



RESERVE SAILOR OF THE YEAR

**THIS ISSUE OF TNR IS GRATEFULLY DEDICATED TO CHIEF MASS COMMUNICATION SPECIALIST STEPHEN HICKOK, WHO RETIRED IN APRIL** after 21 years of combined service in both the active duty Navy and the Navy Reserve. A legacy Illustrator Draftsman (DM), MCC Hickok completed a wide range of duty assignments around the world throughout his career, from multiple deployments aboard USS Abraham Lincoln (CVN 72) to working as part of a mobile public affairs detachment in Afghanistan (pictured).

In addition to numerous short-term assignments covering exercises like RIMPAC, CARAT and Eager Lion, MCC Hickok took on individual assignments creating multiple Navy Public Affairs Guidebooks for the Navy Chief of Information Office. He served as Leading Chief Petty Officer for the Joint Public Affairs Support Element (NPASE) in Norfolk before leveraging two decades of graphic design and public affairs training as the senior editor of The Navy Reservist Magazine, generating nine issues of TNR and three TNR Almanacs.

A passionate advocate of the Navy Reserve warfighter and a tireless standard bearer for a Navy legacy publication with a 60-year history, MCC Hickok showed steadfast dedication to the magazine, elevating both its content and design standard to new heights.

He now continues his graphic design career as a Visual Information Specialist with the Defense Commissary Agency. MCC Hickok enjoys spending time with his wife and children, who have supported him throughout his journey of Navy service.

**FAIR WINDS AND FOLLOWING SEAS, CHIEF.**

**WE HAVE THE WATCH.**



# TNR

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**SUBMISSIONS:** TNR is always looking for submissions that display the work Navy Reserve Sailors are doing around the force. To submit a photo or story, email us at our new address [CNRF\\_PAO@us.navy.mil](mailto:CNRF_PAO@us.navy.mil). Instructions and submission criteria will be provided to help guide your entry.

**ARCHIVE AND NEWS:** Current and past issues of TNR are available at: [www.navyreserve.navy.mil](http://www.navyreserve.navy.mil). Follow the Navy Reserve on Facebook, Twitter, LinkedIn and Instagram. Additional Navy Reserve news can be found on the Defense Visual Information Distribution Service (DVIDS) at: <https://www.dvidshub.net/unit/CNRF>.

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## THE NAVY RESERVIST VOLUME 2022 | ISSUE 3



TNR tells the story of the U.S. Navy Reserve through articles, news and photos showcasing the contributions of Navy Reserve Sailors delivering real-world capabilities and expertise in support of the Navy mission. Find more news and information at [www.navyreserve.navy.mil](http://www.navyreserve.navy.mil)

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**SHIPMATES,**

As we move into the fall, I hope you all were able to take some well-deserved time off to enjoy the summer...to spend quality time with family and friends and to recharge your batteries. Rested and reinvigorated, I need you now to reengage with new energy and urgency in our generational transformation of the Navy Reserve. The global security environment only grows more challenging every day, and we must be prepared to deliver on our organizational mandate: to provide the strategic depth our Navy and Joint forces need to assure our allies and partners, deter our competitors, and decisively compete and win across the spectrum of conflict – in all domains – when called upon. Always remember, WARFIGHTING READINESS is our number one – and only – priority.

As the Chief of Naval Operations, Admiral Mike Gilday, emphasized in his recently released Navigation Plan 2022, “[t]his is a critical decade. As global challengers rise to threaten U.S. interests, America must maintain maritime dominance.” I task every one of you to carefully read the updated Navigation Plan. You will find the Navy Reserve mentioned throughout the document; the Navy is depending on our contributions to accelerating America’s enduring advantage at sea and to “... build, maintain, train, and equip a combat-credible, dominant naval force to keep the sea lanes open and free, deter conflict, and when called upon, decisively win our Nation’s wars.”

Fittingly, this issue of TNR is dedicated to the Navy Reserve Fighting Instructions 2022, and each story throughout this edition highlights our four Lines of Effort: Design, Train, Mobilize, and Develop the Force. Carefully read every article for examples of the tremendous efforts underway to accelerate the transformation of our Force to provide a source of strategic depth...a Reserve Force designed, trained, and ready to fight – confidently and boldly – in sustained, multi-domain combat operations. Together, these stories illustrate just a fraction of the incredible teamwork throughout the Force that I am fortunate to witness every day. Let these stories invigorate and motivate you to challenge the status-quo, think boldly, continuously improve, and innovate to help us deliver a warfighting-ready Force...faster.

Speaking of innovation, start getting your ideas ready for i3 Waypoints 2023. The submission portal is opening in March. As we have seen, several of the concepts presented in our inaugural event are already being implemented throughout the Force. I know that you have many more ideas, and I want to hear them.

# GENERATING A WARFIGHTING-READY FORCE...FASTER.



**"THESE STORIES ILLUSTRATE JUST A FRACTION OF THE INCREDIBLE TEAMWORK THROUGHOUT THE FORCE THAT I AM FORTUNATE TO WITNESS EVERY DAY."**

Finally, congratulations to all 818 FY23 Navy Reserve chief selects. This is a significant milestone in a lifetime of service. I could not be prouder of your achievement, but remember, much more is expected of you now...the hard work starts now!

Thank you all for your contribution to the defense of our great nation and our way of life, and please thank your families and employers for their flexibility and support so you may serve. Every day, I am amazed and inspired by your professionalism, initiative, toughness, and dedication to warfighting readiness...and I hear often from the Fleet of you consequential and impactful efforts. Keep charging Team!

**LETS GET BUSY.**



  
 Vice Adm. John B. Mustin  
 Chief of Naval Reserve  
 Commander, Navy Reserve Force

# NAVY CHIEF, NAVY PRIDE!



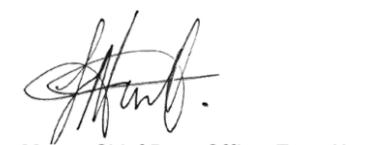
**"MENTAL HEALTH IS PART OF EACH PERSON'S WELL-BEING AND ONE COMPONENT OF PREVENTIVE HEALTH CARE, NO DIFFERENT FROM GETTING TEETH CLEANED TWICE A YEAR OR BANDAGING A SPRAINED ANKLE."**

Hello Shipmates and welcome to the end of the fiscal year!

First, I want to congratulate all of our fiscal year 2023 Chief Selects!

This is a milestone in your lives, one that you have worked hard for, and I am proud of each one of you. A lot will be expected of you as you step into your new role as a Chief Petty Officer. As you embark upon the season of initiation, as prescribed by Master Chief Petty Officer of the Navy's (MCPON) Laying the Keel, I encourage you to maintain your military bearing, participate in the events and training evolutions, and learn the lessons from those chiefs and shipmates investing in your continued leadership development. CNR's Navy Reserve Fighting Instructions 2022 charts the modernization of the Navy Reserve for Warfighting Readiness to deliver strategic depth to our Navy, joint forces and allies and partners, to counter threats to the rule of law such as from modern-day adversaries China and Russia seeking to change the world



  
 Master Chief Petty Officer Tracy Hunt  
 Navy Reserve 17th Force Master Chief

order at the expense of freedom-loving people of the world. You, our new chiefs, as deckplate leaders, are an integral part of our Force and our Nation's Warfighting Readiness. Navy Chief, Navy Pride!

September is Suicide Awareness and Prevention Month. Mental health is part of each person's wellbeing and one component of preventive health care, no different from getting teeth cleaned twice a year or bandaging a sprained ankle. I commend those of you who raise your hand and say, "I need help", whether it's for a physical ailment or to seek advice for life's emotional moments. Challenges are a normal part of our existence and each one of us is affected at some point. While getting help is essential to return us to our usual selves, many do not seek help for various reasons. One is fear in losing their security clearance, and as a consequence, ending their naval career. However, the facts do not support this. Navy Bureau of Medicine and Surgery reports that it is extremely rare to deny or revoke a security clearance for reporting or receiving mental health treatment. However, stepping forward has helped many accomplish great things. An example of how getting help nurtured personal and professional growth is Chief Yeoman (EXW) Marisa Mason, Reserve Force Suicide Prevention Program Manager. When she was a first class, Chief Mason struggled with suicidal ideations during a challenging time in her life. She reached out to her chain of command who immediately gave her support. Flash forward a year later. She's had many positive things happen in her life, such as making chief and the birth of her daughter – a little girl who would not be here if she was not.

Watch Chief Mason's message of hope, as well as other mental health resources, on the Navy Reserve website and social media. There are many examples of being real, in alignment with CNO's Get Real, Get Better campaign.

If you have overcome dark moments in your life and wish to share your message of hope, please reach out to my public affairs team at: [elisandro.diaz.mil@us.navy.mil](mailto:elisandro.diaz.mil@us.navy.mil). Your story may highlight for others, that with the right help, tough moments shall also pass. If you or someone you know is struggling, your chain of command, Chaplain Corps, PHOP and SAIL programs are always available to you. There is also the new 988 Suicide and Crisis Lifeline.

"The Navy with a culture that self-assesses, self-corrects, learns, and innovates better than the opposition gains an enduring warfighting advantage. That principle is the 'Get Real, Get Better' North Star...and it must be the foundation underpinning our ongoing generational transformation of the Navy Reserve."

As CNR has articulated, we must know ourselves – be physically fit, intellectually fit and emotionally fit to maintain our Warfighting Readiness. Get Real, Get Better Shipmates, our nation depends on you.

**KEEP PUSHING FORWARD!**

# MATERNITY LEAVE POLICY UPDATE

DEVELOP

**BOTTOM LINE UP FRONT**

## FREQUENTLY ASKED QUESTIONS:

The intent of the Navy Reserve Component Maternity Leave (RCML) Program is to afford maximum scheduling flexibility. This new policy entitles Selected Reserve Sailors (SELRES) who experience a qualifying birth event on or after June 9, 2022 to receive RCML benefits in the form of pay and retirement points for up to two consecutive 12 regular Inactive Duty Training (IDT) periods that shall be utilized to meet the authorized six days of RCML. Eligible SELRES must be in a paid reserve billet and have a Duty Status Code 200.



FOR MORE INFORMATION VISIT THE EXPECTANT PARENT RESOURCES PAGE AT [NAVYRESERVE.NAVY.MIL](http://NAVYRESERVE.NAVY.MIL)



**Q** Does the maternity policy apply to both parents?

**A** No – in general, the Reserve Component Maternity Leave Program policy only applies to a drilling Selected Reserve member in good standing and entitled to receive inactive duty pay who actually gives birth. A qualifying birth event for an eligible Reserve Component member includes (a) any live birth (including one in which parental rights are immediately terminated and the baby is given up for adoption); (b) a live birth followed shortly thereafter by the death of the baby; or (c) a stillbirth or late term miscarriage (i.e., a stillbirth or late term miscarriage that occurs at or after 20 gestational weeks).

**Q** Does this work the same as Paternity leave?

**A** No. Primary Caregiver Leave and Secondary Caregiver Leave only applies to Active Component members and Reserve Component members performing active duties or mobilized for more than 12 consecutive months who are parties to a qualifying birth event. The Reserve Component Maternity Leave Program policy only applies to eligible Reserve Component members who give birth.

**Q** If the intent is to accommodate postpartum sailors for a minimum of 3 months, then why not make this retroactive for the last 3 months so those still managing a newborn can have the same luxury?

**A** In adhering to applicable authorities, Under Secretary of Defense (Personnel & Readiness) is unable to direct that live births, which occurred prior to issuance of the Reserve Component Maternity Leave Program policy on 9 June 2022, are qualifying events within the purview of the policy. Although Reserve Component members who gave birth prior to the effective date of the policy are not eligible for Reserve Component Maternity Leave, those members are encouraged to collaborate with unit and/or command leadership to achieve a resilient work-life balance, fostering strong personal and family relationships while also promoting warfighting readiness.

# Dear Navy Reserve Spouses

Vice Adm. John B. Mustin  
Chief of Navy Reserve  
Commander, Navy Reserve Force



I had two opportunities last month to address members of Congress about the status of the Navy Reserve. In both cases, I began my remarks by recognizing my wife, Kim, who, like you, provides steadfast support and sacrifice to enable my service. I'm writing today to express my appreciation for the effort you invest in your spouse's service.

Your spouse knows I am very proud of every one of our Sailors. Each represents our service and our country masterfully every single day, around the globe, around the clock...whether in faraway theaters, in other continents, or in the United States. Their work inspires me. But while our Sailors and other service members enjoy unprecedented public support for their contribution and sacrifice, I have come to realize we rarely acknowledge the hard work and support of our families.

You endure the same travel, mobilizations and deployments when our Sailors are operational, even if the nature of the impact is different. The unsung heroes who manage the home fires while our Sailors are away, you also shoulder the burden of your Sailor's absence with stoic grace during regular drill weekends. And you juggle the demands of their public service with those of your family without fanfare. But every Sailor knows, as I do, that you are also public servants and deserving of equal recognition.

Thank you for the sacrifices you and your families make so that your Sailor can defend our nation and strengthen the United States Navy's collective contribution.

You don't require a uniform to be an invaluable member of our Navy Team. Thank you for your service.

Warmest regards,

Vice Adm. John B. Mustin





SCAN CODE TO WATCH THE  
**i3 WAYPOINTS**  
WINNER ANNOUNCEMENT

# AROUND THE FORCE



## CNR SELECTS WINNER OF INAUGURAL i3 WAYPOINTS

Vice Adm. John B. Mustin, Chief of Navy Reserve and Commander, Navy Reserve Force and panel of leaders selected Lt. Cmdr. Jonathan Calhoun's "Leverage Mobile Technology to Streamline Mobilization" as the winning entry of the inaugural i3 Waypoints during a taped broadcast at Ft. Meade, Maryland on June 28, 2022. Calhoun is from Navy Reserve U.S. Fleet Forces Maritime Operations Center and presented one of five ideas selected for the final round from 107 entries submitted.

## NRC LA VISITS MSRON 11

Capt. Jason S. Eckhardt, commanding officer of Navy Reserve Center (NRC) Los Angeles, speaks with Sailors assigned to Maritime Expeditionary Security Squadron (MSRON) 11, prior to an underway training as part of Maritime Expeditionary Security Force (MESF) Boat University (BU) coxswain course. MESF BU is designed to train and qualify MESF to sustain mobilization readiness. (U.S. Navy photo by Chief Boatswain's Mate Nelson Doromal Jr.)



## NSI 2022 CYCLE 3

Naval Reserve Officers Training Corps (NROTC) New Student Indoctrination (NSI) 2022 Cycle 3 midshipman candidates participate in the confidence chamber at Recruit Training Command (RTC), August 1. NSI provides basic training in five warfighting fundamentals – firefighting, damage control, seamanship, watchstanding and small arms handling and marksmanship – to begin creating basically trained and smartly disciplined future Navy and Marine Corps officers. (U.S. Navy photo by Mass Communication Specialist 2nd Class Nikita Custer)

## NRC SHREVEPORT SAILORS RECEIVE MEDALS FOR SAVING SHIPMATE'S LIFE

Navy Reserve Region Readiness and Mobilization Command Fort Worth (REDCOM FW) Commander Capt. Mark Hofmann presented awards to five Navy Reserve Center (NRC) Shreveport Sailors, May 15, for their actions in saving the life of a shipmate, April 3, 2022. Capt. Trent Friedel, Hospital Corpsman 1st Class Ferd Slocum, and Hospital Corpsman 2nd Class Caleb Espinoza received Navy Commendation Medals for direct lifesaving actions. Electrician's Mate 1st Class Patrick Martin and Master-at-Arms 2nd Class Dustin Ikels received Navy and Marine Corps Achievement Medals for other support. (U.S. Navy photo by Mass Communication Specialist 1st Class Lawrence Davis)



## RESERVE SAILORS FIRST UNMANNED PATROL SQUADRON

As the Navy's first unmanned squadron, the "Big Red" of Unmanned Patrol Squadron (VUP) 19 has stretched its wings far and wide since its establishment in late 2013. Reserve Sailors assigned to VUP-19's Reserve component have played a major role in the squadron's continued success. VUP-19 is one of 28 active duty squadrons augmented by Training and Administration of the Reserve (TAR) and Selected Reserve. (U.S. Marine Corps photo by Lance Cpl. Lance Kell)



Story: MC1 Melissa K. Russell  
 Photos: Royal Australian Air Force Cpl. John Solomon  
 Royal Australian Navy Leading Seaman Matthew Lyall

As the old saying goes, ‘practice makes perfect,’ but at Rim of the Pacific (RIMPAC) 2022, practice makes capable, adaptive partners of Sailors and service members from around the world.

The largest international maritime exercise in the world, RIMPAC gives participants a unique training opportunity while building cooperative relationships amongst countries. These relationships are crucial to ensuring the safety of sea lanes and security throughout the world’s oceans. Through the formation of a combined international force, RIMPAC also enhances interoperability across the full spectrum of military operations in the maritime environment.

**BUILDING RELATIONSHIPS**

As part of the shore-based activities this year, Navy Reserve Sailors assigned to Reserve Naval Mobile Construction Battalion (NMCB) 22 Seabees joined forces with U.S. Marines and Republic of Korea (ROK) Navy Sailors for several projects on bases around Oahu, ranging from pouring concrete to removing and rebuilding a stairway for safe beach access.

“As Seabees, we’re called to build all over the world, and RIMPAC goes a long way in creating trust,” said Equipment Operator 1st Class Richard “Tyler” Rack, from Houston, Texas, assigned to NMCB 22, Detachment 3222. “If we had to go to the Republic of Korea or work with them somewhere, we’ve already established familiarity and a working relationship.”

Such familiarity can be as simple as recognizing uniforms from different countries to understanding some of their cultural norms and expectations. It can also pave the way for lasting connections between Sailors and other nations’ service members.

“The good thing about working with partner nations is that you build a bond and a relationship with them by showing them how to use different tools and techniques, and showing them that you trust them,” said Steel Worker 3rd Class Alan Hopkins, of Houston, Texas, assigned to NMCB 22, Detachment 3222.

By working together and developing mutual trust, American troops and partner nation service members improve their overall knowledge and capabilities.

“I like the experience,” said Hopkins. “[Partner nations] have different ideas and techniques, so the good thing about RIMPAC is that they can come here and show us how they do things.”



The language barrier, however, can prove challenging for some RIMPAC participants.

“A big challenge for us has been having different languages,” Rack said. “Fortunately, America is a diverse nation with many languages, and we have a Sailor in our detachment who speaks Korean. They were able to translate for us, which was so cool.”

Along with having bilingual team members, participants adapted using translation apps, and sometimes even resorted to simple gestures to make their point. Despite the language barrier, U.S. and ROK Sailors were able to come together for their builds.

“Although the language is different, it seems like we can relate to each other and that’s good,” said ROK Navy Sgt. Major Seougu Yun, assigned to ROK Naval Mobile Construction Squadron 59. “It is very rewarding to see coworkers accomplishing projects. I think that training together can help us be good partners, even in an emergency.”

**WARFIGHTING INSTRUCTION**

RIMPAC provides Navy Reserve Sailors—who must be ready to mobilize within 72 hours—the opportunity to train to their billet in line with the Chief of Navy Reserve’s Navy Reserve Fighting Instructions.

The Fighting Instructions outline four lines of effort to modernize the force: design, train, mobilize, and develop. The “Train the Force” line of effort, also called, “Mob-to-Billet,” advocates for Sailors to focus on completing the warfighting requirements of their mobilization billet, in addition to readiness requirements.

“The RIMPAC experience would absolutely help me be able to mobilize within three days,” said Hopkins. “I can show up and already have some experience working with other nations in a joint [forces] situation, and that’ll be helpful in case I have to go to another country.”

RIMPAC is also opportunity for Reserve Sailors to be part of a working unit.

“As a Reserve Sailor, my favorite aspect of RIMPAC is to be back in a team environment with a common mission to accomplish,” said Rack. “In my experience, in the civilian sector, you cannot find such a deep level of camaraderie.”

Coupled with the fact that many Navy Reserve Sailors have civilian careers different than their Navy specialty, their ability to quickly integrate and adapt to any working environment is impressive.

“It amazes me when I show up to a construction project and witness so many of my [Navy Reserve] shipmates, who are very good at their respective rates—for example, as carpenters or equipment operators—and then you ask them what they do on the civilian side, it’s something totally different and yet, they know construction,” said Rack. “They’re teachers, bankers, fitness coaches, and business owners. You might never expect that.”

Warfighting readiness and interoperability may be the overall mission of RIMPAC, but the most memorable for most participants is the continued international camaraderie.

“The friendships that we have built during harbor phase will lead to lifelong partnerships,” said Vice. Adm. Michael Boyle, U.S. 3rd Fleet commander, who serves as the RIMPAC Combined Task Force commander. “Having a friend that you can call when you need help, that you already know their name, you already know their capability, you already have a rapport—is what RIMPAC is all about.”

Twenty-six nations, 38 ships, four submarines, more than 170 aircraft and 25,000 personnel participated in RIMPAC in and around the Hawaiian Islands and Southern California from June 29 to Aug. 4. For health safety reasons, this is the first full-scale RIMPAC exercise since the start of the COVID-19 pandemic. RIMPAC 2022 is the 28th exercise in the series that began in 1971.

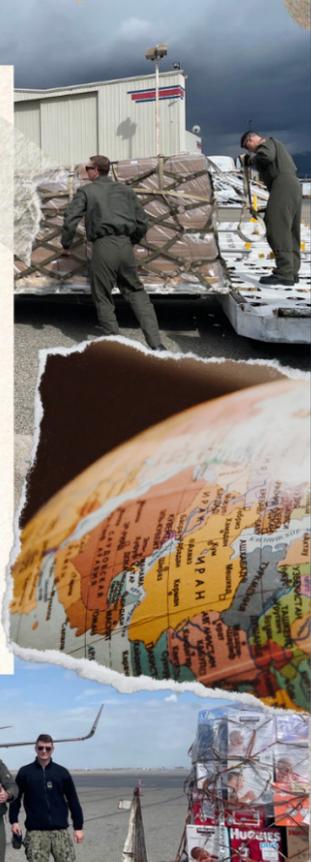
For more on RIMPAC, check out their social media presence on Facebook and Instagram. [🔗](#)



# Operation Little Vittles 2



By Mass Communication Specialist 1st Class Chelsea Milburn,  
Commander, Naval Air Force Reserve



Commander, Naval Air Force Reserve (CNAFR) Sailors assigned to the Navy Air Logistics Office (NALO) and the “Globemasters” of Fleet Logistics Support Squadron (VR) 56 supported “Operation Little Vittles 2,” assisting with the airlift of 12,000 lbs of supplies bound for displaced Ukrainian children in Eastern Europe, Mar. 28-29.

Operation Little Vittles 2 was a grassroots humanitarian relief mission based in Salt Lake City, Utah, and coordinated by the Gail S. Halvorsen Foundation. The airlift was accomplished through the partnership of several private and non-profit organizations in the United States, Germany and Poland, as well as the office of Senator Mike Lee, NALO, VR-56, and the City of Berlin, Germany.

VR-56 flew from their homeport in Oceana, Virginia to Salt Lake City International Airport, where they loaded the 12,000 lbs of donations from local charities. They then flew the donations to Washington-Dulles International Airport where they transferred them to a German A-340 headed to Berlin.

A German charity group received the donations to transport them to Warsaw, Poland for distribution to Ukrainian refugees in need.

Lt. Cmdr. Ken Kaplan, assigned to NALO, both helped coordinate the Navy Reserve’s part in the airlift and flew the mission with VR-56.

“It felt great to be part of a mission that was contributing to such a worthy cause,” said Kaplan.

**“Today, a collection of small things was gathered, packaged, and sent off to do big things: to give hope and comfort to women and children displaced by the ravages of war.”**

The entire VR-56 crew was excited and enthusiastic to be a part of this. It was amazing to see everyone come together to accomplish a common goal. Every time a new challenge presented itself in the planning stages, someone stepped up with a solution. From the charities, to the airport personnel, to the German Air Force, everyone was all in from the start.”

The mission’s namesake, the original Operation Little Vittles, was organized by U.S. Air Force Col. Gail S. Halvorsen as part of Operation Vittles, the Berlin Airlift in 1948-1949, which provided humanitarian aid to Germans during the Cold War soviet blockade of Berlin. After seeing German children’s reactions to being given candy, he began making regular drops of candy during the airlifts to lift their spirits during the blockade and became known as the “Candy Bomber.”

Operation Little Vittles 2 provided an opportunity to the Navy Reserve to have a part in continuing Halvorsen’s legacy and to the City of Berlin to pay his kindness forward to Ukrainian children affected by the war in Ukraine.

“Today, a collection of small things was gathered, packaged, and sent off to do big things: to give hope and comfort to women and children displaced by the ravages of war,” James Stewart, executive director of the Gail S. Halvorsen Foundation.

Commander, Naval Air Force Reserve mans, trains and equips the Naval Air Force Reserve in order to provide enduring operational support and strategic depth to Naval forces that win in combat. ⚡

# RESERVE SAILORS LEAD PHOENIX EXPRESS 2022

By Mass Communication Specialist  
2nd Class Timothy Haggerty



Navy Reserve Sailors were at the helm of the U.S. Africa Command-sponsored exercise Phoenix Express 2022 in Tunis and Bizerte, Tunisia, May 23 to June 3.

The multinational maritime exercise encompassed an in-port information exchange to focus on learning together, and an underway field training exercise designed to enhance cooperation and expertise related to maritime security in the Mediterranean Sea.

Reserve Sailors from Commander Naval Forces Europe/Commander Naval Forces Europe-Africa N5 Reserve Detachment, Pittsburgh, Pennsylvania, were tasked with organizing the exercise in support of U.S. Naval Forces Europe-Africa, which led in the execution of the event objectives.

Exercises like Phoenix Express highlight the ability of Reserve Sailors to be capable warfighters ready to assist global operations at a moment’s notice. “Mission readiness is being able to fill whatever role we are being asked to perform,” said Capt. Eilis Cancel, exercise director and commander, U.S. Naval Forces Europe-Africa N5 Reserve Detachment.

According to Cancel, there’s an urgent need for each Reserve Sailor to stay up-to-date on Navy training requirements, be knowledgeable about each billet and maintain both an awareness and an understanding of the organization in which they operate.

Reserve requirements to fly outside the contiguous United States (OCONUS) to participate in the exercise included completing medical assessments and immunizations, obtaining country clearances and verifying annual isolated personnel reports (ISOPREP).

“Once the Reserve Sailor is in the fleet, they must be prepared and ready to perform when activated,” said Cancel.

“This exercise is particularly useful because we get real world military experience to build onto our schoolhouse training,” said Information Specialist 1st Class Justin Petrilena, “It’s beneficial to see what a mission looks like and track what is expected of us. Active Training (AT) is great but I feel being combat-ready means the ability to utilize sailor skill sets.”

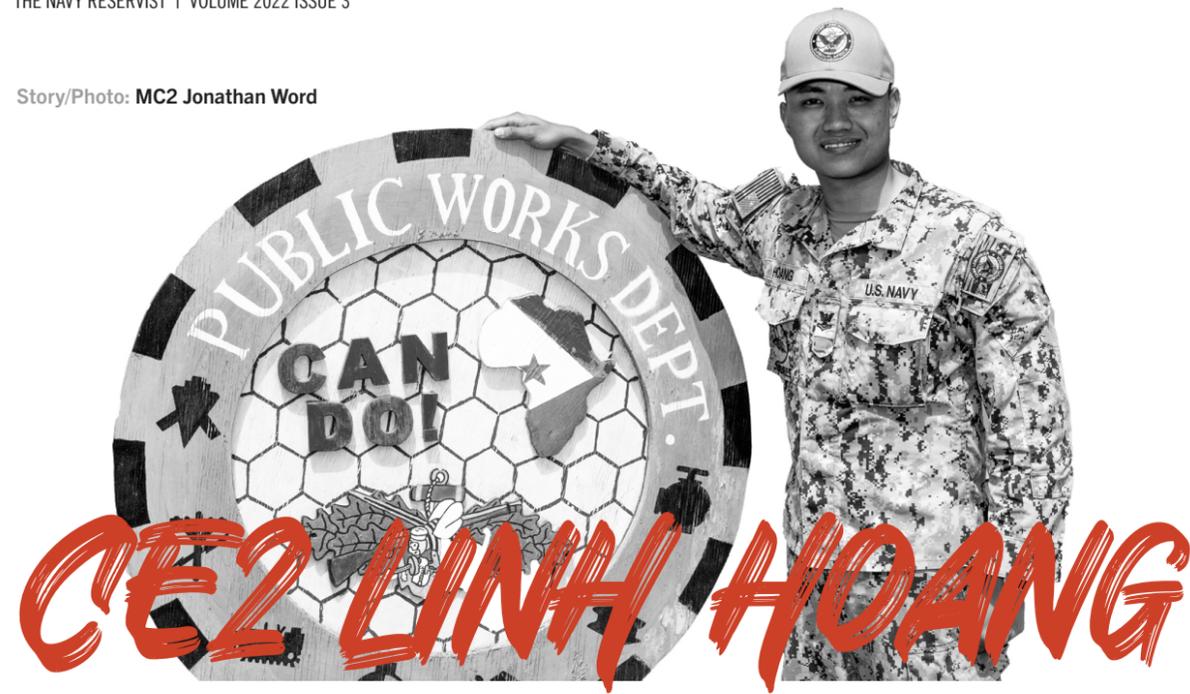
Phoenix Express 2022 focused specifically on maritime security operations to counter illegal activities in the Mediterranean, such as human trafficking, smuggling, and illicit, unreported and unregulated fishing. During the exercise, a combined maritime operations center was stood up in an expeditionary location where watch teams conducted communication drills and practiced regional information sharing. The center directed the exercise’s multinational surface action group and aircraft in ship boarding, airborne maritime patrol operations and search-and-rescue drills.

“These experiences play a large part in getting ready to go out to the fleet being mission and warfighting ready,” said Information Systems Technician 1st Class Robert Kelleher.

PE22 is an example of the Navy Reserve effort to achieve warfighting readiness by transforming the way it designs, trains, mobilizes and develops the Force. ⚡



Story/Photo: MC2 Jonathan Word



On Camp Lemonnier, Djibouti (CLDJ), the United States' only permanent military base on the continent of Africa, over 5,000 deployed service members live and work every day. When they take their morning showers with hot water in clean restrooms and then walk to their workspaces on safe, debris-free sidewalks, they may not put much thought into the work it takes to keep things that way.

For Sailors like *Construction Electrician 2nd Linh Hoang*, a Navy Reservist from Orange County, California, currently deployed to CLDJ where he is a part of the Public Works Department's Facilities Maintenance and Sustainment (FM&S) branch, if he is doing his job right, you may not realize he is doing anything at all.

As a member of the Construction Electrician (CE) rate in the U.S. Navy, Hoang belongs to a community of Sailors known as Seabees. Seabee units, or construction battalions, have a storied history within the U.S. Navy. They are responsible for creating infrastructure to meet the needs of the Navy's forward operations in any environment.

"I am proud to be a Seabee," said Hoang. "It's like being a part of a small group within a big group. Every Seabee's skillset is different, but there are similarities. There are different assignments all around the world for Seabee units."

Today's Navy is a culturally diverse work environment. In many ways, it is reflective of U.S. society with many communities coming together to build a greater whole. Hoang's own family immigrated to the United States when he was 12 years old.

"I was born in Vietnam," said Hoang. "After the Vietnam War, my grandfather was imprisoned for eight years. He eventually got out and was sponsored to come to the U.S. About 20 years later, he was able to sponsor my parents. They took the test and became citizens, and since I was under 18 at the time, I was able to become a citizen too."

Despite the difficulties one might face as an immigrant to the U.S., Hoang has achieved many successes throughout his journey, and he has become a valued member of the Navy.

"I'm sure he had many challenges he had to fight through between learning a new language and learning a new culture," said U.S. Navy Builder 1st Class Michael Randall, CLDJ's FM&S branch head and Hoang's immediate supervisor. "He has pushed forward, joined the Seabees, earned an AA [Associate of Arts degree] in Business Administration, and is about to graduate from California State University Fullerton with a BA [Bachelor of Arts degree] in Finance. Through our short time together he has gained my upmost respect and gratitude, because without his dedication to his work and others this

place would not be the same."

Camp Lemonnier is a forward operating site supporting joint operations managed by the U.S. Navy and is the only enduring U.S. military base on the African continent. Djibouti has been a partner of the U.S. military since 2002 when the installation on the south side of the Djibouti-Ambouli International Airport was formally stood up as the headquarters for Combined Joint Task Force, Horn of Africa (CJTF-HOA). Camp Lemonnier is now operated by Commander, Navy Region Europe, Africa, Central (EURAFCENT). Contracts awarded to improve Camp Lemonnier provide for enduring, yet modern facilities to support improved quality of life, mission readiness, and safety of daily operations.

**"I AM PROUD TO BE A SEABEE. IT'S LIKE BEING IN A SMALL GROUP WITHIN A BIG GROUP."**

Story: MC2 Tyra M. Campbell  
Photo: MC2 Raymond Maddocks



Newly-promoted Navy Reserve *Lt. Dominique Pope* learned much about service from her father, a Retired Air Force Senior Master Sergeant who spent most of his career serving as a Reserve Airman.

His experience enabled him to prepare her for a rewarding career.

According to Pope, a Silver Springs, Maryland native, the higher education military institution she was familiar with was the Naval Academy, until her father presented her with another option.

"My dad introduced me to the Merchant Marine Academy," said Pope. "After learning more about it, I liked the idea of having the option to join any branch as a Reserve service member or to go on active duty."

Pope attended the Merchant Marine Academy (USMMA) in Kings Point, New York, where she majored in Maritime Logistics and Security and, in 2018, received an automatic commission through the Strategic Sealift Officer (SSO) Program.

In her Navy Reserve role, Pope belongs to the Strategic Sealift Readiness Group (SSRG), a team of SSOs made up of actively sailing officers in the U.S. Merchant Marine who are uniquely qualified to operate merchant ships as naval auxiliaries in cases of national emergency. Pope and her fellow SSOs also provide officer crewing for ships in the U.S.

Department of Transportation's Maritime Administration (MARAD) Ready Reserve Force (RRF) and Military Sealift Command's (MSC) Sealift Fleet.

Currently on Active Duty Operational Support (ADOS) orders to Commander Naval Reserve Forces Command (CNRFC), Pope serves as an Action Officer in the N15 Force Activation and Deactivation department. It is a role she relishes, as many SSOs occupy a place in the Individual Ready Reserve (IRR) where opportunities to gain significant operational experience and day-to-day continuity of operations are difficult to come by.

"As an SSO, I do not have a lot of opportunity to put significant time towards my Navy career," said Pope. "So, when the opportunity presented itself to come to CNRFC on long-term orders, I took them, with the intent to build myself as an officer and get some real experience working in uniform."

Pope's current duty afforded her that opportunity.

"I believe my newly gained knowledge of the Navy Reserve has pushed me to grow both personally and professionally," said Pope. "I have seen myself grow as an officer and as a leader, and it has shown in my personal life, as well. I have more confidence in myself, and I feel better equipped to take on difficult situations that may be thrown my way."

Pope's main duty in N15 is assisting Sailors across the Force transition from Active Duty to Reserve and back again.

Pope said she values her ability to contribute to the efforts outlined in the 2022 Navy Reserve Fighting Instruction, which highlights four lines of effort: Design, Train, Mobilize and Develop, and which calls on Reserve Sailors to focus their efforts on consistent warfighting readiness.

Knowing that she is helping real people with potentially life-changing issues, and creating a smoother and more efficient process for future Reserve Sailors, is Pope's favorite part of her job. "The progress the N15 team made required force-wide training and has already resulted in the mobilization of hundreds of Sailors," stated Pope. This contributed to achieving strategic depth and staying ready on day one

**"I HAVE SEEN MYSELF GROW AS AN OFFICER AND AS A LEADER.."**



Story: MC1 Debra Thomas  
Photo: MC2 Timothy Haggerty

# CAPT. EILIS CANCEL

**Capt. Eilis Cancel**, commanding officer, Naval Forces Europe-Africa N5 Reserve Detachment, loves her country and loves flying helicopters. A literal and figurative “high-flyer” in the U.S. Navy Reserve, she has set her sights on inspiring the next generation.

Upon graduating from the Naval Academy in 1999, Cancel selected aviation and went to flight school to earn her wings.

“I always found myself proud to be an American,” said Cancel. “I’m proud of my country and what we stand for — freedom of religion, freedom of speech — and I’ve always felt it was my duty to ensure that those liberties are secure for all of us in America, and that America continues to provide an example of those things to the world.”

Cancel touts flying MH-60 helicopters in the Persian Gulf with the “Screaming Indians” of Helicopter Sea Combat Squadron Six and sailing aboard USS Ronald Regan (CVN 76) on its inaugural voyage around South America as the two main highlights of her active-duty career.

Cancel transferred from active duty to the Navy Reserve in 2008, after which she became a civilian flight instructor where she continued to share her love of flying with her students. She has also continued to flourish as a leader and has served multiple tours in the Navy

Reserve as a commanding officer.

“I really enjoy flying helicopters, I loved the mission,” said Cancel. “I loved serving my country, and I wanted to keep doing that.”

Cancel also used the citizen-Sailor aspect of her Navy Reserve career to enable her to teach in another way. She now teaches middle school Spanish and is taking graduate courses in education.

“Teachers have always made a big impression on me,” Cancel said. “I’ve always wanted to be able to impact people’s lives and help them make good decisions — maybe inspire them to join the Navy?”

When asked about the difference between teaching pilots and teaching middle schoolers, Cancel reflects that there’s surprisingly little difference.

“I think I take some of my military demeanor into the classroom, which the middle school kids appreciate because I treat them more like adults, but I also have very high standards. That mutual respect makes them want to meet those standards.”

In the classroom, on the flight line, or serving as a commanding officer, Cancel brings the same dedication and motivation to everything she does.

“First and foremost, I think of myself as a Sailor in the Navy, like any

other,” Cancel said. “I just always try to be straightforward and do my best, serve my country, and help other people.”

**“I REALLY ENJOY FLYING HELICOPTERS, I LOVED THE MISSION. I LOVED SERVING MY COUNTRY, AND I WANTED TO KEEP DOING THAT.”**

Story: MC2 Raymond Maddocks  
Photo: MC2 Tyra M. Campbell



# YN2 RODRIGO RUIZ-GUZMAN

**Yeoman 2nd Class Rodrigo Ruiz-Guzman** is a Training and Administration of the Reserve (TAR) Sailor assigned to Commander, Navy Reserve Forces Command (CNRFC), where he wears many hats. He is President of the CNRFC Junior Enlisted Association (JEA), a Sexual Assault Prevention and Response (SAPR) Victim Advocate (VA), and the executive officer for his Sailor 360 boat team. In addition to his collateral duties, his primary job is administration clerk, in which he manages documents and correspondence for Navy Reserve Centers (NRCs) and Navy Reserve Region Readiness and Mobilization Commands (REDCOMs).

Ruiz-Guzman was taught the value of hard work from a young age.

“When I was a boy living in Santiago Ixcuintla, Nayarit, Mexico I would help my grandfather sell food and drinks at a stand by the side of the road,” said Ruiz-Guzman. “My grandfather showed me why hard work was important, and I learned a lot of life lessons from him as well.”

Despite his hard-charging attitude, Ruiz-Guzman says he did not always have the positive outlook that he does now. He moved to the U.S. when he was

13 years old. After school, he worked various manual-labor jobs to support himself. He moved from job to job, each one leaving him feeling unfulfilled. At age 29, he was working in a grain processing facility with a weigh station. One day, a Coast Guardsman came into weigh his household goods for a Permanent Change of Station (PCS) move. The Coast Guardsman was much younger than Ruiz-Guzman, as he had just been promoted to E4, and he was in his dress uniform. He told Ruiz-Guzman that he was on his way to California to his next duty station. Ruiz-Guzman was impressed by the sharp uniform and the sense of purpose and achievement the Coast Guardsman seemed to have. That same day, he told his boss he was quitting to join the military.

“After I saw that Coast Guardsman, I walked right up to my boss and told him, ‘In the next three months I’m going to lose a lot of weight, and I’m going to quit this job and join the military,’” said Ruiz-Guzman.

That’s exactly what he did. Ruiz-Guzman improved his nutrition and began running, lifting weights, and taking Brazilian jiu-jitsu. Over the course of the next few months, he lost 60 pounds, and with the help of Navy

Aviation Machinist’s Mate Chief Petty Officer (Ret.) Paul Goins, whom he met at the jiu-jitsu class, he joined the Navy as an Aviation Machinist’s Mate (AD).

“It was not easy, but once I decided that’s what I wanted, nothing was going to stop me,” said Ruiz-Guzman.

Ruiz-Guzman is happy to be thriving in his current role at CNRFC, but he is determined not to become complacent. He is currently taking college classes so that eventually he can earn an officer’s commission.

“My next big goal is to commission,” said Ruiz-Guzman. “College classes can be challenging, but I can take inspiration from my grandfather. He had no formal education, but he needed to be able to do math to run his store, so he taught himself.”

Ruiz-Guzman is looking forward to his next tour of duty in 2023 at REDCOM Fort Worth.

**“MY NEXT BIG GOAL IS TO COMMISSION.”**



# RESERVE SAILOR OF THE YEAR

Story/Photo: MC2 Amber Smalley

**Y**eoman 1st Class Jasmyn L. Phinizy, a native of Lorain, Ohio selected for promotion to chief petty officer, was recently selected as the Navy Reserve Sailor of the Year for 2021.

“It’s an honor to be recognized and chosen for such a prestigious award, from a group of such amazing Sailors,” said Chief Select Phinizy. “For me, transitioning from the active component to the Navy Reserve was difficult, but once I aligned myself with good leadership, I was able to thrive. Receiving this title gives me hope that no matter what platform you serve on or which rate you serve in, good leadership can get you far.”

Phinizy, currently in her 14th year in the Navy, is assigned to Navy Reserve Region Readiness and Mobilization Command Jacksonville (REDCOM JAX) where she serves as the leading petty officer of the adaptive mobilization department, ensuring mobilization readiness throughout the Southeast region. Since mobilization readiness is the foremost priority of the Navy Reserve, it is imperative she guarantees mobilizers are trained and equipped to support the active component and complete the mission.



“**TRANSITIONING FROM THE ACTIVE COMPONENT TO THE NAVY RESERVE WAS DIFFICULT, BUT ONCE I ALIGNED MYSELF WITH GOOD LEADERSHIP, I WAS ABLE TO THRIVE.**”



“Phinizy has consistently displayed sustained superior performance in her duties, distinguishing herself from her peers,” said Chief Yeoman Joseph Swain, also assigned to REDCOM JAX mobilization department. “Her command involvement represents her commitment to leading junior Sailors and facilitating personal and professional growth. REDCOM Jacksonville is proud of her monumental accomplishment.”

According to Phinizy, becoming competitive for Sailor of the Year required her to lean on the knowledge and experience of both her fellow Reserve Sailors and Training and Administration of Reserves (TAR) her active duty counterparts, while also remembering to bring her own unique, authentic perspective to the process.



“This entire process is still so surreal and hasn’t sunken in yet. You always hope that one day you will be selected as a chief petty officer, but for it to happen in front of the entire Navy Reserve force is the most humbling experience I have ever had.”

Sailors are nominated for Sailor of the Year based on history of sustained superior performance, command impact, mission contribution, proven leadership, dedication to self-improvement, outstanding professionalism, and superior personal appearance. To those charged with vetting each candidate, Phinizy’s selection is both a reflection of her dedication to the Navy core values and proof of her readiness for advancement to chief petty officer.

“Competition at this level was fierce,” said Vice Adm. John B. Mustin, Chief of Navy Reserve and Commander, Navy Reserve Force, in his official RSOY announcement. “Each of our finalists represented their units, and the Navy, extremely well and should be very proud of their professional and personal achievements. Well done and congratulations to these stellar performers. You continue to raise the bar and inspire those who we expect to see in the coming years.”

“Find a mentor who cares about you,” said Phinizy. “Make sure they give you open and honest feedback and be yourself. You don’t get to this point by trying to imitate others. If you are yourself, you care, are motivated, and are knowledgeable it will show through.” The Sailor of the Year Program was established to recognize one Sailor a year who represents the Navy through their personal and professional characteristics. Once selected, the Sailor of the Year will be meritoriously promoted to chief petty officer.

“The next step for me is to continue to learn from my leadership and the Chief’s Mess on how to be an effective and supportive leader, and to pass that knowledge to as many Sailors as I can reach,” said Phinizy.



Phinizy encouraged others hoping to follow in her footsteps to utilize the Sailor of the Year Program, and emphasized the vital importance of leaders at every level to consistently recognize the hard work of their Sailors.

“As leaders, we should be our Sailors biggest advocates,” said Phinizy. “If you have Sailors that are performing above and beyond, please recognize them. For some Sailors, even the smallest amount of recognition can give them the motivation they need to keep pushing forward.”

The other finalists for Navy Reserve Sailor of the Year 2021 were Explosive Ordnance Disposal Technician 1st Class William J. Eisenhart, Navy Reserve Expeditionary Exploitation Unit (EXU) One, from Alexandria, Va.; Master-at-Arms 1st Class Nicholette A. Parrish, Unmanned Aircraft Systems (UAS) SEAL Team Eighteen, from Virginia Beach, Va.; Aviation Electrician’s Mate 1st Class Jessica M. Placek, Fleet Logistics Support Squadron (VR) 56, from Suffolk, Va.; and, Utilitiesman 1st Class Kyle W. Werner, Naval Mobile Construction Battalion (NMCB) Two Two, from Conroe, Texas. ⚓

# NAVY RESERVE



## FIGHTING INSTRUCTIONS LINES OF EFFORT



### CREATE

In partnership with the Total Force Manpower Management enterprise, create a continuous, repeatable process for assessing and adjusting SELRES contribution to Total Force manpower requirements, as well as measuring fit and fill across units, missions, and functions.



### SCALABILITY

Design and implement a scalable online, real-time operational readiness assessment and reporting capability.

### DESIGN INITIATIVES:

- Optimize Warfighting
- Billet Prioritization
- Deliver Capability

### TRAIN INITIATIVES:

- Mob-to-Billet
- IA to Zero
- Signature Behaviors

# DESIGN

Identify warfighting capabilities best suited for the Reserve component, which provide a clear benefit to the Navy — delivered at reduced cost, within acceptable risk, and optimized for warfighting readiness.

# TRAIN

Focus training efforts on preparing Navy Reserve Sailors for their mobilization billets, ensuring all Reserve Sailors are trained, ready to activate, and be able to fight on "Day One." Infuse the force with a sense of character in line with the Navy core values, diversity, and culture.



### ALIGN

Align Navy Reserve force structures to Navy requirements relevant for Strategic Competition.



### IDENTIFY

Identify, resource, and employ reserve-specific capabilities that contribute to Navy and Joint Force warfighting readiness. Eliminate reserve capacity that adds little or no enabling or direct warfighting contribution.



### ESTABLISH

Establish and implement a force-wide process to define and validate training requirements, train and assess completion across the Force, and continually measure return on investment to inform future funding prioritization.



### FACILITATE

Facilitate Reserve Sailors' continuous and relevant learning and readiness by leveraging technology and automation efficiency, independent of classroom quota/capacity constraints.



### REFINE PROCESS

Improve and refine the mobilization process across the Force to enable timely response to all levels of operational need.



### EMPOWER

Navy Reserve has inculcated leadership and problem-solving best practices that empower our people to achieve exceptional performance, combat readiness, toughness, and resilience.



### FOSTER

Foster an environment of enduring diversity, equity, and inclusion to ensure every Sailor can achieve their maximum potential.



### BUILD

Build warfighting resilience by embracing and serving the needs of Reserve Sailors and their families before, during, and after activation.

### MOBILIZE INITIATIVES:

- Adaptive Mobilization
- Navy Personnel and Pay (NP2)
- Annual Readiness Questionnaire (ARQ)

### DEVELOP INITIATIVES:

- Culture of Excellence
- Enlisted Leader Development
- Warrior Toughness

# MOBILIZE

Develop and employ rapid mobilization processes like Distributed Mobilization to ensure large-scale readiness for conflict against a peer or near-peer adversary. Expedite Personnel & Pay improvements for Reserve administrative and pay processes.

# DEVELOP

Foster a culture of excellence throughout the Force to maximize warfighting readiness. Reinforce Navy core values and signature behaviors, eliminate destructive behaviors, and emphasize Sailor and family wellness and readiness. Improve methods of educating, recruiting, retaining, and promoting our Sailors. Ensure Diversity, Equity, and Inclusion (DEI) are fully integrated throughout all personnel processes.



### REDUCE BURDEN

Design and implement activation and deactivation processes that reduce administrative burden, and eliminate unnecessary paperwork and duplicative requirements.



### MODERNIZE

Modernize and simplify the processes and tools for leaders and Sailors to manage Reserve Sailor mobilization readiness.



### MAXIMIZE

Maximize accession on-ramps, off-ramps and retention by enabling seamless transition opportunities between reserve and active service.



### IMPLEMENT

Implement a knowledge management (KM) capability that presents aggregated structured and unstructured data from across multiple platforms, enabling informed decision making at all levels for all manpower and personnel functions.

# EARNING THE ROPES

## RESERVE RDCs DEVELOP THE FORCE



By Chief Mass Communication Specialist Gabriel Bevan,  
Recruit Training Command Public Affairs

**R**ecruit Training Command (RTC) is staffed by Sailors from around the fleet with one mission: to produce “smartly disciplined, physically fit, basically trained Sailors.” Both active duty and Navy Reserve Sailors share that responsibility, leveraging their expertise and years of experience to train the next generation.

Recruit Division Commanders represent the best the Navy enlisted force has to offer and are the single most important factor in preparing future Sailors for a successful career in the Navy. RDCs are vetted through a rigorous screening process, undergo an extensive training program and are easily identified by the red rope worn on their left shoulders, representing the pinnacle of Navy professionalism, character and military bearing.

37 Navy Selected Reserve (SELRES) Sailors currently wear the red rope at RTC, laying the foundations of Sailorization and professionalism. These Sailors are aligned with the Chief of Navy Reserve’s “Sailor Development” line of effort: to maximize warfighting capability and readiness; promote a positive culture of dignity and respect; and reinforce the Navy’s core values of honor, courage, and commitment. Prospective RDCs go through a rigorous, 13-week training pipeline in which they learn division administration, military drill, compartment readiness and leadership, and undergo an extensive physical training program. SELRES and active-duty Sailors work side-by-side every day at RTC to ready Sailors for the fleet.

“Our SELRES staff members bring the best of both worlds in training the future of America’s Navy,” said Capt. Kertreck Brooks, RTC commanding officer. “Their contributions, made alongside their active duty counterparts, provide unique and invaluable perspectives pulled from experiences in both their private sector and military careers.”

Chief Aviation Electrician’s Mate Ryan Valentino, of Huntington Beach, California, spent his first eight years in the Navy on active duty before transitioning to the Navy Reserve, but he always harbored a secret desire to become an RDC. He said the Red Rope mission was an assignment that he always wanted to take on, and he knew if he had the opportunity, he would make the most of it.

“When the opportunity presented itself, it was a no-brainer decision, and it turned out to be one of the best decisions I’ve made in the Navy,” said Valentino. “There is nothing like the feeling of starting with a group of civilians and then watching them walk across the parade deck in their dress uniforms as a division of Sailors in the world’s greatest Navy.”

Valentino works in the Recruit Convalescent Unit (RCU), where recruits who are injured during training are rehabilitated until deemed ‘fit for full duty’ and returned to a division to complete the training pipeline.

Yeoman 1st Class Stephanie Sierra looks at her service as an RDC as a means of inspiring future Sailors to be successful in their careers. She said she knew she wanted to make a difference and play a role in creating new Sailors for the fleet.

“When I left RTC, I always pictured myself coming back,” said Sierra. “I had a rough start to my Navy career as a woman in a male-dominated work environment. I was a former Machinist Mate in reactor department. Being able to share my story and the adversity I’ve faced, both in my military and civilian life, has great value when it comes to training.”

**“WE COME HERE TO CHANGE LIVES AND LITERALLY SET THE STANDARDS OF THE MILITARY.”**

- Yeoman 1st Class Stephanie Sierra



Sierra is as a facilitator at the in-processing barracks. This assignment is a part of her “off-push” job, formally known as Recruit Training Period (RTP).

RDCs typically spend their first year after graduating ‘C’ School “pushing divisions.” They spend their second year performing the RTP, and they spend their final year pushing divisions before transferring to their next command.

RDCs can work in various positions during their RTP, including Night of Arrival (NOA) Team, special programs, Midway Ceremonial Drill Hall, ‘C’ School instructors, and Fleet Quality Assurance (FQA) inspectors. Master-at-Arms 1st Class David Lopez is an FQA inspector. His primary responsibility is to ensure standards of training are enforced and being upheld by staff members and recruits. In addition to being a master-at-arms in the Navy, Lopez works for the Broward County Sheriff’s office in Florida, and he believes that his experience enables him to bring a unique skill set to the training pipeline at RTC.

“As I spend most of my time as a civilian, I’ve found being a Reservist has been beneficial when it relates to recruits I’m able to train them more effectively as they transition into the military world,” said Lopez.

Many SELRES staff members at RTC say the dual-nature of having one foot in the private sector and one in the Department of Defense allows them to communicate in a unique way with recruits. Hospital Corpsman 1st Class Ana Avalos currently works on the Medical Liaison Team, and she said experiences in civilian life and her military career allow her to break through to recruits having a tough time.

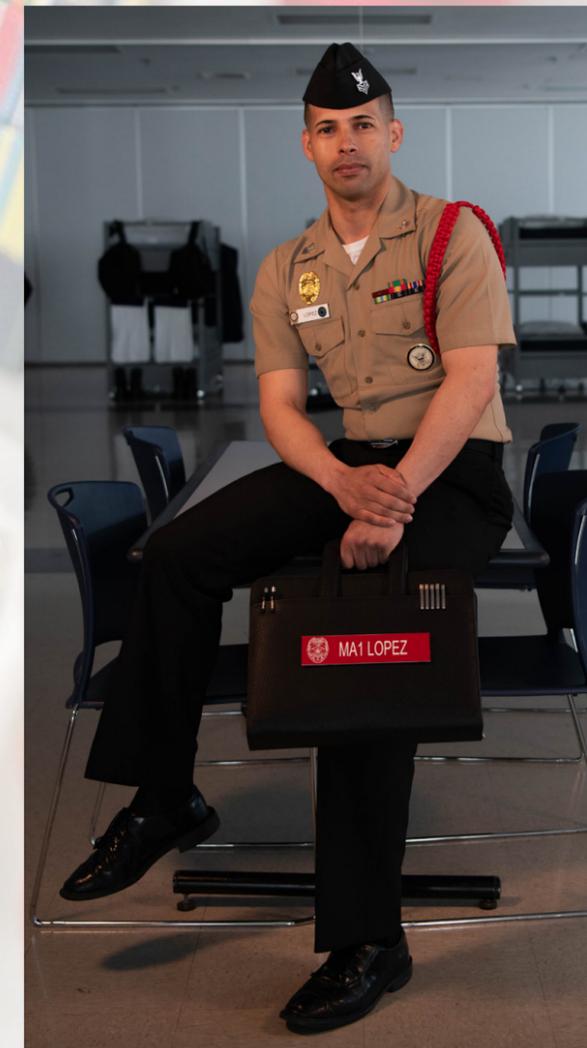
“I’ve always found it challenging to see a recruit who wants to quit the Navy and return to being a civilian before even giving it a chance,” said Avalos. “Being a Reservist helps me resonate with recruits who don’t yet appreciate the benefits the Navy has to offer, while also understanding the challenges they face as a civilian. I think my experience as SELRES helps me understand where my recruits are coming from, which helps me motivate them in a way closer to their point of view.”

Chief Boatswains Mate Eli Gonzalez Valentin, an RDC on his second division, shared his perspective.

“There are so many awesome, creative, and phenomenal people here who have blown me away in their ways of thinking far outside the box,” said Valentin. “The box is not even a thing. The people I’ve met here challenge me to grow and think far beyond what I imagined.” Boot camp training includes physical fitness, seamanship, firearms, firefighting and shipboard damage control along with lessons in Navy heritage and core values, teamwork and discipline. About 40,000 recruits graduate annually from RTC and begin their Navy careers.

“We come here to change lives and literally set the standards of the military; this is ground zero,” said Sierra. “Who wouldn’t want to be a part of that?”

SELRES Sailors who are interested in duty as an RDC or instructor can contact their detailer or find current definite recall opportunities on the Navy Reserve Homeport Operational Support Zip Serve Portal at <https://locker.private.navyreserve.navy.mil/zipserve/>.



**“I’VE FOUND BEING A RESERVE SAILOR HAS BEEN BENEFICIAL WHEN IT RELATES TO RECRUITS - I’M ABLE TO TRAIN THEM MORE EFFECTIVELY AS THEY TRANSITION INTO THE MILITARY WORLD.”**

- Master-at-Arms 1st Class David Lopez

# STANDING UP NAVY RESERVE RECRUITING COMMAND



**C**ommander Navy Recruiting Command (CNRC) has recently established Navy Recruiting Reserve Command (NRRC) to better support Reserve recruiting. This move is part of CNRC's realignment of its command structure, shifting from a three geographic region model (east, central and west) to a two geographic region model (east and west) for active duty recruiting as well as Reserve New Accession Training (NAT) and Training and Administration of the Reserves (TAR). This frees the third major command, NRRC, to focus specifically on the Prior Service Reserve mission in an incredibly competitive job market.

"The challenge that has affected us all is the competition for our military and civilian talent, and that of our reserve market," said CAPT Karen Muntean, Commander of NRRC. "This competitive employment market has forced us to think about short and long term organizational structures that make sense."

Part of this restructure's focus is on Canvasser Recruiter (CANREC) professionals. They make up 65% of NRRC and carry a critical portion of the NRRC enlisted goal and 100% of the officer mission goal.

"Our success depends upon CANREC professionals, and I am continually amazed at their commitment," said Muntean. "These individuals are Selected Reservists (SELRES) and civilian professionals who have committed themselves to joining our challenging recruiting charge. Their role is to recruit for the reserve mission, educate active duty, civilians and veterans on the benefits of serving in the Navy Reserve, and partner with military and industry organizations."

Muntean's team is closely aligned with the NTAGs for the Reserve mission.

"The NTAGs are a strong partner with a shared role in supporting the Navy Reserve through their missions of NAT and TAR," said Muntean. "While the prior service recruiters will realign from the NTAG to NRRC, the NTAG will continue to provide the administrative support to those Sailors who remain in their local AOR. NRRC is a zero-sum build of Operational Control and the NTAGs will retain the administrative control where the support structure already exists for the Sailors previously assigned to them. The relationship with our Navy Recruiting Regions and NTAGs is an integral part of our command structure and the interdependence will be in place for the foreseeable future. Future state discussions include a desire to have Reserve Talent Acquisition Groups (RTAGs), which would be an NRRC extension of leadership and support to our Sailors."

The NRRC Transition Teams are on an aggressive schedule to incorporate reserve recruiters from the NTAG to NRRC.

"The onboarding visits include a structured curriculum that includes NRRC indoctrination, where I have a chance to welcome them to our command," said Muntean. "My team provides refresher training on reserve markets, reserve recruiting requirements, best practices, Centers of Influence and our commitment to restoring Navy Reserve end-strength through Prior Service Recruiting efforts."

In September 2022, NRRC is planning to have their initial production conference in Millington, TN.

"The objective for the initial NRRC leadership conference is to connect our leaders, accept mission assignments, identify strategic partnerships and move forward together," said Muntean.

When describing the command's overall relationship with OCNR and the greater reserve

community, Muntean had positive things to say.

"The Office of the Chief of Navy Reserve (OCNR), Commander Navy Reserve Force (CNRF), and the greater reserve community are strategic partners in the NRRC mission success," said Muntean. "OCNR/CNRF have been critically and proactively instrumental in affecting strategic levers that impact policy, garner support from top military leaders, stabilize our recruiting manpower and provide tenant space in Navy Reserve Centers (NRCs) that remain our number one Center of Influence in the reserve market."

For the Every Sailor is a Recruiter campaign, the Reservists play a key role.

"The Navy Reserve market surrounds the NRCs where our recruiters are located or will be located under the NRRC construct," said Muntean. "NRCs connect us to our market both geographically and personally to SELRES who are some of our most impactful recruiters. The CANREC program successes are but one example of the SELRES recruiting commitment. SELRES provide a large portion of recruiting referrals and we appreciate their historic commitment to 'Every Sailor is a Recruiter,' predating the formal campaign announcement. SELRES understand the benefits of serving in uniform with the Navy Reserve and they are out front helping us man the force."

"I welcome you to join us," said Muntean. "We are interested in hiring more CANRECs across our AOR and we have openings today." ✂

If you are interested in learning more, please contact LT Sylvia Musselman (757) 636-2753 or at [Sylvia.M.Musselman.mil@us.navy.mil](mailto:Sylvia.M.Musselman.mil@us.navy.mil). CNRC consists of a command headquarters, two Navy Recruiting Regions, NRRC, and 26 NTAGs that serve more than 1,000 recruiting stations around the world. Their mission is to attract the highest quality candidates to assure the ongoing success of America's Navy.

For more news from Commander, Navy Recruiting Command, go to <http://www.cnrc.navy.mil>. Follow Navy Recruiting on Facebook ([www.facebook.com/MyNAVYHR](http://www.facebook.com/MyNAVYHR)), Twitter (@USNRecruiter) and Instagram (@USNRecruiter).



Photo by Petty Officer 1st Class Spencer Flin

# LCSRON

STORY: MN1 MICHAEL BUCK  
 PHOTO: MC3 NICHOLAS A. RUSSELL



## LCS RESERVE SAILORS MAKE HISTORY WHILE ANSWERING THE CALL

Navy Reserve Sailors from Navy Reserve Littoral Combat Ship Squadron Two (NR LCSRON 2) made history by supporting overseas planned maintenance availabilities (PMAV) with Maintenance Execution Teams during the first-ever deployment of a littoral combat ship to U.S. 5th Fleet and U.S. 6th Fleet. More than two dozen Reserve Sailors from Reserve Maintenance Execution Teams (RMET) traveled overseas to conduct maintenance for USS Sioux City (LCS 11).

Implementing METs is a key initiative for Commander, Naval Surface Forces. METs provide Sailor-centric teams in forward locations performing maintenance during deployed operations. These teams provide specialized assistance from Sailors on station, reducing the need for contractors to conduct maintenance and repairs.

In line with Chief of the Navy Reserve’s 2022 Fighting Instructions, RMET Sailors train frequently aboard Freedom-variant littoral combat ships in Mayport, FL to achieve Maintenance and Material Management (3M) and Damage Control (DC) qualifications. Sailors assigned to NR LCSRON Two’s six RMET detachments provide homeport expeditionary maintenance as well as antiterrorism/force protection support to LCSRON Two’s growing fleet of ships.

“Overall, our integration with the AMET was excellent,” said Senior Chief Hull Maintenance Technician Neil Prowse, NR LCSRON 2’s officer-in-charge for the first PMAV. “There was a lot of experience used from both components to ensure this mission would be successful.”

In Souda Bay, the blended METs performed over 660 hours of maintenance, completing more than 500 maintenance requirements, both preventative and corrective. The required tasks

completed by the MET equated to roughly 95 percent of the Sailor-assigned items and were critical to Sioux City getting underway on time and in shape for its planned transit to the U.S. 5th Fleet area of operations (AO).

Once the ship arrived in the U.S. 5th Fleet AO, RMET Sailors deployed to support Sioux City’s second PMAV in Bahrain. When operational tasking delayed the ship’s planned arrival in port, RMET Sailors dynamically reoriented. By proactively engaging Bahrain port operations and directly with ships on the waterfront, RMET Sailors found meaningful employment by supporting USS Devastator (MCM 6) while waiting for Sioux City’s arrival. In total, they provided nearly 500 hours of maintenance support to Devastator and completed 213 equipment validations. Once Sioux City arrived, RMETs completed over 200 additional hours of maintenance requirements.

“Our teams, Reserve and Active Sailors working side-by-side, got Sioux City where every warship belongs and kept it there,” said Capt. Dave Rewkowski the commander of NR LCSRON Two. “I’m incredibly proud of what our Sailors are doing. We’re delivering presence.”

The success of these overseas PMAVs and the unexpected events in U.S. 5th Fleet highlight the capability of reserve Sailors to conduct expeditionary maintenance on multiple platforms. CDR Steven “Scott” Whitworth, Commanding Officer of USS Sioux City Blue Crew, noted, “Bottom line, the Reserve Component impact to our PMAVs since being deployed in the C5F and C6F AoRs has been invaluable. In the future, I see both [Active and Reserve Component] METs playing a much larger role in supporting Freedom Variant LCS on deployment and easing or eliminating the need for contract-based maintenance.”

Navy Reserve Littoral Combat Ship Squadron (NR LCSRON) Two is headquartered in Mayport, Florida with Reserve Maintenance Execution Teams (RMET) in Atlanta, Mayport, Florida, and Fort Worth, Texas, and subordinate detachments in Great Lakes, Michigan New York City, and Tampa, Florida. ⚓



# CHANGE OF COMMAND: CNRFC

**R**ear Adm. Michael J. Steffen relieved Rear Adm. John A. Schommer as commander, Navy Reserve Forces Command (CNRFC) during a change of command ceremony at the Joint Forces Staff College in Norfolk, Virginia, July 11.

Vice Adm. John B. Mustin, Chief of Navy Reserve and Commander, Navy Reserve Force, was the guest speaker at the ceremony, and he spoke highly of Schommer's selfless service.

"We are aggressively modernizing our Navy Reserve force to address today's global environment. We're building new capabilities, we're shifting capacity, and our force to meet the needs of long term strategic competition," Mustin said. "We recognize the need to transform, to make hard decisions, to prioritize what matters, and to shed legacy processes, force structure, and expectations, with urgency to prepare for the future. Dual-hatted as both Deputy Commander, Navy Reserve Force, and Commander, Navy Reserve Forces Command, Rear Adm. Schommer has been front and center during these modernization efforts."

Mustin also welcomed Steffen to the command and thanked the CNRFC staff for their dedication.

"You've heard me say before that we have much to be proud of as a Navy Reserve force, and yet we still have much to do," said Mustin. "I'm going to depend on you and your team to execute the changes that are already underway, as well as many that are yet to come."

Schommer addressed the CNRFC staff about the impact they made on the Navy Reserve force under his command.

"It has been the greatest honor of my life to have had the privilege of leading the officers, chiefs, sailors, and civilians of Navy Reserve Forces Command," said Schommer. "To our Sailors: your honor, courage, and commitment inspired me every day. You are the advantage we have over our strategic competitors."

The change of command ceremony doubled as Schommer's retirement after 33 years of service to the Navy, a period of service which encompassed the Cold War, the Global War on Terror and the current global strategic competition.

In his closing remarks, Schommer urged Navy Reserve Sailors to redouble their efforts to stay ready for the potential for global conflict looming just over the horizon.

"We are preparing and training for war. It is why our Navy and Navy Reserve exist," said Schommer. "It is what our nation expects of us. Urgency. Every day, we need to have a sense of urgency that our Navy Reserve is ready to go to war. At CNRFC, our work must be to build warfighting and mobilization readiness. I am proud of the transformation we have accomplished as a team, and there is no better leader than Adm. Mike Steffen to drive our Navy Reserve and CNRFC forward. Welcome aboard, Mike."

Steffen takes his new post following his flag assignment as commandant, Naval District Washington. After relieving Schommer, Steffen spoke about his predecessor and about the command impact of his leadership. "I would like to enthusiastically thank Rear Adm. Schommer for turning over such a fantastic team. Under your watch Commander, Navy Reserve Forces Command has flourished. Thank you so much for everything that you have done, and our very best wishes for your well-deserved retirement."

Steffen also had some motivational words for his new team.

"To the CNRFC staff I say, I look forward to serving you all," he said.

"I am confident that we are extremely well positioned to continue to build upon our reputation for excellence. In the words of Vice Adm. Mustin, 'Let's get busy!'"



# CHANGE OF COMMAND: CNAFR

**R**ear Adm. Scott "Jonser" Jones was relieved by Rear Adm. Brad "Gunny" Dunham as Commander, Naval Air Force Reserve (CNAFR) in a ceremony at the Fleet Logistics Support Squadron (VRC) 30 "Providers" hangar at Naval Base Coronado, Calif., June 10.

Current and former CNAFR Sailors, more than a dozen current and former flag officers, and friends and family of Jones and Dunham traveled from around the country to join CNAFR in celebrating the end of Jones's 40-year Navy career and the beginning of Dunham's tour as CNAFR.

Chief of Navy Reserve (CNR) Vice Adm. John Mustin spoke as the ceremony's guest speaker.

"Jonser, you guided CNAFR masterfully," said Mustin. "Ashore and afloat you've earned a reputation of leading from the front. Your fingerprints are all over this awesome command, which now reflects the very best of vitamin Jonser. You have much to be proud of."

Mustin went on to address Dunham, who recently completed his tour as Deputy, Naval Air Force Atlantic.

"Brad, you've heard me say before that we have much to be proud of in the Navy Reserve, and yet, we still have much to do," said Mustin. "I know that you are the right person at the right time in the right place for this important, critical job."

Presiding officer, Commander, Naval Air Forces Kenneth Whitesell, echoed Mustin's remarks on Jones's leadership.

"Jonser, you and I got to meet in Hawaii, as you were the lead investigator for the Pearl Harbor shipyard shooting," said Whitesell. "I realized as I watched how you guided that investigation team there that there was nothing you couldn't do, and I was going to be in good hands with your worldwide CNAFR leadership to be my partner here in San Diego, and you demonstrated just that."

Whitesell then turned to Dunham and continued.

"Just like the trial by fire with Jonser coming in during the Pearl Harbor shooting and investigation, Gunny's doing the same thing with [Nimitz-class nuclear-powered aircraft carrier USS George Washington (CVN-73)] right now with the investigation he's at," said Whitesell. "If the similar start means we're going to have a similar great performance and similar outcome at Naval Air Forces that we had with Jonser, then I know that we're off to a great start. I'm looking forward to working with you."

Jones took the stage to address the CNAFR staff as well as his relief.

"Brad, you are the perfect leader to take CNAFR forward," said Jones. "Thank you for your commitment, your team play, and your being ready to assume command once again in just a few minutes. I'm so excited to see what the future of this organization holds."

Once Jones finished his remarks reflecting on his time as CNAFR, the ceremony proceeded, and he was officially relieved by Dunham.

"Jonser, congratulations on another amazing command tour," said Dunham. "Your personal sacrifice and dedication to this organization has not gone unnoticed."

Dunham then addressed the CNAFR staff.

"It's a privilege and an honor to have an opportunity to serve alongside some of the very best leaders, officer and enlisted, that this nation has ever produced," said Dunham. "As we speak, sovereign bodies are being challenged with force, increasing global tensions and the competition of great powers demands that each of us be prepared to fight. While we continue to pursue advances in technology and tactics, the competitive advantage to win in combat resides in each of you. I am confident that this team is up to the task."

The ceremony then transitioned from the change of command to Jones's retirement, beginning with a flag detail representing every rank held by Jones, from seaman recruit to petty officer 2nd class and ensign to rear admiral upper half.

After receiving the flag and presenting it to his wife, Teresa, Jones gave his final remarks.

"This week someone asked me if this career was worth it," said Jones. "The best answer I can come up with is this: Naval aviation is a profession, a calling if you will, that demands the very best of us in every single way, so that is how my life has been. I am an ordinary man, who has had the blessing and good fortune to live an extraordinary life through my gold wings, which to this day remain the professional accomplishment for which I am the most proud."

Military guests lined up alongside the ceremonial side boys as Jones was piped ashore for the final time. CNAFR mans, trains and equips the Naval Air Force Reserve in order to provide enduring operational support and strategic depth to Navy forces that win in combat.



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