

THE Bluejacket

Naval Support Activity Mid-South

October 2021: Volume 79, No. 10

MASS AT 1130 THURSDAYS
ROSARY AT 1105
PLEASE CALL FOR MORE DETAILS

JEWISH SERVICE
3RD WEDNESDAYS 1130—
LUNCH & LEARN

GENERAL INFORMATION
BAPTISMS & MARRIAGES— BY APPOINTMENT
E— MARITAL COUNSELING REQUIRED
874-5341



Meet our Junior
Sailor of the
Quarter
p. 4



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Captain's Corner

As the Navy turns 246, we are taking the opportunity to focus on readiness and resilience.

Our families must be ready and resilient

Here at NSA Mid-South we continue to focus on ways to ensure our servicemembers are able to meet mission. This ability to meet the ever changing demands of the Navy starts at home.

We are grateful for the sacrifices our military spouses and children make in support of their Sailor. We continue to examine our support services to balance fiscal responsibility with providing quality of life for our spouses and children.

This week is Fire Prevention Week. One way that our families can be ready and resilient is to be prepared for a disaster. The theme of this year's fire prevention week is "Learn the Sounds of Fire Safety". Ensure your family is supplied with the tools they need to navigate a home fire!

Our youth must be ready and resilient

We have an opportunity in this country to support the development of our youth to face adversity with courage and grace. Having spent time commanding a recruiting district, I know firsthand the importance of having youth ready to answer the call of service.

As we lead in our community, are we looking for ways to provide our youth opportunity to grow and develop for the future, not just for the military, but for our nation? What does our future workforce look like?

Programs like Junior Reserve Officer Training Corps, Sea Cadets, and scouting organizations are great opportunities to help our youth develop skills like discipline, accountability, and dedication. All attributes that will ensure their success in the years ahead.

I encourage each of you, whether you are a parent or not, to seek out ways to engage with youths in our community to mentor them and lay the groundwork for their future success.

Our community must be ready and resilient

It's hard to believe it in landlocked Tennessee, but Millington and the greater Memphis area are a Navy town. With approximately 6,500 personnel, the community is full of Sailors and their families. And when we are here, we are home.

The installation is also one of the top ten employers in



Shelby County. The Department of Defense activity in Shelby County accounts for more than a billion dollars of the local economy.

The simple truth is that we, as an installation and as individual personnel, count on the amazing support from our local community to make our time here successful and enjoyable. And likewise, the local community counts on our presence as a major economic impact. It's a symbiotic relationship.

Our installation much be ready and resilient

NSA Mid-South has a unique position in Tennessee. We offer a quality of life for our Sailors that is largely unmatched in other areas of the country. But we also offer an opportunity for the Navy and other branches of the military to capitalize on the strategic location and ample real estate this installation has to offer.

Our installation has a long history, more than 100 years in fact, of supporting the developing needs of our nation. This installation serves as a homeport for personnel readiness around the fleet. 24/7 and 365 days a year, personnel on board NSA Mid-South are ready to support the administrative needs of Sailors around the world.

As an installation we must continue to remain agile to meet the needs of our military branches represented here.

Capt. Mike Mosbrugger
Commanding Officer, NSA Mid-South

Personnel in the Spotlight:

Meet the NSA Mid-South Junior Sailor of the Quarter

*Story and Photos by Mass Communication Specialist
2nd Class Preston Jarrett, Naval Support Activity
Mid-South Public Affairs*

Religious Program Specialist 2nd Class Javarus Stewart, assistant leading petty officer (ALPO) of the NSA Mid-South base chapel, won the Junior Sailor of the Year award for the second time in his two years since being stationed in Millington.

Stewart, from Grand Junction, Tennessee, said that he is proud to have received the award.

“It feels good, being able to compete with amazing Sailors at this command and come out on top,” said Stewart. “I’m very happy about it.”

He said that his love for competition is what keeps him striving to do his best.

“Any time I feel like there’s a challenge, I just jump right into it,” said Stewart. “I feel like everybody should strive to do better. If you see a wall, why not climb over it just to see what’s on the other side? Any challenge I face, I just want to see what’s on the other side of it.”

Being ALPO of the chapel, Stewart is required to tackle multiple responsibilities simultaneously.

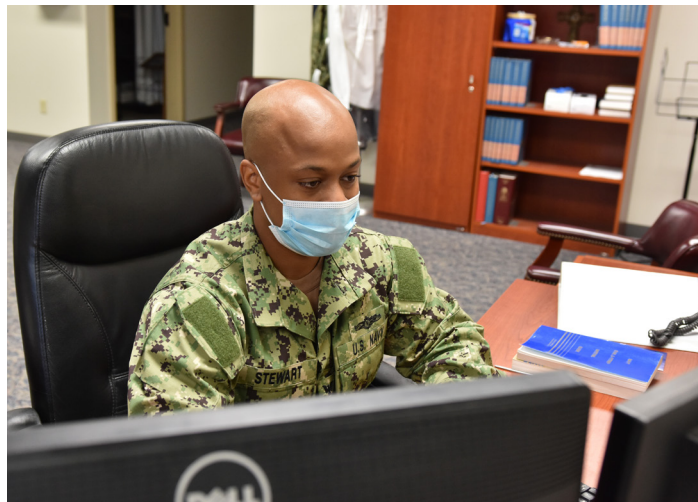
“My responsibilities here include filling the roles as alternate custodian and facilities manager,” said Stewart. “It’s accounting for the chapel, making sure events are set up properly, making sure that the tenant commands have the freedom to have a place to come and worship. Those are some of the roles that I fill.”

From Feb. to May 2021, Stewart underwent a working trip to Jacksonville, Florida, where he aided the vaccination team and led multiple Sailors in fulfilling their duties.

“The experience was amazing,” said Stewart. “There were only a few second-classes there, but there were a lot of third-classes and seamen, so it was actually a great opportunity to be able to mentor younger Sailors and to be able to fill a big leading role. We worked just about every day, 12 hours on, but I loved it. Being able to inspire Sailors is something I love being a part of. I love being a mentor, and I love giving out knowledge, especially when it can help them improve.”

Even during his time there, he was required to take on multiple roles and obligations.

“We filled roles as admin, security, escorts, the people holding the scanners, as well as safety,” said Stewart. “There was a lot for us over there. Each of the



second classes got to move around and fulfill leadership roles in each of those areas, so I did a little bit of everything.”

Stewart also took the opportunity to create workout regimens for the Sailors, and he said that fitness is one of his main passions.

“On the days we had off, I’d always send it on the group chat so everybody could maintain their fitness standards,” said Stewart. “That’s one of the things I love about the military the most: being able to work out together. Fitness is something I love. I do it every day. I love the challenge. When I reach a new goal, or a new max, when I decrease my time on a run, everything about it just challenges me.”

Outside of work, Stewart also enjoys volunteering and spending time with his family nearby.

“I get to see my family a lot,” said Stewart. “When COVID wasn’t happening, I was volunteering at schools for their mentorship programs. Anything that can push me, or anything that gives back to the people, there’s just something about it that makes me want to do it.”









Despite his numerous accomplishments, Stewart also recognizes the people who’ve helped him along the way.

“I’d like to thank my LPO [leading petty officer],” said Stewart. “No matter how many times I mess up, he always encourages me. My chaplain is always motivating me and telling me how I can do better. He’s been amazing to me. Ms. Torres, our civilian, she’s been like a mother to me. One last person I’d like to thank is my previous Chief. Since I came here, he’s been pushing me to do better.”



OCTOBER 2021



	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Library Events Storytime Wednesdays @ 11:15 AM Storytime Thursdays @ 4:30 PM Kids Craft time Saturdays @ 11:30 AM Computer 101 Class Wednesdays @ 2 PM Trunk or Treat October 16 6-8 PM Medicare 101 seminar October 25 @ 5 PM						1	2 11:30 Kids' Craft time 
	3	4	5	6 11:15 Storytime 2pm Computer 101 	7 4:30 Storytime	8	9 11:30 Craft time
	10	11	12	13 11:15 Storytime 2pm Computer 101	14 4:30 Storytime 	15	16 6-8 Trunk or Treat 
	17	18	19	20 11:15 Storytime 2pm Computer 101 	21 4:30 Storytime	22	23 11:30 Craft time
	24 	25 5pm Medicare101 	26	27 11:15 Storytime 2pm Computer 101	28 4:30 Storytime 	29	30 11:30 Craft time 
	31						

Did You Know: Firearms are prohibited on board NSA Mid-South

“One unsafe firearm is one too many.” – Capt. Mike Mosbruger, commanding officer

Personal firearms are prohibited on board the installation.

Possession of a personal firearm on NSA Mid-South constitutes a federal felony which carries risk of a fine, jail time, and debarment from the installation.

Residents of installation family housing are allowed to store firearms in their residence ONLY if that firearm is registered with the installation security department and reviewed for proper storage.

For more information, contact Chief Master-at-Arms Jessica Buffum at 901-619-8811 or 901-874-5059.



Driver Fatigue on Road Trips

From the NSA Mid-South Safety Department

The Navy never wants to lose our military and civilian personnel to vehicle traffic accidents. One of the common causes of these accidents is personnel trying to drive too far in too short a time. As the holidays approach, many will be making these long trips to spend time with family and friends. Invariably, they may find themselves at times nodding off.

Fatigue behind the wheel is a very real and serious danger, if you find yourself nodding off even if you've never experienced it firsthand. If you are planning a long journey, employ the Operational Risk Management (ORM) principles to protect you and your passengers. Don't lock yourself into a mindset that you have to be at a certain place at a certain time. This may make you feel that you are behind schedule and take chances to make up for it.

Yes, you certainly want to plan, so make it a flexible plan and include some safety contingencies. The National Safety Council offers these tips for staying awake while you're driving:

- An obvious cause of fatigue is lack of sleep. Get seven or eight hours of sleep the night before a trip. Don't start a trip late in the day after working. You need to be fresh and alert for any trip requiring long-distance driving.
- If possible, don't drive alone. Passengers can take turns driving and also serve as conversa-

tion partners to keep you awake.

- Avoid driving at night. The glare of lights, inside and outside your car, increases the danger of highway hypnosis and fatigue for your eyes.
- Adjust your car's environment so that it keeps you awake and alert. Keep the temperature cool, with frugal amounts of heat in the winter. Turn the radio volume up, and switch stations frequently, but avoid soft, sleep-inducing music. Do not use cruise control; keep your body and mind actively involved with the driving.
- Take frequent breaks. At least every two hours, stop at a gas station, restaurant or rest stop. Get out of the car, walk around, even jog or do calisthenics. Exercise fights fatigue.
- In addition to exercise breaks, stop for light meals and snacks. Avoid alcohol entirely.

If you start noticing the danger signs of fatigue then there is only one solution: get some sleep! Find a safe, rest area, truck stop, or get a hotel or motel.

Safe driving demands your full attention. If you feel your eyelids getting heavy, then your next actions may not simply determine whether you'll stay awake, but whether you'll stay alive.

Navy Gateway Inns & Suites Becomes Navy Exchange's Seventh Business Line



Story by Kristine Sturkie, Navy Exchange Service Command

Photo by Mass Communication Specialist 2nd Class Preston Jarrett

With a cut of a ribbon, Navy Gateway Inns and Suites (NGIS) officially becomes the seventh business line under the Navy Exchange Service Command (NEXCOM).

“NEXCOM is a purpose-driven worldwide Navy command, laser focused on supporting and sustaining our Navy warfighters and military families,” said retired Rear Adm. Robert J. Bianchi, Chief Executive Officer of NEXCOM. “With the onboarding of the NGIS program, their temporary duty (TDY) mission will undoubtedly provide a vital element in NEXCOM’s portfolio of quality of life benefits, geared to provide for our deserving guests. I’m honored to welcome aboard the NGIS team, and I know they will strengthen our command’s culture which reinforces and celebrates diversity, inclusion and innovation.”

On Oct. 1, a small ribbon-cutting ceremony was held on Joint Expeditionary Base Little Creek-Fort Story, Virginia, which served as the official announcement of attainment of ‘Initial Operational Capability’ of Navy Gateway Inns & Suites by NEXCOM.

On Jan. 4, 2021, Gregory J. Slavonic, Performing the Duties of the Under Secretary of the Navy, issued a memorandum that directed the consolidation

of the Navy’s Permanent Change of Station lodging program, NEXCOM’s Navy Lodge Program and the Department of the Navy’s Temporary Duty Lodging program, NGIS, under NEXCOM with initial operational capability by Oct. 1, 2021 and full operational capability by 30 September 2022.

NGIS is a professionally managed, business-based DoD Lodging Program. NGIS contributes to mission readiness by offering quality lodging and services for a mobile military community, while keeping official travel costs to a minimum. With more than 17,000 rooms at 61 military installations worldwide, NGIS provides Priority-One lodging for the TDY traveler. NGIS delivers comfortable and welcoming accommodations with cost-saving room rates for individual and group TDY travelers, permanent change of station (PCS) travelers, Department of Defense civilians and leisure travelers, retirees, reservists and sponsored guests. For more information or to make a NGIS reservation, visit <https://ngis.dodlodging.net/>

NEXCOM also oversees Navy Exchange (NEX) stores, Navy Lodge Program, the Ships Store Program, Navy Clothing and Textile Research Facility, Uniform Program Management Office and the Telecommunications Program Office.

Holiday specials give customers plenty of opportunities to max out benefit

October represents the unofficial start of the holiday season for commissary customers who want to see Halloween and Thanksgiving promotions, super savings and more, said the Defense Commissary Agency's director of sales. "Whether it is celebrating Oktoberfest with friends or saluting friends and families from afar with a big, plump, roasted turkey, your commissary wants you to know we are here for you with extra savings and great opportunities to enhance your commissary benefit," said Bonita Moffett, DeCA sales director. Throughout October, DeCA's industry partners – vendors, suppliers and brokers – are collaborating with commissaries to offer discounts beyond everyday savings. Overseas stores may have substitute events for certain promotional programs.

Commissaries observe third decade of being the military's grocer

On Oct. 1, 1991, the Defense Commissary Agency (DeCA) officially took over the responsibility of providing the commissary benefit to U.S. military members and their families. As the agency enters its 30th year, DeCA Director and CEO Bill Moore applauded the agency's legacy of service. "When you think about the enormity of forming this agency you cannot escape the tremendous investment Congress made in DeCA to serve the greatest customers in the world," Moore said. "Today, that legacy of service drives us to be *the* military's grocery provider of choice, reaffirming our commitment to deliver the commissary benefit to as many eligible patrons as possible at the best possible savings directed by Congress."

Commissary director talks about benefit improvements in letter to military

Remember that grocery store you and your family grew up with – the one that had all of your favorite specialty items from around the world and the butcher who was always happy to cut that special roast for your family's meal? I remember it, too, and I also remember the cashier who offered a wink and a smile because she knew us so well, it felt like family. I remember it so well because it was my commissary. At the Defense Commissary Agency, we exist to serve you. More than 65 percent of our workforce has a personal connection to the military as a veteran, a retiree, a military family member or a reservist. We are all a part of this exclusive and most deserving community. As an active duty member, retiree, reservist or disabled veteran, you have earned the exclusive right to shop in a commissary. Our promise has always been that the commissary gives back to you for your service. Eligible patrons like you save nearly 25 percent versus what you would pay in commercial grocery stores off the installation. Nearly \$25 back in your pocket on every \$100 you spend on groceries if you shop your commissary!

DEFENSE COMMISSARY AGENCY – PUBLIC AFFAIRS

Visit DeCA on the Web at: www.commissaries.com; [www.twitter.com/YourCommissary](https://twitter.com/YourCommissary);
www.youtube.com/user/DefenseCommissary; www.facebook.com/YourCommissary;
www.flickr.com/photos/commissary/; www.pinterest.com/YourCommissary;
www.instagram.com/YourCommissary/

Is it time for your mammogram?

One in eight women will be diagnosed with breast cancer in her lifetime. Early detection and early treatment are the best hope for survival.

The Baptist Mobile Mammography Unit
will be onsite at

Millington Naval Base Commissary
(Active Duty must have a referral)

Wednesday, October 13th

Pre-registration is required

To schedule an appointment call:

Baptist Central Schedulers

901-227-4433, opt.1

Participants for screening mammograms on mobile unit MUST:

- Be 40 years or older, some insurances will cover baseline between 35-40
- Have no symptoms (**new** lumps or masses)
- Have no personal history of breast cancer
- Not be pregnant or nursing
- Have physician you have seen within a year to receive mammography results
- Not use any assistive devices, such as cane or walker, due to the mobile stairs

NSA MID-SOUTH

DEPARTMENT IN THE SPOTLIGHT

Housing



The NSA Mid-South Housing team supports both unaccompanied and family housing residents. Their office is located in Bldg. 456. (Photo by Mass Communication Specialist 2nd Class Preston Jarrett)

Description & Mission:

Mid-South Navy Housing's mission is to assist military service members, both unaccompanied and those with families, with finding suitable, affordable and safe housing on and off base.

What does your department do?

The Navy Housing Service Center (HSC) is staffed with trained professionals; experts in providing housing services, locating desirable homes and neighborhoods to choose from and assisting in the process of determining what is most important in your housing search, then matching your priorities with the choices available. HSC provides an oversight of the PPV operation. In addition, we are responsible for conducting the annual BAH Collection / Verification process by conducting housing surveys throughout Shelby County and Tipton County areas of various communities.

What is your organizational structure?

The organizational structure is composed of Family Housing and Unaccompanied Housing.

How many people work at the department?

Seven employees work for N-93 Housing Department.

What services do you provide to tenant commands, Sailors, and families?

Housing resources include the homes.mil website and leasing advice.

What services do you provide that you believe are underutilized?

Services that are underutilized are getting assistance from HSC with leasing, finding homes and apartments outside the base.

What do you think is the most common misperception about the command/department/code?

The misperception is not knowing that there are two components of Housing; Public/Private Venture (PPV) and Navy Housing Service Center. PPV is your privatized leasing agent and Navy Housing oversees the work that PPV does. If you have any issues or concerns with PPV, please contact HSC.

What changes have you made to provide your services during the pandemic?

We are currently opened. Required housing inspections have been modified per CDC guidance.

Unaccompanied Housing Receives Survey Award



***Story by Mass Communication Specialist 2nd Class
Preston Jarrett, Naval Support Activity Mid-South
Public Affairs***

The NSA Mid-South unaccompanied housing department received the 2021 National Customer Service “Platinum” Award for Excellence Sept. 10. Marilyn Kennard, the installation program housing manager, said that she was excited and proud to receive the award.

“My staff and employees really worked hard to contact every resident over there and to get some good feedback on services they’d been provided throughout the year,” said Kennard. “We had 100 percent participation, and we were able to get that accomplished fairly quickly. We got awarded because out of 18 installations, I think we were the only one that completed 100%.”

Delia Brasher, barracks building manager for NSA Mid-South, attributes their success to having a close relationship with the Sailors residing there.

“Close relationships are the key,” said Brasher. “Every year, we receive an award, but this time, we got the ‘platinum’ award because we won first out of 18. It’s pretty tough, but even some of our competitors say it’s challenging to beat us, and that’s because we’re really close to the Sailors. We always talk to them if they ever have any problems with the room, personal problems or anything. My door is always open, and that’s the reason why whenever I need something, they’re good on helping me.”

Kennard said that providing for the people working under her and the Sailors residing in the barracks is what motivates her to succeed in her position.

“Well, I feel like you should be happy to come to work and be thankful that you have a job, but my motivation is just to make sure that I’m taking care of my staff and employees and making sure they’re happy,” said Kennard. “In return, they’ll help take care of me, and I also want to make sure that

Unaccompanied Housing - cont.

we accomplish the primary mission of unaccompanied housing, which is taking care of the Sailors over there.”

Kennard then acknowledged Brasher’s contributions in earning the award.

“I definitely want to thank Delia Brasher for leading the Sailors over there,” said Kennard. “Delia is the one who, if she saw a Sailor walking throughout the building, would ask if they’d done their survey to remind them about it. She put a lot of effort behind it to get it done. I would also talk to her daily to ensure that she was tracking it, so it was a collaborative effort.”

Brasher mirrored Kennard’s comments, saying that both Kennard and the people working above her made earning the award possible.


“My director has supported us 100 percent in letting us know what we need to improve the service, always asking us what they need to do to improve,” said Brasher. “The base CO [commanding officer] has supported us as well. The whole chain of command has.”

Brasher said that the feeling of appreciation from the Sailors at the barracks is what makes her job worthwhile.


“I feel like I’ve accomplished a lot because the residents here. They appreciate what we do and the customer service we’re providing them, and for them to just participate along is a lot of accomplishment to us,” said Brasher. “The reason I’ve stayed here for so long is because I love to serve the younger Sailors here, and I’m still planning on staying.”

How to Display The American Flag


The U.S. flag stands for our nation and the shared history, pride, principles, and commitment of its people. When we properly display this powerful symbol, we signal our respect for everything it represents.



The flag shouldn't be flown in inclement weather unless it's an all-weather flag.



Flags displayed at night should be properly illuminated.




In a time of national mourning, hang the flag at half-mast.


The flag can be flown every day, but it is often flown to show patriotism on these observances:

New Year's Day	Easter Sunday	Constitution Day
Inauguration Day	Armed Forces Day	Columbus Day
Martin Luther King Jr.'s Birthday	Memorial Day	Navy Day
Lincoln's Birthday	Flag Day	Veterans Day
Washington's Birthday (Presidents Day)	Independence Day	Thanksgiving Day
National Vietnam War Veterans Day	National Korean War Veterans Armistice Day	Christmas Day
	Labor Day	


When displaying the flag ...




From your porch, place the union (blue section) at the peak of the staff.




Against a wall or on a window, place the union (blue section) at the top left corner.




On your vehicle, clamp the staff to the right front fender.



With another flag, place the U.S. flag to your left when crossed.




Keep your flag completely dry and folded properly — into a triangle, with the union (blue section) visible — before storing it in a well-ventilated area. If the flag is damaged or worn out, it should be disposed of with dignity.



The flag should not touch anything below it or rest on the ground.

Source: United States Code, Title 4, Chapter 1—The Flagdignity.

Brought to you by 



**GET READY.
GET FIT.
GET HEALTHY.**



NAVY AND MARINE CORPS PUBLIC HEALTH CENTER
PREVENTION AND PROTECTION START HERE

Did you make a New Year's resolution to be healthier? Want to get in shape before the next PRT?

The Navy Marine Corps' ShipShape Program is a four week course covering topics from weight loss, to physical activity, to stress management.

Classes scheduled: **20OCT2021 — 10NOV2021**

Every Wednesday afternoon from 1230—1330 in the **Health Clinic Training classroom**

To register please call Health Promotion & Wellness
901.874.6178

or email: heather.s.brasfield.civ@mail.mil

**Navy Medicine Readiness and
Training Unit Memphis**



NSA Mid-South Unsung Hero

Name: Mrs. Margaret Bagley

Position: Sexual Assault Prevention and Response Program Administrative Assistant

Years working for NSA Mid-South: 5 Combined years in and out of uniform at NSA Mid-South

What do you like about NSA Mid-South:

"I like the opportunity to give back to Sailors and their families. Whether it's general information, pointing in the right direction, or talking about lessons learned; it's nice to provide options for those with questions. I tend to keep the mindset of 'sharing what I know,' maybe the information will come in handy for someone else."

In four short months, Mrs. Bagley provided an overhaul of 72 paper and electronic files, auditing and ensuring that information contained was thorough and up to date. She merged many different rosters into one with daily updates. In addition, she organized training resource websites to ensure advocates had the most current opportunities. Margaret's can-do, positive and kind attitude is infectious. All staff members were touched by Margaret's innate ability to help others.



Navy's Upcoming Talent Management Initiatives

*Story by Petty Officer 2nd Class Lex Barlowe,
Navy Personnel Command*

Navy Personnel Command (NPC) is launching a series of Performance Evaluation Transformation and Talent Management (PET-TM) programs and initiatives designed to better train, develop, and retain top talent.

PET-TM is a suite of talent management enhancements that are designed for more frequent and meaningful Sailor development conversations, systematic mid-term counseling for recurring workplace performance feedback, and more efficient and effective Sailor performance evaluation tools and processes. The new programs and initiatives include eNavFit 2.0, which upgrades NavFit98A to a fully web enabled system that also works with disconnected operations, a revision to the BUPERSINST 1610.10 instruction to refocus mid-term counseling, and a new development initiative called MyNavy Coaching to create the conditions for Sailors to develop and grow.

One significant development in performance management modernization is the introduction of eNavFit 2.0, a web-based interface accessible through BUPERS Online (BOL) and NPC Document Services for online EVAL and FITREP submission. eNavFit 2.0 just concluded the Reserve Forces pilot program and will open for full Reserve Force use in late Oct. 2021. The active duty pilot is scheduled to run through fall 2021 and open for full active duty use in Jan. 2022.

“eNavFit 2.0 is solid improvement over our existing system. If I can jump in and start using it, today’s Sailors will learn to use this system pretty quickly,” said Rear Adm. Alvin Holsey, commander, NPC. “This is the type of system that changes our Sailors’ lives and improves outcomes by streamlining the evaluation process.”

eNavFit 2.0 enables Sailors and commands with internet access to initiate, route, digitally sign, and



submit performance evaluations online to the Sailor’s Official Military Personnel File (OMPF). For those disconnected from the internet, eNavFit 2.0 allows performance evaluations to be completed and routed offline, digitally signed, and then uploaded for OMPF submission via a downloadable document manager or printed for a wet signature then mailed to NPC.

“The goal of eNavFit is to consolidate the functionality of the current NAVFIT98A, CPO EVALS, and Flag FITREP system, as well as the PERS-32 processing actions, into a uniform solution for all members of the Navy,” said Capt. Michael Schwerin, Navy Personnel Command special assistant for Talent Management. “This new system takes an incremental approach to transformation. We’re building an online system that allows for better data integration and disconnected operations while building the foundation for our next generation system.”

Both the online and offline versions of eNavFit 2.0 include built-in quality control rules that reduce errors, result in fewer rejected reports, and reduce administrative burdens on commands.

NPC Initiatives - Cont.

eNavFit 2.0 also lays the foundation for the incremental development of the next generation system, eNavFit 3.0, which is planned to integrate improved traits and values statements and expanded performance development options.

From a policy perspective, Performance Evaluation Transformation (PET) will begin in late 2021 with the release of BUPERSINST 1610.10F - a revised Navy Performance Evaluation System instruction. As part of this implementation, mid-term counseling is being refocused to ensure all personnel know that it is mandatory and that everyone will receive it. Additional resources will also be made available to facilitate the counseling session. These resources include: training material to ensure the supervisor and member know their roles in preparing for the performance counseling session; a checklist for ease to ensure supervisors are following the steps to conduct effective performance counseling; guidance on the five key steps for the supervisor to follow during the performance counseling session; information on the three core skills of coaching; and introducing the use of the Military Individual Development Plan to track and guide development after having performance conversations.

Several of the key policy changes include updates to Chapter 18 pertaining to mid-term counseling and coaching, introduction of eNavFit 2.0, and a change among the Reserve Component where the Unit Mobilization Unit Identification Code (UMUIC) reporting senior will be responsible for writing a Reservist's performance evaluations vice the Training Unit Identification Code (TRUIC) reporting senior.

The final PET-TM initiative that is scheduled to roll out to the Navy in late 2021 or early 2022 is MyNavy Coaching - a development initiative focused on the use of coach-like behaviors that serve as a communication tool designed to motivate Sailors to invest in their development and enhance their performance through personal and professional goal setting and constructive feedback.

"The MyNavy Coaching initiative is a CNP-led effort to build and sustain a coaching culture within the Navy with the goal not to make every Sailor a

coach but to make our Sailors more coach-like by using the core skills of active listening, empathy, and asking powerful questions," said Lt. Cmdr. Erica Harris, scientific research advisor, MyNavy Coaching team.. "Coaching is a communication skill that creates the conditions for growth for every member of the Navy to build relationships that requires not just learning but practice that will empower our sailors to take accountability and ownership of their development, leading to better performance outcomes."

MyNavy Coaching utilizes a peer-to-peer coaching approach to build a coach-like developmental culture in the Navy where everyone is responsible for development, not just supervisors or leaders. The approach is being scaled for all sailors, regardless of rank and consists of implementing MyNavy Coaching content within leadership schools, accession points, support to commands, and existing customers and processes.

While these changes in performance appraisal and Sailor development will be implemented in the near term, PET-TM is already addressing enhancements for the future. In partnership with the Naval Postgraduate School, two studies will begin in Fiscal Year 2022 exploring future performance evaluation system and policy enhancements. These future system enhancements will be key elements of eNavFit 3.0 and the Navy's future performance evaluation system.

"eNavFit 2.0 is solid improvement over our existing system. If I can jump in and start using it, today's Sailors will learn to use this system pretty quickly,"

***-Rear Adm. Alvin Holsey,
Commander, NPC***

Commander, Navy Recruiting Command and Sea Cadets Partner to Develop America's Youth



A U.S. Naval Sea Cadets Corps (USNSCC) Fort McHenry Division cadet uses the Navy's virtual reality asset the "Nimitz" during the Navy Promotional Days (NPD) Baltimore. During the event between USNSCC, Navy Recruiting Command and NTAG Philadelphia, cadets participated in physical training with local recruiters, conducted service training and experienced the "Nimitz." NPDs are a part of the Navy's national search for the best and brightest students who have what it takes to excel in high-demand, cutting-edge fields. (Photo by Mass Communication Specialist 1st Class Diana Quinlan)

Story by Petty Officer 3rd Class Cody Anderson, Navy Recruiting Command

Commander, Navy Recruiting Command (NRC) Rear Adm. Dennis Velez recently released his 15 priorities for his second year in charge of NRC. Among them is more engagement with the U.S. Naval Sea Cadet Corps (NSCC).

"We recognize that the Sea Cadets is a youth organization dedicated to developing individuals with a high propensity to serve," said Velez. "Through presence and engagement with local Naval Sea Cadets units, we hope to serve and strengthen the bonds within our communities."

Velez's vision is that the leadership at each Navy Talent Acquisition Group (NTAG) directly engages with the leadership of any NSCC unit that falls within their

area of responsibility, so a direct channel of communication is established between them. Through this engagement, NSCC units would be able to leverage local naval recruiting stations (NRS) for support and volunteers when needed. Navy Recruiting encourages Sailors volunteering their time to consider their local NSCC as an option to give back in their communities.

"The opportunity for our Sea Cadets to interact with Navy recruiters gives our young men and women a great opportunity to learn about the Navy, and to get motivated about it, and learn what it would be like to serve," said Rear Adm. (ret.) Andrew Lennon, executive director of NSCC. "We've got 400 Sea Cadet units around the country that are just super engaged with our communities, with our American Legion posts, Veterans of Foreign War posts and Navy posts; and our adult volunteers are always looking for opportunities for our cadets to get engaged in the com-

munity. First and foremost, I want our Sea Cadets to have fun and enjoy what they're doing, to feel good about being part of the Sea Cadet team! If we can have our young men and women challenge themselves and become better and more confident people - it will help them become better adults."

The NSCC is a nationally recognized military youth leadership development program with more than 400 units throughout the United States, Alaska, Puerto Rico, Hawaii, and Guam. The organization's core values mirror those promoted by the U.S. Navy and the U.S. Coast Guard and reflect their mission and vision. The organization also actively trains its participants in the customs and courtesies of the Navy along with basic seamanship, watch standing protocol and physical fitness. Also included under the Naval Sea Cadet Corps umbrella is their junior program, the League Cadet Corps, for youth ages 10 to 13.

Basic acclimation to the military is one of the many benefits that participation in the Sea Cadets provides. Cadets who enlist in the armed services are often eligible for military advanced pay-grade programs, which can result in advancement of two pay grades in some services. The Sea Cadets program has also had a positive impact on some prospective special programs' applicants, with more than 10 percent of the midshipmen at the U.S. Naval Academy being former Sea Cadets. Although the program is designed around developing the youth involved, the volunteers also mutually benefit.

Lt. Cmdr. Rolando Machado Jr. has intermittently volunteered with the organization for more than seven years and he believes the symbiotic dedication to the program by both volunteers and students results in reciprocating gains.

"Engaging with Sea Cadets is one of the most inspiring things I do for community service. These students have a desire to better themselves, dedicating time outside of school to develop skills that will be applicable as adults," said Machado. "The biggest personal return for me is when their eyes light up and you can see that they now see themselves in you. That is what it's really about. Once I become a role model for them and they can see themselves wearing my rank, or having my responsibility as a Naval Officer, I know that this path, which may have seemed insurmountable for them before, is now possible and attainable for them. And that

is really the genesis for them to someday be my relief leading Sailors at sea."

While some Sailors have engaged with NSCC during their career, others are experiencing their first opportunities to volunteer with the organization. Sonar Technician (Surface) 1st Class Shea Fehringer, a member of NRC's First Class Petty Officer Association (FCPOA), began volunteering with the local Sea Cadet division, BB-43 USS Tennessee. She said she initially got involved because she was looking for a way to have a positive impact on teenagers and possible future Sailors.

"The reason I reached out to the Sea Cadets as a CNRC FCPOA member was to give our Sailors an opportunity to volunteer in a leadership role with the possibility of becoming more involved as a drill instructor within the program," said Fehringer. "Through volunteering, the Sea Cadets can learn about what the actual Navy is like. We can tell them what deployments are like, what the different rates are and what opportunities and experiences Sailors get from being active duty."

While many who have served might be more likely to volunteer with the program, prior service is not a requirement, leaving some Sea Cadet squadrons without the real-life experience of Sailors who have been to the fleet. With a new commitment to the program being emphasized by NRC, members of the Sea Cadets are looking forward to more direct engagement with their active-duty components. For Sea Cadet Lt. j.g. Andrea Thomas, the commanding officer of Fort McHenry Division and Training Ship Constellation, the support from headquarters represents an investment in the future.

"Sea and League Cadets is an excellent youth organization for both young men and women to learn and demonstrate leadership skills, build confidence within themselves, learn their strengths and receive opportunities for improvement," said Thomas. "Investing in our young people helps benefit a better future for all of us."

The local Sea Cadet unit is USS TENNESSEE (BB-43) DIVISION. For more information about this unit, visit [www. https://www.tnbb43.org/](https://www.tnbb43.org/).

Memphis native serves aboard USS Carl Vinson



By Megan Brown, Navy Office of Community Outreach

A native of Memphis, Tennessee, is serving aboard USS Carl Vinson, a U.S. Navy aircraft carrier.

Lt. Matthew Milam is a 2012 United States Naval Academy graduate. Today, Milam serves as a pilot.

Milam joined the Navy for the opportunities serving provides.

“I joined the Navy to get an education, and to get to know and be around other people that were like me,” said Milam. “I have stayed because I love flying and the camaraderie that comes with it.”

According to Milam, the values required to succeed in the military are similar to those found in Memphis.

“My parents instilled in me values and ideals that help me succeed in the Navy,” said Milam.

Carl Vinson is named in honor of Georgia Con-

gressman Carl Vinson. Vinson was the first to serve a 50-year term and earned the nickname “The Father of the Two Ocean Navy” based on his push to increase funding for naval power. This paved the way for expanding the United States Navy.

According to Navy officials, aircraft carriers support and operate aircraft that engage in attacks on airborne, afloat and ashore targets that threaten free use of the sea and engage in sustained power projection operations in support of U.S. and coalition forces.

Milam’s favorite parts of working in the Navy are meeting people and having new experiences.

Though there are many opportunities for Sailors to earn recognition in their command, community and careers, Milam is most proud of becoming a pilot.

“Something I plan to use in my career post-Navy,” added Milam.

As a member of the U.S. Navy, Milam, as well as other Sailors, know they are a part of a service tradition providing unforgettable experiences through leadership development, world affairs and humanitarian assistance. Their efforts will have a lasting effect around the globe and for generations of Sailors who will follow.

“Serving in the Navy means dedication and sacrifice to ensure loved ones at home continue to remain safe,” Milam added.

Month of October 2021

Health Promotion Topic: Women's Health Month

Week 1 - Maintaining Good Health is Critical to Readiness and the Military Mission

According to the 2019 NMCPHC Workplace Health Risk Assessment Annual Report, 26% of females were classified as high risk, based on their total number of unhealthy responses. Many factors play a role in staying healthy, such as proper nutrition, daily physical activity, maintaining a healthy weight, sufficient sleep, abstaining from tobacco use, limiting alcohol use, and practicing safe sex. In turn, maintaining good health can decrease your risk of developing certain conditions, such as, type 2 diabetes, heart disease, stroke, some cancers, and injuries. In addition to the factors listed above, you should make time for whole body health. Visit your primary care provider for your regular screenings, to include oral hygiene and eye care. Adopting a healthier lifestyle increases the chance of maintaining good health over the course of your career and lifetime.

Week 2 - Exercise During Pregnancy and Postpartum

Strong scientific evidence shows that the risks of moderate-intensity activity done by healthy women during pregnancy are very low, and do not increase risk of low birth weight, preterm delivery, or early pregnancy loss. If you're healthy during pregnancy or postpartum, participating in physical activity is good for your overall health. According to the 2018 Physical Activity Guidelines for women during the pregnancy and postpartum period, healthy women who are not already highly active or doing vigorous-intensity activity should get at least 150 minutes of moderate-intensity aerobic activity over the course of each week. Women who habitually engage in vigorous-intensity aerobic activity or who were physically active before pregnancy can continue these activities during pregnancy and the postpartum period, provided that they remain healthy and discuss with their health care provider how and when activity should be adjusted over time. Physical activity during the pregnancy and postpartum period will help one transition back to mission readiness by maintaining health and fitness level.

Week 3 - Approximately 12 million women in the United States experience clinical depression each year, with one in eight experiencing depression in her lifetime, according to the National Institute of Mental Health.

Depression is more common among women than men, likely due to certain biological, hormonal, and social factors that are unique to women, such as pregnancy, the postpartum period, perimenopause, and the menstrual cycle.³ Additional causes may include family history, stress, pain, or dealing with health issues. Depression is a medical condition that should be properly diagnosed and treated. You should see your health care provider for proper treatment, should you experience any signs or symptoms lasting more than two weeks.³ Resources are available to you and your peers in helping to recognize and treat this condition.

Week 4 - Maintain a healthy weight.

Excess weight, especially around the waist, can increase your risk for certain diseases like type 2 diabetes, high blood pressure, and coronary artery disease.⁴ If you are non-pregnant woman with a waist more than 35 inches, you may be at greater risk for some of these health issues.⁴ Safely lose weight by eating a healthy diet and exercising. Set goals for yourself, learn about new workouts and ways to incorporate physical activity into your busy lifestyle, and track your mood and food triggers.

Fire & Emergency Services Train “Stop the Bleed”

Stop the Bleed (STB) is a national campaign adopted by the White House on October 6, 2015 to empower bystanders to act as an immediate response to life saving tactics.

As the threat has become more realistic on military installations, NSA Mid-South Fire and Emergency Services (F&ES) has taken a direct response by certifying all fire department employees as STB Instructors. With this new-found training, F&ES has trained the CPR Instructor certified employees with the Security Forces to become STB Instructors and train their employees. This has increased the number of personnel on the scene of an active shooter to prevent the loss of life. F&ES has also reached out to NSA Mid-South employees and our 23 tenant commands and have trained to date a total of 50 new STB trained personnel. Some commands have also purchased STB kits for their buildings and personal STB kits for their employees.

With 35 % of pre-hospital deaths resulting from bleeding out and 80% of mass casualty patients being delivered to medical facilities by non-ambulatory means, NSA Mid-South is now better prepared to deal with incidents where life-saving tactics are needed immediately.

To schedule training for your command, contact Fire Inspector Westmoreland at 901-874-5259

Fire Prevention Week teaches ‘The Sounds of Fire Safety’

Throughout the week of October 4-9, the installation Fire and Emergency Services Department spread the word about fire safety as part of Fire Prevention Week. Fire Prevention Week is a national observation to raise awareness about fire safety topics.

Throughout the week F&ES shared educational tips at in-person and on social media platforms.

To the right, firefighters work with children to practice fire extinguishing skills.





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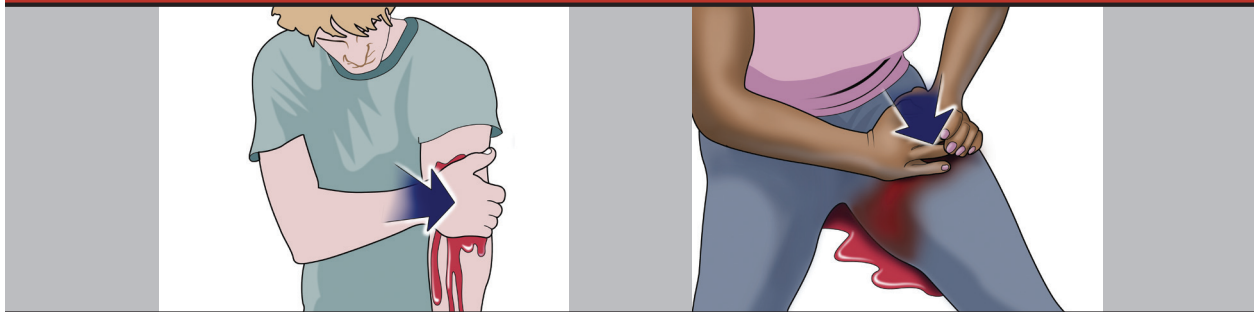


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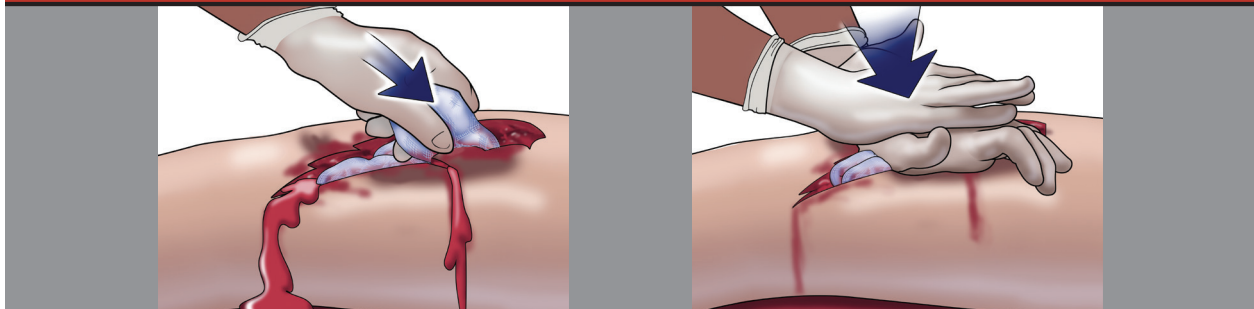


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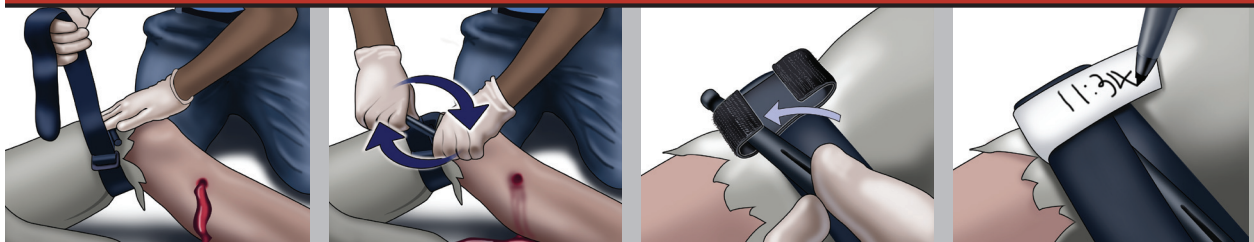
1 APPLY PRESSURE WITH HANDS



2 APPLY DRESSING AND PRESS



3 APPLY TOURNIQUET



WRAP

WIND

SECURE

TIME

CALL 911

The Stop the Bleed campaign was initiated by a federal interagency workgroup convened by the National Security Council Staff, The White House. The purpose of the campaign is to build national resilience by better preparing the public to save lives by raising awareness of basic actions to stop life threatening bleeding following everyday emergencies and man-made and natural disasters. Advances made by military medicine and research in hemorrhage control during the wars in Afghanistan and Iraq have informed the work of this initiative which exemplifies transition of knowledge back to the homeland to the benefit of the general public. Stop the Bleed is a registered service mark of the Department of the Defense. Use of the equipment and the training does not guarantee that all bleeding will be stopped or that all lives will be saved.

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