

# Undercurrents



The Navy's MWR Newsletter



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*Undercurrents* is a publication of the Navy's Morale, Welfare & Recreation (MWR) Division. Contents of *Undercurrents* are not necessarily the official view of or endorsed by the U.S. Government, the Department of Defense or the Department of the Navy. Send any comments or questions to:

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## From the Director:

**NAVSUP IS CONDUCTING...**an automated Web-based Shore Food

Service Customer Satisfaction Survey. Developed in cooperation with CNI (and we helped a little too), the customer survey is a voluntary, short and straightforward survey of food service choices available at base locations Navy-wide. It should take less than 10 minutes to complete. Respondents can access the survey at [www.surveytracker.com/survey/ashore](http://www.surveytracker.com/survey/ashore). The password is "food." The Web survey will be available through March 15. Military members and civilians eating at any of the available base food service facilities (MWR and Navy Exchange restaurants and concessions, and General Messes) are encouraged to take the survey. The information provided by individuals will be statistically summarized with the responses of others, and will not be associated with any single individual. Wanted you to be aware of this since you may get some questions from patrons.

**THE UNIFIED EXCHANGE TASK FORCE...** formed in May 2003, has launched a new Web site to inform exchange beneficiaries on what is happening to their important benefit. According to a news release, the site will provide continuous updates about the task force's work on the proposed military-exchange integration. Web site visitors will be able to access progress reports, presentations and other data. Service members and retirees will be able to track proposed changes in the way exchanges do business and the potential impact on them. The site will offer a list of frequently asked questions and visitors can submit questions and comments.

The objectives of the task force's process are "to sustain and enhance the current exchange benefit to customers, continue to provide dividends to the services' (MWR) programs, and maintain transparency to customers," the release said. For 2004, work teams will examine exchange management and develop an implementation plan based on "industry best practices and synergy opportunities." When it completes its work, the task force will turn over its findings to the Deputy Secretary of Defense.

## Related Web sites:

- Unified Exchange Task Force [[www.unifiedexchange.org](http://www.unifiedexchange.org)]
- Army and Air Force Exchange Service [[www.aafes.com](http://www.aafes.com)]
- Navy Exchange Service Command [[www.navy-nex.com](http://www.navy-nex.com)]
- Marine Corps Exchange [[www.usmc-mccs.org/busops/Retail/main.asp](http://www.usmc-mccs.org/busops/Retail/main.asp)]

Best regards,

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**NEW BEGINNINGS FOR A NEW YEAR...**As we start the new year, we are continuing to go full speed ahead with the AIMS/SAP financial implementations. Our plans are to complete all CONUS implementations and start the planning process for overseas bases.

The two regions that are not on AIMS include the South region and Naval District Washington. We anticipate the South region will go live in August. Once Naval District Washington joins the group, along with the other base implementations we have scheduled this year, all CONUS bases will be on the system.

In December, PERS-65 added the Central Fund onto SAP and we are now realizing some efficiencies. PERS-65 merged our Central Fund and field accounting staffs into one accounting function. The HR and KRONOS implementations are also moving at an accelerated pace this year. As we finish the Vermont Systems interface test in Jacksonville, we will start rolling out the point-of-sale systems in late spring.

**MID-ATLANTIC GROWS AGAIN...**The Mid-Atlantic region had the pleasure of going through another "Go Live" on Dec. 15. Four company codes merged into MWR (Mechanicsburg, Willow Grove, Sugar Grove, and Philadelphia) and two merged into VQ (Wallops Island and Willow Grove). The region also received two new funds, Willow Grove Navy Flying Club and the Civilian Fund, which is made up of Mechanicsburg and Philadelphia.

**THE NEXT SAP FINANCIAL ROLLOUTS...**Meridian MWR and VQ will be going live the beginning of February. The data conversion will take place in Jacksonville the first week in February.

Crane MWR, VQ and Civilian Fund will be going live the beginning of March.

Lakehurst and Saratoga will be going live the beginning of March. Lakehurst MWR & VQ will be merging into the Northeast company codes on SAP. Lakehurst also has a Navy Flying Club that will be going live. Saratoga MWR will be merging into the existing Northeast company code already on SAP.

**HR AND KRONOS NEWS...**NSA Mid-South went live with SAP HR Oct. 17 and with Kronos Work Force Central Jan. 9.

Navy Region Hawaii's SAP HR training was held in Pearl Harbor Jan. 12-16. Crane Indiana and Lakehurst New Jersey are scheduled for a SAP HR go-live March 5. Gulfport, Meridian, Pascagoula, Key West and Charleston are on the calendar for go-live May 28.

**JOINT SERVICES EFFORTS...**We have also been working closely with OSD and the Air Force. The Air Force recently received OSD approval to pilot test a new MIS system with the requirement that the Air Force will leverage our work, and we can produce a purple system. They recently sent out an RFI and anticipate starting work at three bases and a MAJCOM around March/April. This will hopefully standardize processes between the services and allow us to partner in some areas.



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### 24 WEEKS TO SUCCESS...

We are currently looking for locations to test a new Fitness Enhancement Program (FEP) program that has been created by Navy Fitness. This 24-week comprehensive program will take an individual from the beginning stages of training to peaking them for PFA testing. Please contact Navy Fitness if you are interested in serving as a test location.

### U.S. NAVY BOWLING TEAM...

won five medals at the Armed Forces bowling championships in Las Vegas. Navy won gold in mixed doubles and silver in women's team, women's doubles, women's singles and men's singles.

### MA2 ISREAL SPENCER...

won the Armed Forces super heavy-weight boxing championship at Camp Lejeune, N.C., and qualified for the 2004 U.S. Olympic trials to be held in Tunica, Miss., in February.

**NAVY FITNESS CERTIFICATION AND NAVY FITNESS SERIES...**supplies are still available. Contact Navy Fitness so your staff can be fully certified by FY05. The Navy Fitness Series includes a 24-page manual and four Power Point presentations that explain the contents of the manual and can be used as a marketing tool to attract new patrons or as an orientation for beginners.

**THE FIRST ADVANCED FITNESS TRAINING CLASS...**was conducted Dec. 15-17 in Pearl Harbor, Hawaii. Some of the topics covered in the class were program design, free weight training, spotting and interval training.

This class was designed to educate attendees so they can develop proper fitness programs to assist Sailors in passing the PFA. Check [www.mwr.navy.mil](http://www.mwr.navy.mil), under Training, then Navy Fitness Training, to see when the class is coming to your region. If you do not see your region listed for an advanced class, contact Marc Meeker.

**NATIONAL NUTRITION MONTH RESOURCE PACKET IS AVAILABLE...**In an effort to assist commands in spreading the word about nutrition, the DoD Nutrition Committee has compiled resources that can be used throughout the year.

March is National Nutrition Month (NNM) and this year's theme is, "Eat Smart, Stay Healthy." The theme communicates that a healthy lifestyle starts with healthy eating. Key messages in this year's campaign include personalizing food choices that include variety, making moderation a goal, and developing a fitness plan. The packet contains articles, nutrition games, nutrition resources, and reproducible handouts for use in planning and supporting activities during NNM. To obtain materials, visit <http://chppm-www.apgea.army.mil/dhpw/Wellness/nnm.aspx> for further information.

**PRIMS AND SHIPSHAPE...**Many CFLs may not be aware that members who have attended ShipShape, the BUMED approved weight management program, should be entered into PRIMS. The "SS" screen is devoted to this procedure.

The purpose of recording members who attend ShipShape is to track the progress of those who actually graduate from the program or reasons why others do not. It's also important to track the total amount of weight an individual loses, and if pounds continue to be shed or if the weight is regained. The metrics are useful in determining program effectiveness and fine-tuning future revisions. Starting in 2004, data must be collected on weight management programs and reported to DoD. For information on entering ShipShape data, see the instructions in the help menu of PRIMS.

**REGIONAL RUNNING COORDINATORS...**are asked to have their team members fill out a new Memorandum of Understanding (MOU) for FY04. These forms can be found at [www.mwr.navy.mil](http://www.mwr.navy.mil), under Mission Essential, Navy Fitness, Regional Running Team. All members on the present year's team must submit a new MOU or they will not receive a new uniform. Uniforms are on order and will be sent out when they are received by Navy Fitness.



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### FAREWELL

Mike Judd, head MWR Training Branch, and Furney Pollock, master course manager for Fiscal Oversight and RAMCAS, were recently honored with a retirement ceremony.

Friends and family joined the guests of honor in a wonderful "southern style" luncheon, in which they received numerous awards, plaques, letters, retirement gifts and some fun "roasting." During their MWR training careers (30-plus years of MWR service each), they witnessed over 50,000 students complete more than 8,000 classes, seminars and workshops!

**STAR SERVICE FACILITATORS SAY "ALOHA"...**Welcome to our newest Star Service facilitators: Jennifer Hogan, Reid Tokeshi, Sara Goodwin, Steve Goodwin, Wolf Levine, Amiee Huepenbecker, Travey Navarrete, and Ingrid Johnson.

These new service ambassadors will begin laying the foundations for Service Excellence as they facilitate Star Service: Achieving Extraordinary Customer Relations (AECR) training in their regions.

### **STAR SERVICE REWARDS & RECOGNITION PROGRAM...**

2004 marks the start of our second year recognizing and rewarding the incredible efforts of our Star Service facilitators and coordinators in the field. The first year of the program saw tremendous results as over 75 facilitators and 10 coordinators achieved various levels within the program. The new program guidelines and criteria for 2004 have just been sent to facilitators and coordinators. (See the Star Service page on the MWR Web site for more details.)

The following Star Service facilitators attained the gold level of the program in December 2003: Candy Dugan, Ella Anderson, Barry Smith, Lisa Dula, Sharon Foerster, Tiffany Johnson and Dawn Smith. Julie Smith recently joined the highest level of the program, the platinum level. Thanks to each for a job well done!

**MWR INTERN PROGRAM...**Interns have been selected and will be departing soon for their assignments in the spring 2004 session. In total, over 20 MWR interns will be serving this spring on a variety of bases and in many MWR program areas. About 35 interns will be selected for the summer 2004 session.

**COURSE EVALUATION...**for the MWR Manager Course will be implemented soon. Final drafts of the data collection instrument are being reviewed and tested for release. This Web-based evaluation system replaces the paper-based methods previously used and will be easier for course participants to complete, thus partially automating our analysis process.

**TRAINING CONTINUES APACE...**Congratulations to those who attended and supported MWR training during the first fiscal quarter. In FY03, 7,135 participants completed training in 624 classes, workshops and seminars worldwide.

We are encouraged that the first quarter FY04 compared favorably to first quarter FY03 – a few more classes were conducted than last year with slightly fewer participants.

In tough times, with reduced staff and budget, business managers often reduce or forgo training. Though logical, this decision usually exacerbates the business situation when, in fact, the right training at the right time often helps staff become more efficient and effective.

Thanks to all of the MWR managers who continue developing and supporting their personnel.



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**OPERATING GRANTS...**are provided to offset specific expenses. When approved, the grant is recorded as a credit to account XX-562-XX (RAMCAS) or 562000 (SAP) CF- Operating Grants. The credit will be recorded in the month that the grant is authorized.

Field locations should not set up a receivable in anticipation of receiving a grant. The expenditures should be recorded in the appropriate expense accounts at the time the money is spent. This could result in a timing difference between the expenditures and the offset.

In the case of a grant being used to offset the net expenses of an event, such as the Navy Ball, the net should be booked to account XX-799-XX (RAMCAS) or 799000 (SAP) Miscellaneous Expense in the same period that the grant is recorded in XX-562-XX (RAMCAS) or 562000(SAP) CF – Operating Grants.

**ACCOUNT 202010 ACCRUED PAYABLES SB/SC...**The FY04 Recreation and Mess Central Accounting System Changes letter dated 15 Oct 03, paragraph 2. (a) (1) is in error. The paragraph states that account 202010 Accrued Payables SB/SC “is used to accrue the liability for non-trade vendor cost (except salaries) which are incurred but not paid by the end of the month.” The account is not restricted to only non-trade vendor cost.

The correct statement should read, “This account is used to accrue the liability for vendor cost (except salaries) which are incurred but not paid by the end of the month.”

**XX-794-XX (RAMCAS) 791001 (SAP), SPILLAGE/SPOILAGE EXPENSE...**is used to record the cost of inventory lost due to events outside of management’s control (i.e., mechanical failure). Spoilage due to over-production is a part of the cost of goods and should flow through account XX-401-XX 401000/401002 Cost of Goods Sold.

**COMBATING IDENTITY THEFT...**Identify theft is one of the fastest growing crimes in our nation today. The Identity Theft Prevention Act mandates truncation of credit card numbers.

Any entity that accepts credit cards as form of payment is prohibited from printing more than the last five digits of the credit card account number or the expiration date upon any receipt provided to the cardholder.

To comply with this act, Mellon Bank, our centralized credit card processor, will be working with all merchants to upgrade software. Roll-out began in late January.

PERS-652 Treasury Operations staff will soon be contacting you as to when your merchant will be available for upgrade. For further information, please contact Beth O’Brien.

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### AT&T CONUS SIGNAGE PROGRAM

Currently, 27 of the 33 commands and/or regions participating in the program have submitted their required after-action reports and received disbursements totaling \$191,000.

The remaining \$50,000 will be distributed to the participating activities following receipt of their after-action reports and required photographs. Participating MWR activities are encouraged to follow-up now so that the money can be transferred to your funds without further delay.

### COMMERCIAL SPONSORSHIP AND FORM W-9

If MWR receives financial payments as a result of a commercial sponsorship agreement, the commercial sponsor may send your activity a Form W-9. This form requires the taxpayer ID number of your fund. The W-9 is a one-page form and is simple to complete, so please cooperate with your sponsor by completing the form and returning it as soon as possible. There is no need to send a copy of it to the IRS, only the sponsor. If there are any questions, please call the MWR Legal Counsel.

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**PATRON ELIGIBILITY CHANGE...**Non-Department of Defense federal employees working on the installation, former prisoners of war, and spouses of current POWs or service members missing in action are now authorized limited patronage of all MWR facilities and programs. The authorization may be exercised at the installation commander's discretion.

Authorized patrons under this policy change should contact the local installation commander's office for information about the required documents for identification. This authorization does not apply to Child Development Centers, Child Development Homes, or School Age Care Programs. For more information, please review the policy change letter at [www.mwr.navy.mil/mwrprgms/policyletters.htm](http://www.mwr.navy.mil/mwrprgms/policyletters.htm).

**CAN YOU NAME...**the seven uniformed services that have unlimited use of MWR facilities? U.S. Navy, U.S. Marine Corps, U.S. Army, U.S. Air Force, U.S. Coast Guard, the Commissioned Corps of the Public Health Department, and the Commissioned Corps of the National Oceanic and Atmospheric Administration (NOAA).

We've recently had commissioned personnel from the Public Health Department and NOAA ask to use our facilities. Please remind your staff that they are eligible patrons!

**COMMERCIAL SPONSORSHIP AFTER-ACTION REPORTS...**should address the sponsor's goals in supporting a particular MWR event or program. Companies often refer to the after-action report when considering future sponsorship opportunities for MWR programs and events. During your pre-agreement negotiation phase, you should identify any unique items of interest the sponsor wishes to capture in your post-event report.

In addition to those agreed upon items, your report should include tangible (quantitative) benefits provided to the sponsor. Examples of these items include:

- number of impressions through media;
- program advertising;
- televised signage;
- tickets and hospitality; and
- on-site signage and product sampling.

The report should also include intangible (qualitative) benefits such as:

- level of audience loyalty;
- category exclusivity;
- increased awareness or trademarks and logos;
- networking opportunities with co-sponsors;
- newsworthiness; and
- geographic reach/impact (attendance history and demographics).

While not every sponsor will require an after-action report with this much detail, there are many sponsors that would appreciate the report and use it to budget monies for supporting your event next year. In short, make sure the after-action report is prepared and tailored to meet the sponsor's needs and demonstrates that the fees you charged were commensurate with the value of the benefits received by the sponsor.

**NEGLIGENCE AND TORT CLAIMS...**

cost the MWR Central Fund and you big bucks each year. Claims for damage, injury, and death resulting from the negligent acts or omissions of NAF employees are paid with NAFs.

Of all known tort claims of more than \$10,000 pending adjudication or litigation in federal court, the largest percentage of claims stem from injuries caused during slip and fall incidents at MWR facilities. More than \$500,000 was claimed in slip and fall incidents during 2003.

To limit your risk, take the time to walk around your facilities and identify areas and/or practices that could result in slip and fall claims and take preventative measures as appropriate.

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**THE 2004 MWR INFORMATION DIRECTORY...** has been completed. One hard copy will be printed and mailed to each region and installation. To better reflect the establishment of the Navy regions, the directory is divided into regions, then alphabetically by installation.

Due to email and personnel changes, this will be an ongoing project. MWR directors have received an electronic copy of the January 2004 version of the directory. We are currently asking the base point of contacts (POC) to update their information to reflect any changes that may have occurred. If you notice information that needs to be updated, please contact that location's POC. At the end of February, a revised electronic version will be emailed. Future printings will reflect the updated information.

**MARKETING MWR TO NAVY RETIREES...** *Shift Colors*, the Navy's official newsletter for retirees, is an excellent way to market MWR programs and services to our customers. The newsletter is mailed quarterly to the homes of more than 600,000 Navy retirees and surviving spouses of retirees.

*Shift Colors* is also available online at [www.bupers.navy.mil/periodicals/shiftcolors](http://www.bupers.navy.mil/periodicals/shiftcolors). The current issue of *Shift Colors* features articles written by the Navy MWR Communications Group on the Heritage Cottages at NAS Jacksonville and the Short Stay Outdoor Recreation Area in South Carolina. The previous issue included an article on the lodging facilities at NAF Key West. Feedback from field activities and retirees has been tremendous. The January-March issue will include stories on Navy Recreation Center Solomons; the Information, Tickets and Travel (ITT) program; and the Great Pond Outdoor Recreation Center in Maine. If you have a program or facility you would like to spotlight in *Shift Colors*, contact Ingrid Mueller.

**COMMON NFC INSPECTION FINDINGS...**

**Payroll Accrual:** Accrual accounting policies and practices for Navy Flying Clubs (NFC) are the same as those for MWR. Common findings include NFC payroll expenses erroneously reported as an accrual to MWR and NFC financial statements understated for payroll expenses. MWR BSO managers should ensure that a payroll accrual is prepared each month for the NFC fund.

**Cash Counts:** The command's internal review process should include procedures for unannounced quarterly cash counts. Additionally, MWR directors, as well as NFC activity managers, have an equal responsibility to ensure that unannounced cash counts should be conducted at least quarterly.

**Income:** The Hobbs engine opening and closing reading should be used as a substitute for a cash register. Frequently, aircraft utilization slips or reports are not submitted to the business office in sequential order to provide for analysis of any gaps between Hobbs opening and closing readings. Additionally, there is no evidence of a monthly reconciliation process in effect to account for engine hour readings reconciled with gross income for lessons and rental fees. The MWR BSO manager should work with the NFC manager to establish internal procedures to ensure receipt of all NFC revenue and deter fraud, waste and abuse.



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### NAF PROJECT NOMINATION NEWS

To account for the transition to CNI and full regionalization, proposed changes to the Internal Needs Validation Study (INVS) have been transmitted to the regions for comment and input. We intend to have the revised document available for your use by the end of February. Many areas have been simplified and the potential points have increased in the local nomination.

To get the ball rolling on NAF project nominations, send the POC your request for copies of the pre-INVS. Regions should email the pre-INVS to the NPC facilities, finance and program manager.

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**FAST REPORT SURVIVORS...** Congratulations NAF Vehicle Managers! You survived your first year of data input into the Federal Automotive Statistical Tool (FAST) program! Navy MWR Vehicle Managers met the 100 percent reporting completion goal within the specified timeframe. That was very impressive due to the short lead-time that was given to learn the Web-based reporting system, collect pertinent statistics and input the data. The regional FAST coordinators did a terrific job retrieving and compiling the required data from each of their MWR activities.

Statistics of the FY03 Navy MWR report are as follows:

- Total vehicle inventory (including two leases): 2,105
- Total miles operated: 9,340,034
- Total maintenance costs: \$1,363,465
- Total fuel consumption: 956,777 gallons
- Total cost of fuel: \$1,252,452

In the future, we need to be proactive in taking steps to ensure that each activity is doing its part to reduce petroleum usage. Suggested strategies include acquisition of alternative fuel or bi-fuel vehicles, acquiring vehicles with higher fuel economy, reducing number of miles traveled, and reducing overall fleet inventory to the minimum required in meeting your mission.

**MOLD...**Media reports have created a greater interest in the effects of mold for indoor air environment and building occupants. Although mold itself is nothing new, its growth in buildings and fears of health problems has become an enormous concern for the construction industry.

One way to control and prevent mold growth is to select construction materials and finishes that allow air and moisture to move freely through the wall systems. Many construction material manufacturers are developing new products that will assist in the prevention of mold growth. Moreover, these products have increased in their popularity and have become readily available.

For example, there is a mortar-net product that will prevent the weeping holes in the brick façade from clogging. Using gypsum boards that are both fire and mildew-resistant for interiors also helps prevent mold growth. There are also interior finish products, such as wallcoverings and paints, that have a specification of "antimicrobial," which means they have agents incorporated into their products to protect them from forming fungal growth.

Consider using these products and others like them when selecting materials that are subject to high levels of humidity or moisture. For more information on mold prevention, contact Lori Boyd.

**NEW PRE-ASSEMBLED STRUCTURES...**are available for low-cost, closeable umbrella shades. These structures are available in a variety of shapes and sizes to compliment your exterior architecture and landscape design. They are premium grade, featuring galvanized and powder-coated structural steel, stainless steel hardware, with wind resistance up to 90 mph. Because they are standard structures, they are inventoried and ready for immediate shipment. This is a great product for many outdoor applications.



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### **BOWLING HAS HEALTH BENEFITS**

According to Bob Maki, USA Bowling Coaching Director, "Bowling truly is a lifetime sport that offers participants a variety of health benefits and allows young and old to participate at whatever level they choose." Among the health benefits:

- Bowling burns 240 calories an hour;
- It strengthens and conditions your arms, shoulder, chest & leg muscles.
- It improves heart and respiratory fitness; increases endurance while maintaining bone density; and speeds up your metabolism.
- Average bowlers use 134 muscles when using a basic four-step approach.
- An average bowler swings 864 pounds full circle in a three-game series. (54 shots x 16 pounds). That's one-third of a ton!
- An average bowler walks about 60 feet per turn, or nearly 6/10 of a mile in a three-game series.
- The social aspect of bowling helps improve your mental outlook.
- Bowling is a lifetime sport that allows you to compete at a high level at an older age.
- Bowling provides an exercise option for those with physical limitations.
- The millions of dollars in scholarships awarded annually to scholastic and college bowlers help them reach their educational goals, which keeps our nation healthy.

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**BOWLING CENTER MANAGERS...**The 13<sup>th</sup> Annual Armed Forces Bowling Conference and International Bowl Expo 2004 will be held at the Hilton Hotel and Las Vegas Convention Center, June 27-July 2. Registration packets have been sent and Hilton hotel rooms have been blocked at the per diem rate, plus tax.

The conference includes:

June 22-25, Equipment and Maintenance Mgmt. Class, Orleans Hotel; IBPSIA Pro Shop Certification Course, Texas Station Hotel; June 23-25, Dick Ritger Coaching Academy, skill levels I, II, & III at Orleans Hotel;  
June 26, Glow Bowling and Party Presentation Mgmt. Class or Marketing-Bowling Promotions by Fred Kapowitz, Hilton Hotel; June 27, Military General Session and Individual Service Mtgs.; June 28, RecTrak Training & Military meetings and Bowl Expo 04 Education Keynote Speaker & Seminars;  
June 29, Bowl Expo 04 Educational Seminars;  
June 30 - July 1, Bowl Expo 04 Trade Show; and  
July 2, Lane Inspection Workshop.

You may also register on the BPAA Web site at [www.bowlexpo.com](http://www.bowlexpo.com) and then click on the military icon. Enter the key code "AFBC" and the military-only Web site will appear. Then click on the registration icon and fill out the on-line registration form. For more information, contact Dave Mitchell.

**BOWLING CENTER MANAGERS & MECHANICS...**The 2004 Brunswick GS-Series Pinsetter Maintenance Schools, Brunswick A-2 Pinsetter Training School, and the AMF 82070 and 90XL Pin-spotter Training School schedules are available at:

- [www.amf.com](http://www.amf.com), click on Tech Support, then click on Training. The schedule for both AMF & Brunswick pinspotters will appear, since AMF now teaches both.
- [www.brunswickbowling.com](http://www.brunswickbowling.com), click on Customer Support, Training, then click either "scorers" or "pinsetters," and the schedules for Brunswick will appear.

**BINGO PROGRAM MANAGERS...**The 2<sup>nd</sup> Annual Bingo Conference will be held in conjunction with IMCEA's "Spirit of Excellence IV." The Catering and Bingo Conference will be held at the Las Vegas Tuscany Hotel, March 10-12, and is an excellent opportunity to update your industry knowledge and skills. Whether you're a veteran MWR professional or a novice, it's very important to be aware and knowledgeable about the latest developments in the industry.

Also, Bingo World Expo 04 will be held at the Riviera Hotel, March 9-11, with 18 seminars and six conference topics, including *Creature Comforts; Players Are Your Guests; The Winning Experience; Planning and Programming for Success; Expanding Entertainment Options; and Integrity is not Negotiable.*

For more information and to register, contact Sari Jill Schneider, 254-554-6619, [sarischnneider@imcea.com](mailto:sarischnneider@imcea.com). For Bingo World Expo 04 information and registration, call Lesley Grashow, 203-938-2782, [www.bingoexpo.com](http://www.bingoexpo.com).

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**ARE GOLFERS LOOKING FOR  
MILITARY LOGO ITEMS?**

If so, why not have two logos for your golf merchandise? Most Navy golf courses today have a non-military name associated with their golf program. For example, NAS Jacksonville's course is named Casa Linda Oaks Golf Club and the Naval Post-graduate School's course is named Monterey Pines Golf Club. By having two logos, one for the base name and one for the course, golf patrons can have a choice and you can increase sales. Military golf patrons might prefer the base logo and guests might prefer a local golf course logo.

**DATA CALL FOR  
RV PARKS, CAMPGROUNDS  
& CABINS/ COTTAGES**

Many thanks to all of you who worked under short notice to respond to our short-fused January data call on recreational lodging. Information in the data call included total number of campsites, RV sites, and cabins & cottages; percent occupancy; number of nights sold; APF/NAF support; and number of APF/NAF employees.

The information was a new requirement for the DoD Lodging Report to Congress this year. We anticipate that this data call will become an annual event. Please keep tracking those numbers for fiscal year 2004.

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**SO FAR SO GOOD...**Total Navy Golf cash flow is up \$151,000 or 43 percent for the first two months in FY04 over the same period last year. Great job! Keep it going.

**HOW DO YOU COMPETE WHEN THE GOLF COMPETITION DROPS FEES?..**First, assess your market and find your niche. Does your course cater to beginners, ladies, or juniors? If so, advertise to those groups that frequent your course. Create programs for your market niche.

The "Link Up 2 Golf" program, managed by the PGA of America and the National Golf Course Owners Association, is a great way to develop beginning golfers. The program has shown substantial gains. According to a PGA of America survey, "Golfers on average spent \$885 on golf and played 13 rounds following participation in Link Up 2 Golf." Or, allow junior golfers to play for free on certain days when accompanied by a paid adult. This might get the whole family out to play golf and have a meal at the snack bar!

**ENTERTAINMENT UPDATE...**Grammy nominee and classical pianist Oksana Kolesnikova will embark on a Pacific Fleet tour to naval installations in early February.

Oksana, who was classically trained for 17 years, has expanded her appeal to include techno, hip-hop, and classic rock tunes. She is an accomplished composer and actress, and is in the process of releasing instructional DVD's encouraging interest in piano. She recently accepted a role in a new movie entitled "Call Me Caesar." Oksana is Russian by birth, but has lived in the United States for 10 years. She says that playing for the military is a way for Oksana to give something back.

Back by popular demand, extraordinist Craig Karges will tour eight bases in the Mediterranean, starting in mid-February. Craig has appeared on the "Tonight Show with Jay Leno" and "Larry King Live."

Craig combines mystery, humor, psychology and intuition in his performances. He was a huge hit with Navy audiences during his first tour to our Mediterranean bases last year. Craig's tour will include bases in Italy, Greece and Spain.

**BSE - MAD COW UPDATE...**By now, everyone has heard about the cow from Washington state identified with Mad Cow disease just before the holidays. The USDA issued a statement that this was an isolated incident and that the U.S. beef supply is safe.

Our branding partners (Noble Roman's, Orion Food Systems and Yum Brands) have also issued notices. All beef products destined for military facilities will be allowed into the countries that currently have a United States ban in effect. Your food orders should arrive as scheduled.

The USDA has implemented additional safeguards to ensure questionable cattle be removed before slaughter to not contaminate the food supply. Visit [www.BSEinfo.org](http://www.BSEinfo.org) for regular updates or for any new developments on this subject.



## COMMUNITY SUPPORT BRANCH

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### NEW YOUTH FACILITY...

at NAVSTA Bremerton, Wash., Jackson Park Youth & Teen Center. The grand opening ceremonies were Friday, Dec. 12. Pictures of this facility, as well as other new Youth centers, are available at [www.mwr.navy.mil/mwrprgms/facprojects2.htm](http://www.mwr.navy.mil/mwrprgms/facprojects2.htm).

### ANNUAL YOUTH/SAC TRAINING

PERS-659 will be offering grants for one person from each program to attend the Youth and SAC training. The training will be combined into a week-long training. NAVSTA San Diego, Calif., will be hosting the training March 8-12. Course applications are due no later than Jan. 30.

**RAND CORPORATION SENDS OUT SURVEYS...**The RAND Corporation is sending out surveys to help understand service members' child care needs, preferences and concerns. The survey, supported by the Office of the Secretary of Defense, is being conducted in coordination with the Army, Air Force, Navy, and Marine Corps and the Defense Manpower Data Center (DMDC) of the Department of Defense.

Participants, randomly selected, represent military parents in all four services. The participants also represent single parents, dual military parents, as well as military members with civilian spouses. RAND and DMDC will treat each participant's answers as strictly confidential and responses will not be identified with names. RAND and DMDC will not release data that could identify a participant. Only group statistics will be published.

**CDC/CDH DIRECTOR TRAINING...***Together Everyone Achieves More*, will be held Aug. 23-24 in conjunction with the ALA MWR Expo at the Colorado Conference Center in Denver.

CDH and CDC participants will then attend the MWR Expo Aug. 25-26. An early registration event will take place on Sunday, Aug. 22, but participants must be at the training no later than 0700. Details for registration and lodging will be posted on the Web page soon and all directors will be emailed when details are finalized.

The main focus of the training is to build one team to maintain quality and enhance the accessibility and affordability of care. We will have several other excellent presentations.

**ONE TEAM...**Youth and Childcare! For the past two years, PERS-659 specialists have used annual training and inspections to encourage staff in CDC, CDH and Youth programs to work together to achieve and maintain high quality care.

Some commands hire everyone in the 1702 series so staff can crossover from Youth and School-Age Care program to caregiver positions in the CDC. Others explain up-front that, although they may be applying for a particular position in one of the programs, the job requires all staff to occasionally work with other age groups.

The T&C is a vital resource to the program since training is essential for staff to plan appropriate activities for different age groups. One example is at NAES Lakehurst, N.J. The T&C professional has provided training and worked with SAC staff to catch them up on modules and annual training requirements. Working closely with the Youth Director ensures employees remain compliant with program standards by not only providing training to the staff at the Youth Center, but also inviting them to caregiver trainings at the CDC. This T&C professional is a role model for anyone participating in the Navy Child Development Program and continues to demonstrate the true meaning of "one team."

Remember, we are all working towards the same goal: caring for the children of our military members. Working as "one team" will help us get there faster!

**NATIONAL PROVIDER APPRECIATION DAY...**

Friday, May 7, is a day to recognize and show appreciation for all those who care for children 0-12 years old (i.e., CDH, CDC and SAC Care Providers). The Child Development Center (CDC) and School Age Care (SAC) directors should work with the Child Development Home (CDH) directors to plan another successful event such as they did last year. The CDH banners should be hung around the base to market the CDH program and gain base-wide recognition.

However, the event should be planned to show appreciation for all Child Development Program and Youth staff. In order to give commands flexibility, if there is a scheduling conflict with May 7, you may plan your event any day during that week.

The 2004 Provider Appreciation Declaration and details can be found at [www.ProviderAppreciation.org](http://www.ProviderAppreciation.org). Examples of successful events (picnics, open houses, carnivals, and potluck dinners) can be found on the CDH Web page. Get the parents involved again this year (e.g., letters of appreciation and "thank you" notes).

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**CHESS**

The 2004 tournament is about to kick off. Keep your eye on the Web site for detailed information and for the application form to apply to participate on the Navy team. The Interservice Championship will be hosted by the Air Force this year at Keesler AFB in Biloxi, Miss., June 20-25. The NATO Military Championship will be held Aug. 8-14 at The Hague, Netherlands.

**NAFCC ACCREDITATION...**The CNPC ltr 1700/PERS-65 of 19 Dec 03 provides detailed information on the change in accreditation process for Navy Child Development Home (CDH) providers. There are currently 20 Navy Military Home Accredited providers and three in process who will automatically transfer to National Association For Family Child Care (NAFCC). All other providers can begin the NAFCC accreditation process in February 2004.

The goal is for 288 providers to begin or achieve NAFCC accreditation in 2004. The CDH staff members who were trained in May 2003 at the PERS-659 annual director's conference should distribute information and select candidates who meet the prerequisites. The NAFCC accreditation is at no cost to the provider except for the annual membership fee of \$25, which is tax deductible. This goal correlates with the Navy CDH marketing plan to help parents perceive CDH as an equal quality alternative to the accredited child development centers. The policy letter is available at [www.mwr.navy.mil](http://www.mwr.navy.mil), on the Community Support Branch page. CDH is still the most cost effective way to expand and provide child care spaces for infants and toddlers and we look forward to full support of this accreditation initiative.

**PPV HOUSING AND CDH...**The CNPC ltr 1700/PERS-65 of 7 Jan 04 provides guidance on who is responsible for CDH certification whether in government-owned or Public Private Venture (PPV) housing. The act of privatizing housing would not lead to a change in certification requirements. Responsibility is dependent on the type of jurisdiction over the government property. In some regions the jurisdiction varies by site, which may result in more than one approach to Child Development Home (CDH) certification. Close coordination with the regional legal, sheltering, and facilities management team is encouraged to ensure jurisdiction accuracy. Contact Kathleen Jennings for more information.

**OUTDOOR RECREATION...**Keep your calendars marked to head to Brunswick, Maine, for the Navy Outdoor Recreation Program conference May 10-14. The training announcement and registration form will be available via the Web site.

Having just attended the Outdoor Adventure Travel Expo in New York City, it's nice to know that adventure travel is on the rise. Adventure travel is not considered a destination, but a lifestyle and memorable experience. Adventure travel is defined as taking place outdoors in a natural setting while engaging in human powered activities.

**AUTO SKILLS...**Introducing the newest Auto Skills centers to the fleet: Pt Mugu, Calif., and Corpus Christi, Texas. The Corpus Christi center will augment the existing center in offering a wide variety of services to the Sailor. With eight indoor bays with lifts, four detailing bays, nine outdoor covered bays and 24 outdoor, uncovered bays, this 7,000 square foot facility offers Sailors a state of the art MWR facility.

Pt Mugu joins us with about 4,300 square feet, housing four enclosed bays, 16 covered, open-air service bays, along with four special purpose covered, open-air bays. Welcome aboard!



## NAVY MOTION PICTURE SERVICE

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### **OSCAR POSTERS AVAILABLE WHILE SUPPLIES LAST...**

The 76<sup>th</sup> Annual Academy Awards will be held on Sunday, Feb. 29, 2004. Navy Motion Picture Service has sent an Oscar promotional poster to each of its 35mm movie theaters and has a limited quantity of posters available for active 8mm videotape sites.

If you are planning a special program around an Oscar theme and would like a poster to display, please contact Jane DeGonzague. Include your NMPS Account number, point of contact and phone number, and indicate whether the poster can be shipped to your videotape shipping address. If not, please include a complete shipping address. Because quantities are limited, requests will be filled on a first-come, first-served basis and will be limited to one poster per videotape site.

### **OSCAR WINNERS AND NOMINEES ON 8MM VIDEOTAPE...**

Looking for just the right movie to schedule for your pre-Oscar festivities? NMPS has 79 titles under contract that won Academy Awards in the past, including seven winners from last year!

In addition, five of this year's nominees are available on 8mm videotape – *Pirates of the Caribbean: The Curse of the Black Pearl*, *Lost in Translation*, *Finding Nemo*, *Seabiscuit* and *Master and Commander: The Far Side of the World*. If you'd like a complete list of past Oscar winners and current Oscar nominees that are available through NMPS, please contact Jane DeGonzague.



### **LONG-TERM CARE INSURANCE FOR NAF EMPLOYEES...**

DoD has approved MWR NAF employee eligibility for the same Long-Term Care Insurance available to GS employees. The plan will also offer coverage to NPC NAF retirees.

Long-Term Care Insurance will help you pay for services such as at home care, care in a nursing home or assisted living facility. About 40 percent of people needing long-term care are adults ages 18-64. They may have had an accident, a stroke, developed multiple sclerosis, or some other accident or illness. Many people think that Medicare will cover the expense for long-term care, but in most cases, it will not.

The OPM Web site ([http://ltcfeds.com/NASApp/ltc/do/assessing\\_your\\_needs/ratecalc](http://ltcfeds.com/NASApp/ltc/do/assessing_your_needs/ratecalc)) contains a Long-Term Care calculator so that can estimate the cost of your coverage. Open enrollment dates will be announced soon.

