



Surface Forces Logistics Center

SFLC EXISTS TO SUPPORT THE FLEET

Summer 2022; Volume 12, Issue 2

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SFLC'S WOMEN IN LEADERSHIP: EXPERIENCE AND ADVICE FROM A FEW OF OUR BEST

Anissa Windsor (Faulkner)

Title: IBCTPL Supply Branch Chief Years at SFLC/Position: 38/9

I started my career as a student aide in 1984 making the minimum wage of \$3.35 an hour. I do not remember any female leaders at that time and back then I was thinking that if I made it to a GS-7 I would be "living the dream!" My 11th and 12th Grade Office Education Teacher taught more than professional skills; she really prepared me for the real world. She taught us the importance of maintaining a good professional reputation by having a strong work ethic, good customer service skills and taking accountability for your actions.



I was inspired by Lisa Krynick, the original Patrol Boat Product Line Deputy when SFLC first stood up. She was always a very confident person who could speak intelligently to anyone at any rank. Lisa worked her way up within SFLC from the very bottom of the GS pay scale. She also made sure employees understood the importance of their positions and how it directly (or indirectly) supported the fleet.

In my current position, my biggest challenge is limited personnel and financial resources. Our product line (IBCTPL) has never had the billets needed to perform the work required to support our fleet (which has the oldest cutters still in service). While the product line has been able to hire contractors to make up for the limited resources, it's only because of the extraordinary, dedicated staff that I have the pleasure of working with, that we are able to maintain this aging fleet.

Despite the challenges, I am most proud of achieving my current position as Supply Branch Chief. Thinking back to when I was a student aide in high school, I could have never imagined that I would be in a position where I was responsible for a \$100M budget. I appreciate the confidence that my PL and the command has shown by entrusting me with this very important position.

To those just beginning their career that may have aspirations of climbing the ladder, I'd say work hard and maintain good working relationships with everyone you work with and for. The Coast Guard is a small organization, and you never know what the future holds. During down times, ask if you can help someone who may be struggling to complete their work, even if it means having to be trained on something new. Knowledge is power! If you can, get out on a cutter to see the results of your work. There can be a stigma that civilians do not know what it's like on a cutter. So, if you can, get out on a cutter or even underway to see what that \$1.5M Z-drive you just spent two years contracting looks like in person!

CO CORNER

Team SFLC,

Summer is in the air, and it is great to see rising temperatures, flowers blooming, and co-workers returning to more in-person collaboration now that vaccination and boosters are commonplace and effective. It has been my great pleasure in recent months to visit with SFLC staff in Alameda, Miami, Norfolk, Ketchikan, and Seattle. I look forward to getting “on the road again” to visit with more of you in person, hear about the work that you are doing, and discuss the positive impacts that you are having on Coast Guard mission execution!

This edition of the SFLC newsletter is devoted to the theme “SFLC Women in Leadership.” While Women’s History Month was officially observed in March, no matter – any day is a great day to celebrate the rich diversity of SFLC’s military and civilian workforce, including the outsized impacts of our women leaders! The Coast Guard has come quite a way in terms of ensuring true gender equity and inclusion since I first donned a blue uniform 32 years ago. Many organizations pay “lip service” to diversity and inclusion, but our Service’s leadership has consistently led the way in terms of creating a culture that values the individual differences of our military personnel and civilian employees. I am extremely proud to tell people that the Coast Guard was the first military service to open all jobs and specialties to both men and women, and that one’s competitiveness for hire or assignment is based on that individual’s experience, performance, and potential – not on their gender.



CAPT Paul Stukus

We still have barriers to overcome to ensure true equal opportunity for all military afloat assignments. Several of these obstacles are in the process of being removed by SFLC engineers, project managers, and technicians. Many of our older cutters were built during an era when mixed gender crewing was not even an afterthought. The IBCT Product Line, Engineering Services Division, and Coast Guard Yard recently partnered to develop a prototype berthing area modification to facilitate greater assignment opportunities for women onboard our 140’ Bay Class icebreakers. Similarly, efforts are underway to modify berthing areas on our 65’ WLRs to better accommodate mixed gender crews. Crewing on both of these asset classes has been historically male-dominated, which effectively excluded many of our female shipmates from serving on the Western Rivers and the Great Lakes. These current efforts, coupled with the construction of newer assets (FRCs, NSCs, OPCs, PSCs, and soon WCCs) are vital to improving Sea Duty Readiness. All of these efforts directly support the Commandant’s vision for [Ready Workforce 2030](#), which lays out the strategic plan that will enable the Coast Guard to remain an employer of choice in the future, and thus ensure our Service remains Semper Paratus.

As I have previously stated on many occasions: if you are not actively working to be inclusive, you are likely being unwittingly exclusive. Inclusion is an energy-consuming process; however, the return on even a small investment of energy geared toward inclusion can be surprisingly large.

I am VERY excited for the release of this themed newsletter. I ask you to take the time to read the profiles of a just a few of our many standout women leaders. I assure you that you will be impressed at all the ways they contribute to the strength of SFLC and the Coast Guard!

Captain Paul Stukus
Commander, Surface Forces Logistics Center

CG-45's CORNER

Hello from the Office of Naval Engineering in Headquarters!

Well another transfer season has snuck up on us and I would like to take this opportunity to recognize our arriving and departing CG-45 team members: CDR Andres Camargo, CG-451, will PCS to Sector Key West as the Logistics Department Head, and will be replaced by CDR Brian Fitzpatrick, who is coming from CGC WAESCHE. CWO Lee Airth, Small Boat Systems Manager, retired 08 April after 35 years of service, and his replacement, LT Elizabeth Baird is completing Grad School before reporting 23 May. We will be saying our farewell to our Patrol Boat System Manager LTJG Caleb Tvrdy and welcoming LT Kyle Carosotto from Industry Training in Seattle, WA. LT Connor Stevens, MEC Systems Manager, is heading to Base Miami Beach as the MAT/WAT Division Chief and will be replaced by LTJG Laura Irish, from CGC MUNRO. We know those heading out from CG-45 will make tremendous impacts at their new units, and we look forward to the insights and experiences from our newest team members.



CAPT Thomas Lowry, Sr.

Thanks again to everyone who participated in this year's highly successful NECAT. The feedback we received from the field indicates that the presentations and panels were far reaching, relevant and valued by our community. In July we will be addressing the questions/comments that we weren't able to incorporate into the live events, and the results of Problem Statement work led by our Regional Naval Engineers.

Across the fleet we are welcoming 50 new Student Engineers from the Coast Guard Academy Class of 2022. These newly commissioned Ensigns will be reporting to major cutters to build the experiential foundation for a successful career in Naval Engineering. Please ensure that they are assigned a mentor and are provided every opportunity to succeed on their path to a successful career in Naval Engineering. I also want to get the word out, that officers who didn't serve in a naval engineering billet for their first tour, can enter naval engineering and start their Student Engineer PQS on their second tour.

There are a lot of exciting things happening at the Office of Naval Engineering. With the new assets coming on line and the effects to fleet mix, we are seeing significant changes in the complexity of naval engineering systems and the core technology that they are built around. To ensure that Naval Engineering is prepared and equipped to support our current and future Surface & Coastal fleet, we are taking a hard look at our programs and making considerable changes both in policies and to our business lines. In the next couple of months we are going to release an update to the Safe-To-Sail instruction that for the first time includes shipboard technology, such as the Machinery Control and Monitoring System and Human Machine Interfaces, as a requirement to safely operate a cutter.

CG-453 (Navy Type/Navy Owned) celebrated its first birthday on 20 Apr 2022. In under a year, CG-453 has taken a fix and charted the course for the next 5-years. We now have a clear picture of what NT/NO systems are installed on our assets, the growth in equipment counts with the new assets coming on line, and we are collaborating with the Navy for funding and logistics support.

Innovation is essential to the health and success of the Naval Engineering Program. If you have an idea to update naval engineering policy, improve mission support, increase efficiency, etc. please engage your local leadership and start the conversation.

*Captain Thomas Lowry Sr.
Chief, Office of Naval Engineering*



CMC CORNER

Shipmates,

First off, let me thank you all for the hard work and support. I'm constantly impressed by what we accomplish for our Service. There is no other unit like SFLC. We are true professionals when it comes to Supporting the Fleet and ultimately, enabling mission execution. We are all challenged with new systems, technologies, processes, and methods. We've recently navigated through what I hope to be the tail end of the COVID-19 pandemic. I'm happy to see things getting back to normal, and more of us returning to our office spaces.

We have some changes in leadership throughout our organization including Admiral Linda Fagan becoming the first female to serve as Commandant of the Coast Guard! Master Chief Heath Jones is taking over for Master Chief Jason Vanderhaden as MCPOCG, and a great friend of mine, Jahmal Pereira has taken over as the DCMS Gold Badge CMC.

Always keep an eye out for opportunity: Advanced Education, Special Assignments, Recruiting Incentives, our Tuition Assistance Program (soon to be open for Civilian employees as well), and on the enlisted side, advancements are flowing! For members seeking guidance on a program or opportunity, please call me. I'm always here to support and together, we can work to help you meet your goals.

We're actively working on making improvements to our EPOQ/Y program, SFLC's LDAC, and Unit Morale Committees; please consider participating in a meeting, or attending an event. Your participation can have a positive impact on every one of us.

I look forward to traveling to meet and talk with as many of you as possible. Please, don't hesitate to reach out to me. Let's continue to check-in on each other, and please, allow people to check-in on you.

MCPO Paul Greenwood

Command Master Chief . Surface Forces Logistics Center



MCPO Paul Greenwood

SFLC'S WOMEN IN LEADERSHIP: CONTINUED

SKC Kimberly Borroni

Title: CPD, Contracting Officer Years at SFLC/Position: 8/1

The most challenging thing I currently face is constantly reminding our female workforce that they are enough. Military women have this innate need to do more to "prove" themselves worthy of service just to be compared to their counterparts. This need to do it all can cause burn out and retention loss.

The CG has come a long way since I joined in 2001. The women's retention study made great strides in listening to how different it can be serving in the military as a female. I can't speak for all women because as individuals we have different aspirations, goals and standards. However, a major challenge I see now is: "Do I see someone like me making it to where I want to be?" We have our first female Commandant of the CG and the first woman to lead a military branch. I think we're well on our way to seeing great changes. It's great to see the first but, even better when there's a second or third, because that indicates change.



CDR Alexandra Cherry

Title: Small Boat Product Line Manager Years at SFLC/Position: 5/1

I began my career with the Coast Guard in a graduating CGA class (2004) that included only 30 women. I went into the Coast Guard knowing that as an officer I would have to lead all kinds of people; it didn't matter to me who they were. I could imagine myself as a leader. With few exceptions, from the most junior personnel to peers to senior leadership, people respect leaders who care.

Many people have inspired me over the years. My dad was the Manager (Ranger) at a Metropark where I grew up. I would stop by his office every day on my way home from school or practice to say hi. Without doing anything but being his gregarious self, I saw the respect people had for him. He was a natural. Since I've joined the Coast Guard, I've been inspired by watching people in my charge achieve a goal or qualification they've been working for a long time. It doesn't get any better as a leader than seeing your people succeed. Cheering on my peers as they get promoted and take exceptionally cool jobs: CDR Heidi Koski – first female PLM at Patrol Boat; CDR Lauren Dufrene – first female CG YARD XO; and CAPT Jessica Rozzi-Ochs – first female Captain of CCG EAGLE. Watching these tremendously talented leaders shatter glass ceilings is more than inspirational; they are leaving a legacy for others to follow.

Early in my career, lack of self-confidence was my biggest achilles' heel. I was more hesitant to ask questions and jump in if I wasn't 100% sure I could ace whatever it was. As I moved along, my willingness to ask questions and reach out for help matured, and I realized it's one of the best ways to develop professionally and personally – that and teamwork. Nowadays imposter syndrome still plagues me from time to time. I'll find myself comparing me to everyone else in the room and wondering if I measure. To jog myself out of it, I remind myself that while they may have their strengths, so do I, and it's good that they are different strengths because that makes a more effective team.

I think one of the challenges that still separates us from our male counterparts is family planning. If a male chooses to have a baby and be an EO afloat, they can do it at the same time. Whereas a female cannot be pregnant while underway. Also, some commands still do not have robust or any nursing areas. Just 6 months ago, I spoke to a civilian employee who was pumping in their car. This prompted change, but it's still an issue that is way too often overlooked.

There have been other challenges to overcome too. A military member once told me that I belonged in the kitchen barefoot and pregnant. He essentially refused to work for me and told his people to ignore what I said. Needless to say, he was removed from the cutter after one patrol. There were other frustrating experiences or social stigmas early in my career that I could have allowed to limit my professional growth. But, they just made me hit the process guides harder and rely on the cutter EOs and the tremendously skilled warrants around me to succeed.

I advise those early in their careers to be yourself. Camaraderie is a wonderful thing. But, don't think you have to be one of the guys or conform to a certain leadership style to fit in or be successful. The only way you can be a truly great leader is to be authentic to yourself. Seriously, that goes for everyone.



Mildred “Millie” Escobosa

Title: CPD, Chief of Contracting Years at SFLC/Position: 32/4

I was initially an enlisted member of the Naval Reserves. I was unable to promote as quickly as I'd like, so I transferred to the Coast Guard Reserves. While at my assigned unit PSU 305 as an E-6, I met a great leader, SKC Michael Robinson at PSU 305. He was my supervisor and mentor. He recommended I apply to the CWO cadre and walked me step-by-step through the process.

I've been inspired by many leaders, as each inspiration leaves a needed lesson, a thought, a memory that propels your own career to success. My longest inspiration has been Ms. Mia Grant, USCG, Deputy Head of the CG Contracting Activity. As a Hispanic woman, I find her accomplishments remarkable and I try to utilize some of her ideas and successes to improve my own AOR.

One of the challenges women experience in the CG is access. Women need a seat at the table, whether civilian or military. It has been my experience, that meetings at the HQ level seem to lack the most diversity as it relates to gender and ethnicity.

I've been fortunate enough to partner with senior leaders who have influence. At SFLC, Mr. Michael Leonard is an example of such a leader. He builds bridges between parties that help create a more inviting environment for women to express themselves freely and he has helped provide a good atmosphere in which to share ideas and recommendations. He is a true partner!

We all experience some level of resistance and I am no exception. At times, I have attributed resistance to being a minority and a Hispanic woman in a leadership role. My only weapon to overcome resistance is persistence and project success. The numbers don't lie. While there are challenges in the 1102 career field, SFLC CPD staff are closing out FYs successfully and getting the job done. "Proof is in the pudding," as they say!

Some parting advice would be 1) Do not work in a vacuum. Have a variety of mentors, to include males, and find diverse coworkers you can engage with to create a daily support network. 2) Speak up! It's not healthy or helpful to avoid necessary conversations. If you don't feel included, say something. Others may innocently not understand or realize your challenges. Help educate your peers in a professional manner.



SKCS Danielle Farmer

Title: SBPL Financial Serv Mil Team Lead Years at SFLC/Position: 1/1

The higher up you go in the Coast Guard, there is a certain degree of loneliness for females. I am often the only female in the room, and I have not had a lot of female mentors/ leaders to look up to on my path in the Coast Guard. I am proud of making Chief, and very proud of making Senior Chief, but the thing I am most proud of in my career is leading and mentoring people and watching them advance and be successful in their careers.

We have made some positive strides in female retention, but I still think there is room for improvement. At SFLC specifically, I think we could do more mentoring, perhaps a Women's Leadership Mentoring lunch, and ensure we are all fixing each others crowns instead of pointing out it was crooked in the first place. I wish I had a female mentor in

my life that could have helped me through some of my struggles as a young coastie, whether it be pregnancy, weight standards, rumors, etc., and I would like to be the mentor that I wished I had to someone else.

Elise Hernandez

Title: ESD, Electrical Systems Section Chief

Years at SFLC/Position: 4.5/1

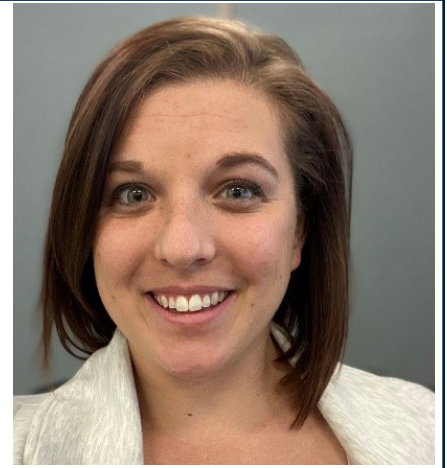
I went to the Coast Guard Academy and was excited by the opportunity it provided for leadership. I'm thankful the choices I made when younger have provided an opportunity for me to get to where I am today.

While I was on Active Duty, I got to work for LCDR Dan Kahn, CDR Jeff Payne, and Mr. Mike Parrish. They gave me opportunities to implement my vision, trusted me to do my job, and always spoke to me in a way that made me feel they respected my opinion. As a result, sweeping changes for the maintenance management program at the Patrol Boat Product Line were made.

It is difficult to believe you'll be successful in an organization where you have little to no representation at the top. There aren't many female engineers in the Coast Guard, and there are even fewer of us on the civilian side. Identifying and connecting with a mentor or peers, even when not geographically co-located, would go a long way to quell feelings of loneliness or like nobody understands what it's like being the only female in the room.

I'm extremely proud of the people I've gotten to work with and the teams I've built. While all leaders experience resistance, I've chosen to attribute it to something I can control rather than assuming the issue is my gender. I take some time to get to know people, figure out what motivates them, and do my best to communicate in a way that's effective for them personally. When members can't get onboard with your vision, and refuse to buy into what you're leading them towards, use the management tools you have to hold them accountable to change.

Women's issues are really just human issues. Putting issues that women experience into a box and assuming others aren't affected by them is a disservice to humans. Loneliness and potentially feeling a lack of representation in your leadership is not something that only women experience. Taking the time to get to know the people who work with and for you will always benefit your team and be a good use of your time.



CDR Heidi Koski

Title: Patrol Boat Product Line Manager Years at SFLC/Position: 5/2

I knew that I would be in a male-dominated profession when I first joined the military and then chose to pursue engineering, but I never really notice it on a day-to-day basis. I've become more aware of it the more senior I've gotten just because there are fewer senior officers in general, and thus fewer women. Setting out to be the "first" was never a goal of mine, I'm truly humbled to be a Product Line Manager.

I learned independence at an early age and how to become part of a close community that needed everyone working together to achieve success. And that has directly translated to my career, especially at PBPL where it truly is a team

effort to support the Patrol Boat fleet 24/7.

Admiral Schofield has been a wonderful mentor throughout my career. I first met him as a LT and what struck me the most was how he took the time to get to know me as a person. He would take a few minutes of his day to ask not only how work was going, but how home life was. He always ended the conversation by focusing on the positive and encouraged me to keep striving to do better.

I think challenges are similar for both women and men: What do you want out of your career? How do you set yourself up for a successful career? How do you find work-life balance? There may be a few more factors that women take into consideration such as: if the cutter has female berthing available, timing of starting a family, environments and cultures that may not be as accepting towards women.

Know that challenges AND opportunities will come to you based on being a female. Own it and use whatever comes your way for good. Find those peers and mentors that support you and do your job as best as you can.

Jennifer Madden

Title: ALD Logistics Compliance Branch Chief

Years at SFLC/Position: 32/.4



I always knew I had the potential to become a leader! I was blessed to have strong supervisors, both male and female leaders, who throughout the years, supported, mentored and encouraged me to do my best. I owe many of my own accomplishments and successes to the leaders who paved the way before me. Beth Bunn (Retired as Command Master Chief, became a civilian – Branch Chief of the SFLC-ALD-Logistics Supply Support Branch, and now serves as a contractor) inspired me, not only because she was a female who held several prominent, leadership positions, but because of her positive work ethic and vast work experience. She had an ability to see in me things I didn't even see in myself. Under her mentorship, I achieved my first supervisory position.

Decisions that impact another person's position and future career path are some of the most important decisions a leader can make. Developing your workforce by providing the tools, training and support they need to bring out "their" individual best always benefits the team and organization as a whole. A good leader will stay in tune with what's important to his/her team, and will strike a delicate balance between ensuring work is being accomplished in order to meet objectives while also striving to boost and maintain the morale of the team and maintain a positive atmosphere. Giving proper recognition goes a long way. In my experience, when people know they are valued, appreciated and recognized for their contributions, they will continue to work hard and do a great job!

The way to address diversity challenges across the Command, or in any workplace, is to provide equal opportunities, to both men and women for advancement, provide the same training and exposure to on-the-job activities. Some women may feel marginalized in the work place. For example, if most of their peers within their specific field are men, and they are excluded from certain meetings or functions. I have seen this improve through the years but, I'm sure some women still experience exclusion. If, as leaders we continue to foster an environment where women are encouraged and comfortable to develop their career interests, barriers will continue to break down!

CSCS Kelly Sterns

Title: Yard Command Senior Chief Years at SFLC/Position: 2.5/.6



I never thought of the Coast Guard as a male-dominated profession; it was the military. Gender in the ranks wasn't something I noticed either. I simply saw the Coast Guard as one entity, one team. It wasn't until adulthood that I considered the Coast Guard as part of my career path. To be honest, at the time, I wasn't even sure if I wanted to make it a career, but it offered some life changing opportunities.

Two incredible leaders that have impacted me were LT Sheena Bannon and LT Emmanuel (Manny) Jones. Both are prior enlisted. I had the pleasure of working with them while I was stationed aboard CGC LEGARE. LT Jones (CWO at the time) was a prior SKC, and was the Supply Officer onboard. LT Bannon (ENS Bannon at the time) was a prior OSC. They have both looked out for me and helped me grow professionally and personally. They both have qualities I value as leaders. They are intelligent and skillful but, more importantly they are the most approachable, kind, selfless people I have had an opportunity to work with during my career. They can make you think anything is possible and that any goal is reachable.

My advice would be to not look at anything as male-dominated. If you want to be involved with something or do something, just go ahead and do it. I would encourage people to request assignments afloat as often as they can. There is nothing quite like it. Everyone is experiencing all the highs and lows together. It is incredible to watch people grow, train each other, and depend on each other. Get out of your comfort zone, learn to work and live with different personalities!

Lisa Parks

Title: BOD Information Systems Branch Chief

Years at SFLC/Position: 33/.7

First of all, I never dreamed I would be a leader within the Coast Guard at all. In 1990, I worked in a section with all men, except for the two telephone operators who physically sat in a different building than the rest of the section. In my 33 years, I have only had one female supervisor and that was only for about 6 months. My supervisors have always encouraged me to work hard and pushed me out of my comfort zone which in turn molded me into the person I am today.

My parents played a huge role in my success with the CG. My father instilled his incredible work ethic into my everyday life and my mother provided the support needed to ensure I excelled in school and made the honor roll every marking period. They were strict and loving and insisted that I never settle for less and that is exactly what I have done. My father inspired me to be a leader. He is one of the hardest working men I have ever known.

I am most proud of the fact that I started as a GS-1. I watched many co-workers retire as a GS-5 or GS-9 with 30 plus years of service. Never in a million years did I think I would have an opportunity to apply and achieve a GS-15 position. I am also proud that I have earned the respect and friendship of so many people throughout the CG. Over the years I've had to overcome some resistance, sure. I worked hard and wasn't afraid to get my hands dirty. I did the same job as my male colleagues and, in some cases, I did it better! But, I would also point out what I couldn't do it without them. I have been extremely lucky to have always been surrounded by wonderful male role models in my career who encouraged me to grow.

As a leader, the most important decisions I make are the ones that affect my employees. When I think about that, it kind of scares me...my decisions and actions could affect their entire life, promotions, removals, etc... In turn, those important decisions also turn out to be some of the hardest decisions I have to make.

I wouldn't be in this position without the support and team work from everyone I have worked with over the years. Some parting advice I would offer is that it's not about being liked; it's about being respected. So work hard and learn as much as possible. Be confident, truthful, and trustworthy. That will put you on the road to success!



CWO2 Shikeiyunda Savain

Title: Finance & Supply W2 Years at SFLC/Position: 2/2

To this day, I am still in shock about my current Coast Guard role/title. I never imagined achieving my current rank as I was eager to only serve for 4 years and get out. I did not think of the military until my 12th grade year when I realized I was not ready for college. My application to the Navy was delayed, so I went to the military recruiting center where all the branches were located in my hometown. I just so happened to walk into the CG Recruiting Station Montgomery and was greeted by Chief Lucas. A few months later I was at boot camp.

I've been inspired by a few leaders along my career that include CWO Mitzie Robinson/CWO Marcella Elliott and SK1 Lona Leeson (all retired). As a young SK3/SK2, these women showed me what leadership was and what it is like to look out for your people. They took me by the hand and helped mold me into who I am today. I've learned the importance of empowering your members and assuring them that they are cared for. I am a firm believer that if you work for your members, they do not mind working for you.





LCDR N. Elaine Valadez

Title: IBCT Engineering Branch Chief

Years at SFLC/Position: 4/1

I joined the CG through the College Student Pre-Commissioning Initiate program, but I wasn't sure how long I would stay in. I naturally gravitated towards leadership roles because I enjoy higher levels of responsibility and having an impact. Fortunately, I found my place as an engineer in the organization and I love my career.

No specific individual has inspired me, but many good leaders that have taught me to believe in myself. The leadership qualities I value most are being present, emotional intelligence, mission dedication, and possessing a clear communication style. In my current role at IBCT, I make decisions that will have a lasting impact on our fleet and Naval Engineering policy, but I think the most important decisions are much smaller than those. Choosing to be calm when frustrated, trying to

understand rather than win an argument, recognizing when others are lacking the training and/or resources to accomplish their tasking- those are the types of things that can really make a difference in workplace climate.

Overall, I have felt prepared and ready for my career. However, there have been challenges to overcome. As a queer Latina, I had some difficult experiences. There was blatant homophobia and sexism at my first unit, to the level that I asked to be discharged using Don't Ask Don't Tell. I didn't think I could stay in the organization after only one year at sea. Fortunately, the number of people who were kind outnumbered the people who were not. I have also witnessed members standup for others, and me, when we could not speak up to the problematic behaviors for ourselves. I now have more confidence and less fear, and am better equipped to speak up for myself and others. My ongoing challenge is to act on behalf of myself or anyone who is being mistreated and work towards repairing the workplace environment so they can thrive and feel safe.

I am most proud of being the CGC Mellon EO. I enjoyed working closely with junior officers and providing them with a safe, encouraging environment for their first unit. I recall being told I was "too nice to be an EO". That seemed like a type of gender criticism, but even if it wasn't meant that way, I don't intend to change. I think leaders can be both kind and effective. And, I am so excited that we are the first military service to be led by a woman! That doesn't prove the organization has overcome sexism completely; we each should challenge our bias's so all members of the workforce feel encouraged.

Some advice for women beginning their careers would be to realize you don't need to match to anyone's leadership style, be authentic based on your own skillset. Recognizing that life comes in waves has helped me manage challenging times, and overall, I have learned I work best with a solid personal routine. Having a good workout plan and a strong support network of friends has kept me going through the tough times. Find your unique voice and don't be too hard on yourself as you learn how to express it.



MILESTONES: MILITARY PERSONNEL

JUNE 2021 - DECEMBER 2021

OFFICER PROMOTIONS

CDR Michael S. Dykema	IOD
CDR Amalia D. Boyer	LRE
CDR Michael S. Adams	ESD
CDR Tudorel Caliga	MSU
LT Matthew T. Williams	PBPL
LT Francisco M. Fano	PBPL

ENLISTED ADVANCEMENTS

EMCM Robert L. Gilpin	IOD	MKC Bobby Crawford	IBCT
MKCS Tony L. Turner	PBPL	MK1 Zachary Wilson	LRE
SKCS Justin R. Gregory	PBPL	MK1 Joshua A. Kump	LRE
ETC Willie J. Carter	IBCT	SK1 Michael P. Reilly	MSU
EMC Aldo Agard	MSU	SK1 Emily Greenhouse	CPD
GMC Andrew Y. Chan	ESD	SK2 Troy D. Bowersox	CPD
MKC Corey Trejo	LRE	SK2 Isaiah Ragan	CPD
MKC Paul Ashness	SBPL	SK2 Tyrone W. Johnson	CPD

Retirements

CDR Robin Kawamoto	IBCT	DCCS Andrew Beshears	LRE
LCDR Raymond Pamatian	IOD	MKCS Stephen Plotner	IOD
CWO4 John Hollins	SBPL	MKCS Jason Leeper	SBPL
CWO4 Jose Suarez	PBPL	SKCS Jeremy Wright	ALD
CWO4 Travis Parks	LRE	ETC William Pearson	ESD
CWO3 Marlene Tolliver	LRE	ETC Michael Leveille	ESD
CWO3 James Conley	IBCT	ETC Michael Huber	SBPL
CWO3 Jeffery Glidewell	PBPL	EMC Oscar Wetzel	PBPL
CWO2 Joseph Majewski	PBPL	EMC Nathan Watson	SBPL
CWO2 Robert Taylor	PBPL	EMC John Vlad	SBPL
CWO2 Erick Keerins	LRE	SKC Patricia Brown	CPD
CWO2 Omar Matthews	ALD	MKC Edgardo OrtizRomo	SBPL
CWO2 Justin Aldridge	ESD	MKC Jason Sadler	PBPL
CWO2 Shawn Hines	IBCT	MKC Samir SatourChraa	PBPL
CWO2 Michael Grimes	IBCT	MKC Erick Brugioni	IOD
ETCM Ryan Allen	ESD	MKC Omar Rivera	LRE
MKCM Anthony Dowd	SBPL	MK1 Joachim Boyles	SBPL
MKCM Guy Tharpe	IOD	MK1 Tyler Graves	LRE
EMCS Lara Thominson	IOD	EM1 Paul Stebbing	LRE

MILESTONES: MILITARY PERSONNEL

AWARDS

LT Joseph Rizzardì	CGCM	PBPL
LT Mitchel D. Herrador	CGCM	PBPL
LT James Formosa	CGCM	IOD
LTJG Justin R. Blais	CGCM	IBCT
CWO4 Clifford Mooneyham	CGCM	PBPL
CWO4 Jason T Self	CGCM	PBPL
CWO4 Christopher M. Wagner	CGCM	IBCT
CWO3 John Bowles	CGCM	PBPL
CWO2 Suyat Bronson	CGCM	IOD
EMCS Lara L. Thomlinson	CGCM	IOD
MKCS Stephen W. Plotner	CGCM	IOD
MKCS Aries T. Knoll	CGCM	IOD
MKC Joseph Harris	CGCM	IOD
MKC Anthony Gonzales	CGCM	SBPL
EMC Javier Castillo-Torrez	CGCM	IOD

ENLISTED PERSONS OF THE QUARTERS

THIRD QUARTER: SK1 ERIC FOSTER	CPD
FOURTH QUARTER: SK2 BARBARA FALERO	CPD
SFLC EPOY ET1 MELISSA HYACINTH	LRE

MILESTONES: CIVILIAN PERSONNEL

JUNE 2021 – DECEMBER 2021

PROMOTIONS

Luke Bailey	IOD	Supvy Management & Program Analyst	GS-13
Gina Baran	CPD	Purchasing Agent	GS-09
Teresa Blair	ALD	Lead Supply Technician	GS-07
Ramon Brito	ESD	Electrical Engineer	GS-13
Brittany Center	WSD	Program Specialist	GS-09
Jeffery Cole	ALD	Equipment Specialist	GS-12
Joshua Dombroskie	ESD	Supvy Tech Writer/Editor	GS-13
Petal Donald	CPD	Contract Specialist	GS-09
Jessica Fields-Jensen	WSD	Management & Program Analyst	GS-12
Colleen Gellert	BOD	Program Specialist	GS-11
James Glover	BOD	IT Cyber Specialist (INFOSEC)	GS-14
Karen Harding	WSD	Management & Program Analyst	GS-12

MILESTONES: CIVILIAN PERSONNEL

JUNE 2021 – DECEMBER 2021

PROMOTIONS cont'd

Kevin Hayden	SPBL	Supvy Budget Analyst	GS-12
Jonathan Heineman	BOD	Supervisory IT Specialist	GS-14
Richard Infantino	ESD	Supvy Tech Writer/Editor	GS-13
Terence Jones	ALD	Lead General Supply Specialist	GS-12
Derek Lazaroff	CPD	Contract Specialist	GS-13
Jennifer Madden	ALD	Supvy Logistics Management Specialist	GS-14
Fidel Manansala	BOD	Supvy Program Management Specialist	GS-15
Christopher Nettles	ESD	Electrical Engineer	GS-14
Peter Noy	BOD	IT Cyber Specialist (INFOSEC)	GS-14
Lisa Parks	BOD	IT Cyber Security Specialist (INFOSEC)	GS-15
Tresha Riley	ALD	General Supply Specialist Lead	GS-09
Adam Strohecker	ALD	Supply Technician	GS-06
Michael Westmoreland	ALD	Freight Rate Specialist	GS-09
Donnell White	CPD	Purchasing Agent	GS-08

RETIREMENTS

Stephen Wynne	IOD	38 Years	Susan Brown	CPD	20 Years
Carl Lundquist	ESD	33 Years	Thomas Cramer	IOD	20 Years
Sharon Woodson	SPBL	30 Years	Toby Peterson	IOD	17 Years
Susan Requa	IBCT	22 Years	Danny Amick	IOD	8 Years
Edward Wilson	ALD	21 Years	Timothy Wallace	ESD	8 Years

CIVILIAN EMPLOYEE OF THE QUARTER (CEOQ)

Rebecca Davis, IBCT, Level 1 (4th Qtr. FY21 July-Sept)
Petal Donald, CPD, Level 2 (4th Qtr. FY21 July-Sept)
Jillian Noblett, CPD, Level 1 (1st Qtr. FY22 Oct-Dec)
Gina Baran, CPD, Level 2 (1st Qtr. FY22 Oct-Dec)

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