



2021
National
Symposium

NAVAIR Lakehurst
2020-2021 Chapter Story

Chapter Officers

President - GILBERT ESPINOZA

- Tech Data Branch Head
- 732-323-7091
- Gilbert.Espinoza@navy.mil

1st Vice President - GAETAN MANGANO

- Workforce Development Supervision & Educational Outreach
- 732-323-2899
- Gaetan.Mangano@navy.mil

2nd Vice President – SEAN LOFTUS

- Materials Engineering - Future Readiness
- 732-323-1892
- Sean.Loftus@navy.mil

Secretary - FARHAD CHOUDHURY

- IPT Lead, Aerial Refueling
- 732-323-7121
- Farhad.choudhury@navy.mil

Treasurer - LAURA SILVERI

- MK 7 Arresting Gear Branch Head
- 732-323-2997
- Laura.Silveri@navy.mil



Chapter Information

Membership

- Regular - 160 (Several employee retirements offset by an influx of new members)
- Emeritus - ALL retired NCMA Members
- Honorary - 4

Dues Structure

- \$6.00/bi-weekly (as an automated payroll allotment)

Meeting Particulars -

- Meeting Cadence:
 - Executive Team Meeting (held one week prior to the monthly luncheon meeting)
 - Luncheon Meeting held once per month (usually every second Wednesday)
- Typical Attendance:
 - Minimum of 30-40 members
- Meals:
 - Typically, buffet style at a local restaurant off-base

Relevance

- NCMA Bowl-A-Thon (on base)
 - Highly sought after event by the PDG
 - March 2020 marked our fourth year that we have offered this Professional Networking event
 - This is a unique and rewarding event for Senior Leadership to step away from their offices to casually meet the younger workforce without having to leave the base. It has been very beneficial event to meet & greet, and for future Mentoring/Coaching opportunities



African American Pipelines ACTION Team (APAT)

Who We Are: A NAVAIR-wide collaborative network to facilitate information sharing and lessons learned pertaining to the advancement and mentorship of NAVAIR's African-American workforce. The team fosters a NAVAIR-wide collaborative network to facilitate information sharing and lessons learned pertaining to the advancement and mentorship of NAVAIR's African-American workforce.

Our Mission: To build and sustain a community of African-American movers, shakers and change makers across NAVAIR's dispersed operating sites; increase recruitment and retention of African-American employees to increase morale and effectiveness; increase participation of African-American workforce members in career progression/leadership development programs and activities; and to advocate and promote the betterment of NAVAIR's overall posture for inclusion and diversity.

American Indian Alaskan Native (AIAN) ACTION Team

Who We Are: An inclusive minded team at NAVAIR Lakehurst focused on our national Native American culture and community. Our Team is the first NAVAIR-wide NAH Team. So, why not join us in our quest in breaking new ground!

Our Mission: To bring awareness to the workforce of the value, contributions and essence of our national Native American Heritage. To develop a local team at NAVAIR Lakehurst as a model for NAVAIR command-wide. Explore, develop and encourage the Native American workforce.

The majority of the Lakehurst Chapter constituency are members of one or more Affinity Team

Asian American Pacific Islander (AAPI) ACTION Team

Who We Are: The AAPI ACTION Team provides an open forum to identify actionable topics of concern and areas of interest related to AAPI employees at NAVAIR. These topics include recruiting, retaining, and career development of AAPI employees, as well as eliminating barriers that impact or hinder full participation in the workforce.

Our Mission: To develop an inclusive culture within NAVAIR that enables AAPI workforce members to work effectively and enjoy satisfying and rewarding careers.

Our Chapter supports all seven of NAVAIR's Affinity Teams by either co-sponsoring these events as they are promoted during the year, or we will invite these teams to serve as Guest Speakers during a given month

Diversity

Women's Initiative Network (WIN)

Who We Are: WIN, initially The Women's Advisory Group (WAG), was initiated in early 2011, and is chartered by NAVAIR to provide an open forum for members and non-members to discuss topics related to women in the workplace. With national representation from all the NAVAIR sites and disciplines, WIN analyzes and provides recommendations to the Champions and other Senior Leadership into action plans that address workplace issues across the Command.

Our Mission: To develop a culture within which women and men can work effectively together and have rewarding careers and lives.

Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Plus and Allies (LGBTQ+A) ACTION Team

Who We Are: The NAVAIR LGBTQ+A ACTION Team highlights the benefits the LGBTQ+A community brings to our NAVAIR community through awareness training, learning opportunities and community events.

Our Mission: To foster a NAVAIR-wide culture that creates a foundation of respect, builds an unbiased system of recognition and guarantees the inclusion of every current and potential team member.

It's all about Diversity & Inclusion

Hispanic Engagement ACTION Team (HEAT)

Who We Are: HEAT strives to align NAVAIR with the relevant civilian labor force and focus on the entire life cycle of retention to identify improvement areas that will help retain Hispanics by maximizing opportunities to engage in meaningful training, development and mentoring to ensure that a diverse population with diverse skill sets exist at all levels of the Command.

Our Mission: To maximize the Hispanic workforce employment opportunities to promote a diversified labor force and to increase the representation rate of Hispanics/Latinos at all NAVAIR Organization Command levels.



Individuals with Disabilities ACTION Team (IWDAT)

Who We Are: The IWDAT helps to foster an inclusive culture at NAVAIR where Individuals with Disabilities can recognize their full potential in support of the Warfighter.

Our Mission: To support the recruitment, retention, professional development and advancement of Individuals with Disabilities (IWD), to include Wounded Warriors (WW), and Individuals with Targeted Disabilities (IWTDD).



networking



- NCMA Executive Team revised the long-standing membership requirement, which primarily considered individuals with appropriate leadership attributes for membership consideration
- The minimum grade that will be considered has been reduced to GS-12 (from GS-13)
 - Increased Diversity; Enhanced Innovation Contributions
- NCMA and PDG have created and maintained a pseudo-partnership as it pertains to Career Development Mentoring/Coaching, Training, and Leadership Development

Social Committee

Networking | Mingling | Feasting

Building Relationships for Future Success

The Social Committee is here to provide opportunities for you to connect with peers, network with leadership, and cultivate friendships that go beyond professional interactions. We have many great ways to help you find others with similar interests, or to help organize an event you want to make happen!

- Typical Events/Responsibilities:
- Board Games/Movies
 - Off-Base Happy hours
 - Holiday Celebrations



Gabrielle
McCormack

Recreation Committee

Sports Leagues | Expeditions | Seasonal Activities

Striving to Make the Goal

The Recreation Committee is all about having a good time while being active. We seek to build a comradery not just between fellow new-hires, but with co-workers and managers alike. The Recreation Committee does this by hosting or participating in recreational events.

- Typical Events/Responsibilities:
- Sports Leagues
 - Lunchtime Recreation
 - Weekend Off-Base Events



Joshua Gross

Training Committee

Tours | Educational Seminars | Mentoring Events

Take Your Career to the Next Level

The purpose of the Training Committee is to provide PDG members with comprehensive guidance to allow them to successfully integrate into the Federal workforce and develop the skills necessary for career advancement. This committee also purposes to support the career, technical, leadership, social, and personal development of all interested employees, through training programs and seminars.

- Typical Events/Responsibilities
- Speed Mentoring
 - Lab & Base Tours
 - Career Building Courses



Rebecca Conn

Volunteer Committee

Historical Restoration | Community Revitalization | STEM Outreach

Together We Build

The Volunteer Committee announces a variety of volunteer opportunities to engage PDG members and Lakehurst employees with the base and local communities. We also work with the NAVAIR Lakehurst Education Outreach coordinators, Gaetan Mangano and Haidy Oliveira, on various STEM Outreach events, as well as the Navy Lakehurst Historical Society.

- Typical Events/Responsibilities
- STEM Outreach
 - Food/Toy Drives, Soup Kitchen Volunteering
 - Navy Lakehurst Historical Society

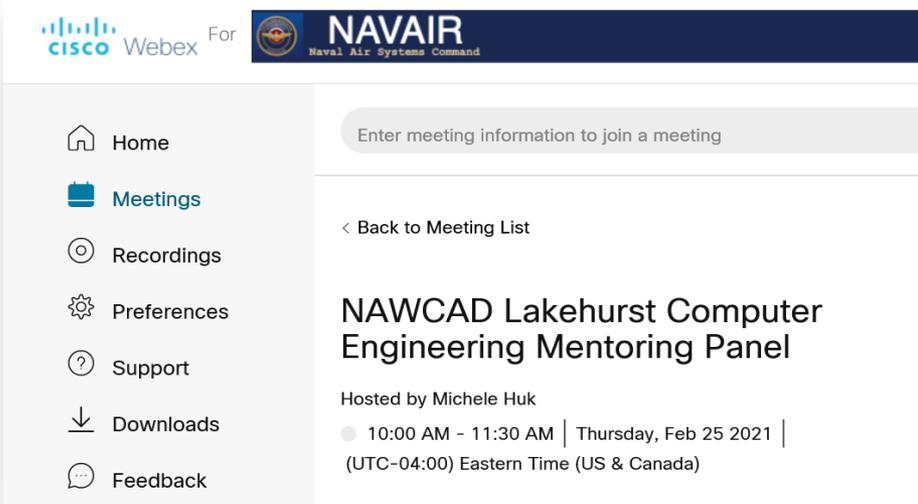


Kipsy
Quevada

Professional Development Group (PDG)
Yearly invited Guest Speakers at NCMA Monthly Luncheons



Speed Mentoring



- NCMA members participated in a Panel and Speed Mentoring event with our entry level engineers
- Event was designed to provide a forum for entry level employees to understand their career path options and to network with senior colleagues that they normally would not have the opportunity of meeting or speaking with.
- Provided entry level employees some options for finding mentors and discussing rotational opportunities

Panel Participants

Breakout Room	Mentor Panel	Email	Session 1 (12 minutes)	Session 2 (12 minutes)	Session 3 (12 minutes)	Session 4 (12 minutes)	Session 5 (12 minutes)
1	Keith Jordan; Digital Engineering Division Head; Mission Operations & Integration Department	keith.a.jordan@navy.mil	Ryan O'Shea Jiana Koshy	Apil Sapkota Frank Lenge	Steve Stockhamer Alex Radetsky	Kayla Pollock Kishan Patel	Gabi McCormack Berhard Christenson
2	Carolyn Holguin, Information Systems Division Head, Aircraft Launch & Recovery Equipment Department	carolyn.holguin@navy.mil	Gabi McCormack Berhard Christenson	Ryan O'Shea Jiana Koshy	Apil Sapkota Frank Lenge	Steve Stockhamer Alex Radetsky	Kayla Pollock Kishan Patel
3	Rob Gehrsitz; Advanced Arresting Gear Dynamic Control System / Workstation Management Subsystem Branch Manager, Aircraft Launch & Recovery Equipment Department	robert.gehrsitz@navy.mil	Kayla Pollock Kishan Patel	Gabi McCormack Berhard Christenson	Ryan O'Shea Jiana Koshy	Apil Sapkota Frank Lenge	Steve Stockhamer Alex Radetsky
4	Matt Forrestal; Data & Cyber Analytics Branch Manager; acting Branch Head for Enterprise Tools; Mission Operations & Integration Department	matthew.forrestal@navy.mil	Steve Stockhamer Alex Radetsky	Kayla Pollock Kishan Patel	Gabi McCormack Berhard Christenson	Ryan O'Shea Jiana Koshy	Apil Sapkota Frank Lenge
5	Chris Cole; Aviation Launch & Landing Enclave & Network Amphibious Assault Ships Aviation Data Management & Control Systems Branch Manager, Aircraft Launch & Recovery Equipment Department	christopher.cole4@navy.mil	Apil Sapkota Frank Lenge	Steve Stockhamer Alex Radetsky	Kayla Pollock Kishan Patel	Gabi McCormack Berhard Christenson	Ryan O'Shea Jiana Koshy



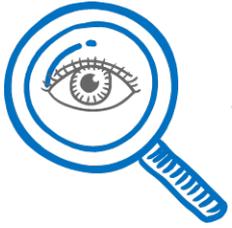
Technical Discussions

Disseminating Information Across Our Community



NCMA Presentation 18 November 2020

Cross Deck Pendant Wire Rope Analysis Tool (*CDP WRAT*)

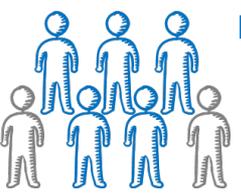


- Identify a Fleet Need**
- Technical Problem
 - Leverage Warfighters & Sr. Employees

Clara Bakhoun

Mikhail Holmes

Daniel Vidal

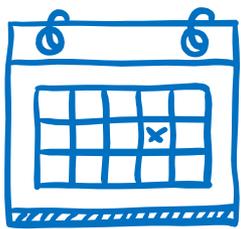


- Build a Diverse Team**
- Multi**
- disciplinary
 - competency
 - site



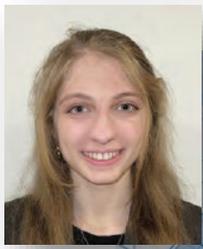
Adam Cyran

Jack LoCasto



6

Month Rotation
Fulfills External
Rotation
Requirement



- High School Students Participating from around New Jersey, submitting research papers in STEM fields
- NCMA volunteers evaluated Research papers submitted by over 75 students
- NCMA Executive Team participated in the Virtual Competition watching over 16 pre-recorded video presentations
- NCMA-sponsored plaques were provided to the Top 6 Poster Presenters



INTRODUCTORY REMARKS



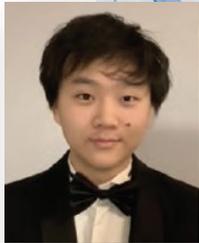
Ms. Kathleen P. Donnelly

Naval Air Systems Command
Executive Director of Engineering, Support
Equipment, Aircraft Launch & Recovery Equipment

MARCH 19, 2021

TOMS RIVER, NJ

**Symposium
Finalists**



On behalf of the United States Navy & Marine Corps and the dedicated professional military and civilian employees of the Naval Air Warfare Center Aircraft Division at Lakehurst, we are again honored to be cosponsors in the Annual *Jersey Shore Junior Science Symposium* at Ocean County College. This regional competition has continued to inspire the next generation of New Jersey high school students to use their creativity and push their minds in advancing the knowledge and application of Science, Technology, Engineering and Math.

Last year's unprecedented COVID-19 national emergency resulted in most of our workforce being locked down and required working from home. Like the JSJSS and students across our nation, our workforce quickly responded and embraced the virtual environment, in maintaining our mission of supporting the defense of our nation. It has not been easy, with many obstacles and roadblocks, but we have adapted, innovated and continue to get the job done. I encourage everyone to support each other and be active in brainstorming and developing novel ways to navigate through these challenging times.

SPEAKER: March 19 · 9:30 am.



cean.edu



Supporting Regional NJ STEM

POSTER PRESENTERS



NCMA Provided &
Arranged for Virtual
Guest Speaker
Charles Homoki



Charles Homoki

Engineer, Department of the Navy, Unmanned
Aircraft Systems, Naval Air Warfare Center Aircraft
Division (NAWCAD) Lakehurst, NJ

Charles attended The Marine Academy of
Technology and Environmental Science (MATES) –
a selective high school located in Ocean County.
MATES complemented his interest in STEM and
provided many interesting opportunities such as



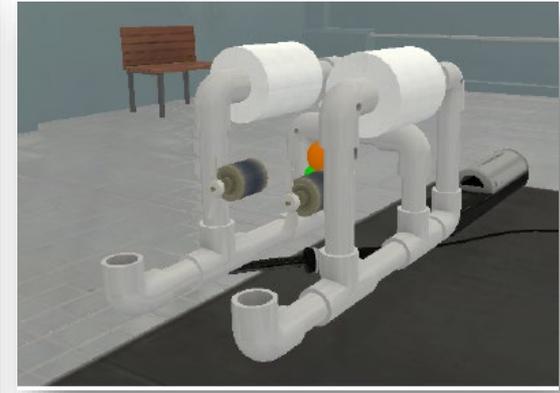
Team Photo

Team Members- Andrew Zangara (Co-CEO), Meghna Parija (Co-CEO), Aksh (Co-CTO), Shreeya Soma (Co-CTO), Adam Freedman (co-CFO), Harry South Vishvajith Jagadeesan, Samraat Kadam, and Aditya Sriram

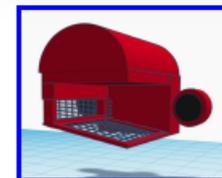
This is our 2nd year participating in SeaPerch.

Our mentors are Ms. Barrett and Ms. Ashman.

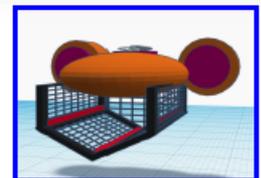
We have not gone to the international SeaPerch challenge yet.



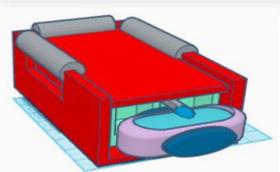
1st ROV design:
PVC-built ROV with a scoop with magnetic strips



2nd ROV design:
Heavier design with a more net-like scoop



3rd ROV design:
Slick and smoother design with added improvements to the scoop (better material).



NCMA Provided Judges to Review Technical Designs and Lab Notebooks & attended Virtual Team Presentations

Name of ROV	Features	Pros	Cons
Neptune	A curved scoop with magnetic strips to retrieve both metal and non-metal objects	Can pick up many different remains from shipwrecks including metals, non-metals, etc.	Magnets may be weak and damage our motors; design is heavy so less control/maneuverable; also scoop is small.
Titan	A bigger, more net-like material made scoop	Can pick up more objects than the previous design's scoop as there is more space inside it.	Objects may fall out as the scoop isn't closed fully on all sides.
Salvage	A longer, more closed/sturdier scoop than design 2	Good in retrieving heftier and taller objects because of the scoop's bigger interior area.	The ROV's attachment is a little bulky, but not to the extent of it causing harm.

Support Local Communities

Camp Invention Summer 2020

Over 197 Underrepresented students across 2 counties & 4 elementary schools



CAMP INVENTION CONNECT

WHERE HANDS-ON CREATIVITY MEETS VIRTUAL COLLABORATION

Camp Invention Connect™ builds on our trusted approach to invention education to offer a new hybrid of on- and off-screen learning and fun. This flexible, at-home program delivers materials direct to each participant's door, involves minimal screen time and fosters a sense of community. Local educators serve as Coaches, offering virtual learning sessions to spark imaginations and help children build an innovation mindset.



CAMP INVENTION FLIGHT LAB™

- Engage children in taking apart and customizing a high-tech flight simulation robot
- Guide children to investigate the inner workings of their robots
- Receive everything you need to demonstrate principles of flight, such as lift and thrust



CAMP INVENTION CHAMPIONS™

- Guide children to use the provided materials to design and build the ultimate sports complex
- Use Inventor Trading Cards to introduce inspirational stories from inventors who have shaped the world of sports
- Show children how they can add simple machines into their tabletop games



DESIGN THINKING PROJECT™

- Lead inspiring activities that build design thinking skills, empathy, ingenuity and persistence
- Introduce tools and experiences to help children understand the value of intellectual property and begin to see themselves as capable entrepreneurs
- Encourage creative thinking as children sketch ideas, build prototypes, design logos and make pitches



RESCUE SQUAD™

- Lead children through environmental operations, such as creating parachutes and airdropping beavers
- Guide children to use the provided materials and tools to design and create an energy-efficient LED plant
- Encourage children to use their creativity in hands-on challenges to restore balance in nature



4 More Camps Slated to be Supported Summer 2021

NCMA Provided representatives to sit in on the daily morning and afternoon Zoom calls with students as they used their imagination to build STEM Projects



Relevance – Community Awareness

Ocean County Military Support Committee (OSMSC)

- Local Business Leaders and Local Government Officials attend these monthly gatherings
- NCMA is an active participant
 - After consulting Legal, NCMA was approved to participate
 - Farhad Choudhury, Lakehurst Chapter Secretary, has been serving as one of the Directors on this Community Committee

Defense Enhancement Coalition (DEC)

- This coalition is comprised of the three services that make up the Joint Base, NJ Congressional Staffers, Community Business Leaders, and other interested parties
- The Tri-Service Missions are collectively discussed
- BRAC-related discussions
- NCMA Lakehurst Chapter is on distribution for information sharing (e.g. KC-46 Tanker Program)
- NCMA Chapter Members gain community and Joint Base related information

Strengthen Influence – With Base Leadership

Honorary NCMA Member Commander Walter Reynolds

- CDR Reynolds was our guest speaker during a virtual March 2021 NCMA meeting and actively participated in Q&A session after his brief. He talked about Leadership and the career moves that brought him to this base.
- Two days later, he sat down with Chapter Secretary, Farhad Choudhury, to discuss more details about NCMA mission.

"Most of us, most of the time, live in blissful ignorance of what a small, elite, heroic group of Americans are doing for us night and day. As we speak, all over the globe, American Sailors, submariners and aviators are doing something very dangerous. 'People say, Well, it can't be too dangerous because there are no wrecks.'

But the reason we don't have more accidents is that these are superb professionals; the fact that they master the dangers does not mean that the dangers aren't real. Right now, somewhere around the world, young men (and women) are landing ... aircraft on ... pitching decks ... at night! You can't pay people to do that: they do it out of love of country, of adventure, of the challenge. We all benefit from it, and the very fact that we don't have to think about it tells you how superbly they're doing their job -- living on the edge of dangers so the rest of us need not think about, let alone experience danger". ~ George Will, ABC



March 2021 Guest Speaker & Honorary NCMA Member Commander Walter Reynolds



CDR Walt "Yazzi" Reynolds

Length (Years)	Duty Station (Location) - Job
4	U.S. Naval Academy, Class of 2003 (Annapolis, MD) – Ocean Engineering
2.5	Flight School (Pensacola, FL) – Naval Aviator
3	HS-3 (Jacksonville, FL) – HH-60H & SH-60F Pilot, Quality Assurance Officer
3	HSM-41 (North Island, CA) – MH-60R Pilot, CNAF NATOPS Evaluator / PM
1.5	PCU/LHA-6 America (Pascagoula, MS / San Diego, CA) – Air Officer
1	COMHSMWINGPAC (North Island, CA) – Asst. Ops, ASW Action Officer
3	PMA-280 Tomahawk (PAX River, MD) – Military Lead – Maritime Strike
1.5	PMA-266 Medium Tactical UAS (Pax River, MD) – MQ-9, MQ-8 Class Desk
3	NAWC AD Lakehurst (Lakehurst, NJ) – Officer-in-Charge

Ed. / Train.

Fleet / Operational

Acquisition / NAVAIR

NAVAIR

FOUO

Highlights Summary

- Fully embedded with community leaders, county, state and federal legislators and their staffers regarding Joint Base issues
 - Being asked to serve as a Director on the Military Support Alliance of NJ
- Cosponsored Affinity Team Guest Speakers during virtual meetings
- Maintaining an active posture of influencing today's leaders at NAWCAD Lakehurst for tomorrow's Navy
 - Proactive participant during the ongoing NAVAIR Reorganization
 - Leadership (NCMA & Honorary Members) held over six Town Hall meetings to better prepare Supervisors with COVID-19 related information
 - Offering Leadership Training
 - Enhance PDG Partnership
- Provided 150 sandwiches to the COVID-19 primary care providers at a local hospital during the height of the Pandemic

Local Hospital Receiving the 150 Sandwiches 13 May 2020

