

“THE GAZETTE”  
January 2008

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## AMRAC Gains IRS Approval, will push to join national CFC



Bob Collier (center) poses with (from left to right) AMRAC EXecutive Director Jerry Pionk, AMRAC Texas Commander Bill Groce, NGOB Publishing Division Chief Mike Myers and AMRAC Sales and Advertising Director Lyle Hogue at Mr. Collier’s dedication and book launch in Dallas, Texas. See related story on page 3. PHOTO COURTESY AMRAC PUBLIC AFFAIRS

### By AMRAC Executive Director Jerry Pionk

I hope as you read this issue of The Gazette all of you are in good health and spirits and made it through the holidays intact. We’ve had a busy time with AMRAC this fall. One issue that has been resolved is recent IRS approval in the tax exempt status of AMRAC. We have been approved under section 501c (3) of the code as a charitable association. This means we can again fully participate in the Combined Federal Campaign (CFC) and other official fund raisers. This was brought about because of our name change to AMRAC last year. We are also a veteran’s association formed under section 501c (19) of the IRS code, under the name of our

predecessor organization, Not Good Old Boys and will retain both designations - charitable and veterans which best describe us and our education grants and other charities. We have already applied for a National CFC designation which will allow all of our membership to participate rather than just the Washington DC area. We’ll keep you posted on our status once we hear from the CFC people.

This issue has a lot of recent events as well. On December 7<sup>th</sup>, Lyle Hogue, Bill Groce, Mike Meyers and I traveled to Dallas TX for the dedication of member and WWII veteran Bob Collier’s book. The book, entitled

Cont’d page 2, AMRAC News

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# AMRAC News and Happenings

## AMRAC News, from page 1

“Chapters in an American Life” recounts Bob’s 87 year journey through a fascinating life. The event was well attended and the book signing was an emotional event for Bob. See the article in this issue. On Veteran’s Day weekend, Terry’s Hotrod Lounge in Watertown SD (AMRAC Post #1) sponsored a pheasant hunt and game feed for all members and veterans. That story is in this issue as well. The owner of the lounge, Terry Parrish has been conducting monthly membership meetings and organizing fund raisers for AMRAC and has set a great example for any future AMRAC posts. We are also pleased to welcome MSG Patrick Johnson, Army G-1 retention operations manager as a guest columnist in this issue. We will have rotating guest columnists in future editions to provide different perspectives on various issues.

We have started awarding this year’s youth essay grant winners. I had the pleasure of presenting a deserving former wrestler from my home town one of the awards and at least two others were selected at press time. The stories are in this issue as well. Four new members of the Military Recruiting and Retention Hall of Fame were selected in October. They are SGM (retired) Frank Shaffery, SGM (retired) George Stapleton, Mr. John Park and MSG (retired) Carl Garner. Their stories are in this issue- Congratulations to all of them!

The organization has grown steadily and we thank all of you for your support. Please encourage your fellow veterans to join us. They can do so on line at [www.ngob.net](http://www.ngob.net).



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# AMRAC Member and WWII Veteran Publishes His Autobiography

By AMRAC Public Affairs

On Pearl Harbor Day, December 7<sup>th</sup>, AMRAC members went to Dallas, TX for the dedication of AMRAC's most senior member; **Oscar E. "Bob" Collier's** book entitled: *Chapters in an American Life*. The book chronicles the life of Mr. Collier starting with his birth

over 87 years ago, growing up on a farm in Texas through the Great Depression, and fighting in the Battle of The Bulge in WWII and the events of a successful life since the war. The book was published by *NGOB Publishing Inc.*, a subsidiary of AMRAC. Mr. Collier hosted nearly 200 people at the book signing event at his Dallas home. AMRAC members

in attendance were **Mike Meyers** (NGOB Publishing Division), **Lyle Hogue** (Director of Marketing, AMRAC), **Bill Groce** (Texas State AMRAC Commander) and **Jerry Pionk**, Executive Director of AMRAC. Mike Meyers presented Mr. Collier with a framed certificate from the Library of Congress attesting to the registration and copyright of his book. Lyle Hogue and Bill Groce presented Mr. Collier with a framed cover of his book and his first official dollar of profit. Bob dedicated his book to his colleagues who did not return from the war, and those who returned but were forever changed.

*In Bob's own words as written in the dedication page of his book:*

This book is dedicated to those of my generation who served in World War Two and in particular those comrades who gave the supreme sacrifice for our freedom. Their lives were cut short so the rest of us could live in peace and have the opportunities that many take for granted. Their dreams were not fulfilled; their families were left without their love and comfort, their parents, siblings, children and unborn grandchildren were deprived of their friendship, guidance and presence in their lives. My life has been complete and fulfilled, and it is with some guilt that I was spared and my brothers and sisters in arms did not come home to share in a full life. Some of those that came home also were not the same and their lives forever altered. It is to all these brave men and women that I dedicate and share "Chapters in an American Life". Without them, I would not be free to write this. **Oscar E. "Bob" Collier Jr. - 2007**

Copies of the book may be obtained by sending an e-mail to [ngob1@aol.com](mailto:ngob1@aol.com). Cost is \$10.00 including shipping and handling.

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# Jared Aesoph Presented with Annual Pionk-Heaton Grant

Jared Aesoph of Watertown SD was recently selected as the 2007 winner of the Pionk-Heaton national essay contest. His essay entitled "My Wrestling Experience" was judged as this year's top entry. The essay competition and link to Watertown wrestling is sponsored by the Pionk and Heaton families of Watertown SD. The Association of Military Recruiters and Counselors was co-sponsor of the award. Aesoph is currently a freshman at South Dakota State University. He is the son of Chris and Julie Forman of Watertown.



Joseph Aesoph (center) poses with his \$600 Grant presented to him by AMRAC members Redge Andree (left) and Richard Bradberry (right) of Watertown, South Dakota.

In conjunction with the recent recognition of the 1968 Watertown State Championship wrestling team, two members of the 1968 team and another former Arrow wrestler were on hand for the presentation. All three are members of AMRAC. Redge Andree, member of the 1968 team and Richard Bradberry, a former Watertown wrestler both of

Watertown, presented the award wrestler Jerry Pionk (Class of 1968) presided over the ceremony. in the form of a \$600 check and a framed certificate while former

# Rebekah Hogue Awarded Leo Williams Scholarship

The Association is again proud to announce all of the winners of the 2007 patriotic themed essay contest. This year's theme was: "**What is the Role of a Responsible American Citizen**". The essay contest was open to high school or college students between the ages of 14 (as of September 1<sup>st</sup> 2007) and not older than 19 years of age as of January 1<sup>st</sup> 2008. Winners received cash awards ranging up to \$500.00.



Henry (left) and Vadis (right) Pond present Rebekah Hogue (center) with the Leo Williams Scholarship Award and \$500.

**Rebekah Hogue**, a freshman at the Georgia Institute of Technology, of Columbus, GA was recently presented with the **Leo Williams** scholarship award, named for the father of AMRAC member **SGM Ron Williams** who has supported many worthy causes through his charitable contributions. AMRAC members **Henry Pond**, Master Chief (retired), USN and **Vadis Pond**, Navy Veteran presented a certificate and check for \$500.00 on behalf of AMRAC and the Williams family. Rebekah's essay on this year's topic "**What is the Role of a Responsible American Citizen**" was

judged as the top entry from the AMRAC Atlantic States Region. Region Director **Carl Garner** presided over the selection committee. Rebekah, who is majoring in architecture, is the daughter of SGM (retired) **Lyle and Kim Hogue**.



# AMRAC Post #1 Hosts 1st Annual Pheasant Hunt

Left to right: AMRAC member Jay Curtis, Mid-Atlantic Chairmen and Hall of Fame Inductee Carl Garner, Mike Thronson and AMRAC Exec. Dir. Jerry Pionk pose with pheasants killed during the AMRAC 1st Annual Pheasant Hunt.



By AMRAC Public Affairs

AMRAC Post #1, located in Watertown, SD recently hosted its first annual Veteran's Day Pheasant Hunt and wild game feed. The hunt was open to all AMRAC members, and the wild game feed was open to all veterans as a gesture of thanks for their service. Approximately 20 AMRAC members and other veterans joined together at the farm of member **Merlin Fleming's** brother. After a lot of walking, the group was able to bag 24 pheasants. The group also took part in some trap and skeet shooting events the next morning. After the hunt, Terry's Hot Rod Lounge which also doubles as AMRAC

Post #1 offered a wide selection

of pheasant, goose, venison and elk free for all veterans and their guests. This event was held in conjunction with many other veterans' events in the Watertown area in honor of our Nation's veterans.

AMRAC Post #1 and **Terry Parrish**, owner of the Hot Rod Lounge invite any AMRAC members or all veterans to stop by whenever they get the urge to travel to South Dakota. Terry will provide details for any member who is interested in hunting, fishing or tourism in the area as well as discounted food and beverages. Proceeds from all AMRAC related profits from AMRAC Post #1 go into the local youth essay grant and activities programs.

# George Stapleton, Jr. Scholarship Awarded to Jocelyn McAdoo

By AMRAC Public Affairs

Jocelyn McAdoo, of Timberlake, NC was recently presented with the George Stapleton Sr. scholarship award, named for the father of AMRAC member SGM (retired) George Stapleton Jr. who has supported many worthy causes through his charitable contributions. AMRAC member George Taylor presented a certificate and check for \$500.00 on behalf of AMRAC and the Stapleton family. Jocelyn's essay on this year's topic "What is the Role of a Responsible American Citizen" was judged as the top entry from the AMRAC Eastern Region. Jocelyn is the daughter of Jonathan and Geraldine McAdoo.



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## AMRAC 2007 HALL OF FAME INDUCTEES

The AMRAC Director of Awards and Recognition has announced this year's Hall of Fame selections. (See full criteria on our web site at [www.ngob.net](http://www.ngob.net)).

From the recently retired category:

SGM (retired) George Stapleton – Most recently, command retention SGM at Fort Carson, CO. Previously Command Retention NCO for First Armor Division in Germany and in Iraq. Has a strong reputation throughout the Army retention field for his innovative leadership and mentorship.

From the “older retirees and special categories” nominations:

SGM (retired) Frank Shaffery. Currently Deputy Chief of Staff for operations at the US Army Recruiting Command. The only person ever to serve two non-consecutive tours as HQDA G-1 recruiting policy SGM. Also served as a USAREC SGM for Baltimore Recruiting Battalion, Operations NCO, Harrisburg Recruiting Battalion and First Sergeant, Honolulu Recruiting Battalion. Recruiter Ring recipient.

Mr. John Park- The last civilian retention specialist in the Army, Mr. Park has been a mainstay in US Army Europe for the past 25 years. Mr. Park, in addition to his extensive background and knowledge in retention, has been the chief organizer for the annual USAREUR retention conference throughout his tenure. His commands have attained retention objectives for every year of his tenure. Winner of the International friendship Award from AMRAC.

MSG (retired) Carl T. Garner- Recruited in Sanford, NC from 1980 until 1983. Top recruiter and station commander in Raleigh Recruiting Command in 1981. Among the fastest recipients ever to achieve the Army Recruiter Ring in 1982 as well as the Meritorious Service Medal under the recruiting incentives system as it existed at that time. Among the original “crosswalks” to retention duty in 1983. Served as a Career Counselor in the 82nd Airborne Division and Special Operations Command and in Korea.

# Re-Enlistment from the Field



Sgt. Fay Conroy, a journalist with the 8th U.S. Army, and husband Pfc. William Conroy (pictured above), a medic with the 18th Medical Command, were reenlisted by AMRAC member Maj. Jerome Pionk, the 8th U.S. Army deputy public affairs officer while flying on a Blackhawk helicopter Dec. 6. The helicopter ride took them on a scenic route of Seoul. Photos by Spc. Brandon Moreno 8th Army Public Affairs






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# Dr. Lyle Hogue says "Make 8 Great Goals in 2008"



## DR. HOGUE'S CORNER

January has to be one of the best months of the year. It is the month of new beginnings – fresh starts. Although, it is also the month of writing two or three checks because you continue to write the old year, there is something cool and invigorating about January. January makes you think. January makes you remember last year, probably because the holiday bills are arriving daily. The shortest day of the year is December 21 – and in ten days January takes the baton from old man winter and makes the turn towards spring.

Most people wake up with some sort of headache on January 1st. Whether that is from partying the new year in or just staying up to the seldom seen midnight hour, people

soon shake off the aches and pains and begin thinking about things they want to fix or avoid. Most people know these commitments as resolutions.

I encourage all of you to make resolutions, or as I like to call them goals. I spent a full week deciding my goals. Some came easy and some needed development. This is 2008 so I set 8 goals for the year. Here are some pointers that might help you reach your 2008 goals. Focus and commit to the process – be serious about what you want to accomplish. Think of your goals in positive statements. Be precise and make a goal you can measure. Prioritize your goals for optimal achievement – what is most important to you? Lastly, write your goals down to crystallize them in your mind and yes, in your heart. Then set periodic checkpoints to monitor your progress. Celebrate achieving a checkpoint or goal!

Most importantly, determine the benefits you will realize when

you achieve your goals. If you just list "lose weight" as a goal - you are not being precise or making your goal measurable. Also, you are not connecting why losing weight is important. Instead, try stating "lose 15 pounds so I can wear a smaller shirt and pants size, lower my cholesterol, lessen my chance of heart disease and diabetes, and lose 5 pounds by March, June, and September. Now you have defined what, why, and when – all that is left is how and where!

Be watching for my next three articles: Get organized: Get Happy, Get organized: Get Rich, and Get organized: Get Romantic.

Good luck to all of you in reaching your "Great 8 Goals of 2008!"

Feel free to write me an email with any comments at [lyle.hogue@us.army.mil](mailto:lyle.hogue@us.army.mil)

*Dr. Hogue is a long-standing member of AMRAC. His column appears quarterly in the AMRAC Gazette as a regular feature.*



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## Thinking 'Outside the Box' for an Army at War

By MSG Patrick Johnson

As we enter the fifth year of the "war on terror" the challenge of manning our Army is becoming increasingly difficult. The Army faces challenges not just in bringing in enough enlisted Soldiers but, officers as well. The shortage in company grade officers is especially acute. For the first time in the history of the all volunteer Army we are offering bonuses to Captains outside of the medical and aviation branches. The problem is compounded when you consider the Army is increasing endstrength by an additional 60,000 between the active component and the reserves.

The success of the officer bonuses has been modest to date; the Army is still short company grade officers and expects the shortage to continue for the foreseeable future. To try and alleviate this shortage the Army has reduced time in grade and promotion rates for captains, (currently at better than 90 percent). The acceleration is creating some unforeseen problems; questions about the quality of officers thrust into vital leadership positions.

Army leadership is not blind to the problem. The issue is on the radar of both the President and Congress. Additional incentive packages and options are being studied as I write this. The Army is searching for new ways to attract highly qualified leaders into the officer corps. Now more than ever the Army needs men and women with leadership experience to fill the shortfalls.

The problem has an answer, one which has completely gone unnoticed. There exists a ready made pool of leaders yet untapped. There are men and women with a wealth of leadership experience; senior noncommissioned officers. I am speaking specifically of master sergeants, something the Army does not have a shortage of. Today's master sergeants are better educated and more experienced than in anytime in our Army's history; and most don't stay past twenty one years of service. The selection rate for sergeant major is well below ten percent for most career fields, which means most master sergeants will never see another promotion. Why is the Army letting these experienced leaders go



when they are so desperately needed? It is time for the Army to think outside the box.

The idea of using senior noncommissioned officers to fill the commissioned ranks is nothing new. At least five different NATO members utilize the practice in one form or another, most notably England. Even our own Navy has a program called the "Limited Duty Officer" which it has used for years to bring noncommissioned officers into the ranks of the commissioned. Why then has the Army overlooked this possibility? I believe it's a combination of bias on the part of senior leaders and ignorance of the full capabilities of senior noncommissioned officers.

A master sergeant nearing twenty years of service is one of the most experienced leaders the Army has in its inventory. The percentage of master sergeants with a four year degree or higher is greater now than in any time in the Army's history. They have held every leadership position within the company (some even as platoon leaders) outside of company commander. They are uniquely qualified to fill the thinning ranks of our captains.

I am not proposing the wholesale transfer of thousands of master sergeants to the rank of captain which would only create a new shortage. What I am offering for consideration is a selective program that would give qualified master sergeants the opportunity to serve at a higher level while helping the Army to fill a critical shortage. Think of it as a better utilization of our current manpower.

At the very least a test program needs to be put into place. The criteria could be established to ensure only those with a four year degree or higher and at least eighteen years of service can apply. Additionally a transition course would be needed but, its length would not need to be more than four

weeks. Compare this with the current time it takes to produce a captain and the advantages are obvious. Any fear of the new officers having an unfair track to additional promotions could be dealt with by limiting the highest grade they would be eligible to compete for (say major). The test program could start by using these new officers to fill the ranks of the institutional Army primarily within training and recruiting battalions. This would free up hundreds of captains for use in the tactical Army.

The advantages for the master sergeants willing to make the transition are two fold. They get the opportunity to advance to a higher grade and a better paycheck. They also greatly increase their retirement pay. Bottom line, most of the master sergeants who would qualify for this program leave the Army at around twenty one years of service. If the Army wants to fill its thinning captain ranks and keep these experienced leaders, something new needs to be tried. The Army has a problem with a solution. All that needs to be done is to think outside the box.

**EDITOR'S NOTE: MSG Patrick Johnson is the Headquarters Department of the Army G-1 Retention Operations Non-commissioned Officer in Charge. His views expressed here are his personal opinion and do not reflect any official AMRAC, Army or Dept. of Defense policy, plans, viewpoints or guidance. He appears as a courtesy to AMRAC. Guest columns are a regular feature of this publication. For submission information contact [ngob1@aol.com](mailto:ngob1@aol.com)**





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