

RESERVE Voice

Convention Communiqué



A DEPARTMENT CONVENTION

In commemoration of 100 years of service to national security through an exclusive focus on the strength of the nation's Reserve Components, The Military Coalition and its member organizations congratulate the Reserve Organization of America on its centennial celebration, October 2, 2022.

Personally, and on behalf of the Coalition, it has been an honor working with ROA to support America's servicemembers, veterans, and their families and survivors. We in the Coalition look forward to continuing the good fight, as ROA moves confidently into its second century of service to nation!

CW4 Jack Du Teil, U.S. Army (Ret.)

President

The Military Coalition



TMC President Jack Du Teil and ROA's former director of legislation and military policy, Susan Lukas, testify in 2019 on the importance of Reserve Component incentive pay parity as a House of Representatives Guard and Reserve Caucus priority and an answer to a readiness threat to the Reserve Components of all uniformed services. "ROA has been a definitive leader of this and other crucial issues, such as equitable healthcare benefits for our citizen-soldiers," Du Teil said.

ROA® PRESIDENT'S VIEW

THE HONOR AND PRIVILEGE OF SERVING OUR ROA AT THIS HISTORIC TIME

Fellow ROA members, since I last wrote you back in the spring, it seems like the time has just flown by as our Centennial National Convention is almost here! In this information-packed issue of the *Reserve Voice Convention Communiqué*, you will find CEO/Executive Director Jeff Phillips' annual report, the legislative report from our new director of legislation and military policy, Matthew Schwartzman, and reports from many of our national committees, including a detailed update from our Centennial Celebration Committee. Please take some time to read the entire *Convention Communiqué* to catch up on all the activities and accomplishments of *your* ROA.

In these pages, you will also find a section containing all the details on our 2022 National Convention, including information on registering for the convention, making hotel reservations, and schedule/agenda highlights. Whether you are a regular convention attendee, have attended a few in the past, or will be attending for the first time, all are welcome to this once-in-a-lifetime event! I hope to see as many members as possible participate in what will be a fantastic celebration of our first 100 years and a great kickoff into our next century of service to America. I look forward to meeting and catching up with everyone!

ROA has been a big part of my life since I transitioned from active to reserve status in the late summer of 1989, and I've been a life member for nearly 33 years. Shortly after reporting to USCG Reserve Unit Upper Chesapeake Bay in Curtis Bay, Md., I had the opportunity to sit down and speak with the unit commanding officer about my Reserve career

plans. During our talk, he mentioned that I should consider joining ROA for its professional development and networking opportunities. He also discussed the numerous legislative accomplishments of ROA, including saving the Coast Guard Reserve from possible extinction in the early 1970s. Needless to say, I was pretty easily convinced that ROA was the organization for me!

I credit the many ROA leadership roles I've taken on, and the networking opportunities provided by our association for having a significant impact on my Reserve career success. I felt so passionate about ROA and its impact on my career and those of future generations that I became an early contributor to the Pershing Society and the Second Century Campaign. As an organization, we need a solid financial foundation to provide increased support to existing and new programs, so I highly encourage everyone to consider contributing to the Second Century Campaign. Please remember that your donation is critical to our future success and is most gratefully accepted no matter what level you can support.

As always, serving as your National President is truly an honor and a privilege. See you in Washington!



Robert H. Carmack
Captain, USCGR (Ret.)
82nd ROA National President





ONE VOICE FOR
THE RESERVE
COMPONENTS:
EVERY RANK
AND SERVICE

ANNUAL REPORT

Fiscal Year 2021

ROA'S INDISPENSABLE ROLE

By Jeffrey E. Phillips, Executive Director

Anyone who doubts ROA's importance in advocating for Reserve Component equity — to ensure readiness endures today as it did in 1922 — need look no further than the Army Combat Fitness Test. To those readers who served in another branch of service, please bear with me.

The test, under development since before my final year in the Army about six years ago, by presumably the Army's brightest fitness minds, measures a soldier's ability to do tasks associated with combat. The test requires heavy, awkward, and expensive gear and a fair amount of land. On active Army installations, with all the soldiers "right there" 24/7/365, that's not an issue. But in the Reserve and Guard, soldiers are "right there" only on select days.

The solution? Send the gear to reserve centers and armories and declare victory. But with Reserve and Guard soldiers living many miles from a reserve center or an armory, what kind of solution is that; how do soldiers train for the test?

It's the solution you get from a "Regular Army" culture that tends to disregard the Reserve Components.

Motorcyclists learn early on (or become organ donors) that motorists don't (by and large) *try* to kill them; motorists simply don't *see* them. They haven't been trained or acculturated to see any vehicle but the ones frequently around them — cars and trucks.

The motorcycle analogy aside, you'd think that after decades of war and reams of PAO speeches intoning "The total Army could not go to war without the Reserves," you'd think....

You'd be wrong. Regular Army leaders, who mean well, are simply not acculturated to "seeing" the Reserve Components. Limited visibility isn't limited to active-duty leaders. In a 1,900-word July 11 *Army Times* story, "More than PT: How the Army is going after total fitness," writer Todd South cites the Reserve and National Guard once in three sentences that describe how the Army has provided nutritional education videos to citizen-warriors. Not a word about the problem experienced by an Army Reserve platoon sergeant trying to get her soldiers ready to pass the test. Not a quote or a statement by a single Army Reserve voice (and yet, when

speaking to us candidly, these troops have plenty to say, especially young leaders).

CULTURAL BLINDNESS

And thus, ROA's indispensable role: ensure our Reserve and National Guard get "seen."

Back to the ACFT. Susan Lukas, a retired Air Force Reserve lieutenant colonel who was then ROA's director of legislation and military policy, and ROA's Health Affairs Committee chair, retired USAR Maj. Gen. Peggy Wilmoth, Ph.D., RN, approached the Planet Fitness company with what they reframed as an opportunity: to develop a training regimen to help prepare soldiers for the ACFT. Planet Fitness jumped on it, placing a corporate fitness expert in charge of the effort. Coordinating closely with ROA, Planet Fitness looks to be close to a launch. Is the regimen "an exact fit" event for event? No, but we're confident it will help – and as we all know, fitness test results, like elections, have consequences.

You likely saw coverage of the June 29 U.S. Supreme Court decision in favor of Army Reserve Capt. Le Roy Torres who was so sickened by burn pits during his 2007 deployment in Iraq that he could not do his job as a Texas state trooper. He was forced to leave the force and not given any accommodating role by the state, whose supreme court refused to hear his case.

ROA wrote the Texas governor twice and then submitted to the U.S. Supreme Court two amicus "friend of the court" briefs in support of the captain's case. Le Roy Torres prevailed and will have his day in the Texas court system. *The victory also set a precedent for the supremacy of federal veterans' "USERRA" employment and reemployment law.*

The lead trial counsel in the case said, "Without [the] Reserve Organization of America (ROA), this would not have been possible. Thank you again for your tireless support of not only our case, but for all Reserve/Guard personnel."

This has been ROA's story for a century; identifying and eliminating barriers to the readiness of the Reserve and National Guard (yes, from its very beginnings, supporting a strong National Guard was inherent in ROA's legislative and policy work). And so, on the eve of our centennial convention, I am proud to report that your ROA is doing exactly that, and is poised to do it ever better as we move into century number two!

This report, aligned with our strategic plan's lines of effort, will strike you as similar to my report in the May 2022 *Reserve Voice Magazine*, as I am writing this in July.

Increasing Revenue and Decreasing Expenses is now the focus of a search for a new financial management firm; our contract with SmithBucklin having expired without our renewal. By the time you read this, we should have contracted with a new partner, with the resultant resumption of quality, thorough financial reporting and a clean audit for last year.

With the exception of unprogrammed Minuteman Memorial Headquarters Building expenses, even without good financial statements for the past three months, we have performed "to budget." Our building's fire alarm system went down, generating about \$60,000 in expenses and replacements to worn-out HVAC components drove another \$30,000. For nearly two months from early May, while the COVID-crippled supply chain dribbled parts to us, three of our building's five floors were without air conditioning, except for portable units that lowered temps merely into the high 70s.

Nonetheless, I am confident that we are through the worst and have expenses well under control; revenues are where the action is!

One of ROA's four main revenue drivers, profits from our Top of the Hill Banquet and Conference Center, has rebounded. Bookings and revenue are well above projections made in February for the FY 2023 budget, which went into effect April 1. In the year before the pandemic, we saw gross revenues of \$1 million; that went to zero. This weakness forced draws against cash reserves (which still sit at between \$9 and \$10 million, depending on the stock market), the most recent being a \$400,000 draw in June, of which \$100,000 is reserved in case of need.

For Top of the Hill, I think we will see upwards of \$600,000 gross revenue this fiscal year; further I am confident that we will return to pre-pandemic highs. We are set to launch new marketing initiatives and food offerings that should propel our business yet higher and eliminate the need for draws.

Throughout the pandemic, lease revenue continued uninterrupted and undiminished, a tribute to the integrity of our tenants, primarily the government relations teams of Norfolk Southern Railroad and USAA. Currently we are negotiating a lease renewal for Norfolk Southern.

Managed for ROA by veteran-owned Military Non-Profit Consulting, ROA's development efforts have garnered \$4.3 million in cash donations and pledges. We formally announced the Second Century Campaign at the 2021 national convention as a result of this giving strength.

Pledges, granted, are not immediately useable, but they're the stuff of future financial resilience. Development, as fundraising is called in polite circles, can be a thing of mystery. ROA has, over the past several years, been the beneficiary of some two million dollars in estate gifts that "came out of the blue." For example, we are now coordinating an estate donation of nearly \$200,000 to ROA's Memorial Endowment Fund. One must attribute these gifts to a value provided by ROA to a member of a now-forgotten nature. (One reason that what we do now is so important!)

Influencing Legislation and Military Policy is the reason ROA was founded. Our director, Matthew Schwartzman, describes in the Legislative Report (page 20) what we've recently accomplished and what we're fighting for now and into the near future. Matthew brings his own insights and experience into the role so ably filled until her retirement by Lt. Col. Susan Lukas, to whom we owe a great deal!

ROA has, since its founding, balanced traditional readiness initiatives symbolized by equipment, training funds, etc., with what might be called benefits or quality of life initiatives, such as health care, retirement benefits, and pay.

We have done well over the span of a century; a look at our accomplishments makes that clear. The challenge today is less one of equity in equipping than it is a "facilitation of service," as one might call it. The surge since 2003 in Reserve Component operations tempo is likely to increase as the "demand signal" of war, international military cooperation, and domestic crises themselves mount, exacerbated by the increasing cost of the active force and the need to use the more economical reserves.

We must make it more attractive to join and easier to stay in the Reserve and National Guard. Civilian employers, who have — with some exceptions — shown great patriotism and support, may grow weary of seeing key members of their workforce activated with relative frequency, especially to not-war. ROA is working for tax credits for employers of citizen-warriors.

Health care is a big 'un. ROA has staked out a priority legislative initiative to gain "24/7/365" military-paid healthcare for serving members of the Selected Reserve Components. These men and women must be ready to "fight tonight," and continuity of quality health care and visibility

to the military of all health issues is an integral part of such readiness. A benefit is the load this removes from uninsured or underinsured servicemembers — and from employers, facilitating their support of hiring and retention!

We should work to accomplish duty-status reform and use the new Space Force and the ideas its formulation will generate as a "camel's nose under the tent" to encourage more imaginative use of the Reserves, including consideration of eased movement between components and facilitation of service by those who want more frequent activation and those who prefer less frequent activation.

We welcome your thoughts! Clearly, this is an arena of great importance and potential for the revitalized ROA!

Membership suffered over the past year, largely because of the sad and inexorable loss of aging life members, and because our departments and chapters have been shut out of recruiting by the pandemic. I have never "bought into" the trope that young people don't join. They do when they see value *as they define value*. There is talk of a national membership director, and I am including membership as one of the duties of the replacement for ROA's chief of staff, Lani Burnett, who retires September 1.

You can read the initial thoughts of the national membership committee's new chair, Capt. Sam Wright, in these pages. What's the solution? Well, first off, I am confident there is a solution! But I don't define success as a return to six-figure member roles. (Recall that in the 1950s, at ROA's peak in legislative clout, our roles numbered about 50,000.) It's a bottom-up, top-down affair. We are working the former hard, with the ROA Reserve Readiness Center's mentorship program getting off the ground, piloted by Air Force Reserve NCOs. The Citizen-Warrior Coalition is gaining traction among industry groups and the Army's Private-Public Partnership program, creating "Reserve-friendly" employer incentives and working environments for young citizen-warriors and their families.

"Top-down," ROA is forging better relationships with Reserve Component leaders who are increasingly transcending the lamentable JAG-driven regimes of past decades. ROA is working with DoD's Reserve Forces Policy Board to reinforce the board's priorities. The RFPB is an independent adviser that provides "advice and recommendations directly to the Secretary of Defense on

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strategies, policies, and practices designed to improve and enhance the capabilities, efficiency, and effectiveness of the reserve components" (RFPB overview). Better aligning ROA with the RFPB's independently developed Reserve Component readiness priorities will show RC leadership that ROA is serious about advocating for their priorities.

Interestingly, just after ROA's June 19 Reserve Education Forum, Exploring Space Force's Reserve Component, we signed up for a life membership our first "space operator,"

an active component Space Force captain who's now in the Department of Virginia.

To **Provide Quality Products and Services**, ROA is moving toward the launch of our mentorship program with its pilot phase now well underway and the Planet Fitness initiative, as cited above. Our offering of the traditional member benefits, such as travel and insurance, have not been added to, as they seem to be a pretty comprehensive array and

RESERVE OFFICERS ASSOCIATION STATEMENT OF FINANCIAL POSITION - CONSOLIDATED

	3/31/21	3/31/20	3/31/19
ASSETS			
Cash and Cash Equivalents	198,685	469,119	761,394
Investments	10,399,585	8,854,493	8,903,429
Deferred Compensation Assets	-	-	31,516
Accounts Receivable, Net	971,837	583,065	331,250
Prepaid Expenses and Other Assets	396,833	428,644	678,104
Insurance Stabilization Reserves	554,811	554,811	606,396
Fixed Assets, Net	6,874,340	7,141,942	7,223,511
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TOTAL ASSETS	19,396,090	\$18,032,075	\$18,535,598
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LIABILITIES & NET ASSETS			
LIABILITIES			
Accounts Payable and Accrued Expenses	255,409	172,185	58,809
Accrued Payroll and Related Liabilities	65,752	76,090	222,206
Departments' Share of Membership Dues	9,054	14,180	60,026
Deferred Revenue	143,803	224,588	156,178
Note Payable	-	-	-
Term Membership Dues	-	10,323	31,157
Life Membership Dues	5,455,153	5,791,932	6,141,039
Deferred Compensation Liability	23,298	-	31,516
Security Deposit Liability	800	800	800
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TOTAL LIABILITIES	5,953,269	6,290,097	6,701,731
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NET ASSETS			
Unrestricted Net Assets	8,665,780	7,154,909	7,365,775
Temporarily Restricted Net Assets	1,935,439	1,748,843	1,644,715
Permanently Restricted Net Assets	2,841,603	2,838,226	2,823,378
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TOTAL NET ASSETS	13,442,822	11,741,978	11,833,868
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TOTAL LIABILITIES & NET ASSETS	19,396,091	\$18,032,075	\$18,535,599
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Final numbers for FY19 and FY20 are audited.

Final numbers for FY21 are un-audited

of excellent quality. I would be interested in getting member feedback on that, and potential new affiliations and offers!

We do occasionally publicize services we think may be of interest, such as the Guild Financial “military grade investing” service. We are looking to do so with a couple of law firms that offer discounted claims services for certain service-connected monetary claims. This all takes a degree of judgment and we don’t engage in these sorts of things without a lot of consideration.

Improving Communications is an area that can always improve! Whether “strategic” or “tactical” or whatever, we

can never communicate well enough, and every effort to do so has value. ROA’s social media presence has gone from virtual zero to perhaps a B grade in just a couple years; it’ll get better. We love everything involved (except perhaps the expense...) in bringing you the re-launched “*Officer*” magazine, now *Reserve Voice Magazine*. I want to improve the look of the monthly *Reserve Voice Online*, which is sort of clunky (my fault!). And we are getting much better at our video blog, *Reserve Review*.

And this is where I want to say a word about who does all these fine things. With a full-time staff of seven, the smallest

**RESERVE OFFICERS ASSOCIATION
STATEMENT OF ACTIVITIES - CONSOLIDATED**

	3/31/21	3/31/20	3/31/19
Revenue:			
General and Administrative	683,675	1,020,333	874,558
Building	852,912	739,077	736,196
Membership	367,088	402,373	465,903
Governance/Committees	-	-	8,811
National Council Meeting/Leader's Conference	-	2,500	-
Resource Development	156,990	34,492	102,019
Family Support - Revenue	10,000		
ROA National Convention	17,725	57,466	49,305
International Programs - CIOR	-	31,045	34,420
International Programs - UPORFA	-	6,500	8,500
Publication/Communications	72,196	12,667	-
Legislative and Military Policy	-	-	10,906
Other Scholarship Programs - Revenue	1,000		
Industry Partners	205,000	-	-
ROA Investments	1,342,557	(179,169)	206,472
Reserve Kids School Kit	15,000	700	-
Reserve Education Forum (REF) Events	-	16,511	-
STARs Foundation General	-	-	1,604
STARs Foundation Gala	-	-	-
STARs Comprehensive Campaign	276,120	450,821	393,992
STARs Foundation Investments	338,222	(41,934)	57,194
Top of the Hill	61,061	778,386	840,900
Memorial Endowment	3,377	14,848	14,652
Memorial Endowment Investments	309,629	11,141	72,674
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Total Revenue	4,712,551	3,357,757	3,878,107
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since the immediate post-WWII period, the stalwarts I admiringly call “the little engine that could,” we rely on contracted partners. In the May 2022 *Reserve Voice Magazine*, page 106, some of our all-star partners describe their experience with ROA. Communications, development, Top of the Hill management, financial management, legal services, building maintenance, lighting, HVAC, renovation... *We couldn't do it without them.*

Nor could we do it without you, ROA’s “heart of the matter,” our members. Anyone who, to paraphrase my own first sentence, doubts the importance of ROA’s members,

should look at the list of accomplishments that, going back to the 1920s, helped ensure our nation’s readiness. They should then ask, “Who did these things?”

See you in Washington this September!



	3/31/21	3/31/20	3/31/19
Expenses:			
General and Administrative	589,921	543,683	567,930
Building	887,332	996,659	967,963
Membership	143,241	232,524	226,432
Governance/Committees	79,259	77,838	60,295
National Council Meeting/Leader's Conference	3,724	18,367	
Legislative and Military Policy	156,971	154,905	174,208
Resource Development	33,758	39,174	67,904
Family Support	603		
ROA National Convention	61,566	100,228	109,571
International Programs - CIOR	2,241	47,386	49,514
International Programs - UPORFA	-	6,526	8,499
International Programs - CIOMR	680		
Publication/Communications	262,540	190,109	63,264
ROA Scholarship Program	54,235	66,652	60,448
Industry Partners	52,976	27,805	36,681
ROA Investments	22,537	21,453	17,168
Other Scholarship Programs - Expenses	1,000		
Reserve Kids School Kit	12,134	18,079	-
Reserve Education Forum (REF) Events	-	83	-
STARs Foundation General	29,902	23,979	64,490
STARs Foundation Gala	-	-	-
STARs Foundation Reception	10,022	24,853	36,587
STARs Comprehensive Campaign	463,869	493,458	177,536
STAR Foundation Investments	5,235	5,167	6,000
Top of the Hill	123,217	345,810	351,503
Memorial Endowment	9,237	10,067	12,367
Memorial Endowment Investments	5,508	4,841	4,281
Total Expenses	3,011,707	3,449,647	3,062,643
Net Change in Net Assets	1,700,843	(91,890)	815,464

Final numbers for FY19 and FY20 are audited.
Final numbers for FY21 are un-audited



COMMITTEE REPORTS

★ ROA 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 now exceeds \$9 million, and while it has declined in the past few months like most investments, the Board's careful stewardship has kept the downturn manageable.

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

★ ROA'S MEMBERSHIP COMMITTEE

This year, and at this convention, we celebrate all the great accomplishments of the Reserve Officers Association, now doing business as the Reserve Organization of America, in our first century of existence. Our purpose, at ROA's Membership Committee, is to ensure that our great organization will continue to survive and thrive for a second century of service to our nation. By the end of this year, we will develop a comprehensive, implementable, and cost-effective plan to recruit and retain serving Reserve Component service members as members and future leaders of ROA.

We do not want to turn down any eligible person who comes to us with a completed membership application and \$20, or better yet \$450 for a life membership. But we must focus our limited resources (time and money) on persons who are currently serving in our nation's Reserve Components, including the Army National Guard and Air National Guard. Our nation has 1 million men and women currently serving in the Army National Guard, Army Reserve, Air National Guard, Air Force Reserve, Navy Reserve, Marine Corps Reserve, Coast Guard Reserve, and

the nascent Space Force Reserve (components listed in order of the number of members in each component). Currently only about 3,000 of them (3/10 of 1%) are ROA members. This is the pond where we must fish to find members and leaders to carry on this organization after most of us, the current members, are gone.

Our membership recruitment strategy will in part focus on the Law Review Library and the Service Members Law Center, discussed in a separate article in this *Convention Communiqué*. Serving Reserve Component service members routinely find, read, and rely upon our 2,000-plus "Law Review" articles, which they find by doing internet searches. They contact us with questions about specific articles they have found, and those who contact us are seldom members when they contact us. As the author of 90% of the "Law Review" articles published so far, I receive those inquiries, usually by e-mail. I respond and answer their substantive questions, and I ask them to join ROA. They usually do.

The ROA budget for fiscal year 2023 (4/1/2022 until 3/31/2023) includes \$20,000 for Search Engine Optimization. That investment will magnify the number of service members who find our "Law Review" articles in on-line searches and the number who contact us with questions.

The Membership Committee does not propose to rely solely on the Law Review Library to attract and recruit new members for ROA. We will propose other ideas to reach serving Reserve Component service members by the electronic means with which they are so familiar and comfortable. In making financial investments in these new recruitment modes, we must follow the precept "shoot bullets before you shoot cannon balls." That means that we must try out new approaches in small ways, at minimal cost, before we invest major funds in those approaches.

We, your Membership Committee, look forward to presenting a comprehensive plan to the leaders and members of ROA by the end of this calendar year and then to working with all of you in implementing that plan.

Capt. Samuel F. Wright, U.S. Navy (Ret.), Chairman

★ MINUTEMAN MEMORIAL BUILDING COMMITTEE REPORT

ROA's newest national committee, the Minuteman Memorial Building Committee, is pleased to report that our most valuable property has not been in better condition in decades.

Beginning in 2016 with the nearly \$2 million replacement of an aging and faltering HVAC system, rebuilding of both passenger and freight elevators, a new garage door, repairs of security cameras, door locks, the carpeting and flooring in ROA's Top of the Hill Banquet and Conference Center's "customer-facing" portions of the fourth floor (the hallways, conference room and conference room food-service area), as well as new floors in the ballroom and new roofing and the replacement of cracked and leaking 1960s plumbing, we have steadily brought the Minuteman Memorial Building back up to snuff.

Taking advantage of the pandemic shutdown of Top of the Hill's business, we brought in a real craftsman, Tim McLaughlin, president of CSCI Property Services Corporation, to assess and conduct repairs and renovations of MMB surface areas. Tim's credibility stems from his firm's work on Architect of the Capitol buildings, which as you'd expect, is top-notch.

Tim and his artisan team have since cleaned and/or restored our building's outside facades, windows, outside steps, portico stonework, atrium floors, and portico, atrium, and ballroom lighting fixtures. In the process, Tim developed a love for our building and has worked at a deep discount: we have paid \$180,000 for these extensive services. Tim's team has repainted faded and scratched walls, re-stained marred woodwork, and placed protective "chair rails" along expensive wood panels to preserve them further.

In August, we will replace all lights with LED lighting that will save us tens of thousands of dollars in electricity, recovering their \$45,000 cost in a mere three years. Then Tim will replace our old and stained ballroom ceiling tiles.

The failure of a \$11,400 fire alarm computer panel in May drove a horrendous \$49,600 bill for "fire watchers," required by District of Columbia law while a commercial building's alarms are out – think the fire watch in those wooden WWII barracks of our youth. We discovered more issues with the unannounced arrival of a DC fire inspector, called we suspect by a neighbor building's tenant irritated with our malfunctioning system's incessant alarms. Our stairwells, covered (in 2007?) with the same carpet as the interior, violated fire code. Tim has stripped the carpet out. Next year

we'll budget either a code-compliant rubber surfacing or simply paint them with compliant epoxy. At least now we are in compliance; that's a silver lining to the episode, such as it is.

Not content with his foray with our fire alarm, Murphy then turned to the air conditioning system. The radiator-like cooling coil went out and with it air conditioning to floors two, three, and four. We managed (barely) for two warm months, setting the system to suck in cool night air, shutting off outside air inflow during the day, and offering tenants portable A/C units. Repairs are now made and the A/C is working; the HVAC journey cost some \$42,000.

Through all this, we thank our Norfolk Southern and USAA tenants for their understanding. We also commend HVAC contractors Pro-Air and Pritchett Controls for outstanding 24/7 customer responsiveness. As I write, staff is working with Akridge Construction and Property Management to re-negotiate Norfolk Southern's lease renewal and some improvements in their aging space.

Our original 60-foot flagpole, which finally developed cracks, has been replaced with a new made-in-USA pole, with properly functioning flood lights shining on Old Glory.

Our committee during each of these activities worked closely with staff, and was fully involved in the decisions at every step. We appreciate the cooperation entailed and look forward to showcasing your Minuteman Memorial Building during ROA's centennial convention!

Lt. Col. Don Stockton, USAF (Ret.)

Past National President, Chairman

★ SARCA CONGRATULATES ROA!

The officers and members of the Senior Army Reserve Commanders Association (SARCA) would like to congratulate the Reserve Organization of America on its 100th anniversary. We want to especially recognize all those members who volunteer their time and talents to serve in leadership and committee positions as well as those who regularly attend the national meetings.

ROA has been steadfast in advocating for all the reserve components both from an organizational and force structure perspective as well as for individual reserve component service members. For many years, ROA and SARCA have partnered to enhance the quality of life for Army Reserve service members, their families and the employers who



support them. Many of the Army Reservists who have served as president or senior staff of ROA have also been active members of SARCA.

The importance of ROA is just as relevant today as it has been for 100 years. Whether it is advocating for legislation, bringing together Reserve Component service members of different ranks and services for fellowship, introducing ROTC cadets to senior leaders in a casual setting, or simply keeping its membership informed of current military issues, ROA is there for us.

ROA enters its second century by opening its membership to all ranks expanding its voice and championing its longstanding role as speaking for all reserve component service members. SARCA looks forward to many, many more years of partnership. Happy Anniversary!

Maj. Gen. Rita Broadway, U.S. Army (Ret.)

SARCA President

ROA MARKETING AND COMMUNICATIONS COMMITTEE UPDATE

The National Marketing and Communications Committee, formerly known as the Communications Committee, is the *eyes and ears* of ROA. Recently, the committee's responsibility was expanded to include marketing for the Association. This is particularly relevant as we embark on our centennial celebration year.

By monitoring our social media instruments, and searching for ROA-related content, we keep the membership informed and enhance the leadership's ability to make informed decisions. During the centennial we also judged the Alex A.C. Gerry Writing Contest, and selected submissions for "Member of the Week," now known as the "Faces of ROA."

The committee also reviews and recognizes department and chapter newsletters and websites for their efforts in keeping members up to date. Newsletters are evaluated for possible Sword and Pen Awards and the Ben Franklin Award. Department and chapter websites are judged for the Sword and Screen Award and the Brigadier General Sarnoff Award.

It is the responsibility of the Marketing and Communications Committee to raise awareness of ROA's achievements, as in the recent case where ROA provided a writ of certiorari to the U.S Supreme Court regarding the claim of Army Capt. Le Roy Torres against the State of Texas regarding his burn pit illness while serving our Nation during

his Iraq deployment. Our role in this successful challenge, was given extensive publicity through our social media instruments.

Examples like the Torres Supreme Court case and PACT Act passage represent an excellent example of how ROA has supported the members of the Reserve Components. ROA has been in the lead on preservation of the Reservist's rights under the United Services Employment Reemployment Rights Act; Reserve Component members equal military benefits and rights; use of the commissary; extending TRICARE to all serving Reserves; full-Service Members Group Life Insurance coverage; and ensuring that Reserves get the same equipment as their active-duty counterparts.

The charge of the committee is to act as an advisory capacity on all matters involving internal and external communications of the organization. The committee is responsible for developing, updating, and monitoring ROA's communications policies and social networking accounts, as well as recommending new ways for to communicate with its members and other interested parties. This will, in turn, ensure the public, the Congress, and the military community is aware of how ROA is the sole association exclusively representing the interests of the Reserve Components, all ranks all Services, on Capitol Hill and in the Executive and Judicial branches.

If you are a photographer, writer, journalist, or videographers, and our work interests you, you are welcome to be part of the Marketing and Communications Committee team!

Capt Henry E. Plimack, USCGR (Ret.)

Chairman, Marketing and Communications Committee



The Marketing and Communications Committee meeting at ROA headquarters, with others participating online, during a March National Council and Leaders meeting.

ROA'S CENTENNIAL CELEBRATION COMMITTEE PREPARES FOR ROA'S 100TH BIRTHDAY

After WWI, General of the Armies John J. Pershing believed America was vulnerable to a return to its pre-war unpreparedness. He was determined to help prevent the very unreadiness experienced in the preparation for combat in France. At his prompting, newly promoted Brig. Gen. Henry J. Reilly, Jr., and others brought together like-minded Army officers of the Organized Reserve at the Willard Hotel in Washington, D.C., and on October 2, 1922, formally established ROA.

In 2019, ROA's president, Don Stockton, created the Centennial Celebration Committee to prepare for our association's centennial. The following year, his successor, Col. Judi Davenport, developed the effort by expanding the committee and establishing its lines of effort (LOE). The mission statement was developed "to raise awareness of ROA, while celebrating 100 years of success representing the Uniformed Services' Reserve Components." The 24 committee members then proceeded to develop the LOEs. This process has continued under President Bob Carmack.

The first LOE was to create a centennial logo to brand the yearlong celebration. With the aid of our graphics guru, Kalen Arreola, and her team, this proved to be key for current and future marketing. You will find variations of this logo in other LOEs and in communications throughout our centennial year.

The committee recognized the need for public awareness of our association. McKinley Williams worked with ROA's legislative staff to develop proclamations for state and local governments to provide that recognition.

In addition, our legislative staff is helping a congressman's staff develop a proclamation recognizing ROA for successfully carrying out its congressional charter "to support and assist in the development and execution of a military policy for the United States which shall provide adequate National Defense."

Our new director of legislative and military policy, Matthew Schwartzman, is working with another congressional staff to develop a "Citizen-Warrior Day." It is hoped this will be designated as October 2 in honor of our founding and extensive contributions for 100 years on Capitol Hill representing all ranks and all services in the Reserve Components.

Our celebration is also a special event for our members. To provide them with a memento of this extraordinary year,

we developed a centennial challenge coin. This is available in our store at www.roa.org and will be a worthy reminder of our centennial celebration.

Two LOEs are specifically designed to promote ROA to non-members. The first, "ROA's Centennial Video Series," is the nine-minute "A Century of Service to America." It can be viewed on at <https://www.roa.org/page/whowear> and ROA's YouTube channel. Emphasis is on the importance and uniqueness of ROA's mission for Congress, government officials uniformed and civilian, the media, sponsors, and others.

Two more videos have also been created, highlighting ROA's legislative achievements and a second series of videos are soon to be launched as "The Faces of ROA." This series will feature our ROA members throughout the centennial. Members explain what made them proud to be a part of ROA and how ROA benefited their military and/or civilian career. The videos will be posted on various social media and on ROA's website so non-members can see the value-added of ROA membership.

If you'd like to submit yourself as a "Member of the Week," and be featured in the "Faces of ROA" videos, fill out the short form at: <https://www.roa.org/page/MemberofWeek>

After a three-year effort to return a long-missing ROA plaque to the Blair House in Washington, D.C., John O'Shea had it replicated and replaced. According to John, "the first home of the



Entrance to the Lee House with the new ROA plaque restored to its rightful place.

ROA was at the Lee House which is contiguous with Blair House, the President's guest house for visiting heads of state."A commemorative plaque was placed there in 1984 but was lost after an earthquake in 2011.O'Shea coordinated with the White

Continued at bottom of next page



ROA Centennial Challenge Coin

House Historical Foundation, the State Department, Office of Blair House, and the GSA Historical Division to get approval to restore the plaque to its historical positioning.

The *Crown Jewel* of our centennial celebration at our national convention will be September 30. We have planned a STARS Foundation Reception to celebrate our 100th year in the very room that ROA held its first Convention—the Willard Hotel's Crystal Room.

The STARS reception will be preceded by a wreath laying ceremony at the General John J. Pershing statue at the World War I Memorial, across the street from the Willard Hotel.

Featured will be a Doughboy Bugler, Jari Villanueva; a Doughboy wreath carrier; Pershing Angels from Morgan State University; our own Hazel Robinson, a Howard University Pershing Angel alumnus; ROA member Rear Adm. Robert D. Reilly, USN (Ret.), grandnephew of ROA's first president, Henry J. Reilly, Jr.; and ROA's Maj. Gen. Evan "Curly" Hultman, USA (Ret.), former ROA president, executive director, and the Interallied Confederation of Reserve officers (CIOR) "President for Life." This will truly be an historic centennial celebration event!

Other LOEs included: the Alex A.C. Gerry Writing Contest; publication of ROA legislative success stories over

the past century; an ROA centennial flag to accompany feather flags and signage to mark our centennial at ROA's Minuteman Memorial Headquarters; ringing of the NY Stock Exchange closing bell; and a long overdue posthumous selection of our founder, General Black Jack Pershing as this year's Minuteman Hall of Fame recipient.

Committee members who contributed countless hours completing these LOEs were Dale Anderson, Kalen Arreola, Greg Bules, Robert Carmack, Judi Davenport, Jen Franco, Carmen Gentile, Paul Kayye, Paul Keane, Ann Knabe, Jerry Kromrey, Diane Markham, Kelly Matthews, Mike Moos, Rick Nelson, Sean Osmond, John O'Shea, Henry Plimack, Peter Powell, Sherman Reed, Jan Rhoads, Richard Stephens, Don Stockton, James Sweeney, and McKinley Williams.

Our National Convention will be a great opportunity to celebrate ROA's 100 years as our nation's only national military organization whose sole mission is the exclusive support of the Reserve Components — all ranks, all services.

To join us in our celebration and for further details about our very special national convention and centennial celebration September 29 through October 2, 2022, visit:

<https://www.roa.org/events/EventDetails.aspx?id=1524569>

WHY SHOULD I DONATE?

You are asked to contribute to many different worthy causes—almost certainly more than you can actively support financially. While corporate sponsors provide important support to many, as much as 72% of all charitable giving comes from individuals. Without the generous support of individuals, most non-profit organizations, would be severely curtailed in their social impact and many would cease to exist at all. For each of these non-profits, individual donations are the lifeblood of mission.

I want to speak briefly to you about one of those organizations—STARS—and your vital role in its mission. But first, let's consider why people choose to support specific causes. There are seven reasons why donors decide to contribute and just one reason they stop, according to a recent survey of 3,000 donors by networkforgood.com.

1. They're mission-driven, "meaning there is a need for the nonprofit's mission in the designated community."



Scientific studies show that donating to a nonprofit feels good.

2. They trust the organization—"believing the nonprofit will use the gift to stabilize or expand programming."
3. They get to see the impact, "the nonprofit communicates about the impact of giving by sharing program outcomes."
4. They have a personal connection to the cause—"I know someone who benefited from the nonprofit's work."
5. They want to be part of something—"I want to be associated with the organization and its brand."
6. There has been an interest—"I see the organization online and in social media."
7. They want tax benefits—"I want the tax deduction."

The number one reason donors stop giving? Communication; not being in the loop on how the donations are being used and the difference they are making in people's lives. I feel

some reasons for giving change over time but making a difference will always be in the top three. The contributions to ROA will make a difference now and in the future. You decide where your donation should be utilized. ROA feels communication with our members is a foundation building block and is a big part of the outreach i.e. the Reserve Voice magazine, webinars, social media, the ROA website, availability to the ROA, Dept/Chapter outreach.

So how does giving to ROA's Standing Together for America's ReservistS Foundation (STARS) a 501(c)(3) answer any of the seven reasons listed above.

As an ROA member or corporate partner, you would be contributing to ROA's mission to support strong national security through support of the readiness of the Reserve Components (RC). The vehicle that ROA's STARS foundation is using is the "Second Century Campaign" which will ensure that citizen-warriors and their families—all services and all ranks—get the support they need and deserve while standing strong supporting national security.

You might ask how would my contribution support that mission? The STARS Foundation assists in many areas of readiness:

- Legislative efforts and influence military policy, ensuring the the RC receives fair and equitable treatment within the Department of Defense system (see the legislative section in the Communiqué),
- Civilian readiness with the uniqueness of RC dual careers (ROA's Citizen Warrior Coalition with corporate sponsors who employ RC Members), growing the role of the reserves through education (ROA Reserve Education Forums),
- Family readiness (ROA's STARS school kit program, participation in yellow ribbon programs (units and individuals deploying or returning),
- Working with outreach programs to the RC readiness programs and
- National security (working with the reserve chiefs, NOAA, USPH, Coast Guard, Space Force through reserve education forums, legislative issues, training needs, and the role the RC can contribute in the multi-domain operational space).

ROA STARS being a nonprofit relies on the generous support of others. ROA has been a champion for the RC for 100 years and has a strategic plan to take the organization into the future for another century of service to this great nation. As a nonprofit, we can't do it alone! We need your help to keep the mission viable.

In this time of high inflation, stock market in a downturn, social unrest, environmental crises, and international dilemmas you have a choice on where your hard-earned dollar is invested in a better tomorrow. It is the nature of time like this when there are so many worthy causes that our giving is more impactful than ever. You may be able affirmatively and personally to each of those reasons above to support ROA; tax benefits, prior service or current service to this great nation, family or friends who might have served, or you are a friend to the reserves, you believe in the purpose of ROA and making a difference.

What I can assure you is that you, reading this, are among the few who will feel the connection to this cause on a personal level. You have chosen to serve and have witnessed or directly experienced the sacrifice people make to serve in the RC. STARS does have generous corporate partners who are a force multiplier for all the good work STARS accomplishes—but it is you, the individual contributor who is indispensable.

For the RC, the programs ROA is currently using, or developing for the future will make a difference going into the next 100 years. I'm not only asking for your support but have been willing to make the commitment to the purpose of ROA STARS as well.

My husband and I have donated both through a cash contribution (pledged over several years) and planned giving to STARS and the "Second Century Campaign". We have served a total of 62 years through the RC and Active Guard Reserve program.

We believe in the purpose of the STARS Foundation and the bigger picture of what ROA is all about. You have to ask yourself, how many organizations represent the Reserve Component, all services and all ranks? ROA is the primary advocate for the RC!

ROA represents those still serving in the RC, recently retired RC members, those retired for many years from serving, and the families that have served alongside all those citizen warriors. I invite you to be a part of the next century of services by being a member of our "Second Century Campaign" and make a difference, no matter how small or large your contribution (further information on how to donate can be found in the next article).

Thank you and stay safe.

Col (Ret) Judi Davenport

STARS Foundation Chair

Immediate Past National President



2022 National Convention

September 29 – October 2, 2022

Crystal City Marriott at Reagan National Airport
Arlington, Virginia

Celebrating ROA's Centennial



Come to Washington, DC, and join your fellow members in celebrating ROA's Centennial. In addition to celebrating 100 years of service to the nation's Reserve and Guard, members will gather to hear interesting and informative speakers, collaborate, mentor, conduct association business, see old friends and make new ones.

REGISTRATION INFORMATION

Standard registration is \$250 and includes the welcome reception (Thursday), all meetings (Thursday-Sunday), coffee breaks (Friday & Saturday), Centennial Celebration Reception in the very Willard Hotel Crystal Room in which ROA was founded (sponsored by the ROA STARs Foundation on Friday) and the *option* to purchase tickets for the Memorial Breakfast and the Banquet.

Two optional ad-on events are open to all attendees on a first-come, first-served basis:

- Memorial Breakfast: \$40 – Saturday, October 1, 8:00 a.m.
- Banquet (with reception): \$100 – Saturday, October 1, 6:00 p.m.

**Register at www.roa.org/event/NC2022
by midnight, September 22, 2022**

HOTEL INFORMATION



**Crystal City Marriott
at Reagan National
Airport**
1999 Richmond Hwy,
Arlington, VA 22202
Phone: (703) 413-5500

ROA's room block offers a rate of \$139 plus 13.25% applicable tax. The group rate is also available three days before and 3 days after the convention based on hotel availability. Reservations must be made by Thursday, September 7, 2022, to enjoy the group rate.

Reservations may be booked online. Visit www.roa.org/event/NC2022 and see the hotel section. You may also book by calling (800) 228-9290 and asking for the "Heroes Room Block."

ASSOCIATION BUSINESS

Resolutions

Resolutions recommended by departments, service sections, and standing committees will be considered by the convention body. To be properly filed, a resolution must be received in the prescribed format in the Resolutions Handbook at National Headquarters no later than Friday, August 29, 2022. Resolutions recommended by the National Resolutions Committee for presentation to the national convention will be provided to delegates. To download the resolutions handbook and to see current resolutions, visit www.roa.org/resolutions. For more information, contact Matt Schwartzman, ROA's Director for Legislative and Military Policy (mschwartzman@roa.org or 202-646-7713).

Elections

Convention delegates will elect seven new members to the National Executive Committee. The Army section will elect an executive committeeman (two-year term), and a junior vice president (one-year term to fill a vacancy). The Naval Services Section will elect an executive committeeman (two-year term). The Air Force section will elect a president-elect (one-year term), an executive committeeman (two-year term), another executive committeeman (one-year term to fill a vacancy), and a junior vice president (one-year term to fill a vacancy). Be sure to check the Candidates' Corner regularly at www.roa.org/event/Candidates2022 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 (dmarkham@roa.org or 1 Constitution Ave NE, Washington DC 20002).

Constitution and Bylaws Amendments

This year's delegates will consider the following amendments to the Constitution and Bylaws. To see the complete language of the amendments, visit www.roa.org/event/NC2022.

1. 2022-01 – Article A3 – Eligibility: This amendment is proposed by the Department of Missouri. If approved, this will give associate members all the rights and privileges of regular members.

2. 2022-02 – Article B2 – Rebates: This amendment is proposed by the Department of Georgia. If approved, rebates will go directly to the chapters instead of the departments.
3. 2022-03 – Article B2 – Chapter Charter/Judge Advocate: This amendment is proposed by the Department of Georgia. If approved, it will no longer be required for a department to have a judge advocate to approve a chapter charter.
4. 2022-04 – Article B11 – Building Committee: This amendment is proposed by the national Executive Committee. If approved, this will reestablish the Minuteman Memorial Building Committee as a standing committee.
5. 2022-05 – Article B11 – Strategic Planning Committee: This amendment is proposed by the national Executive Committee. If approved, this will change the composition and terms of the committee. The committee would comprise, at a minimum, the chairs of all standing committees.

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. To find out who your department leader is, visit your department's group webpage or contact Tracey Ware at tware@roa.org or 202-646-7733.

Departments should submit their completed forms to national headquarters no later than September 21, 2022. Visit www.roa.org/event/NC2022 to download the reporting form and see the number of delegates and votes each department is allowed. Forms and questions should be sent to Diane Markham at dmarkham@roa.org or (202) 646-7728.

DRESS/ATTIRE

Recommended dress for all meetings and the welcome reception is business casual. Members in uniform are expected to adhere to the grooming, physical and uniform standards of their respective services. The Friday night reception at the Willard is coat/tie or military Class A. The ROA Banquet is formal/black tie or military equivalent.

PARKING AT THE HOTEL

The hotel offers a discounted self-parking rate of \$15.00 per night.

GETTING THERE

If traveling by air, the most convenient airport is the Ronald Reagan Washington National Airport (DCA). Alternatives airports are Washington Dulles International Airport (26.8 miles from hotel) and Baltimore/Washington International Thurgood Marshall Airport (37.2 miles from hotel).

The hotel offers complimentary shuttle service to/ from Ronald Reagan Washington National Airport. Hours of service are 5:00 a.m. to 11:00 p.m., seven days a week. No reservations are needed. The first shuttle of the day departs the hotel at 5:00 a.m. and runs every 30 minutes on the half hour. The last shuttle of the day departs the hotel at 11:00 p.m. with the final pick up at the airport at approximately 11:15 p.m. Shuttles pickup locations: Terminal A – adjacent to the taxi stand; Terminal B – lower arrival level between doors 3 and 4; Terminal C – lower arrival level at door 7.

GETTING AROUND TOWN

The Washington, DC, area offers a subway system that covers the metropolitan area. The hotel is adjacent to the Crystal City Metro Station, which is on the Blue & Yellow Lines. The Ronald Reagan Washington National Airport is also on the Blue & Yellow Lines. To plan your trip or learn more about the subway system, visit www.wmata.com.

WHAT TO DO

Visit DC's website to get the latest information on what's happening in the city. Get your FREE Washington, DC map and visitor's guide here:

www.washington.org/visitors-guide

SCHEDULE

Event highlights include:

- State of the Association address by ROA Executive Director Maj. Gen. Jeffrey E. Phillips, USA (Ret.). General Phillips' briefing provide updates on ROA's status and activities, following the ROA strategic plan's five areas of focus: increase revenue and reduce expenses, influence legislation and military policy, grow membership, improve strategic communications, and provide quality products and services.
- Legislation Update by ROA Director, Legislation & Military Policy, Matthew L. Schwartzman. The newest member of ROA's full-time staff will brief attendees on ROA's legislative priorities and activities.
- A panel discussion on "Why Corporate America must embrace 'Dual Career' Path." The panel will be moderated to Ms. Jennifer Griffin, national security correspondent for Fox News.
- A panel discussion on "Mentoring for Career Success." The panel will be moderated by Chief Master Sgt. Ericka Kelly, USAF (Ret.), co-author of *P.E.R.S.I.S.T.E.N.C.E.: Lessons from Chiefs Empowering You to Move from Success to Significance as a Transformational Leader*.
- A centennial celebration reception where attendees will enjoy the historic opulence of the Crystal Room at the Willard Intercontinental Hotel, the actual room where 100 years ago, Gen. John J. Pershing, Brig. Gen. Henry J. Reilly, and 142 other officers formed an organization to ensure America has a strong Reserve force – the Reserve Officers Association, now known as Reserve Organization of America.
- And much more!

Agenda highlights are below. For more details, visit www.roa.org/event/NC2022.

THURSDAY, SEPTEMBER 29, 2022

- Registration
- Executive Committee Meeting
- Department Presidents and DNCM Meeting
- Welcome Reception

FRIDAY, SEPTEMBER 30, 2022

- General Assemblies
- Centennial Celebration Reception
(sponsored by ROA STARS Foundation)

SATURDAY, OCTOBER 1, 2022

- Memorial Breakfast
- Service Section Meetings
- General Assembly
- Centennial Celebration Banquet

SUNDAY, OCTOBER 2, 2022

- Business Meeting: Resolutions, C&B Amendments, Elections
- Executive Committee Meeting

LEGISLATIVE REPORT

By Matthew Schwartzman
Director, Legislation and Military Policy

PATRIOTISM, POLICY, AND A PROPENSITY FOR PUBLIC SERVICE

When I was 17, my hometown municipality announced a tentative proposal to place speedbumps on the street where my family's house was located. The aim was to stop drivers from speeding to create a safer community. While nearly everyone who lived on the street agreed with the goal, almost no one agreed with the solution. In truth, I initially had no interest in the subject. However, the topic was made salient by neighbors, friends, and family.

One night, my father notified me that a local town hall meeting would be taking place to provide constituents with an opportunity to share their views on the proposal. He also tasked me with drafting testimony in opposition to the policy. However, he purposefully failed to inform me that I would also be responsible for presenting the testimony at the meeting.

I went through the motions of researching the issue and developing a coherent position. Without boring you with the details, I was the only person to provide oral testimony arguing against speedbumps and for alternative actions. In fact, I was the only person to provide oral testimony at all. Around six months later, one stop sign was placed at the top of the road and one at the bottom to stop drivers from speeding and create a safer community.

Was the testimony I provided the direct reason my hometown municipality decided to reverse course on the original proposal? I do not know. If not for my testimony would there be speedbumps on the street my family's house was located? I do not know.

But what I do know is that if I did not participate, the voices of the residents on the street would not have been heard by those who make decisions that impact them and their neighbors, friends, and family.

I share this personal anecdote with you to not only illustrate why ROA is so important but also to show why your active engagement with ROA policy initiatives at the grassroots level is equally important.

Come October 2, ROA will have played an active role in educating policymakers and the public about the Reserve Components and supporting the nation's overarching defense strategy for 100 years. This is not a milestone to be taken lightly!

In March, the Department of Defense shared a classified version of the 2022 National Defense Strategy with Congress.¹ While an unclassified version has not yet been made available, a [fact sheet](#) outlining the blueprint provides insight into DoD's defense priorities:

1. Defending the homeland, paced to the growing multi-domain threat posed by the People's Republic of China
2. Deterring strategic attacks against the United States, Allies, and partners
3. Deterring aggression, while being prepared to prevail in conflict when necessary, prioritizing the PRC challenge in the Indo-Pacific, then the Russia challenge in Europe
4. Building a resilient Joint Force and defense ecosystem



Secretary of Defense Lloyd J. Austin III testifies on the Pentagon's fiscal year 2023 budget request during a hearing on Capitol Hill, May 11, 2022. <https://www.defense.gov/News/News-Stories/Article/Article/3028334/austin-says-2023-budget-built-on-new-defense-strategy/> Photo: Navy Petty Officer 2nd Class Zachary Wheeler.

¹ Fact Sheet: 2022 National Defense Strategy. (2022, April 11). Department of Defense. <https://media.defense.gov/2022/Mar/28/2002964702/-1/-1/1/NDS-FACT-SHEET.PDF>

LEGISLATIVE REPORT

While providing testimony before the House Appropriations Defense Subcommittee in May, Secretary of Defense Lloyd J. Austin III told appropriators that the fiscal year 2023 defense budget request was built on the bones of the new NDS, which is adequate for today's military, and ensures the military remains strong in the future.

Concerning how the National Guard will use its portion of the funding, the chief, National Guard Bureau, Gen. Daniel R. Hokanson, testified before the Senate Appropriations Defense Subcommittee in June on the importance of having a "modernized, relevant, and capable reserve component to augment our active forces."

One area of modernization, Hokanson said, involves the aircraft flown by the Air National Guard. In particular, the fighter aircraft fleet, which includes the F-22 Raptor, F-15 Eagle, F-16 Fighting Falcon, and A-10 aircraft.² See ROA Resolutions No. 21-13 and No. 21-09.



An A-10 Thunderbolt II from the 25th Fighter Squadron flies over the Republic of Korea. <https://www.osan.af.mil/News/Photos/igphoto/2000834044/> Photo: John M. Dibbs.

However, maintaining credible Reserve Components not only requires possessing the best equipment but the best people as well. Unfortunately, the services have faced significant challenges in finding Americans to serve.

The story of how I became involved in the military policy arena begins in college. More specifically, it begins when I enrolled in a military history course my senior year. The first reading assignment I had for the class was an article written by James Fallows, *The Tragedy of the American Military*.

Fallows begins the article by discussing a cold yet consequential truth about the relationship that exists between the modern American public and the military. "The difference between the earlier America that knew its military and the modern America that gazes admiringly at its heroes show up sharply in changes in popular and media culture," wrote Fallows.³

Did you know that for those born before 1955, at least three-quarters had an immediate family member who served in uniform? By contrast, of Americans born since 1980, about one in three is closely related to anyone with military experience.

Admittedly, I fall in the two-thirds of Americans born since 1980 who are not closely related to anyone with military experience. Despite this, I understood that such a disconnect could have detrimental consequences, consequences we are beginning to see with the services' difficulties in meeting recruiting and retention goals.

I chose to immerse myself in the military policy arena, pursue my passion for government affairs, and provide a service to those who serve, have served, and their families.

This is a form of public service I provided with reverence and gratitude for almost three years as policy advisor, legislative affairs for the Air Force Sergeants Association, and will continue to provide now as ROA's director of legislation and military policy.

Within the context of how ROA is seeking to shape policy for the Reserve Components in the FY 2023 national defense authorization and appropriations process, we'd like to spotlight three ROA campaigns:

1. Ensuring year-round access to no-premium dental care to ensure they are ready to deploy and serve our country when called upon.

We are proud to report that ROA worked with Rep. Andy Kim to secure the inclusion of H.R.8113, the *Dental Care for Our Troops Act*, in the House Armed Services Committee's FY 2023 defense bill. This legislation, introduced in June, would increase access to dental care

² U.S. Department of Defense. (2022, May 11). Austin Says 2023 Budget Built on New Defense Strategy. <https://www.defense.gov/News/News-Stories/Article/Article/3028334/austin-says-2023-budget-built-on-new-defense-strategy/>

³ Fallows, J. (2015, November 23). The Tragedy of the American Military. *The Atlantic*. <https://www.theatlantic.com/magazine/archive/2015/01/the-tragedy-of-the-american-military/383516/>

LEGISLATIVE REPORT

and decrease the number of troops deemed non-deployable or removed from duty during deployment.

See ROA Resolution No. 19-02.

2. Receiving a briefing from the secretary of defense on the feasibility of allowing military members to transition multiple times throughout the course of a career between full and part-time pay status

ROA has been influential in simplifying an extremely intricate personnel system that complicates how National Guard and Reserve servicemembers are called to serve, as well as which statuses account for benefits accrual. There is more work to be done. Allowing for an easier transition between full-and part-time pay status would provide DoD with greater flexibility in resourcing personnel with the skills required to operate equipment, execute the mission of today, and be prepared to overcome the conflict of tomorrow. This section, contained in the HASC FY 2023 defense bill, would require the secretary of defense to provide a briefing to Congress on the feasibility of allowing military members to transition between full-and part-time pay status more efficiently.

3. Providing for a monthly allowance to cover the cost of a gym membership in the military housing area in which the covered National Guardsman or Reservist lives

Like dental care, physical fitness is crucial to sustaining readiness and ensuring mission success. This provision, contained in the HASC FY 2023 defense bill, would provide for a monthly allowance to subsidize the month-to-month costs of a gym membership for certain eligible National Guard and Reserve servicemembers.



An Army Reserve soldier and master fitness trainer with the Army Physical Fitness School observes for proper form as soldiers assigned to 2nd Battalion, 75th Ranger Regiment at Joint Base Lewis-McChord, Washington, perform T pushups. <https://www.armytimes.com/news/your-army/2019/09/27/acft-standards-released-test-proponent-talks-roll-out-addresses-soldiers-common-concerns/> Photo: Stephanie Slater, U.S. Army

While we are pleased to see these provisions, among others, included in the HASC final 2023 defense bill, their insertion in the definitive version of this important legislation is not guaranteed.

We thus will continue to work towards advancing these proposals with finality in this calendar year.

You will begin to hear from me that a sizable portion of ROA's value proposition from a "legislative lens" is ROA and our members being "twice an advocate." Rest assured, there will be more to come on this soon. In the meantime, I offer this: the title of this Legislative Report, *Patriotism, Policy, and a Propensity for Public Service*, is not merely a representation of how I seek to introduce myself to you. It is also a blueprint for how our legislative affairs team will frame our membership value proposition as we kick off ROA's centennial year and honor a century of service to America, all while operating in a shifting consumer market paradigm.

Without question, we will encounter speedbumps on the advocacy journey we are on together. But, if there's any lesson to be learned from my experience at 17, it's that government works best when issues are represented by those who have the knowledge and courage to show up and speak up. No different than how I sought to ensure a safer community in my hometown, your legislative affairs team will lead the nation's efforts to ensure the Reserve Components are strong and ready, and Reserve Component families are well cared for. *Up and at' em!*



Congressman Andy Kim (NJ-03)
<https://kim.house.gov/news/press-kit>

ROA SIDES WITH SERVICE MEMBER IN LANDMARK SUPREME COURT CASE

Capt. Samuel F. Wright, U.S. Navy (Ret.), Chairman

The Service Members Law Center is a vital resource ROA provides to explain the duties and obligations of the service member/employer relationship. More than 2,000 indexed "Law Review" articles explain the current application of 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 Spouses' Protection Act (USFSPA), and other laws pertinent to those who serve our country in uniform.

Through these articles, and by other means, including amicus curiae ("friend of the court") briefs that we file in courts, ROA educates servicemembers, spouses, attorneys, judges, employers, Employer Support of the Guard & Reserve (ESGR) volunteers, Department of Labor investigators, legislative staffers, and others about the legal rights of servicemembers and how to exercise and enforce those rights.

Recently, we had a great victory in the U.S. Supreme Court. *See Torres v. Texas Department of Public Safety*, 2022. By a 5-4 vote, the Court held that the states gave up their sovereign immunity against being sued for violating laws like USERRA, the federal reemployment statute. As part of the "Plan of the Constitutional Convention," the federal government is primarily responsible to "ensure the common defense." The states, as employers, must not undermine the defense of our nation by violating laws that Congress has enacted to enable the military to recruit and retain young men and women to defend America.

TORRES V. TEXAS DEPARTMENT OF PUBLIC SAFETY

Capt. Le Roy Torres, an ROA member, was a Texas state trooper and Army Reservist in 2007 when he was deployed to Iraq, where he was exposed to toxic burn pits smoke. He consequently has suffered from constrictive bronchiolitis, a debilitating lung disease. He was eventually retired from the Army.

When Captain Torres was released from active duty, he met the five conditions for reemployment under USERRA. Because he returned to work with a disability that he incurred during his active duty service, the State of Texas, his employer, was required to make reasonable efforts to accommodate the disability and, if the disability could not be reasonably accommodated in the position that Torres left, to reemploy him in some other position for which he was

qualified or could become qualified with reasonable employer efforts. This responsibility is imposed by section 4313(a) of USERRA, 38 U.S.C. § 4313(a).

His service-connected likely disability prevented him from returning to work as a state police officer, but there were other state jobs for which he was qualified or could become qualified. The State of Texas chose not to do so, and Captain Torres was forced to resign from state service.

Retired Maj. Gen. Jeffrey Phillips, ROA's executive director, sent two letters to Texas Gov. Greg Abbott, asking him to make accommodations for Captain Torres' disability. The governor refused, and instead relied on the doctrine of sovereign immunity to avoid having to comply with federal law.

After Texas violated USERRA and refused to correct the violation, Captain Torres sued in state court in Corpus Christi, Texas. Brian Lawler, a San Diego attorney with a nationwide USERRA practice and a recently retired Marine Corps Reserve officer and ROA member, represented Torres.

The Texas intermediate appellate court held that Texas has sovereign immunity and cannot be sued, so the case should be dismissed before trial. The Texas Supreme Court declined to hear the case.

In the final appellate step available, Captain Torres applied to the U.S. Supreme Court for a writ of certiorari (discretionary review). Only 1% of cases are granted certiorari, but chances are improved if organizations file amicus briefs with the Court, suggesting that the issues in the case are so important that the case merits the attention of our nation's highest court.

ROA drafted and filed an amicus brief suggesting that the Court agree to hear the *Torres* case, and the Court granted certiorari on December 15, 2021. After the Court agreed to hear the case, ROA filed a new amicus brief on the merits, asking the Court to reverse the decision of Texas' intermediate appellate court. The favorable Supreme Court decision was released on June 29, 2022, at the end of the Court's 2021-22 term.

Because of the *Torres* precedent, state agencies will no longer be able to invoke the doctrine of sovereign immunity ("The King can do no wrong.") to prevent state employees or prospective State employees from enforcing their USERRA rights in court. This is important because 10% of National Guard and Reserve service members have civilian jobs for state government agencies.

Please see www.roa.org/lawcenter.

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



CITIZEN-WARRIOR COALITION

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.

Over the past year the Coalition continues to grow and is now represented by DoD, Corporate America, and workforce development non-profits. The Coalition has outlined two Strategic Objectives:

STRATEGIC OBJECTIVE 1:

Educate Key Stakeholders (White House / Congress / American Businesses / Military Leadership and Active Duty transitioning service members) on the national security role the Reserve Components play in Great Power Competition and the associated impact on each stakeholder. Specifically, how will a growing Reserve Component (currently at 42% of total force (and 53% of the Total Army) impact the workforce development of American businesses as the need for "dual career" paths, our citizen-warriors grows?

STRATEGIC OBJECTIVE 2:

Match Industry Workforce Development needs with the most diverse and skilled labor pool in the country – the Reserve Components (over 1.5M including spouses). Specifically, to build out a scalable military workforce development program with strategic partners to align civilian industry labor needs (demand) with the skills and leadership qualities of the Reserve Components (supply).

COALITION PARTICIPANTS:

Centuri Group – *National Chair*
American Trucking Associations
American Association of Port Authorities
American Military University
AMAZON
Army Reserve – P3O
Workforce Development
Capital Bank
Center for Energy Workforce Development (VetsInEnergy)
COMCAST
Job Corps
Microsoft
National Guard Bureau
Workforce Development
Service Now
SHRM
TransForce Group
Veteran Jobs Mission
(JP Morgan Chase)



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Learn more

Check up on the details at uhcfeds.com



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Charter from the Congress

TO THE

RESERVE OFFICERS ASSOCIATION

OF THE UNITED STATES

(EXCERPTS OF PUBLIC LAW 595, 81ST CONGRESS)

An Act

TO INCORPORATE THE RESERVE OFFICERS ASSOCIATION OF THE UNITED STATES

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that (there is) hereby created a body corporate by the name of Reserve Officers Association of the United States, and by such name shall be known, and have perpetual succession and the powers, limitations, and restrictions contained in this Act.

* * * *

SEC. 3. The object and purpose of the corporation shall be to support a military policy for the United States that will provide adequate national security and to promote the development and execution thereof.

SEC. 4. The corporation shall have perpetual succession and power

* * * .

* * * *

SEC. 7. (a) The governing body of the corporation shall be a national executive committee consisting of the president, the last past president, three vice presidents, three junior vice presidents, three national executive committeemen, and the executive director.

(b) The national officers of the corporation shall be elected at an annual national convention and shall hold office for one year or until their successors have been duly elected and qualified, except the executive director, the national treasurer, and the national public relations officer, who shall be appointed by the national executive committee.

* * * *

(e) In conducting the official business of any department or chap-

ter each active member of such department or chapter shall have one vote.

* * * *

SEC. 10. The corporation, and its members and officers as such, shall not contribute to or otherwise support or assist any political party or candidate for elective public office.

* * * *

SEC. 15. (a) The financial transactions shall be audited annually by an independent certified public accountant in accordance with the principles and procedures applicable to commercial corporate transactions.

(b) A report of such audit shall be made by the corporation to the Congress not later than January 15 of each year.

* * * *

SEC. 16. The national headquarters of the corporation shall be located in the District of Columbia.

* * * *

SEC. 18. The corporation and its subordinate departmental subdivisions and local chapters shall have the sole and exclusive right to have, and to use in carrying out its object and purpose, the name of "Reserve Officers Association of the United States" and such seals, emblems, and badges as to the corporation may lawfully adopt.

SEC. 19. The right to alter, amend or repeal this Act is hereby expressly reserved.

PUBLIC LAW 595 – 81ST CONGRESS
CHAPTER 431 – 2ND SESSION
(HR-5002)

APPROVED JUNE 30, 1950

Alben W. Barkley
PRESIDENT OF THE SENATE

Sam Rayburn
SPEAKER OF THE HOUSE

Harry Truman
PRESIDENT OF THE UNITED STATES