

Redstone Rocket

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Planning for tomorrow's work force

Strategic plan forecasts problems,
offers steps to get needed workers

By SANDY RIEBELING
Staff writer
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It doesn't take a crystal ball to see that the work force is aging. Look around. Look in a mirror. There's nothing wrong with what you see. It's nature taking its course.

The problem, however, is not that people are getting older, it's that the masses at the Aviation and Missile Command are getting closer to retirement. The retirement wave expected from 2003-07 will produce a troubling loss of knowledge for AMCOM.

"The issue isn't a person's age," Carolyn Wolfe, management planning specialist in the Personnel and Training Directorate, said. "If people worked until they were 100, there wouldn't be a problem."

See **Plan** on page 7



Photo by Sandy Riebeling

STRATEGIZING— Aleck Hernandez and Carolyn Wolfe, both management planning specialists in the Personnel and Training Directorate, are part of a team working to shape the future work force.

Local Reservists ready to support Garrison

184th detachment
gets new sponsor

By SKIP VAUGHN
Rocket editor
skip.vaughn@redstone.army.mil

The 184th Individual Mobilization Augmentee Detachment needed a new sponsor; and the Garrison was looking for Reserve assets.

It seems like a perfect marriage.

The Garrison will become the sponsor for the 184th IMAD effective Oct. 5. The Reserve unit has been sponsored since the late 1980s by the Smart Weapons Management Office, now called the Deputy Chief of Staff for Systems Support. But the unit had to find a new sponsor because of reorganization at the Aviation and Missile Command. The unit approached the Garrison and reached agreement.

"It's a win-win situation," Lt. Col. Thom Epperson, the 184th commander, said. "We're looking forward to being a part of Garrison and Garrison's looking forward to having us."

"We're pleased to be associated with the 184th," Darrell Brewer, deputy to the garrison commander, said. "They've got a long tradition of service. They will fill a niche that we currently don't have. Most garrisons have a Reserve unit attached to them. What the 184th gives us is some flexibility beyond our limited resources."

The 28-member unit, formed about 1966 at Redstone, will perform missions for the Garrison. The members represent a variety of professions and include Madison Fire Chief Ralph Cobb, a lieutenant colonel who was on active duty for a year at Logistics Support Activity after the Sept. 11, 2001 terrorist attacks.

"The last few years have seen a lot of changes and we continue to broaden our expertise," said MSgt. Robert Barnes, the unit's



Photo by Skip Vaughn

UNIT PLANS— MSgt. Robert Barnes, left, and Lt. Col. Thom Epperson belong to the 184th Individual Mobilization Augmentee Detachment.

acting sergeant major and a member since 1993.

"And we're always looking for new recruits," Epperson said. "We're looking for reservists at all ranks and all services. You know, we can find productive things for them to do."

Those interested should call Barnes at 876-1671. The unit's office, only occupied during drill periods, is in building 3440. The 184th is under the Army Reserve Center in St. Louis.

See **Garrison** on page 9

Motorist drives home point

As usual, Mr. Archibald has raised some interesting points in his "Bicycle policy changes direction" diatribe (Sept. 17 letter to editor), and as usual, some of his points are worthy of updating. The mantra that we are running out of fossil fuel energy sources is outdated. A press release by the United Nations World Energy Assessment states "The report (World Energy Assessment: Energy and the Challenge of Sustainability) finds 'there are no fundamental technological, economic or resource limits constraining the world from enjoying the benefits of both high levels of energy services and a better environment.' It puts to rest the idea, common just 25 years ago, that the world is running out of fossil energy. It disputes the notion that we have to choose between economic growth and environmental protection."

Additionally, the United States Department of Energy and the United States Geologic Survey have produced data that update the previous projection of world oil reserves from the range of 600 billion barrels (40 years ago) to 1 trillion barrels more recently, upwards to 3 trillion barrels (mean estimate) and possibly as high as 4 trillion barrels. This current projection is expected to see world oil reserves reach their peak production much later than previously pre-

dicted and last until the 22nd century and beyond. Therefore, simply echoing a 25-year-old mantra begs for an update.

Citing a purported statement by the Alabama Department of Environmental Management is spurious at best. "A well-maintained car ... produces its own weight in pollution every three months" may be true, and then again, may not be true since a vast number of the automobiles on America's roads are used in the country's larger metropolitan areas which in general have all been designated as "non-attainment" areas by the USEPA. Motor vehicles operated in non-attainment areas must meet motor vehicle emissions limits (limited concentrations of air pollutants). It is doubtful that each motor vehicle operated in these non-attainment areas is producing its own weight in pollution every three months.

Finally, the roadways on Redstone Arsenal were and still are designed for the safe operation of motor vehicles. I, for one, will continue to do my utmost to share the roadways with cyclists. However, the Garrison's reply to Mr. Archibald should also be heeded: "before deciding to ride, each cyclist must weigh the risks and take as many precautions as possible prior to embarking on their journey."

Jim Keebler

Kudos to children's center

In a world where we so easily pick up a pen/pencil to condemn and convict, I want to "dare to be different." I want to use my pen and this paper to say thank you to a very special group of people on Redstone Arsenal.

My daughter, an officer in the Army, gave me Power of Attorney over my three granddaughters (ages 8, 6 and six months) until she returns from her temporary duty station at Fort Sam Houston, Texas. I had only about a week to prep myself for this big change.

My baby is 20 years old; needless to say, my life went from casual to frantic and assimilation and adaptation were the only choices before me! There are no manuals or regulations to prepare you for such a transition.

The grace of God, the wonderful staff at the Child Development Center and the after-school care program have made my transition so much easier. I salute them for the positiveness that exude from each employee from the moment I step into the door at 6:15 a.m. at the Day Care

Center until I drop the last two off at after-school care at 6:30.

You encourage, you assist, you advise; and, you do so with a spirit of loving-kindness that goes far beyond the requirements of your job. If children truly are our future and if each person plays a miniscule role in their future, then their future truly looks bright!

Now for those of you who say, this is their job and they get paid for doing this work, I say to you that there is no job description so well written or pay check so earned that will compensate for the service they have provided me. When I leave their place of employment, I leave with a spirit of peace, knowing the children are truly well taken care of and I can go to my workplace confident in that knowledge.

My hat is off to the Army for providing such wonderful facilities. Thank you — it is the least I could say! Each day you make "Gummy's" day less formidable!

Bernadine Jackson
LOGSA

Crimes, accidents and other occurrences

The Provost Marshal Office provided the following list of reported incidents:

Sept. 13 — An individual was found to be operating his motor vehicle with a suspended driver's license during a vehicle inspection at Gate 10. He was issued a violation notice and released.

Sept. 14 — An individual was stopped at Gate 10 for a vehicle inspection and was found to be wanted on a warrant taken by the Huntsville Police Department. He was detained and released to HPD.

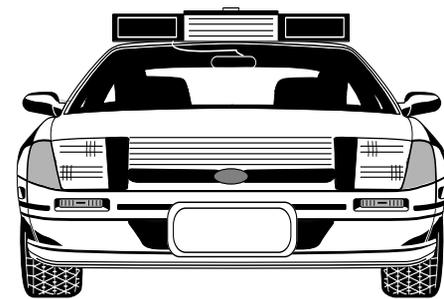
Sept. 15 — A soldier surrendered at the Police Desk as being in a desertion status from his unit at Fort Jackson, S.C. He was processed and transportation arranged to return him to military control at Fort Knox, Ky.

Sept. 15 — An individual was found to be operating his motor vehicle with a suspended driver's license during a vehicle inspection at Gate 10. He was issued a violation notice and released.

Sept. 15 — A soldier surrendered at the Police Desk as being in a desertion status from his unit at Fort Sam Houston, Texas. He was processed and transportation arranged to return him to military control at Fort Knox.

Sept. 16 — An individual reported that a short in her vehicle's electrical system caused her vehicle to catch fire while parked and unattended at building 4545.

Sept. 16 — An individual working at Fox Army Heath Clinic reported that she had received a telephone call from another individual who made serious physical



threats toward another person working in the area. Investigation continues by the Provost Marshal Office.

Sept. 18 — A retired military member reported that he had lost his identification card while at an unknown location at Fort Knox.

Sept. 18 — A soldier is under investigation after a routine unit urinalysis test revealed the presence of a controlled substance.

Violation notices issued: speeding, 10; and driving with a suspended driver's license, 2.

Quote of the week

Learn from the mistakes of others. You can't live long enough to make them all yourself.

—Eleanor Roosevelt

An open lane random survey

How would you rate security at the gates?

By KELLEY LANE
Staff writer
kelleyqa@bellsouth.net

SSgt. Ernesto Valentin, HFC 1st Battalion 10th Special Forces Group



"It's better than a lot of posts. Security here is actually very good." controlled in the stores and they bring that into the school."

SFC Anthony Keyes, NCO Academy
"A job well done."



Juan Jusino, student
"I'd rate it pretty high. It's pretty good. Since I've been here and been in and out of the gates a couple times — proper checks, closing gates after certain times and 100 percent checks at the ones that stay open. It's good."



Lynne Marinello, DoD civilian
"It keeps the honest people honest. The guys at the gates are doing a great job with what they're doing, but it's not like we've got a 20-foot wall around the Arsenal that nobody's going to be able to get in except through the gates."

Redstone Rocket

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Getting to know you

By KIM MASON
Staff writer
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Name: David Crawford

Job: inventory management specialist, ammunition TOW missile system

Where do you call home?

Mobile, Ala.

What do you like about your job?

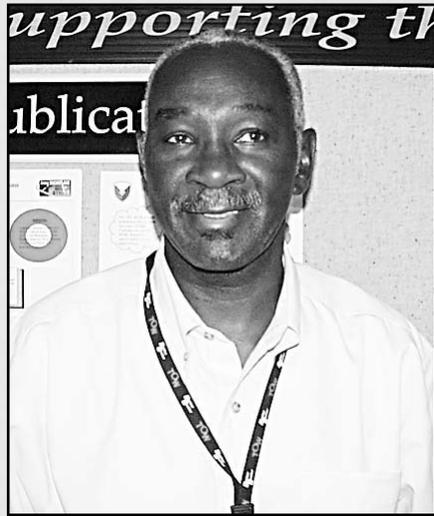
It's challenging, keeps me busy and it's interesting.

What do you like to do in your spare time?

Bike riding, reading, writing, attending church services.

What are your goals?

Do more service, public and church related.



Editor's note: Beginning this week, the Rocket will randomly select a member of the civilian or military work force for a question-and-answer feature so you can get to know your co-workers.

Councils pave road to Baghdad democracy

Citizens have voice with coalition forces

ARMY NEWS SERVICE

BAGHDAD, Iraq – City, district and neighborhood councils are paving the way toward democracy and self-government in Baghdad.

“It’s been working very well,” said Capt. Robert Brewer, civil military officer, 2nd Battalion, 3rd Field Artillery, 1st Armored Division, about the councils’ efforts in working with coalition forces to rebuild the area. “It’s a voice of the citizens to the military.”

Weekly council members meet with 1st AD officials to discuss food rations, electricity, water and sewage. Most problems can be solved at the neighborhood or district levels, Brewer said; however, if the problem is too complex to solve it can be taken to the next level.

“If it is something that needs greater attention, they take it to the city council,” he said.

There are some kinks in the system, however.

“Our problems are much bigger than our power,” said Abdul Hamid Al-Adamy, the district chairman of the Ad Hamiya district of Baghdad. “We wish, in the near future, to solve problems more easily.”

There are 88 neighborhood advisory councils and nine district councils in the city. District council members are selected from the neighborhood councils. The number of neighborhood representatives on the district council is based upon the community’s population.

The Baghdad City Advisory Council consists of 37 members drawn from the district councils and is also based on the district’s population.

Even though democracy is new to the people of Iraq, the representatives are happy the people have a say in how government is run.

“We are not used to dealing with freedoms like Americans,” Al-Adamy said. “Your (coalition) achievement has been very good in Iraq.”

Army casualty identified

DEFENSE DEPARTMENT RELEASE

WASHINGTON — The Department of Defense announced last week that SSgt. Kevin C. Kimmerly, 31, of North Creek, N.Y., was killed Sept. 15 in Baghdad, Iraq.

While on patrol, Kimmerly’s vehicle was hit by a rocket propelled grenade. Kimmerly died of his injuries.

Kimmerly was assigned to B Battery, 4th Battalion, 27th Field Artillery Regiment, based in Baumholder, Germany.

The incident is under investigation.

Garrison deputy stalwart about team's achievement

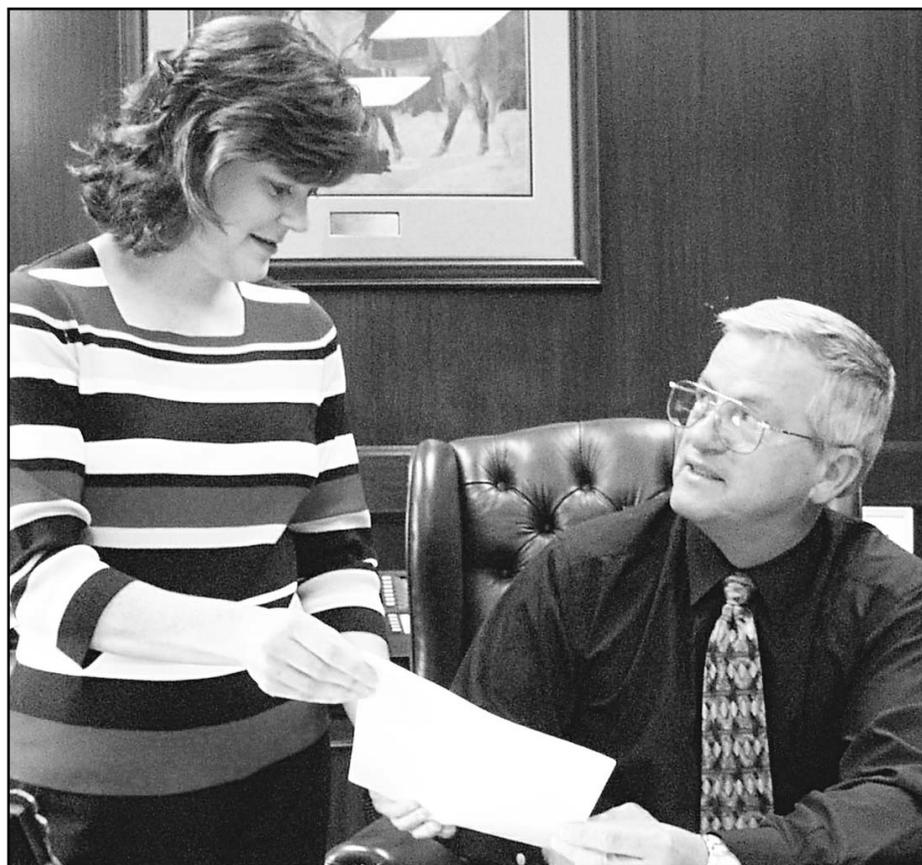


Photo by Skip Vaughn

MORE WORK— Darrell Brewer, with executive assistant Karen Peterson, is deputy to the garrison commander.

Honoree Darrell Brewer says others deserve credit

By SKIP VAUGHN
Rocket editor
skip.vaughn@redstone.army.mil

Darrell Brewer shuns the spotlight. He'd rather not get the accolades he believes belong more to the organization.

So he's a little embarrassed about receiving the Stalwart Award from the Army's newly-established Installation Management Agency. He was among eight winners selected from 36 nominees in the 70,000-worker IMA in recognition of their help in forming the agency.

"I was pleased that I represented this garrison," said Brewer, deputy to the garrison commander. "It's the garrison that actually won this award and all the people going back two years ago that started this process."

The award was presented Sept. 4 by IMA commander Maj. Gen. Anders Audland and Dr. Mario Fiori, assistant secretary of the Army for installations and environment, at the agency's garrison commanders conference in San Antonio, Texas. It cited Brewer's "extraordinary achievement, dedication to excellence and inspirational team spirit" from Oct. 1, 2002 to July 1, 2003.

"It was just a lot of hard work by a lot of people. And I just happened to be at the front of the line and received this award for all the people (in the garrison)," Brewer said. "I firmly believe we have some of the best workers in the Army."

"The place looks great, we understand what our job is. And when things are running great in the garrison, nobody knows you exist. We're doing things every day, not for recognition but to ensure we're taking care of our customers. And all the people that are involved in that got this award. It's not because of Darrell Brewer."

Col. Bob Devlin, the garrison com-

mander, "has been a true blessing," Brewer said. "He's a great garrison commander."

Brewer, with 28 years of government service, is in his fifth year as deputy to the garrison commander. He arrived from Letterkenny Army Depot, Pa., in 1994 as director of logistics for what was then the Redstone Arsenal Support Activity.

"He's an asset to the entire garrison," Karen Peterson, his executive assistant, said. "We're fortunate to have him managing the garrison team."

Brewer, 54, was born in Middletown, Ohio, and grew up in Trenton, Ohio, on the Kentucky border. His parents were from Kentucky. He was drafted and then enlisted in the Army in 1967 and served 13 months in Vietnam from 1968-69. After leaving the Army in 1971, he attended Eastern Kentucky University and earned a bachelor's degree in agriculture technology in 1973. Brewer worked for private industry in Norfolk, Va., and then took a job with the government at Norfolk Navy Supply Center in April 1977.

He worked at Guantanamo Bay in Cuba from 1982-85 and at Lexington Blue Grass Army Depot from 1985-90, becoming the director of engineering and logistics. He was director of public works at Letterkenny from 1990-94.

In 1995 Brewer bought a farm in Goodsprings, Tenn., where he resides with his wife, JoAnna. He has three grown children from a previous marriage, six grandchildren and two adopted children. His hobbies include raising cattle and horses, and wood working. "I'm basically a workaholic," he said. "I enjoy working, keeping busy."

The GS-15 plans to retire in 3-5 years and be a "gentleman farmer." He said he loves his job at Redstone and wants to see the garrison complete its transition.

"Best garrison in the Army, best place to work in the Army. It's that simple," he said. "Great people, a lot of diversity here. There's just a lot of pluses."

Non-federal relationships are matter of trust

Legal Office makes case against conflict of interest

By Capt. KATHLEEN KELLY
Legal Office

Federal employees who participate in non-federal organizations must avoid any actual or apparent conflicts of interest with their official duties in their dealings with those organizations.

The term "non-federal organization" includes professional associations, non-profit organizations, base-affiliated private organizations, private companies and state and local governments. There are several ethical issues that must be considered when dealing with non-federal organizations. Each issue should be reviewed on its merits to ensure compliance with governing laws and regulations. The Joint Ethics Regulation provides four basic principles to guide federal employees' relations with non-federal entities.

Basic principles

First, employees may not use their official positions to endorse or promote non-federal organizations, encourage employees to join specific private organizations, or to help sell a non-federal organization's insurance or other products. In addition, federal employees should avoid bias or preferential treatment in dealings with non-federal entities or individuals. This ensures that federal employees who make decisions, or provide advice or recommendations regarding those decisions, act solely in the interests of the federal government and not in the interests of an outside organization. For example, an officer of a professional association, seeking to hold its conference on the Arsenal (to avoid renting an off-post facility) may not provide advice to the commander on whether the request should be granted.

Second, employees may not misuse public office for private gain or that of others, including non-federal entities. A part-time employee of a private company, may not, as part of official government duties, evaluate a proposal, submitted by that company, for a government contract.

Third, government resources can be used only for authorized purposes. If you are on the board of directors of a charitable organization and the organization will

ask if the Army band can play at one of its functions (so it does not have to pay for a band), you may not sign a memo to the commander recommending the request be approved.

Fourth, employees must avoid conflicts between personal interests and official duties. An employee who is serving as an officer, director, trustee, general partner or employee of a non-federal organization is disqualified from participating in official Army matters that affect that organization's financial interests. The ban on participating applies not only to making decisions, but also to giving advice or recommendations to the decision maker.

This does not mean that there can be no "official relationship" with non-federal entities. The Army and other Department of Defense employees have created several private organizations to assist in the professional development of employees. These organizations are often an excellent resource for training because they have developed credibility within their respective professions, government and industry.

Official liaison

The Joint Ethics Regulation allows official DoD liaisons with non-federal entities where there is a significant and continuing DoD interest in such participation. Personnel may not participate in management or control of the non-federal entity but may serve as an "official liaison" only in an advisory capacity. The "official liaison" attends board and other meetings for information and represents DoD in discussions of matters of mutual interest with non-federal entities. Employees acting as "official liaisons" to non-federal entities must clearly state that their opinions do not bind DoD to any action. Because employees are representing the agency, there is no conflict of interest and government time, resources and personnel may be used to perform these functions. An employee, however, may not be assigned to be an officer, board member, or otherwise involved in the management or operation of a non-federal entity as part of his or her official duties.

Employees may participate in management of non-federal entities in a personal capacity if the position was not offered

because of the employee's official position. Federal employees may use personal, unofficial efforts to support fund-raising outside the workplace and off federal installations, when participation does not imply Army endorsement and no official time or resources are used. These five situations may create a conflict of interest when an employee participates in a non-federal entity in a personal capacity.

Conflicts of interest

First, employees have a possible conflict if they have government duties involving a non-federal organization, and they have (or are seeking) a personal business or financial relationship with the organization.

Second, there may be a conflict of interest if employees have government duties involving a non-federal organization, and they also are "active participants" in the organization. "Active participant" means someone who has more involvement than a mere dues-paying member, but who is not serving as an officer, director, trustee, general partner or employee. Examples of an "active participant" include a committee chairperson, a project officer and an adviser or spokesperson for the organization.

Third, employees have a possible conflict if they have government duties involving a non-federal organization, and have served, within the last year, as an officer, director, trustee, general partner, employee, agent, attorney, consultant, or contractor for the organization. For example, a newly-hired government employee is asked to evaluate proposals from sever-

al companies for a government contract, and one of the competitors is the company the employee worked for before joining the government.

Fourth, employees have a possible conflict if they have government duties involving a non-federal organization, and their spouse, parent or dependent child is serving (or seeking to serve) as an officer, director, trustee, general partner, employee, agent, attorney, consultant or contractor for the organization. An example would be where a government employee is asked to recommend which of three companies should be awarded a task order under a government contract, and the employee's spouse works for one of these companies.

Fifth, there may be a possible conflict where employees have government duties involving a non-federal organization, and have some other personal connection or relationship with the organization (or its employees) that would cause a reasonable person to question their impartiality if they were to participate in a government matter that affects the organization. For example, a commercial sports team requests a fly-over over the team's stadium on opening day, and the government employee who will decide whether to grant the request has a romantic relationship with an employee of the sports team.

An employee who has a possible conflict of interest regarding a non-federal organization should consult with an ethics counselor before performing any official duties involving that organization. Questions on this subject may be addressed to the Legal Office at 876-0212.

Familiar name joins Logistics Support Activity

*Booker T. Washington Jr.
LOGSA's sergeant major*

By SKIP VAUGHN
Rocket editor
skip.vaughn@redstone.army.mil

Sgt. Maj. Booker T. Washington Jr. was surprised to learn something new about his famous name.

Just the other day, he found out that the famous ex-slave-turned-educator was named Booker and took his father's first name, Washington, as his last name.

"I want to continue to read this," Washington said, poring over a written account on the Internet. "Because I thought the guy really was Booker T. Washington. He didn't have a last name."

Washington, 46, arrived in August as the Logistics Support Activity's sergeant major, a newly-created position effective Oct. 1. He succeeded MSgt. Jacob Hill on Aug. 11 and is among 21 servicemembers in the 300-plus LOGSA work force.

"Number one, I feel that it's a challenge because there are things that have to be created such as administration for the military. I'm here for the military and civilians as well," Washington said. "And it's exciting to be here to start something from nothing. It's kind of an education piece for those who don't know what the sergeant major role is. So my role is to educate them and

to establish continuity for the sergeant major that comes in behind me."

The Lillian, Ala., native previously served as the 6th Area Support Group command sergeant major in Stuttgart, Germany. He graduated from Foley High in 1975 and entered the Army in January 1976. Washington recently received his bachelor's degree in business administration from Trinity College out of Louisiana. He plans to retire in two years with 30 years service.

He and his wife, Patricia Ann, have five children. Their oldest son, Booker T. III, 27, daughters Lawanda, 26, and Lateshia, 24, reside in Pensacola, Fla.; and their youngest sons, Michael, 14, and Marcus, 11, attend Westlawn Elementary in Huntsville.

Washington is one of five children of Booker T. and Mamie Washington of Anchorage, Alaska. His brother Perry is the command sergeant major at Rock Island, Ill.; and his brother Floyd is a sergeant first class at Hunter Airfield, Ga.

"I love fishing. That's what I do when I'm not in church. I've been ministering now about 15 years," he said. He opened his own church, the Divine Revelation Deliverance Center, while stationed in Kitzingen, Germany.

For the record, Washington's mother has said he's related to his famous namesake but he plans on doing more research after he retires. Booker T. Washington, 1856-1915, was an educator and reformer who championed vocational training for blacks.



Photo by Skip Vaughn

FIRST IN LINE— Sgt. Maj. Booker T. Washington Jr. is LOGSA's first sergeant major.

Jordanian officer: U.S. 'best country on Earth'

*Lieutenant colonel
completes course*

A Jordanian officer will go home Oct. 1 with fond memories.

Lt. Col. Mohammad Aladwan, 40, of the Royal Jordanian Air Force arrived July 7 and was assigned to Headquarters & Alpha Company. He attended the 35M Radar Repairer course.

Aladwan, who has a 10-month-old daughter, provided the following answers to questions from the Redstone Rocket.

How was your time at Redstone Arsenal?
"Very good."

What did you do while you were here?
"Shopping, picnics, trips."

What did you learn about America?
"There are many opportunities for all people to have a good life here."

What do you think of this country?
"Best country on Earth."

What will you do with the training you received here?
"The training is good knowledge for me to use in Jordan."

Most memorable thing about your stay?
"How I was treated nicely from Americans."

How was the International Military Support Office of assistance to you?
"They are of tremendous assistance to all international students that come here for training."



Photo by Skip Vaughn

GOODBYE— Lt. Col. Mohammad Aladwan thanks Scott Huther, allied student support specialist at the International Military Support Office.

Combined Federal Campaign agencies meet guidelines

Eligible charities reviewed annually

By MELINDA SEIGLER
For the Rocket

Charities that are listed in the Combined Federal Campaign brochure have gone through a thorough application process.

The Local Federal Coordinating Committee members serving on the Brochure Committee take their responsibilities seriously. The donor can rest assured that all qualifications have been met and decisions are never based on personal opinions or likes and dislikes as to whether or not an agency will be listed. A team at the Office of Personnel Management in Washington, D.C., reviews all

national and international charitable agencies. Local charities are reviewed and approved or disapproved following the same guidelines.

Our review team must verify the following and more:

- Dedicated location, phone, and 15 or more hours of operation per week.
 - Must have an IRS 501(c) (3) letter.
 - Must provide description of human/health/welfare benefits.
 - Must submit IRS Form 990.
 - Must verify administrative/fund-raising costs using formula mandated by OPM
 - Must provide an annual report.
 - Must provide a 25-word statement explaining their services.
- There are usually around 1,400 national/international

agencies in the brochure and approximately 200 local (federations and unaffiliated). Often times, folks have a difficult time finding a particular agency in the brochure because they must be listed as shown on their IRS 501(c) (3) determination letter or by their legal name. Many charities are listed under federations and that may also be confusing to the donor.

The best thing to do is to contact me by e-mail: Melinda.Seigler@uwahsv.org for assistance in locating your preferred charity. You may also be interested to know that these charities must apply annually. If your favorite charity is not listed, it may be because they either did not meet the required qualifications or did not apply within the time frame established by OPM.

Editor's note: Melinda Seigler is CFC director for United Way of Madison County.

Command faces many retirement losses

Plan

continued from page 1

But the average age of retirement is 59. We now have as many employees over the age of 55 as under 40 (1,337 to 1,372). Almost as many over 60 as under 35. We need to get ahead of this brain drain, this loss of knowledge, by looking at the kind of work force we'll need 10 years from now."

And it will look different.

Changes to the 6,000-person work force will stem from a variety of issues, beginning with President Bush's management agenda of less government employees and more contractors with an emphasis on a high-performing work force.

"We'll still need government workers but they'll need different skills, more overseers, managers," Lori Reynolds, supervisory management planning specialist at personnel and training, said. "And as our mission evolves, and how we accomplish that mission evolves, we have to look at the education level and project what kind of skills will be needed down the road. You

can't make these kinds of changes overnight. You need a plan to develop a work force to fit those future needs."

Developing a strategic plan to address these issues doesn't happen overnight either. Part of AMCOM's strategic plan in 2001 was to develop a high-performing work force, a multifunctional force to meet the future needs of AMCOM with success.

The early work done related to that plan studied the problem and how other agencies and industry address similar issues and paved the way for the work done this summer by a personnel and training team.

AMCOM organizations were asked by the team to look ahead to their needs 10 years from now, keeping in mind retirement eligibility, mission, evolution in technology and how to support the evolving mission with the goals of the president and needs of the military in focus.

"We briefed the organizations in May and we got a really good response," Wolfe said. "We've gathered the information, identified needs, developed some strategies about how to retain and gain employees through incentives, provide education-

al and training opportunities, attract folks newer in the field, students, interns."

Thus, the Strategic Work Force Transformation Plan was created.

"But this is a work in progress," Reynolds said. "We're forming a plan, a place to start and we know there will be changes along the way because situations and circumstances change. It's a good starting point. And some things are already working for us."

Incentives like the 10-hour a day, four-day work week written into the union contract provide an extra layer of flexibility for employees. Restructuring buyouts are another tool for reshaping toward the future. Restructuring doesn't eliminate slots but allows a higher level position to be restructured into the organization as an entry level so the work force

can be revitalized.

"About half the restructuring buyouts cancel a higher grade job to establish an entry level job," Wolfe said. "We would like to see a bigger percentage."

Other incentive tools considered include student loan repayment, recruitment bonuses, relocation incentives, rotational assignment programs, executing the hiring goals, hiring interns and students, more training and educational opportunities to keep pace with work force needs.

"Right now this is a plan," Reynolds said. "We're pulling together the types of tools we'll need and deciding the funding needed to carry it out. Until we get the resources to execute it, it will only be a plan."

The plan will go to the AMCOM board of directors in October for consideration.

Volunteers give 'soul' to Army Community Service



Photo by Kim Mason

LENDING HAND— Mickel Wilson organizes the linens in the lending closet.

Orientation and training slated for new helpers

By **KIM MASON**
Staff writer
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"I became a volunteer for the Army Community Service in 1998," Don Kraus said. "My wife was a volunteer here and when I retired she said, 'You don't want to just sit around, do you?' So I joined."

ACS is a multifaceted organization that provides services to the military, the retired military and their families. The organization has a wealth of opportunities for volunteers to help from answering the phone to stocking the lending closet.

In ACS volunteers aren't merely a supplement there to assist; they are the backbone to the organization. Volunteers are treated like staff and have an input in activities as well.

"Oh, they (the volunteers) mean everything to us," Mary Breedon, relocation assistance program manager, said. "We couldn't do near as much without them. They are the heart and soul of ACS."

Army Community Service welcomes all volunteers over age 18. Volunteers may choose from a variety of activities and serve at their leisure.

Inger Frye, ACS volunteer coordinator, has been volunteering for 16 years. She said one of the most helpful parts of the organization is its readiness to respond.

"People call with all kinds of questions and the volunteers here always have an answer or they will find the answer," she said. "They do this all with a smile."

Frye started volunteering with ACS when she was new to an installation. She found it a good way to meet people and she also felt a duty to the military. "I always thought that if I could help a



Photo by Kim Mason

ALWAYS HAS ANSWER— Lorraine Kraus, answers the phone with a smile.

soldier, then that would make me happy."

Others have different reasons for volunteering at Army Community Service. Lorraine Kraus, who has answered the phone for more than seven years, said she enjoys the social aspect. "I enjoy being with people and assisting them. I always smile and try to answer them."

George Moore saw ACS as his opportunity to serve. "My son Justin is in the Navy and serving in Operation Iraqi Freedom," he said. "While he is serving over there, I'm serving here."

The new volunteer orientation and training is Oct. 14 from 10 a.m. to noon at Army Community Service, building 3338 on Redeye Road. Child care can be provided if individuals RSVP by Sept. 29. ACS has 45 volunteers but always welcomes new ones. By starting on the training day, new volunteers will get a chance to meet all the other volunteers and orient themselves to the organization.

'While he is serving over there, I'm serving here.'

— George Moore

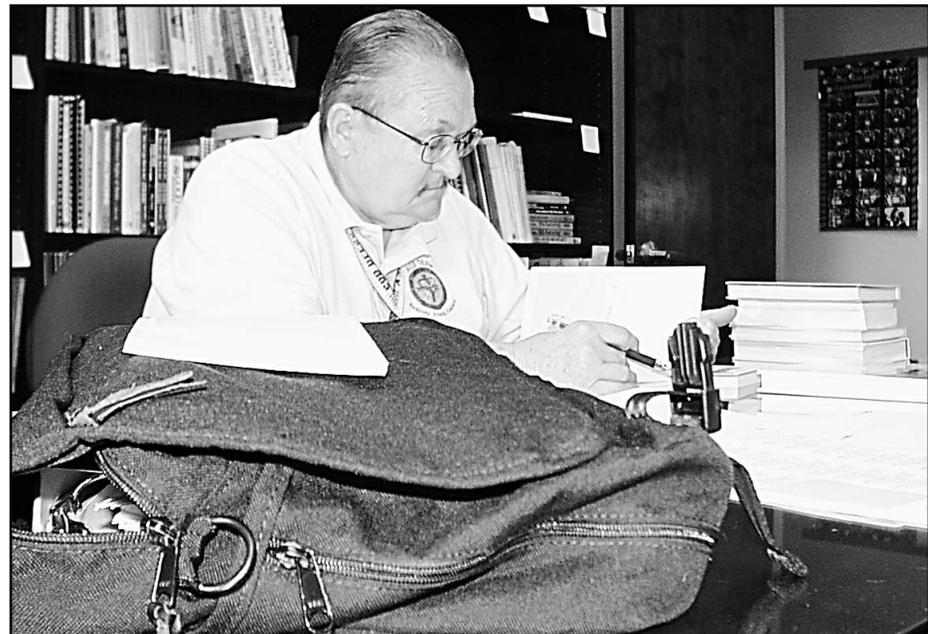


Photo by Kim Mason

HELPFUL INFORMATION— Don Kraus works to keep the resource library up-to-date.

Redstone home page getting new look

Super-site portal goes online Oct. 7

In an effort to maximize the use of all available resources, the Public Affairs Office has commissioned the Corporate Information Center to redesign both the AMCOM Intranet and Team Redstone Internet home pages. Both pages are scheduled to stand up Oct. 7 and reveal "The New Look of Redstone."

Not only will the sites have a new look and feel as well as new behind-the-scenes functionality, but also they will have a new name – "portal."

A portal is a web-based "super site" that provides a variety of services such as search engines, news, white and yellow pages, e-mail, discussion groups, links to other sites, weather info, and emergency updates. The CIC Portal Development Team was careful not to duplicate the functionality of the Army Portal, Army Knowledge Online so the local portals will have limited functionality. Ultimately

CIC envisions linking both local portals from the AKO portal in the near future making the local portals a part of a larger integrated enterprise-wide collaborative business solution for Team Redstone.

The new features of the AMCOM and Team Redstone portals include administrative profiles, content management, and search capabilities. Administrative profiles allow administrators the ability to alter site appearances. Content management provides the customer, PAO, with the ability to update the



content of these sites. The content placed on both sites will be approved and updated by the Public Affairs Office without any intervention from the CIC. With this new feature, information will be "pushed" to the Redstone Enterprise in a very timely manner, which is only one of the major benefits of the redesign. The search capability is included for allowing users to search on links within the AMCOM and Team Redstone portals.

The CIC Portal Design and Development Team is led by Michael Lang. Team members include Cynthia Bone, Jonathon Brown and Caville Blake. The CIC Portal Design and Development Team is also the contact for organizations desiring to establish collaboration areas within the AKO portal. The premise behind the use of portal technology is "getting the right data to the right people at the right time from any location."

The idea is to "push" information to decision-makers so less time is spent

compiling data and more time is spent making decisions which impact the Redstone Enterprise, Department of Army and Department of Defense mission.

Beginning today, a sneak preview of the new portals will be available as links from the current AMCOM Intranet home page. All Team Redstone employees are encouraged to browse the new sites to minimize impact once the portals stand up Oct. 7. Any difficulties experienced should be forwarded to Sharee Miller at sharee.miller@redstone.army.mil.

Four scholarships given through Commissary

Four local military family members have received this year's scholarships in the Defense Commissary Agency's Scholarships for Military Children Program.

Monica Ecklin, Matt Dvorsky, Rebecca Buchanan and Jonathan Miller each got a \$1,500 scholarship funded by Brach's Candy Company. An award ceremony was held in August at the Recreation Center.

The intent of the program is that a scholarship funded through contribu-

tions be awarded annually for each commissary operated by the Defense Commissary Agency worldwide. The program is funded through the generosity of manufacturers and suppliers whose products are sold at military commissaries. The Fisher House Foundation volunteered to underwrite its administration.

Applications for 2004 will be available online or at the Commissary after Nov. 1. For more information, go to www.fisherhouse.org or www.commissaries.com.

Reserve detachment has tradition of service

Garrison

continued from page 1

"It is an organization that permits IMAs (individual mobilization augmentees) to earn additional retirement points by virtue of a unit training assembly once a week," Epperson said. "Each member of the unit is responsible for presenting at least one class once a year so everybody keeps current on their individual specialties."

Twelve of the unit's reservists were mobilized after 9/11 to their various organizations and spent 1-2 years on active duty. "We actually have a couple that are still on active duty and come off this October," Epperson said.

Most of the members have IMA positions either at Redstone or elsewhere throughout the country — including the Pentagon, Colorado and Arkansas. One is currently in Japan.

Lt. Col. Phil Bragg and Lt. Col. Bill Marrero are assigned to the AMCOM Operations Center. Lt. Col. Linda Shelley has served as chief of the transportation branch at Logistics Support Activity. Epperson was the logistics operations officer at LOGSA and is on active duty for two weeks at the Garrison. Barnes was activated June 9 for a year as the mobilization retirement recall NCO-in-charge

at the Military Personnel Office. Lt. Col. Barbara Norris is serving in the Force Protection Office at the Garrison.

Members who were deployed overseas include Lt. Col. George Adams, who served in Qatar from February to June, and CWO 3 Keith Stilwell, who returned in July after six months in Afghanistan. Capt. Robert Dewberry served in Kuwait from December through August. Lt. Col. Richard Pomes is deployed to Iraq for a year until April 2004.

The unit sponsored the VIP lounge for the international test and evaluation symposium in 1995 at the Von Braun Center. Also that year, Lt. Col. Susan Gahagan was instrumental in preparing Army pamphlet 10-1. In 2000, members organized and managed the Reserve component policy council which was an Army Materiel Command general officer conference at Logistics Support Activity.

"And every year, we provide judges for the Alabama Science Fair (for sixth-grade, junior high and high school)," Epperson said. "And we do it under the auspices of the Army Science Board."

The regional is in April at Calhoun College in Decatur, with the state final in May at the University of Alabama-Huntsville.

"Out of all the things we do, that's probably the most fun and the most rewarding," Epperson said. "Some of these kids (in the science fair) are just tremendous."

New physical training regimen stretching this way

PT school team visiting posts

By Sgt. TRINACE JOHNSON
Army News Service

FORT BLISS, Texas – A team from the U.S. Army Physical Fitness School is visiting Army installations to teach a new exercise regimen that includes pull-ups, the shuttle sprint, squat bender, rower and forward lunge.

The school's commandant began by visiting Fort Bliss to teach physical training instructors the exercises designed to improve muscle strength, endurance and mobility, while focusing on fitness for everyday life. There are no immediate plans to change the Army's physical fitness test, officials said, just how soldiers prepare for it.

The 6th Air Defense Artillery Brigade sponsored the training that involved more than 60 soldiers from various units on Bliss, including National Guard soldiers and German Air Force members.

Fort Bliss was the first Army installation to be introduced to the new program that was just approved for trial in recent weeks.

Lt. Col. William Rieger, U.S. Army Physical Fitness School commandant, and deputy commandant Frank Palkoska, both said that the new PT would be standardized, disciplined and have a more military appearance.

They also said that the program would be more designed toward the individual soldier's needs and ability and not just a "mass one" level of participation.

Some of the key points in the program will be to:

- Improve physical fitness while controlling injuries.
- Progressively condition and toughen soldiers.
- Develop soldiers' self-confidence and discipline.

"We're going to be training as we fight," said Sgt. Jeffrey J. Hernandez, Headquarters and Headquarters Battery, 6th ADA Brigade.

"We had a lot of injuries in the past," Hernandez said. He said that the USAPFS is set to teach this PT to basic trainees and anticipates saving money on hospital costs.

"With these exercises we will be able to better control injuries," said SSgt. Emerson Hazzard, 6th Brigade operations noncommissioned officer and student of the new PT demonstration class. "We'll never be able to get rid of injuries. The Army had to come up with a plan to get the max amount out of a soldier without breaking him."

Rieger said that this program is not a drastic change from what the Army has always been doing, it's just doing it better. "There's no bad exercise, only exercises that are done incorrectly or with the improper intensity, order, volume and amount of repetitions," he said.

Palkoska said that when he teaches soldiers in the field, he wants to make sure they understand why they are being taught the particular way of doing the exercises and why they could endure longer if they use the USAPFS program.

In addition, both Rieger and Palkoska said that this program would improve soldier performance that is related to their jobs.

For instance, if a soldier has a job that requires him or her to move fast in a moment's notice, the shuttle sprint or start, stop and change direction run that was taught should help with that.

"An active or dynamic exercise like the forward lunge is better for stretching," Rieger said. He said the USAPFS wanted soldiers to do exercises that applied to the functional strength of what they're doing. For instance, he said the high jumper works with soldiers who are airborne.

Rieger said that part of the program was designed to train the muscles to respond anaerobically, using less oxygen, as well as aerobically, using more oxygen.

"You have to stress the body in different ways with a combination of activities to improve," Rieger said. He suggested doing one minute of push-ups with no rest to assess strength.

"We're educating soldiers so they know they can do it and believe they can do it, because they've practiced it on a regular basis," Palkoska said.

Fort Jackson, S.C., is the next installation on Rieger and Palkoska's list.

"We're going to every single installation in the Army," Rieger said, adding that

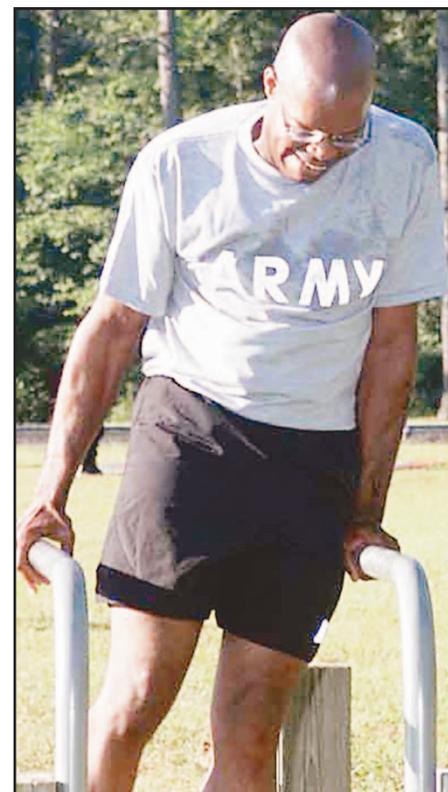
it may take a couple of years.

SSgt. Steven Saenz, an instructor at the fitness school, said that a new Army Field Manual 21-20, (Physical Fitness) is currently in the works, but will not be out for a few years.



Photo by Sgt. Trinace Johnson

SQUAT BENDER— SSgt. Chance Finely, of the 1-204th Air Defense Artillery, National Guard, practices the squat bender during the PT course.



Russell Moore/Photo Lab

Fitness challenge

Sgt. Ousley Ivy of Program Executive Office for Tactical Missiles works the parallel bars during the PEO's recent Fitness Challenge. Designed to build unit cohesion and esprit de corps, as well as recognize outstanding performance, challenge participants were required to run laps and complete station obstacles such as monkey bars, pole climb, parallel bars, tubes, ring hang, sit-ups, chin-ups, wall hurdle, ladder climb, and balance beam. Lastly, participants demonstrated their professional knowledge by answering acquisition-related questions for extra points. The Non-Line-of-Sight Launcher System Task Force won the Best Team Award.

Drill sergeants learn the drill to teach others

Reserve unit
based here

By KELLEY LANE
Staff writer
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There is perhaps no other position in the Army quite so well-known or respected as that of the drill sergeant. They have been dramatized and immortalized in books and movies as the caring, rough and tough men and women who chew up recruits and spit out soldiers. Everyone has some idea what a drill sergeant does, but where do they come from? They come from units like one here at Redstone.

Bravo Company, 4th Battalion, 398th Regiment, 2nd Brigade, 100th Division is among five Reserve units across the South that train the trainers. Capt. John Moore, company commander, has been with the unit from early on.

Starting out in 2001 with three members, the company has grown to 19 members. They are in various stages of the 6-to-12 month training process; and Moore expects all current members to have completed their training by early 2004.

"We should be at 100 percent strength, as far as drill sergeants, as of around March or April," he said. Five have completed training so far, including two female drill sergeants. Two more women are beginning their training.

"I don't know if people realize this is not only a male thing," SFC Phillip Tidwell said. "We have female drill sergeants, too."

The graduates do not have time to rest on their laurels. They serve the important purpose of molding minds and bodies into the competent men and women of today's Army.

"That's the sole purpose here," Moore said. "To train basic combat soldiers at Fort Knox, Ky. Normally we go up during the summer surge. We send Reserve drill sergeants and they mix them in with active duty drills to train soldiers."

They have also made trips to Auburn to stand as judges for ROTC regional drill competitions in conjunction with other companies.

Although most of the unit comes from the surrounding area, some have come from as far away as Virginia. They come from active duty and other branches of the military. They come from other Reserve units. They come from the National Guard. Some return to the green suit from civilian life.



Photo by Kelley Lane

TRAINING TRAINERS— From left SFC Phillip Tidwell, Drill Sgt. Michael Stanley and Capt. John Moore offer insight to several members of the drill sergeant Reserve unit.

But the mere desire to be a drill sergeant doesn't guarantee that you will be one. The screening process is strict. Besides the expected test score and physical requirements, character and background are important parts of consideration for drill sergeant training. Criminal records are examined alongside military records. Drill sergeants serve not only as physical and training role models for the young soldiers they work with, they are moral and ethical models as well. They are a part of a soldier's life that will never be forgotten, Tidwell said.

"I still remember my drill sergeant and I had him over 30 years ago," he said. "They definitely make an impression."

Bravo Company is usually at Redstone once per month. More information on the screening process and requirements is available. Those interested in joining the drill sergeant Reserve unit should call Moore at (205) 240-4253 or Tidwell at (205) 590-0407.

Youth programs teach economics of life

Junior Achievement and post partner for after-school meets

By **SANDY RIEBELING**
Staff writer
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Ever try to explain to a 5-year-old why he should turn off the light when he leaves his room?

"Because electricity costs money," Mom says. "I have to work to get money and I don't want to turn around it and give it all to the electric company."

"Why do they get money when we turn on our lights?" he asks, without realizing the enormity of the question or why Mom rubs her forehead and makes that same noise she does when you've just spilled a big bag of potato chips on the carpet.

This conversation usually takes place when you're already late for school or a soccer game or a meeting and you struggle between wanting to be a good mom which means taking the time to explain the whole power company/paycheck link or just going with the old standard "Just do it because I said so, and find your other shoe so we can get going."

There are programs out there that can help.

Junior Achievement is passionate people inspiring kids to learn the economics of life through free enterprise education. It offers programs for children in kindergarten all the way up to high school seniors. And it's coming to the Arsenal.

"It's a wonderful program," Cyndy Morgan, president of JA of Northern Alabama, said. "We're so glad to be bringing it to the kids at Redstone. Typically, JA is an in-school program but we're branching out, going into after-school programs."

Earlier this year, Morgan talked with Garrison commander Col. Bob Devlin about getting JA established at the Arsenal. She applied for and received grant money from the national JA organization to fund three programs at the Arsenal, and with funding from local JA, established six programs to be administered through the 4-H program at Child and Youth Services.

"We got together today and selected the programs we'll be using at School Age Services and with the Youth," Carolyn Taylor, training and program specialist for CYS, said. "There's really something for every age group. We'll be starting in January and we'll probably carry it into our summer program so we can reach even more children."

Programs include:

- **Ourselves** — for kindergarten and first graders, explains personal economics through a collection of short stories read aloud by the volunteer.
- **Our Community** — for second and third graders, explores the interdependent roles of workers in a community and how communities work.
- **Our Region** — for fourth and fifth graders, introduces the relationship



Photo by Sandy Riebeling

GETTING STARTED— Cyndy Morgan, president of Junior Achievement of Northern Alabama, is working with Children and Youth Services to establish six after-school programs for Arsenal youth in grades K-12.

between resources found in different regions and businesses that produce goods and services for consumers.

- **Personal Economics** — for sixth through eighth graders, focuses on personal skills and interests, career options and personal and family financial management.

- **Enterprise in Action** — also for sixth through eighth graders, describes the principal characteristics of the U.S. economic system and the role of business in it.

- **JA Personal Finance** — for freshman and sophomores, helps students make informed decisions about the effective use of income to reach personal financial goals through a web-based curriculum.

Instructors will be volunteers from the community with special interest and knowledge in each program topic. "We may have two or three volunteers for each program so they can rotate teaching," Taylor said.

"Even though there are planned lessons and hands-on activities that come with the program, having a community volunteer teach the program, or several volunteers

working together, makes the program unique to this group. Each instructor gives the lesson a different flavor because of the personal, real-life experience they bring to it."

The specifics about meeting days, times and places, will be decided in the weeks ahead. It will take some time to find volunteers and get them the JA training. Taylor plans to have a JA Kickoff in January.

"We're starting with these six but there are more programs," Morgan said. "We want to grow and expand the program every year."

JA is a program to help children set their dreams for the future then take it a step further. Tell them what they need to do to achieve those dreams.

"We give them the real day-to-day how the world works information and offer practical stuff, like how to fill out a job application. You wouldn't believe the number of teenagers that don't have a clue to how to do that. And then, how to dress for an interview, how to act, what to say. Interviewing skills are

important even if they're not looking for a job. Colleges interview students for admission. We talk about how to shake a person's hand, eye contact, basic life skills."

To start children young is key, according to Morgan. Children retain information better if they're started young on the concepts of business and free enterprise. As they get older, they have a better understanding.

Morgan encourages individuals in the community to step up and be volunteer instructors. But also, support local JA fund-raising by coordinating a JA Bowl-a-thon at your company and attending events such as "Step'n Out with My Baby" Oct. 4 at the Marriott Hotel ballroom in Huntsville. The event offers fine dining, dancing to a big band orchestra and a silent auction, with proceeds to benefit JA of Northern Alabama.

For more information, about the Step'n Out event or JA programs on the Arsenal, call 533-4661.

Alarm sounded for smoke detectors, escape drills

Fire Prevention Week
slated for Oct. 5-11

GARRISON RELEASE

The Redstone Arsenal Fire and Emergency Services is reaching out to residents this fall with a Fire Prevention Week campaign designed to save lives and prevent injuries by teaching the value of smoke alarms and fire escape drills.

Fire Prevention Week, Oct. 5-11 is the basis for public fire safety awareness activities in fire departments and elementary schools across North America. The 2003 Fire Prevention Week theme, "When Fire Strikes: Get Out! Stay Out!," is a life-saving reminder to leave right away when the smoke alarm goes off, and to stay out until firefighters say it is safe to go back inside.

"This Fire Prevention Week, we are concentrating our efforts on making sure residents, and employees of Redstone Arsenal understand that they need working smoke alarms on every level of their home, and they should plan ahead of time how they would get out if fire strikes, and practice that plan regularly," Art Murtha, of the Redstone Arsenal Fire Prevention Office, said. "Having early warning of a fire, and following a well-practiced escape plan to get out quickly — and stay out — can make the difference between surviving a fire and dying in one."

To reach residents and employees with

these lifesaving messages, the Redstone Arsenal Fire and Emergency Services is joining forces with National Fire Protection Association, the official sponsor of Fire Prevention Week for more than 80 years. Half of all fatal home fires occur in the small number of homes that have no smoke alarms, according to NFPA.

Judy Comoletti, NFPA assistant vice president for public education, said many people overestimate the amount of time they may have to get out of a fire.

"A fire can become deadly in only moments, making every second count," she said. "That's why we're working with groups like the Redstone Arsenal Fire and Emergency Services to raise awareness of the importance of installing smoke alarms and planning and practicing fire drills."

Here's advice for Fire Prevention Week 2003:

- Install working smoke alarms on each level of the home, and test them monthly to ensure they are working. Replace batteries at least annually.

- Develop a thorough fire escape plan and practice it by holding fire drills twice a year; make sure you know two ways out of every room

- Teach everyone in your household that once they are out, they must stay out until firefighters say it is safe to go back inside. Get out first, then call the fire department.

Joining the Redstone Arsenal Fire and Emergency Services and NFPA in the Fire Prevention Week effort are Pella Corpora-

tion and the Home Safety Council, organizations that are underwriting an educational outreach program through "Weekly Reader" reaching more than 9 million students in kindergarten through third-grade.

For more information about Fire Prevention Week, log on to the official web site: www.firepreventionweek.org.

Editor's note: Information provided by NFPA's Fire Prevention Week web site at www.firepreventionweek.org.



Photo by Sandy Riebeling

Rainy days and Mondays

Guards at Gate 9 get the job done in the pouring rain Monday.

Experimental helicopter carries load by remote control

Unmanned lift operations show maximum potential

By DAN O'BOYLE
For the Rocket

In a first for the Aviation Corridor of Excellence, the Research Development and Engineering Center's Advanced Systems Directorate successfully demonstrated Unmanned Aerial Vehicle flights Sept. 15-17.

"The main emphasis of the demonstration was to fly a UAV via waypoint navigation in commercial airspace," RDEC's Dr. Jeff Cerny said. "But we also conducted acoustic testing at Eglin Air Force Base (Fla.) and unmanned lift operations at both Fort Rucker and Redstone Arsenal."

The demonstration featured an experimental K-MAX helicopter from KAMAN Aerospace. K-MAX is a commercial dual rotor helicopter, configured as an unmanned aerial vehicle, capable of carrying up to 6,000 pounds.

"The K-MAX can lift munitions, ground robots and supplies remotely," Cerny said. "It provides unique opportunities to test UAV subsystems such as an Obstacle Avoidance sensor system because the pilot can manually take over the remote, fly-by-wire controls from the ground control unit, if needed, and not lose the aircraft."

The flight from Eglin to Rucker to Redstone was programmed into a computer that manipulated the aircraft's climb, descent, turning and maneuvering controls. The pilot actually read a book during the 300 miles and four hours of the two flight legs, Cerny said.

Weighing 6,000 pounds, the K-MAX has side-by-side counter-rotating, intermeshing rotors and is powered by a single T53-17A-1 gas turbine engine.

"The K-MAX is used extensively in commercial logging operations and fire-fighting," KAMAN's Wayne McAuliffe said. "With a single pilot and no passengers, the K-MAX is designed strictly for external lift."



Joe Ramirez/Photo Lab

CORRIDOR FIRST— With KAMAN Aerospace pilot John McGonagle on board — but not at the controls — the KAMAN K-MAX lifts a 6,000-pound MLRS pod at Test Area 7. The aircraft was receiving flight control inputs from a ground control unit, demonstrating its ability to lift payloads and maneuver remotely.

New-look Delta ready to defend flag football title

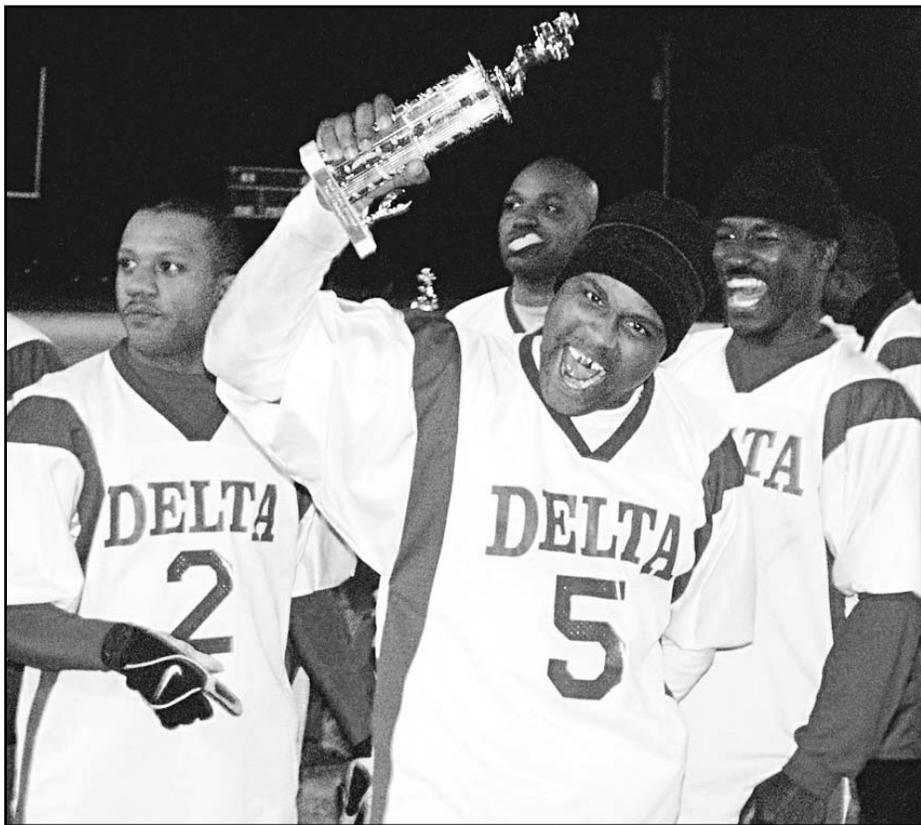


Photo by Skip Vaughn

DRAGON FIRE— Delta's Bruce Hollis (5) celebrates his team's flag football championship last December.

Preseason tournament kicks off for troops

By **SKIP VAUGHN**
Rocket editor
 skip.vaughn@redstone.army.mil

Don't underestimate the defending champion in flag football.

That's the word from Delta Company's Bruce Hollis. The Devastating Dragons are fired up about defending their title, especially after losing the softball final to HHC 59th. Delta beat the 59th for the flag football championship last December.

The Dragons no longer have quarterback/coach Cedric Tims, running back Keith Broughton and safety Sheldon Goldsmith.

"We'll still win it, though," said Hollis, who plays linebacker and on the offensive line. Other returnees include center Stanley Lewis, wide receiver Ronnie Shepherd and offensive lineman Greg White.

HHC 59th quarterback Jerry McIntyre has a different view. "We'll do it on the

field," he said.

Delta's new quarterback is Laquaine Bess who filled that role for the NCO Academy last year. He helped Delta win the post basketball championship in March.

"He's awesome, he can play," Hollis said. "He's an athlete. That kid's from Miami."

On a cold night Dec. 3, Hollis caught a 10-yard touchdown pass from Tims with 4:48 left as Delta beat the 59th 12-6 for the championship.

The preseason tournament was scheduled to begin Sept. 22 and finish by Oct. 1. The season should start Oct. 6 and finish in November with the postseason tournament, according to recreation assistant Mike Potter.

Games are Monday through Thursday at 6, 7 and 8 p.m. at the flag football field on Patton Road. Expected teams include the 2117th, Marines, Delta, HHC 59th, Headquarters & Alpha, Bravo, Charlie, MEDDAC, NCO Academy and AMCOM.

Hit Oktoberfest jackpot at Challenger

\$10K program set for Sunday

By **TOM PYBURN**
For the Rocket



Bingo: the word conjures up images of grandmothers in VFW halls and church basements. Welcome to bingo of the 21st century and welcome to the Challenger.

Gone are the shutter cards, replaced by state-of-the-art handheld computer technology. On Sunday, Sept. 28, the Challenger Bingo Center (building 1500 on Weeden Mountain Road) is sponsoring \$10,000 Oktoberfest Bingo.

For the advance admission price of \$75, you will receive three game packs (10 games that pay out \$1,000 each). Each pack has six faces so you have 18 chances per game to win the \$1,000. Additional packs can be purchased for \$6.50.

The Challenger has partnered with the Soldatenstube to provide a German dinner, included in the admission price. The fun kicks off at 11 a.m. with lunch; then 15 early-bird games paying out a total of \$1,500 follow starting at 12:30 p.m. The \$10,000 program will follow the early-bird games.

Advance tickets can be purchased at the Challenger, Wednesday through Friday from 1-9 p.m., and Saturday and Sunday from 12-4. Call 837-0750 for more information or visit www.redstonemwr.com.

Editor's note: Tom Pyburn is business manager at Challenger Community Activity Center.

Bama Crimson Tide should roast Hogs

Arkansas falls on the road

By **SKIP VAUGHN**
Rocket editor
 skip.vaughn@redstone.army.mil

My college football predictions are 92-31 after five weeks. Here are Skip's Picks for selected games this week:



- Arkansas at Alabama — **Bama**
- Alabama A&M at Prairie View — **A&M**
- Western Kentucky at Auburn — **Auburn**
- Florida at Kentucky — **Florida**
- LSU at Mississippi State — **LSU**
- Texas Tech at Ole Miss — **Ole Miss**
- South Carolina at Tennessee — **Tenn.**
- Georgia Tech at Vanderbilt — **Ga. Tech**
- Air Force at Brigham Young — **Air Force**
- Arizona State at Oregon State — **ASU**
- South Florida at Army — **South Florida**
- USC at California — **USC**
- Connecticut at Virginia Tech — **Tech**
- Florida State at Duke — **Florida State**
- Gardner-Webb at Furman — **Furman**
- Wisconsin at Illinois — **Illinois**
- Indiana at Michigan — **Michigan**

- Iowa at Michigan State — **Iowa**
- Temple at Louisville — **Louisville**
- Maryland at Eastern Michigan — **Md.**
- Minnesota at Penn State — **Penn State**
- Navy at Rutgers — **Rutgers**
- Nebraska at Southern Miss — **Neb.**
- North Carolina at N.C. State — **State**
- Northwestern at Ohio State — **OSU**
- Notre Dame at Purdue — **Notre Dame**
- San Diego State at UCLA — **UCLA**
- Tulane at Texas — **Texas**
- Pittsburgh at Texas A&M — **A&M**
- Utah at Colorado State — **Colo. State**
- Wake Forest at Virginia — **Virginia**
- Stanford at Washington — **Wash.**
- Washington State at Oregon — **State**



Sports & Recreation

Recreation volunteers

Volunteers are wanted to assist with and instruct Outdoor Recreation programs like hunting, fishing, shooting, canoeing, archery, boating, camping, hiking and special projects. Those eligible persons interested in volunteering for the 2003-04 year should apply at Outdoor Recreation, building 5132, from 9:30 a.m. to 5 p.m. Sunday through Saturday. For more information, call Mike 876-0901 or 876-4868.

Hunter orientations

Redstone Arsenal Hunting Orientations, for everyone planning to hunt on post, will be held at 4:30 p.m. Oct. 2, Oct. 16, Nov. 6 and Nov. 20 at the Recreation Center, building 3711. Participants only have to attend one session. For information call Missy 876-4868 or Mike 876-0901.

Bass tournament

The Army Aviation Association of America is sponsoring its semiannual bass tournament Oct. 4, launching from the Easter-Posey recreation area at 6:30 a.m. For more information call Bob Vlasics 881-4144, Tony Giannelli 313-6054 or Tom Geoffroy 313-4444.

Butler golf tournament

The Butler High Baseball Booster Club will hold a golf tournament Oct. 4 at 11:30 a.m. at Redstone Golf Course. Cost is \$60 per player, \$240 per team. A meal will be provided and prizes awarded. For information call Butler High 428-7950 and leave a message for the baseball booster club president.

Scholarship benefit

Paul Bogosian, president of the Redstone Chapter of AHS, and retired Col. Bob Birmingham, president of the AAAA Tennessee Valley Chapter, co-sponsored the kickoff of the 2003 AAAA Scholarship Golf Tournament held Sept. 5 at Redstone Golf Course. Some 144 golfers from the area's military, government civilian and contractor community participated in the event which raised more than \$2,500. These funds will be used to support secondary education scholarships for enlisted, warrant officer, company grade officers and Army civilian members as well as spouses,

siblings and children of those members.

Pro football fans

Enjoy Monday night football with friends at the Firehouse Pub. Each Monday throughout the NFL season, the pub serves up free hot dogs and free hamburgers with beverage purchase. It also has door prize drawings. Firehouse Pub, which opens at 4 p.m., is in building 114 on Hankins Road (north off Goss Road near the pool). For more information, call 842-0748.



Conferences & Meetings

Protestant women

Protestant Women of the Chapel meets Thursdays from 9:30 to noon at Bicentennial Chapel. Four studies are offered. "Come for fellowship, worship, prayer and Bible study," a prepared release said. Child care is available. Other classes are held Thursdays from 11:30 a.m. to 12:15 p.m. and in the evening. For more information, call Tonie Welch 489-5646 or Jennifer Devlin 716-0107.

Aeronautics group

The American Institute of Aeronautics and Astronautics will have its October dinner meeting Oct. 14 at the Holiday Inn at Research Park (by Madison Square Mall). Social begins at 6:15 p.m., with dinner at 7. Scheduled speaker is David Franz, vice president of the chemical and biological defense division for Southern Research Institute and a former UN chief weapons inspector for biological weapons in Iraq. Cost is \$25 per person. For reservations call Joe Sims 544-4650 by noon Oct. 10.

Overeaters anonymous

Do you have a problem with food? Overeaters Anonymous of Madison is presenting a series of newcomers meetings beginning Oct. 7 on Tuesday night from 6-7:30. There are no dues or fees. For more information, call 890-0948.

Air defenders

The Redstone-Huntsville Chapter of the Air Defense Artillery Association is having a general membership meeting/luncheon Thursday from 11:30 a.m. to 1 p.m. at the Officers and Civilians Club. Col. Richard De Fatta, project manager for Short Range Air Defense, is the scheduled

speaker. The cost is \$11 for members in good standing and \$14 for non-members. Applications for membership will be accepted at the door. For more information, contact the association secretary at michael.i.howell@ngc.com.

Parents committee

The Parent Advisory Committee will meet at 11 a.m. Sept. 30 at the Challenger building (phone 876-7952). The committee seeks a publicity officer, parents or guardians for members, and classroom parent volunteers at the Child Development Center. It gives bonus parent points, updated information and an open forum.

Officers association

The Military Officers Association of America, formerly The Retired Officers Association, will hold its informal monthly breakfast Saturday at 8:30 a.m. in the Redstone Golf Clubhouse. All active, retired and former officers, their spouses and widows, of all branches of service, are invited. For more information, call retired CWO 4 Aniceto Bagley 852-7973.



Miscellaneous

Logistics course

The Tennessee Valley Chapter of the International Society of Logistics is offering a 50-hour Logistics Management course. The course provides a comprehensive review of logistics, preparing interested students for the next CPL exam scheduled Nov. 1. For more information, call Joyce Bilodeau 842-9968.

Children's center

Child and Youth Services is accepting applications for its Child Development Center (ages 6 weeks to 5 years), School Age Services (kindergarten through fifth-grade), middle school and teen (grades 6-12), and Family Child Care (4 weeks to 12 years). Items needed for registration include completion of the registration packet, current shot record and current physical. You may pick up the registration packets at the Challenger Activity Center, building 1500 on Weeden Mountain Road. You may also visit the web site at www.redstonemwr.com and download the CYS forms. Registration cost is \$15 per child or \$35 per family. These programs are open to children of anyone who works on, lives on or can legally access Redstone Arsenal. For more information, call Chris Carter 876-3704 or Pam Berry 955-6309.

Community luau

The Redstone Community's Hawaiian Luau planned for Friday evening has been canceled for this year and moved to early summer of next year. For more information or questions, call Brandie DeRemer 313-1203 or e-mail her at brandie.dere-mer@redstone.army.mil.

Big Spring Jam

The Civilian Welfare Fund Council is selling advance weekend tickets for the Big Spring Jam, Sept. 26-28. The advanced ticket price is \$30. (The regular price is \$35.) Make checks payable to Big Spring Jam. Today is the last day for advance ticket sales. The CWFC ticket representatives are: building 5302, Jan Pickard 876-

2569; building 5303, Charles Urban 955-7662; building 5304, Rosie Douglas 313-0674; building 5307, Randy Bigler 313-6763; building 5308, Pat Cross 955-9640 and Jerrel McCullum 842-8850; building 4488, Donna Johnson 876-9675; building 8700, Lori Martin 842-2155; building 3325, Karen Scott 842-1129; building 5400, Bob Olson 876-4993; SMDC, 106 Wynn Drive, Jack Calvert 955-3612; and JPL, 5000 Bradford Drive, Tom Hart 313-9802.

Plastic modelers

Huntsville Plastic Modelers' Society will have its 27th annual model contest Oct. 4 from 8 a.m. to 4 p.m. at the Jaycees Community Building on Airport Road. Admission to view the models is free. For information call David Lanteigne 880-2288.

Merit awards

The Officer and Civilian Women's Club each year presents Merit Awards to qualified applicants based on their scholastic achievements, citizenship and sincere desire to pursue higher education. These awards are designed to help offset the cost of tuition, books and related fees. All applicants must meet the following criteria: be a member, spouse of a member, or the dependent of an OCWC member in good standing as of Oct. 1, 2003 and live within a 50-mile radius of Huntsville. Candidates may compete in one of four categories: high school senior, undergraduate, graduate and member/spouse. Previous award winners may compete in succeeding years, but may win only once in each category. Additionally, students receiving full scholarships are not eligible to apply for a Merit Award. Applications will be available at all OCWC board meetings and luncheons beginning in October. The deadline for Merit Award consideration is Feb. 11, 2004. For more information call Michelle Archer, the Merit Award chairperson, 534-5783.

Emotional intelligence course

The South Central Civilian Personnel Operations Center is working with her sister CPOCs to present "Effective Leadership Using Emotional Intelligence" via distance learning in two different time zones on two different days. This course will be presented live for members of the Redstone community in building 5304, room 4387. The first session will be offered Oct. 8 from 7 a.m. to 3 p.m. and the second session on Oct. 9 will be from 8-4. There are 25 slots for each day. The cost is \$50 per participant. Marsha Samples of Training and Learning Center, the course manager, may be reached at 842-6543 for registration and payment information.

Hispanic heritage month

Team Redstone is celebrating Hispanic Heritage Month, Sept 15 through Oct 15. "Honoring Our Past, Surpassing Our Present, and Leading Our Future" is the theme for this year's observance. A program will be held noon-2 p.m. Oct. 9 at Bob Jones Auditorium. The Hispanic Heritage program is presented as an educational

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opportunity, sharing cultural diversity with the entire Redstone community. The scheduled speaker is Irma Tuder, president and CEO of Analytical Services Inc.

Post Exchange news

Stop by the Post Exchange at 2 p.m. Saturday and meet your PX managers. All the sales area managers will be on hand to answer your retail questions. Visit to find out what's going on at the PX.

Community service volunteers

Would like to increase your job skills, meet new people, while making a difference in your community? Army Community Service invites you to the next new volunteer orientation Oct. 14 from 10 a.m. to noon at building 3338 on Redeye Road. Many volunteer opportunities are available. Child care will be provided at no cost when you RSVP by Sept. 29. For more information, call Inger Frye 876-5397. ACS will conduct quarterly volunteer training Oct. 14 from 11-noon at building 3338. All ACS volunteers are encouraged to attend. Child care will be provided. RSVP by Sept. 29 at 876-5397.

Income tax course

The Redstone Arsenal Extension of Calhoun Community College has scheduled a course on how to prepare individual income tax returns. Course dates are Oct. 16 through Dec. 17, Monday and Wednesday, from 7:20-10 p.m. Registration begins today. Call 876-7431 for more information.

Officer classes

Command and General Staff College classes will start in mid-October. Classes will be held Monday nights from mid-October through April. The course is open to promotable captains, majors and lieutenant colonels. Even those who have enrolled in the correspondence course may be eligible to switch to classroom instruction. Both Phase I and Phase III courses will be taught in the Huntsville area. This year they are offering both a weekend and Monday night Phase I course. Interested officers should call Lt. Col. Komp 876-8825 or Lt. Col. Smith 774-1048. It's important to start now, according to officials. Non-resident Studies at Fort Leavenworth, Kan., has announced that the current CGSC curriculum will no longer be offered to students after this academic year. "Those of you currently enrolled will be protected," a prepared release said. "The Phase I instructors this year will stand down next year to train up for the new curriculum, while our Phase III instructors carry those of you who are enrolled through completion of the four phases. Therefore, we will not begin a new CGSC cycle until fourth quarter fiscal '05."

Technology expo

The Boeing Company will hold a Technol-

ogy Exposition and Exchange, called Tech Expo, Oct. 1-2, in NASA building 4316. The theme is "Network-centric Operations." Attendance is restricted to government and Boeing employees only. Tech Expo, organized by Boeing Phantom Works, is a customer-focused technology event that allows Army and NASA personnel to see the latest in Boeing technologies and go straight to the experts for information. About 100 Boeing technologists, engineers and program managers will be on hand to share Boeing's latest activities in advanced research, development and program modernization. For more information, call Bart Picasso 971-3195.

Computer classes

Army Community Service offers free computer classes on CD-ROM in Word, Excel, PowerPoint, Outlook, Access and Publisher. Classes are available Monday through Friday from 8 a.m. to 3 p.m. You can work at your own pace and receive a certificate after successfully completing each course. To register for free computer classes, call Debra Jefferson 876-5397.

Reserve unit

A local Army Reserve detachment doing weekend drills on Redstone Arsenal is looking for prior active duty soldiers who want to return to duty, or soldiers who wish to transfer from other Reserve/National Guard units with a specialty of 74B information systems operators, and 75B/H unit administration. For 74B, the unit will consider reclassification/waiver action to 74B if you can document with resume your Civilian Acquired Skills to include your education/experience in the following computer skills: data base management, PC programming languages, networking/systems administration and telecommunications skills. Minimum of a secret clearance is required. And you must possess the character and personal qualifications to pass a SBI Investigation check to obtain a top secret clearance required by the specialty. Specialties 74C and 74F are now authorized to convert to 74B as well. For MOS 75B/H, you must be MOS-Q prior service or transfer from another unit. For information call Charles Vartan (W) 876-0604 (work) or 883-8891 (home).

Physics lecture

Dr. Eric Cornell, co-recipient of the 2001 Nobel Prize in Physics, is scheduled speaker for the sixth annual Putcha Venkateswarlu Memorial Lecture at 3 p.m. Oct. 3 at the J.F. Drake/Learning Resource Center, multipurpose room, at Alabama A&M University. A reception will follow at 5 in the west campus William Knight Center. Cornell, of the University of Colorado, was co-recipient with Carl Wieman and Wolfgang Ketterle for the 2001 prize

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Courtesy photo

Business leader

Irma Tudor, president and CEO of Analytical Services Inc., is guest speaker for the Hispanic Heritage Celebration, Oct. 9 from noon-2 at Bob Jones Auditorium. She was named Alabama Small Business Person of the Year in 2000. And in 2001, her company was selected National Minority Business of the Year by the U.S. Small Business Administration in Washington, D.C.

for Bose-Einstein Condensate, a new form of matter. For more information, call professor Ravi Lal 372-8148 or 372-8138 or Jerome Saintjones 372-4863.

Child care food

Child and Youth Services announces sponsorship of the Child and Adult Care Food Program. Meals are available at no separate charge to enrolled participants at the Child Development Center and School Age Services and are provided without regard to race, color, national origin, sex, age or disability. If you believe you or anyone has been discriminated against, write: Administrator, Food and Consumer Service, 301 Park Center Drive, Alexandria, VA 22302. For more information, call Gena Wade 876-7801.

Wireless discounts

Verizon Wireless, a leader in wireless voice and data services, offers discounts to all DoD agencies and DoD employees in North Alabama. Through an agreement between Verizon Wireless and NETCOM/Fort Huachuca, Ariz., Verizon Wireless can now offer to new and existing customers a 20 percent access discount on calling plans of \$35 and higher, deep discounts on equipment and 25 percent off accessories. Special business plans are also available for the Department of Defense agencies. Family Share Plans are also included in this promotion. This offer is not available through any retail store. You must call Ben Renfroe

(256) 509-4353 or e-mail him at ben.renfroe@verizonwireless.com.

Appreciation barbecue

The Redstone Chapter of the American Helicopter Society is having its Membership Appreciation Barbecue, Oct. 1 from 4:30-7 p.m. at the Rustic Lodge. Current members and new members joining at the barbecue attend for free. Cost for non-members and guests is \$10. Reservation deadline is Sept. 29. Call Tim Kraatz 726-3684 or Ann Basket 876-3033.

Girl Scouting

"Adventures in Girl Scouting" gives girls a sneak peek into Girl Scouts. Girls in grades K-5 should plan to attend Oct. 14 from 3:30-5 p.m. at School Age Services, building 3400. Girls in grades 6-12 will meet Oct. 15 from 3:30-5 p.m. at the Youth Center, building 3148. Girls will participate in activities that will allow them to get a taste of Girl Scouting. If you are interested in volunteering for Girl Scouts, you are invited to attend either day. For more information, call Jennifer Slaton at Girl Scouts of North Alabama Inc. 883-1020, ext. 241.

Thrift shop

The Thrift Shop, building 3209 on Hercules Road, is open for shopping Wednesdays 9-5 and Thursdays and Fridays from 9-4. Walk-in consignment hours are Wednesdays, Thursdays and Fridays from 9-12:30. Appointments are Wednesdays and Thursdays 12:30-3. The Thrift Shop seeks more volunteers for Thursdays and Fridays. The shop's first craft fair, to become an annual event, is Oct. 4. Signup sheets will be available at the shop. For more information, call 881-6992.

Missouri-Rolla scholarship

The North Alabama MSM-UMR Alumni Section announces its annual section scholarship to prospective students who intend to enroll at the University of Missouri-Rolla. The scholarship is for \$1,000 renewable each year if the student maintains a 2.75 grade point average. Prospective UMR students desiring to apply for this scholarship and who meet UMR's qualifications for admission/enrollment should contact the following for application instructions: UMR Office of Admissions, 1870 Miner Circle, 106 Parker Hall, Rolla, MO 65409, phone 1-800-522-0938 or on the web at admissions@umr.edu.

Astronomical society

Von Braun Astronomical Society astronomer Gena Crook will show "The Night Skies of Autumn," Saturday at 7:30 p.m. at the Wernher Von Braun Planetarium in Monte Sano State Park. For

non-members, admission is \$3 for adults and \$2 for children 12 and under. Weather permitting, a star party, using the big VBAS telescopes, will follow. For details call Mitzi Adams (256) 961-7626.

Civilian deployment

Civilian employees are needed to support Aviation and Missile Command missions overseas. Deployment opportunities exist in Southwest Asia in support of Operation Enduring Freedom and Operation Iraqi Freedom. Skill sets needed include acquisition, maintenance, supply, quality assurance, engineers, operations officers, logistics and automation, among others. Civilians interested in deploying should notify their supervisor and call Jane Wyatt 876-4106 or Maj. Felicia Carter 313-3867.

Rustic Lodge

Civilian Welfare Fund's Rustic Lodge has new office hours: Monday 9 a.m. to 1 p.m., Tuesday through Thursday (by appointment only), Friday 9 a.m. to 1 p.m., and closed Saturday and Sunday. Call 883-7383 for details or to reserve this facility for your organization or club.

Post garage sale

Morale Welfare and Recreation will hold a postwide garage sale from 8 a.m. until noon Oct. 4. The garage sale, open to the entire Redstone community, will be held in the south end of the Post Exchange parking lot. Permits to sell items can be purchased at building 3711 (corner of Patton and Aerobee roads) for \$5. All items being sold must be personally owned or used and sellers must be in place by 7:45 that morning. Prohibited items include new commercial items, food items, pets or live animals, drug related items or home remedies, and items of questionable ownership or origin. No vendors will be allowed. This is a one-day event, rain or shine. Call 313-1203 or 876-4531 for more information.

Flying activity

Redstone Arsenal Flying Activity will have its annual Open House, Oct. 4 from 9 a.m. to 3 p.m. Admission is free. There will be Mini Flying Lessons for \$30 for adults and \$25 for children 12 and under. The event also includes certified flight instructors on hand, simulators, and hamburgers/hot dogs and refreshments for a minimal price - free to members. It's open to the entire Redstone community. Active duty, retired and Guard/Reserve military, DoD, Redstone/NASA contractors and dependents are all invited. Initiation fee (\$28) will be waived for joining the Flying Activity at the open house. For more information, call 881-3980 or 880-9495.