

Moral Leadership Symposium

Leading with Courage

April 13 - 16, 2026

University of the Incarnate Word



"For God and Country"

Moral Leadership Symposium

Leading with Courage

Thank you for joining us for this symposium and for contributing your time, insight, and engagement. We are grateful to our speakers, organizers, volunteers, and attendees whose efforts and participation have made this event possible.

The views and opinions expressed during this symposium are those of the individual presenters and participants and do not necessarily reflect the views of the organizers, sponsors, or affiliated institutions.



Created by SPC Castillo

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General Information

Symposium Registration:

Every morning participants can check in and pick up name tags and other materials from the registration table. Check-in will be every morning at the designated area.

Name Tags:

Name tags must be always worn during conference hours/on campus.

Mobile Devices:

Out of respect for the speakers and the other participants, please turn off or silence your mobile devices.

Audio, video, and Photography:

Please be aware that you may be recorded, videotaped, and/or photographed at any moment during the event.

Event Feedback Survey:

Your feedback is appreciated and will help us improve for next year. Please scan the QR Code for a brief survey of your experience.



Emergency Numbers:

- In an emergency, dial 911
- University of Incarnate Word Police Department 210-829-6030
- UIW Health Services 210-829-6017

Event Point of Contact:

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President of The University of The Incarnate Word



Thomas M. Evans, PhD, President

Dr. Thomas M. Evans is the 10th president of the University of the Incarnate Word (UIW). Founded in 1881 by the Sisters of Charity of the Incarnate Word, UIW today is the largest Catholic university in Texas with a global enrollment of more than 10,000 students who reflect the diversity of South Texas, Mexico and the world.

As president, Evans oversees the management of the UIW system, which includes multiple campuses in San Antonio, international campuses, and St. Anthony Catholic High School. Globally, UIW maintains two campuses in Mexico, a European Study Center, and Global Online. In San Antonio, the University encompasses five health professions schools, five liberal arts schools and one college. Academically, UIW is a University of distinction. Many of its 110-plus programs at the undergraduate, graduate and professional Ph.D. levels have earned honors and accolades. UIW Athletics encompasses 14 sports across 25 programs, including 22 NCAA Division I teams.

Evans is a member of many professional and civic organizations in San Antonio, across the state of Texas, nationally and internationally.

He holds a Ph.D. in Higher Education Administration from the University of Texas at Austin; a Master of Arts in Asian Studies from UT-Austin; and a Bachelor of Science in Language Arts with a major in Japanese and a minor in Theology from Georgetown University where he studied abroad at Keio University's Center for Japanese Language and Culture in Tokyo.

A native of Austin, Dr. Evans and his wife, Lisa, have two sons, Walter and Leland.

Image of CH (LTC) Bryant Casteel, Dr. Thomas M. Evans, and Bishop Trevor Alexander.



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Vice President for Mission and Ministry



Sr. Walter Maher CCVI

While Sr. Walter Maher, CCVI, is the newest member of the Congregation's International JPIC Committee, she is certainly not new to the work for peace and justice. A member of the Sisters of Charity of the Incarnate Word for over 50 years, she currently serves as the Vice President for Mission and Ministry at the University of the Incarnate Word. She has been in that role since 2009 after leaving congregational leadership, and it is evident when speaking with her that she has a deep passion for the work she does to share and inspire the CCVI mission in

others.

For Sr. Walter, "Justice is not separate from mission; they are one. Justice is about looking around, knowing what the concrete needs are, and figuring out how I can respond. That's our mission." And it is with great joy that she shares this mission with students, staff, faculty, and administrators at the University through various formation programs and opportunities.

In addition to formation, another very important part of Sr. Walter's ministry is facilitating the life of prayer and worship at the University. She sees this as the real work of the University: to inspire students, faculty, and staff through opportunities of communal prayer and worship, in order to understand the heart of the Mission and identity of the University and allow that inspiration to move them forward. She also brings in the writings and messages of the global Catholic Church, reflecting on recent encyclicals and tying in the theme of the Year of Mercy to retreats and reflections last year.

Sr. Walter believes that the shared life of prayer and worship can transform, and encourages all to participate, even those who aren't Catholic, because they are one community. The dignity of every student, of every religion, is respected and uplifted in an active inter-faith council at the University as well. Sr. Walter says, "We can all come together, knowing we are working for the common good." What a beautiful lived example of social justice for our world!

With a long history of ministry in education since she entered the Congregation, it is no surprise that Sr. Walter loves her work with students. Just as she shares her passion for mission and ministry, the student's passion for working for justice in the world inspires her as well. She is particularly excited about one dream that became a reality last year when the University became a Catholic Relief Services (CRS) designated

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university. There were about 30 students who attended an all-day training about CRS and left full of energy and commitment to this work. Some of the current focuses of the group are on climate change, fair trade, and migration.

She is also inspired by the dedication of the faculty and staff to the Mission of the University. Currently she is working with faculty of the graduate level programs to integrate Catholic Social Teaching into the curriculum. There is a group of 20 people who gather together to reflect on issues of social justice from the lens of Catholic Social Teaching on a personal, communal, structural, and global level.

When reflecting on her many and varied responsibilities in her ministry, Sr. Walter acknowledges that she is, “all over the place, but the power of presence is so important. I really see my ministry as a ministry of presence. As a representative of the Congregation, I hear students, staff, and faculty acknowledge how important my presence is and that I’m not afraid to jump in where needed, doing what needs to be done while always keeping the larger vision of our mission present.” This is also apparent in her open-door policy. She always has an open door for anyone in need of to come in, share with her, and together they can help figure out a response to any problem as it arises.

Even with her many responsibilities and busy schedule at the University, Sr. Walter was still willing to say yes when invited to serve as a member of the Congregation’s International Justice, Peace, and Integrity of Creation Committee. She brings with her an open heart, and many years of experience serving in diverse communities and responding to a variety of needs. She sees this as just one more way she can continue to serve the Congregation, which she says has so richly blessed her own life.

Thank you, Sr. Walter, for your “Yes” to collaborate with the International JPIC Committee, and for all the passion, love, and humility you bring to your ministry with the University of the Incarnate Word. What a blessing to all who benefit from your many gifts, shared so generously!



**UNIVERSITY OF THE
INCARNATE WORD.**

UNIVERSITY MISSION
and MINISTRY

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The Chapel of the Incarnate Word was built in 1907 by, and for the use of, the Sisters of Charity of the Incarnate Word who had come to San Antonio in 1869.

The body of the Chapel measures 564 feet long and 68 feet wide and is built of red brick with white stone facings and a copper roof. For many years, the bell tower, with its four trumpeting angels, was the highest structure in San Antonio.



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Keynote Speaker

Chaplain (Colonel) Primitivo Davis

Chaplain Davis is a native of Philadelphia, PA. He is a graduate of Oakwood University, with a B.A. in Ministerial Theology, and Andrews University with a Master of Divinity. He has been a professional minister for over 30 years. He has served at every echelon of the Army from battalion to Headquarters Department of the Army staff, to include the 101st Airborne (Air Assault) Division, 3rd Special Forces Group (ABN), the United States Military Academy, and 10th Mountain Division.

He served 4 combat tours (Iraq & Afghanistan) and most recently Operation European Assure, Deter and Reinforce. Chaplain (Colonel) Davis was selected by the Army to serve as a Fellow at Duke University where he conducted a year of research in the areas of effective talent management in large organizations and defining, integrating and maintaining a diverse teams. Chaplain Davis has been happily married to Shalita for over 26 years. Together they have 3 children, 2 in college and one in high school. Chaplain Davis enjoys golf, racing cars, classic cars, motorcycles, guns and competitive dog training.



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Sergeant Major Meaghan Simmons

U.S. Army Chaplain Corps and Regimental Sergeant Major

SGM Meaghan Simmons is a native of Pevely, Missouri, and entered the United States Army on 14 November 2002. She attended Basic Combat Training and trained as a Chaplain Assistant 56M at Fort Jackson, South Carolina.

Her duty assignments have included: Office of the Chief of Chaplains Strategy, Proponency and Resources (SPR) Directorate Sergeant Major, V Corps, Fort Knox, Kentucky; 1st Theater Sustainment Command, Fort Knox, Kentucky;

Installation Management Command Europe, Sembach Germany; Headquarters and Headquarters Company, United States Army Garrison Benelux, Chievres, Belgium; Headquarters and Headquarters Company, United States Army Garrison Fort Campbell, Kentucky; Headquarters and Headquarters Company, Noncommissioned Officer Academy, Fort Jackson South Carolina; Headquarters and Headquarters Company, United States Army Chaplain Center and School, Fort Jackson, South Carolina; Headquarters and Headquarters Company, 2nd Brigade Combat Team, 101st Air Assault Division, Fort Campbell, Kentucky, where she deployed in support of Operation Iraqi Freedom 07- 09; Headquarters and Headquarters Company, 2-101 Brigade, Special Troops Battalion, Fort Campbell, Kentucky; Headquarters and Headquarters Company, United States Army Garrison Hawaii, Schofield Barracks, Hawaii. She is currently assigned to the Office of the Chief of Chaplains, where she serves as the Chaplain Corps and Regimental Sergeant Major.

SGM Simmons' military education includes the Warrior Leader Course, the Advanced Leaders Course, Phase I and Phase 2, and the Senior Leader Course. She is a graduate of Sergeants Major Non-Resident Class 48, the Instructor Course, the Small Group Instructor Course, the Chaplaincy Resource Managers Course, and the Master Resiliency Course. She is also pursuing her Doctorate in Business Administration at Trident University International. SGM Simmons' holds a Master of Science degree in Organizational Leadership from Trident University International and a Bachelor's degree in Religious Studies from Liberty University.

SGM Simmons' awards and decorations include the Meritorious Service Medal (5th award), Army Commendation Medal (6th award), Army Achievement Medal (5th award), Army Good Conduct Medal (5th award), National Defense Service Medal, Iraqi

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Campaign Medal w/ a Campaign Star, Global War on Terrorism Service Medal, NCO Professional Development Ribbon (numeral 5), Army Service Ribbon, Overseas Service Ribbon (numeral 4), and Driver and Mechanic Badge.

SGM Simmons has one child.



Chaplain (Colonel) Charles “Gladiator” Seligman, Ph.D.

Ch. Col. Charles Seligman III is joint base senior chaplain at 502d Air Base Wing, Joint Base San Antonio (JBSA), Texas. He is responsible for chaplain Corps programs to optimize spiritual fitness for more than 75,800 JBSA military members and their families located across 14 geographically distinct locations. Chaplain Seligman and his team provide religious support and spiritual care for 266 mission partners including joint and coalition technical training students, all trainees and permanent party staff at air force basic military training operations at JBSA-Lackland, as well as to the air force personnel center and headquarters,

air education and training command personnel at JBSA-Randolph. As the largest DoD joint base, JBSA optimizes human performance through multi-faith, multi-cultural ministries to 1,200 students from 110 nations attending the defense language English Language Center and for the 800 international students attending the Inter-American Air Forces Academy annually. Chaplain Seligman serves as primary advisor for commanders on all matters pertaining to spiritual, religious, ethical, morale and quality of life concerns.

Ch. Seligman enlisted in the Florida Air National Guard September 1990 and graduated the security police specialist course January 1991. Commissioned through Officer Candidate School in 1996, he's served at nearly all levels of Chaplain Corps leadership with six deployments. Ch. Seligman authored and implemented Air Force policy on religious accommodation for the covid vaccine mandate and an innovative core values training used by AF/SG, Air University, and the Profession of Arms Center of Excellence. He led Air Force A5's psychological and spiritual sub-group, authoring a white paper to optimize human performance that guided five LOEs toward future human performance capabilities. Prior to his current position, the Chaplain was the Chief, Resource Management Branch, Air Force Installation and Mission Support Center, JBSA-Lackland, Texas.

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Provost and Vice President for Academic Affairs



Dr. Eva M. Fernández

Dr. Eva M. Fernández, Provost and Vice President for Academic Affairs at the University of the Incarnate Word, oversees the division of Academic Affairs, academic programs, faculty affairs, research, and student success.

Dr. Fernández is a higher education leader with experience fostering faculty effectiveness in teaching, deepening learning through experiential education, strengthening institutions through shared governance, and forging institutional and community partnerships. Prior to joining UIW, Dr.

Fernández served as Provost and Vice President for Academic Affairs at Mercy University, the largest private Hispanic-Serving Institution in New York State. Prior to that role, she held leadership and teaching positions at multiple institutions in the City University of New York (CUNY) system. These included serving as Interim Vice President for Academic Affairs and Provost at Guttman Community College, a national leader in community college education, and as Associate Provost for Innovation and Student Success at Queens College. Dr. Fernández has received funding for evidence-informed institutional interventions from federal agencies and private foundations, including the National Science Foundation, the United States Department of Education, the Petrie Foundation, and the New York City Department of Small Business Services. Dr. Fernández has degrees from New York University (BA) and the CUNY Graduate Center (MA and PhD). She has held tenured faculty positions at Queens College and Mercy University and has served as doctoral faculty at the CUNY Graduate Center.



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BAMC CPE Center Director



CH (Lieutenant Colonel) Bryant Casteel

Chaplain Bryant Casteel currently serves as a ACPE Certified Educator at Brooke Army Medical Center, Fort Sam Houston, TX. Chaplain Casteel works with CPE Resident Students in their educational process. Chaplain Casteel was called to the Chaplaincy in Seminary, where he received a direct appointment in the Air Force Chaplain Candidate program. After September 11, Chaplain Casteel felt called to join the Army Chaplaincy, he crossed over from Air Force Blue to Army Green in 2007. He is an ordained Baptist minister and has earned a Marriage and Family Therapy and Doctor of Ministry degree. Chaplain Casteel has been married to his wife, Penny, for 23 years and they have nine children.

Chaplain Casteel's previous assignments include: Family Life Chaplain, Joint Base Myer-Henderson Hall, Arlington, VA; Family life Course, Fort Hood, Killeen, TX; BDE Chaplain, 2ID, Korea; BN Chaplain, Fort Jackson, SC; Warrior Transition Battalion Chaplain, Fort Sam Houston, TX; Chaplain Resident (Clinical Pastoral Education) at Brooke Army Medical Center, Fort Sam Houston, TX; BN Chaplain, Fort Leonard Wood, MO; Squadron Chaplain, Fort Lewis, WA. He was an Air Force Chaplain Candidate, and served at Davis-Monthan Air Force Base, Tucson, AZ; Vandenberg Space Force Base, Vandenberg, CA.

Chaplain Casteel served in Iraq during Operation Enduring Freedom.

Prior to the Army, Chaplain Casteel played college basketball at San Diego Christian College, in San Diego, CA. He served 7 years as Urban ministries pastor at Shadow Mountain Community Church in San Diego, CA.

His Formal Education: Doctor of Ministry, Erskine Theological Seminary, Due West, SC, Master of Science, Texas A&M University-Central Texas, Killen, TX, Master of Divinity, Southern California Seminary, San Diego, CA, Master of Arts Biblical Studies, Southern California Seminary, San Diego, CA, Master of Religious Studies, Southern California Seminary, San Diego, CA, and Bachelor of Arts, Bible New Testament Greek, San Diego Christian College, San Diego, CA.

His military awards and decorations include: Meritorious Service Medal (with 2 Oak Leaf Cluster), Army Commendation Medal (with 3 Oak Leaf Cluster), Army Achievement

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Medal, National Defense Service Medal, Iraq Campaign Medal, Global War on Terrorism Service Medal, Korean Defense Service Medal, The Army Service Ribbon, The Overseas Service Ribbon, and The Parachutist Badge.

BAMC CPE Religious Affairs Specialists



SGT Tiffany R. Espinoza

SGT Espinoza was born in Fort Lewis, Washington, and grew up in a military family. She attended the University of the Incarnate Word prior to enlisting in the United States Army in 2017. She is currently assigned to the Headquarters and Headquarters Battalion in the 1st Cavalry Division at Fort Hood, Texas. Her previous assignment was at Brooke Army Medical Center at Fort Sam Houston, Texas.

She has 2 daughters, 7 years old and 1 year old. During her free time, she enjoys traveling, and spending time with family.



SPC Jennifer D. Castillo Nunez

SPC Castillo was raised in Astoria, Oregon for most of her childhood. She is currently assigned to the 502d FSG working as the NCOIC for Amedd Chapel and assisting at the 937 training group. Her dream since a young age was to join the military. She attended trade school and graduated in Painting. She signed up for the military two months before graduating in her trade. She spent most of her childhood moving due to her family's work. Outside of her military responsibilities, SPC Castillo enjoys camping, traveling, exploring the outdoors, and spending time with her family.



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Day 1: Monday, 13 April 2026: *Introduction to Moral Leadership*

Location - UIW Student Engagement Center Joeris Ballroom

Attire – Military Personnel: Duty Uniform, Civilian: Business Casual

0800-0845 **Breakfast**

0900-1015 **Welcome Remarks:**

- Thomas M. Evans, Ph.D., *UIW President*
- Chaplain (Colonel) Primitivo Davis

1030-1200 **Keynote Presentation** by Chaplain (Colonel) Primitivo Davis

1115-1130 Break

1130-1200 Keynote Presentation Continued

1200-1315 **Lunch**

1330-1430 **Discussion Panel: *Navigating Moral Dilemmas in Leadership***

COL Tim Decker, *Army South*; LCDR Anthony Waite, *Navy*; Ch (COL) Seligman, Ph.D., *Air Force*; Fr. Donald Nesti, Ph.D., *UIW*; CAPT Scott Coon, *Navy*,
Commanding Officer

1440-1630 **Breakout Sessions:**

- Chaplains: *Ethics and Religious Advisement* (Chaplain (Colonel) Primitivo Davis); Location - Mabee Library Auditorium, 1st floor
- Leaders: *Building a Moral Framework for Decision-Making* (Commander Stacey L. O'Neal, *Navy* (Ret.)); Location - SEC 2030
- Leaders, NCOs, and Junior Enlisted: *Leadership from the Ground Up: Moral Responsibilities* (RSM Simmons); Location - SEC 2031
- *Courage as a Moral Virtue*, (Ch COL Seligman, Ph.D., *Air Force*); Location - Mabee Library Special Collections, 2nd floor

1640-1700 **Close Out Session**

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Day 2: Tuesday, 14 April 2026: *Moral Impact of Leadership Styles*

Location - UIW Student Engagement Center Joeris Ballroom

Attire – Military Personnel: OCP, Civilian: Business Casual

0800-0845 **Breakfast**

0900-0905 **Reflective Moments** – Sr. Walter Maher

0905-1200 **Keynote Presentation** by Chaplain (Colonel) Primitivo Davis

1030-1045 Break

1045-1120 Keynote Presentation Continued

1200-1315 **Lunch**

1330-1430 **Discussion Panel: *Identifying and Navigating Moral Dilemmas Faced by Leaders***

Thomas Evans, Ph.D., *UIW* Chaplain (Colonel) Primitivo Davis, *Army*; Ch COL S eligman, Ph.D., *Air Force*

1440-1630 **Breakout Sessions:**

- Advanced Officers and Chaplains: *Strategic Ethical Decisions in Leadership* (LTC James Nance, *Army ROTC*); Location - SEC 2030
- Ethics Across Disciplines: *A Holistic Approach to Leadership* (Rey Rangel Jr *USMC* MSgt (Ret)); Location – SEC 2040
- Ethical Case Studies: *An Interactive Case Study Workshop* (CH Butler, Bioethicist, US Army Medical Center of Excellence); Location – SEC 2041
- *Community Leaders: Leading Locally with Global Ethical Perspectives* (Fr. Donald Nesti, Ph.D., *UIW*); Location - SEC 2031

1640-1700 **Close Out Sessions**



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Day 3: Wednesday, 15 April 2026: *Moral Leadership in Crisis*

Location – UIW Student Engagement Center Joeris Ballroom

Attire – Business Casual

0800-0845 **Breakfast**

0900-0905 **Reflective Moments** – Bishop Trevor Alexander

0905-1200 **Keynote Presentation** by Chaplain (Colonel) Primitivo Davis

1030-1045 Break

1045-1200 Keynote Presentation Continued

1200-1315 **Lunch**

1330-1430 **Discussion Panel: *Ethical Leadership in Joint and Interprofessional Partnerships***

COL Matthew Douglas, *US Army Medical Center of Excellence (MEDCoE)*; LTC James Nance, *Army ROTC*; Ch (MAJ) Gabriel Bultz, Ph.D., *502 ABW/HC, Branch Chief JBSA Lackland, Air Force*; LT Chad Lyman, *USCG, Interservice Physician Assistant Program (IPAP)*; Eva Fernandez, Ph.D., *UIW*

1440-1630 **Breakout Sessions:**

- *Building Trust and Transparency* (CH (LTC) Stephen Dicks, *Army (Ret.)*); Location - SEC 2030
- *The Power of Moral Leadership* (CH (LTC) Woodford); Location - SEC 2031
- *The Ethics of Communication in High Stress Environments* (CH (LTC) Anthony Woodard); Location - SEC 2040
- *Inspiring and Creating Significant Change While Maintaining Ethical Standards* (LTC James Nance, *Army ROTC*); Location - SEC 2041
- ***UIW athletes - Chaplain (Colonel) Primitivo Davis***; Location - ***Mabee Library Auditorium, 1st floor***
- ***ROTC: Ethics in Military Leadership during Cadet PT*** Chaplain (Colonel) Primitivo Davis **0530-0700**; Location – UIW Softball/Baseball fields

1640-1700 **Close Out Session**

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Day 4: Thursday, 16 April 2026: *Personal Leadership Development and Implementation*

Location – UIW Student Engagement Center Joeris Ballroom

Attire – Business Casual

0800-0845 **Breakfast**

0900-0905 **Reflective Moments** – Fr. Hector Kalaluka, Ph.D. OMI

0905-1200 **Keynote Presentation** by Chaplain (Colonel) Primitivo Davis

1030-1045 Break

1045-1200 Keynote Presentation Continued

1200-1315 **Lunch**

1330-1430 **Discussion Panel: *Creating a Culture of Integrity in Leadership***

CDR Joseph Baugh, Navy, *Interservice Physician Assistant Program (IPAP)*;
HMCM Frank Garza, Navy; COL Marie F. Slack, Army; Bishop Trevor Alexander,
Ph.D., UIW

1440-1630 **Breakout Sessions:**

- *Personal Ethics: A Cornerstone of Leadership* (COL Marie Slack, Army); Location - SEC 2030
- *Faith and Morality in Leadership* (CH Butler, Bioethicist, US Army Medical Center of Excellence); Location - SEC 2031
- *The Leadership Legacy: Passing on Ethical Standards* (HMCM Frank Garza, Navy); Location - SEC 2040
- *NCOs and Junior Enlisted: Voicing Moral Concerns: The Duty to Speak Up* (CSM D elrio, Army); Location - SEC 2041

1640-1700 **Close Out Session**



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Army Presenters



Colonel Marie F. Slack

COL Marie F. Slack is the Commander of the 502d Force Support Group. The 502d FSG is the only Force Support Group in the DoD consisting of two squadrons and over 3,100 Military and Civilian members. The 502d FSG oversees Camp Bullis installation support, Fort Sam Houston chapel and legal services, and Joint Base San Antonio (JBSA) child and youth programs, MWR, HR, food service and lodging operations in support of 267 Mission Partners and over 330,000 members of the military community. COL Slack serves in direct support of JBSA's Army Senior Commander by leading the community resiliency working group. Additionally, she serves as the Commander of the U.S. Army Element JBSA, which augments the 502d Air Base Wing with Joint Base Integrated Billets.

She joined the U.S. Army in September of 2000, attended Basic Training at Ft. Jackson, South Carolina, and was commissioned an Adjutant General (AG) Corps Second Lieutenant through the Officer Candidate School (OCS) at Fort Benning in April 2001. Since then, she has held a variety of leadership positions for the U.S. Army. COL Slack completed multiple professional military training and advanced educational programs. Prior to her current position, she was the Assistant Director for the Military Personnel Division and Element Commander for Washington Headquarters Services supporting the Office of the Secretary of Defense.



Command Sergeant Major Jeremiah D. Delrio

CSM Jeremiah D. Delrio is a native of Minneapolis, Minnesota and he enlisted in the United States Army as a Health Care Specialist. He attended Basic Combat Training at Fort Benning, Georgia and Advanced Individual Training at Fort Sam Houston, Texas. He currently serves the 502d Force Support Group, JBSA Fort Sam Houston, as their Command Sergeant Major.

Throughout his career, CSM Delrio has held multiple key duty and leadership positions vital to the development of a Noncommissioned Officer which include Emergency Care Team Leader, Treatment Squad Leader, Recruiter, Division of Primary Care NCOIC,

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Department of Pediatrics NCOIC, Resuscitative Medicine NCOIC, Forward Surgical Team Detachment Sergeant, Operations NCO, Plans NCO, First Sergeant, Observer/Coach-Trainer, Support Operations NCOIC, Operations Sergeant Major, and Battalion (Bn) Command Sergeant Major. His stateside assignments include Headquarters and Headquarters Troop, 3-8 Cavalry Regiment, 1st Cavalry Division, Fort Hood, Texas; Chicago Recruiting Bn, Melrose Park, Illinois; 21st Combat Support Hospital and 566th Area Support Medical Company, Fort Hood, Texas; 1-351st Brigade Support Bn, First Army, Fort McCoy, Wisconsin; and Headquarters and Headquarters Bn, 10th Mountain Division (Light Infantry), Fort Drum, NY. His overseas assignments include 168th Multifunctional Medical Bn, Republic of Korea; Landstuhl Regional Medical Center and 160th Forward Surgical Team, Germany. CSM Delrio has deployed to Romania in support of Operation Atlantic Resolve and twice to Iraq in Support of Operation Iraqi Freedom.

His military education includes every level of the Army's Noncommissioned Officer Education System to include the Air Force Senior NCO Academy. He also completed the Master Fitness Course, Army Recruiter Course, Basic Healthcare Admin Course, Air Assault Course, Group Practice Manager's Course, Equal Opportunity Leader Course, Joint Medical Planner Course, Army Trauma Training Course, Army Battle Staff Course, Sling Load Inspector's Course, Company Commander/1SG Course and Support Operations Course Phase II. He is a graduate of the Sergeants Major Academy Class 71 and holds a Master of Science in Organizational Development and Leadership from University of the Incarnate Word.

CSM Delrio's awards and decorations include the Meritorious Service Medal (6th Award), Army Commendation Medal (4th Award), Army Achievement Medal (6th Award), Army Good Conduct Medal (7th award), National Defense Service Medal, the Iraqi Campaign Medal (two bronze service stars), Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Korea Defense Service Medal, Armed Forces Service Medal, Humanitarian Service Medal, Military Outstanding Volunteer Service Medal, NCO Professional Development Ribbon (numeral five), Army Service Ribbon, Overseas Service Ribbon (numeral five), Master Combat Medical Badge, Air Assault Badge, Gold Army Recruiter Ring, and the Belgian Sports Badge. He is also a proud recipient of the coveted Order of Military Medical Merit, the Honorable Order of Saint Barbara, and the Sergeant Audie Murphy Award.

CSM Delrio is married to the former Yolie Farmer, and together they have five children.



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Colonel Matthew S. Douglas

COL Matthew S. Douglas was raised in Washington state. He graduated from Whitworth College in 1996 with a degree in Chemistry and was commissioned through Gonzaga University's ROTC program. He has served as an Army Medical Department (AMEDD) officer for nearly 30 years, including 10 years as a medical logistics officer and almost 20 as a physician assistant. He has served across the globe, with units in Korea, Germany, contingency operations in Italy and war operations in Iraq. He has also served on operational and headquarters staff including US Army Medical Command. COL Douglas has served with the US Army Medical

Center of Excellence since 2019, as the Associate Dean and then Dean of the Graduate School.

He is currently serving as the MEDCOE Senior Medical Advisor and Deputy to the Commandant as he prepares for retirement in 2026. COL Douglas is appointed as an Associate Graduate Professor with Robbins College, Baylor University for the Doctor of Science in Physician Assistant Studies (Surgery) program and adjunct faculty to the UNMC Interservice Physician Assistant Program (IPAP). He was awarded the Parachutist Badge (Basic) in 1993 and Expert Field Medical Badge in 1998. He holds the Surgeon General's "9A" Proficiency, the Ledford Award, the Army Medical Department's Order of Military Medical Merit (O2M3) and numerous unit and individual citations. He is married to his wife Tracy Douglas (former Harvey), a lifelong Texan and proud Texas A&M graduate. They have three children: Cecily (17), Ian (13), and Eleanor (10) who attend schools on Fort Sam Houston.



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Colonel Timothy W. Decker

Timothy W. Decker was born at Fort Knox, Kentucky and spent his childhood at various Army installations across the United States and abroad.

Upon completion of the U.S. Military Academy in 2003, Colonel Decker received a Bachelor of Science degree in Computer Science and was commissioned as an Armor Officer.

Since 2003 Colonel Decker has served in traditional Amor officer key developmental assignments from tank platoon leader to battalion commander in 1st

Armored Division, 1st Infantry Division, and 3rd Infantry Division. His broadening assignments include small group leader at the Maneuver Captains Career Course, operations officer in support of Holistic Health and Fitness at the U.S. Army Center for Initial Military Training, branch chief for Homeland Defense exercises at U.S. Army North, Director of the Commander's Action Group at U.S. Army North, and Director of Operations at U.S. Army South. His operational assignments include two deployments in support of Operation Iraqi Freedom (Iraq), a deployment in support of Operation Enduring Freedom (Afghanistan), a deployment in support of Operation Resolute Support (Afghanistan), and a deployment in support of Operation Assure, Deter, and Reinforce (Poland).

Colonel Decker's professional military education includes the Armor Officer Basic Course, the Maneuver Captains Career Course, the U.S. Army Command and General Staff College, and the U.S. Army War College. In addition to his undergraduate work, he holds a Master's Degree in Business Administration from Kansas State University, and a Master's Degree in Strategic Studies from the Army War College.



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CH (LTC) Anthony R. Woodard

Chaplain Anthony R. Woodard was born in Goldsboro, North Carolina. He holds a Bachelor of Science degree in Industrial Technology from East Carolina University, Greenville, North Carolina, a Masters of Divinity in Theological Studies from Erskine Theological Seminary, Due West, South Carolina and Masters of Marriage and Family Therapy from Texas A&M Central Texas, Killeen, Texas. He is endorsed by the National Baptist Convention USA Inc. Chaplain Woodard is also a proud member Omega Psi Phi Fraternity Inc.

While attending East Carolina Chaplain Woodard joined the Army Reserve in 1987 as a 13B and completed Basic Combat Training at Ft Sill, Oklahoma.

After graduating college, he entered the Officer Candidate School through South Carolina Army National Guard and was commissioned as a 2nd Lieutenant in the Signal Corpse and graduated from the Signal Officer Basic Course at Fort Gordan, GA in 1995.

In 1999 he answered the call for Pastoral Ministry, resigned his commission and became the Senior Pastor Broom Hill Baptist Church in Rembert, South Carolina where he served for 16 years. In 2011 he answered the call to Chaplain ministry and entered the Army Reserve as a Chaplain.

Chaplain Woodard's assignments include: Battalion Chaplain Task Force Marshall Camp McGrady Fort Jackson; Deputy Brigade Chaplain 2nd Brigade 98th Training Division Fort Jackson; Brigade Chaplain 83rd Army Reserve Readiness Training Center Fort Knox; Course Manger for the Chaplain Captains Career Course Fort Jackson; USAR Assistant Talent Manager Reserve Component Integration (RCI) HQDA, Office of the Chief of Chaplains Fort Jackson; USAR Chaplain Candidate Manager DACH-RCI HQDA, Office of the Chief of Chaplains Fort Jackson.

His awards and decorations include the Meritorious Service Medal (second award), Joint Commendation Medal, Army Commendation Medal (second award), Army Achievement Medal, Reserve Component Achievement Medal, National Defense Service Ribbon (second award), Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Armed Forces Reserve Medal (with Silver Hour glass & M device), Army Service Ribbon.

"For God and Country"

Chaplain Woodard is deeply committed as a husband to his wonderful wife of 30 years, Kimberly C. Woodard of Wilson, North Carolina and as a father to his beautiful daughters Aerial and Amari. His hobbies include riding his motorcycle, traveling, and cycling. He is also deeply committed in service to God and lives out that commitment by serving others.



"For God and Country"



CH (LTC) Gerald William Woodford Jr., MEDCoE Command Chaplain

Chaplain Gerald William Woodford Jr. was born in Cleveland, Ohio. He grew up in a single-parent home, eventually moving to the great state of Texas where his military career began at Lackland AFB, TX. He attended the University of Houston (College Park) and obtained his Bachelor of Science degree in Psychology, with a minor in Sociology. After graduation, he relocated to Abilene Texas and attended Abilene Christian University, obtaining a Master of Divinity degree with a concentration in Counseling Psychology. He received a direct commission as a Second Lieutenant in the Army

Chaplain Candidate Program, accessioning to active duty from the Army National Guard in 2005. He holds a second Master's degree in Counseling Psychology from the University of Maryland in cooperation with Bowie State University. He's held licenses in Professional and Chemical Dependency Counseling in the state of Texas for 13 and 30 years, respectively.

Chaplain Woodford's military education includes U.S. Army Command and General Staff College, Family Life Certification Course (7K), Chaplain Resource Manager Course, Level 1 and 2 Clinical Pastoral Education (7R-6 units), Division Chaplain Assessment Program (deemed ready), Brigade Functional Course, Captains Career Course, Combat Medical Ministry, Chaplain Officer Basic Leadership Course and Air Assault School

Chaplain Woodford's previous assignments include: Deputy I CORPS Command Chaplain, Joint Base Lewis McChord Washington; Deputy Command Chaplain, Brooke Army Medical Center, Fort Sam Houston Texas; Brigade Chaplain, 106th Signal BDE, Fort Sam Houston Texas; Installation/Science and Technology Chaplain, Natick Soldier System Center, Natick Massachusetts; Chief of Pastoral Care, 121 Combat Support Hospital, Yongsan South Korea; Clinical Pastoral Education Student, Brooke Army Medical Center, Fort Sam Houston Texas; Brigade Chaplain, 32d Medical Brigade, Fort Sam Houston Texas; Battalion Chaplain, 264th Medical Battalion, Fort Sam Houston Texas; Battalion Chaplain, 69th Signal Battalion, Grafenwoehr Germany; Battalion Chaplain, 18th Combat Sustainment Support Battalion, Grafenwoehr Germany (15-month Iraq Combat

Deployment); and Battalion Chaplain, 159th Combat Aviation Battalion, Fort Campbell Kentucky (12-month Iraqi Combat Deployment).

"For God and Country"

Chaplain Woodford's awards and decorations include the Defense Meritorious Service Medal, Meritorious Medal (5 oak leaf clusters), Army Commendation Medal (4 oak leaf clusters), Army Achievement Medal (2 oak leaf clusters), Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Iraq Campaign Medal, Army Good Conduct Medal, Combat Action Badge, Air Assault Badge and a host of other awards and decorations from his time in the U.S. Air Force.

Chaplain Woodford's greatest accomplishment is giving his life to God and marrying his lovely wife Yvette Woodford from Saint George, Barbados, West Indies. Happily married for 29 years and have three beautiful children and one grandson: Jerome (41), Sereniti (27), Jahdiel (24) and Gideon (1).



Chaplain (Lieutenant Colonel Ret.) Stephen L. Dicks

Chaplain (Lieutenant Colonel Ret.) Stephen L. Dicks was the 502d Force Support Group Chaplain at Joint Base San Antonio-Fort Sam Houston, Texas. As the Force Support Group Chaplain, he directs the interoperability of mission capabilities and resources for religious accommodation, contingency, and emerging requirements. Leads and manages religious support operations for 81,000 personnel including service members, families, DoD civilians and retirees. Ensures operational readiness and effective management of three subordinate chaplains, four NCOs, four Junior Enlisted Soldiers and three Civilians. Coordinates comprehensive

support for 11 distinct faith chapel communities and five auxiliary groups. Coordinates and executes a robust Joint Base Airman Ministry Plan. Provides strategic advice to the 502D ABW commander on all spiritual, ethical, and quality of life concerns. CH Dicks enlisted in the United States Army in July 1996, completing three years of active-duty service as a Chaplain Assistant. He was commissioned as a chaplain and re-entered active duty in May 2005. CH Dicks is ordained and endorsed by the Southern Baptist Convention. He is married to Jennifer Dicks and has 3 daughters, 1 son, 3 son-in-laws, 1 daughter-in-law, and 5 grandchildren.

"For God and Country"



Chaplain (Major) Jon Butler

Chaplain (Major) Jon Butler is currently the Bioethics Instructor and Ethicist at the US Army Medical Center of Excellence, Fort Sam Houston, TX. He completed an MA in Bioethics from Trinity International University and an MSc in History from the University of Edinburgh (Scotland) in addition to his seminary degree (MDiv) from Trinity Evangelical Divinity School. He was ordained for pastoral ministry at Edgewater Baptist Church, an urban family church in Chicago, and is endorsed for military chaplaincy by Converge (historically Swedish Baptists).

Originally commissioned as a Chaplain Candidate in 2004, Jon accessioned as an Army Reserve Chaplain in 2009 and assigned to the 16th Psychological Operations Battalion at Fort Sheridan, IL, immediately deploying to Iraq from 2009-2010.

Chaplain Butler accessioned to Active Duty in 2013 and served with the 725th Brigade Support Battalion (Airborne) at Joint Base Elmendorf-Richardson, AK as an Arctic Paratrooper. In 2016, Jon served as the 212th Combat and Operational Stress Control (COSC) Chaplain at Fort Campbell, KY and deployed in support of Operation Spartan Shield in 2018. During this time, he worked closely with the Behavioral Health Multi-Disciplinary Team as a part of the US Military Hospital-Kuwait (USMH-K). From 2019-2022, Jon served with 10th Special Forces Group (Airborne) at Fort Carson, CO and deployed to Afghanistan in 2021 with 3rd Battalion.

Throughout these assignments, Chaplain Butler supported numerous chapel services and ministry programs at home and abroad. His Clinical Pastoral Education (CPE) was conducted at the Hines VA Hospital outside of Chicago. His research interests include holistic health, ethical leadership, military history, and moral injury.

Jon has been married to his wife, Joge, for twenty-one years. Joge has been a force multiplier, volunteering regularly with chapel, unit, and community events. She currently serves as a substitute teacher at Fort Sam Houston Elementary School and volunteers for PWOC. Jon and Joge are the parents of three boys: Will (14), Caleb (12), and Owen (8).



"For God and Country"



CH (CPT) Brehan R. Kirkpatrick
Moral Leadership Symposium Emcee

CH (CPT) Kirkpatrick is a native of Fairbanks, Alaska. She Graduated from University of North Alabama 2010 with a Bachelors of Arts in Communications, Broadcasting. Liberty Baptist Theological Seminary in 2014 with a Masters of Divinity in Chaplaincy and is currently a doctoral student with Wesley Theological Seminary.

She Commissioned in the Adjutant General Corps in the Army Reserves in 2010 through ROTC and served for a year in S1. Then pursued a branch change to Chaplain Candidate. Attended Chaplain Officer Leadership Course at Fort Jackson in 2012, SC and was further assigned to the Alaska Army National Guard, where she served as a Chaplain Candidate at Joint Forces Head Quarters.

She assessed as a Chaplain in the Alaska Army National Guard, 2015. She was further assigned to 1-297 Cavalry Squadron, then 1-297 Infantry Battalion as a Chaplain. She was assessed to the Regular Army Component May 2018 where she was assigned to the 82nd Combat Aviation Brigade as the 1-82nd Attack Reconnaissance Battalion Chaplain and then the 1/17 Cavalry Squadron Chaplain. CH (CPT)Brehan Kirkpatrick graduated from Chaplain Captain Career Course June 10, 2022, and was further assigned to 741st Military Intelligence Battalion as a Battalion Chaplain. She is currently assigned to the Clinical Pastoral Education program, ACPE as a Chaplain Resident at Brook Army Medical Center.

Chaplain (CPT) Kirkpatrick attended and graduated from Clinical Pastoral Education, ACPE at Providence Alaska Medical Center, 2017. Completed Palliative Care Chaplaincy Fellowship 2018. Awards include – Army Accommodation Medal with 2 Oak Leaf Cluster, Army Achievement Medal, National Defense Service Medal, and Global War on Terrorism Ribbon Army Service Ribbon.

CH (CPT) Kirkpatrick currently resides in San Antonio, TX. She is married to her husband of 5 Years, CH (MAJ) Robert Sterling. They have one child, daughter Abigail Sterling, 4 years old.



"For God and Country"

ROTC



Lieutenant Colonel James "Justin" Nance

Lieutenant Colonel (LTC) James "Justin" Nance, a native of southern and eastern New Mexico, received his commission from the Early Commissioning Program at the New Mexico Military Institute in 2006. LTC Nance's first assignment was in the Texas Army National Guard; he served as a platoon leader in Headquarters and Headquarters Company, 2nd Battalion 142nd Infantry Regiment, while finishing his Bachelor of Science in Biology from Texas Tech University.

LTC Nance transitioned to Active Duty in 2009, attended the Basic Officer Leaders Course, and was assigned to the 101st Airborne Division (Air Assault) Fort Campbell, KY. There he served as Company Executive Officer in the Division Headquarters Battalion and deployed to Afghanistan in support of Operation Enduring Freedom X. Upon redeployment, LTC Nance attended the Captain's Career Course while completing his Master of Science Degree in Geological Engineering from Missouri University of Science and Technology.

LTC Nance's first assignment following the Civil Affairs Qualification Course was as Team Leader for CAT 8025 in the 80th Civil Affairs Battalion at Fort Bliss, TX. He was stationed at Fort Hood in 2015 as the 1st Brigade (Iron Horse) Civil Affairs Officer (S9) with the 1st Cavalry Division. He deployed in support of the Republic of Korea Rotation before taking command of one of the few Army Ceremonial Units, the Horse Cavalry Detachment. There LTC Nance led over 200 mounted cavalry demonstrations across the United States. Following command and resident graduation from the Command and General Staff College at Fort Leavenworth, Kansas. LTC Nance returned to Fort Campbell as the 101st Airborne Division (Air Assault) Deputy Civil Affairs Officer (G9). In 2020, LTC Nance deployed in support of Operation Inherent Resolve as the SOJTF-OIR Deputy Future Plans Officer (J35) before assuming command and deploying Echo Company, 96th Civil Affairs Battalion (Special Operations) (Airborne) to the Levant in support of the same named operation. Upon redeployment he was assigned as the Battalion Executive Officer, 92nd Civil Affairs Battalion (Special Operations) (Airborne) and most recently as the Operations Officer for the Office of Special Warfare, 1st Special Forces Command (Airborne).

LTC Nance's military education includes the Chemical Officer Basic Course; Engineer Captains Career Course; the Civil Affairs Qualification Course; Special Operations

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Language Course-Modern Standard Arabic; Survival, Escape, Resistance, Evasion-C; and the Command and General Staff College at Fort Leavenworth, KS. His awards include the Bronze Star Medal, Meritorious Service Medal (2OLC), Joint Service Commendation Medal (1OLC), Army Commendation Medal (2OLC), Joint Meritorious Unit Medal (1OLC), Parachutist Badge, Air Assault Badge, Pathfinder Badge, Army Space Badge, Gold German Armed Forces Badge of Military Proficiency, and Italian Foreign Jump Wings.

LTC Nance is married to the lovely Major Chelsea Nance with U.S. Army Reserves and has two daughters, Hazel (3) and Cora (2).



Image from UIW Veterans Day Ceremony, Nov. 11, 2022.

“For God and Country”

Air Force Presenters



Major Gabriel Bultz: Cross-Cultural Leader & Chaplain

Born in Transylvania, Romania, and now serving as a Branch Chief for the U.S. Air Force in San Antonio, Texas, Major Gabriel Bultz brings a global perspective to spiritual care and leadership. With a career that bridges the gap between the U.S. Army's ground formations and the Air Force's technical focus, he specializes in crisis intervention, moral injury support, and community building.

Major Bultz's leadership is defined by a decade of "boots-on-the-ground" experience in light infantry, armor, and medical brigades. He is recognized for his ability to navigate ethical complexities and provide clear command advisement on personnel morale. Whether leading child protection services in Romania or mentoring unit ministry teams during European deployments, his focus remains on sustaining mission readiness through compassionate, pluralistic support.



Megan Nixon, Director, Religious Educator

Megan Nixon currently serves as the Director of Religious Education at JBSA Ft. Sam Houston.

She was previously employed by the Diocese of Buffalo in the Department of Lifelong Faith Formation for four years and served in parish ministry as a Coordinator of Religious Education for twelve years.

She holds a Master of Arts in Pastoral Theology from St. Joseph's College of Maine, a Certificate in Church Management from Villanova University, and a Certificate in Religious Education from Loyola University New Orleans.

She is married with 3 children and one granddaughter.



"For God and Country"

Navy Presenters

Commander Joseph Baugh

CDR Joseph Baugh is a native of Hempstead, New York. He enlisted in the Navy in June of 1991 as a Hospital Corpsman and graduated from the Interservice Physician Assistant Program in 2006. He has served as a Navy Physician Assistant for 19 years. He has served across the globe, with units in Guam, Kuwait, Afghanistan, and multiple deployments around the world. In May 2012, he was selected to attend the Navy's first Emergency Medicine Fellowship Program for Physician Assistants. In Sept 2015, he reported to Naval Special Warfare Development Group as the Medical Department Head for TACDEVRON FOUR. In Aug 2018 he assumed the responsibilities as Officer in Charge of the Naval Special Operations Medical Institute (NSOMI) and Associate Dean for the Joint Special Medical Operations Training Center at Fort Bragg, North Carolina. In 2023, he transitioned to Navy Medicine Training Support Center, where he currently serves as the Program Director for the Interservice Physician Assistant Training Program, the world's largest physician assistant training program. His personal awards include Bronze Star, Navy Commendation Medal (three awards), Joint Service Achievement Medal, Army Achievement Medal, and Combat Action Ribbon. He is married to Isabel Baugh (former Dalina). They have two children: Johns and Michael.



Commander Stacey L. O'Neal, US Navy (Ret.)

Commander Stacey L. O'Neal is a retired United States Navy officer and leadership practitioner with more than 30 years of experience in organizational leadership, workforce development, and talent strategy. Rising from enlisted ranks to Commanding Officer, she led complex, geographically dispersed organizations and advised senior leaders on leadership development, ethical decision-making, and operational effectiveness. She holds a Bachelor's degree in Education, a Master's in Management, and a Master of Arts in National Security and Strategic Studies from the U.S. Naval War College. Commander O'Neal is the founder of O'Neal Coaching and Motivation and author of the forthcoming memoir **Iron Sharpens Iron**, focused on resilience, identity, and purpose-driven leadership.

"For God and Country"



Lieutenant Commander Anthony S. Waite Jr. RN

Lieutenant Commander Waite, a native of Houston, Texas, enlisted in the Navy as a Hospital Corpsman in 2004. Upon completion of basic training, he received orders to National Naval Medical Center in Bethesda, MD where he provided care for wounded warriors from Operation Iraqi Freedom and Operation Enduring Freedom. In 2007, upon completion of Field Medical Training, he received orders to 3rd Marine Logistics Group in Okinawa, Japan as the Leading Petty Officer of the Prosthetics Lab. In 2010, he was transferred to Bethesda, MD and served on the Medical Executive

Treatment Unit for President Barrack Obama and his family. In 2011, HM2 Waite was selected for the Medical Enlisted Commissioning Program and was promoted to the rank of HM1 shortly after.

In 2014, he earned a Bachelor of Science in Nursing from Washington Adventist University and was commissioned as an Ensign in the Navy Nurse Corps. His first assignment as a Nurse was on the Cardiothoracic Critical Care Unit at Naval Medical Center San Diego. Here, he provided care to a diverse patient population with an array of medical conditions.

In 2016, He promoted to the rank of Lieutenant Junior Grade and was selected and deployed as an Intensive Care Unit Nurse onboard the USNS Mercy T-AH-19 where he provided medical support and education to 5 countries to include: Malaysia, Indonesia, East Timor, Philippines, and Vietnam. In 2017 LTJG Waite reported to Naval Health Clinic Charleston serving as a Conscious Sedation RN and Division Officer of Staff Education and Training.

In 2020 LT Waite supported the COVID-19 efforts in New York City as part of Expeditionary Medical Facility "Mike" as an ICU nurse and discharge planner.

In August 2021, He reported to Navy Medicine Training Support Center Fort Sam Houston, Texas and served as a Division Officer and Instructor for Hospital Corpsman Basic Program where he was responsible for the training of 3,000 Sailors annually. As the Department Head, Staff Education and Training, he was responsible for the provision of education and support services to 500 staff across 4 geographic locations.

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In 2024, he was selected to the rank of Lieutenant Commander and assumed the role of Deputy Director for the Health Care Interservice Training Office at Naval Medical Forces Development Command Fort Sam Houston, Texas.

LCDR Waite devotes his off-duty time mentoring thousands of service members on their journey to becoming a Navy Nurse through a platform he created called MECP University. Most recently, he has launched an initiative “Guys in Ties”, aimed towards influencing young men to become good stewards both in school and at home through leadership and soft skills development.



Image from 2025 Moral Leadership Symposium



“For God and Country”



Captain Scott Coon

Captain Scott Coon is a native of Boise, Idaho and holds a Bachelor of Science in Health Care Administration from Idaho State University, a Master of Business Administration from Northwest Nazarene University and a Master of Business Administration in Federal Financial Management from the Naval Postgraduate School.

He received his commission as a Lieutenant Junior Grade in the Medical Service Corps on September 11, 1998. His first tour of duty was at the National Naval Medical Center, Bethesda, Maryland where he served as Department Head, Patient Administration. In 2001 he attended Amphibious Warfare School at Marine Corps University, Quantico, Virginia. After graduation he reported to 2nd Medical Battalion, 2nd Force Service Support Group, Camp Lejeune, North Carolina and deployed to Iraq as the Bravo Surgical Company Commander in support of Operation Iraqi Freedom. Upon his return he was assigned as the Battalion's Operations Officer (S3).

In 2005 he attended Naval Postgraduate School in Monterey, California where his studies focused on Federal Financial Management. In January 2007 he was assigned to National Naval Medical Center, Bethesda, Maryland as the Deputy Comptroller. From May 2010 to April 2014, he was assigned to the Bureau of Medicine and Surgery, Washington, District of Columbia where he served as Executive Assistant to the Deputy Chief, Resource Management, then selected to serve as the Aide De Camp to the Deputy Surgeon General and to the Deputy for Wounded Ill and Injured. In October 2012 he was selected to serve as the Director for the Wounded Ill and Injured Program Support.

In May 2014, he transferred to Naval Hospital Naples, Italy as Director for Resource Management. From May 2016 to May 2019, he served as Director for Branch Health Clinics, Naval Health Clinic, Patuxent River, Maryland and as Officer-in-Charge Branch Health Clinic Dahlgren, Virginia. In May of 2019 he assumed the duties as Officer-in-Charge NMRTU Diego Garcia. In 2020 he served as the Assistant Chief of Staff and Director for Administration, Naval Medical Forces Atlantic. Coon served as Executive Officer of Navy Medicine Readiness and Training Command Cherry Point, North Carolina from September, 2021 to March 2023. He assumed Command of Navy Medicine Readiness and Training Command Pensacola, Florida and Director, Naval Hospital Pensacola from March 2023 to April 2025. Currently he serves as the Operations Chief-Geographic Service Providers, Portfolio and Resource Management

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Division, PEO Medical Systems /CIO (J-6), of the Defense Health Agency, San Antonio, Texas.

His personal awards include the Legion of Merit, Meritorious Service Medal (seven awards), Navy and Marine Corps Commendation Medal (two awards) Joint Service Achievement Medal, the Navy and Marine Corps Achievement Medal and the Fleet Marine Force Ribbon.

Coon is married to Captain Maria C. Coon, MSC, USN and they have four children; AM1 Austin Coon, daughters Bobie Breitwieser and Lauren Coon, and son Dallen Coon.



Master Sergeant Rey Rangel Jr, (Ret.)

Rey Rangel enlisted in the Marine Corps on June 17, 2000, and began his journey as a logistics Marine. Over a distinguished career spanning more than two decades, he completed multiple deployments in both combat and humanitarian missions before retiring honorably on November 30, 2022. Throughout his service, MSgt Rangel developed a deep passion for leadership, mentorship, and serving as a role model. Above all,

however, he takes the greatest pride in his roles as a devoted father and husband.

Following his retirement, Rey took time at home to reflect on his next chapter and continued desire to serve. That opportunity came with the University of the Incarnate Word, where he joined the Cardinal family in June 2023. Since then, he has been an integral member of the budgeting team and currently serves as a Budget Analyst. While this career path was unexpected, his leadership skills and strong principles have allowed him to thrive in the role. Rey finds fulfillment in supporting students, especially during challenging times, and is committed to helping them find effective solutions.



"For God and Country"



HMCM Frank D. Garza, MHA

Master Chief Hospital Corpsman Frank Garza was born on January 22, 1982, in San Antonio, TX, graduated from John F. Kennedy H.S. class of 2000, and enlisted in the U.S. Navy, August 2001.

Upon completion of basic military training at Recruit Training Command, Great Lakes, IL and graduating Hospital Corpsman "A" School, January 2002, he proceeded to Field Medical Service School, Camp Johnson, NC, graduating in of May 2002.

He has served in a myriad of operational sea duty assignments including 1st Marine Division; 2nd Marine Airwing; 2nd Marine Expeditionary Force; Marine Aircraft Group 26; International Security Assistance Force-Nuristan Provincial Reconstruction Team; and as the Medical Departmental Leading Chief Petty Officer onboard USS Harry S. Truman (CVN 75).

His previous shore tours include, Naval Hospital Great Lakes, IL; Naval Station Great Lakes Hospital Corpsman "A" School Instructor; Naval Hospital Camp Pendleton, CA; NMRTU Marine Recruit Depot Parris Island, SC; Command Master Chief Navy Medicine Readiness and Training Command and Naval Support Facility (NSF), Beaufort, SC; Command Master Chief Navy Medicine Readiness and Training Command, Rota, Spain.

He completed multiple combat tours in Iraq and Afghanistan in support of Operation Iraqi Freedom (OIF), Operation Enduring Freedom (OEF) and two shipboard tours during OEF and Operation Inherent Resolve (OIR). His combat tours include, II MEF CASEVAC Team, Medium Lift Helicopter Squadron Purple Foxes (HMM 364); Marine Wing Support Squadron (MWSS 271) Immediate Response Platoon; Provincial Reconstruction Team-Nuristan assigned to 10th Mountain Infantry Division, 11th Armored Cavalry Regiment and 405th Civil Affairs Battalion. His shipboard tours include a WESTPAC with the 15th Marine Expeditionary Unit, 1st Marine Division, Battalion Landing Team 3rd BN, 5th Marines onboard the USS Green Bay (LPD 20) and USS Harry S. Truman (CVN 75), Carrier Strike Group EIGHT operating in the Mediterranean and High North Atlantic participating in a myriad of exercises.

HMCM Garza and his wife Valerie Garza have been married for 24 yrs and have a 23-year-old daughter, Kayla G. Jefferson who is married to FC2 Joshua Jefferson, USN.

HMCM Garza holds a Master's Degree in Administration and Health Care Management from The University of Incarnate Word, a Bachelors Degree in Health Sciences from George Washington University, is a graduate of the Command Master Chief/Chief of the

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Boat Course (Class 224/21050) and the U.S. Navy Senior Enlisted Academy (Class 192/Gold). He has earned the warfare designations, Enlisted Fleet Marine Force Warfare Specialist, Enlisted Surface Warfare Specialist, Enlisted Aviation Warfare Specialist, Enlisted Information Warfare Specialist, Marine Combat Aircrew (w 3/Gold Combat Stars), U.S. Army Basic Aviation Badge, U.S. Army Combat Medical Badge, and is a U. S. Navy Master Training Specialist. His awards include, Meritorious Service Medal (2), Air Medal w/2 Strike/Flights, Navy & Marine Corps Commendation Medal (5), Army Commendation Medal (2) w/Combat "Valor", Navy & Marine Corps Achievement Medal (3), Combat Action Ribbon (2), and various other campaign and unit awards



Image from UIW Veterans Day Ceremony, Nov. 11, 2022.



"For God and Country"

Coast Guard



Lieutenant Chad B. Lyman

LT Chad B Lyman was raised in California State. He enlisted in the United States Coast Guard in 2009. He attended Health Services School in 2011 for the Coast Guard and graduated from the Interservice physician assistant Program in 2018. He is licensed with the state of Virginia and has been practicing as a Physician Assistant for the USCG for over 8 years. He started his PA career in Portsmouth VA then went on to the largest aviation empanelment in the USCG at Elizabeth City NC where he served as an aeromedical physician assistant and senior medical officer of the clinic. He also attended hyperbaric medical officer training with National Oceanic and Atmosphere

Administration. In 2023 LT Lyman transferred to his current assignment at the US Army Medical Center of Excellence where he serves as the program executive officer and USCG senior service representative for the interservice physician assistant program. He has deployed with Customs and Border Patrol to the southwest border for migrant operations and as the medical officer during the southeast Asia patrol aboard the USCGC Bertholf. His awards include CG Commendation Medal, CG Achievement Medal, CG Sea Service Ribbon and numerous unit and team citations. He is married to his wife Leah Lyman (former Schreiner), They have four children: Ethan (13), Rocklyn (10), Owen (8), and Hallie (6).



"For God and Country"

The University of the Incarnate Word Presenters



The Right Rev. Dr. Trevor Alexander

The Right Rev. Dr. Trevor Alexander was born in Romford, Essex, in England. He and his wife, the Rev. Dr. Emma Alexander, have three wonderful girls and one beautiful and cute granddaughter. Bishop Trevor retired from the U.S. Army in 1994. Bishop Trevor holds an undergraduate degree from the University of the Incarnate Word in Psychology (holding an emphasis on family) and Religious Studies, along with a Master of Arts degree in Pastoral Ministry from the Oblate School of Theology, a Doctor of Divinity Degree

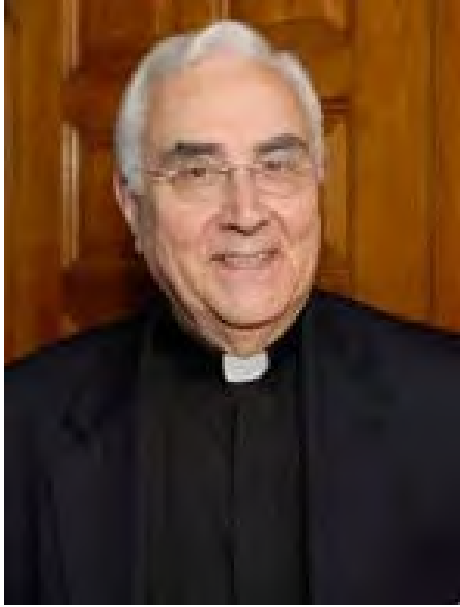
from St. Thomas Christian College & Seminary, Jacksonville, Florida, and is currently working on another Post Doctorate in Christian Counseling, Bread of Life Theological Seminary, San Antonio, Texas.

Bishop Alexander is currently serving at the University of Incarnate Word for 26 years as the Protestant Chaplain and Adjunct Faculty. Amongst his other accomplishments, he is the Senior Pastor of True Vine Church and the Texas South Regional Bishop for the Kingdom Council of Interdependent Christian Churches & Ministries.

Bishop Trevor has published several articles on matters pertaining to the African American community and has presented at numerous conferences, locally, nationally, and internationally. On February 15, 2016, he was inducted into the San Antonio Black Worship Hall of Fame. In February 2018, Bishop was recognized by the University of the Incarnate Word, Black History Month Committee, with the Alumni of Distinction Award. He recently completed a 4-year term as the Vice President of the United States Catholic Mission Association (USCMA) and continues serving the Association. He is a Dr. King Scholar and has published several articles on Dr. King's Beloved Community.



"For God and Country"



Rev. Donald S. Nesti, CSSP

Fr. Donald S. Nesti, CSSp, a native of Pennsylvania, was ordained to the priesthood in 1963. He earned a licentiate and a doctorate in theology at the Pontifical Gregorian University in Rome. He served his missionary order, the Congregation of the Holy Spirit in many capacities. Fr. Nesti's teaching assignments include Duquesne University, Pittsburgh, PA; the Pontifical College Josephinum, Columbus, OH; and the University of St. Thomas. In the administrative field, he served as Director of the Immaculate Heart Seminary, Bethel Park, PA; Director of Planning, Research and Renewal, Congregation of the Holy Ghost USA - Eastern Province; President, Duquesne

University, Pittsburgh, PA; and Provincial Superior, Congregation of the Holy Ghost USA - Western Province. Currently, he teaches at the University of St. Thomas in the Masters in Faith and Culture program. Fr. Nesti founded the Center in 1994 in response to Pope John Paul II's 1982 creation of the Pontifical Council for Culture. The Center for Faith and Culture seeks to understand and affect the relationship between the worldview of Catholic faith and culture.

"Fr. Nesti's leadership enables the center to instill in those it touches- through both degree programs and ecumenical outreach- a desire to understand and respect people of all faiths and cultures. Because of Fr. Nesti, the Center for Faith and Culture has become one of UST's most visible symbols of the relationship between the love embodied in the gospel and those uniquely American values set forth by our Founding Fathers."



"For God and Country"



Rev. Dr. Hector Kalaluka, OMI

Rev. Dr. Hector Kalaluka, OMI, is a Catholic priest and educator dedicated to integrating ecological spirituality, social justice, and community engagement within higher education and pastoral ministry. A member of the Missionary Oblates of Mary Immaculate from Zambia, Africa, he brings a global and pastoral perspective to his academic and ministerial work.

Fr. Kalaluka currently serves as University Chaplain and Lecturer at the University of the Incarnate Word in San Antonio, Texas, where he teaches courses in *Environmental Theology and Ethics*, *Christian Spirituality and Sustainability*, and *Word in the World*. He is also Adjunct Faculty at the Oblate School of Theology, where he teaches *Ecological Theology* and *Christian Stewardship*.

At the University of the Incarnate Word, he has led faculty and student retreats and delivered keynote addresses on themes such as Incarnational and Ecological Spirituality and Christian Stewardship of the Earth. His research and teaching reflect a deep commitment to integrating faith, ecology, and social responsibility in the life of the Church and the academy.



Stephanie L. Gray, Community Educator, Office of VP Mission and Ministry





























Mrs. Stephanie L. Gray serves as the Community Educator within Mission and Ministry at the University of the Incarnate Word (UIW) in San Antonio, Texas. She has led the GEMS (Girls in Engineering, Math, and Science) program since 2020 and has been actively involved with the initiative since 2018.

A proud UIW alumna with a degree in Meteorology, Mrs. Gray is currently pursuing her MBA at the university. She has over 20 years of leadership and management experience, with a strong background in personnel development, scientific research, and grant writing.

Under her leadership, the GEMS program has grown significantly to include innovative offerings such as STEAM kit distributions, miniGEMS virtual after-school clubs, a virtual spring break camp, and the megaGEMS Research Camp and Apprenticeship. Her commitment to mission-driven community outreach continues to inspire and empower the next generation to pursue interests in science, technology, engineering, arts, and math.

“For God and Country”







United States Army

<p>E-1</p> <p>No Insignia</p> <p>Private</p> <p>PV1 OR-1</p>	<p>E-2</p>  <p>Private</p> <p>PV2 OR-2</p>	<p>E-3</p>  <p>Private First Class</p> <p>PFC OR-3</p>	<p>E-4</p>   <p>Specialist</p> <p>SPC OR-4</p> <p>Corporal</p> <p>CPL OR-4</p>	<p>E-5</p>  <p>Sergeant</p> <p>SGT OR-5</p>	<p>PER SON NEL</p>	<p>W-1</p>  <p>Warrant Officer 1</p> <p>WO1 WO-1</p>	<p>W-2</p>  <p>Chief Warrant Officer 2</p> <p>CW2 WO-2</p>	<p>W-3</p>  <p>Chief Warrant Officer 3</p> <p>CW3 WO-3</p>
<p>E-6</p>  <p>Staff Sergeant</p> <p>SSG OR-6</p>	<p>E-7</p>  <p>Sergeant First Class</p> <p>SFC OR-7</p>	<p>E-8</p>   <p>Master Sergeant</p> <p>MSG OR-8</p> <p>First Sergeant</p> <p>1SG OR-8</p>	<p>E-9</p>    <p>Sergeant Major</p> <p>SGM OR-9</p> <p>Command Sergeant Major</p> <p>CSM OR-9</p> <p>Sergeant Major of the Army</p> <p>SMA OR-9</p>	<p>WO FFI CERS</p>		<p>W-4</p>  <p>Chief Warrant Officer 4</p> <p>CW4 WO-4</p>	<p>W-5</p>  <p>Chief Warrant Officer 5</p> <p>CW5 WO-5</p>	
<p>O-1</p>  <p>Second Lieutenant</p> <p>2LT OF-1</p>	<p>O-2</p>  <p>First Lieutenant</p> <p>1LT OF-1</p>	<p>O-3</p>  <p>Captain</p> <p>CPT OF-2</p>	<p>O-4</p>  <p>Major</p> <p>MAJ OF-3</p>		<p>O-5</p>  <p>Lieutenant Colonel</p> <p>LTC OF-4</p>	<p>O-6</p>  <p>Colonel</p> <p>COL OF-5</p>	<p>CO M M I S S I O N E R S</p>	<p>US DoD Pay grade</p> <p>Insignia</p> <p>Title</p> <p>Abbreviation</p> <p>NATO Code</p>
<p>O-7</p>  <p>Brigadier General</p> <p>BG OF-6</p>	<p>O-8</p>  <p>Major General</p> <p>MG OF-7</p>	<p>O-9</p>  <p>Lieutenant General</p> <p>LTG OF-8</p>	<p>O-10</p>  <p>General</p> <p>GEN OF-9</p>	<p>O-11</p>  <p>General of the Army</p> <p>GA OF-10</p>				














"For God and Country"

United States Air Force

<p>E-1</p> <p>No Insignia</p> <p>Airman Basic AB OR-1</p>	<p>E-2</p>  <p>Airman Amn OR-2</p>	<p>E-3</p>  <p>Airman First Class A1C OR-3</p>	<p>E-4</p>  <p>Senior Airman SrA OR-4</p>	<p>E-5</p>  <p>Staff Sergeant SSgt OR-5</p>	<p>E-6</p>  <p>Technical Sergeant TSgt OR-6</p>
<p>E-7</p>  <p>Master Sergeant MSgt OR-7</p>		<p>E-8</p>  <p>Senior Master Sergeant SMSgt OR-8</p>		<p>E-9</p>    <p>Chief Master Sergeant CMSgt OR-9</p> <p>Command Chief Master Sergeant CCM</p> <p>Chief Master Sergeant of the Air Force CMSAF</p>	

PERSONNEL ENLISTED

<p>O-1</p>  <p>Second Lieutenant 2d Lt OF-1</p>	<p>O-2</p>  <p>First Lieutenant 1st Lt OF-1</p>	<p>O-3</p>  <p>Captain Capt OF-2</p>	<p>O-4</p>  <p>Major Maj OF-3</p>	<p>O-5</p>  <p>Lieutenant Colonel Lt Col OF-4</p>	<p>O-6</p>  <p>Colonel Col OF-5</p>
<p>O-7</p>  <p>Brigadier General Brig Gen OF-6</p>	<p>O-8</p>  <p>Major General Maj Gen OF-7</p>	<p>O-9</p>  <p>Lieutenant General Lt Gen OF-8</p>	<p>O-10</p>  <p>General Air Force Chief of Staff Gen OF-9</p>	<p>Special</p>  <p>General of the Air Force GA GAF</p>	<p>COMMISSIONED</p>

US DoD Pay grade
Insignia
Title
Abbreviation
NATO Code



"For God and Country"

United States Navy

ENLISTED



E-2
SEAMAN
APPRENTICE



E-3
SEAMAN



E-4
PETTY OFFICER
THIRD CLASS



E-5
PETTY OFFICER
SECOND CLASS



E-6
PETTY OFFICER
FIRST CLASS



E-7
CHIEF PETTY
OFFICER



E-8
SENIOR CHIEF
PETTY OFFICER



E-9
MASTER CHIEF
PETTY OFFICER



E-9
COMMAND
MASTER CHIEF
PETTY OFFICER



E-9
MASTER CHIEF
PETTY OFFICER
OF THE NAVY

WARRANT OFFICER



WO-2
CHIEF WARRANT
OFFICER 2



WO-3
CHIEF WARRANT
OFFICER 3



WO-4
CHIEF WARRANT
OFFICER 4



WO-5
CHIEF WARRANT
OFFICER 5

OFFICER



O-1
ENSIGN



O-2
LIEUTENANT
JUNIOR GRADE



O-3
LIEUTENANT



O-4
LIEUTENANT
COMMANDER



O-5
COMMANDER



O-6
CAPTAIN



O-7
REAR ADMIRAL
LOWER HALF



O-8
REAR ADMIRAL



O-9
VICE ADMIRAL



O-10
ADMIRAL



"For God and Country"



“For God and Country”



“For God and Country”

**Moral Leadership
Symposium**
Leading with Courage

“For God and Country”