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Drill sergeants observe potential recruits performing pushups during a “Meet Your Army Day” event Sep. 15 at Fort Bragg, North Carolina. (U.S. ARMY/STAFF SGT. KYLE CASTROVINCI)

Recruiting shortfalls affect total Army

If it is going to overcome its recruiting challenges, the Army must do a better job of connecting with America’s youth, the service’s top civilian leader said.

In addition to a good economy, a tight labor market and the impacts of the COVID-19 pandemic, the Army faces a propensity challenge, Army Secretary Christine Wormuth said. Only about 9% of young Americans are interested in serving, she said.

“This is something we’ve got to get after,” Wormuth said during the recent Maneuver Warfighter Conference at Fort Benning, Georgia. “They just don’t really know what the Army is about.”

Wormuth and Army Chief of Staff Gen. James McConville earlier this summer warned about serious problems manning the force.

“This is not a recruiter problem,” they wrote in a joint memo that projects Regular Army troop strength will be about 466,400 at the end of the fiscal year, far less than the originally budgeted 485,000.

They also warned end strength could drop as low as 445,000 by the end of fiscal 2023.

“We are absolutely facing some difficult recruiting headwinds right now,” Wormuth said.

The National Guard faces similar challenges.

National Guard recruiters have described “just how difficult the current recruiting challenges are that they’re facing,” Gen. Daniel Hokanson, chief of the National Guard Bureau, said Tuesday during a media roundtable. “For many of them, it’s unprecedented in their time as a re-

cruter.”

The Army National Guard is “about 6,000 short” of its authorized end strength of 336,000, Hokanson said, and the National Guard is considering additional health care and educational benefits and recruiter bonuses to weather the slump.

“We obviously take this very seriously,” he said. “I want to make sure that I look at this as, hopefully, just a short-term issue. We need to make adjustments based on the current environment, because for the long term, our nation needs a National Guard the size that we are, or maybe even larger, to meet all the requirements that we have.”

The Army must do a better job of “communicating what the value proposition is in the Army and what

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Naming commission releases final report to Congress

The third and final report from a Defense Department commission focused on removing Confederate names from U.S. military assets tackles Army vessels, battle streamers, a 108-year-old monument at Arlington National Cemetery and the shoulder patch of the renowned 29th Infantry Division.

Created by Congress in 2021, the eight-member commission already has recommended renaming nine Army installations in addition to streets, buildings and other facilities named after Confederate officers. The final report estimates the name changes would cost \$62.5 million. Just renaming the nine Army installations—Forts A.P. Hill, Bragg, Benning, Gordon, Hood, Lee, Pickett, Polk and Rucker—is estimated to cost \$21 million.

The final report to Congress, released Monday, recommends allowing the 29th Infantry Division, now part of the Virginia National Guard, to keep its famous blue-and-gray patch created in 1917 but erase any mention of the Civil War and reunification of northern and southern states from its description at the Army's Institute of Heraldry.

Commissioners said the 29th Infantry should keep the patch in recognition of its World War II service as part of the first wave of D-Day landings



The report 'strongly encourages' the defense secretary and Army secretary to review the history of Fort Belvoir, Virginia, and consider a new name. (U.S. ARMY PHOTO)

and for its service in France in World War I when it suffered a 30% casualty rate in the Meuse-Argonne offensive.

The commission recommends the Army remove any battle streamers commemorating the Confederacy, something that could affect 52 Army National Guard units but no units in the Regular Army or Army Reserve. Current policy—which the commission wants changed—authorizes units to display streamers for federal service in named campaigns, which since 1949 has included streamers for Civil War battles from service in the Confederacy.

The commission recommends revoking that 1949 exception and the removal of any streamers that commemorate the Confederacy.

In a similar effort to reach balance,

the commission addresses the location of the Confederate Memorial in Section 16 of Arlington National Cemetery with a recommendation to remove the 32 life-sized bronze statues from the top of the monument but not remove the entire monument because doing so might damage graves under the structure.

The 2021 National Defense Authorization Act says an implementation plan for the changes must be submitted to Congress no later than Jan. 1, 2024, but it doesn't give a deadline for the actual renaming.

The Army owns 32 active landing craft, including five that have Confederacy-affiliated names based on Civil War battles that the commission recommends should be renamed.

One final matter involves Fort Belvoir, Virginia, named for a plantation that once occupied the land. Belvoir has ties to the Confederacy but was not named in 1935 in direct commemoration of the South. The commission was not given authority to rename Fort Belvoir, which was previously known as Fort Humphries, but the commission believes it should have a new name. The report "strongly encourages" the defense secretary and Army secretary to review the history of the installation, noting it was the site of the celebration of Confederate Memorial Day.

The commission's reports are available here.

Meet the AUSA headquarters staff

Carrie Varouhakis

Program Manager, Education

Carrie Varouhakis will have been with AUSA for five years in January. Her background is in alumni relations and international business, and she developed an interest in serving the military community when her husband deployed to Afghanistan as an Army civilian. In her free time, Carrie enjoys Mediterranean cooking and traveling with her family.



AUSA urges lawmakers to pass 2023 defense funding bills on time



Under a continuing resolution, the services would not be able to start new programs or increase investments in modernization priorities. (ARCHITECT OF THE CAPITOL PHOTO)

The Association of the U.S. Army, joined by three other military associations, is urging key lawmakers to approve a timely defense budget to avoid unnecessary disruptions in modernization and people programs.

“Our nation faces many threats, including responding to the continued unprovoked Russian invasion of Ukraine, Chinese aggression in the Pacific, Iranian and North Korean malign activities, the evolving pandemic, the impact of inflation, and domestic response for floods and wildfires,” the associations say in a Sept. 15 letter to the chairs and ranking members of the Senate and House Appropriations Committees.

“Passing full-year appropriations bills before the end of the [fiscal year] and including funding at least at the level authorized in S. 4543, the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023, is critical,” the letter says.

It is signed by retired Gen. Bob Brown, president and CEO of AUSA; retired Brig. Gen. J. Roy Robinson, president of the National Guard Association of the United States; retired Maj. Gen. Jeffrey Phillips, executive director of the Reserve Organization of America; and retired Chief War-

rant Officer 4 Jack Du Teil, national executive director of the U.S. Army Warrant Officer Association.

The letter cautions of the harm that would result if Congress fails to pass a full-year funding bill and instead passes a shorter stopgap measure, known as a continuing resolution, that allows federal programs to continue at current spending levels.

Continuing resolutions “diminish national security and the capabilities of the Armed Forces ... by hurting readiness, modernization, and quality of life programs,” the letter says.

Under a continuing resolution, the services would not be able to start new programs or increase investments in modernization priorities, the letter says.

“Further, new family or service member housing projects cannot be started. At a time when recruitment presents a significant challenge across the Armed Forces, a CR would not be helpful,” the letter says.

Ensuring stable, timely funding provides “the predictability and resources commensurate with the demonstrated need and the urgency that our national security challenges require, and our veterans have earned,” the letter says.

Read the letter here.

AUSA Extra

Voice for the Army –
Support For the Soldier

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Army housing satisfaction dips slightly in latest survey

Maintenance issues, including response times and communication, were among the top concerns cited by soldiers and family members in the Army's 2022 housing tenant satisfaction survey.

Overall, the survey found a slight decrease in customer satisfaction for residents in privatized, Army-owned and government-leased housing on Army posts.

The survey incorporated more than 25,900 responses from January to March across Army-owned and leased properties and privatized properties.

The Army conducts its housing tenant satisfaction survey annually and uses its findings to improve housing conditions through enhanced communication, acting when necessary and identifying residents' priorities, according to an Army news release.

Privatized housing received an overall satisfaction score of 73.7 out of a possible 100 points, a slight decrease of 1.7 points from the 2021 survey. Army-owned or leased housing received 72.3 points, which is 0.6 points lower than the previous year.

Of the installations with privatized housing, 26 saw lower scores in 2022, while 16 increased their scores, according to the Army. Eleven posts with Army-owned or leased housing received lower scores than 2021, while 12 received higher scores.

The survey also revealed several



Leaders at Hunter Army Airfield, Georgia, tour on-post housing during a walking town hall where community members had the chance to bring up concerns. (U.S. ARMY PHOTO)

housing challenges and improvements compared to last year.

Though respondents rated responsiveness and follow-through, quality of leasing services and quality of maintenance services higher than last year, their satisfaction with property appearance and condition, readiness of on-site staff to solve problems, property rating, relationship to the housing chief and renewal intention all decreased.

This year's survey responses "are consistent with what we have been hearing ... from Army families," said Michael Reheuser, director of installation services.

"I want to thank every soldier and family member who responded to the

survey. We had the highest response rate we have ever had," Reheuser said in an Army news release.

Moving forward, the Army will continue to tackle housing issues. "This firsthand input will be critical to us as we continue to tackle the issues that were identified," Reheuser said. "We will thoroughly analyze the responses to make sure our ongoing efforts to solve housing problems are on the right track—and to find new solutions."

Reheuser also pledged to be transparent with residents. "Making sure soldiers and families have safe and quality housing is a no-fail mission," he said.

The survey is available here.

Recruiting

From Page 1

it offers to young Americans," Wormuth said.

A recent Army survey found that while 73% of Generation Z respondents said they are familiar with the service, this group, young adults between the ages of 18 and 25, holds several misconceptions around Army jobs, work-life balance and soldier benefits.

Nearly one-third of respondents believe that most Army jobs are combat

roles, though the Army offers over 200 jobs across a variety of fields. Further, just 51% of Gen Z respondents think that soldiers are allowed time to pursue their hobbies or recreation.

The Army also faces concerns from parents who may be reluctant to encourage military service when they see headlines about suicides or sexual assault and harassment in the force, Wormuth said.

"It's incredibly important that all of you as young leaders do everything

you can to set a positive command climate and do your part to reduce harmful behaviors in our formations," Wormuth said to the audience at Fort Benning, which included lieutenants and captains.

Efforts to improve recruiting require "all hands on deck," Wormuth said.

"I think we're going to be able to turn that tide, but I do think it's something we're going to have to work on for a few years to be able to get back on the right path," she said.

McConville meets with Army fellows at AUSA headquarters

During a luncheon Monday hosted by the Association of the U.S. Army, Army Chief of Staff Gen. James McConville briefed approximately 50 Army fellows on the service's priorities.

The Army offers a range of fellowships for officers and NCOs to spend a year at universities, think tanks, government agencies or in the defense industry. These fellows act as ambassadors for the Army while enhancing their critical thinking skills, academic prowess and professional networks.

McConville first spoke to several Chief of Staff of the Army Senior Fellows and Sergeant Major of the Army Senior Fellows before addressing fellows from the Army War College, Congress and the Command and General Staff College.

He discussed the Army's top three



Army Chief of Staff Gen. James McConville, center, speaks to Army senior fellows Monday at AUSA headquarters in Arlington, Virginia. (U.S. ARMY PHOTO)

priorities of people, readiness and modernization, and the role Army fellows have in leading the service's transformation for a complex future.

AUSA hosts events for Army fellows twice a year to provide a touch

point for the Army chief of staff to outline his expectations for fellows who will interact with the public throughout the academic year.

Monday's event took place at AUSA headquarters in Arlington, Virginia.

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Military families will be highlighted at Annual Meeting

Next month, the Association of the U.S. Army will host its 2022 Annual Meeting and Exposition at the Walter E. Washington Convention Center in Washington, D.C.

Scheduled for Oct. 10–12, AUSA's Annual Meeting is the largest land power exposition and professional development forum in North America, bringing together the total Army, industry, the other military services, veterans, civilians, families, caregivers and survivors.

AUSA's Family Readiness directorate will be hosting three Military Family Forums at this year's Annual Meeting. We are excited to share that this year, all Military Family Forums will be in a new location—Room 147AB of the convention center.

Family Readiness

Our forums will have relevant themes with a robust schedule of speakers and panelists. The in-person and online audiences—soldiers and family members, senior spouses, military caregivers, surviving family members, family program managers and representatives from organizations involved in supporting Army families—will be able to ask questions and have their voices heard.

At 2 p.m. Oct. 10, we will kick things off with the first forum, titled “My Army Life—Grit, Growth and Balance.” Join us for a discussion on ways to balance life's competing priorities, learn about programs and services available to help, and get tips on how to thrive and succeed in Army life.

The second family forum, “Building Connections: Strengthening Personal, Family and Community Relationships,” will take place at 9:30 a.m. Oct. 11. It will focus on the importance of building connections and Army programs that can help enhance positive relationships.

Our popular town hall with Army senior leaders is scheduled for 3:00



Military spouses gather for a photo at a forum during the 2021 AUSA Annual Meeting and Exposition in Washington, D.C. (AUSA PHOTO)

p.m. Oct. 11. Attendees, both in-person and virtual, will have a unique opportunity to participate in a discussion with our Army's top leaders—Army Secretary Christine Wormuth, Army Chief of Staff Gen. James McConville and Sgt. Maj. of the Army Michael Grinston.



Army Secretary Christine Wormuth addresses questions from military families during the 2021 AUSA Annual Meeting and Exposition. (AUSA PHOTO)

Join us to hear about the Army's efforts to improve quality of life and increase readiness through caring for the total force. The Army's people—soldiers of all components, their families, Army civilians and retirees and veterans—are the Army's greatest assets and the service's No. 1 priority.

AUSA's Family Readiness team also will host a book signing at the forums with Ginger Perkins, author of *Customs, Courtesies & Traditions of the United States Army: A Primer for Family Members* and co-author of *The Army Spouse Handbook*.

Finally, please visit our Military Family Readiness Pavilion, located near the AUSA Pavilion in the exhibit hall. Stop by and meet our exhibitors, including our teammates with Operation Deploy Your Dress, which provides formal wear for service members and families.

We hope you will be able to attend the Annual Meeting. We look forward to seeing you there.

Holly Dailey is AUSA's Family Readiness director.

AUSA life member receives French Legion of Honor

Retired Capt. C. Monika Stoy, a life member of the Association of the U.S. Army's Potomac-Liberty chapter in Virginia, was awarded the French Legion of Honor earlier this summer during a ceremony at the Anderson House in Washington, D.C.

The award is the highest French order of merit, both military and civil. It was presented by Col. Maxime Do Tran, a military attaché with the French Embassy, on July 14 at a reception commemorating the storming of the Bastille in Paris, which ignited the French Revolution.

Potomac-Liberty

Stoy was honored for nearly 35 years of organizing commemorative activities and historical seminars throughout France and in northern Virginia to recognize key World War I and World War II battles.

In France, she coordinated events in Alsace, primarily the Colmar Pocket, where the U.S. 6th Army and 7th Army fought alongside the French First Army in World War II; in Provence, where the allies landed during Operation Dragoon in August 1944 to liberate southern France; and in Champagne, with commemorations of the Second Battle of the



Retired Capt. C. Monika Stoy, left, is awarded the French Legion of Honor by Col. Maxime Do Tran, a military attaché with the French Embassy. (COURTESY PHOTO)

Marne, the defense of Chateau-Thierry and the Battle of Belleau Wood in World War I.

Stoy was also active in commemorations of the Allied landings on D-Day in Normandy.

In northern Virginia, she contributed to seminars and ceremonies commemorating the same conflicts, recognizing the importance of the Army units involved, including the 3rd, 36th and 45th Infantry Divisions and the 1st Airborne Task

Force in southern France, the 28th and 75th Infantry Divisions and the 12th Armored Division in the Colmar Pocket, and the 82nd and 101st Airborne Divisions in Normandy.

Through Stoy's efforts and participation in more than 500 ceremonies, over 100 commemorative plaques and monuments have been dedicated in communities throughout France. Her work has had significant impact in strengthening the Franco-American partnership and friendship.

In receiving the award, Stoy committed herself to "even greater efforts to strengthen the vitally important Franco-American partnership in the coming years," according to her husband, retired Lt. Col. Tim Stoy.

She also expressed her appreciation to her mother, Haesook Choi, and several veterans she has worked with, including the late Robert Maxwell and retired Col. Charles Murray, both of whom received the Medal of Honor for actions in World War II.

In addition to her membership with AUSA, Stoy is a founding member of the Army Historical Foundation and a major donor to the National Museum of the United States Army at Fort Belvoir, Virginia.



Retired Capt. C. Monika Stoy, left, and Robert Maxwell, second from left, a 3rd Infantry Division Medal of Honor recipient, participate in a ceremony commemorating Operation Dragoon at Arlington National Cemetery in 2011. (U.S. ARMY PHOTO)

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