

Undercurrents



The Navy's MWR Newsletter



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Undercurrents is a publication of the Navy's Morale, Welfare & Recreation Division (PERS-65). 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, questions, and submissions to:

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From the Director:

CNI AND CNPC UNITS TO LASH UP IN OCTOBER 2004...

This is the first of several updates intended to keep regional commanders and their staffs apprised of a change-management initiative occurring between Commander Navy Installations Command (CNI) and Commander Navy Personnel Command (CNPC). On Oct. 1, CNI Personnel Support Division (N2), NPC's MWR division and most Fleet and Family Support Program (FFSP) services will join forces to establish a single CNI N2 Personnel Support division.

Aligning these important quality of life programs under one management team will empower the talented staff within the existing organizations to seek continued process improvements, and use the adopted new organization model to shape similar alignments at all regions and allow scarce resources to be allocated to the best benefit for our Navy, its Sailors and their families. The effort has four phases: organization development, alignment of resources, transition and implementation.

The organization development phase of the initiative began in October. A functional optimization team consisting of representatives from CNI, NPC, regions and the Chief of Naval Personnel (CNP) explored the potential opportunity for efficiencies. Their recommendations were presented to and approved by an Executive Steering Committee (ESC) comprised of MWR, FFSP and regional stakeholders, and a Board of Directors (BOD) that included leadership from CNI, and CNP N1 and N4. The BOD determined that CNP would remain the lead for program policy matters that affect what programs Sailors and their families need to preserve a well-rounded Navy experience (the "what"), while the new CNI N2 organization would remain focused on management and delivery of resources to regional store front managers throughout the CNI MWR and FFSP network (the "how").

The resource alignment phase involved forming two groups: an organization design team (ODT) and functional task team (FTT). The ODT prepared recommendations for creating the new CNI organization and clarified its responsibilities. The ODT developed a straw man organization structure and is nearing completion of an approximate staffing level. Planned for ESC review and acceptance by May 31, the staffing levels will be passed to the FTT, which will develop the technical aspects of implementing the human and fiscal resource requirements to support the proposal.

Upon BOD approval, the initiative will move to the transition phase (expected to last June-September), with the final goal of an Oct. 1 implementation. Periodic status reports on the initiative's overall progress will be provided to regional commanders and MWR and FFSP employees to assist in keeping everyone apprised of this exciting change-management initiative.



MISSION ESSENTIAL BRANCH

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NAVY FITNESS INSIDER

The second edition of *Navy Fitness Insider* is now available at the MWR Web site, under the Mission Essential branch. This issue highlights fitness, sports and aquatics programs at NAVSTA Mayport, Fla. There are also many other Navy Fitness and general health articles. Check it out!

REGIONAL RUNNING TEAM UNIFORMS...

are starting to arrive and shipments will be sent out very soon to regional coordinators. Initially shorts, pants, jackets, shoe vouchers and tank tops will be mailed. Additional uniform items will be shipped to the regions at a later date. Thanks for your patience.

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NEW 2004 REPORTING DATE FOR DOD FITNESS STANDARDS...The Department of Defense (DoD) has changed annual reporting date for Fitness Standards to Oct. 31 of each year. This means that reporting data from each installation via the regions will be due by Sept. 1 to CNI headquarters. As in the past, a letter will be sent out by July 1, via the regions with complete instructions and revised standards. If you have further questions, please feel free to contact the Navy Fitness office.

NEW DIETARY SUPPLEMENT RESOURCE IS NOW AVAILABLE...As you work with Sailors and Marines, you may get questions related to nutrition and the use of dietary supplements. *The Warfighter's Guide to Dietary Supplements* is an excellent resource to use in providing customers with evidence-based information on the topic.

The booklet can be accessed at <http://chppm-www.apgea.army.mil/documents/TG/TECHGUID/TG295.pdf>. If a hard copy is desired, contact LT McGowan. Additional posters and fact sheets can also be obtained by visiting <http://chppm-www.apgea.army.mil/dhpw/Wellness/dietary/factsheets.aspx>.

FY05 CFL TRAINING - DISCONTINUED...As a result of program reorganization within the Navy Physical Readiness Program, on-site command fitness training for FY05 has been eliminated. Please continue to check the Web site for further information, as it becomes available (www.mwr.navy.mil/mwrprgms/fitness/cfltrain04.rtf).

SUMMER SWIMMING PLANNING...It's that time of year when our pools are going full swing with open recreational swimming. Here are a couple of reminders that you should have already thought about. Each member of the pool staff should have current CPR certifications. If you have an AED at your pool, everyone should be certified on how to use it. An emergency plan should also be designed, posted and practiced at least monthly for all staff members. By planning ahead and making sure you are prepared for the upcoming summer swim season, you will feel more confident in knowing your staff is properly trained in case an emergency occurs.

INFORMAL SURVEY...With the ever-growing concerns on how to maintain a full staff on a limited budget, we would like to conduct an informal survey about staffing. What was your fitness staff number in 2003? We also would like to know your present numbers for 2004 and 2005 staff estimation. This will be a good indication of our staffing numbers. Please submit your numbers to Marc Meeker so he can compile the information for our records.

NAVY FITNESS BASIC CERTIFICATION...is still available for fitness center managers who would like an in-house certification for their fitness staff. This certification gives the participant the general knowledge that they should know to work in a fitness center. Materials include *Building Strength and Stamina* by Dr. Wayne Westcott, a 50-question test from the book, and a practicum sheet for testing. Our goal is to have all Navy fitness professionals certified using this in-house training. Contact Marc Meeker for materials.

THE 2004 WOMEN'S SOCCER TEAM...recently competed in the Armed Forces Championship at Fort Eustis, Va. The team finished in third place overall. LTJG Stephanie Keninitz, ENS Nadia Tepper, and AA Jamie Klemmer were selected to the Armed Forces team that will compete in the 2004 CISM Championship at Fort Eustis.

NAVY ATHLETES QUALIFY FOR OLYMPIC TRIALS...The following athletes have qualified for the 2004 Olympic Trials (OT): HM3 Adler Volmar will be competing in the Judo OT in San Jose, Calif., June 1-7; BM3 Adam Wheeler and LT Neal Rodak will be competing in the Wrestling OT in Indianapolis, May 19-24; LTJG Eric Uptagrafft will be competing in the Rifle Shooting OT at Fort Benning, Ga., in late May; LTJG Henry Nuzum will be competing in the Rowing OT in West Windsor, N.J., June 26- July 1; and CTI3 Casey Tibbs will be competing in the Paralympic Trials for pentathlon and 400m track and field events in mid-June.

NAVY SPORTS APPLICATION DEADLINES...Applications are currently being accepted for men's softball (July 20 deadline), women's softball (July 22 deadline), Taekwondo (July 20 deadline), and golf (Aug. 6 deadline). Navy Sports is still accepting applications from qualified individuals interested in coaching an All-Navy team. Applications should be submitted two months before the respective sport begins.



"PUT ME IN COACH"...Eight Star Service facilitators from around the world recently became certified to deliver *Star Service: Coaching for Extraordinary Service (CfES)*, MWR's two-day leadership course for mid-level managers and supervisors. Congratulations to the following high performers for their dedication and commitment to service excellence: Stephanie Feagin, NAVSTA Mayport; Token Barntouse, NSWC Indian Head; Vicky Mercado, CNRNW West Sound, Marcia Rickabaugh, NAS Fallon; Millie Gomes, NAVSTA Pearl Harbor; Reid Tokeshi, NAVSTA Pearl Harbor; Tymira Apling, NAS Keflavik; and Carl Cardenas, NSA Naples.

A NEW COACH FOR THE COACHES...Paula Monachelli, Star Service master course manager, was recently "master certified" to conduct *Star Service: Coaching for Extraordinary Service (CfES)* facilitator certifications. For the past four years, PERS 654 has used a contractor to conduct these certifications. In the long run, it will be more cost-effective to conduct future certifications in-house. Please contact Paula if you'd like more information on certifying a *Star Service: CfES* facilitator at your base or region.

AFRS AWARD NOMINATIONS...16 Navy MWR staff and military leaders were nominated for Armed Forces Recreation Society (AFRS) awards. Nominations came from shore and afloat commands around the world. The award winners will be publicly recognized Oct. 13 at the AFRS Awards Breakfast in conjunction with the National Recreation and Park Association Congress in Reno, Nev. Congratulations to all of the nominees, and many thanks to the nominators and supervisors for their efforts in recognizing performance excellence.



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MWR ACTIVITIES TO BE REIMBURSED FOR PAYMENT ON NAF PERSONNEL HOUSEHOLD GOOD CLAIMS

MWR activities can now seek reimbursement for payment made on NAF personnel household goods claims. Once the claim has been paid, the MWR activity simply needs to prepare a cover letter and forward the entire claim package and the executed payment voucher to the Senior Claims Administrator, Carrier Recovery Branch, NAVSUPACT Mid-South, Bldg., 794, 5722 Integrity Drive, Millington, Tenn., 38054-5030.

Upon receipt of the claims package, the carrier recovery branch will pursue reimbursement of the amount the MWR activity paid on the claim from the carrier (responsible moving/storage company). Once recovery has been accomplished, the carrier recovery branch will electronically transfer the recovered funds to the MWR activity account number (provided in your forwarding letter).

A sample letter and additional details concerning this new process will be contained in the upcoming change to BUPERSINST 5890.1. In the interim, a sample letter is available at www.mwr.navy.mil/mwrprgms/insurance.htm.

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SPECIAL INTEREST GROUPS VS. PRIVATE ORGANIZATIONS...To understand the differences between a special interest group and a private organization, it's important to become familiar with how they are defined.

Special interest groups are defined as, a part of the MWR program and composed of authorized MWR patrons who come together for mutual recreation participation and enjoyment (e.g., karate, theater, photography, or other similar MWR oriented clubs). Additionally, the program, event, or activity supported by the special interest group is often self-sufficient and is low risk in nature. User fees generally cover associated costs. Membership within the special interest group is limited to those authorized to use MWR facilities, programs, or events, as addressed in BUPERSINST 1710.11C.

According to BUPERSINST 1710.11C, Navy MWR is responsible for the oversight, management, administration and subsidization of special interest groups. MWR does not have such responsibilities for private organizations. Special interest groups cannot have their own bank account; their account must be managed by MWR. Special interest groups may only be associated with a low-risk activity, such as those cited above, and should generate their own funds from within their membership. These groups are not authorized to purchase and sell items to raise money, but may pool their money and fundraise among their members to purchase things they need. However, all purchases must be made through MWR. Activities of special interest groups sponsored by the MWR program should be monitored to ensure that they are in keeping with the objectives of the MWR program.

Private organizations are defined as entities that are self-sustaining, incorporated or not, which operate on DoD installations with the written consent of the installation commander or higher authority. Individuals of private organizations must act exclusively outside the scope of any official capacity as officers, employees or agents of the federal government. Private organizations on DoD installations are governed by DODI 1000.15. They must carry insurance to cover the risk of the activity they are undertaking as approved by the commanding officer. MWR activities may, however, provide "minimum logistical support" for private organizations. The MWR fund should not realize any "out of pocket" expenses and should be reimbursed if any costs are incurred over and above those authorized in BUPERSINST 1710.11C.

Private organizations are not entitled to sovereign immunity or the privileges that are enjoyed by federal entities and NAFIs. Private organizations are not federal entities and are not to be treated as such, in order to avoid conflicts of interest and unauthorized expenditures of appropriated, commissary surcharge or nonappropriated funds.

As discussed in DODI 1000.15, par. 6.5, private organizations shall be self-sustaining, primarily through dues, contributions, service charges, fees or special assessment of members. There shall be no financial assistance to a private organization from a nonappropriated fund instrumentality in the form of contributions, repairs, services, dividends or other donations of money or other assets. Fundraising and membership drives are generally prohibited by the Joint Ethics Regulations (DoD 5500.7-R).

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The nature, function and objectives of a private organization must be delineated in a written constitution, by-laws, charter, articles of agreement or other authorization documents acceptable to the installation commander or higher authority. That documentation shall also include:

- a. Description of membership eligibility in the private organization.
- b. Designation of management responsibilities, to include DODI 1000.15, 23 Oct 97 accountability for assets, satisfaction of liabilities, disposition of any residual assets on dissolution and other matters that show responsible financial management.
- c. Documentation indicating an understanding by all members that they are personally liable if the assets are insufficient to discharge all liabilities.

As you can see, special interest groups and private organizations are very similar. However, if a group is classifying themselves as a special interest group and does not meet the above definition, then they must become a private organization that may only receive minimal support as authorized in BUPERSINST 1710.11C. The MWR director and Staff Judge Advocate should work closely together to ensure that the special interest group and private organization are classified correctly.

REMINDER...MWR rental equipment cannot be used for fundraising by private organizations! Private organizations may approach you to use MWR equipment to support their fundraising events, however, using MWR equipment for fund raising events is strictly prohibited!

BUPERSINST 1710.11C, states that MWR programs, activities and events are for the benefit of those authorized patrons for recreational purposes. This instruction also states that there will be no financial assistance to a private organization from a nonappropriated fund instrumentality in the form of contributions, repairs, services, dividends or other donations of money or other assets.

What if a member of a private organization, who is also an authorized patron, rents MWR chairs, tents, and grills as part of their organization's upcoming fundraiser? Is this authorized? The answer is no. Regardless of the method in which the MWR equipment was rented, its purpose was to assist in raising money and not recreational. You should also require MWR patrons to sign a liability waiver agreement with a paragraph putting them on notice that using MWR equipment for business purpose is a violation and may result in termination of MWR privileges.

On the other hand, if this same authorized patron rents MWR chairs, tents and grills for a birthday party, this would be an authorized use of MWR equipment. The only way for MWR equipment to be used in a fundraising event is through approval from the installation's Staff Judge Advocate and command officer or regional commander and staff judge advocate. If you have questions concerning authorized use of MWR equipment, please contact the MWR Legal Office.

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COMMERCIAL SPONSORSHIP OPPORTUNITIES WITH UNOFFICIAL COMMUNICATIONS COMPANIES...

Three personal communication company commercial sponsors at one MWR event? It's possible! Current policy regarding commercial sponsorship opportunities with unofficial communications companies is quite different than it was even a year ago.

Navy Exchange Command (NEXCOM) has a variety of contracts that provide personal telecommunication services to Sailors, including a comprehensive license agreement with AT&T and a separate license agreement for bachelor housing personal telecommunication services with Sprint.

No other telecommunications companies or their agents (e.g., event marketing firms) other than AT&T and Sprint may be solicited to provide sponsorship for MWR programs or events, or MWR's participation in open houses.

It's important to note that NEXCOM has contracts with a variety of different wireless telecommunication companies, depending upon the geographic area. It's not unusual to find various wireless kiosks at separate NEX stores.

In regard to commercial sponsorship opportunities involving wireless communication companies, MWR activities should coordinate their commercial sponsorship efforts through their local Exchange by using the wireless telecommunication company that is currently and locally contracted to provide such service.

The NEXCOM contracting officer must approve any personal telecommunications sponsorship offer or solicitation. MWR activities and their commercial sponsorship coordinators should work closely with the local NEX store general manager.

Consistent with the exclusivity provision of the NEXCOM contract with AT&T, MWR may sell only AT&T phone cards that are obtained from the local Navy Exchange or directly from AT&T. The Navy Exchange will sell phone cards to MWR at retail less 10 percent cost.

BUDGETING FOR COMMUNICATIONS WORKSHOP... If you haven't attended a communications or marketing workshop in the past, allocate some funds in your FY05 budget to attend the 2004 communications workshop, scheduled for Oct. 26-29 in Millington, Tenn.

Grants will not be available, so plan your budgets accordingly. The workshop is designed for MWR field communicators, marketing directors, MWR public affairs officers, or anyone who provides communications, marketing, public affairs, advertising, or promotional support to MWR programs.

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NAVY MOTION PICTURE SERVICE

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THE SECRET TO 35MM MOVIE PROGRAM PROFITABILITY... Halfway through FY04, a trend has been identified among the most profitable Navy 35mm movie programs: they all charge admission, they have high resale-revenue-per-capita, and their labor expense does not exceed 45 percent of their total revenue. Another interesting point is that while most of these theaters do not attract the largest audiences per showing, they do exceed the minimum attendance per show required to cover all of their expenses.

How do you determine your minimum attendance count for profitability? Take your total expenses (weekly, monthly, quarterly, etc.); divide by your total number of exhibitions for that period; divide by your average total-revenue-per-capita; and you'll have your minimum attendance needed per show.

If you're already a profitable theater operation, you will find that your average attendance-per-show is more than your minimum attendance needed for profitability, even if you're just breaking even. If your theater operation isn't very profitable, you may want to review your monthly attendance figures to determine if there is a particular show time or day of the week that is underperforming and dragging your entire program down with it. If so, you can make some informed scheduling adjustments.

You may also want to review your expenses to uncover any problem areas that could be addressed. Profitable theater operations will hit the following expense targets:

- Labor: falls within the 35-45 percent range of total revenue;
- Cost of goods sold: falls within the 25-35 percent range of resale revenue; and
- Other expenses: falls within the 10-15 percent range of total revenue

If you can reach these target ranges, you can expect profits of 21-55 percent. If you would like assistance in figuring your minimum attendance needed for profitability or identifying areas where you can improve the performance of your 35mm movie program, please call NMPS.

SOUNDS GOOD TO ME... If you've been following movie industry trade magazines, you're already aware that the film industry is about to make a major change to the composition of 35mm prints. There will be a gradual phasing-out of the traditional silver-applied sound tracks, with a replacement of a pure-dye cyan analog soundtrack.

What does this mean for you? If your projectors are not compatible with the new soundtrack, then your movie audio may become unreadable. What to do? Have your projectionist or service technician check to see if your projectors are equipped with exciter lamps or if they have a red LED illuminator. If they have exciter lamps, then they need to be replaced; if they have red LED illuminators, nothing needs to be done.

You'll start receiving 35mm prints with pure-dye soundtracks as early as July, so don't delay. Several Internet resources provide additional information (www.dolby.com or www.dyetracks.org). If you need further assistance, please contact NMPS.



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VQ CREDIT CARD DISCOUNT RATE CHANGE...In November 2003, PERS-65 changed the Visitor Quarters' merchant category code from (9399) Federal Government to (7011) Lodging Location per an OSD mandate to better track lodging expenses.

Subsequently, changing the merchant category code created increased expenses when qualifying these transactions. Transactions are now qualified under the commercial card rate program, which in general carry a higher interchange rate.

Effective April 1, 2004, VISA and MasterCard rates increased from 1.99 percent to 2.28 percent for merchant category 7011. The change does not effect American Express and Discover rates.

DEBIT CARDS VS. CREDIT CARDS...Processing debit card transactions with the use of a Personal Identification Number (PIN) can reduce MWR processing costs significantly. This cost reduction occurs because debit card transactions processed with a PIN incur a flat 38 cents-per-item cost versus the credit card discount rate of 1.99 percent from the amount of the transaction.

Since almost 50 percent of all transactions processed are debit card transactions, including VISA and MasterCard check cards, the opportunity for savings is enormous. To receive the lower processing fee, the MWR cashier must select "Debit Card Sale" and the customer must enter their PIN.

To facilitate lower per-item-processing costs, Mellon Bank will be installing PIN pads on high-volume credit card terminals this summer. Treasury Operations will be contacting each region with a list of these high-volume sites, and along with the help of Mellon Bank, will be implementing this change.

Mellon Bank currently supports the following debit card networks: MAC, Honor, Star/Explore, Maestro, Interlink, Pulse, and Bankmate. Debit card network information is located on the back label of the customer's card.

FY05 NAF BUDGET CALL...The FY05 NAF budget call was mailed on May 12, with a return date of July 12. The budget packages were mailed to the regions for additional regional guidance before forwarding.

Enclosure (1) and (2) contains budgeting guidance and Excel formatted disks for you to enter your budgets, capital spending plans, cash flow, patron base and personnel data. The disks will need to be populated even though you may be preparing your budgets in SAP.

Enclosure (3) contains the NEX (25 percent) dividend, CNI incremental funds and the FY05 APF direct numbers. Enclosure (4) is a CNI informational paper on developing "stretch goals."

The FY05 NAF Budget call is available at www.mwr.navy.mil/mwrprgms/naf.htm. Questions regarding the FY05 NAF budget call may be addressed to the financial analysis section.



**BUSINESS
ACTIVITIES
BRANCH**

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CONGRATULATIONS

Four Navy bowling professionals graduated from the first pinspotter course at COMFLEACT Yokosuka in March. Congratulations to Kazuhiro Takeda and Gabriel Bosi, COM-FLEACT Yokosuka; Bret Dunn, NAF Atsugi; and James Jackson Jr., COM-FLEACT Sasebo.

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DIRECT TV...has informed us that they will no longer offer the "Sunday Ticket" for free. However, they will waive the FCO (FIRE CODE OCCUPANCY) and offer the price of \$1,900. If your activity does not have an FCO on file, you will be required to send one to Direct TV before the season starts. The POC for Direct TV is Adam Lombardo, 310-964-5311.

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BOWLING CENTER MANAGERS...The 13th 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.

Military registration packets have been mailed out. If you did not receive your packet, please contact Dave Mitchell immediately. Rooms have been blocked at the Hilton Hotel at the per diem rate, plus tax.

The conference will not include a Navy day, but will cover:
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 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 online registration form.

BOWLING CENTER MANAGERS & MECHANICS...The 2004 Brunswick GS-Series Pinsetter Maintenance Schools coincide with Framework Scorer Maintenance Schools, Brunswick A-2 Pinsetter Training School, and the AMF 82070 and 90XL Pinspotter Training School will be held on the following class dates and locations:

<u>CLASS DATES</u>	<u>BRUNSWICK HOSTING CENTER</u>	<u>CITY/ STATE</u>	<u>PHONE/ E-MAIL</u>
July 6-16	Training Center		800-323-8141
Aug. 10-20	FAX 231-725-4655		
Oct. 5-15	schools@brunbowl.com		

<u>CLASS DATES</u>	<u>BRUNSWICK HOSTING CENTER</u>	<u>CITY/ STATE</u>	<u>PHONE/ E-MAIL</u>
June 7-18	Country Club Lanes	Baltimore, Md.	410-476-9100
July 12-23	Olympic Lanes	Rochester, N.Y.	585-235-5341

<u>CLASS DATES</u>	<u>AMF HOSTING CENTER</u>	<u>CITY/ STATE</u>	<u>PHONE/ E-MAIL</u>
82-70			
June 7-18	Hamden Lanes	Hamden, Conn.	203-248-5503
July 12-23	Seminary Lanes	Alexandria, Va.	703-823-6200
Aug. 9-20	Clearwater Lanes	Clearwater, Fla.	727-461-2511
Sep. 13-24	Hiester Lanes	Reading, Pa.	610-929-3673
Oct. 4-15	Sheridan Lanes	Tulsa, Okla.	918-627-2728

<u>82-90XL</u>			
Nov. 8-19	Hanover Lanes	Mechanicville, Va.	804-559-2600

NAVY DART LEAGUES...The Military Cup Challenge IV will be held at the Las Vegas Riviera Hotel, on July 22. Teams of three will be made up of all males, all females, or a combined team for the electronic steel or soft tip competitions. All participants are eligible for the ADA \$75,000 National Championship, which includes open singles, doubles, and mixed triples events, July 23-25.

Registration closes June 1. At last year's Military Cup Challenge III, the Navy team from Norfolk, Va., won the soft tip competition. The registration form is available online. For hotel reservations, call 800-634-6753, 702-734-5110. For more information, contact Karl Remick, American Darters Association, 888-327-8752, ext. 7046, 636-625-8621, ext. 7046, militaryadadarts@adadarters.com, www.adadarters.com.

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NAVY GOLF WORLDWIDE

For the first six months of FY04, cash flow from operations is up \$1M from last year! Total revenue is up by \$500K and total expenses are down by \$500K compared to this time last year. NAS Jacksonville, NAS Pensacola, NAVSTA San Diego and NAS Corpus Christi are leading the way with tremendous improvement over the same period last year. Let's keep it going into our prime golfing season!

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THREE STARBUCKS BRANDED COFFEE LOCATIONS...

have been recently added to MWR facilities in Yokosuka, Japan, Norfolk, Va., and Lemoore, Calif. MWR Yokosuka entered into a concessionaire agreement with Starbucks Japan to offer coffee, espresso, latte and tea-based drinks, as well as pastries and sandwiches. The store is located on the ground floor of the MWR Administration building.

Naval Station Norfolk added a "We Proudly Brew" Starbucks location in the newly renovated civilian cafeteria to complement MWR's breakfast and lunch offerings. Naval Air Station Lemoore added a "We Proudly Brew" Starbucks location as part of the unveiling of phase two of the Village Complex, which also is the home of the Nap's Southern Grill, recreation center and the Village Scoop Ice Cream Parlor/Coffee Shop. If you would like more information on Starbucks, please contact Marlin Ruhl.

BRANDED MWR FOOD AND BEVERAGE...locations continue at a steady pace. NAS Lemoore opened a Nap's Southern Grill casual dining concept in the newly renovated Village Community Complex. The menu features ribs, chicken, entrée salads and gourmet burgers. Southwest Region MWR has started construction on a second Nap's Southern Grill location in the Duke's complex at Port Hueneme.

Additionally, NAB Coronado opened Mean Gene's Burgers and Pizza location inside the newly remodeled "Q-Zone." Wrestling personality "Mean Gene Okerlund" made an appearance for the grand opening ceremonies, held April 20. NAS Meridian replaced a Subway shop in their bowling center with a Mean Gene's Burgers and Pizza and a Smash Hit Subs. "Mean Gene Okerlund" attended this grand opening as well, April 27.

NAVSTA Pearl Harbor added a second Hot Stuff Grill location in their bowling center, which replaced an existing snack bar. Pearl Harbor's first Hot Stuff Grill is located at the Navy-Marine Golf Course and a third Hot Stuff Grill is currently under renovation at the Barbers Point Bowling Center. Our current branded locations total 105 at 42 bases worldwide. If you would like more information on branding, contact Marlin Ruhl.

AN ENCOURAGING FIRST QUARTER...According to data from the National Golf Foundation, rounds of golf were up 5.3 percent nationwide for the first quarter of 2004. "This is an encouraging start to the year, but it's just the first mile of the marathon," said GOLF 20/20 Executive Director Ruffin Beckwith. "Only if we are faithful to our commitment to develop and retain players will we see the positive trends continue."

One of the most important trends to consider is providing more family-oriented golf programs. With free time at a premium in our time-starved lives, many golfers are hesitant to spend time away from the family by playing golf for five hours. Offering couples tournaments, military family events, and incentives to adults who bring their children is a strategy that will pay dividends down the road, especially since junior golfers are our key to growing golf for the future.



FACILITIES & ACQUISITIONS BRANCH

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LIGHTING AND TIGHT MONEY

When considering lighting for a new facility or updating existing lighting, you may want to consider low voltage lighting. Low voltage lighting produces two-and-a-half times as much light as an incandescent lamp. That equates to a saving of \$7.50 for each 1,000 hours of use, at a rate of 10-cents per kilowatt-hour.

Other reasons to consider low-voltage lighting are the light quality, design flexibility, safety and the lack of waste. Low-voltage lighting can establish a desired ambience or mood and provide design flexibility for uplighting, downlighting, cove and recessed lighting. Low voltage is also safer than conventional line voltage fixtures and lamp life is up to 10,000 hours, which reduces funds required for new lamps and the replacement labor.

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CONSOLIDATED PURCHASE OF HOLIDAY DECORATING KITS...The Air Force Nonappropriated Fund Purchasing Office (AFNAFPO) will be making a consolidated buy for Halloween, Christmas, and New Year's decorations. If you have a requirement for party favors, you will be able to save money by participating in the consolidated DOD MWR purchase.

To see what is available, go to www.afnafpo.com/Cons_Buys/DecoratingPartyKits2004.pdf. The prices quoted on the Web page are estimates. The actual prices will be based on the volume of purchase requests received. Last year, 18 bases participated, with \$14,575.13 saved.

If you would like to participate in the consolidated purchase, send a certified (signed) purchase request form to AFNAFPO by June 15. On your request, list the quantities you want for each kit. AFNAFPO will consolidate all requirements into a single order and the price reductions will be applied when the order is placed in July.

On your purchase request, be sure to include shipping instructions, invoice address, your telephone number and fax number. The vendor will invoice your activity once the items are shipped. Kits will be shipped FOB Origin; therefore, freight charges will be added as a separate item on the invoice. Items will be shipped United Parcel Service for CONUS and Insured Parcel Post for overseas locations.

You may fax your purchase request to AFNAFPO, 210-652-6309, DSN 487-6309. The mailing address is AFNAFPO, 9504 IH 35 North, Suite 370, San Antonio, Texas, 78233-6636. If you have questions, call AFNAFPO, 210-657-6931, or Ada Storms.

CONSOLIDATED PURCHASE OF GOLF CARS...AFNAFPO is also accepting purchase requests for club car and EZGo golf cars.

If you have a requirement for golf cars, you will be able to save an additional 5-percent by participating in the consolidated DOD MWR purchase. To see what is available, visit www.afnafpo.com/Cons_Buy/ClubCar_ConsBuy04.pdf and www.afnafpo.com/Cons_Buys/EZGO_ConsBuy04.pdf.

If you would like to participate in the consolidated purchase, send a certified (signed) purchase request form to AFNAFPO by June 25. On your request, list the quantities you want. AFNAFPO will consolidate all requirements into a single order. The order will be issued on July 6, and delivery will be about 60 days after receipt of order.

On your purchase request, be sure to include shipping instructions, invoice address, and your telephone and fax numbers. The vendor will invoice your activity once shipment is made.

You may fax your purchase request to AFNAFPO, 210-652-6309, DSN 487-6309. The mailing address is AFNAFPO, 9504 IH 35 North, Suite 370, San Antonio, Texas, 78233-6636. If you have questions, call AFNAFPO, 210-657-6931, or Ada Storms.



COMMUNITY SUPPORT BRANCH

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WAR EFFORTS

In support of our Navy families during the Global War on Terrorism, contingency operations (e.g., respite/emergency care, reunion child care, parent support activities) should be provided for child and youth programs. Childcare services are one of the centerpieces to the Navy's commitment to take care of our Sailors and their families, particularly during times of long separation.

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SOFT BEDDING MAY BE HAZARDOUS TO BABIES

To prevent infant deaths due to soft bedding, the U.S. Consumer Product Safety Commission, the American Academy of Pediatrics, and the National Institute of Child Health and Human Development are revising their recommendations on safe-bedding practices when putting infants down to sleep. Access the revised information at www.cpsc.gov/cpsc/pub/pubs/5049.html. For additional information, contact Dr. Gwen Taylor.

AMERICAN COUNCIL ON EDUCATION (ACE) ELECTRONIC SUBMISSION...The ACE registry for college credit has changed procedures. The brown and orange bubble forms are no longer accepted by mail.

New procedures require that the student registration form and student course information be submitted to Kathleen Jennings. Additionally, the student certificate of completion must be faxed to Kathleen at 901-874-6823, DSN 882. She will verify the information and forward, via e-mail, to ACE.

If the student includes their e-mail address, they will receive a PIN to register and can make their payment at www.acenet.org. If the student does not include an e-mail address, they will receive a postcard with the registration information and PIN. Contact Kathleen with any questions.

NEW SAC ACCREDITATION REQUIREMENT...All Navy school-age care programs must become accredited by the National AfterSchool Association, (NAA) by CY06.

On Jan. 13, the Office of the Under Secretary of Defense issued a memorandum requiring that all military school age care programs achieve accreditation. This memorandum serves as a reminder that, regardless of the location, all programs serving children six weeks to 12 years of age must meet national accreditation standards, per Section 1797 and 1800 of Title 10 United States Code.

All eligible programs should be in the process of becoming accredited by NAA (formerly known as NSACA). A policy letter regarding this accreditation will be published by PERS-659 shortly. More information about NAA can be found at www.nsaca.org.

TEEN EMPLOYMENT...Job opportunities on base for Navy teens are normally a scarce commodity. Meaningful job opportunities that teach job and life-skills and encourage career development are not the norm.

Feedback from teens at past Navy summits and the Family Team Summit, has led to a grant program that allows Navy youth programs to hire teens to work in MWR programs. This program began in 2002, when 15 programs were funded and 140 teens were hired.

In 2003, the program grew to 35 programs and 202 teens were hired; 54 Navy youth programs will receive grants to hire teens this upcoming summer. This means that about 450 teens will be employed throughout Navy MWR programs in the summer of 2004!

Positive outcomes from this program include the expansion of current partnerships with Fleet and Family Support Centers to their existing job readiness resources, creation of opportunities to discover careers with MWR programs, and promotion of MWR teen centers as resource centers where teens can learn job-skills and discover career opportunities.

