

2021

RESERVE VOICE

Convention Communiqué



Sgt. Ryan Rudolph, 2021 Army Reserve NCO of the Year runner-up, throws a 10-pound medicine ball while taking the Army combat fitness test during a training event at Fort McCoy, Wisconsin, September 9, 2021. Army Reserve Best Warrior winners and runners-up are training at Fort McCoy to participate in the Department of Army Best Warrior competition in October. (Photo by Calvin Reimold, U.S. Army Reserve Command)

INSIDE

Message from the President	2
Annual Report	4
Committee Reports	10
Family Support	12
International Programs	13
Convention	15
Law Center	19
STARs Update	20
Citizen-Warrior Coalition	21
Legislative Report	22
Member Benefits	26



**NATIONAL
CONVENTION** in



**ROA
2021**

October 21-24

**The Guest House
at Graceland**

[CLICK HERE FOR DETAILS](#)

THANK YOU — IT HAS BEEN MY HONOR

As I begin my last few months as your National President, I did not want to miss the opportunity to thank all the members of the Reserve Organization of America and my Department of Tennessee for the support, motivation, and encouragement during my tenure as the 81st ROA National President. This has been a unique and memory-filled presidency. There was no roadmap on governance for ROA during a pandemic, then add lockdowns, job losses, social injustices, natural disasters, riots, Capitol insurrection, presidential inauguration, the era of Zoom meetings, a first-ever hybrid convention, and a loss of ROA revenue. A definite paradigm shift for the organization and a true testament to the staff, your elected national officers, and key ROA leaders

who stepped up to ensure that ROA programs continued.

Having served as your president, I also recognized that every National President over the years has brought to the table strengths and weaknesses, had to make decisions that all members did not always agree with, and learned that everyone has an opinion. After 35 years of

membership in the organization, the mission of ROA—taking care of the Reserve Components (all ranks/all services), and wanting what is best for the organization, has never wavered by any past national president.

I do want to apologize for your not receiving a hard copy of the Convention Communique. The staff and your EXCOM, guided by the expertise of the Budget and Finance Committee, are constantly reassessing the budget and the short-term budget deficit we face, mainly due to the COVID-driven loss of Top of the Hill revenue. As did the EXCOM and national staff, I felt that communication is key for our members, so the use of the monthly *Reserve Voice* digital platform was approved.

While we are steadily improving the currency of our email list, it still has “gaps”; the monthly digital version of the *Reserve Voice* only reaches about 62 percent of the members. I ask you to pass on the Communique to those in your department or other interested people who might not have received it. A very special thanks to the departments and individuals who contributed to the 2nd edition of the print *Reserve Voice Magazine* for the trust in the magazine and the information it provides to the membership. The comments on our magazine were very positive, including those from members of Congress!

There have been many positive steps and programs that ROA has introduced or are in development. I could take this opportunity to say look at what I did under my watch, or this is my idea, but the fact is any success ROA has had is truly a team effort.

A few of those team efforts are the scholarship programs (Eileen Bonner medical scholarship and the Henry J. Riley scholarship); a new mentorship program (thanks to the Department of Pennsylvania); the first webinar for members, hybrid convention (in person and streaming), Zoom meetings for the EXCOM, DNCM, and every committee; town hall meetings to discuss C&B changes before the convention; Reserve Readiness Center (launching in FY 22), legislative initiatives (tax credits for RC employers, a letter to President Biden, working in cooperation with other organizations on law and policy for the reserve components, changing orders for those called up for the pandemic from 89 to 90 days allowing them to receive important benefits (we received thanks from the Trump administration for bringing the discrepancy to their attention), strategic communication (social media engagement, *Reserve Voice* online, *Reserve Review* video blog, and the magazine); successful family programs; international program engagements (CIOR, CIOMR, UPORFA virtually); and our executive director, Jeff Phillips, who in recognition of ROA's leadership, participated as a panelist at a Georgetown University forum on military and veteran issues. I could go on, but additional information and more can be found on the redesigned website, <https://www.ROA.org>.



PRESIDENT'S VIEW

I would be remiss if I did not mention the great work done by Don Stockton, chair of our Standing Together for America's Reservists (STARs) Foundation, and Brad Carlson, of Military Non-Profit Consulting (MNPC). Among the successful programs are the Citizen-Warrior Coalition, Yellow Ribbon program participation, STARs in School Kits, our development campaign, development of Reserve Education Forums, social media platform initiatives, and yearly activities gearing up for the 100th Anniversary next October.

We need your help to ensure the success of the ROA and STARs programs for the future. I hope you will be part of our development campaign, by, for example, becoming a Pershing Society donor. How can you contribute to the future success of ROA for the next century—call (800) 809-9448 or roastars.org. Remember it is ONE VOICE, ONE FIGHT!

The one item that every member must be involved with is growing MEMBERSHIP. We have a long way to go on in that area. Although our membership, especially among life members, continues to decline, term and associate members continue to increase.

I like to refer to ROA as a blended membership, inclusive and diverse, including those still serving, cadets, retirees, spouses, widows and widowers of those who served, and honorary members. Those like me who are retired understand the importance of ROA for Reserve Components that are resilient, flexible, and ready. We are working for a strong National Defense, but understand everyday life adjustments happen, especially for those who still serve—jobs, family, drilling, deployments, health issues, and items that come into play that you might not count on. We retirees will continue to keep the light on for those of you still serving; we encourage your participation when you can: ROA is your professional organization—All Ranks, All Services!

We need everyone, so spread the word of the great things ROA is doing for every Reserve Component member.

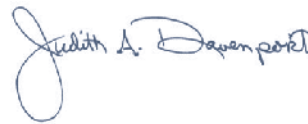
I encourage everyone to attend the National Convention, 21-24 October 2021, at the Graceland Resort in Memphis

(details in this Communique). Come experience the great hospitality of the Department of Tennessee and take one of the top nine famous house tours in the country: Graceland. Concerned about attending in person? All COVID safety protocols will be followed. Still unsure? Sign up for the streaming option. And—plan now to attend the celebration of the 100th anniversary of ROA in Washington, DC, where it all began, 29 September through 2 October 2022.

It has been an honor and a privilege to serve this great organization. There have been good and not-so-good moments over the last two years, but the experience has made me a better, stronger, and kinder person, and I will always be grateful for that experience. I cannot end this thank you without gratefulness to the ExCom, appointed leaders (Layne Wroblewski, Sherman Reed, Bev Houghton, Paul Groskreutz, Deb Orvin, Jim Sweeney, Peggy Wilmoth, Don Stockton, Joe Snel, Rafael Ortiz; department presidents; committee chairs (Milt Houghton, Peggy Wilmoth, Tom Hueg, Hazel Robinson, Tony Atlas, Ed Brock, Anne Groskreutz, Dale Andersen, Don Brown, Mike Silva, Bob Smith, Lisa Doumont, Bob Carmack, Joe Snel, April Hill, Tony Kanellis, Henry Plimack, and Jan Rhoads); our national staff; and contracted partners, Condor, Brad Carlson, and Kalen Arreola, and last but not least my husband and family for all the hours spent away from them.

As I transition into the Chair of the STARs Foundation, I hope you will support President-Elect Capt. Bob Carmack, with your guidance, willingness to serve, and goodwill.

Be well and get your vaccine when you can.



V/R
Judi Davenport, Col.,
U.S. Army (Ret.)
81st ROA National President



ANNUAL REPORT

Fiscal Year 2020

By Jeffrey E. Phillips, Executive Director

If I have one fault—and I have many—it's that I default to optimism. Perhaps it was my upbringing, two parents who had gone through the Great Depression and world war, my dad as a pilot in Europe, mom as a schoolgirl, and then participated in America's post-war miracle of growth and transformation.

Dad took us to the [1964 World's Fair](#) in New York, and the sheer dynamism and optimism were stunning to that kid of seven. Dad, now gone, was a technical writer producing manuals for Hamilton Standard, whose propellers outfitted most of our airplanes – including his 9th Troop Carrier Command C-47. Hamilton was producing components for the supersonic B-58 Hustler strategic bomber and would soon be equipping the new, staggeringly big Boeing 747 and supporting the Apollo program. Dad exuberantly, reverently, absorbed the fair as if it was a pilgrimage into the heart of his own journey in the nation's transformation.

And I absorbed his optimism.

Over my span as your executive director, I have remained optimistic, yet have learned that optimism isn't always greeted with the acceptance that came so easily to dad and which he passed on to me. Given the difficulties we have experienced and have now pushed through together, that's not perhaps so surprising.

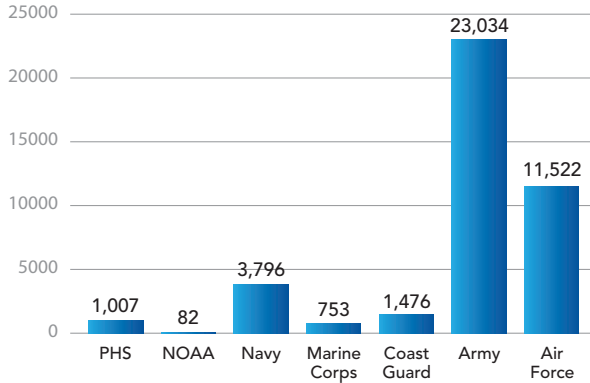
And yet, well more than a year into the situation created by the response to a virus, I remain wholly and unreservedly optimistic.

Increasing Revenue and Decreasing Expenses, a full return of business to our [Top of the Hill Banquet and Conference Center](#) is truly unknowable, yet promising signs are appearing. Staff and the Executive Committee conservatively established an annual budget for the fiscal year beginning April 1, 2021, that forecast zero Top of the Hill revenues. Zero is what it generated last year, as the pandemic raged (the year before, it generated \$1M in gross revenue, about half of that gross profit). In July, we did about \$50,000 in unforecast business, and Condor, which manages the business for us, forecasts about \$170,000 by December 31.

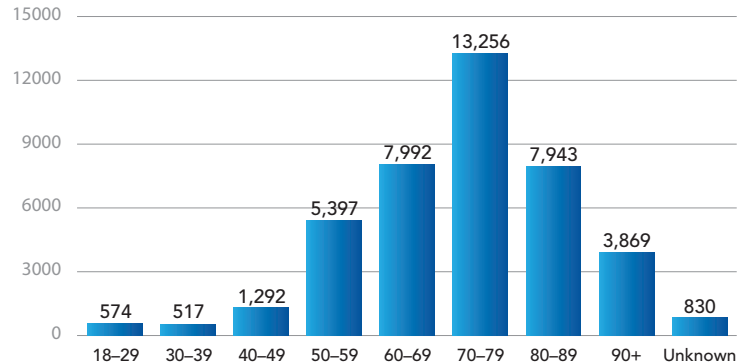
ONE
VOICE
FOR
THE
RESERVE
COMPONENTS:
EVERY
RANK
AND
SERVICE

TOTAL MEMBERSHIP: 41,670

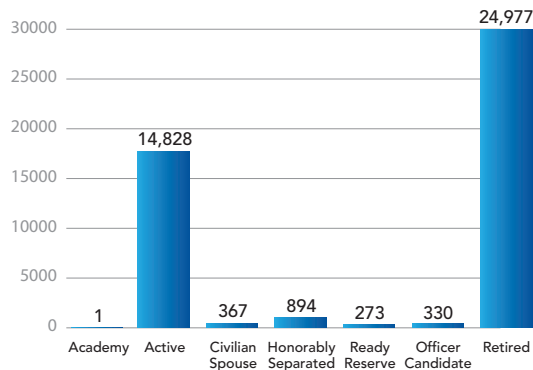
MEMBERS BY SERVICE



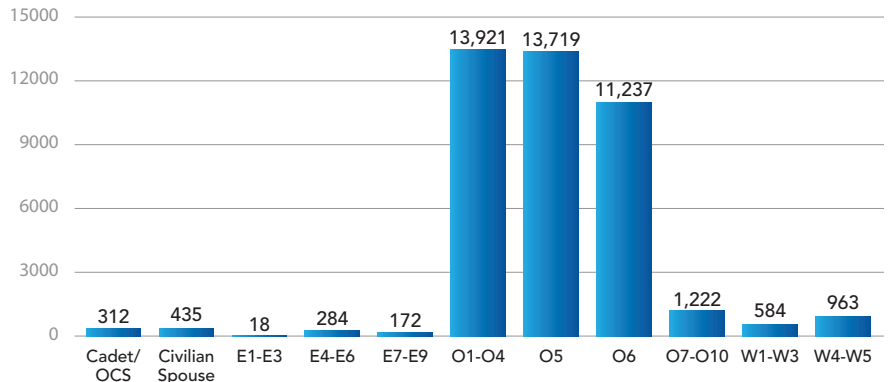
MEMBERS BY AGE



MEMBERS BY STATUS



MEMBERS BY GRADE



As I write, a media company is setting up in the Symposium Center (our conference room) to video interviews for its client; the Top of the Hill invoice? \$4,000. An event order just arrived for next week: \$5,300.

So we are seeing regrowth, and *I am optimistic*.

On pages 7, 8, and 9, you will see accounting documents. In plain English, we are operating this fiscal year with a forecast operational deficit of \$280,000. We've planned for it and are ready. We will draw *as needed* from our Contingency Fund, established for such situations, and the beneficiary of a strong stock market, which currently has more than \$1M in it. As of this writing, month over month, we are operating in

line with the budget and watching our inflows and outflows like circling hawks watching a cornfield.

In the May 2021 [Reserve Voice Magazine](#), I wrote that we had trimmed expenses by 22 percent, and we continue to look for opportunities to further do so.

Better news comes from our [development](#) efforts, which include many of you as donors and members of the Pershing Society: we have raised over \$3 million so far. Never to my knowledge since the 1960s effort that raised funds for the Minuteman Memorial Headquarters Building has ROA achieved such fundraising success. A fifth "\$100,000 donor," a husband and wife team, both military retirees and ROA life members, just joined the ranks, to our great appreciation.

People don't give hard-earned money to a cause in which they do not believe.

So I am optimistic.

Membership is no longer, nor has it been for some time, "on the plunge." We are currently at a net increase for the fiscal year so far, but have seen small net decreases the past few months. These decreases are the effect of the sad loss of life members due to age. Yet ROA's membership among Reserve Component officers in the O-1 through O-4 paygrades (13,477 as of August) exceeds that in either the O-5 or O-6 paygrades (13,380 and 11,010 respectively).

This membership growth among younger officers indicates ROA's growing ability to attract early and mid-grade officers.

ROA's membership among enlisted servicemembers continues to grow, and these members are making a difference: two members of ROA's Executive Committee are in the E-9 paygrades, a Marine Corps sergeant major and an Air Force chief master sergeant. And the operational pilot of the association's newly developed mentorship program is being conducted by volunteer Air Force Reserve senior NCOs.

We must offer these serving members of the Reserve and National Guard a value proposition that is meaningful to them in their military and civilian careers and in their family life. To better **Provide Quality Products and Services**, ROA will launch a mentorship program for members, with the operational pilot beginning at convention time.

The ROA Mentorship Program, hosted on ROA.org's soon-to-launch Reserve Readiness Center "behind" the member sign-in, will use state-of-the-art, secured technology to enable volunteer mentors to upload qualifications and interests; and prospective mentees or protégées to review and select a mentor. The mentorship relationship is then self-directed and can occur online, by phone, in person, or however the "dyad" chooses. Not every protégée may be a serving RC member or seek help associated with military life; it's plausible that a member may want mentoring on a business interest, perhaps starting a business, and seek out an ROA member with appropriate experience.

Another ROA first is our partnering with the fast-growing fitness company Planet Fitness, with more than

2,000 locations, to offer servicemembers discounted full memberships that include a free, self-guided "PT" regimen.

This regimen, specifically designed by a fitness expert, can help prepare them for the new gear-heavy fitness tests, such as the Army Combat Fitness Test (*see cover photo*). The ACFT requires equipment not found in your backyard and maybe not in your local gym. Reserve Component members must go to their reserve center or armory to access it, and with these places often many miles from work and home, you see the problem.

This offering is a first-of-its-kind, prompted by ROA after a conversation with an Army general who suggested the value of such an option: ROA saw the opportunity and "ran with it."

And this fall, we will announce ROA's Centennial Writing Contest among members who want to exercise their writing skills and share their thoughts on topics of importance to ROA and national security. Winning entries will be recognized at our centennial convention in Washington next year.

So I am optimistic.

Influencing Legislation and Military Policy is in full gear, now under the direction of serving U.S. Air Force Reserve Capt. Jonathan Sih. Jonathan (whom I expect soon to be selected for major) has experience as a lobbyist and as a staff member in the House of Representatives. He's savvy, hungry, poised, and a great people person. He's young and a face of ROA's future. Susan Lukas, now retired from ROA after developing, in my opinion, the best "lege" campaign among MSOs and VSOs, discovered Jonathan and is mentoring him. Our legislative and military policy report is on page 22.

So I am optimistic.

Improving Strategic Communications—what I call "comprehensive communications"—is steadily being achieved with better-than-ever use of digital/social media. And I don't mean just Facebook or our redesigned website. ROA is now using Twitter, Instagram, and LinkedIn to get the message out. We're learning how to do it and are seeing some success (I want to see more!). Our weekly Facebook Live video series, *Reserve Review* (*see page 2*), accessible through [ROA.org](https://www.ROA.org), is yet another avenue for our message with guest speakers

sharing 10-20 minute perspectives on Reserve life and service.

Reserve Review increased engagement on Facebook with a new way of engaging sponsors, partners, senior military leaders while highlighting the efforts of ROA's legislative affairs team.

Here are some metrics that show ROA's social media progress in communicating messages on programs, departments, chapters, legislative updates, and the story of Reserve Component members in the field:

- Engagement Rate **Facebook**
 \$ National Avg* for Gov't Pages - 0.21%
 \$ ROA - 5.9%
- Engagement Rate **Instagram**
 \$ National Avg* for Gov't Pages - 1.08%
 \$ ROA - 5.6%
- Engagement Rate **Twitter**
 \$ National Avg* for Gov't Pages - .06%
 \$ ROA - 2.1%

*Source of national averages data: 2021 Social Media Benchmarks:
<https://www.socialinsider.io/blog/social-media-industry-benchmarks>

Reserve Officers Association Statement of Financial Position - Consolidated

	3/31/2020	3/31/2019	3/31/2018
ASSETS			
Cash and Cash Equivalents	469,119	761,394	\$596,316
Investments	8,854,493	8,903,429	8,780,469
Deferred Compensation Assets	-	31,516	31,086
Accounts Receivable, Net	583,065	331,250	264,534
Prepaid Expenses and Other Assets	428,644	678,104	633,401
Insurance Stabilization Reserves	554,811	606,396	655,835
Fixed Assets, Net	7,141,942	7,223,511	7,420,574
TOTAL ASSETS	\$18,032,075	\$18,535,598	\$18,382,215
	=====	=====	=====
LIABILITIES & NET ASSETS			
LIABILITIES			
Accounts Payable and Accrued Expenses	172,185	58,809	\$127,851
Accrued Payroll and Related Liabilities	76,090	222,206	178,195
Departments' Share of Membership Dues	14,180	60,026	249,355
Deferred Revenue	224,588	156,178	138,932
Note Payable	-	-	-
Term Membership Dues	10,323	31,157	57,400
Life Membership Dues	5,791,932	6,141,039	6,580,193
Deferred Compensation Liability	-	31,516	31,086
Security Deposit Liability	800	800	800
TOTAL LIABILITIES	6,290,097	6,701,731	7,363,812
	=====	=====	=====
NET ASSETS			
Unrestricted Net Assets	7,154,909	7,365,775	6,809,983
Temporarily Restricted Net Assets	1,748,843	1,644,715	1,399,694
Permanently Restricted Net Assets	2,838,226	2,823,378	2,808,726
TOTAL NET ASSETS	11,741,978	11,833,868	11,018,403
	=====	=====	=====
TOTAL LIABILITIES & NET ASSETS	\$18,032,075	\$18,535,599	\$18,382,215
	=====	=====	=====

Final numbers for FY18 and FY19 are audited.

Final numbers for FY20 are un-audited

Over the past year, we have done better at developing online and print marketing programs associated with corporate sponsorships that foster deeper relationships with sponsors, ongoing sponsorship opportunities.

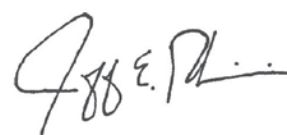
So I am optimistic.

Many of you now reading this communicate will be at the convention in Memphis. It'll be a good one, and I look forward to our fellowship. (I also look forward to some great Memphis BBQ!) We will reflect on and applaud the principled, courageous, and effective leadership of President Davenport. We will farewell some departing leaders and welcome into office President Carmack and new elected and appointed leaders—our future in operation. Every time we

meet in convention, our revitalization has advanced. Next year will come a milestone achieved by few organizations of any type, anywhere, at any time.

And you know what that milestone is . . .

Hooahh!

Reserve Officers Association Statement of Activities - Consolidated

	3/31/2020	3/31/2019	3/31/2018
Revenue:			
General and Administrative	1,020,333	874,558	845,943
Building	739,077	736,196	729,266
Membership	402,373	465,903	287,063
Governance/Committees	-	8,811	13,196
National Council Meeting/Leader's Conference	2,500	-	-
Resource Development	34,492	102,019	296,944
ROA National Convention	57,466	49,305	57,211
International Programs - CIOR	31,045	34,420	76,038
International Programs - UPORFA	6,500	8,500	9,020
Publication/Communications	12,667	-	9,555
Legislative and Military Policy	-	10,906	-
Industry Partners	-	-	2,500
ROA Investments	(179,169)	206,472	10,942
Reserve Kids School Kit	700	-	-
Reserve Education Forum (REF) Events	16,511	-	-
STARs Foundation General	-	1,604	155,260
STARs Foundation Gala	-	-	10,000
STARs Comprehensive Campaign	450,821	393,992	53,028
STARs Foundation Investments	(41,934)	57,194	150,002
Top of the Hill	778,386	840,900	844,492
Memorial Endowment	14,848	14,652	4,727
Memorial Endowment Investments	11,141	72,674	100,069
Total Revenue	3,357,757	3,878,107	3,655,256

Expenses:			
General and Administrative	543,683	567,930	562,779
Building	996,659	967,963	959,031
Membership	232,524	226,432	149,337
Governance/Committees	77,838	60,295	57,909
National Council Meeting/Leader's Conference	18,367		
Legislative and Military Policy	154,905	174,208	194,798
Resource Development	39,174	67,904	271,861
ROA National Convention	100,228	109,571	66,129
International Programs - CIOR	47,386	49,514	74,615
International Programs - UPORFA	6,526	8,499	9,658
Publication/Communications	190,109	63,264	60,430
ROA Scholarship Program	66,652	60,448	38,965
Industry Partners	27,805	36,681	3,238
ROA Investments	21,453	17,168	464
Reserve Kids School Kit	18,079	-	-
Reserve Education Forum (REF) Events	83	-	-
STARs Foundation General	23,979	64,490	62,272
STARs Foundation Gala	-	-	1,109
STARs Foundation Reception	24,853	36,587	-
STARs Comprehensive Campaign	493,458	177,536	10,779
STAR Foundation Investments	5,167	6,000	6,063
Top of the Hill	345,810	351,503	389,605
Memorial Endowment	10,067	12,367	12,447
Memorial Endowment Investments	4,841	4,281	3,823
Total Expenses	3,449,647	3,062,643	2,935,313
Net Change in Net Assets	(91,890)	815,464	719,943
	=====	=====	=====

Final numbers for FY18 and FY19 are audited.

Final numbers for FY20 are un-audited



COMMITTEE REPORTS

BOARD OF TRUSTEES

The role of ROA's Board of Trustees is to ensure that ROA funds entrusted to it are invested in a manner that will enhance the long-range goals of the association, and to develop, review, and update the Investment Policy and Guidelines as required. Members should be pleased to know that the trustees, through close coordination with ROA's investment consultant, position ROA's investment portfolio to withstand predicted market turbulence to enable the best return for ROA's risk tolerance. ROA's portfolio valuation has continued to rise over the past 15 months due to careful stewardship and cooperative markets and now exceeds \$10 million.

Col. Thomas H. Hueg, USAF (Ret.)

BUDGET & FINANCE COMMITTEE

ROA's Budget and Finance Committee is an important standing committee which advises the Executive Committee and the president of the fiscal affairs of the association. The committee recommends an annual budget which protects the assets of the association, provides reasonable operating funds and balance expenditures with income. The committee also regularly communicates and coordinates budget information with the Strategic Planning Committee and other national committees as appropriate. The Committee is led by Lt. Col. Hazel L. Robinson, USA (Ret.), chairperson; and Col. Marco A. Marin, USA (Ret.), vice chairperson.

The committee has been fully engaged since the emergence of the pandemic, when ROA took a financial hit as revenues declined sharply. Through recommended budget cuts and draws from our contingency fund, and receiving a generous Payroll Protection Program loan, the association is emerging from the impact of the pandemic as revenues begin to slowly return. During the financial turmoil, the committee recommended to the ExCom that the association embark on cleaning and restoration of the exterior of the Minuteman Building, including long-neglected repairs to building surfaces, and to prepare for our 2022 centennial celebration.

The Budget and Finance Committee has applied a conservative outlook and sound fiscal management policy to help put ROA once again on a solid fiscal ground.

LTC Hazel L. Robinson, USA (Ret.)

ENDOWMENT COMMITTEE

Col. Rick Nelson, USAF (Ret.), chairman of the Endowment Committee, supports the portion of Proposed Amendment #11, Committee Restructuring, that pertains to the Endowment Committee and the current adhoc Resource Development Committee. Specifically, the Endowment Committee will cease and its duties will be assumed by the new Resource Development Committee. In the last two years, the only fundraising duty of the Endowment Committee (add to the Endowment Fund) has been incorporated into the new Resource Development Committee's multifaceted fundraising efforts through the Second Century Campaign. The Resource Development Committee has been a more effective tool and should continue to solicit donations for not only the Endowment Fund, but also our other funds that provide for needs of the association.

Col. Richard E. Nelson III, USAF (Ret.)

HEALTH SERVICES COMMITTEE

The Health Services Committee continues to work to meet the charge given to us by the ROA President. We are in Year Three of managing the Eileen M. Bonner Scholarship Award and appreciate the support of Lani Burnett, Henry Plimack, Ann Campbell and Deb Orvin for their hard work on this award. Active engagement CIOMR has been another hallmark of our work this year. The US VP CIOMR, retired Brig. Gen. Lisa Doumont and her team, held a virtual US meeting in March 2021 which many HSC members attended. There were impressive presentations by RC members about health-centric projects that showcased our talented reservists!

We are grateful to ROA's legislative directors for their active engagement with us on several key action items. Several HSC members have been engaged in working with Congress to seek expanded funding for the TriService Nursing Research Program, in collaboration with a dedicated team of five retired military nurses. This continues to be a legislative item of concern to active duty, reserve and retired military nurse researchers and *ROA is the only MSO* that has been engaged for the past two years on this issue.

COMMITTEE REPORTS

Finally, the advent of the Army Combat Fitness Test (ACFT) and difficulties that drilling soldiers are having in preparing for and passing this new fitness test has come to the attention of ROA and the HSC. Lt. Col. Lukas and Maj. Gen. Wilmoth engaged with the Commanding General of IMT and shared these concerns. Since that initial conversation, ROA has successfully engaged with leadership of Planet Fitness™ who has created a training plan focused on each of the ACFT items that will be available to RC members who join Planet Fitness™. Look for more to come at the National Convention about this new collaboration!

Maj. Gen. Margaret C. Wilmoth, USA (Ret.)

INSURANCE & FINANCIAL SERVICES COMMITTEE:

The committee continues to work with Mercer, administrator of ROA's insurance programs, to provide high quality insurance products and additional member benefits, including Trusted Pals pet insurance, InfoArmor identity theft protection, student loan refinancing, Total Brain mental health and brain performance platform, and many others. A new dental plan product is now available and we are currently working to finalize a replacement cancer plan product and are reviewing a plan to cover all the digital/tech products in your home—from spills on a laptop to dropped cell phones. Finally, the Committee is looking for motivated ROA members to join the team and drive the future of Insurance and Financial Services. Interested members should contact Bob Carmack (bcarmack@yahoo.com) or Lani Burnett (lburnett@roa.org).

Capt. Robert H. Carmack, USCG (Ret.)

DEPARTMENT OF THE NATIONAL COUNCIL

The council has tried to have continual dialogue throughout intervals between national meetings with formal conference calls with agendas, and informal social “Zoom” meetings without formal agendas. The purpose of the zoom calls was to maintain contact during the months without formal meetings, and simulate in the current environment what we use to do in hotel suites at meetings. Conversations ranged from social reconnecting to ROA issues.

Eight conference calls have occurred: Nov 20, 2019; Feb 12, 2020; May 20, 2020; Aug. 19, 2020; Nov. 18, 2020; Feb. 17, 2021; May 19, 2021; and Aug. 18, 2021.

Recordings of these can be accessed by dialing (563) 999-2090. Access codes for individual meetings: Nov—151128; May 2020—151128; Aug 2020—151128.

Four Zoom social meetings in 2021: April, June, July, and Sept. A final one is scheduled for December 15. No recordings were made of the social calls.

Capt. Rafael A. Ortiz, USCGR (Ret)

MEMBERSHIP COMMITTEE

The Membership Committee report would be as follows:

“Membership recruiting activities have been severely handicapped due to the pandemic. New member recruiting has had to rely on our website. This year our goal was to balance our efforts between recruiting and retention. Our membership decline has slowed to where we are almost staying level with our membership numbers. Once we can get out and meet with people, we expect to see growth in our membership numbers.”

Dr. Milton Houghton, Lt. Col., USA (Ret)

UPORFA

Due to Covid the 2021 UPORFA Congress in Peru is postponed to 2022, and will be held in Asuncion, Paraguay. UPORFA President Brig. Gen. Fernandez, USA (Ret.) and US Chief Delegate Maj. Gen. Robert Smith, USA (Ret.), are scheduled to visit Quito, Ecuador, in Dec. 2021. During the past year several UPORFA US participants received the Columbian Military Forces General Command “Faith in the Cause Medal” with signed orders, which is authorized for wear on US military uniforms.

Maj. Gen. Robert W. Smith III, USA (Ret.)

AD HOC CENTENNIAL CELEBRATION COMMITTEE

October 2022 will be the 100th anniversary of the creation of ROA by General of the Armies John “Black Jack” Pershing. A

Centennial Celebration Committee with 16 volunteers is helping us prepare for this historic event. To raise awareness of ROA while celebrating 100 years of representing the Uniformed Services Reserve Components on Capitol Hill, events will include a Member of the Week feature online; the Alex A.C. Gerry ROA Centennial Writing Contest; two STARS Foundation-sponsored receptions, including one at ROA's first Convention site, the Willard Hotel; a wreath-laying ceremony at the statue of General Pershing, at the WWI Memorial; and a Centennial Challenge Coin (pictured above).



FAMILY SUPPORT/READINESS COMMITTEE REPORT

The Family Support Committee held monthly meetings using Zoom. They were well attended and summary minutes were produced and distributed by the chair.

In order to focus our efforts I organized the members into three functional groups. Those groups were: Communications, Awards and Recognition, and Resources. A brief summary of each is provided.

AWARDS and RECOGNITION: Two awards have been developed and approved by ROA EXCOM. One recognizes educators or schools that have provided exceptional support to students of reserve component members and their families. The second is for businesses that provide support to students and/or families of Guard and reserve members in the community. Several awards have already been made.

COMMUNICATIONS: Following the lead of the Centennial Committee, we have proposed to them a writing and poster/coloring contest for military dependents. It would be conducted at two levels, elementary school and junior high/high school. Our proposal has been favorably accepted at this time. Further details to come. Several members of the group have networks of service organizations or individuals that can help in getting the word out about our willingness to help our military families. We are working on the best way to develop these networks.

RESOURCES: A working group is developing a roster of the numerous organizations that provide a full range of support to reserve component members and their families. Rather than trying to provide the necessary support, we want to assist them in finding the right organization to help them in their time of need. Some of these resources include:

<https://www.militarychild.org>

<https://unitedthroughreading.org>

<https://www.militaryonesource.mil>

<https://www.whitehouse.gov/joiningforces/>

<http://www.strongbonds.org/>

etc.



We hope to find a place on the ROA website where these resources can be available for “click and go” to get support for our families.

Working in collaboration with several family support and STARs members, we have developed a display/organizer kit for ROA/STARs participation at Yellow Ribbon events. (We hope that in the future, this organizer will also help at ROA events, such as unit events or family days, where information about ROA can be distributed.). The kit includes all the items needed to set up and organize a display table. It contains two table runners with both the ROA and STARs logos, two acrylic display stands, 2 clipboards for use with sign-in sheets all in a bag for easy carrying to events. It can be sent in a Priority Mail box for about \$15. We will pay to mail this to those who would like to use it and then the user would need to pay to return the items back for further distribution and use. We are working to have web access to checklists of items needed to help at events, such as sign-in sheets, STARs or ROA information sheets, membership forms, etc. More to come as the web form access becomes available.

Report submitted by,

Anne Groskreutz

Chairman

ROA INTERNATIONAL PROGRAMS

ROA for many years has been involved in several International Reserve organizations. In general, ROA has served as the Department of Defense designated reserve component executive agent to these reserve organizations.

Over the years, ROA members have participated, representing all the reserve services in our international programs, be it the Language Academy, Young Reserve Officers Workshop, delegates to the Congresses, Medical Reserve symposiums, one of the many international committees, or the military skills competition with our reserve partners in the Western Hemisphere or NATO countries. Here is a short synopsis of the international programs associated with ROA.

INTERALLIED CONFEDERATION OF RESERVE OFFICERS (CIOR)

Recently CIOR, the premier international program for the Armed Forces Reserve, has expanded through a signed memorandum of agreement with the Interallied Confederation of Non-Commissioned Officers (CISOR). Similar to ROA, both CIOR and CISOR have incorporated inclusivity through this cooperative and flexible MOA. Both of these organizations are associations of the Reserve Components of NATO countries.

ROA is the executive agent of DoD to CIOR and those attending CIOR go as a representative of the United States.

CIOR offers the ROA member a unique opportunity to establish relationships with other NATO members. The US military strategy is built on the concept of joint service. Both CIOR and CISOR allow the member to take this one step further by experiencing a multi-national association.

This year's CIOR Summer Congress was held virtually 7-8 August 2021. Sixteen members from the US delegation attended virtually. The keynote address by Rear Adm. Ralf Kuchler provided an update on the German Navy. The Congress discussed the financial audit of the CIOR records; the auditor commented on significant improvements over prior years with commendable comments for past International President Chris Argent and his staff. Also discussed was CIOR corporate structure and matters regarding legal entity.

The two symposiums were on the UK's use of reserves, including the support during COVID-19 and a presentation by Sweden on ideas connected with the use of reserves, including in the realms of national resilience and readiness.

Upcoming CIOR events: In-between meeting (IBM) 3 on 28-31 October, in Berlin, (depending on COVID); Midwinter 2022, January 17-19 or Jan 31-Feb 2, in Brussels (waiting for NATO confirmation); IBM 4, April or May 2022 in Wilhelmshaven, Germany; Summer Congress in July or August in Athens; tentative 2023 in Helsinki; 2024 in Tallin, Estonia. (Each summer, usually in the first week of August, CIOR conducts its annual Congress.)

The US delegation consists of members who serve on the various committees (a few delegate-at-large positions available). Committee reports were presented on 8 August 2021 (virtually).

These committees include Civil-Military Cooperation (CIMIC), Defense Attitudes and Security Issues (DEFSEC), Strategic Communications (SCC), Military Competition (MILCOMP), Legal Affairs, Partnership for Peace (PfP), CIOR Language Academy (CLAC), Winter Seminar, Symposium Working Group (SWG), Young Reserve Officers Workshop (YROW).

The ROA US vice president to CIOR is Brig. Gen. Michael Silva, USA (Ret). A special thanks to General Silva for his leadership over the last several years.

The transition to a new US vice president will occur in the next several months. The new US vice president will be Col. James R. Sweeney II, USMC (Ret.), an ROA past national president.

If you are interested in attending—officer or enlisted—YROW, military competition, language academy, a committee, or just to observe, let ROA know and information can be sent to you. Any ROA member may attend. You can contact US Assistant Secretary General Lt. Col. Milton Houghton, Ph.D., USA (Ret.) at LTCMILT@gmail.com for criteria for joining a group or attending. The ROA website has a CIOR special interest group where ROA members can obtain the latest info on CIOR.

INTERNATIONAL PROGRAMS

INTERALLIED CONFEDERATION OF MEDICAL RESERVE OFFICERS (CIOMR)

In 1983 CIOMR was designated as an independent organization associated with CIOR. Today reserve officer medical associations of most NATO countries are members. The national reserve military medical associations or their equivalents (in the US, it is ROA) became full members. CIOMR objectives include establishing close relationships with medical reserve personnel and services within the alliance, and the study of subjects of military medical importance.

CIOMR meetings are held in conjunction with CIOR. The two organizations cooperate closely in various fields. CIOMR has two main committees, Operational Medicine, which also plans the Combat Casualty Care Competition (3C Comp), and Scientific, responsible for the theme and content of free paper (abstracts) sessions at the CIOMR meeting. CIOMR is open to physicians, dentists, pharmacists, veterinarians, nurses, technicians, and Medical Service Corps officers. NCOs of these professions or associated professions can also attend meetings.

Delegations to the CIOMR meetings (6) are headed by a national vice president. The US VP is Brig. Gen. Lisa Doumont USA, (Ret.) with assistance from the US CIOMR secretary general, Col. Nancy Mikulin USAF, (Ret.).

The CIOMR virtual summer Congress was held on 7 Aug 2021. The US CIOMR is working toward a spring symposium, similar to the first and very successful US CIOMR symposium in 2020. With more than 100 international participants, the 2020 symposium, organized by the US Delegation, was held for an international audience. The symposium offers an in-depth orientation to the mission, vision, and organization of CIOMR. Additional information on CIOMR and upcoming events can be found in the special events section of the ROA.org website.

PAN AMERICAN UNION OF ARMED FORCES RESERVE OFFICERS (UPORFA)

The official name Union Panamericana de Oficiales de Reserva de las Fuerzas Armadas ARMADAS (UPORFA) is an organization of military associations located throughout the Western Hemisphere. ROA is UPORFA's official US representative. UPORFA has grown dramatically since 1993

when a charter was established in Buenos Aires between Argentina, the US, Uruguay, and Chile, to establish an International Reserve organization. Countries participating in UPORFA have expanded to include many in North, Central, and South America, and the Caribbean. The official languages are English and Spanish. Membership is open to all democratic countries and promotes the value of using armed forces reserves to support their respective nations' national security.

The US delegation has the support of DoD through the US Southern Command (SOUTHCOM). A SOUTHCOM general officer usually participates in every Congress, signifying the importance of UPORFA and the Reserve Force.

UPORFA is in the final stages of signing an MOU with the Inter Allied Defense Board (IADB) to be recognized as the preferred reservist organization of the Americas. The 2021 UPORFA meeting scheduled for November 2021 is postponed due to COVID-19. The 2022 Congress is scheduled for Asunción, the capital of Paraguay, in the fall timeframe.

UPORFA promotes the exchange of information, training, military skills competition, cooperation, and education of reserve issues.

The cultural interactions and learned language skills are increased with member participation. The current international president of UPORFA is Brig. Gen. Fernando Fernandez, USA (Ret.), and the chief of the US delegation is Maj. Gen. Robert Smith III, USA (Ret.). All ROA members are eligible to attend UPORFA's annual Congress and participate as part of the US delegation. Further information can be found on the ROA Website.

Promoting the Reserve Components through ROA's participation in all of the International Programs supports the critical role played by Reserve Forces worldwide. The exchange of information, cooperative training, cultural understanding, and educational opportunities promote democracy and a safer world. Any ROA members may participate in any one or all of our international programs! ROA's international participation is one more example of the value that ROA provides its members. For further information, go to the ROA website at ROA.org.



JOIN US IN MEMPHIS FOR THE 2021 ROA NATIONAL CONVENTION

OCTOBER 21-24, 2021

Returning to an in-person convention (with a live-streaming option), ROA members will gather in Memphis, Tennessee, to hear interesting and informative speakers, collaborate, mentor, conduct association business, see old friends and make new ones.

In addition to ROA's convention, Memphis offers all the energy and excitement of a big city, full of fun and unique things to do, see, taste and experience. Memphis is a city

of striking combinations and boundless creativity, a place where passion, ideals, cultures and opportunity converge in authentic ways. Memphis is a one-of-a-kind experience that helped change the world and continues to be influential.

What are you waiting for? Make your plans to join us in Memphis. Register today!

DELEGATES

Every member is encouraged to apply to their department leadership to become a delegate. Delegates cast votes on behalf of their department on issues such as resolutions, proposed changes to the constitution and bylaws, and the election of national officers. Interested in being an official delegate but unsure who your department leader is? Visit your department's webpage or contact Tracey Ware at tware@roa.org.

Departments should submit their completed roster to national headquarters no later than October 12, 2021. To download the delegate reporting form and to see the number of delegates and votes each department is allowed, visit www.roa.org/event/NC2021. Forms and questions should be sent to Diane Markham at dmarkham@roa.org.

PROPOSED AMENDMENTS TO CONSTITUTION/BYLAWS AND POLICY

Convention delegates will consider 20 proposed amendments to the association's Constitution and Bylaws on Sunday, October 24, 2021, at 8:00 am. Visit ROA's discussion forum at www.roa.org/page/Discussion for the report of proposed amendments, FAQs, and to join the discussion. The first section of the report provides rationale and background information. Appendix A contains markups that show the specific changes to the document.

REGISTRATION

Two categories of registration are available.

- Standard Registration, \$225, includes all meetings, the welcome reception (Thursday), all meetings (Thursday-Sunday), coffee breaks (Friday & Saturday), happy hour (Friday) and the option to purchase tickets for the Memorial Breakfast and Banquet.
- Virtual Registration, \$50, includes a link to watch live all general assembly programs and the joint awards ceremony on Friday and Saturday.

Optional ad-on events are open to all members on a first-come, first-served basis:

- Memorial Breakfast, \$25, on Saturday at 7:00 a.m.
- Banquet, \$100, on Saturday at 6:00 p.m.

**REGISTER AT
WWW.ROA.ORG/EVENT/NC2021**

**BY MIDNIGHT,
OCTOBER 13, 2021.**

CONVENTION

SCHEDULE

Event highlights include:

- A welcome address by Shelby County Mayor, Lee Harris.
- Keynote address by Cmdr. Daniel R. Green, USNR, Ph.D., former Deputy Assistant Secretary of Defense for Strategy and Force Development and Author, “Front Toward Enemy: War, Veterans, and the Homefront”
- State of the Association address by ROA Executive Director, Maj. Gen. Jeffrey E. Phillips, USA (Ret.).
- Legislation Update by ROA Director, Legislation & Military Policy, Capt. Jonathan Sih, USAFR.
- A panel discussion on “The Reserve Component: Partners in the Joint Response to COVID-19” moderated by Brig. Gen. Lisa L. Doumont, USAR, Executive Leadership Consultant, Valley Health System, and panelists Brig. Gen. Katherine A. Simonson, USAR, Deputy Assistant Director, Research and Development, Defense Health Agency, J9; Capt. Nan Silverman-Wise, USCGR, Senior Reserve Officer/Reserve Chief of Staff, District Eight; and Lt. Michael Bury, USNR, Officer in Charge, 4th Medical Battalion Surgical Team Bravo.
- And many more!

Agenda highlights are below. For more details, visit www.roa.org/event/NC2021.

Thursday, October 21, 2021

8:00 a.m. Executive Committee Meeting
10:00 a.m. Registration
3:00 p.m. Department Presidents & Department National Council Members
5:00 p.m. Welcome Reception

Friday, October 22, 2021

8:00 a.m. Registration
9:00 a.m. General Assembly (live streamed)
10:30 a.m. General Assembly (live streamed)
1:30 p.m. General Assembly (live streamed)

Saturday, October 23, 2021

6:30 a.m. Registration
7:00 a.m. Memorial Breakfast
9:00 a.m. Army Section Meeting
9:00 a.m. Naval Services Section Meeting
9:00 a.m. Air Force Section Meeting
10:30 a.m. Joint Awards Ceremony (live streamed)
1:30 p.m. General Assembly (live streamed)
6:00 p.m. Banquet & Reception

Sunday, October 24, 2021

8:00 a.m. General Assembly – Business Meeting
1:30 p.m. Executive Committee Meeting

ELECTIONS

Convention delegates will elect 12 new members of the National Executive Committee. For each service section, the convention will elect a vice president, a junior vice president, and two executive committee members. For the Naval Services section, one Executive Committeeman will be from the Navy, PHS, or NOAA; the other will be from the Marine Corps, PHS or NOAA. Be sure to check the Candidates' Corner regularly at www.roa.org/event/Candidates2021 to see who has been added to the list of endorsed members running for office.

To be considered for an elected office, you must be endorsed by your department. Endorsement letters must be signed by your department president or secretary and should be sent to Diane Markham at dmarkham@roa.org.

HOTEL INFORMATION

The Guest House at Graceland

3600 Elvis Presley Blvd.
Memphis, TN 38116
Phone: (901) 443-3000

RESERVATIONS

Reservations may be booked online. Visit ROA's website at www.roa.org/event/NC2021 to be directed to the hotel's reservation page. ROA's rate will automatically be applied through October 8. You may also book by calling (800) 238-2000 (select option 4).

DRESS/ATTIRE

Recommended dress for all meetings, the welcome reception, and happy hour is business casual. Members in uniform are expected to adhere to the grooming, physical and uniform standards of their respective services. The ROA Banquet is formal/black tie.

CONVENTION

Photo by Robert Dye



GETTING THERE

If traveling by air, you will fly in to the [Memphis International Airport](#) (MEM), which is an easy three-mile drive to The Guest House at Graceland.

The hotel offers complimentary airport shuttle service. Find the shuttle telephone in the baggage claim area and dial extension 3 for the Guest House at Graceland. Allow the driver 15-20 minutes to arrive curbside. The shuttle will have an image of Elvis on the side of the vehicle. While reservations for the shuttle are not required, it is a good idea to let the hotel's guest services desk know when you will need to take the shuttle back to the airport, especially if it is an early or late flight.

Alternate transportation:

- Taxi – Fare from the airport to the hotel is approximately \$10 (Advantage Cab/Metro Cab: 901-322-2222; Bluff City Taxi: 901-566-9000; City Wide Taxi: 901-722-8294)
- Uber/Lyft – Fare is approximately \$9.29. At the terminal, pickup areas are located outside each of the A, B and C ticketing lobby exits on the outer commercial drive. Follow “Uber/Lyft” signage to the designated area for pickups.
- Car Rental - There is a pick-up and drop-off area on the 3rd floor of the economy parking garage. [Click here](#) for more information.
- [Click here](#) for more information on car rental, taxis, limos, and public transportation.

PARKING AT THE HOTEL

The hotel offers self-parking for \$5.00 per night. Valet parking is available for \$16.00.

GETTING AROUND TOWN

The Guest House at Graceland is providing a 50% discount on round trip shuttles to Beale Street in downtown Memphis. ROA's special rate is only \$5.00 per person. An Uber to Beale Street will cost approximately \$14.25 for a one-way trip.

Memphis also has a public transportation system with both buses and trolleys. [Click here](#) for routes, schedules, fares and more.

WHAT TO DO

Get your FREE Memphis map and visitor's guide. [Click here!](#)

With more than 60 unique attractions across the city, Memphis is an authentic, affordable destination whether you're looking for relaxation, excitement or classic memory-making. With legendary music attractions and civil rights sites, an award-winning zoo, world-famous Beale Street and the mighty Mississippi River at the heart of signature Memphis experiences, you'll find plenty to do. [Click here](#) to visit the Memphis tourism website.



VISIT GRACELAND AND ELVIS PRESLEY'S MEMPHIS

You've heard the music, now see the place Elvis called home. Explore the beautiful mansion, walk the gardens where he found peace, tour the aircraft that he traveled on from show to show, and encounter Elvis Presley's Memphis entertainment complex for an unforgettable experience featuring legendary costumes, artifacts, and personal mementos from Elvis and his family. The hotel offers a complimentary shuttle to Graceland. [Click here](#) for more information and to purchase tour tickets.

VISIT BEALE STREET

Beale Street in Memphis, Tennessee, is one of the most iconic streets in America. It is three blocks of nightclubs, restaurants and shops in the heart of downtown Memphis, and a melting pot of delta blues, jazz, rock 'n' roll, R&B and gospel. This National Historic Landmark district shares its rich history of legendary live music (think Memphis Minnie, B.B. King and Rufus Thomas, to start) through museums, photo ops and clubs where you can still hear who's making music in Memphis today. With cold beer and hot music, Beale Street

CONVENTION



Photo by Julian Brown

is one of the coolest places in Memphis. [Click here](#) for more information on Beale Street. The Guest House at Graceland is offering ROA members \$5 round-trip shuttles to Beale Street.

EAT!

After all, barbecue is the official cuisine of Memphis. ROA executive director Jeff Phillips will tell you [Rendezvous](#) (52 S 2nd St.) is the best place for barbeque. The authentic smell of their supersize barbecue pit will meet you in the alley before you ever reach this downtown restaurant's doors. Upon entering, travel downstairs to a world-famous barbecue eatery where dry ribs, pulled pork, lamb riblets, beef brisket, slaw and house-made beans will leave you weak in the knees and craving more. Start with a sausage and cheese appetizer (perfect for two) and then order a combo for a fulfilling Memphis-style barbecue experience at Rendezvous.

Want to try somewhere else? Memphis offers more than 100 barbeque joints in the city. [Click here](#) for a list of some of the best.

While barbecue may be their specialty, make no bones about it: Dining out (or taking out!) in Memphis doesn't stop at 'cue. They dish up soul food, fine dining, twists on

Southern classics, authentic Italian and Mexican cuisine, burgers, wings, vegan fare and so much more. And award-winning chefs and restaurateurs, brewers and distillers will welcome you with a dose of Southern hospitality every time. [Click here](#) for a restaurant guide.

EATING IN THE HOTEL

The Guest House at Graceland dining options:

LOBBY LOUNGE

Sit back in style at the Lobby Lounge. Pass the time at our afternoon tea or watching people come and go while you sip on local craft beers, wines, specialty cocktails and, of course, classic Tennessee Whiskey & Rye. Pair any of the above with delicious selections from our à la carte light dining menu!

SHAKE RATTLE AND GO

Get the rockin' and rollin' started early with a delicious coffee, espresso or one of many baked treats, including our signature sticky buns. Open all day, also featuring freshly made sandwiches, salads and snacks.

DELTA'S KITCHEN

Now THIS is classic Southern cooking. Get a delicious à la carte or buffet breakfast featuring contemporary versions of the King's breakfast favorites, and of course, signature Southern biscuits in three satisfyingly savory flavors! Dinner has a more upscale feel, with a handpicked wine selection and a menu that reflects the history and bounty of our Tennessee and the Mississippi Delta's farms, fields and markets.

EP'S BAR & GRILL

Feel the soul of the South with a modern twist. Elvis' favorite food and beverages meet contemporary interpretations. You'll feel right at home in this Memphis-inspired setting with lots of Southern flair and plenty of TVs to feed your sports cravings.



**ROA
2021**

October 21–24

**The Guest House
at Graceland**



LAW REVIEW LIBRARY AND THE SERVICE MEMBERS LAW CENTER

By Capt. Samuel F. Wright, JAGC, USN (Ret.)

Please see www.roa.org/lawcenter. There, you will find more than 2200 “Law Review” articles about the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Servicemembers Civil Relief Act (SCRA), the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA), the Uniformed Services Former Spouse Protection Act (USFSPA), and other laws that are especially pertinent to those who serve our country in uniform, especially in the Reserve and National Guard. You will also find a detailed subject index to facilitate finding articles about specific topics.

ROA initiated this column in 1997, first as an occasional feature in *The Officer* magazine. After the terrorist attacks of 9/11/2001, the column became a monthly feature in the magazine. In 2002, ROA’s executive director, Jayson Spiegel, directed that the articles be placed on ROA’s website. We add new articles each month.

I initiated this column and am the author of more than 90 percent of the articles published so far, but ROA is always looking for “other-than-Sam” articles by other lawyers who are ROA members or who might be persuaded to join ROA. Recently, I recruited Second Lieutenant Lauren Walker, USMCR, a third-year law student at Baylor University in Texas. Starting in October 2021, we will have articles that she has written.

The articles are available for free to everyone—there is no toll booth on the road to the Law Review Library, but I always ask those who contact me, because of the articles, to join ROA, and they usually do. The Law Review Library is an invaluable ROA program in that it reaches currently serving members of the National Guard and Reserve.

ROA has also gotten involved in drafting and filing amicus curiae (“friend of the court”) briefs in the Supreme Court and other courts, arguing for pro-servicemember interpretations of USERRA and other laws. ROA educates service members, military spouses, attorneys, judges, employers, ESGR volunteers, DOL investigators, congressional and state legislative staffers, and others through these efforts. As established in our congressional charter, this is a vital part of our mission to advocate for the development and execution of policies that provide for adequate national defense.

ROA will celebrate its centennial next October (2022). ROA must recruit and retain *currently serving* Reserve Component members, and the Law Center is an example of unique and valuable member benefits that will help accomplish that goal.

Capt. Samuel F. Wright, JAGC, USN (Ret.), founder and primary contributor



THE ROA

STARS

F O U N D A T I O N

STANDING TOGETHER FOR
AMERICA'S RESERVISTS

ROA STARS FOUNDATION: THE POWER OF PHILANTHROPY

Lt. Col. Donald Stockton, USAF (Ret.), Chairman, ROA STARS Foundation

Reserve Readiness Center taking shape: Thanks in part to a grant from the Henry J. Reilly Fund and individual ROA member donations to the ROA STARS Foundation, ROA is moving forward with the planning and build out of the Reserve Readiness Center.

The Reserve Readiness Center's focus is support of career and life success for serving members of the Reserve Components. Its initial programs include a first of its kind mentorship program. What makes ROA's program unique is its sole focus on the Reserve Components. While there are other mentor programs out there, they are not geared to supporting our citizen-warriors. ROA's program incorporates not just the "military" side of a mentor / mentee relationship, but also provides access to sage advice on the civilian side as a citizen-warrior juggles a dual career path and for many a family as well. Other aspects of the Reserve Readiness Center will include a workforce development portal—again specific to the unique needs of

our citizen-warriors in the national workforce. ROA's Family Readiness programs will also be incorporated into the Reserve Readiness Center among other resources such as physical fitness programs designed specifically to help members prepare for service physical readiness tests.

This is just one example of *The Power of Philanthropy*: ROA is only able to meet its mission requirements through private support from Members like you. I encourage you to join the over 500 first-time donors to ROA via the ROA STARS Foundation.

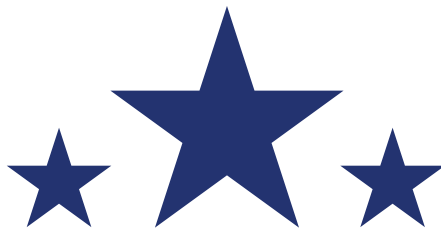
Many fellow ROA Members are joining the Pershing Society—ROA's premiere annual giving program. General John "Black Jack" Pershing and his fellow ROA founders knew nearly 100 years ago that it takes an organization like ROA to have as its sole focus—the Reserve and Guard—to ensure a strong national defense. And since its inception—ROA has delivered due to *The Power of Philanthropy*.

DONATE NOW!

TO LEARN MORE ABOUT STARS PLEASE VISIT WWW.ROASTARS.ORG

TO LEARN MORE ABOUT ROA'S LEGACY CIRCLE (PLANNED GIVING) PLEASE CONTACT
ROA'S MANAGER OF DEVELOPMENT; BRAD CARLSON AT BCARLSON@ROA.ORG

PRESERVING THE
ALL-VOLUNTEER
FORCE AND THE
ROLE OF THE
PRIVATE SECTOR:



CITIZEN-WARRIOR COALITION

Program Structure:

Organized by industry
national security sectors;

Each sector will establish
a “sector committee”
to gather the issues
/ challenges and
proposed solutions
in the employment
of Reserve / National
Guard.

Bring the right
stakeholders and
resources together
to resolve / find
compromise on these
issues / challenges
through quarterly
forums and connect with
Reserve Component
Leadership.

Participate in ROA’s
annual national
conference – **Preserving
the All-Volunteer Force
(AVF)** where all the
issues of maintaining the
AVF are brought front
and center (and solution
maps defined).

The U.S. Department of Defense National
Defense Strategy 2018 outlines “Great
Power Competition” with China along with an
ever-increasing role the Reserve Components
must play to meet readiness requirements—
with the right capabilities. The *Reserve Voice
Magazine* article by Cmdr. Daniel R. Green,
USNR, Ph.D., “The Role of the Reserves in Great
Power Competition,” lays out the strategy. The
accompanying articles by the Reserve Chiefs
highlight their workforce development plans.

With an increased role of the Reserve
Components as a percentage of the Total Force,
the role of the private sector also increases; we
depend on our employers to shoulder the burden of increased employee
activations, understanding that without their support, our Reserve
Components would see retention weaken. Part of that is ensuring
employers appreciate the value of military service and its benefits for their
success in the market.

ROA’s Citizen-Warrior Coalition’s purpose is to bring this
“conversation” forward between DoD, the service branches, employers
private and public, and our Reserve and Guard members and their
families.

An example of such a partnerships is Centuri Group’s **Operation Solid
Ground** program. Centuri Group is undergoing an internal culture change
within its ranks to promote a dual-career path—both Centuri Group and
military—as part of the company’s workforce development and recruiting
strategy. Centuri Group sees the value a joint military career brings to the
company and these citizen-warriors bring cutting edge technologies and
business practices to their military units. A “win-win”!



LEGISLATIVE REPORT

By Jonathan Sih

Director of Legislation and Military Policy

Mr. Sih is a captain in the U.S. Air Force Reserve

THE OPERATIONAL RESERVE

Americans are now seeing firsthand the value of the National Guard and Reserves deployed in their communities. These deployments are not restricted to flood-prone, hurricane, or wildfire disaster zones. The COVID-19 virus knows no borders and has caused the deployment of citizen-warriors in cities and towns of all sizes to help health professionals in coronavirus testing and vaccination.

Gen. Daniel Hokanson, Chief of the National Guard Bureau in testimony to Congress, has been tracking the metrics of these domestic deployments.

As of June 2021, 12 million Americans have received a COVID-19 vaccination from a National Guard soldier or airman. Broadly, General Hokanson has accounted for 21 million personnel days in 2020 for the National Guard deployed both overseas and domestically, carrying out missions ranging from civil disturbances, severe storms, or combat deployments.

The Reserves are just as busy, as the Active Component has ceded control of the selected mission sets, both domestically and overseas, to the Reserve Components. While our Reserve Components have evolved to meet these new and expanding missions, the laws that fund and equip them often have. Guard and Reserve servicemembers often do the same mission shoulder-to-shoulder with active-duty personnel and are not cared for or compensated at the same rate.

This past summer, ROA worked to address these differences and ensure when America's sons and daughters leave their civilian life to serve our country, their healthcare, financial, and educational needs are met at the same rate as their active duty colleagues.

ROA has active calls to action to ensure that individual Guard and Reserve Servicemembers can maintain their readiness to the force:

CALL TO ACTION H.R. 3512 – HEALTHCARE FOR OUR TROOPS ACT

This is an ROA legislative priority for providing TRICARE health care at no cost to servicemembers. Several years ago, DoD changed its policy to discharge servicemembers who do not meet medical deployable standards, changing healthcare from a benefit to a service requirement. This bill will also give early age retirees the same TRICARE health care program as all other retirees at the same cost. Now these early age retirees pay full cost for TRICARE Retired Reserve until they reach age 60 even though they qualify for early age retirement from deployments to include tours to Iraq and Afghanistan.

CALL TO ACTION H.R.1854 – THE RECRUIT ACT

The “Reserve Employers Comprehensive Relief and Uniform Incentives on Taxes Act of 2021” or the “RECRUIT Act of 2021” is an ROA legislative priority for encouraging employers to hire and retain National Guard and Reserve servicemembers. H.R. 1854 provides a tax credit to employers, which we believe will encourage them to hire and retain Reserve Component members. The tax credit will help them offset the financial cost of hiring temporary employees or paying overtime when servicemembers are absent.



July 30, 2021

The Honorable Jack Reed
Chair, Armed Services Committee
United States Senate
Washington, DC 20510

The Honorable James Inhofe
Ranking Member, Armed Services Committee
United States Senate
Washington, DC 20510

The Honorable Adam Smith
Chair, Armed Services Committee
U.S. House of Representatives
Washington, DC 20515

The Honorable Mike Rogers
Ranking Member, Armed Services Committee
U.S. House of Representatives
Washington, DC 20515

Dear Chairmen Reed and Smith and Ranking Members Inhofe and Rogers:

The Military Coalition (TMC), a consortium of uniformed services and veterans' associations representing more than 5.5 million current and former servicemembers, their families, and survivors, writes to request you direct DoD, through the NDAA, to designate the next national cemetery that will afford full military honors and ensure continued honors for those currently eligible and for future servicemembers.

Arlington National Cemetery (ANC) will eventually reach capacity and a new location must be designated to continue operations. With current eligibility standards, ANC will not run out of room until 2050, leaving ample time to designate the next location near a military installation. Unfortunately, DoD has interpreted the 2019 NDAA as guidance to reduce eligibility, given cost and force structure planning constraints, and will publish the significantly reduced eligibility standard this fall. Intervention from Congress is required.

The proposed eligibility change is discriminatory by service, specialty and gender. Only those with a Purple Heart or Silver Star and above will qualify for interment at ANC. The proposal drafted by the Army favors those engaged in close combat, reflects narrow planning parameters, and is insensitive to those who have long planned for their final resting place with full honors.

Military honors serve to comfort the grieving and instill pride in families who witness our nation's final respects for their loved ones. If enacted, the discriminatory eligibility proposal will not account for the void of military honors for those forced to different cemeteries. Consider the impact to a Vietnam veteran with Bronze Star for Valor, or a Cold War submariner amassing years of duty underway, a bomber or missile crewmember, the medical professionals fighting COVID and many others who also risk their lives for our nation. The changes proposed will render them ineligible.

201 N WASHINGTON STREET • ALEXANDRIA • VA • 22314-2539

ARLINGTON NATIONAL CEMETERY

In partnership with The Military Coalition, ROA has signed a letter to the House and Senate Armed Services Committee leadership to direct DoD through this upcoming National Defense Authorization Act and identify the next National Cemetery while keeping current burial eligibility criteria.

The FY2019 NDAA included language plotting the extension of the life of Arlington National Cemetery for another 150 years, in which the DoD responded by limiting eligibility to meet this requirement. Currently, without any changes, Arlington National Cemetery will not run out of room until 2050, affording the DoD ample time to identify the next National Cemetery without disrupting the end-of-life plans for many veterans who have already planned to be interred in our nation's hallowed grounds.

As of September 2021, ROA was the only military or veterans service organization to provide comments to the

Eligibility changes for burial at ANC constitute more than a solution to a math and geography problem — they will force many to alter their end-of-life plans, or worse, force families to make decisions counter to previous eligibility without input from their deceased loved ones. The proposed plan seeks to “kick the can down the road” by reducing another benefit. Even with dramatically reduced eligibility, ANC will eventually run out of room.

The Coalition recommends language in the FY22 NDAA that directs DoD to submit a report on the location for the next national cemetery that will afford full military honors, as indicated in the ANC 2017 report to Congress, 3.2.2.3 Option 2C. This direction will account for those who are currently eligible and have already planned for ANC to be their final resting place. Designating the next national cemetery that affords full military honors, similar to those rendered at ANC, is a matter of national conscience. We appreciate your consideration of these concerns and stand ready to work with you to preserve this sacred benefit.

Sincerely,

Jack Du Teil
Jack Du Teil
President,
The Military Coalition

The Military Coalition:

Army Aviation Association of America (AAAA)
American Veterans (AMVETS)
Association of Military Surgeons of the United States (AMSUS)
Blinded Veterans Association (BVA)
Chief Warrant Officers Association of the US Coast Guard (CWOA)
Commissioned Officers Association of the U.S. Public Health Service, Inc. (COA)
Enlisted Association of the National Guard of the United States (EANGUS)
Fleet Reserve Association (FRA)
Gold Star Wives of America (GSW)
Iraq Afghanistan Veterans Association (IAVA)
Jewish War Veterans of the United States of America (JWV)
Marine Corps League (MCL)
Marine Corps Reserve Association (MCRA)
Military Chaplains Association of the United States of America (MCA)
Military Officers Association of America (MOAA)
National Military Family Association (NMFA)
Naval Enlisted Reserve Association (NERA)
Non Commissioned Officers Association (NCOA)
Reserve Organization of America (ROA)
Service Women's Action Network (SWAN)
Tragedy Assistance Program for Survivors (TAPS)
The Retired Enlisted Association (TREA)
The Independence Fund (TIF)
United States Army Warrant Officers Association (USAWOA)
USCG Chief Petty Officers Association (CPOA)
VetsFirst, United Spinal Association
Vietnam Veterans of America (VVA)

LEGISLATIVE REPORT

Federal Register on expanding eligibility to non-veteran members of the reserve component in VA national cemeteries. ROA was asked two questions, here is our response:

Question: Should Veterans Cemetery Grant Program (VCGP) cemeteries be able to inter non-Veteran members of the Reserve components of the U.S. Armed Forces (including members of the Army and Air National Guard of the United States) who otherwise would not be eligible for burial in a VA national cemetery, as well as their spouses and certain dependents? Why or why not?

ROA Response: National Guard and Reserve servicemembers, spouses, and certain dependents should be able to inter in a VA national cemetery because they enlist and commission in the military and meet the same deployable standards as the Active Component.

Since the end of the Cold War, the Reserve Component has performed operational missions during inactive duty and annual tours. Supporting operational missions during training periods also occurs frequently for Individual Mobilization Augmentees and reservists living overseas.

Additionally, the reliance on the Reserve Component increased when Active Duty handed over complete mission responsibility to the Air Force Reserve for hurricane and weather reconnaissance, aerial firefighting, and aerial spray missions. The Navy Reserve is responsible for organic intra-theater air logistics support, and the Air National Guard provides air defense interceptor force for the Continental United States. **The Army Reserve provides 100 percent of missions for Chemical Brigades, Internment Brigades, Judge Advocate General Unit, Medical Groups, and Railway Units. With this increase in mission ownership, Guard and Reserve members have earned just as much eligibility to be interred at VA national cemeteries.** While active duty personnel also complete training to stay current, many times alongside Guard and Reserve personnel, they do not lose benefits like the Reserve Component. National Guard and Reserve personnel must meet the same criteria for service as active duty personnel.

Question: If VCGP cemeteries were permitted to inter these individuals, are there any conditions that should be met or certain ways that VA should administer this extension to the program? For example, should grantees pay costs associated with cemetery development, interment, and

memorialization relating to the non-Veteran decedents referenced above?

ROA Response: National Guard and Reserve members should not have to pay costs associated with a burial benefit. However, as provided in a previous comment, they should: a) Complete their initial service obligation and receive an honorable discharge, or b) receive a medical discharge due to a service-related injury or illness (if applicable), or c) complete qualifying service for retirement and receive an other-than-dishonorable discharge (if applicable).

Comments from the states of Idaho, Minnesota, New Hampshire, North Dakota, and Washington were also in favor of this initiative, with Rhode Island commenting not in favor citing increased cost burdens that the state could not handle if eligibility were to be expanded.

ROA RESOLUTIONS

Three ROA resolutions were included as amendments in the FY2022 National Defense Authorization Act and are expected to pass this fall:

Requirement for women to register for the Selective Service (Selective Service Act Registration of Women Resolution 19-14)

Included in both House and Senate versions of the NDAA, this amendment would require women aged 18-25 to register for selective service to be drafted in the military if called.

Hazardous Duty Incentive Pay/Aircrew Career Incentive Pay (Hazardous Duty/Aviation Career Incentive Pay Resolution 18-16)

Considered a major highlight in the NDAA, the military would increase incentive pay for National Guard and Reserve personnel for certain career fields to match those of their active-duty counterparts. Reserve Component members now receive only 1/30th of the monthly pay rate, whereas active duty receives a full amount regardless of how many duty days they complete.

National Guard and Reserve Equipment Appropriation (NGREA Resolution 18-09)

In 1981 Congress established the National Guard and Reserve Equipment Appropriation to provide required equipment to the Reserve Components, and each subsequent year has continued to appropriate their unfunded requirements. Since 2002, ROA has urged Congress to continue NGREA to modernize equipment and aid in the deployments of

LEGISLATIVE REPORT

Guard and Reserve servicemembers during natural disasters. The FY2022 NDAA authorized \$100 million for this appropriation.

ROA Legislative accomplishments outside of the NDAA include:

Independent Commissary and BX (Retention of Military Commissaries as an Incentive Resolution No. 20-12)

Proposed Department of Defense cost-cutting measures included combining the Defense Commissary Agency and Base Exchange enterprises, but further study showed that combining the two systems would result in an increase in costs which would have to be shouldered by customers. Now other cost-saving measures are under review, but a merger of the commissary and Exchange is no longer under consideration. ROA has consistently opposed such a merger between a financially successful and well-managed “for-profit” Exchange and a taxpayer-funded and financially struggling commissary; our thinking is that the merger would damage the Exchange and remove incentives for DoD commissary managers to do what is necessary to improve their offering.

ROA Legislative Priorities assigned a bill number and awaiting action:

H.R. 1997 and S. 829 - TRICARE Fairness for National Guard and Reserve Retirees Act

Sponsors: Rep. Bill Johnson (R-OH)/Sen. Rob Portman (R-OH)

Aligns eligibility for TRICARE health coverage with the age at which personnel of the Retired Reserve begin receiving retired pay.

Specifically, personnel of the Retired Reserve who are not yet age 60 but are receiving their retirement pay may purchase TRICARE health coverage for retired military personnel. 10 U.S.C. §1074.

H.R. 3512 - Healthcare for Our Troops Act

Sponsor: Rep. Andy Kim (D-NJ)

Health care is no longer a benefit for reservists, but a requirement to serve. Citizen warriors must keep up the same health standards as active-duty members to remain deployable. This bill would amend Title 10, USC to eliminate certain health care charges for members of the Selective Reserve eligible for TRICARE Reserve Select.

H.R. 148 - Jobs and Childcare for Military Families Act of 2021

Sponsor: Rep. Donald Norcross (D-NJ)

This bill allows an employer a work opportunity tax credit for hiring the spouse or domestic partner of a member of the armed forces and requires the creation of programs for service members to pay for childcare on a pretax basis. DoD and the Department of Homeland Security must implement flexible spending arrangements that permit members of the armed forces to use basic pay and compensation to pay on a pretax basis for dependent childcare. Related is H.R. 2974 – Military Spouse Hiring Act (Sponsor: Rep. Antonio Delgado (D-NY)) which expands the Work Opportunity Tax Credit to include the hiring of a qualified military spouse.



Member Benefits

Membership in the Reserve Organization of America gives you unique access to the tools and resources you need in your military and civilian lives. While the greatest ROA member benefit is advocacy, membership in ROA affords you access to many valuable programs.

ADVOCACY

ROA supports and promotes a legislative agenda to ensure adequate national security and a strong Reserve Component. As a member, you help determine issues affecting the Reserve Component.



SERVICE MEMBERS LAW CENTER

THE SERVICE MEMBERS LAW CENTER provides answers to your most pressing questions on civilian employment through legal review case studies. Learn more.



PUBLICATIONS

THE RESERVE VOICE MAGAZINE is the annual journal of the ROA. Its pages are devoted to important topics for Reserve Component members.



THE RESERVE VOICE ONLINE is a monthly update to legislation and membership information.



THE SMARTBRIEF is a daily news source for Reserve Component information.



INSURANCE

USAA: Whether you need to help protect your family, home, car, motorcycle, RV, or boat, USAA has you covered with solutions designed to fit your budget.



INSURANCE PLANS FROM MERCER: Mercer partners with ROA to offer a wide variety of insurance coverages from top companies for your personal and professional needs.



AMERICAN HEARING BENEFITS (AHB): ROA partnered with AHB to provide ROA members access to FREE hearing consultations and significant discounts on hearing aids through AHB's nationwide network of hearing professionals.



PRESCRIPTION DISCOUNT CARD: Save an average of 20 percent on prescription drugs not covered by insurance and as much as 50 percent on select generic medication when ordering by mail.

VISION INSURANCE: Individual vision plans from VSP® gives you convenient access to thousands of quality providers while saving money on your vision care needs, including eye exams, and glasses or contact lenses.



IDENTITY THEFT PROTECTION PLAN: Protection for you and your family to fight today's identity fraud issues—this plan includes proactive identity monitoring, credit monitoring, social media monitoring and more.

FINANCE

COMMONBOND: STUDENT LOAN

REFINANCING: A leading student lender, CommonBond helps you save money through student loan refinancing. Refinancing your federal or private student loans with a new one at a lower interest rate can save you thousands.



Plus, ROA members get \$100 cash back from CommonBond when you refinance!

ESTATE OF MINE ORGANIZERS (EOMO): EOMO helps facilitate the handling of estate matters. EOMO offers its complete organizational system to ROA members at a discounted price.



TRAVEL & LEISURE

ROA'S EMERGENCY ASSISTANCE PLUS (EA+) is a crucial safety net that provides 24-hour emergency assistance services when you travel, whether you're traveling alone or with your family. From medical evacuation to travel assistance, EA+ automatically steps in to help you focus on your recovery.



GUIDED TRAVEL: Travel far, travel often and travel for less—make your next getaway extraordinary! More than 160 guided tours spanning all seven continents. From selecting a destination to 24/7 support — Collette's experts are with you every step of the way.



HEALTH & WELLBEING

TOTAL BRAIN TRAINING: A resilient brain can help you manage stress better, stay positive and think clearly. Total Brain helps you understand and improve your brain performance, so you can overcome daily challenges and realize your inner power.



TECHNOLOGY

AT&T WIRELESS SERVICE: ROA members can save 15% on qualified monthly wireless service plans from AT&T online if you have a .mil or .gov email address.



APPLE COMPUTERS & ACCESSORIES: Apple and ROA bring you a special program. ROA members qualify for preferred pricing on select Apple products.



DELL DESKTOPS & NOTEBOOKS: Dell offers ROA members its Member Purchase Program, offering savings on Dell products including up to a 12% discount on all Dell Dimension Desktops and Inspiron Notebooks.



CAREER CENTER AND SCHOLARSHIPS

ROA/CORPORATE GRAY CAREER CENTER:

Job Seekers: Post your resume, search job opportunities, gain career advice, learn about upcoming military job fairs, and more!



VETJOBS.ORG and MILITARYSPOUSEJOBS.ORG are a natural fit for the ROA membership. We have been doing Veteran and Military Spouse Job Placement since 2010. We are approaching 60,000 Job placements and half of those are Guard and Reserve. If you need a good Job, we can help you get it. One-on-one personal help at no cost.

ROA offers scholarships to ROA members and their families.

Visit www.roa.org/memberbenefits for more information.