



# Cornerstone Spouses Workshop

## Attendee Packet

Spring 2023 (23-2)

# Welcome to Cornerstone

Welcome to the Cornerstone Spouses Workshop! We appreciate you taking time out of your already busy lives to travel to Quantico to attend Cornerstone with your Marine. It is not lost on us how much coordination it takes to take time off work, take time off classes, arrange childcare, plan carpools or to travel from overseas! We appreciate all the efforts it took to get you here today. Thank you.

To be clear on the objective of the week–We are not here to teach you how to be a Command Team spouse! You are already that spouse. We are here this week to add to your skill set, to provide you with more tools, more connections, more resources to aid you in a successful command tour with your Marine.

Cornerstone is a time to stop, think, and consider just what the role of the CO or Senior Enlisted spouse means and looks like for you. For each of us, it will look different! And it should as we are all different human beings. There is no right or wrong answer when it comes to being you. As you listen to the presentations and participate in the small group discussions, we hope you will clarify what that role may look like for you.

We intentionally selected classes that will benefit you personally and professionally, as well as in your Marine Corps life. We encourage you to remember this and consider each unique perspective as you attend these classes.

This week also offers time for discussion and reflection with your Marine without the pulls of everyday life – time to define your intentions going into command and what this looks like for you as a team.

As with many things in the Marine Corps, the Cornerstone Spouses Workshop is run entirely by volunteers. The workshop takes place twice a year and planning is a continuous process. We take all the feedback provided by our attendees and make adjustments with each session. Our committee is a dedicated and committed team of experienced spouses who bring a variety of talents to make Cornerstone a meaningful week. They continue to adapt and evolve with all the changes and challenges presented to put together a quality program in an ever-changing world! I would like to take a moment and thank Jennifer Johnston, Ryan Mangrum, Enid Randall, and Kate Griffin for all of their hard work and dedication to this program. In addition, we have wonderful advisors who provide us with support and guidance to ensure we deliver a quality program to you. Thank you to Mrs. Donna Berger, Mrs. Stacie Black, and Mrs. Susan Iiams.

On behalf of the Cornerstone Spouses Workshop Committee and our advisors, I hope that you have a fulfilling week at Cornerstone. We encourage you to keep your mind open and be receptive to new thoughts and ideas. Be excited about the journey that you and your Marine are about to embark on and may this be your best adventure yet.

All my best,  
Jennifer Butler  
Program Coordinator

# Cornerstone Spouses Workshop

## Committee Members

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**Mrs. Donna Berger**

Advisor

**Mrs. Stacie Black**

Senior Enlisted Advisor

**Mrs. Susan Iiams**

Advisor

**Jennifer Butler - Program Coordinator**

spouses.workshop@gmail.com

3D Battalion 12th Marines, Okinawa - O5

**Ryan Mangrum - Sr Enlisted Spouse Lead**

VMFA-314, Miramar, CA - E9

15th MEU, Camp Pendleton, CA - E9

Manpower Plans & Policy Division, Quantico, VA - E9

**Kate Griffin - Sr Enlisted Spouse Lead**

MAG-29, MCAS New River - E9

Recruiting Station Atlanta, GA - E9

1st MAW, Okinawa - E9

Training and Education Command - E9

**Enid Randall - Officer Spouse Lead**

CLB-31, Okinawa - O5

CLR-37, Okinawa - O6

**Jennifer Johnston- Facilitator Coordinator**

1st Battalion, 8th Marines, Camp Lejeune, NC - O5



# The History of Cornerstone

Established at the direction of Commandant Mundy in 1993, the Cornerstone Spouses Workshop plays a vital role in enhancing the Marine Corps Family by preparing spouses to function well within a command team. The Workshop was developed as a result of the success of the Cornerstone Commanders Course, which was "stood up" in 1991. Like the curriculum of the Marine Course, the Spouses Workshop emphasizes leadership team building and prepares attendees for their roles as valuable members of a command team.

Importantly, the Spouses Workshop curriculum is not designed to preemptively answer all possible questions, provide predetermined choices for participants, or instruct spouses how to act in particular circumstances. The Workshop is instead intended to present issues and concepts that commanders, sergeants major, and their spouses can discuss; to give spouses ideas and options for developing solutions to problems; and to provide an opportunity to interact in an atmosphere of support and encouragement.



The logo is a circular emblem with a grey border. Inside the border, the words "COMMANDANT'S" and "COMBINED" are at the top, and "COMMANDERSHIP" and "COURSE" are at the bottom. In the center is a red five-pointed star. Overlaid on the star is a smaller circular seal featuring an eagle with wings spread, perched on a shield. The word "CORNERSTONE" is written across the center of the star in a bold, sans-serif font.

# Cornerstone Spouses Workshop

## Purpose

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The Cornerstone Spouses Workshop aims to prepare spouses of slated commanders and sergeants major for their roles as team members within the command. The goals are to present issues and concepts that commanders, sergeants major, and their spouses can discuss; to give spouses ideas and options, and to provide them an opportunity to interact in an atmosphere of support and encouragement.

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# Defining Your Role

There is no single, best way to describe the position of the CO/SgtMaj spouse. There is not specific job description or requirement because it is YOU who designs your level of leadership commitment during your spouse's command tour.

There are many ways in which you can be active. Some spouses go all-in and involve themselves in every aspect of their spouse's command. Others pick and choose a few things to get involved in. There are also spouses that choose for whatever reason to not get involved at all. Your level of involvement will depend on what you and your spouse agree upon as well as your own goals and priorities for this role. Opportunities may include, but are not limited to:

- Providing leadership to the Command Team
- Assisting with the planning of events
- Joining a base spouse club
- Volunteering in the community

One thing is for sure, in your new role you are suddenly more visible. What you do and say is of interest to the people in your unit and community. You could be seen as a role model, an expert, the one responsible, a problem solver, or any number of things positive or negative. Unfortunately, it is hard to please everyone and make everyone like you. Always work through challenges with your spouse or seek the help of a trusted mentor who can provide you with insight.



# Workshop-Day One

## Learning Objective:

What talent of yours do you plan to leverage in your time as a  
Command Leadership Spouse?





CORIE WEATHERS, LPC

AUTHOR, SPEAKER, &  
CLINICAL CONSULTANT

## SPEAKING

### Highlights

#### NATIONAL MEDIA APPEARANCES

The **Today Show**

#### GLOBAL ORGANIZATIONS

- Global **USO series** "You're Leaving Again?"
- The **American Red Cross**, Washington, DC
- Association of United States Army (**AUSA**)
- **MilspouseFest** (TX, CA, NE, & Global Virtual Events)
- **InDependent Wellness Summit**, Host

#### MILITARY

- (**DOD**) Department of Defense, Relationship Summit
- (**DOD**) Military OneSource, Keynote Speaker
- Misawa Air Force Base, **Japan**
- **Marine Commanders** Conference, Quantico, VA
- (**USASOC**) 75th Ranger Regiment, 160th SOAR(A), 4th PSYOPS Group & more
- (**JSOC**) Spouse and couple's events

### Author

#### SACRED SPACES

*My Journey to the Heart of Military Marriage*

**GOLD MEDAL FOR BEST  
RELATIONSHIP/MARRIAGE,**  
Living Now Book Awards  
Foreword **INDIES Book of the  
Year Awards** – Finalist  
**Midwest Book Awards** – Finalist



## BIO

Corie Weathers, licensed professional counselor (LPC), is a sought-after speaker, consultant, and author of the award-winning book **Sacred Spaces: My Journey to the Heart of Military Marriage**. Corie has focused her career for the last 20 years as a clinician specializing in marriage, military and first responders, the service culture, and its impact on families.

She has traveled to Turkey, Iraq, Afghanistan, and the Persian Gulf to visit troops and report on deployment conditions with Secretary of Defense Ash Carter and has taught service families across the globe, including Japan.

Nicknamed "#Coriespondent", Corie consults on military and first responder culture, produces content through interviews and videos, emcees events as well as facilitates meaningful and productive sessions and retreats for families on how to live, lead, find purpose, and build relationships using their natural talents.

Her Lifegiver Podcast provides encouraging content and inspirational interviews to service families and marriages.

### Contact Me

[corieweathers.com](http://corieweathers.com) life-  
giver.org

Social: TW/IG/FB: @CorieLPC  
[info@corieweathers.com](mailto:info@corieweathers.com)



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# Workshop-Day Two

## Learning Objective:

To understand the relationships within the command and how they are all inter-connected.



**Kay K. Een**  
**Chief Diversity and Inclusion Officer**  
**NCIS Diversity and Inclusion Program Office**

Special Agent Kay Een serves as the Chief Diversity and Inclusion Officer (CDIO) for the Naval Criminal Investigative Service (NCIS) Diversity and Inclusion Program Office (DIPO). She is the full-time staff to the DIPO which is tasked to synchronize diversity, equity and inclusion efforts across the agency and collectively support initiatives to implement the best business practices, encourage collaboration, and deliver proven solutions to nurture a more ready, resilient, and globally engaged workforce.



Special Agent Een started her career with NCIS in her home state of Hawaii in 2003. As an Agent, she has worked across the spectrum of criminal investigations, to include specializing in Internet Crimes Against Children and Procurement Fraud investigations. Special Agent Een served in multiple offices to include Okinawa, Japan; Camp Pendleton, CA; Washington DC and NCIS Headquarters Quantico, VA. Prior to her current assignment, SA Een was the Resident Agent in Charge of NCISRA Okinawa where she held direct operational command of NCIS' Criminal Investigations and National Security mission in support of the Navy and Marine Corps across the Okinawa Prefecture, as well as, in MCAS Iwakuni and surrounding areas.

Special Agent Een holds a Bachelor's of Science in Forensic Science from Chaminade University of Honolulu and is a Certified Coach for Leadership and Organization Well-Being. Prior to NCIS, Special Agent Een served honorably in the United States Navy as an Air Traffic Controller (Aviation Warfare) and Naval Air Crewman where she deployed in support of both Operations ENDURING FREEDOM and IRAQI FREEDOM.

Special Agent Een's personal awards include DoD Counter Intelligence Award, Joint Meritorious Civilian Service Award, and Global War on Terrorism Award. In 2011, she was nationally recognized with honor at the National Association of Police Organizations "Top Cop" Awards Ceremony.

Special Agent Een resides in Honolulu, HI with her husband, LtCol Chad Grimmert, USMC, and two children, Kenji and Cora.



ACTIVATE DIVERSITY EQUITY AND INCLUSION: Using DEI Principles to Propel Volunteer Organizations

G.I.V.E Worksheet: Use this worksheet to write out ideas to demonstrate your commitment to Diversity, Equity and Inclusion. "G.I.V.E" (Goals, Intentional, Volunteer, Educate)

G GOALS	I Intentional	V Volunteers	E Educate
Establish DEI Goals that support your organization's mission. Goals should be: Specific Measureable Actionable Realistic Time	DEI principles require activation through allyship and advocacy. Incorporate DEI into policies and mission statements. Conducting an assessment to better understand your organization and the community you serve.	Focus on volunteer retention. Training, Reward, Recognition, Mentorship are all ways you can give back to your volunteers. Are there barriers to volunteering?	Utilize team building opportunities with DEI themes to support organizational messaging on DEI. Encourage your volunteers to provide feedback on process improvements.

G Goals	1.  2.  3.
I Intentional	1.  2.  3.
V Volunteers	1.  2.  3.
E Educate	1.  2.  3.

## Dr. Paul J. Voss

President, Ethikos

Dr. Paul J. Voss is President of Ethikos and an Associate Professor at Georgia State University. A gifted public speaker and award-winning teacher, Dr. Voss teaches courses on Shakespeare, Dante, Machiavelli, Business Ethics, Renaissance Literature, and the History of the Book. He publishes on a wide variety of topics (for both academic audiences and for the popular press) and regularly appears on television and radio programs.

His work on business ethics, sustainable development, and corporate stewardship builds on 2500 years of intellectual history. His dynamic seminars, coupled with a compelling and thought-provoking curriculum, receive among the highest evaluations in the industry.

His clients include the FBI Labs, General Electric Energy, ASCLD, British Petroleum, the Home Depot, PotashCorp, the Federal Railroad Administration, Carlson School of Management, Georgia Institute of Technology, Fairmount Minerals, Galls Uniforms, and many others. He is currently completing his next book, *Loved or Feared: Paradigm Shifts and the Rejection of Machiavelli*.







# Workshop-Day Three

## Learning Objective:

Did you learn any new tools or ways to successfully connect across the generations?





# Workshop-Day Four

## Learning Objective:

Name three of the top resources you had access to this week that you see yourself utilizing to support your Marines and Families.

Notes: \_\_\_\_\_







# Workshop-Day Five

## Learning Objective:

Who did you meet this week that will continue to serve as confidants/friends/mentors beyond your week here in Quantico?

# Pride Quotient Survey II

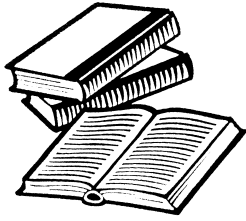
	Almost never	Occasionally	Frequently
1. I am resistant to receiving help from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I have unresolved conflicts with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am reluctant to tell others I am wrong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I am offended when others correct me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I am unwilling to yield to others, even with the most minor of issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I am upset when I am not recognized for my achievements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I am jealous when my peers are successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Others consider me standoffish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I am self-conscious in public, overly concerned about what others think of me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I remain stoic when overwhelmed by either sorrow or joy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. When meeting new people, I spend more time telling about myself than asking questions to learn about them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. When someone tells a personal story, I begin to think about the story I want to tell, rather than listening carefully to the story being told.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I have trouble remembering other people's names.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I overlook the handicapped, the elderly and small children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I have material possessions just to impress others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Notes: \_\_\_\_\_





## Reference & Resources



# Recommended Reading List

**Micro Messaging**, by Stephen Young

**Grit, the Power of Passion and Perseverance**, by Angela Duckworth

**Intelligent Disobedience: Doing Right When What You're Told to Do Is Wrong**, by Ira Chaleff

**The Fearless Organization**, by Amy Edmondson

**Willpower: Rediscovering the Greatest Human Strength**, by Roy Baumeister

**The 5 Languages of Appreciation in the Workplace: Empowering Organizations by Encouraging People**, by Gary Chapman

**Blind Spots: Why We Fail to Do What's Right and What to Do about It**, by Max Bazerman

**Out of Character: Surprising Truths About the Liar, Cheat, Sinner (and Saint) Lurking in All of Us**, by David DeSterno

**Drive: The Surprising Truth About What Motivates Us**, by Daniel Pink

**Call Sign Chaos: Learning to Lead**, by Jim Mattis



# SAMPLE

## Change of Command/Relief and Appointment Timeline

No two Change of Commands or Relief and Appointments look exactly alike. There are many factors at play that can affect how a change in leadership takes place within a unit. The intention of this sample timeline is merely to get you and your spouse thinking and talking about what to consider as you plan for this career milestone.

### **Pre-Change of Command (COC)/Relief and Appointment (R&A):**

#### **Approximately two months before COC/RA:**

- Timing Issues: Connect with the current CO/SgtMaj spouse, usually initiated by the outgoing spouse and sometimes facilitated by the Marines.
- Questions you might ask about unit:
  - How many Marines/Sailors/Spouses/Family Members are in the unit?
  - How many active volunteers are there within the unit?
  - Ask about past social events for Single Marines & Sailors/Spouses/Families
  - Ask about how the unit is communicating with Marines& Sailors/Spouses/Families (Ex: Facebook page, newsletter, direct emails, etc.)
  - Ask about the base, general area if you have not been stationed there before
- Be respectful of the current spouse and their timeline as they are often planning a PCS move
- Consider and discuss with your spouse the extent and expectations of your role within the command
- Think about who you may invite to the ceremony

#### **The COC/R&A Ceremonies:**

- Typically, the outgoing CO/SgtMaj leads and initiates the planning process
- If there is a post COC/R&A reception planned, the cost is usually, but not always split between the outgoing and incoming CO/SgtMaj
- Review COC/R&A etiquette; when to stand, sit, place your hand over your heart, etc.
- Think about some of the finer details:
  - Season, location, time of day and how they affect what you will wear
  - Children - If you have young children, will you need help?
  - Photos

#### **Now that you are in command/have been appointed:**

- Initiate contact with the CO/SgtMaj spouse, XO spouse, volunteers, advisors, and the DRC/URC if you have one in place
- Connect! - watch, listen and learn the flow of the unit and start to build relationships within it
- Clarify roles/responsibilities/volunteer opportunities

- Take any necessary trainings for the roles within the unit that you may assume- OPSEC, PII, LINKS, Command Team Training
- Get a Calendar of Events and familiarize yourself with what is coming up within the unit and on base
- Ensure that you have been added to any distribution lists to receive unit and event information
- Explore opportunities to connect with Marines/Sailors/Spouses/Families within the unit

### **Midway through Command/Appointment:**

- Now that you have had some time to learn about the unit, meet people and participate in some unit events it is time to check-in and reevaluate the goals you and your spouse had set for your time as unit leaders
- Continue to think about how to connect with Marines/Sailors/Spouses and Families; How will you continue to recruit volunteers and appreciate them for their service to the unit

### **The last few months of Command/Appointment:**

You may or may not have a spouse to turnover with at your outgoing COC/R&A. If you do, please think about the following:

- Begin creating a turnover file and include successful events, volunteer lists, previous event flyers, anything that could be of use to the incoming CO/SgtMaj Spouse to help them get a feel for the unit
- Contact the incoming CO/SgtMaj spouse only after that connection has been made between the Marines
- Discuss plans for the COC/R&A
- Consider planning an event to thank the unit volunteers who served during your command
- Change is inevitable, but it is not always welcome - Be positive in any discussions with members of the unit about the incoming CO/SgtMaj

### **Post Command/Appointment:**

- Transition out of the unit gracefully
- Be aware it can be a challenging time as your spouse transitions from to command to resume "normal" duties
- Enjoy the feeling of a job well done!





# Pearls of Wisdom

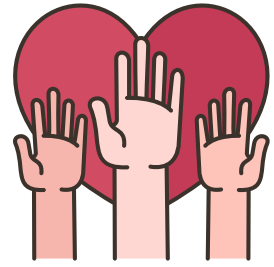
Reflect on these *Pearls of Wisdom* from command spouses that have walked in your shoes.

- Above all, be yourself! If you are genuine, people will feel it.
- Have fun!
- Let other be good at what they are good at. You do not, cannot and should not have to do it all.
- Make an effort to speak to someone new at every event. Try to meet people of all ranks and areas of operation within the unit.
- Write personal thank you notes by hand. Do not use text or email for this purpose. A hand-written thank you note makes people really feel appreciated for their effort.
- Try your best to remember names. It is a small gesture that has a big impact.
- This may sound silly, but there will likely be generation gaps amongst the Marines/Sailors/Spouses and command leadership, and it may be a good idea to read a few good books about it. Stop and consider why somethings work and others do not.
- Look for opportunities to reach out to individuals that may need a "personal touch;" a get-well card, birthday card, a phone call.
- Consider having a personal business card printed with the contact information you are willing to share and have them handy to pass out.
- Be a good, responsible listener. Keep confidentiality and maintain trust.
- Keep volunteers busy and let them help!
- Unit spouses are a wealth of ideas and talents. They just want to be heard, included and feel useful. Find a way to draw them in and let them shine.
- When in doubt about what to do, or how to get involved, just ask, "How can I help support?"
- Prepare your own family with expectations for the time your spouse is in command.
- Rotate times and locations for meetings and events in order to capture as many people as possible.
- Remember, if you do for one, you must/should do for all.
- Familiarize yourself with base and community resources so you can share with others.
- No one is perfect. Everyone makes mistakes.

# Encouraging Volunteerism

*Volunteers don't get paid, not because they're worthless, but because they're priceless.*

~Sherry Anderson



**Be Open:** Encourage spouses to volunteer in different ways. You may have a spouse that wants to do things from home like paint signs or create digital flyers...use them! Volunteerism creates pride in the unit and promotes camaraderie.

**Be Appreciative:** Show appreciation to your volunteers throughout the year. Most bases have an annual volunteer appreciation event in the spring, but you can thank your unit's volunteers any time. Kind and simple gestures of gratitude and acknowledgement go a long way.

**Be Inclusive:** You do not have to rely exclusively on the spouses within the unit to support your Marines, Sailors or fellow spouses. The families of Marines and Sailors within the unit are often looking for ways to help and want to support your efforts to build that camaraderie. Also, single Marines are often leaned on for things like event set up and clean up, which is often necessary. However, many of them genuinely enjoy interacting with children for example and would love to help support activities during something like a unit family day or holiday party.

**Build The Program:** Encourage volunteers to bring a new friend to each event to help spread the word.

**Childcare:** This can be a huge challenge. Whenever possible, consider including children. Perhaps the CO can find opportunities to allow Marines/Sailors to go home and watch the children during spouse events.

**Encourage Other Volunteer Opportunities:** There are many opportunities to volunteer on and off base. Not every spouse can or will want to volunteer with the unit, and that is okay. It is just as important that they feel connected to their greater community as well.

**Reward:** This responsibility will lie with the CO/SgtMaj and their spouses. Letters of appreciation are always a good idea and are inexpensive. If the command decides to purchase gifts, that cost will rest with the CO/SgtMaj. Regardless of what you decide, the point is to thank you volunteers and show appreciation in some way.



A former facilitator shared this idea. Using a punch card for incentives was a great tool used in an infantry battalion with no volunteers when the CO took command. The CO incentivized the events with the punch cards. The Marine/Sailor would get a half-day off for five events attended by the spouse. Spouses could have their cards punched at the end of the event. Company Commanders would decide when the half-day off could be taken due to training schedules. Single Marines & Sailors were also given the same opportunity by volunteering during unit events. It was a huge success.

# Marine Corps Base Resources

## **MCB Camp Lejeune/New River**

MCCS Camp Lejeune/New River:  
[www.mccslejeune-newriver.com](http://www.mccslejeune-newriver.com)

## **MCAS Cherry Point**

MCCS Cherry Point:  
<https://mccscherrypoint.com>

## **MCRD Parris Island & MCAS Beaufort**

MCCS South Carolina:  
[www.mccs-sc.com](http://www.mccs-sc.com)

## **MCB Quantico**

MCCS Quantico  
<https://quantico.usmc-mccs.org>

## **MCAS Miramar**

MCCS Miramar  
[www.mccsmiramar.com](http://www.mccsmiramar.com)

## **MCAS Yuma**

MCCS Yuma:  
[www.mccsyuma.org](http://www.mccsyuma.org)

## **MCB Hawaii**

MCCS Hawaii:  
<https://mccshawaii.com>

## **MCB Camp Pendleton**

MCCS Camp Pendleton:  
<https://www.mccscp.com>

## **MCAGCC Twentynine Palms**

MCCS Twentynine Palms:  
<https://mccs29palms.com>

## **MCRD San Diego**

MCCS San Diego:  
[www.mccsmcrd.com](http://www.mccsmcrd.com)

## **MWTC Bridgeport**

MCCS Bridgeport:  
<https://mccsmwtc.com>

## **MCAS Iwakuni**

MCCS Iwakuni:  
<https://mccsiwakuni.com>

## **MCB Okinawa**

MCCS Okinawa:  
<https://mccsokinawa.com>

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## **Navy-Marine Corps Relief Society**

<https://www.nmcrs.org>

## **Semper Connected**

<https://usmc-mccs.org/connected/>

## **USO (United Service Organizations)**

<https://www.uso.org>

## **Military One Source**

<https://www.militaryonesource.mil>



# FAST FACTS

2020

The USO strengthens America's military service members by keeping them connected to family, home and country, throughout their service to the nation.

## 12.7M TOTAL SERVICE CONNECTIONS WORLDWIDE



**8.1 MILLION**  
Center Visits



**4.1 MILLION**  
Center Program and  
Service Participants



**392,000**  
Expeditionary and  
Family Program  
Participants



**17,000**  
Transition Program  
Participants



**2 MILLION**  
Active Donors



**30,000**  
Volunteers



**1.6 MILLION**  
Volunteer Hours

Since 1941, the USO — a private, nonprofit organization — has served the men and women of the U.S. military, and their families, throughout their time in uniform — from the moment they join, through their deployments and as they transition back to their communities.



Today's service members need the care, comfort, connection and support that can only be provided by an organization that is with them at every point of their military journey, wherever they serve.

The USO is continuously adapting to the needs of our men and women in uniform and their families so they can focus on their important mission.

Although the USO is a congressionally chartered organization and works in close partnership with the Department of Defense (DoD), the USO is not part of the federal government.

We are a family of volunteers, sustained by the charitable contributions of millions of generous Americans and united in our commitment to support America's service members by keeping them connected to the very things they've sworn to defend — family, home and country. Our work is America's most powerful expression of gratitude to the men and women who secure our nation's freedoms.

The USO remains dedicated to expanding access to USO centers and programs around the world, increasing annual service connections and boosting transition services for our service members and their families throughout their time of duty. In every corner of the world, our service members will know that the USO is always by their side.



- WHO WE SERVE -

**5 MILLION**

Active Duty, Guard and Reserve  
and their families



- OUR GLOBAL REACH -

**250+**

USO Locations

**7**

continents

**15**

countries

**32**

states and 1 territory



The Semper Connected toolkit is a compilation of resources starting with a web based social roster building tool for military spouses, servicemembers and family members to help create social connections. Additionally, Semper Connected hosts virtual socials providing a web based platform where Marine Corps spouses can connect. The Semper Connected toolkit was created by Marine Corps spouses with support from Marine and Family Programs.

<https://usmc-mccs.org/connected/>



- Semper Connected and PII Virtual Training
- How to create [social rosters](#) (for spouse groups, AD sports teams, running clubs, meal trains, etc.)
- How to make personal [phone calls](#) to spouses and family members
- [Welcome letters](#), email and Newsletter templates
- [Social Media Best Practices](#)
- Semper Connected [Best practices](#)
- Frequently asked questions
- Installation specific Resource guides <https://usmc-mccs.org/help/>

To schedule a training or ask questions?? Contact us at

[semperconnected@gmail.com](mailto:semperconnected@gmail.com)

Resource related questions?? Contact Marine and Family Programs at





# A RANGE OF SUPPORT

To Help You **Live** Your Best **MilLife**



Get free and confidential expert help, 24/7.  
Call Military OneSource at 800-342-9647 or visit [www.militaryonesource.mil](http://www.militaryonesource.mil).



The Okinawa Leadership Seminar was conceptualized in 2016 and actualized in 2017. Alumni of Camp Pendleton's Leadership Education Seminar who had moved to Okinawa recognized a need, and OLS has continued to grow since then! In 2021, we were incorporated and attained 501(c)3 non-profit status. OLS is built on the concept of inclusivity and has built a military spouse community that favors neither service nor rank.

Our three-day intensive training empowers emerging leaders in the spouse community and provides an opportunity for spouses to learn and hone skills in leadership, communication, team dynamics and goal setting. The organization empowers military spouses in leadership skills to take on leadership roles in the workplace, within the military unit, non-profits, community organizations, or at home.

Speakers at the seminar include General Officers, senior military leaders, spouses who lead teams who oversee multi-million-dollar contracts. Others have doctorate degrees, master's degrees in communication and business management, are published authors, and are lawyers. Most of the speakers are graduates of OLS or one of the other leadership seminars.

In addition to hosting the bi-annual three-day seminar, OLS hosts continuing education events. These events include a monthly book club and quarterly lunch-and-learns. Each event provides the opportunity for the spouse-leaders on Okinawa to network and to continue their personal and professional growth.

OLS can be found at [www.okinawaleadershipseminar.org](http://www.okinawaleadershipseminar.org). OLS can also be found on Facebook, LinkedIn, and Instagram. Visit our website to be directed to the various platforms. Please email [olspresident@gmail.com](mailto:olspresident@gmail.com) with questions or recommendations. We are always looking for ways to improve and grow our organization.



# LEADERSHIP EDUCATION SEMINAR

The purpose of LES Camp Pendleton is to enrich the community by providing education and skill development, inspiring military spouses to grow everyday as leaders.



LES is a three day seminar for military spouses on or near Camp Pendleton that teaches techniques for personal and professional leadership development.



Seminars are held in  
fall and spring.

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Registered non-profit  
501(c)(3)

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Open to all military  
spouses - Active Duty,  
Retired, Reserve, and  
Gold Star

Volunteers consist of  
military spouses as board  
members, advisors, &  
general volunteers.

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Sample of Topics:  
Values  
Entrepreneurship  
Balancing Commitments  
Finding a Mentor  
Being an Effective Mentor  
Effective Communication  
Self Care

[www.lescamppendleton.com](http://www.lescamppendleton.com)



# CAMP LEJEUNE LEADERSHIP SEMINAR

## LIVE. LEARN. LEAD



### WHO WE ARE

*CLLS is a non-profit 501(C)(3) organization. We provide leadership education and training for all military spouses, to develop the skills and confidence necessary to assume leadership positions. We offer two seminars a year, one in the fall and one in the spring. Each seminar is 3 days long and focuses on inward, outward, and onward topics. We employ more than 30 volunteers to operate the seminars and serve as board members, crew members, and advisors.*

**LIVE. LEARN. LEAD.**



[adm.clsl@gmail.com](mailto:adm.clsl@gmail.com)

### HISTORY

*Camp Lejeune Leadership Seminar (CLLS) was officially established February 1, 2018. CLLS is patterned after a program called, Command Team Seminar (CTS), established in 1990 by a Marine spouse stationed in El Toro, California. Initially, twelve volunteers were trained and, soon after, seminars were planned, organized and executed. The name changed to Leadership Education Seminar (LES).*

*Overtime, LES went through many iterations. The location, goals and funding sources shifted. LES is now located in Camp Pendleton. Following LES, Sister seminars were established. These include the Desert Leadership Seminar (DLS), Okinawa Leadership Seminar (OLS), and Camp Lejeune Leadership Seminar (CLLS).*

### THREE DAY SEMINAR

#### DAY 1 INWARD

Day one focuses on personal development. Past topics include personality assessments and personal vision statement

#### DAY 2 OUTWARD

Day two focuses on professional development. Past topics include conflict resolution and effective communication

#### DAY 3 ONWARD

Day three focuses on continuous growth and moving forward to step into leadership positions.



Desert Leadership Seminar (DLS) is a volunteer-run, tax-exempt 501(c)(3) organization designed to provide professional and personal development to the spouses of active duty, reserves, retired military, and Gold Star spouses currently living in the high desert communities of southern California, Bridgeport, California, and Yuma, Arizona.

Twice a year, the seminar is open to approximately 60 spouses to participate in our three-day seminar held aboard the Marine Corps Air Ground Combat Center in Twentynine Palms, CA. Our seminar curriculum includes presentations, workshops, training sessions, and small group discussions led by a group facilitator. DLS equips military spouses with tools and resources to be successful and influential as community and professional leaders.

Website: [www.desertleadershipseminar.org](http://www.desertleadershipseminar.org)













Find us on Facebook: Twentynine Palms Desert Leadership Seminar















Email address: [dls29palms.org](mailto:dls29palms.org)












Instagram: [desertleadership29](https://www.instagram.com/desertleadership29)






# USMC Uniform and Civilian Equivalencies

Uniform Type <i>Civilian Equivalent</i>	USMC Men	USMC Women	Civilian Men		Civilian Women	
Evening Dress A  <i>White Tie</i>	  <i>With white waistcoat</i>			Long black tailcoat with white pique bow tie		Floor length gown, gloves optional
Evening Dress B  <i>Black Tie</i>				Single or double-breasted dinner jacket, matching pants, silk bow tie		After 6pm, floor length dress  Before 6pm, can be cocktail dress or evening separates
Service A  <i>Business Formal</i>				Dark suit with matching jacket and pants, tie, dark socks, dark shoes, appropriate accessories		Suit with matching jacket and pants or skirt, dress shirt or shell, closed-toe shoes

Uniform Type <i>Civilian Equivalent</i>	USMC Men	USMC Women	Civilian Men		Civilian Women	
Blue-White Dress A  <i>Formal or Cocktail</i>		 		Dark suit with matching jacket and pants, tie, dark socks, dark shoes, appropriate accessories		Short or mid-calf cocktail dress
Blue-White Dress B  <i>Formal or Cocktail</i>		 				
Blue Dress A  <i>Formal or Cocktail</i>		 				
Blue Dress B  <i>Formal or Cocktail</i>		 				

Uniform Type <i>Civilian Equivalent</i>	USMC Men	USMC Women	Civilian Men		Civilian Women	
Blue Dress C (Winter)  <i>Business Casual</i>				Office Settings: Sport coat with open collar, dressy shoes  Social Occasions: Slacks with nicer polo shirt, loafers	  	Office Settings: Suit with coordinated jacket and pants or skirt, dress shirt or shell, open or closed-toe pumps, low heels, or flats  Social Occasions: Skirt or capris, blouse
Blue Dress D (Summer)  <i>Business Casual</i>						
Service B (Winter)  <i>Business Casual</i>						
Service C (Summer)  <i>Business Casual</i>						



Uniform Type <i>Civilian Equivalent</i>	USMC Men	USMC Women	Civilian Men		Civilian Women	
Marine Corps Combat Utility Uniform (MCCUU) (MARPAT)  <i>Casual</i>				Open collar, trousers or khakis, casual shoes or loafers, shorts or pants Avoid: cut-offs, shower shoes		Capris or shorts with blouse, casual dress Avoid: cut-offs, shower shoes, bare-midriff