



# The MISAWAN



Vol. 5, No. 12

November - December 1975



# The Skipper

## Says . . .



By Captain P. W. Dillingham, Jr.

At the Naval Security Group Activity, Misawa, equal opportunity is a command policy and a way of life. It is certainly not "just another Navy program" which will be emphasized for short-term results, ticket-punching or as a means of generating statistics to satisfy a required report. The primary objectives are to achieve a command environment wherein each member sincerely believes that he or she has an equal opportunity to compete with other members of the command for recognition and job satisfaction, as well as be able to find a manner in which to satisfy the desire for self-expression without impinging on the rights of others. The assurance and maintenance of an equal opportunity environment is a direct function and measure of individual leadership abilities from the most senior to the most junior member. The application of the principle of equal opportunity continues until it is permanently ingrained in every individual's actions and conscientious decisions. Once equal opportunity practices become an inherent way of life in the Naval service and with each of its members, there is no way we will be able to revert to discriminatory practices that might brand anyone as a sexist or racist, or which might lead to denial of opportunity based on race, religion or sex.

The major efforts here will be to identify major areas where improvement is needed by reviewing command policies and directives to ascertain if they in fact adequately address optimum solutions to existing problems and to ensure that command compliance is both active and consistent. Additional effort will be expended to expand our Affirmative Action Plan to ensure that it establishes goals and outlines actions required to enhance the effectiveness of our equal opportunity programs. The command as a whole will be involved in order to foster individual ownership in resulting policies and directives and to assure that the resultant involvement will guarantee a self-sustaining environment.

It is to be a venture well-worth being an accountable member in and its results can only be beneficial and lead to an even better working and living environment here in the command. I look forward to a very large positive return for our efforts and believe that the spirit of the words of John Paul Jones apply:

Sign on and sail with me. The stature of our homeland is no more than the measure of ourselves. Our job is to keep her free. Our will is to keep the torch of freedom burning for all. To this solemn purpose we call the young, the brave, the strong and the free. Heed my call, come to the sea. Come sail with me.



# Very Merry Christmas To All!

## On the Cover

This snow monkey, with the rare ability to change his color from dark brown in the summer to nearly white in the winter, is found in only a few areas of the world. This one calls a mountain range in the northern part of Honshu his home. (Photo by CTA2 Guy Fitzgerald)



The MISAWAN is an unofficial publication of the Commanding Officer, U.S. Naval Security Group Activity, Misawa, Japan. It is published monthly for U.S. military personnel at NSGA, Misawa, and its detachments.

All opinions and statements expressed are those of the writers and are not to be construed as official views of the U.S. Government or the Navy Department.

Contributions are welcome, but the Commanding Officer, the Public Affairs Officer and the editor reserve the right to correct, edit and omit material as necessary to conform to MISAWAN editorial policy.

The editorial offices are in Building 1000 at Misawa Air Base. Telephone ext. 5394.

Material submitted for use by the publication should be mailed to: Editor, The MISAWAN, U. S. NSGA, APO San Francisco 96210.

The MISAWAN is a photo offset magazine and subscribes to the Armed Forces Press Service. It is printed by Asahi Printers, Misawa, with appropriated funds, and in compliance with NavExos P-35 (Revised - July 1958).

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# P01 Luepkas is the new E.M.O.Q.



**CT11 Mike Luepkas accepts a command plaque from Captain P.W. Dillingham, Jr., NSGA Commanding Officer. Petty Officer Luepkas was selected as the Enlisted Man of the Quarter. (Photo by CTA2 Guy Fitzgerald)**

## He keeps goin'

When you spend one-third of your 27-month tour on Temporary Additional Duty all over the Pacific; when your wife is an active duty Specialist 5 attached to the Army Security Agency and on a different schedule; and when you have a different schedule yourself, it would seem next to impossible to find more things to do. That is, however, precisely the case of Communications Technician (I) First Class Michael D. Luepkas of 55 Division—NSGA Misawa's Enlisted Member of the Quarter for the final three months of 1975.

"It's a great honor to have been selected from among my fellow shipmates as E.M.O.Q.," he said in a recent interview. "It's a special honor for me since, during this quarter, we began the celebration of the Navy's Bicentennial."

To get an idea of Petty Officer Luepkas' various activities, try this: he was a member of NSGA's Bluedevil football team for three years, he participated in Captain's Cup softball, football and basketball as his TAD schedule allowed and is currently enrolled in his final term of work on his Associate of Arts degree with Los Angeles City College. He has maintained a layman's interest in coin and stamp collecting, camping, archery, raising two dogs (Osoi, a white Akita and Heidi, a Misawa mutt) and is presently a merit badge counselor for the Boy Scouts during their summer camp.

And, during this 27-month period, Petty Officer Luepkas was TAD for nine months on trips which took him to Guam, the Philippines, Kwajalein Atoll in the Marshall Islands, Wake Island, Okinawa, Hawaii, CONUS and into the Indian Ocean. About his tour at Misawa,

CT11 Luepkas says it has been "quite interesting."

"I have to give a lot of credit to my wife, Lu Ann, who has stuck beside me through all the TAD and extra-curricular activities as well as maintaining her own professionalism as a shift worker with the Army Security Agency here", he commented, "I couldn't have done it all without her."

"Since arriving here in September, 1973," he continued, "I've seen a big improvement in the Command overall, both professionally as attested to by our winning the Travis Trophy, and in the Command morale. There has also been a large improvement in base facilities, such as renovation of the Richard Bong Theater and the resurfacing of the road to the Security Hill. With the influx of personnel of all services, I foresee an increased need for expansion of facilities."

As one of his official duties as E.M.O.Q., Petty Officer Luepkas was tasked by Captain P.W. Dillingham, Jr., Commanding Officer, with taking the plaque commemorating NSGA's victory in Travis Trophy competition around to all support divisions as well as operations for personnel to see.

For his selection as E.M.O.Q., CT11 Luepkas received a 96-hour liberty, a working blue uniform from a local tailor, a \$50 bond from the NSGA Command Association, a \$25 check from the Navy Enlisted Wives' Club, a Command plaque and reserved parking at the base commissary.

Petty Officer Luepkas, a native of Kirkland, Illinois, is a veteran of over eight years of Naval service. His previous duty stations include: the Defense Language Institute, East Coast; Goodfellow Air Force Base, Texas; USS Oxford (AGTR-1); Pensacola, Florida; Naval Communications Station, Philippines; Detachment Bravo, Danang, RVN; and Defense Language Institute, West Coast. He is currently in receipt of orders to the Naval Security Group Detachment, Sugar Grove, West Virginia.

During his Naval career, Petty Officer Luepkas has been awarded the following medals and decorations: Air Medal; Navy Achievement Medal with Combat V; Navy Unit Commendations; Meritorious Unit Commendations; Good Conduct (2); Armed Force Expeditionary (Korea); Vietnam Service; Vietnam Campaign; and Vietnam Civil Action.

CT11 Mike Luepkas, NSGA's Enlisted Man of the Quarter, is living the motto of the Navy's 200th year of service. He is "building on a proud tradition."



# Japanese New Year-time to start anew

As in every culture, the celebration of a new year is an important one in Japan.

The finish of another year demands the settling of all debts and December is traditionally the month for stocktaking of business affairs, culminating on Omisoka, December 31. During the New Year's Eve night watch, the gong is rung 108 times to purge the 108 weakness described by Buddha. This is not unlike the American custom of hooting and horn blowing, ushering the old year year out and the new year in.

However, whereas our celebrations end on New Year's Day, the Japanese celebrations continue for several days. January 1 is the day of worship at one of the many temples. Shinkhohai, or to worship in four directions, means to worship all the gods of the world. Visits are also made to the homes of friends where good wishes are exchanged. Unkind thoughts and harsh words are to be especially avoided on this day. On January 2, business in the new year is begun with great ceremony and January 3 hails the renewal of court func-

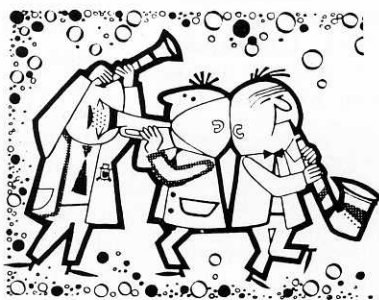
tions.

Decorations play an important part during the New Year's season. Pine, signifying health, strength and longevity, and bamboo stalks, expressing uprightness and rapid development, adorn Japanese homes. Shimenawa, ricestraw rope, are hung above front and back doors, on barns and roofs. On these ropes are hung objects signifying happiness and good luck, such as ferns or red and white fans with the character meaning "to celebrate happy events."

Certain foods are traditionally prepared and served. Noodles, called

soba, which symbolize life, are set out to be eaten at the close of business. O-toso, sweet rice wine flavored with spices, is served first to the youngest member and lastly to the oldest member in the family. This tradition, of Chinese origin, is believed to destroy evil spirits. Another favorite food, signifying fullness of good fortune, is rice cakes, known as mochi.

No matter what customs one follows on New Year's, it is the time for starting anew and, with this thought, wishes for success, happiness and new experiences, during the coming year are the order for the day.



**HAPPY  
NEW  
YEAR!**

## MCPOC TALK

CTACM Richard Brooks Loomis



Our NSGA Misawa Sponsor Program is one of the most important services we provide to incoming personnel. To step off the airplane in a strange country, perhaps on one's first trip outside the United States, is a unique experience. Whether one is properly greeted or left to shift alone has a great effect on how one's tour of duty begins.

For the most part, our sponsor program is meaningful and provides a great service to incoming personnel, but there is an occasional lapse when an incoming member is not met with the red carpet.

However, being met by someone who exhibits a positive attitude, who is genuinely pleased to assist one in settling in and who willingly devotes the time and energy required to complete the check-in process will

embrace the new arrival with the same positive attitude. This will result in two things. First, the member will approach his or her new job and new surroundings with a new vigor and, secondly, when asked to be a sponsor, will do so with an enthusiasm unhindered by complacency.

When you are asked to sponsor an incoming sailor, initiate immediate correspondence to the individual to find out the person's needs and desires. Ensure you are cognizant of the exact arrival time and be at the terminal on time. Greet the individual the way you would want to be greeted. Provide all the assistance you would want provided to you. Just picture yourself in the other person's shoes—that should provide the incentive to do an outstanding job as a sponsor, a job well worth doing.

# SEMPER FIDELIS

## 3 promoted

On December 1, Major Arthur J.C. Keener, Company E, Support Battalion Commanding Officer, promoted (left to right) Dennis R. Comstock, John E. Coats and Thomas M. Arvizu to their present grade of Sergeant. (Photo by CTA2 Guy Fitzgerald)

## Asst. visits

Lieutenant Colonel Arthur P. Finlon, USMC, MARSOFFASST to Director, Naval Security Group, Pacific and Head, Communications/Signal Security Branch, arrived on December 2 for a three day visit with Company E. While here, LtCol. Finlon was given a tour of the base facilities and made a courtesy visit with Captain P.W. Dillingham, Jr., NSGA Commanding Officer. The Colonel also toured the work spaces and received a briefing at the Operations Building.



## Arrivals

Arrivals during the months of November and December were: LCpl. Rory D. Porter from Company I, Marine Support Battalion, Adak, Alaska, and PFCs John A. McGrath and Stephen Waskiewicz from Company K, Marine Support Battalion, Pensacola, Florida.



# MISAWANS Awards

During presentations on December 11, the following personnel were recognized: Good Conduct—YN2 Heidi-Marie Coppock; DK2 Estrada; CTT2 Archie Nelson; SK2 Ronald

Wells; CTA1 Ronert Hesser; CTR1 Charles McGee; CTT1 Robert Wilford; CTR1 Victor Marrano; BM3 Timothy Bowman; and BMC Douglas Kiser.

Navy Expeditionary Medal—CTI2 David Schulenburg; CTISN Henry Hirsch; CTR3 Stephen Tompkins; and CTI3 Richard Paupard.

Letter of Commendation—CTR1

William Gerhart and SSgt. Ronald Bladen.

Reenlistment—CTR1 George Thorn reenlisted October 28 for three years.

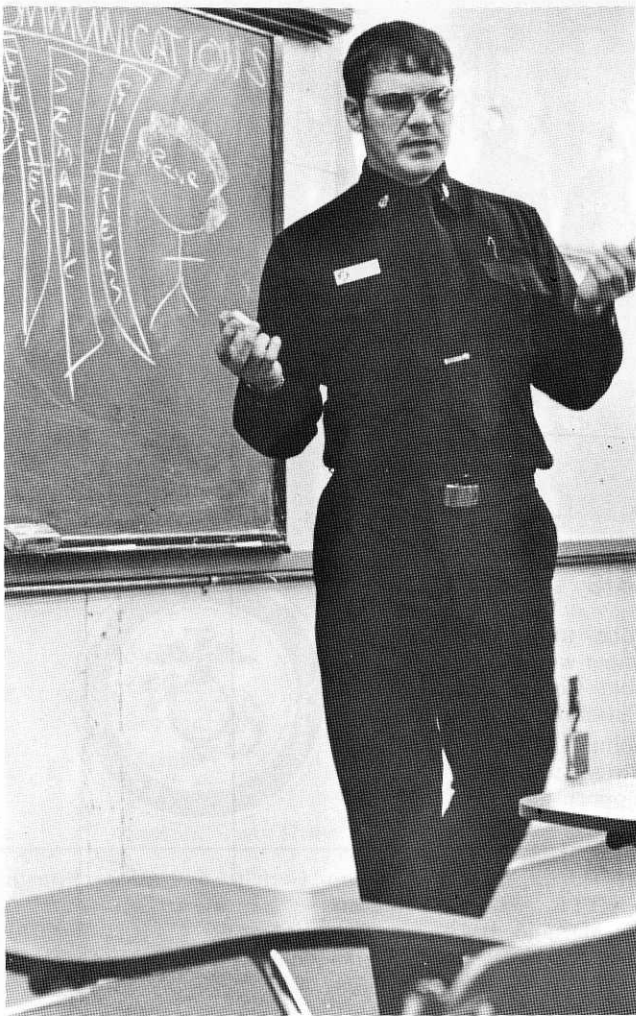
## Birth

Congratulations to CTR1 and Mrs. Pat Guckian, parents of Alan Patrick, born August 15 at Camp Kue, Okinawa.



## MAB award goes to Weaver

CTT1 Nick Weaver, 60 Department, is awarded the Misawa Air Base Human Goals Award from Colonel Lester R. Mellatt, Commander, 6921st Security Wing. The award is given quarterly to "the individual who has made outstanding contributions to community activities which reflect credit upon the individual and the Misawa Air Base community." PO1 Weaver is NSGA's Command Alcohol Abuse Counselor and Intercultural Relations Coordinator. (Photo by CTA2 Guy Fitzgerald)



CTTC J.E. Lacey explains what is involved in communications between two people (above) while CTT members sit in on the presentation. Phase II was designed to promote communications up and down the chain of command as well as between individuals. (Photos by CTA2 Guy Fitzgerald)



## Phase II -- equal communications *It's up*

The Navy, in tune with the changing times, has taken major steps toward ensuring equal opportunity for all members in the Naval service through the program titled Equal Opportunity/Race Relations.

To be effective, the Equal Opportunity/Race Relations Program requires the support and the recognition of problems and the objectives of establishing true equal opportunity by each person at Naval Security Group Activity, Misawa.

Phase I of this program consisted primarily of Upward Seminars. These seminars were designed to create an awareness of problems caused by racism and concentrated on command-level action; the purpose of Phase II is to place the responsibility for understanding and action on the division and individual level. While moving toward fulfilling the requirements of the Equal Opportunity Manual (OPNAV 5354.1), Phase II will strengthen the chain of command, expand members' knowledge of their military rights and responsibilities and improve leadership of and communications with subordinates.

Phase II Coordinator, Lieutenant K.W. Wells, commented on a few of the major differences between Phase I and Phase II. "First, although Phase I generated awareness of equal opportunity and race relations problems in the Navy, it provided little guidance to the individual for action. Phase II attempts to provide this guidance. Secondly, Phase I was not a continuing program, whereas Phase II, with its local Command Training Team, is largely self-sufficient and will not require outside assistance."

Recently, the formal instruction portion of Phase II, consisting of three levels of workshops, was held at NSGA Misawa. The majority of personnel attended Military Rights and Responsibility/Cultural Express-

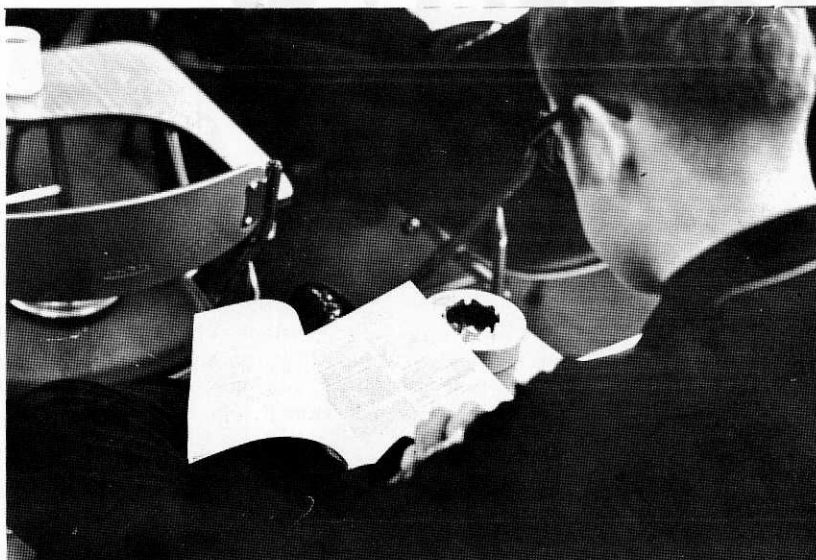
# Equal chances, communications to us

sion workshops held on November 18, 24, 25, 29 and December 1-5. During this workshop, personnel reviewed their rights, responsibilities and privileges as military members, proper use of the Navy's grievance procedures, limits and purpose of enhancing interpersonal communications and understanding cultural expression and its proper display in the Navy.

The Military Rights and Responsibility/Cultural Expression Seminars were conducted by members of the local Command Training Team (CTT). CTT members were either nominated by their divisions or volunteered. The CTT members are: CT11 F.H. Tilley (54 Division); CTRC C.E. Weber (50 Department); CTA3 Radke (11 Division); Lt(j.g.) B.L. Robinson (53 Division); CTA2 G.N. Armour (40 Department); CTT1 R.W. Wilford (52 Division); CT11 R.C. Fish and CT11 P. Caffrey (55 Division); CTO2 L.A. Goodall (20 Department) and CTAC R.C. Smith and CT11 C.M. Jones (60 Department). The CTT members were trained by RM1 R.L. Green from Yokosuka and CTTC J.E. Lacey (60 Department) in an intensive three-day session.

Officers, Senior Chief Petty Officers and supervisors attended the Level 2 workshops, November 17-19 and 21. An overview of military rights and responsibilities was presented in addition to basic motivational and managerial theory and techniques.

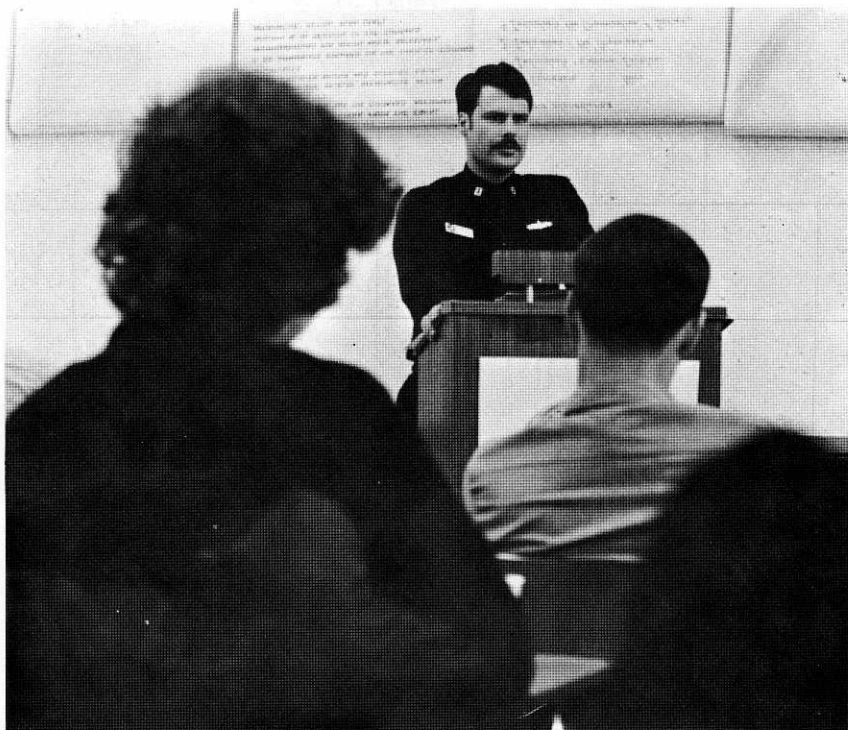
The Level 1 workshop included the Commanding Officer, Executive Officer and Department Heads and was held on November 13. This workshop covered the same basic information presented in the Level 2 and 3 workshops. Additionally, the Level 1 workshop reviewed the Command Affirmative Action Plan (AAP). This review examined additional areas for improvement.



Although administered at the same time as the Phase II workshops, the HRAV Survey is not a part of Phase II but a separate program. The survey was conducted at NSGA Misawa on December 1-10. The survey provides information, which allows the command at its various levels, to examine working and social relationships between supervisors and the supervised. The input is compiled by the Human Resources Manage-

(Con. on page 12)

Printed handouts complement the presentations (above). Below, Lt. K.W. Wells, Phase II Coordinator, makes opening remarks during the Military Rights and Responsibilities/Cultural Expression Seminar. The purpose of this level was to make NSGA personnel aware of their rights and responsibilities, use of the Navy's grievance procedures and the place of cultural expression in the Navy. (Photos by CTA2 Guy Fitzgerald)



## Duck rolls record, is it "duckpins"?

James W. Duck of 55 Division has the distinction of holding the Misawa Air Base record for high series in bowling.

Bowling in Captain's Cup competition, Duck ripped off games of 266, 245, and 245 for a series total of 756. The series was the highest ever for Duck, who has been bowling for 13 years. He has had two 700 plus series before, a 719 and a 711.

Duck's 756 breaks the record of

748 held by Kevin Norgard of the 6921st Security Wing.

Mr. Eiji "Ike" Osaka, manager of the Main Base lanes, says that there was a 790 series bowled in a Japanese-American goodwill tournament in 1971, but the tournament was not sanctioned. The 790 was rolled at the 1500 Area lanes.

Duck's record score is displayed on the score board at the main base lanes.

## Bowling

Team	Won - Lost	Total Pins
Chiefs	14 - 4	14426
Section Four	15 - 5	14647
Marines	11 - 9	14437
Dayworkers	11 - 9	14135
Section Two/Three	10 - 10	14253
Section One	10 - 10	14057
Maintenance	4 - 16	13395
Officers	3 - 17	13325

(Note: Standings as of November 5)



The 1975 Captain's Cup Basketball champs, representing Section 4, receive their trophies. Team members are (left to right): J.W. Tracy; D.B. Ketterer; L.E. Stearns; W.E. Frohliger; G.J. Decubellis; and G.L. Mauseth. Captain P.W. Dillingham, Jr., NSGA Commanding Officer, presented the awards. (Photo by CTR2 Tim Smith)

## Capt. 's Cup standings

Team	Points
Section One	150
Marines	124
Dayworkers	111½
Section Four	107½
Officers	83
Chiefs	75
Section Two/Three	46
Maintenance	42

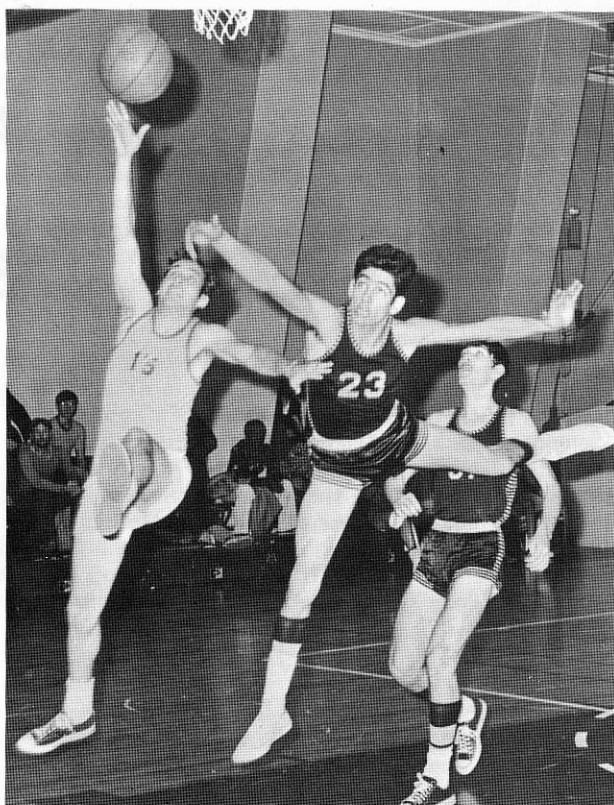
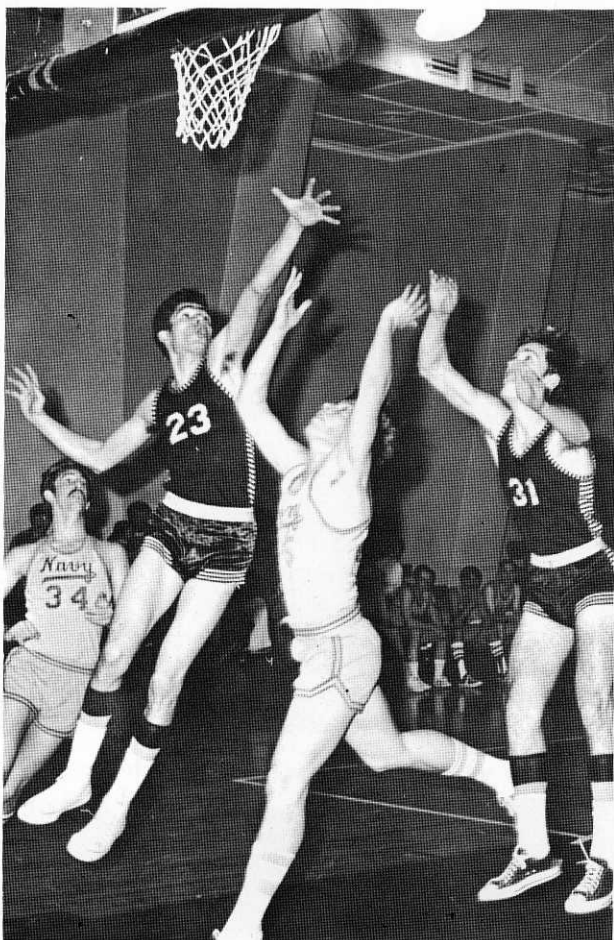
## Wife shoots hole-in-one

Sheila White, wife of CTRC Homer White of 54 Division, has gained a plateau of success at the game of golf that even professionals sometimes never attain - a hole-in-one.

Mrs. White performed her feat at Gosser Memorial Golf Course on November 2. Using a five iron on the 112 yard, par three, number 2 hole, she laced her tee shot directly into the cup.

Mrs. White, who has only been playing the game since April of this year, was carrying a 108 average with a 36 handicap at the time of the hole-in-one. She received a trophy from the management at the golf course and her name has been submitted to the Bureau of Naval Personnel by Special Services for recognition of a special accomplishment.

Mrs. White becomes the second NSGA member to accomplish that feat this year. Bob Fish scored a hole-in-one on the same hole on June 26, using a nine iron.



In Commander's Cup Basketball, 3rd place Navy Blue-devils lost to Army with a close final score of 47-43. Competition was keen and both teams played with expertise. (Photos by CTA2 Guy Fitzgerald)

## ***Navy loses to Army, 47-43, holds on to 3rd***

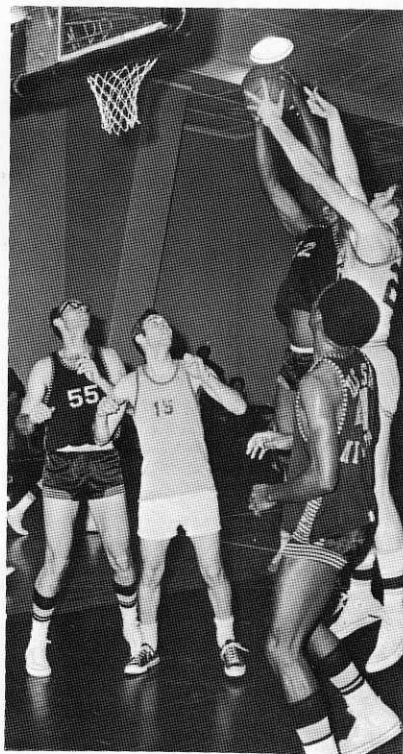
Navy's entry in the 1975 Commanders' Cup Basketball league is currently holding onto third place with a record of seven wins against three losses.

The Bluedevils, led by player/coach Don Dickey, dropped a close match to Army on December 10. The final score was 47 - 43.

The team this year consists of players from NSGA, NAF, and Company "E". NSGA members of the hoopsters are Dennis "Kid" Larsen, Bob Gibson, Bill Frohliger, Don Vasey, Dave Zander, Joe Sardo, Ken Will, Mike Lynch, and Mike Woods; from NAF are David Bartoe and Curt Sullivan; and from Company "E" MARSPBTN is Rick Holycross.

League standings as of December 10 are:

<u>Team</u>	<u>Won - Lost</u>
Trick II	8 - 0
Air Base Group	5 - 1
Navy	7 - 3
Army	6 - 3
Trick III	5 - 3
VP - 48	4 - 3
Trick I	3 - 5
High School	2 - 7
Daze	1 - 5
Hospital	0 - 9



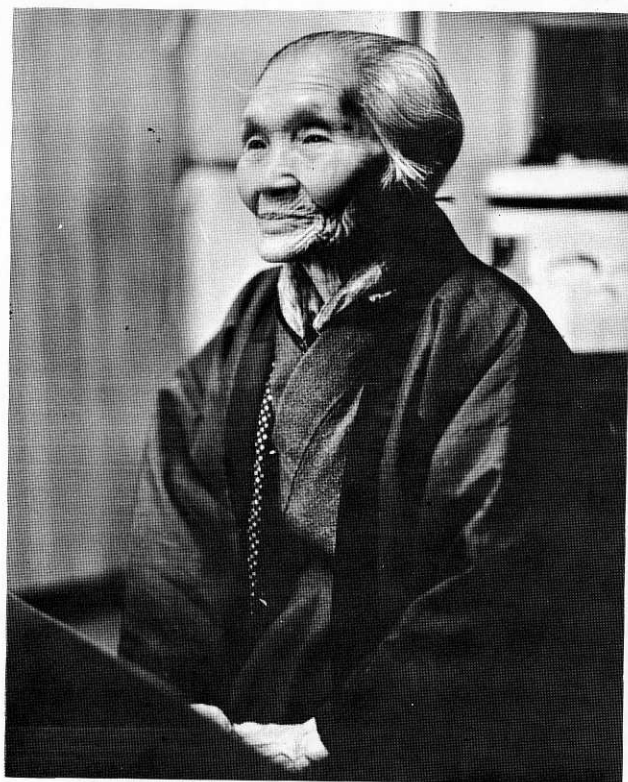
In the midst

## *In search of "real" Japan*

A warm friendship has developed between Rick McHenry, a Sollars Elementary School teacher, and a Japanese family in Hokkaido. Extremely impressed by the warmth and acceptance by Japanese people, Rick concludes, "You don't have to go far or spend much money to find the "real Japan"—you're sitting in the middle of it."

Mother, right, can best be described as the "universal mother". Yoshiko, below, an English teacher and accomplished musician, is warm and witty.

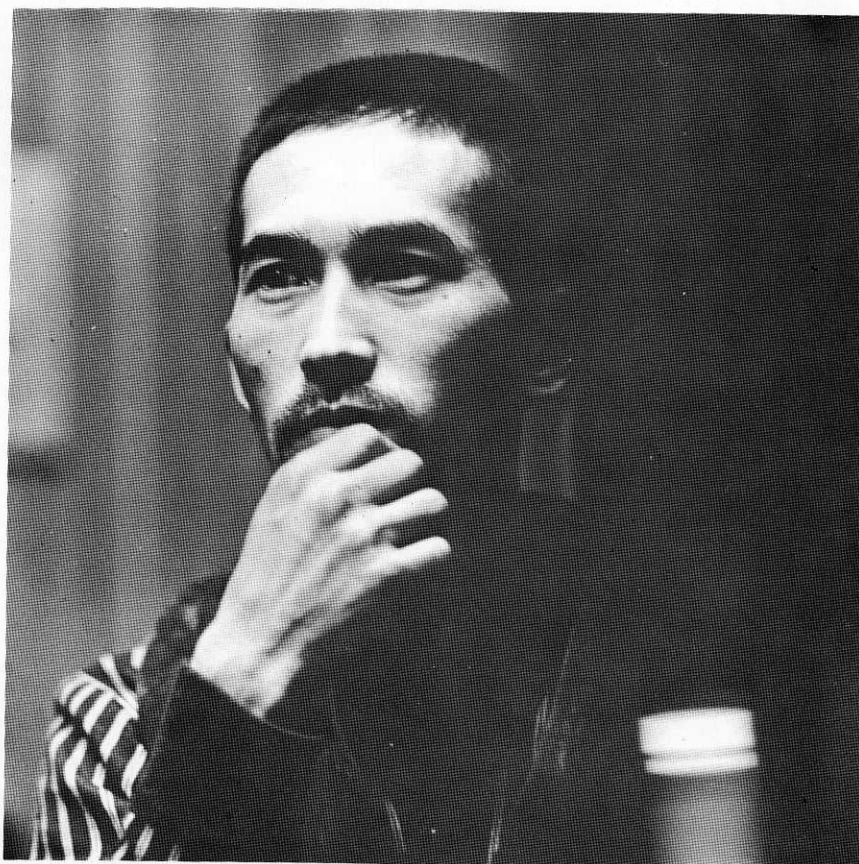




***...look  
around  
you***

Grandmother (clockwise), at 93, is inscrutable and oriental. She is the face of wisdom and tradition. Her granddaughter, Asuka, studied English and French and has had the opportunity to live in Paris, France. Kazuhiko is the husband of Yoshiko. A technical translator by profession, some of his other interests lie in the areas of music and skiing. Here, he appears engrossed in deep thought.

Photos by  
CTA2 G.  
Fitzgerald



## Explorer Ship 12 chartered

Master Sergeant Daniel Harrison, Kuma District Scouting Representative, presents the charter for Sea Explorer Ship 12 to Captain P.W. Dillingham, Jr., sponsor for the Ship. Looking on are, left to right, Martin Gabrielson; Randy Cady; James Collins; Tim Dillingham; David Amesbury; Doral Teetz; Lloyd Morreau; and Jerry E. Ferguson, Jr. Exploring is a program for young people, 15 (or 8th Grade) to 20 years old. The activities include challenging physical and mental activities in various areas of interest. Each Explorer takes the following creed:

As an Explorer-  
I believe that America's strength lies in her trust in God and in the courage and strength of her people.  
I will, therefore, be faithful in my re-



ligious duties and will maintain a personal sense of honor in my own life.  
I will treasure my American heritage and will do all I can to preserve and enrich it.  
I will recognize the dignity and worth of my fellowmen and will use fair

play and goodwill in dealing with them.

I will acquire the Exploring attitude that seeks the truth in all things and adventure on the frontiers of our changing world. (Photo by CTA2 Guy Fitzgerald)



## The season of joy

Most of us, regardless of race, sex or creed, have fond memories of holidays from our past—special dinners, countless visitors, decorations, music, religious celebrations and stories. Although each of us has a unique feeling during this holiday season, the magic, peace and holiness is universal. Even though Christmas is a predominately Christian celebration, nations and cultures worldwide observe this event, incorporating their own beliefs and customs. Appealing to both young and old, Christmas is a time of thanksgiving and giftgiving; for many, it is a time for self-examination and discovery. For some personnel at NSGA, this will be the first Christmas away from home and family and, although we are in a foreign country where customs differ from ours, this should not prevent us from sharing the joy of this season with shipmates and foreign hosts. Joy, as love, is universal. With this thought, I wish you a bright and joyful holiday.

The Editor

### (Phase II con. from page 7)

ment Center at Pearl Harbor, Hawaii. Each workshop supervisor will receive a data printout of the information pertinent to his specific workshop. Prior to HRAV action workshops, resulting from the survey, supervisors will receive concepts training, allowing them to understand the meaning of the survey results. The workshops will be scheduled in January or February, 1976, depending on the receipt of the survey results.

During the workshops, each workgroup will discuss ideas and actions to improve their working situations. In any area, such as a communications problem, the workgroup will attempt to resolve the situation at the lowest level possible in the chain of command. Any issue not resolved will be forwarded up the chain of com-

mand to the point where it can be properly handled.

In a recent interview for Navy Times, Admiral J.L. Holloway, III, CNO, explained that the ultimate objective of the Navy's Equal Opportunity program is to make equal

opportunity an accepted part of Navy life and leadership. He commented, "Every person in the chain of command, at every echelon, has got to be vitally concerned with equal opportunity. He must be committed and he must be involved."

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