

INSIDE THIS ISSUE:

<i>Chapter News</i>	1
<i>Next Chapter Meeting</i>	1
<i>Family Surveys</i>	2
<i>Resource Spotlight</i>	2
<i>Annual Meeting Recap</i>	3
<i>After The JAG Corps</i>	4
<i>Upcoming Events</i>	4

HAPPY HOLIDAYS FROM MOAAJAVC!

Season's greetings from your MOAA Judge Advocate Chapter! This month many of our chapter members are doing great work supporting their communities across the country and the world.

If you have photos of the work you and your family, friends, coworkers, or team have been doing send them in to moajavc@gmail.com. We'd love to highlight the great community work our members do in the newsletter and website, MOAAJAVC.org

Also as a reminder, if you know a deserving current or former judge advocate doing great work, nominate them for the *Maj Gen Joseph Lynch Annual Award* for career field achievement.



Stephanie Rose and Lt Col Brooks Rose at Arlington National Cemetery's 2024 Wreaths Across America event.

If you know a member of MOAAJAVC that is doing great work for the Chapter, nominate them for the *CAPT Erin Stone Chapter Member of the Year Award*.

Each award takes only a short written nomination

(2-3 paragraphs) telling us who the nominee is, where they work and what great work did over the last year. Email nominations to the chapter email account. Deadline is 31 January. Awardees will be recognized in February's Chapter Meeting.



**2025 MOAA
Signature
Group
Burgundy &
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River Cruise**

Sept. 14-21, 2025

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JANUARY 28, 2025 CHAPTER MEETING

Our next chapter meeting will be Tuesday 28 January at 8pm EST/ 7pm CST/ 6pm MST/ 5pm PST on Zoom.

We will welcome Mr. Gerald R. Lefler, Director of the Fort Sam Houston National Cemetery to discuss the National Cemetery system and his

responsibility for all burials, maintenance, and administration of one of our largest national cemeteries and two large satellite cemeteries.

We look forward to seeing you there!

<https://us02web.zoom.us/j/83913769859?pwd=JUBblwHT.RZUSaoUEOAC10wMz3h3sg.O.1>

Meeting ID: 839 1376 9859
Passcode: 406808



The Military Officers Association of America (MOAA) is the country's leading nonpartisan organization protecting the rights of military servicemembers and their families.

To them, we have made the same promise that they have made to their country:

Never Stop Serving.

Join MOAA at:

<https://www.moaa.org>

Want to take action? Do it with a mouse click at:

www.moaa.org/takeaction

Army, Navy Surveys Will Help Identify Needs for Military Families

By: Kevin Lilley

Two ongoing surveys will allow Army and Navy servicemembers and families to weigh in on programs critical to the readiness and morale of the all-volunteer force.

Why take part? MOAA and other advocacy groups use data from these and similar surveys to set legislative agendas, determining which focus areas will make the most difference for the wider uniformed services community. Only by identifying chokepoints, faulty programs, or areas of concern across the services can MOAA succeed in its efforts to improve quality of life for all in uniform, regardless of rank or branch.

Beyond the surveys, servicemembers and dependents can use the new [DoD Housing Feedback System](#) to address more direct housing concerns, such as submitting new maintenance orders, beginning the dispute resolution process on existing orders, and finding contact information for landlords/property managers, housing offices, or other DoD resources.

Some details about the ongoing surveys, including eligibility and open dates:

Navy Military Personnel Housing Survey

What: Survey-takers will be asked about their current housing (type, costs, etc.), how they make housing-related decisions, and how family concerns affect housing needs.

Why: Results will inform Housing Requirements Market Analyses (HRMAs), which are used to determine housing allotments on or near installations. Learn more about the importance of those reports – and some issues with DoD's timeliness in their completion – [at this link](#).

Details: Survey results are confidential. The survey takes 5 to 10 minutes and is open through Dec. 20. [Click this link](#) to learn more and to take the survey – have your Unit Identification Code (UIC) ready.

Army MWR Survey

What: The Customer Needs Survey from Army Family and Morale, Welfare, and Recreation (Army FMWR) is open to servicemembers assigned to Army installations or support activities (regardless of branch) and their family members, along with any other eligible Army MWR participants. It covers the full range of MWR offer-

ings, to include child care, dining, gyms, and more.

Why: "We'll use it to improve existing programs and develop new ones that better serve our customers – and create a more fulfilling Family and MWR experience for everyone," Josh Gwinn, director of Family and MWR programs, said in a [news release announcing the survey](#).

Why Else: Survey-takers will be entered to win a five-night trip to any [Armed Forces Recreation Center Resort](#).

Details: The survey is confidential and takes about 10 minutes. It closes in January. [Click here](#) for details, to take the survey, and to enter the trip sweepstakes. Email amy.m.leon.naf@armymil with questions.

Do you have concerns about housing or family readiness issues that aren't covered by your survey, or do you fall outside the survey pools? MOAA is always seeking feedback from currently serving members and their families to ensure DoD programs are working as intended and quality of life challenges are addressed.

Email legis@moaa.org to reach us.

SPOTLIGHT: MILITARY WOMEN'S MEMORIAL

The Military Women's Memorial, located at the Ceremonial Entrance to Arlington National Cemetery, is dedicated to honoring and remembering the service of our military women, telling their individual stories and collective history to the public,

in order to empower future generations.

The Memorial houses an exhibit gallery chronicling the history of women's service, Hall of Honor and a Central Register containing an interactive database of the name,

picture, service history, and awards of nearly 245,000 past and present servicewomen.

To learn more, visit:

www.womensmemorial.org

Annual Meeting Recap: MOAA President Outlines People-Focused Efforts to Strengthen the Association

By: Jen Goodale

MOAA, in collaboration with leading military family support organizations, has urged the Senate Armed Services Committee (SASC) to prioritize a pressing issue affecting military families: the retention of military spouses employed by the federal government.

In a joint Nov. 18 letter to SASC Chairman Sen. Jack Reed (D-R.I.) and Sen. Roger Wicker (R-Miss.), the committee's ranking member, the organizations called on the committee to adopt Section 1113 of the House version of the FY 2025 National Defense Authorization Act (NDAA). This provision seeks to address the unique employment challenges military spouses face, particularly those in the federal workforce.

Military Spouse Employment: A Critical Issue

Military spouse unemployment remains at 21%, more than three times the national average. Frequent relocations due to PCS moves disrupt careers, often forcing spouses to leave federal employment. These disruptions undermine financial stability and intensify the economic challenges faced by military families.

"Military families face immense pressure from childcare shortages and inadequate housing to the added burden of high unemployment and underemployment rates of military spouses. In many cases, a dual income is vital ... to achieve financial stability," the letter states.

"Section 1113 provides a commonsense, cost-neutral

solution that benefits both military families and the Department of Defense by ensuring military spouses can continue contributing to their family's financial security and military readiness."

Provision Breakdown

Section 1113 introduces flexible measures to improve job retention for federally employed military spouses:

Remote Work Flexibility: Federal agencies would evaluate positions for remote work potential, enabling military spouses to continue their roles despite PCS moves.

Reassignment and Alternative Worksites: Agencies could offer equivalent positions at new duty locations or alternative worksites, minimizing disruptions to careers.

Leave Without Pay (LWOP): For those unable to work remotely or relocate within the agency, LWOP would ensure continued employment status and retention of non-financial benefits such as security clearances. This provision would align with the duration of PCS orders, easing workforce reentry when opportunities arise.

The Federal Government's Role

Private employers, including Amazon, Starbucks, and Boeing, already have implemented initiatives to support military spouse employment, inspired by the READINESS Act framework which serves as the basis of Section 1113.

However, the federal government has lagged in offer-

ing comparable accommodations, a significant oversight given its position as the nation's largest employer and an executive order calling on the government to be the "employer of choice" for military dependents.

Federal agencies "should be setting be the gold standard for supporting military spouse employment," the letter states. "For many spouses stationed overseas, the federal government is often the only viable employer."

A Win for Military Readiness and Retention

MOAA emphasizes the broader implications of military spouse employment for military readiness and retention. Financial instability caused by lost spousal income can hinder a service member's ability to focus on their mission, placing unnecessary strain on families.

By enabling military spouses to retain employment, Section 1113 would ease financial burdens, improve quality of life for military families, and strengthen overall force readiness.

As MOAA and its partners push for the inclusion of Section 1113 in the NDAA, the message to lawmakers is clear: Retaining military spouses in the federal workforce is not just a benefit for families, it is a strategic imperative for the nation's defense.

With the NDAA under deliberation, military families are hopeful this critical provision will garner the support it needs to become law. Use MOAA's Legislative Action Center to ask your senators to support efforts to retain federally employed military spouses.

"Military families face immense pressure from childcare shortages and inadequate housing to the added burden of high unemployment and underemployment rates of military spouses. In many cases, a dual income is vital ... to achieve financial stability."

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Chapter Website
<https://moajavc.org>

Who We Are

We provide opportunities for career networking, professional education, and advocacy. Our organization is non-geographic and can go with you worldwide anywhere you are stationed.

The Military Officers Association of America Judge Advocate Virtual Chapter is here for you. Membership is free and is open to current and former judge advocates on Active Duty, Reserve, Guard, Retired, or Honorably Separated.

As an affiliate of the nationwide MOAA organization, we actively participate in non-partisan advocacy on issues of key importance to military members, veterans, and their families.

Join us at:

MOAAJAVC@gmail.com

AFTER THE JAG CORPS: Navigating Your Career Progression

After The JAG Corps: Navigating Your Career Progression, is a podcast for separating and retiring Judge Advocates. CAPT Tom Welsh talks to former Judge Advocates and others to learn about their respective career journeys after military service and gain insights into marketing the skills developed while in uniform. The Podcast is available on Apple, Google, and Spotify and is published each Saturday morning. This week, CAPT Welsh welcomes retired Navy Judge Advocate Mark Holley to discuss his work at the Navy OGC and his experience as an actor and playwright.



<https://podcasts.apple.com/us/podcast/137-to-be-or-not-to-be-the-question-answered-by-mark-holley/id1602234623?>

UPCOMING EVENTS IN JANUARY

Judge Advocates Association 2025 Jobs for JAGs

28-29 January 2025

Washington DC / Zoom

This two-day event is the premier program for military attorneys transitioning to civilian careers.

Hear from retired and former judge advocates in private, government and corporate practice, as well as members of the judiciary and academia. There will also be presentations from human resource professionals on resume writing and interviewing. All sessions will be offered in-person and virtually via Zoom.

In-person participants will have the opportunity to network with panelists and other participants during lunch and a networking reception hosted by Shook, Hardy & Bacon on January 28th.

For questions and information, please contact:

judgeadvocatesassociation@gmail.com

How the MOAA Scholarship Fund Can Help You

7 January 2025

2-3 pm EST / Webinar

Did you know college students have loans averaging over \$32,000? Couple that figure with an extremely high interest rate, and it's no surprise the average student takes 20 years to pay off their debt.

The MOAA Scholarship Fund proudly offers students of uniformed services families interest-free loans so they are not burdened by a mountain of debt when they complete their continuing education journey.

In response to the skyrocketing cost of continuing education and to better assist these students, the MOAA Scholarship Fund Board of Directors recently approved \$4.5 million for grants for the 2024-25 school year. In 2024, 41% of assistance distributed to these deserving students was in the form of grants – that's up from 12% in 2019! Loan repayments are expected to exceed \$8 million in 2024, allowing reuse of these important funds.

Want to learn more about your eligibility, timelines, and how to

apply for this program? Join us for an educational and informative webinar event, where we'll walk you through the process and answer all of your questions. The free event is open to undergraduate students, recent graduates, and parents of all ranks with a uniformed service/veteran affiliation.

As an added bonus, MOAA has assembled a panel of recent college graduates who will share valuable insights on establishing a professional trajectory and transitioning into a new career. Hear directly from them on:

- What they did during their college days to make themselves more desirable to employers.
- What they know now that they wish they would have known then.
- How they navigated their job search, built their professional networks, assembled their résumés, and stood out in job interviews.

What are you waiting for? Let MOAA help you finance your continuing education and land your dream job! Register today!

<https://www.moaa.org/content/events/transition-and-career/>



Come River Cruising with MOAA's President & CEO Lt Gen Brian "BK" Kelly, USAF (Ret), his wife Garrety and your fellow MOAA members for a vacation to remember.

2025 MOAA SIGNATURE GROUP

BURGUNDY & PROVENCE RIVER CRUISE

September 14-21, 2025 ✈ Rates from \$5,029 pp

Follow in the footsteps of Van Gogh, Cézanne, and Gauguin on this exquisite journey through southern France.

Explore unforgettable "Burgundy & Provence" where tradition is as deeply rooted as the historic grapevines on the hills. Cruise the Rhône and Saône rivers, enjoying the region's incomparable wine and cuisine, while discovering its many treasures. Stroll the very streets of Arles made famous by Van Gogh. Visit Avignon's majestic Palace of the Popes. Experience "Village Day" in enchanting Viviers. And for those who wish for a more active exploration of the area, you can hike the vineyards of the Rhône and pedal through Lyon, a city designed with bike riders in mind.

Our home during this cruise is Uniworld's Super Ship vessel, the *S.S. Catherine*. Uniworld is committed to building a fleet of ships that represents the absolute best in luxury river cruising, combining quality craftsmanship with high-tech innovations and custom-designed interiors. *Catherine* continues this proud tradition of excellence with sumptuous materials and meticulous attention to detail. The vessel's opulent interiors include a two-story lobby with a specially commissioned Murano glass chandelier and whimsical life-size glass horse.

Save \$570 per person PLUS \$150 per person Onboard Credit. We hope you can join us!

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