and the 45th since April to qualify on board the ship.

The *Ramage* ESWS program is designed to enhance the Sailor's understanding of *Ramage's* systems and mission by maximizing their exposure to all shipboard systems, spaces and equipment while providing the most conducive atmosphere in which motivated Sailors can excel.

Chief Gunner's Mate (SW/AW) Charles Warthling is *Ramage's* ESWS program coordinator. Since taking over the ESWS program six months ago, he has set up nightly training schedules and implemented a feature known as "ESWS Sundays." On these days, a Sailor visits any warfare area on *Ramage,* and a subject matter expert stands ready to increase a Sailor's understanding of systems and equipment.

Warthling said he is proud of both the program itself and the Sailors who qualify under it.

"It is a real joy to see how bright and motivated these young Sailors are," said Warthling. "It amazes me every day how much smarter our younger petty officers get with each new addition to the crew."

Warthling said he tailors the program to "young and motivated *Ramage* Sailors" like **Seaman (SW) Jae Yoon.**

A crewmember since November 2000, Yoon became one of four non-petty officers to earn his ESWS qualification when he put on his ESWS insignia in November.

Yoon, who works in the ship's deck division and is striking for the personnelman rating, said he firmly supports *Ramage's* ESWS program.

"For me, it was the best opportunity to learn the systems and organization of the ship — not just focusing on one particular rating or warfare area," said Yoon.

In addition to established personnel qualification standards books, *Ramage* requires a space walk-through card to complete the unit-specific portion of the ESWS qualification.

Sailors must go through all main warfare spaces and demonstrate an understanding of equipment layout and operation to the space's leading chief petty officer, who then signs the Sailor's card upon satisfactory performance.

Once a Sailor completes these requirements, he takes a written test that is a mixture of multiple choice, fill in the blank and essay questions.

A score of 75 or better enables the Sailor to undergo a practice question and answer session. This practice session challenges all areas of a Sailor's ESWS knowledge in preparation for the final qualification board.

Upon passing the board, the Sailor is awarded his qualification pin during a ceremony held on *Ramage's* bridge. He then gets an opportunity to use the general announcing system and thank those shipmates who helped him earn his qualification and issue encouragement to those not yet qualified.

The management of the program is in good hands. The young Sailors of *Ramage* provide the necessary motivation, and the crew maintains that *Ramage's* goal of 61 qualified ESWS warriors by their return in April 2002 is a goal well within their reach.

For more information on USS *Ramage*, go to **www.chinfo.navy.mil/navpalib/ships/destroyers.**

Story by ENS Taylor Rempe and CMC Steven Hunnicutt, USS* Ramage *Public Affairs

Ricky's Tour

By JO2 Mike Jones **mikejones43@hotmail.com**

Time Capsule

This month, we look back in the *All Hands* archive to see what was going on in the month of March:

49 Years Ago – 1953

In this issue of *All Hands,* (then known as the *Bureau of Naval Personnel Information Bulletin*), our readers really didn't see double. That cover photograph was of the Vaughn twins (Lee (left) and Lew). The two chief hospital corpsmen were students at the School of Hospital Administration at the National Naval Medical Center, Bethesda, Md. We also ran a story about AVs, small ships that service Navy seaplanes. We posted a chart showing the profiles of all types of ships in the fleet at the time. And we cleared up some facts about what exactly a Medal of Honor recipient is entitled to.

30 Years Ago – 1972

In this issue of *All Hands,* our cover featured the Navy's newest research craft, **USNS *Hayes* (T-AG 195).** Operated by Military Sealift Command, the 246-foot catamaran specialized in acoustic experiments conducted by the Naval Research Laboratory, Washington, D.C. We looked at some measures the Navy took to reduce pollution from its ships and shore stations. We featured a Navy-operated pig-raising facility in the Republic of Vietnam whose mission was to improve the diets of Vietnamese sailors. We also went to a motorcycle safely course at NAS Miramar, Calif., where Sailors were taught safe operating and maintenance procedures.

Nine Years Ago – 1993

As depicted on the cover, this issue featured an article about "scams" and how to avoid the sting of con artists. We landed with the Navy/Marine Corps team on the shores of Mogadishu, Somalia, for **Operation *Restore Hope.*** We profiled some women in the Navy and how opportunities increased to the point where women could do all kinds of jobs, from flying a fighter to running an engine room in a tug boat.

Photo by PH1 Eric A. Clement

► **ADM Vern Clark,** Chief of Naval Operations (CNO) recently presented his leadership goals to members of the crew during a visit on board the **USS *Theodore Roosevelt* (CVN 71)** at sea in support of **Operation *Enduring Freedom*.**

"Fight & Win!" CNO Sets the Course for Navy Leaders

Chief of Naval Operations ADM Vern Clark recently released "CNO Guidance 2002," which applauds the Navy's impressive accomplishments last year and provides specific goals to help win the war on terrorism and make the Navy even better. CNO Guidance 2002 is posted on his Web page at www.chinfo.navy.mil/navpalib/cno.

"As we move into 2002, I believe, more than ever, that it is dedication to causes greater than ourselves that transforms our profession into a calling, and brings honor to the Navy we serve and the uniform we wear," the CNO stated.

Clark expressed gratitude for the progress made on the Navy's "Top Five" priorities (manpower, current readiness, future readiness, quality of service and organizational alignment) in 2001, and he emphasized that the new guidance is "about the future."

"Even the most aggressive of leaders need guidance to help them focus their efforts," he said.

CNO Guidance 2002, written for every leader in the Navy — from LPO to CPO to CO to CNO — stresses the continued importance and time-honored value of leadership in the Navy.

"We expect a great deal from our leaders, from the most senior to the most junior. I will never apologize for that. Our people promise to serve. In return, our Navy provides the opportunity to lead. Some days are victorious; some days are difficult. We do not promise an easy life. Anyone can lead when the going is easy; it takes strength and character to lead when circumstances are challenging — but the rewards are immense."

In the first point of CNO Guidance 2002, Clark reemphasizes the importance of the fleet and its proven ability to deliver combat credible power to the far corners of the globe.

"Presence … Power … Precision. Our Navy's response to the events of September 11 is testimony to the dedicated service of our Sailors. It also underlines the mobility, lethality and reach of naval forces. Most importantly, it shows our dedication to mission accomplishment. We stand ready to fight and win!"

The CNO says that Sailors are the key to mission accomplishment.

"Our Navy needs talented young Americans who want to serve their nation and make a difference. The key words are 'serve' and 'make a difference!' In return for their service, we offer them rich opportunities for leadership and growth."

While Clark was pleased with last year's recruiting efforts and record-breaking retention — it was the best retention year in his 32-year career — he challenged leaders to reach even greater goals in 2002, and he emphasized the need for a sharper focus on attrition.

"Attrition is our No. 1 manpower challenge. No one joins the Navy to fail, yet too many Sailors do not complete their first enlistment. Concerned, involved leadership is the key to minimizing attrition without sacrificing standards. Leaders must take every measure to help their people prosper and succeed."

The CNO said the Navy will continue to keep its prime focus on current readiness, while building the Navy of the future.

"Our Navy starts with the fleet. Everything we do must keep the fleet ready and make it even better. We must accurately define and continuously validate our requirements, then move aggressively to fully fund those requirements. In

▼ **ADM Vern Clark addresses** the Sailors and Marines aboard **USS *John C. Stennis* (CVN 74)** in the ship's hangar bay, during **Operation *Enduring Freedom*.**

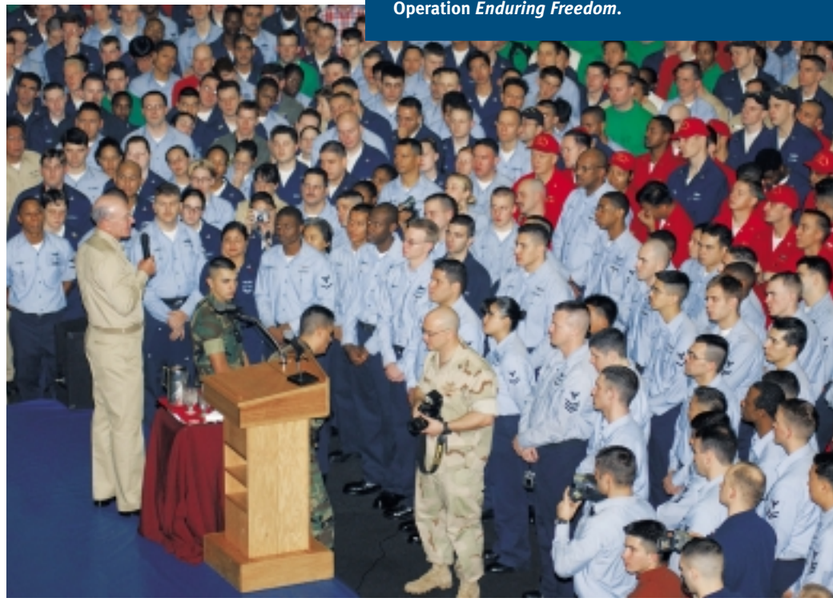


Photo by PH2 James A. Farrally II

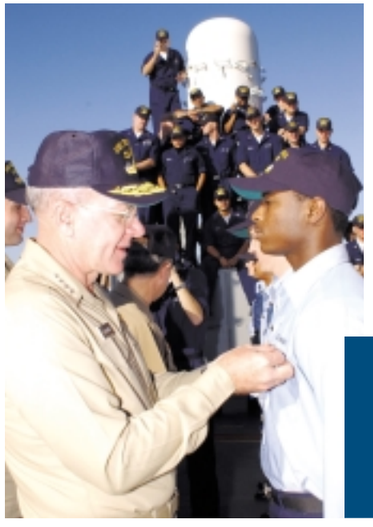


Photo by PH3(AW) Alta I. Cutler

◄ **Chief of Naval Operations ADM Vern Clark** presents **ITSN William Price** from Memphis, Tenn., the Enlisted Surface Warfare Specialist designation pin aboard the guided-missile cruiser **USS *Port Royal* (CG 73).**

doing so, we will ensure the fleet remains ready to fight and win."

To ensure the Navy remains ready to triumph in future wars, the CNO calls for buying 10 ships and 210 aircraft per year by 2007.

"The FY02 procurement budget is $10 billion below the level required to sustain our Navy. We must buy greater numbers of ships and aircraft. To do so, we must balance competing demands of current readiness, procurement, innovation and experimentation to stay at the forefront of military transformation."

Clark also stressed the need for greater innovation and better business practices in the Navy.

"We believe in, and will do everything we can do, to encourage innovation in our Navy. Experimentation is vital to change, and we will embrace innovation and experimentation. We cannot have too many pilot projects underway," the CNO said. "We must become more efficient. We must spend with great care every dollar the taxpayers entrust to us for their defense."

The CNO added that, "the best Navy in the world" will continue to improve, even as we fight the war on terrorism.

"We are now at war — and will fight and win the war on terrorism," the CNO said. "We did not seek this war, but we will win this war."

To read the CNO Guidance 2002 or for more information on the Chief of Naval Operations, go to **www.chinfo.navy.mil/navpalib/cno.**

Story by JOC Walter T. Ham IV, assigned to the public affairs office, Chief of Naval Operations

Photo by PH2 Jennifer Jackson

▼ **Sailors aboard USS *John C. Stennis* (CVN 74)** share a meal and conversation with **ADM Vern Clark, Chief of Naval Operations.**

Photo by PH3(AW) Jayme T. Pastoric

Photo by PH2 James A. Farrally II

▶ **LTJG Dennis Corkery** (left) from Boston, and **QM2 Michael Harrison** from Pensacola, Fla., review navigation charts with **ADM Vern Clark,** on board the destroyer **USS *Peterson* (DD 969).** Clark visited U.S. Navy ships in the Northern Arabian Sea to thank deployed Sailors and Marines for their dedication in supporting the war on terrorism.

Chief of Naval Operations ADM Vern Clark ▲ tours spaces and visits with Marines aboard **USS *John C. Stennis* (CVN 74).** The Marines are assigned to the "Black Knights" of **Marine Fighter Attack Squadron (VFMA) 314** embarked with **Carrier Air Wing (CVW) 9.**

"Fight & Win!"

CNO Sets Specific Goals for Navy Leaders

Chief of Naval Operations ADM Vern Clark sets specific goals for Navy leaders in "CNO Guidance 2002."

"The readiness of our fleet rests on innovative leaders focused on improving five key areas: manpower, current readiness, future readiness, quality of service and organizational alignment," the CNO said, before providing specific rudder orders for each priority.

MANPOWER The CNO requires all leaders to provide meaningful performance appraisals and professional development plans for every Sailor they are entrusted to lead. Additionally, Clark says the Navy needs to cut attrition by 25 percent from the FY01 level and continue last year's record-breaking retention efforts. To aid in the war against terrorism and achieve steady-state support for active units, CNO calls for a plan to optimally employ Naval Reserve forces

CURRENT READINESS The CNO plans on building on the best readiness budget in at least 10 years. He calls for a sustained effort in the war against terrorism as well as a continued focus on homeland security and force protection. Specifically, he proposes an increase in precision-guided munitions and spare parts production and enhanced cooperation with other federal agencies to strengthen our maritime capabilities. He also encourages the evaluation of alternative manning and deployment approaches to enhance our forward presence.

FUTURE READINESS The CNO says the Navy needs to buy 10 ships and 210 aircraft per year by 2007 and says "exciting new capabilities will accelerate our Navy's transformation toward a truly Network Centric Force, including the DD(X) destroyer prototype, SSGN strike submarine, Joint Strike Fighter, Unmanned Aerial Vehicles (UAVs), Tactical Tomahawks, Advanced Gun System and Cooperative Engagement Capability (CEC), among others."

QUALITY OF SERVICE The CNO says leaders must fully employ "covenant leadership" throughout the Navy. Clark calls for a greater investment in Navy families by increasing spouse employment and recreational opportunities by 20 percent. He wants to eliminate BAH out-of-pocket expenses by FY05 and move all single sea-going Sailors to bachelor quarters. The CNO says Task Force EXCEL will "engage the entire Navy in the training revolution process."

ALIGNMENT The CNO calls for greater integration, standardization and streamlining of the fleet, as well as a zero-based review of the Navywide organization by July 2002. He wants to use the Navy Operations Group to develop innovative maritime operational concepts and establish a command to serve as the single point of contact for information technology. He wants to further strengthen our most important joint partnership — the Navy-Marine Corps Team.

Throughout "CNO Guidance 2002," Clark stresses the need for the involvement of leaders at every level of the chain of command – from LPO to CPO to CO to CNO.

"In our institution, we value leadership as the foundation of success. Leaders make our Navy work. We count on their influence; they are the difference between winning and losing in battle," the CNO said. "I could not be more proud of our Sailors and civilian shipmates. Today's Navy is performing superbly in the war against terrorism and all around the world."

"America's Navy proves every day that we are ready. As we sail into 2002, we will do so together to fight and win!"

Story by JOC Walter T. Ham IV, assigned to the public affairs office, Chief of Naval Operations

▶ **If the flight deck is where movies are made,** then the hangar bay is the dressing room. Hangar Deck Director **AN Angelina Rodriguez** is responsible for moving the planes around her section of the largest space on the ship.

Story and photos by PH3 Saul Ingle

BELOW DECKS, The Unsung Jobs

Multi-million-dollar aircraft slam against it dozens of times a day. Propellers hum, and engines roar above it. Hundreds of rainbow-jerseyed Sailors scurry across it; each with a mission and a purpose.

The deck of an aircraft carrier is a very busy place. But what happens below decks on this steaming war platform?

If the people on the flight deck are to have the ability to do their jobs, then they are going to need a lot of support from the thousands of other Sailors who might never see the "roof" of their ship.

All Hands *recently visited USS* **Carl Vinson** *(CVN 70) and took a look below decks.*

BELOW DECKS, The Unsung Jobs

Each department on an aircraft carrier plays a role in supporting the overall mission of the ship, which is to protect America from her enemies.

The hangar bay is the largest single space on the ship, and it's here that the airwing personnel can service their planes and helicopters, "red shirts" can stage their ordnance before going up to the flight deck and the "blue shirts" can repair their tractors.

But who controls this modern warfare playground, where aircraft sit just inches from each other, tighter than a parking lot at an NFL football game?

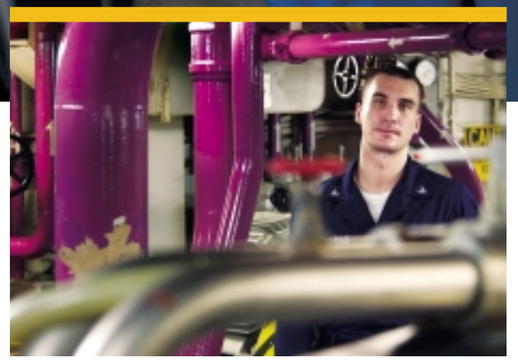
▲ **Sailors who spend much of their day** down in the vast food freezers of an aircraft carrier fight a daily battle to stay warm in one of the coldest places on the ship. "If I don't do my job, no one can eat," said **MSSN Troy Points.**

"I do," said **Airman Angelina Rodriguez.** "I'm a hangar deck director. I control where the planes move. On the flight deck, they deal with feet; down here we deal with inches. If there is a 'crunch,' then that's one less plane that can go bomb," she added.

Below the hangar is the mess deck, where the ship's crew is fed. This is the true fueling station of any vessel. Without Sailors like **Seaman Guwanda Tatum,** who works in the bake shop, there would be a lot of hungry folks. "Sweets make Sailors happy," said 22 year-old Tatum. "They really like the doughnuts and homemade bread."

In medical, Sailors can get the health care they need to keep the ship and themselves going. "We play a big role in the overall mission of the ship," said **Hospital Corpsman Jeff**

▲ **The dental needs of every** crewmember on a carrier are taken care of by Sailors like **DTDA Traziel Jones,** who says that most people don't even know his shop exists until they have a toothache.



◄ **One person who doesn't see** a lot of daylight is **ABF3 Christopher Zacharias,** who works in JP-5 Pump Room 3. "We're at the bottom of the ship," said Zacharias. Even though no one can see them, their presence is vital to the mission of the ship as they provide fuel for the aircraft.

BELOW DECKS, The Unsung Jobs

Ketchum. Sailors' teeth are also cared for on the ship; in the ship's dental clinic. "People don't really think we are all that important until they come in here in pain; then we are very important," said **Dental Technician Traziel Jones.** The dental department handles around 50 patients a day while out at sea.

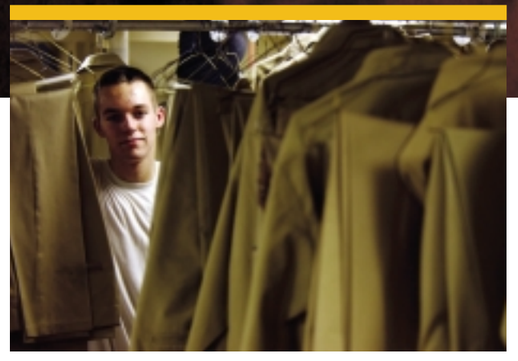
The barber shop is another place where the role of the Sailor may not be as glorious as what we see in the movies, but it is vital. "People walk in, sit down and relax. It gives them a chance for some down time," said **Ship Serviceman 2nd Class Daniel Sufton.** "It's a nice light atmosphere," he added. "The only thing we have to be careful of is Sailors falling asleep in the chair," joked the 27 year old.

◄ **When an aircraft malfunctions,** or is in need of scheduled maintenance, it comes to the hangar bay where Sailors, like **AM3(AW) Steven Gifford,** work on the jets in need of repair.

Even laundry needs are taken care of on the floating air base. **SHSA Daniel Barlow** has been on board his ship for about three months, doing many different SH jobs. One of those jobs is operating a steam press. "I think we do an important job," said Barlow. "We don't get a lot of recognition, but we play a big role. We keep the morale of the crew high. You know, no one wants to wear dirty clothes," added Barlow.

Good morale is an important part of staying mission focused and succeeding as a team. The journalists in TV control play one of the more visible roles in the never-ending job of keeping Sailors informed and happy. The JOs have a schedule of movies, both new releases and classics, for the crew to enjoy. In addition to the flicks, they also broadcast three

▲ **The job of feeding the crew never ends,** as **SN Guwanda Tatum** knows very well. "Sailors like sweets," said Tatum. "We feed them, we get to meet and talk with them, and hopefully, they leave the mess deck happier."



◄ **High morale is a very important part** of what the Sailors down in laundry provide to the rest of the ship's crew. "No one wants to wear dirty clothes," said **SHSA Daniel Barlow.**

BELOW DECKS, The Unsung Jobs

Direct to Sailor (DTS) channels. "We have four movie channels, which run 24 hours a day, and three AFN (Armed Forces Network) channels that play news, sports and regular TV shows," said **Journalist 2nd Class Galloway Looney.**

Most of these jobs mentioned are pretty close to the water line, but there are also those who work deep in the bowels of the ship. Daily, they climb down ladders, past shafts and pipes, into their little corner of the ship. **Aviation Boatswain's Mate (Fuel) 3rd Class Christopher Zacharias** is one of those Sailors who work about as far away from the flight deck as possible – JP-5 Pump Room 3. "We work 12-hour shifts," said Zacharias. "It can be very boring, but without us, they can't operate on the flight deck, so I know we are important."

Every Sailor on every ship is important. Even though they may not make it into the evening news, the unsung and unseen are still heroes serving and protecting our country.

Ingle is a photojournalist previously asigned to **All Hands** *and now serving with the* **Blue Angels**

▲ **With a greater risk of postal terrorism** during deployment, postal clerks, like **PCSN Alicia King,** handled the mail with increased precautions.

▲ **With their many cameras,** Sailors, like **IC2 Michael Wagner,** in the air department keep an ever-watchful eye on what goes on topside. They also maintain the Instrument Landing System (ILS), which guides pilots during landings.

◄ **When people think of naval power,** they don't think of a barber shop unless their name is **SH2 Daniel Sufton.** "We are just as important as everyone else on the ship," said Sufton. "Sailors come to the barber shop for a haircut, to relax and enjoy some good conversation."

Story and photos by JO1 Preston Keres

A NEW GENERATION FOR A NEW WAR

They grew up in ways foreign to many of their leaders. They were born in the era of computers and video games, and despite the generation gap, they have much to offer today's Navy.

Great Lakes One:
Recruiting Training Center (RTC)

GL1

After the Navy hat ceremony, which follows the completion of Battle Stations, recruits are now U.S. Navy Sailors. With a new confidence and determination, they will pass in review at graduation and move on to various "A" schools, to continue their advanced training, or directly to the fleet to begin their service.

>A NEW GENERATION FOR A NEW WAR

>They are the new generation. Though they're not quite sure what their designation is – "Generation Y," "Generation X-Squared" or the "PlayStation 2 Generation," – there is one thing for certain – to the older folks, they sure are different. They've been brought up differently, they think differently and they go about their business differently.

Is that so bad? After all, the recruits who are in boot camp face a Navy that is different than the one we joined. It's even different than the one your most junior Sailor enlisted into just a year ago.

The recruits at **Recruit Training Command (RTC),** Great Lakes, Ill., face their future in the Navy with an uncertainty that many of us never had. It's been more than 10 years since recruits joined the Armed Forces during a time of war,

One of the early stages of the "Sailorization" process is the recruits' first haircut. This infamous stage of boot camp provides better hygiene and uniformity among the recruits.

With eyes forward, and toes somewhat in a straight line, who knows what's going through the minds of these brand new recruits? After all, they just stepped off the bus minutes prior to receiving an earful from their welcoming party. **FC2(SW) Christopher Thomas** is the first face these recruits see at the beginning of the "Sailorization" process that will change them from civilians into squared away U.S. Navy Sailors.

For most recruits, letters are the only way to keep in touch with what's going on with their families and friends at home. Much of the time words of caring and curiosity grace the letters as well as words of encouragement for the recruits to continue their hard work and successfully finish training.

>A NEW GENERATION FOR A NEW WAR

and more than 60 years since the United States had been attacked on it's own soil.

As a matter of fact, many of the budding Sailors who currently march the hallowed streets of RTC, raised their hands in oath after the tragic events of September 11. They weren't sure what they were getting into, but for the most part, they knew they wanted to do something to make a difference.

"I was really disappointed, because I was looking forward to coming here right away," said **Seaman Recruit Jon Fritzges,** an 18-year-old who was scheduled to ship to boot camp September 11. Instead, he was delayed, as the country tried to sort through what had happened. "I was just sitting in the hotel watching the news about the attacks for about a week until we shipped. I was getting more and more excited about joining the Navy and heading off to boot camp."

Despite the many differences in the world, there has been and always will be, a constant standard at Great Lakes – the training.

"Our training has stayed the same because we have a master schedule to follow, but my intensity as an RDC (Recruit Division Commander) got a little bit heavier and intense," said **Chief Gas Turbine Systems Technician (Mechanical) (SW) Shaune Thorton.** "I push a lot more Honor, Courage and Commitment than in the past, to emphasize mission accomplishment."

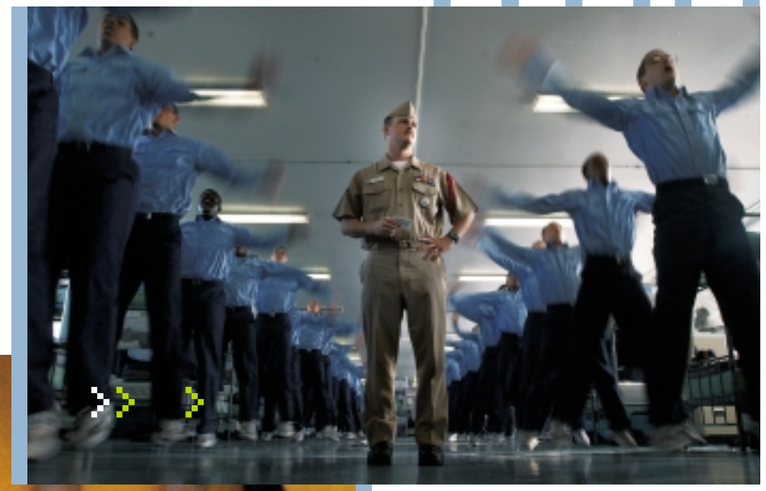
As a whole, today's recruits are stepping up to the plate to face the challenges of the new Navy. "I think the events of September 11 woke a lot of people up, especially the younger generation," added Thorton. "Prior to that, the kids were coming in for the educational benefits and other purposes, and weren't thinking about going overseas and putting their lives on the line. They realize now that it's up to them to step up and carry the torch into the future."

Thorton said he sees a difference in the young recruits every day. "They're more dedicated than I have seen in the past and much easier to train. They want to be here and are dedicated to the mission."

For the most part, that mission at Great Lakes hasn't changed since the first recruit walked through its gates July 3, 1911. Today, more than 50,000 brand new Sailors exit this base, north of Chicago, on their way to the fleet, following in the footsteps of the millions who have gone before them.

"I joined the military to serve my country, and it makes me feel good that these kids, despite being a new generation of Sailor, are willing to step up and serve their country also," said RDC **Aviation Boatswain's Mate 1st Class (AW) Michael Curry.** "These kids come from all walks of life, and it's a challenge to take them and mold them into today's Sailors."

That mold may have gone through some minor changes during the vast history of our Navy, but the final product has stayed much the same. And, although the civilians who enter the gates of boot camp are continually different than those who



Instructional Training (IT) Exercises are one of the recruit division commander's training tools. "The sole purpose to give instructional training to a recruit is to correct substandard performance within a division," said **GSMC(SW) Shaune Thorton.** "If they're not coming together as a division or as a team, we have this tool to use to assist in our training."

Additional swim lessons are needed for some recruits to complete their 3rd-class swim qualification so they can graduate boot camp. For many recruits, the challenge of diving in the water is quite large. Part of the battle though, just as in other stages of boot camp, is to conquer fear and accomplish the mission.

>A NEW GENERATION FOR A NEW WAR

Battle Stations is the final test for recruits before they graduate from these life-altering weeks of training. Here, instructors have set up 12 different scenerios that represent past events in naval history. This is to show the recruits that it's possible to overcome adverse situations if they work together as a team. Due to recent events in our naval history, staff members redesigned the mass casualty drill to represent the attack on **USS *Cole* (DDG 67).** Although some of the lessons change with time, the final message has always stayed the same – teamwork always prevails.

The day has finally come. Hundreds of parents have arrived to see their sons and daughters pass in review in front of their families and all of the distinguished guests. Soon these new Sailors will be on their way to a naval career, helping America in its war against terrorism.

The Confidence Chamber is one of the biggest mental challenges introduced during boot camp. It's sole purpose is to instill confidence and a sense of urgency toward the use of the gas masks. "I was thinking, 'Don't puke. I don't want to wear this shirt all day,'" said **SR Randi Roberts** after finishing this portion of her training. "I was real scared and didn't know what to do, but I forced myself to go through it because I knew I would gain something from the experience."

have come before, the end result, after some creative motivation by those who wear the red rope, is always the same.

There is, and always will be, a lot of talk about how the new generation is lazy, or disrespectful, or doesn't really know what they want. They wear sneakers instead of boots while training, so they are obviously not as "hardened" as we were back in our day. Right? Wrong!

Just as in the past, the training at Great Lakes is intended to ensure recruits leave better people. "Boot camp has really changed me," said 18-year-old **Airman Recruit Javaughn Griffin.** "I used to be lazy, but now I am motivated and looking to get things done."

Today's new Sailors face an enemy that comes out of nowhere and has no respect for human life. Yet, these troops raised their hands, and vowed they will "Support and defend …" which says something about the inner make up of today's youth and the way they were brought up.

"My family is extremely proud of me for joining the Navy," said Fritzges. "At first, they were having second thoughts, but once I got talking about it – and they realized this was something I really wanted to do and I was taking the initiative to get things done, they ended up being really proud of me."

A vast majority of new recruits just want to make a difference – they want their service to count for something. What better time than the present, when the United States finds itself in the middle of a new war, to head to the front lines and make America proud by keeping to the highest standard of the U.S. Navy.

"There's no doubt about it, these recruits want to get out to the fleet and serve their country," added Thorton. "They want to do their part for the country and for the cause, and whatever it takes for them to get there, they're doing it."

Despite having some differences in the way many of these young Sailors were brought up, when it comes right down to it, they truly understand what's important.

"I'm part of the United States Navy," said **AA Jared Bell,** Division 472's honor grad. "And I'm proud of that."

***Keres is a photojournalist assigned to* All Hands**

Leadership is instilled in recruits early on at Great Lakes. Just as in the fleet, with rank comes responsibility, and recruits are counted on to perform the added duties that come when wearing the crow or anchor.

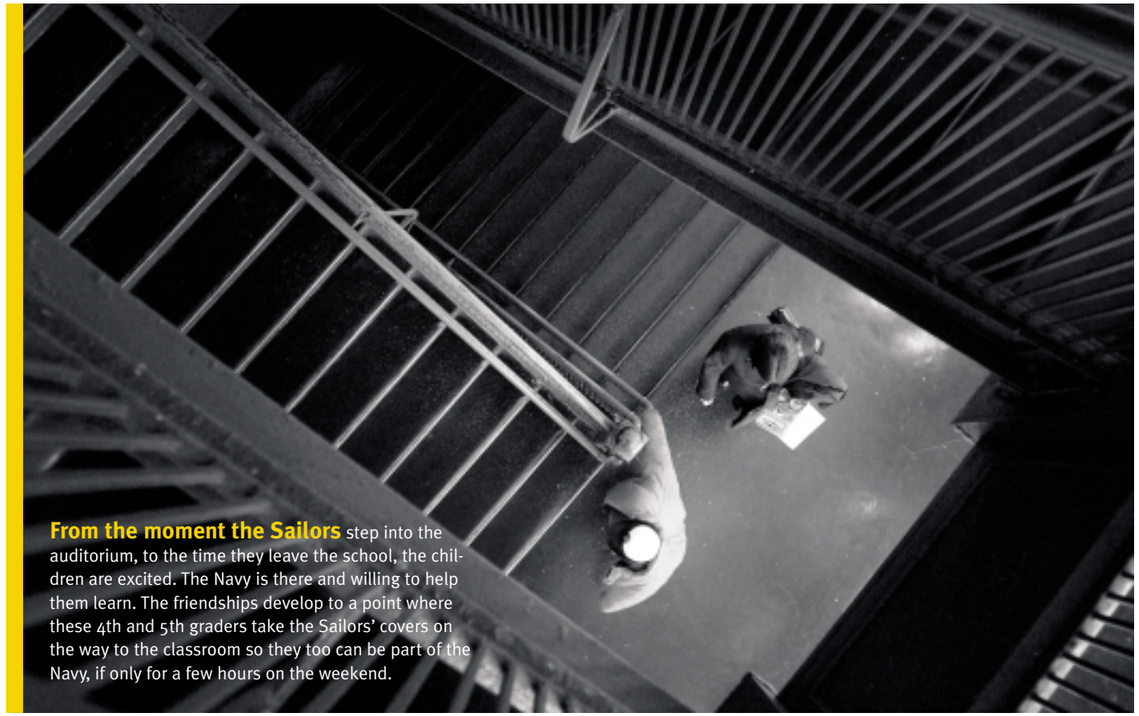
Story and photos by JO1 Preston Keres

"OK, I need a volunteer to help me with ... " Admit it. Most of the time when you hear a sentence that begins with these words, you slouch down into your chair and hope whoever asked walks right past you and doesn't give you a second glance.

Great Lakes Two:
Volunteers

Developing the citizen and the sailor

▲ **Here, just like any other school** in the country, two plus two still equals four, and reading skills don't always come easily. But on many Saturdays during the year, the students of John Milton Gregory Elementary School in South Chicago are able to enjoy the company and education of Sailors from **Naval Training Center Great Lakes.**



From the moment the Sailors step into the auditorium, to the time they leave the school, the children are excited. The Navy is there and willing to help them learn. The friendships develop to a point where these 4th and 5th graders take the Sailors' covers on the way to the classroom so they too can be part of the Navy, if only for a few hours on the weekend.

After all, doesn't N.A.V.Y. stand for "Never Again Volunteer Yourself?"

That couldn't be further from the truth. The Navy takes great pride in its volunteerism and community service – so much so, there is a medal for outstanding volunteer service.

But throw away the colorful decoration on your chest, or the flowery citation in your service record, and what do you get? Why are Sailors so willing to raise their hands and eagerly say, "I'm your person!" taking what could be a productive, self-fulfilling weekend or evening, and spending it helping others?

That's what we do as service members in the U.S. Navy; that's why.

"Whether it's teaching a kid how to read, or having food drives to benefit those who need to eat, it's all serving your country," said **Seaman Recruit Tiffany Gervin,** after spending a good portion of her Saturday morning tutoring elementary-age school children in South Chicago.

On select Saturdays during the school year, Gervin, along with several of the most junior Sailors at **Naval Training Center (NTC),** Great Lakes, Ill., joins the veteran staff members on a 45-minute trek to the inner city of Chicago. Helping the youngsters of John Milton Gregory Elementary School with their reading and math skills gives these Sailors a way to give back to their local community.

"The people who participate in this program not only care about their community, but more importantly, they care about making a difference in that community," said **Chief Boatswain's Mate (SW) Wesley Dew,** coordinator for Saturday Scholars.

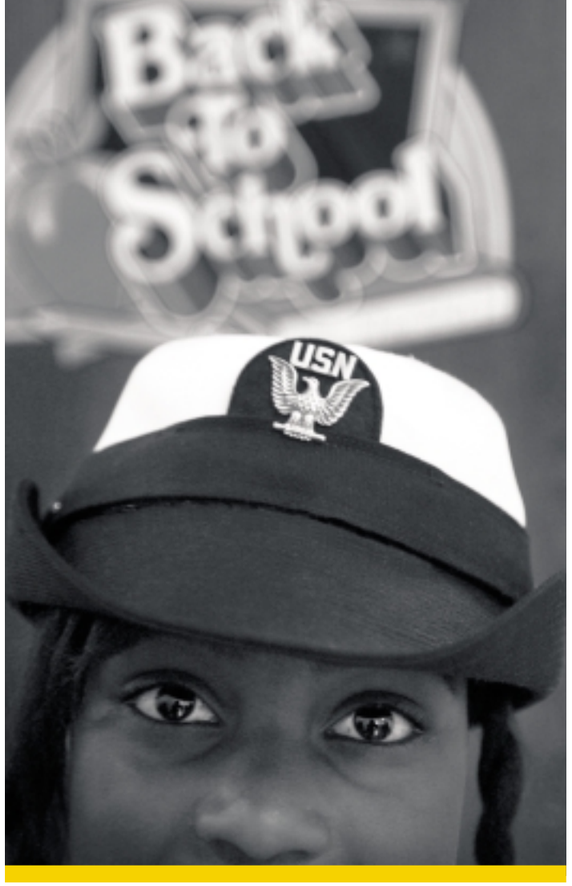
Don't be surprised if there is a larger purpose to the time spent away from the base though. After all, it is a training command. Pretty much everything done, both inside and outside of its gates, is directed toward developing the most productive, most well-rounded Sailors in the world. It is NTC Great Lakes' hope that through community service, squared away Sailors will also grow into productive citizens, adding yet another facet to their growth as leaders.

Programs like Saturday Scholars allow the Navy to make a vast difference in people's lives – especially young people's lives.

"I like the way the Sailors mentor the kids," said school principal Stanley Griggs. "During the day, (the students) don't get the opportunity to be mentored in the way they have with the Navy. Whether it's the one-on-one contact or small groups of students with a Sailor, the personal connection is what makes this so valuable – and something they don't regularly get in the everyday classroom setting."

Although Sailors provide a valuable service to these children, they also gain valuable experience from the children as well.

"I hope the Sailors leave here able to identify with kids who are from the inner city, and can see the struggles and obstacles these children face on a daily basis and will be able to take these experiences

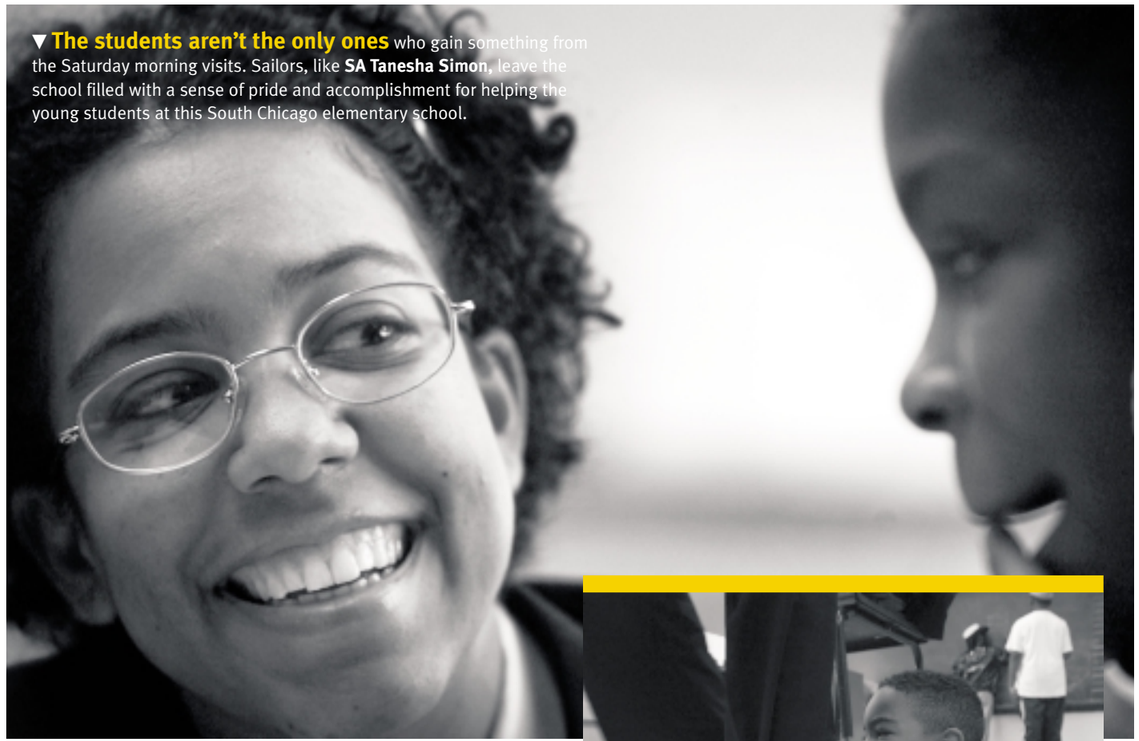


Developing the citizen and the sailor

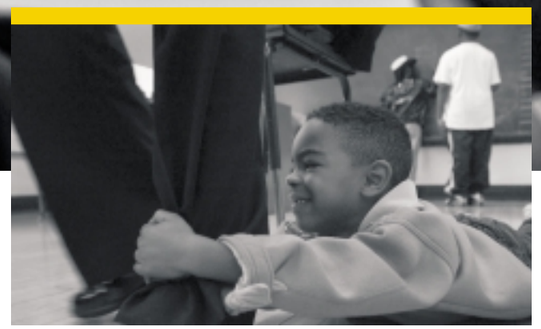
◀ **When Sailors meet** up with elementary-age children, it's a win-win situation for everyone. Not only do the students gain knowledge from the Sailors, the Navy gains well-rounded citizens.

▼ **For the most part,** students are tutored by the volunteers on their reading, spelling and math skills, but if the students need help in other subjects, the Sailors are always willing to help.

◀ **It's the quality time** that Sailors can give to the students that makes programs like Saturday Scholars a success. Even though most of the time a volunteer has two, three or four students to tutor, the periodic one-on-one time is cherished by both the student and the Sailor.



▼ **The students aren't the only ones** who gain something from the Saturday morning visits. Sailors, like **SA Tanesha Simon,** leave the school filled with a sense of pride and accomplishment for helping the young students at this South Chicago elementary school.



► **It's not a playground,** but some of the Saturday Scholars volunteers bring their kids along to learn and grow in a volunteer environment. Once in a while, though, Cameron Walker, son of **QMC(SW) Leon Walker,** finds time to break away from the learning to have some fun.

with them for future use," said Griggs.

Now let's face it. We live in a "what's in it for me" world, and there are many who don't want to lift a finger unless they gain something from it. At the same time, many of those who view volunteer programs in this way aren't always keeping a reasonable eye on the big picture.

"The Navy should continually stay involved with its surrounding communities, because we come from those communities," said Dew. "We, as Sailors, are also part of those communities; so we are helping to build our own backyard.

"I always hear Sailors say they want to give back," added Dew. "They just joined the Navy and this is a way they can develop a bond with the community, in addition to completing their Navy duties."

So why the Navy? After all, there are many others in the community who can volunteer their time to help. Well, besides the fact that many civilians do get involved in their community, there are some things that only service members can offer, especially to young, impressionable children.

"Seeing the Navy people in their uniforms helps enforce the discipline lessons to the students," said Griggs. "When they see the uniform, they see these are men and women who are very disciplined; which is an acceptable and good thing.

"The kids are benefiting from it, academically as well as socially, and I feel the Navy benefits as well," added Griggs. "To me, it's something that you can't put a price on."

No matter how you break it down, volunteering within the community is a priceless opportunity with rewards and benefits on both sides of the fence. Like that of putting on the uniform, it's a choice that comes down to ones commitment to service.

"As Sailors, we serve our country, and to me part of serving your country is helping everyone who needs help," said Gervin. "It doesn't only mean fighting wars overseas, but also fighting those battles in our own country. Helping those who are less fortunate is just as important."

Keres is a photojournalist assigned to **All Hands**

▼ **Who's really getting** the most out of this? For a long time, Sailors, like **SR Michael Pummel** (left) and **SR Jorge Ponjuan** from Corpsman "A" School, Great Lakes, have participated in Project White Hat, a community service program where junior troops join children of the Child Life Center at Children's Hospital in downtown Chicago to color white hats in hopes of lifting spirits. Despite the fact they go to spend time helping patients and family members through difficult times, much of the time the Sailors leave just as inspired and uplifted as those in the hospital.

▲ **Every night of the week,** junior Sailors from NTC Great Lakes volunteer their evening to the PADS program helping run the local homeless shelters, and providing food, shelter and an ear to talk to. "They could be somewhere else, but they're here making a difference," said Willie Foster, a 47-year-old beneficiary of the program. "I think these folks are heroes. You don't have to have a weapon and running out of a camp to be one either. Just being here and helping us out makes them heroes in my mind."

Great Lakes Three:
Community

NTC Great Lakes Committed to Community

Story and photos by
JO1 Preston Keres

Whether it's cleaning up a local beach, donating blood at one of the several blood drives, boosting the morale of ill children at the Children's Hospital, spending time at the nearby homeless shelters or myriad other community service projects, **Naval Training Center (NTC)** Great Lakes, Ill., takes volunteerism to another level.

Not only is NTC helping the community through its several volunteer programs, they also keep the growth of the Sailor in mind when participating in these projects.

"We want the individual Sailor to gain something from these experiences," said NTC Character Development Officer **LT Buddy Coard.** He is quick to point out though that they do not want to become a "Bodies-R-Us."

"It's not 'pick up the phone and I provide you a body.' That's not what we do," added Coard. "If I can't justify that this is going to develop a Sailor, I'm not going to have anything to do with it."

According to Coard, each program follows the Chief of Naval Operations Program for Excellence guidelines, and focuses much of its attention toward the development of Sailors as both service members and citizens.

"Not only are we in the military when we wear the Navy uniform, but we are also citizens as well," said **Chief Electronics Technician (SW) Milton Bishop,** Project White Hat coordinator, who oversees the Children's Hospital volunteer effort. "Programs like Project White Hat allow us, as Sailors, to develop those skills as citizens by volunteering our time giving back to the communities we live in."

He also added that the future Navy benefits as well, through the efforts and dedication provided today. "These experiences can be nothing but positive in the long run, and will make a difference in what most of these Sailors do from here [on]," said Bishop. "They will one day be managers and leaders of people, and the time they spend here will affect their morale and the way they conduct themselves when treating others."

The Navy's Core Values – Honor, Courage and Commitment – are discussed before and after each volunteering evolution to bring home the true reason and goal behind the junior troops efforts.

"They represent the nation, and it shows the nation cares," said Willie Foster, a 47-year-old who benefits from the PADS program, a program that feeds and shelters the local homeless. "They're not being ordered to come here. They volunteer out of the kindness of their hearts. That shows what America is made of."

Keres is a photojournalist assigned to **All Hands**

Story and photos by PH2 Aaron Ansarov

Building/Fighting 101

At this school, the "fight song" is the sound of deafening explosions, the school "mascot" is a Sailor decked out from head to toe in the latest Mission Oriented Protective Posture (MOPP) suit and the "classroom" is in the middle of a forest just outside **Fort Hunter Liggett,** Calif. This institution of higher learning is a makeshift battlefield, where a group of **Seabees** from **Naval Mobile Construction Battalion (NMCB) 3** will be educated on the intricacies of their mission. Welcome to Building/Fighting 101 — or as the Seabees call it, **Field Exercise (FEX).**

Editor's Note: **As the 60th anniversary of the Navy's Seabees approaches, once again training like that highlighted in this story has proven invaluable for our Seabees serving in Afghanistan and Guantanamo Bay, Cuba, as they fight and build in the War on Terrorism.**

▶ **Seabees** from **NMCB 5** prepare to set the perimeter of the base. They will hammer steel spikes into the ground and lay in a layer of concertina wire. In a real-life situation, the wire would be stacked four, maybe five layers high.

Building/Fighting 101

▲ **SW3 Michael Harris,** air detachment, **NMCB 5,** attempts to stay warm while entering the hostile zone for the first time.

"The goal of the FEX is to put these Seabees in a mock wartime environment – in a foreign land, and evaluate them based on how they react to various scenarios," said **Builder 1st Class (SCW) Clarke Jeffers,** an instructor with the regiment. The instructors teach everything from building bridges while dealing with hostile civilians, to defending against attack. "We cram about nine months of real-time battle situations into 10 days."

These battle scenarios come quickly, and without warning; the quiet serenity of a morning in the woods shattered by a loud voice shouting "incoming" from a nearby foxhole.

The whole camp jumps into motion, and the warrior-pupils drop whatever they are doing and run to their posts. Smoke begins to fill the air as yet another voice bellows, "Gas! Gas! Gas!" Then, like a well-orchestrated Broadway costume change, camouflaged Sailors are soon wearing rubber chemical suits and gas masks, making the entire scene look like something out of a sci-fi film.

Without warning, a platoon of aggressors emerge from the smoke-filled trees while firing in all directions, and head toward the friendly camp, now filled with loud cries for help.

Methodically, the men and women of NMCB 3 take action. Returning fire and maintaining their position, they hold their ground as the intruders approach the concertina wire encircling the perimeter. The fictitious battle soon ends with the enemy falling back and

▲ **Soon after arriving,** an equipment operator from air detachment, **NMCB 5** unloads equipment from an Air Force C-130. The Air Force uses the Seabee FEXs as a training environment as well, practicing fast departures and landing in dirt airfields.

▲ **Volunteers from other Seabee units** sometimes act as aggressors during another battalions' FEX. Some volunteer for the tactical training experience, others do it just to have some fun.

The whole camp jumps into motion, and the warrior-pupils drop whatever they are doing and run to their posts.

Building/Fighting 101

▲ **Like a scene from a sci-fi film,** the men and women of **NMCB 3** all look the same with their full Mission Oriented Protective Posture (MOPP) gear on.

▲ **HM1(FMF) Stetfhone Shields** dispenses a backpack full of CS gas that will simulate a chemical warfare attack on the base. If gas masks are not worn properly, the gas will cause the student's eyes and nose to burn – a painful warning that an actual chemical attack could be deadly if proper procedures are ignored.

▶ **SW2(SCW) Paul Hill greets** the troops of **NMCB 5** with an angry foreign tongue. "You on our land, Joe!" Hill repeats over and over. Each member of the battalion is evaluated on how well they handle situations of this sort and what they do to settle them.

returning to the safety of the forest.

The battle is over … at least for now. The camp is safe. MOPP suits and gas masks are put away.

Suddenly, the "professors" emerge. Wearing white tape on their covers to distinguish them from their students, the men and women of **31st Naval Construction Regiment (NCR)** approach various students in the camp to provide constructive criticism about what they did right and what they did wrong. After all, their mission, while on FEX, is to teach the Seabees how to deal with every possible situation, and to prepare them for real-world combat.

"It's a learning experience every time," said NMCB 3 forward gunner on mortars, **Constructionman Desmond Sims.** "These instructors help us out a lot." He added that their ability to bring attention to even the little mistakes, allows the instructors to help the students learn and grow.

Normally, the FEX scenario begins with a battalion coming into the "country." Instructors will dress as friendly civilians and greet them, asking for food and water. As part of the training, instructors then pose as hostile civilians who arrive and disrupt the Seabee's efforts by pulling down fences and protesting. "We are checking to see how the battalion reacts," said Jeffers. "Whenever a scenario goes down, we debrief the individuals and the command posts to let them know how their troops reacted and what they need to work on."

Spending an average of 120-to 150 days a year in the field, these instructors combine years of talent with their exten-

Methodically, the men and women of NMCB 3 take action. Returning fire and maintaining their position, they hold their ground as the intruders approach the concertina wire encircling the perimeter.

Building/Fighting 101

▲ **Instructors** from **Naval Construction Training Center** stand around a bonfire started to simulate hostile civilian activity outside a Seabee base camp during a FEX.

◄ **On the final day of the FEX,** Seabees of **NMCB 3** were subjected to one last attack by aggressors. This gave the instructors the opportunity to unload the remainder of their smoke and CS gas grenades, leaving an eerie scene throughout the camp.

► **Concertina wire** (a form of razor-sharp barbed wire) is used for setting the perimeter of the base camps. Once it snags you, it becomes very difficult to get out of and can leave scrapes and cuts.

The "Can Do" Seabees have always proclaimed, "We build, we fight." For that matter, Building/Fighting 101 graduates can proudly add, "Now we can do even more!"

sive knowledge and add it to these scenarios. "We do an average of 10-to-15 FEXs a year and cover the full gamut of possible challenges they may meet in the real world," said **Hospital Corpsman 1st Class (FMF) Stetfhone Shields,** an instructor with the regiment. "I've been here three years, and I love it. I've done 13 FEXs as an instructor, and I wish I could do this for my whole career."

How to deal with civilians and hostile attacks isn't the only thing the Seabees learn during this special training. "We teach them how to set up strong-back tents, bridges and anything else they may need," said **Steelworker 1st Class (SCW) Gerald Wheeler,** another instructor. "During wartime, we would need to build bridges to keep the roadways open so the Marines can keep getting supplies. We also show them how to respond to runway attacks and how to fix [damaged runways] in good time."

With instructors at the battlefield blackboards around the clock, typically in 12-hour shifts, they are always on the lookout for safety issues and crew welfare, as well as enhancing the students' professional knowledge. "We want to make sure everybody is getting enough water, food and sleep," said Jeffers. "Then we start asking more technical questions, like, 'What's your mission in this position?' or 'How many personnel are in your squad?'" Jeffers added that the questions vary from day to day, so the instructors can get a feel for how much the troops actually know.

Everyone is drilled; from the Seabee on the front line to senior leaders at the command posts. "When all is done in the field, and we feel confident that the troops are all up to speed, we then evaluate and debrief the **Command Operations Center (COC),**" Jeffers said. "We make sure they are getting all their intelligence, where they have their defensive boundaries, communications, fire plans, wire plans and obstacle plans. Then scenarios are adjusted according to how we feel they are doing."

The most challenging part of the FEX for the battalions is not the simple Q&A with the instructors, or being tested on procedure, or even the occasional attacks by aggressors. It's handling everything at once. The long hours, long watches and heavy gear, all team together to increase the mental anguish of the Seabees, while the instructors try to make it as real as possible.

One of the more realistic tools used during FEX is the caustic sulfate (CS) gas. "We use this because it is an irritant, and forces the units being trained to use the proper procedures as if they were in an actual chemical, biological or radiological environment," said **BUC(SCW) Emiel Martens.**

Each FEX lasts 10 days. As newly-qualified Seabees pack for home, they reflect on their battle learning experience. "Now that it's over, it wasn't as hard as I thought it would be," said **Engineering Aide Recruit Carolina Gogoy** about her first FEX. "When I came here, I didn't know much, but the instructors helped me out a lot; especially while I was on watches. They would come out to talk to me, to make sure I was doing everything all right."

The "Can Do" Seabees have always proclaimed, "We build, we fight." For that matter, Building/Fighting 101 graduates can proudly add, "Now we can do even more!" because they too are on the front lines of battle, 60 years after their inception, using their training in the war against terrorism.

Ansarov is a San Diego-based photojournalist assigned to **All Hands**

Story and photos by PH2 Aaron Ansarov

The fun boss, The Sweat Boss

Those who know what ship life is like, know that finding time for fun and fitness on a daily basis is quite a challenge. For **Glen Groone** and **Julia Valentour,** on board **USS *Nimitz* (CVN 68),** this is a challenge they are willing to "entertain" and "work out" — literally.

Commonly known by the crew as the "Fun Boss" and the "Sweat Boss", these civilians make it their goal to keep the ship in shape; promoting and creating fun and relaxing entertainment throughout those long cruises. "The lifestyle of the average Sailor on a ship isn't as active as it should be," says Valentour, the afloat fitness director.

With prior experience as a personal trainer, and holding a Master's degree in Exercise and Physical Fitness, Valentour tries to keep all her Sailors in top shape. "Before doing anything, I will interview the Sailor, asking them their eating habits, activities, etc. From that, I can write up a fitness program to help them get back on track to becoming physically fit."

"I've been in the business for the past 20 years," says Groone, the afloat recreation specialist. His job is to promote MWR events while underway and create tours and port call activities in the various countries the ship may visit.

Together, these two "bosses of R&R" help to greatly increase the morale of the ship, while benefiting the health and welfare of the individuals.

Afloat recreation specialist and afloat fitness directors are presently being assigned to aircraft carriers and some large amphibious ships.

Eye on the Fleet

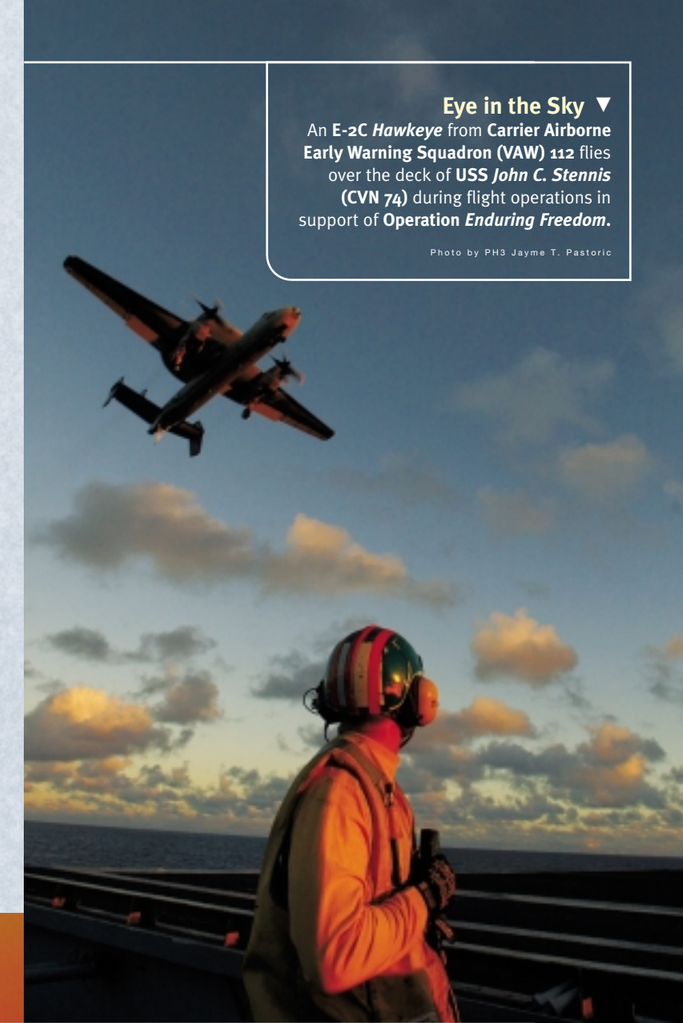
Eye on the Fleet is a monthly photo feature sponsored by the Chief of Information Navy Visual News Service. We are looking for **high impact,** quality photography from **Sailors** in the fleet to showcase the American Sailor in **action.**

◄ Seabee Security
A Seabee attached to **Naval Mobile Construction Battalion (NMCB) 113** provides perimeter security for a **C-17 *Globemaster* III** aircraft from the **437th Airlift Wing** at **Rhino Base** in Afghanistan during the first-ever strategic airlift operation by a C-17 aircraft into an undeveloped dirt landing strip in support of a combat infill of personnel and equipment.

Photo by Air Force Tech. Sgt. Efrain Gonzalez

▲ Photo Ops
A Sailor on board **USS *Carl Vinson*** photographs **USS *Antietam* (CG 54)** as she takes her position for a multinational photo opportunity. ***Vinson*** and her battle group are part of **Operation *Enduring Freedom*.**

Photo by PH2 Andrew Meyers



Eye in the Sky ▼
An **E-2C *Hawkeye*** from **Carrier Airborne Early Warning Squadron (VAW) 112** flies over the deck of **USS *John C. Stennis* (CVN 74)** during flight operations in support of **Operation *Enduring Freedom*.**

Photo by PH3 Jayme T. Pastoric

SPECWAR Inspection ►
Special Warfare and Marine Corps boarding parties from **USS *Ingraham* (FFG 61)** inspect containers aboard the Motor Vessel Kota Sejarah for illegal contraband and Al Quaeda troops in the Arabian Sea in support of **Operation *Enduring Freedom*.**

Photo by PH1(AW) Tim Turner

◄ Sunset Supplies
As the sun goes down, **USS *Bataan* (LHD 5),** makes her way across the Arabian Sea, followed by the fast combat support ship **USS *Detroit* (AOE 4),** while operating in support of **Operation *Enduring Freedom*.**

Photo by PHC Johnny Bivera

To be considered, forward your **high resolution (5"x 7" at 300 dpi) images** with full credit and cutline information, including **full name, rank** and **duty station.** Name all identifiable people within the photo and include important information about what is happening, where the photo was taken and the date. Commands with digital photo capability can send attached .jpg files to: **navynewsphoto@hq.navy.mil**

Mail your submissions to:
Navy Visual Information Division • Naval Media Center
2713 Mitscher Rd., S.W., Anacostia Annex, D.C. 20373-5819

For a new Eye on the Fleet everyday, click on the **Navy Newsstand's** homepage, **www.news.navy.mil,** for fresh images of your shipmates in action.

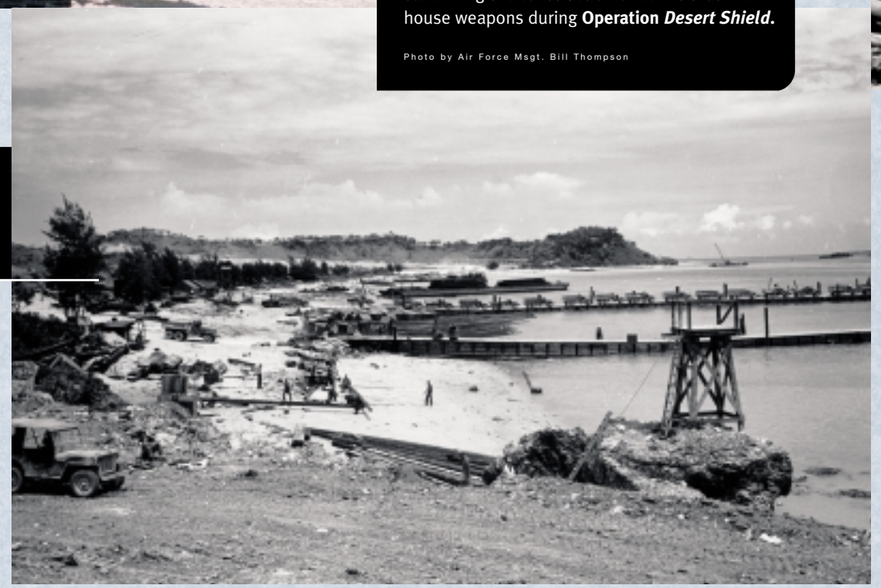
Eye on History

Eye on History is a monthly photo feature sponsored by the Naval Historical Center.

For more photos pertaining to naval history, go to **www.history.navy.mil**.

◀ **1992**
Navy construction battalion personnel use a crawler tractor and wheeled loader to move sand dring the construction of berms that will house weapons during **Operation *Desert Shield*.**

Photo by Air Force Msgt. Bill Thompson



1945 ▶
Seabees of the **7th Seaplane and Dock Construction Battalion** dredge coral for the base causeway in Okinawa.

1943 ▶
Veiled in mosquito netting to fend off insects bearing malaria germs, Seabees build a road at a South Pacific base.

◀ **1960's**
Sam finds there are sidewalk engineers even in Vietnam, as more than one critical eye lines up a corner pole on the schoolhouse in Tran Hung Dao

1951 ▶
Seabee driver **G.L. Reil** gets his assignment and a word of advice from **Chief Warrant Officer A.H. Corb** during training at the Construction Battalion Center, Port Hueneme, Calif.

U.S. Navy Photos Courtesy of the Naval Historical Center

Freedom of Cyber Speech

Story by JO1 Joseph Gunder

We're in the midst of fighting a war on terrorism, and public support for America's military forces has never been higher. That's great, but how can Sailors, Marines, Airman and Soldiers benefit from that emotional support, besides watching the news? The threat of anthrax-tainted mail has forced DOD to reconsider the tradition of the general public sending mail to "any service member." That put a serious damper on goodwill messages coming from the general public to deployed military personnel.

Still, the public voice was loud and clear and beckoned to be heard. So, the Navy came up with a high-tech answer — their "LIFELine." Americans wishing to write messages of support have been able to surf the LIFELines web site and write a short message (up to 1,000 characters) not just to Sailors, but to any branch of service as well. There have been thousands of messages expressing support, good wishes, a joke or whatever they wanted.

Those serving in the defense of our homeland and on the frontlines of the war on terrorism need only go online to read America's words of appreciation. Here are just a few samples:

Hang In There

Though things may seem rough now, there is always calm after the storm. United we stand with pride, I wish all the men and women in the Navy love, peace and happiness. Hurry home Guys! Love From OKC.

Terri Moore
Oklahoma City

Hello, Happy and Blessed 2002 and Thank You!

Hello to a dear member of the U.S. Navy — I wanted to personally thank you for leaving your family, especially at the holidays, to protect the United States and the rest of the world. I am so very appreciative of what you are doing! I work in downtown Detroit, and we can see the Windsor tunnel, the entrance to the U.S. from Canada, from our window. We never thought to be concerned about this until 9/11/01. You are making a difference in my life, and in so many other lives. I am very proud of your work and sacrifice.

Mary Mitchell
Detroit

Many Thanks

Don't give up! Everywhere you go in the United States, flags are hanging, kids are wearing red, white & blue, and people are singing the national anthem and "God Bless America." You have truly made a difference in our lives and we are thankful. We are so proud of all of you and of your families for the support they offer you. You are fighting for the American dream — what this nation was founded on. Thank you.

Ann, Dunnellon
Fla.

Being American

Being American is not easy. We live in an open society that values freedom above all else. We live our lives in freedom here in the states because of the sacrifices you are making. Know that your efforts are much appreciated. I hope that these messages make a difference in your daily lives. You are making a difference in our daily lives. Thank you and God bless America!

Dan & Juliet London
Atlanta

It's expected, that a free people would desire to freely express their thoughts to the defenders of their freedom. As long as there are American Forces deployed, there will be cyber messages of support from those who are grateful back home.

You are encouraged to read these messages of support and suggest to your friends and family that they leave a note for any service members at **www.lifelines2000.org**, and click on "Operation Dear Abby.net," or go to the alternate site at **anyservicemember.navy.mil**.

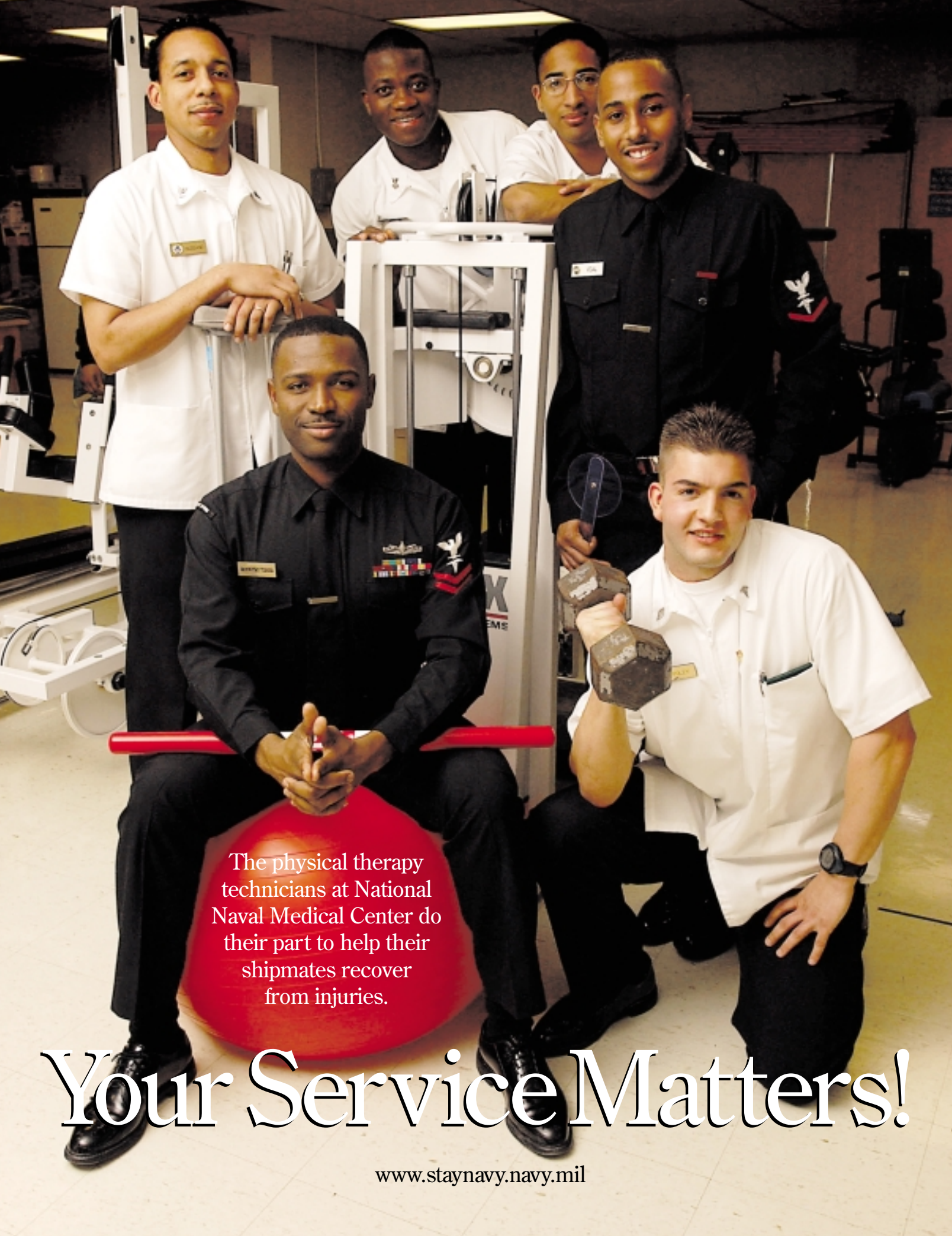
Gunder is a journalist assigned to All Hands *and assistant editor of* NavNews.

Promoted recently?

Received an Award?

Remember, your Hometown cares.

Contact the Public Affairs Office and fill out a Fleet Hometown News release form.


The physical therapy technicians at National Naval Medical Center do their part to help their shipmates recover from injuries.
Your Service Matters!
www.staynavy.navy.mil