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Welcome to the National Cemetery Administration

The National Cemetery Administration (NCA) is greatly honored to care for more than 4 million Veterans and family members interred in 155 Department of Veterans Affairs national cemeteries. We assure proper memorialization for our nation’s Veterans and care for them perpetually in national shrines.

You are joining an outstanding organization recognized for the best customer service of any American organization. In 2019, the American Customer Service Index (ACSI) awarded NCA the highest rating in customer satisfaction for any federal agency or private corporation surveyed for the seventh time. NCA team members fully understand our solemn responsibility to take care of Veterans and their family members during their most difficult time.

VA Secretary Denis McDonough has among his priorities “honoring our Veterans with a final resting place that is a lasting tribute to their service.” This is our mission and we are pleased to have you join us in this solemn effort.

This Welcome Packet is part of NCA’s onboarding program to learn about NCA, our team members, our leadership, and our organization. We are happy to have you as part of NCA! Welcome to the team and welcome to our mission of serving Veterans and their families!

Matt Quinn
Undersecretary for Memorial Affairs
Mission

NCA honors Veterans and their eligible family members with final resting places in national shrines and with lasting tributes that commemorate their service and sacrifice to our Nation.

Vision

As the model of excellence for burial and memorials for our Nation's Veterans and their families, NCA ensures that No Veteran Ever Dies.

Purpose

- To provide burial space for Veterans and their eligible family members.
- To maintain national cemeteries as national shrines, sacred to the honor and memory of those interred or memorialized there.
- To mark Veterans' graves with a Government-furnished headstone, marker or medallion and to provide Presidential Memorial Certificates in recognition of their service to a grateful nation.
- To administer grants for establishing or expanding state and tribal government veterans cemeteries.
I CARE Core Values and Characteristics

The VA has adopted Core Values and Characteristics that apply universally across the Department. The five Core Values define "who we are," our culture and how we care for Veterans, their families and other beneficiaries.

“Because I CARE, I will …”
The phrase, “Because I Care, I Will…” is a call to action. A call to do everything we can, every day, to improve the lives of Veterans and others we serve.

While our Core Values define “who we are,” our Characteristics define “what we stand for,” and what we strive to be. Our Characteristics are goals that we want everyone – VA employees, Veterans, and the American people – to connect with our Department and with our people.

VA’s Core Values and Characteristics apply across each Administration, location, role and person. They unite and define us, and set us apart from other organizations. The Values reflect our commitment to Veterans and their families. Keep them in mind every day as you do your job – and look for ways to show “I CARE.”

Our Core Values Are:

**Integrity** – Act with high moral principle. Adhere to the highest professional standards. Maintain the trust and confidence of all with whom I engage.

**Commitment** – Work diligently to serve Veterans and other beneficiaries. Be driven by an earnest belief in VA’s mission. Fulfill my individual responsibilities and organizational responsibilities.

**Advocacy** – Be truly Veteran-centric by identifying, fully considering, and appropriately advancing the interests of Veterans and other beneficiaries.

**Respect** – Treat all those I serve and with whom I work with dignity and respect. Show respect to earn it.
Excellence – Strive for the highest quality and continuous improvement. Be thoughtful and decisive in leadership, accountable for my actions, willing to admit mistakes, and rigorous in correcting them.
Our Core Characteristics Are:

Trustworthy – VA earns the trust of those it serves – every day – through the actions of all employees. They provide care, benefits, and services with compassion, dependability, effectiveness, and transparency

Accessible – VA engages and welcomes Veterans and other beneficiaries, facilitating their use of the entire array of its services. Each interaction will be positive and productive.

Quality – VA provides the highest standard of care and services to Veterans and beneficiaries while managing the cost of its programs and being efficient stewards of all resources entrusted to it by the American people. VA is a model of unrivalled excellence due to employees who are empowered, trusted by their leaders, and respected for their competence and dedication.

Innovative – VA prizes curiosity and initiative, encourages creative contributions from all employees, seeks continuous improvement, and adapts to remain at the forefront in knowledge, proficiency, and capability to deliver the highest standard of care and services to all of the people it serves.

Agile – VA anticipates and adapts quickly to current challenges and new requirements by continuously assessing the environment in which it operates and devising solutions to better serve Veterans, other beneficiaries, and Service members.

Integrated – VA links care and services across the Department; other federal, state, and local agencies; partners; and Veterans Services Organizations to provide useful and understandable programs to Veterans and other beneficiaries. VA’s relationship with the Department of Defense is unique, and VA will nurture it for the benefit of Veterans and Service members.
Facts About the National Cemetery Administration

NCA Mission

The U.S. Department of Veterans Affairs (VA), National Cemetery Administration (NCA), honors Veterans and their eligible family members with final resting places in national shrines and with lasting tributes that commemorate their service and sacrifice to our nation.

Facts About NCA

» NCA maintains 3.83 million graves with 628,746 additional developed gravesites available: 356,873 available gravesites for casketed remains, 115,115 in ground gravesites for cremated remains and 156,758 columbarium niches for cremated remains.

» NCA administers 155 national cemeteries, 82 of which are open to all interments, and an additional 20 which are open to interments of cremated remains only. In addition to VA national cemeteries, two national cemeteries—Arlington and the United States Soldiers' and Airmen's Home National Cemetery—are administered by the Army. Fourteen national cemeteries are maintained by the Department of the Interior. The American Battle Monuments Commission maintains 26 American cemeteries and monuments outside of the United States.

» The Rural Initiative was established to provide access to VA burial benefits for Veterans who reside in rural areas and who have not previously had reasonable access to a national or state Veterans cemetery.

» NCA is also expanding access to cemeteries for urban Veterans, with four columbaria-only sites scheduled for construction in New York, NY; Chicago, IL; Indianapolis, IN, and Alameda, CA. A columbarium addition was dedicated at Los Angeles National Cemetery in October 2019, re-opening that cemetery to first interments after being closed for 40 years.

» Nearly 5 million people—including 4 million Veterans from the Revolutionary War to the war in Iraq and Afghanistan—are honored with a burial in a VA national cemetery.

» More than 22,000 acres from Hawaii to Maine, and from Alaska to Puerto Rico are devoted to memorializing those who served this nation.
More than 390 Medal of Honor recipients are buried in VA’s national cemeteries.

- Largest National Cemetery: Riverside (CA), 1,236 acres.
- Smallest National Cemetery: Hampton VAMC (VA), 0.03 acres.
- Oldest National Cemetery: 11 established in 1862.

**NCA Facts for Fiscal Year 2020**

- Twenty percent (105,845 Veterans interred in FY 2020) of U.S. Veterans who died (estimated 592,682 in FY 2020) in the U.S. and Puerto Rico in FY 2020 were buried in a national, state or tribal Veterans cemetery. As new national, state and tribal Veterans cemeteries open, this percentage is expected to increase.
- Since 1973, when VA managed 82 national cemeteries, annual interments in VA national cemeteries have increased by more than 348% from 36,422 to 126,884 in FY 2020.
- Of the 126,844 interments conducted in FY 2020, 63% were in the 20 busiest national cemeteries: Riverside (CA); Calverton (NY); Florida (FL); Jefferson Barracks (MO); Dallas-Fort Worth (TX); Fort Snelling (MN); Fort Sam Houston (TX) Great Lakes (MI); Abraham Lincoln (IL); Fort Logan (CO); Houston (TX); Miramar/Ft. Rosecrans(CA); National Memorial Cemetery of Arizona (AZ); Sacramento Valley (CA); Willamette (OR); Tahoma (WA); Ohio Western Reserve (OH); South Florida (FL); Massachusetts (MA); and Sarasota (FL).
- As of Sept. 30, 2020, 10 national cemeteries contain more than 2,160,258 occupied gravesites, collectively accounting for 57% of all NCA gravesites maintained: Long Island (NY); Riverside (CA); Calverton (NY); Fort Snelling (MN); Jefferson Barracks (MO); Willamette (OR); Florida (FL); Fort Sam Houston (TX); and Golden Gate (CA).
- Since 1973, NCA has furnished more than 14 million headstones and markers to national, state and tribal cemeteries and private cemeteries. In FY 2020, NCA furnished 323,051 headstones and markers. Of this number, 148,372 headstones and markers and 12,189 medallions were issued to Veterans interred in private cemeteries worldwide.
- NCA provided approximately 547,019 Presidential Memorial Certificates to the loved ones of deceased Veterans in FY 2020.
Volunteers donated more than 90,000 hours at national cemeteries during FY 2020. This number dropped significantly due to COVID-19.

Since 1978, NCA’s Veterans Cemetery Grants Program has awarded grants totaling more than $910 million to establish, expand, improve, operate and maintain 119 Veterans cemeteries in 48 states and territories including tribal trust lands, Guam, and Saipan. These VA-funded Veteran cemeteries provided more than 37,268 interments in FY 2020.
National Cemetery Administration

Summary. The National Cemetery Administration (NCA) is one of three federal agencies responsible for managing national cemeteries in the United States. Its mission includes oversight of most national cemeteries, and the provision of headstones/markers/medallions for qualified Veterans and Presidential Memorial Certificates. NCA was established in 1973 when the U.S. Army transferred all but two of its national cemeteries to the Veterans Administration (VA) along with a mix of soldiers lots and Confederate cemeteries. In addition to NCA and Army, the National Park Service oversees 14 national cemeteries. A fourth federal agency, the American Battle Monuments Commission, oversees 26 American military cemeteries located abroad.

Civil War. The history of all national cemeteries begins with the Civil War (1861-1865) and President Abraham Lincoln—and the first were developed to bury Union dead. The war was the result of passionate and opposing philosophies surrounding slavery and the nation's future. An unprecedented number of men enlisted for federal service and by the early 1870s, more than 350,000 Union dead had been buried in a national cemetery. The identities of nearly half of the dead were lost. While originally intended for those who died in the war, Civil War Veterans' argued for the right to be buried next to their compatriots. Since then, criteria for burial in national cemeteries have expanded dramatically in the areas of family eligibility and military service.

The U.S. Army Office of the Quartermaster (AOQM) was responsible for provisioning U.S. troops in life and in death. Mounting death tolls led Congress on July 17, 1862, to empower President Abraham Lincoln “to purchase cemetery grounds and cause them to be securely enclosed, to be used as a national cemetery for the soldiers who shall die in the service of the country.” The first national cemeteries were established near military hospitals, prison camps, and recruitment and training centers. After the war, the National Cemetery Act of February 22, 1867, was the first legislation to substantively finance and develop national cemeteries with buildings and an enclosing wall.

In 1865 the federal government also established facilities to care for disabled, indigent Civil War veterans. The nine original National Homes for Disabled Volunteer Soldiers (NHDVS) campuses included burial grounds that eventually become national cemeteries. In addition, cemeteries in western and
southwest territories incorporated older post burials that include the remains of soldiers killed in conflicts with Native Americans, known as the Indian Wars (1867-1891). As the Army abandoned posts along settler trails, remains from post cemeteries were moved to national ones. In many cemeteries, by policy or practice, the Army initially identified burial sections to segregate officers from enlisted men, White from Black soldiers, and knowns from unknowns.

The design of the U.S. government’s first permanent upright marble veteran headstone was approved in 1873; notably, “Civil War” is not inscribed on these headstones. The graves of unknowns were marked with small numbered marble blocks. In 1879, Congress authorized government headstones for veterans buried in private and municipal cemeteries.

**World War I.** Legislation of April 1920 expanded burial eligibility in any national cemetery to anyone who served in any war in which “the United States has been or hereafter be engaged” who died in service or are honorably discharged. The government created a larger, new marble upright headstone to distinguish World War I veterans from nineteenth-century conflicts. This “General” headstone includes the first optional “emblem of belief” – initially a Latin cross for Christian faith and Star of David for Jewish faith. Introduced in 1922, the General has been in continuous use for all conflicts ever since, however the number of emblems and inscription elements have grown.

**The 1930s.** The third decade of the twentieth century saw major changes involving national cemeteries: new ones were established where large Veteran populations lived, agency roles shifted, and flat grave markers were introduced. And, Congress in 1930 established the Veteran’s Administration (VA), which assumed responsibility for NHDVS and their cemeteries.

As World War II loomed, the army initiated the first major expansion since the Civil War with seven “inter world war” (1934-1939) national cemeteries established in or near urban centers. Meanwhile, some of the most significant battle-related Civil War cemeteries were transferred to the U.S. Department of the Interior, National Park Service (NPS), for interpretation and preservation. NPS manages 14 national cemeteries today; only Andersonville National Cemetery, Georgia, is open for burials.

Until the 1930s, the government provided only upright headstones for Veterans’ graves, but in 1936-1940, flat markers in marble, granite, and bronze were introduced for use in private cemeteries that excluded uprights. After World War II these were authorized for some national cemeteries, and today nine national cemeteries use flats exclusively; 78 use them with sections containing upright headstones.

**Transfers, Consolidation, Expansion.** The National Cemeteries Act of 1973 (PL 93-43) was enacted June 18, 1973, directing the Veterans Administration (VA) to become the steward of the 112-year-old National Cemetery System. On September 1, 1973, the transfer of 82 national cemeteries and 33 soldiers’ lots from the army to VA was complete; responsibility for Arlington National Cemetery and Soldiers’ & Sailor’s Home National Cemetery was unchanged. At the same time, VA re-designated its existing 21 burial grounds to form an organization of 103 national cemeteries encompassing more than 4,000 acres. The 1973 act also transferred responsibility for VA to issue government headstones/markers to eligible veterans and family members, and to acquire land to develop cemeteries.
In 1989, VA was elevated to the Department of Veterans Affairs, a cabinet-level agency. On November 11, 1998, the National Cemetery System was re-designated as the National Cemetery Administration with the NCA principal was elevated to the Under Secretary of Veterans Affairs for Memorial Affairs.

Between 1997 and 2010, seventeen new national cemeteries opened to serve Veterans of twentieth-century conflicts and the Global War on Terror. By acreage, it was the greatest expansion since the Civil War era. Demographic studies in 1987, 1994, 1999, and 2003 guided site selection, with the goal of a maximum 75-mile drive from a Veterans’ home to a cemetery. Complementing these, a Rural Initiative (eight small cemeteries) and an Urban Initiative (five all-columbaria cemeteries in large cities) are underway. Finally, in 2019-2020, the Army transferred 10 small historic post cemeteries and one World War II enemy-POW cemetery to NCA (EO 13781, 2017). NCA has continued to introduce memorial products to honor Veterans’ service, including a bronze medallion to be affixed on private headstones in private cemeteries, and memorial walls for Veterans whose cremains are scattered or deposited in an ossuary.

Nearly 4.9 million individuals including Veterans of every conflict—from the Revolutionary War to the wars in Iraq and Afghanistan—are burial in VA cemeteries. About 15 percent of all eligible deceased Veterans are interred in a VA cemetery; about 5 percent opt for a State, Territorial or Tribal Veterans Cemetery.

Cemeteries as Cultural Landscapes. VA’s memorial landscapes convey critical stories about American history—patriotic and partisan service, racial and gender equality, and religious beliefs. VA cemeteries contain more than 400 recipients of the Medal of Honor, nearly 1,370 military memorial monuments from the ante-bellum period to present, and the remains of President Zachary Taylor. In addition to U.S. service members, more than a thousand World War I and World War II enemy POWs, and approximately 12,000 Confederate POWs, are buried or memorialized in VA cemeteries consistent with U.S. law and recognized rules of war. Another thousand ally foreign nationals are buried in these cemeteries. Approximately one-quarter of NCA’s cemeteries no longer offer burial space and are preserved as historic resources. National cemeteries, as determined by the NPS as “exceptionally significant as a result of their Congressional designation as nationally significant places of burial and commemoration,” are eligible for listing in the National Register of Historic Places; more than a hundred NCA properties are so listed, and several are part of National Historic Landmark districts.

More NCA History at:
Internet: History Program - National Cemetery Administration (va.gov)
Intranet: Office of Engagement & Memorial Innovations (44) - National Cemetery Administration

Submit research questions to: NCAHistoryProgramMailbox@va.gov
Denis Richard McDonough
Secretary of Veterans Affairs

The Honorable Denis Richard McDonough was nominated by President Biden to lead the Department of Veterans Affairs. Mr. McDonough’s nomination was confirmed by the United States Senate on February 8th, 2021, and he was sworn in the following day as the 11th Secretary of Veterans Affairs.

On January 27, 2021, during his confirmation hearing, Secretary McDonough testified to Congress, “I will work tirelessly to build and restore VA’s trust as the premier agency for ensuring the well-being of America’s Veterans. After all, there is no more sacred obligation nor noble undertaking than to uphold our promises to our Veterans, whether they came home decades ago or days ago.”

Secretary McDonough served in the Obama Administration as the 26th White House Chief of Staff from February 2013 to January 2017. In that role, Mr. McDonough managed the White House staff and worked across the cabinet to advance the Obama-Biden agenda, confronted management issues facing the federal government, and devised and enforced goals, plans, and performance standards to preserve the Obama-Biden Administration’s reputation for effective, ethical operations.

Prior to his role as Chief of Staff, Mr. McDonough was Principal Deputy National Security Advisor from October 2010 to January 2013. He also served as the Chief of Staff of the National Security Staff and as the Deputy National Security Advisor for Strategic Communications. He chaired the National Security Council’s Deputies Committee, leading the multiagency team to address complex challenges including crisis management and national security policymaking. And throughout his service in the White House, Secretary McDonough helped lead the Obama-Biden administration’s work on behalf of military families and Veterans.

Before his eight-year tenure in the White House, Secretary McDonough served in senior leadership and policymaking positions in the U.S. House of Representatives as a Professional Staff Member on the International Relations Committee and in the U.S. Senate for Majority Leader Tom Daschle and Senator Ken Salazar.

Since his White House tenure, Secretary McDonough was Professor of the Practice of Public Policy at the Keough School of Global Affairs at the University of Notre Dame, Senior Advisor and Senior Principal at the Markle Foundation, and on the board of directors of the National Democratic Institute, the Tent Partnership for Refugees, and the SAFE Project, a national nonprofit working to end the nation’s catastrophic addiction epidemic.

Secretary McDonough grew up in Minnesota in a family of 11 children, graduated from St. Johns University in Collegeville, Minnesota, and earned his master’s degree from Georgetown University. Secretary McDonough and his wife, Kari, have three children.
Donald M. Remy
Deputy Secretary of Veterans Affairs

The Honorable Donald M. Remy was nominated by President Biden to serve as the Deputy Secretary of the Department of Veterans Affairs (VA). Mr. Remy’s nomination was confirmed by the United States Senate on July 15, 2021, and he was sworn in by Secretary Denis McDonough on July 19, 2021, as the 9th Deputy Secretary of Veterans Affairs.

During his confirmation hearing before the U.S. Senate Committee on Veterans Affairs on May 19, 2021, Deputy Secretary Remy testified, “I have been given a clear mission by Secretary McDonough to use all my experience, skills, and leadership capabilities as the Department’s chief operating and management officer to help nurture a culture of excellence and motivate those around me to deliver on our shared values. . . . There is no greater mission than the mission to serve our Veterans.”

Before coming to VA, Mr. Remy was the Chief Operating Officer and Chief Legal Officer at the nonprofit National Collegiate Athletic Association (NCAA) where he oversaw all strategic planning, operations, budget management, and legal affairs for the $1 billion enterprise. Mr. Remy advised the NCAA governance cabinets, committees, and boards of all three Divisions, and he was central to improving NCAA business, operational, and legal strategies.

Mr. Remy has prior government service as Deputy Assistant Attorney General for the Department of Justice, Assistant to the General Counsel for the United States Army, and law clerk at the 6th US Circuit Court of Appeals. Immediately prior to joining the NCAA, Mr. Remy served as a partner and global practice group chair in the Law Firm of Latham & Watkins, where he represented individual and corporate clients in complex investigations and compliance matters related to international business and also practiced at the Law Firm of O’Melveny & Myers handling complex class action litigation. In the private sector, Mr. Remy was a Senior Vice President, Deputy General Counsel, and Chief Compliance Officer at Fannie Mae, handling community development after hurricane Katrina as his last duty assignment.

A Veteran himself, Mr. Remy was a Captain in the Army, and he grew up in a family with a long tradition of military service. His father, Army Master Sergeant Donald Remy (Retired), was awarded the Bronze Star for his service in Vietnam. Mr. Remy’s brother, uncle, late father-in-law, and many other family members and close friends are Veterans. Deputy Secretary Remy has said, “My family would not be where it is but for the Department of Veterans Affairs.”

Mr. Remy earned his bachelor’s degree from Louisiana State University and a Juris Doctorate from Howard University School of Law.
MATTHEW T. QUINN
UNDER SECRETARY
FOR MEMORIAL AFFAIRS
NATIONAL CEMETERY ADMINISTRATION
WASHINGTON, DC

The Honorable Matthew T. Quinn was nominated by President Biden, and confirmed by the Senate on June 17, 2021, to serve as the 7th Under Secretary for Memorial Affairs. He leads 155 VA national cemeteries and 119 VA grant funded state and tribal Veteran cemeteries in providing a dignified burial in national shrines for Veterans and eligible family members.

His responsibilities include maintaining the cemeteries as national shrines; design and construction activities related to the establishment of new national cemeteries; overseeing memorial programs to honor the service of Veterans, including the provision of headstones, markers, medallions and Presidential Memorial Certificates; and administering federal grants to help states, territories and tribal governments establish Veterans cemeteries.

Additional responsibilities include NCA's evolving programs to modernize memorialization of Veterans through its Veterans Legacy Memorial and Veterans Legacy Program initiatives. These programs utilize modern technology and collaboration with educational professionals and students to tell the stories of the nearly 4 million Veterans interred in VA cemeteries.

He is a retired Major General having served nearly 37 years in the Army and Army National Guard, culminating in his selection as the 27th Adjutant General for the State of Montana. As commander of the Montana National Guard and Director of the Department of Military Affairs, he was responsible for state disaster and emergency management, homeland security, and Veterans affairs. Between June 2019 and January 2021, he was president of the Adjutants General Association of the United States.

Prior to selection as Adjutant General, he was president of ELM Locating and Utility Services, while serving in the Montana National Guard as a traditional (drill status) Guardsman.

Quinn served as commander of A Company, 34th Signal Battalion in Operation Desert Storm, 1991 and commander of the 495th Transportation Battalion in Operation Iraqi Freedom, 2003-2004. He is the recipient of numerous military awards, including the Distinguished Service Medal, the Bronze Star (with one bronze oak leaf cluster), and the Meritorious Service Medal (with three bronze oak leaf clusters).

Quinn earned a bachelor's degree in electrical engineering from Montana State University, a Master of Business Administration from the University of Montana, and a Master of Strategic Studies from the US Army War College.
RONALD E. WALTERS  
PRINCIPAL DEPUTY UNDER SECRETARY  
FOR MEMORIAL AFFAIRS  
WASHINGTON, DC

Ronald E. Walters was named the Principal Deputy Under Secretary for Memorial Affairs, effective January 2009. From June 2014 through December 2017, Mr. Walters led the National Cemetery Administration (NCA) in roles as interim and acting Under Secretary for Memorial Affairs. Prior to his position as Principal Deputy Under Secretary, Mr. Walters served as NCA’s Deputy Under Secretary for Finance and Planning and Chief Financial Officer from July 2006.

As Principal Deputy Under Secretary, Mr. Walters helps lead 136 national cemeteries in providing dignified burial services for military Veterans and eligible family members. His responsibilities also include: maintaining the cemeteries as national shrines; land acquisition, design, construction, and other activities relating to the establishment of new national cemeteries; overseeing other memorial programs to honor the service of deceased Veterans, including provision of headstones, markers, medallions and Presidential Memorial Certificates; and administering federal grants to help states, territories and tribal governments establish Veterans cemeteries.

In his previous position, Mr. Walters was responsible for the successful implementation of key legislative mandates including the Chief Financial Officers (CFO) Act and the Government Performance and Results Act (GPRA) within NCA. He represented NCA at congressional hearings, in briefings with members of Congress and their staff, Veterans Service Organizations (VSOs), the Office of Management and Budget (OMB), and advisory committees and other interested groups.

He began a career with the Department of Veterans Affairs (VA) in 1985 as a Budget Analyst in the Controller’s office and held various other management positions during his tenure. In October 2003, he accepted a position as the Associate Chief Financial Officer for Budget and Planning in the Office of Personnel Management. He held that position until joining NCA in 2006.

Mr. Walters received a Ph.D. in Political Science from Johns Hopkins University (JHU) in 2002 and a Master’s in Public Administration from George Washington University in 1986. He graduated magna cum laude and Phi Beta Kappa with a Bachelor of Arts from Georgetown University in 1984. He was a Rhodes Scholar finalist in Virginia and received a Presidential Rank Award in 2010. He was a finalist for the 2014 Samuel J. Heyman Service to America Medal in the Management Excellence category. Mr. Walters has taught courses in American Government at JHU and Montgomery College. He is currently an instructor at the University of Maryland (Baltimore County).
Tom Howard  
Chief of Staff  
National Cemetery Administration

Mr. Howard has served as the Chief of Staff in the National Cemetery Administration (NCA) since July 2015.

Mr. Howard is the senior advisor to the Under Secretary for Memorial Affairs and the Principal Deputy Under Secretary for Memorial Affairs, which has a $620 million budget with over 1,900 employees, and national cemeteries nationwide.

As Chief of Staff, Mr. Howard advises NCA senior leadership on a broad range of activities across NCA involving complex policy issues, organization alignments, and programmatic issues. Mr. Howard is focused on transformational and innovative initiatives. He was instrumental in the establishment of NCA’s new educational program office, the Veterans Legacy Program, and the development of NCA’s digital memorialization efforts.

Mr. Howard works with the NCA senior leadership team to manage NCA’s 135 cemeteries in providing dignified burial services for Veterans and eligible family members. His responsibilities also include: ensuring cemeteries are maintained as national shrines; land acquisition, design, construction, and other activities relating to the establishment of new national cemeteries; overseeing memorial programs to honor the service of deceased Veterans, including provision of headstones, markers, medallions and Presidential Memorial Certificates; and administering federal grants to help states, territories and tribal governments establish Veterans cemeteries.

Mr. Howard has served in a variety of executive support capacities since 2014. He has experience in working with senior executives, congressional members, and VA stakeholders.

CAREER CHRONOLOGY:

2015 – 2018  Chief of Staff, National Cemetery Administration
2014 – 2015  Executive Assistant to the Deputy Under Secretary for Finance and Planning, NCA
2009 – 2014  Program Analyst, Legislative and Regulatory Service, NCA

EDUCATION:

2010  Masters of Public Administration, Virginia Tech
2004  Bachelor of Arts, the College of William and Mary

Last Updated March 2022
Glenn Powers

Deputy Under Secretary for Field Programs and Cemetery Operations
National Cemetery Administration (NCA)

Glenn Powers was appointed as the Deputy Under Secretary for Field Programs on March 10, 2011. As part of a re-organization in 2016, Mr. Powers was reassigned to be the Deputy Under Secretary for Field Programs and Cemetery Operations. Since 2011, he has been responsible for leading five district (regional) offices, 135 national cemeteries, and NCA operations including the National Cemetery Scheduling Office and Memorial Products Service processing sites nationwide. Mr. Powers provides leadership for the Headstone, Marker, Niche Cover, Medallion and Presidential Memorial Certificate Program; services to determine eligibility for NCA administered burial and memorial benefits; and programs to develop and improve VA national cemeteries. NCA annually provides interments for more than 130,000 Veterans and eligible family members and delivers more than 650,000 Presidential Memorial Certificates and 350,000 headstones, markers and niche covers to national cemeteries, state Veterans and tribal cemeteries, private cemeteries and next of kin around the world. Mr. Powers joined NCA in 2006 as the Director of Memorial Service Network IV in Indianapolis where he managed the operations of 27 national cemeteries in nine states. Mr. Powers was a United States Army infantry officer, retiring in the grade of lieutenant colonel in 2006. His military assignments included combat tours in Operation Enduring Freedom and Operation Just Cause; and various command and staff positions at Fort Ord, Calif.; Schofield Barracks, Hawaii; the United States Military Academy, West Point, NY; and Fort Campbell, Ky. His final military assignment was as Professor of Military Science and Battalion Commander for the U.S. Army ROTC unit located at Indiana University-Purdue University in Indianapolis.

CAREER CHRONOLOGY:

2016 – Present      Deputy Under Secretary for Field Programs and Cemetery Operations, NCA, Washington DC
2011 – 2016          Deputy Under Secretary for Field Programs, NCA, Washington DC
2006 – 2011          Director, Memorial Service Network IV, Indianapolis, IN

EDUCATION:

2010      Senior Executive Service Candidate Development Program
2009      Veterans Health Administration Health Care Leadership Institute (ECF Members)
2008      Federal Executive Institute - Leadership for a Democratic Society
1996      Masters of Arts in Geography, University of North Carolina, Chapel Hill, NC.
1986      Bachelor of Science, United States Military Academy, West Point, NY.
Matthew T. Sullivan was named the Deputy Under Secretary for Finance and Planning and Chief Financial Officer for the National Cemetery Administration, effective Feb. 8, 2015.

Mr. Sullivan previously served as the Director, Office of Enterprise Risk Management (OERM) in the Department of Veteran Affairs (VA) Office of Management from October 2012.

As the Director of OERM, he provided leadership in maintaining a Department-wide risk-aware culture and management infrastructure that enables early warning and robust management of top risks that threaten agency priorities and goals.

Mr. Sullivan also served as the Director of the VA Integrated Operating Model from March 2010. He was responsible for improving integration and management within the Department’s key corporate management functions, including: acquisition, construction and facilities management, human resources, information technology, and financial management.

He joined VA in 2005 as a Management Analyst with the Veterans Health Administration. There he served as a liaison with the Government Accountability Office and VA Office of the Inspector General reviewing and auditing programs, policies, and activities.

He earned a Masters in Public Administration from George Mason University in 2008 and was inducted into Pi Alpha Alpha, the global honor society in the field of Public Administration. He is a U. S. Army Veteran and earned a Bachelor of Science from the U.S. Military Academy at West Point.

Mr. Sullivan is a Certified Government Financial Manager by the Association of Government Accountants and a Certified Project Management Professional by the Project Management Institute. He is also a graduate of the Leadership for a Democratic Society at the Federal Executive Institute in Charlottesville, Virginia.
Rick Chandler was selected as the Deputy Under Secretary for Management June 11, 2018. He oversees the National Cemetery Administration’s (NCA) offices that provide national-level support and guidance in the areas of Design and Construction, Contracting, Human Resources, Human Capital Development, Training, Safety, Information Technology, and Business Transformation Requirements.

Mr. Chandler is responsible for the management of all minor design and construction projects at the 136 national cemeteries across the United States.

Prior to joining NCA, Mr. Chandler worked at the Department of Veterans Affairs (VA) for three years, having served as the Deputy Assistant Secretary/Chief Financial Officer for VA’s Office of Information and Technology since August 2015. In this position, he was responsible for managing three teams of approximately 350 government and contract employees. These teams oversaw VA’s IT budget (over $4.5 billion); financial operations; human capital management; space and facilities; and strategic planning and analysis.

Prior to joining VA, Mr. Chandler served as the Director, Policy and Planning Staff for the Office of the Chief Information Officer at the Department of Justice from 2012 to 2015. He was the Chief Information Officer in the Office of Planning, Analysis and Technology for the Executive Office for Immigration Review from 2009 to 2012.

Mr. Chandler served in the U.S. Army Reserves for eight years. He holds a Master of Public Administration degree from Northeastern University and a Bachelor of Arts from State University of New York (SUNY) at Oswego.
Lisa Pozzebon was appointed as the Executive Director of Cemetery Operations in January 2017.

Ms. Pozzebon is responsible for the effective operation and oversight of the National Cemetery Administration’s (NCA) five district offices, 135 national cemeteries, and 33 soldiers’ lots and monuments in the provision of burial and memorial benefits.

Ms. Pozzebon oversees the development of integrated operational requirements in support of increased access to burial benefits through the expansion of existing cemeteries and the establishment of new cemeteries. Through the Cemetery Design and Improvement Service she provides technical and engineering guidance and fleet management support, and conducts research and development on processes and technologies to improve cemetery operations. Ms. Pozzebon is also responsible for management and oversight activities in support of NCA’s Emergency Preparedness Program and the Watch Office Team located within VA’s Integrated Operations Center in Washington, D.C.

Prior to this appointment Ms. Pozzebon served as the Assistant Deputy Under Secretary for Field Operations in the Veterans Benefits Administration from December 2014 through January 2017. She also served as Assistant Director, Portland VA Regional Office from 2007 to 2014; and Executive Assistant to the Deputy Under Secretary for Benefits from 2005 to 2007.

Ms. Pozzebon earned a Masters of Public Administration from the Maxwell School, Syracuse University, a Master’s Certificate in Project Management from George Washington University and a Bachelor of Arts in Economics with Honors and Psychology from the University of California, Santa Cruz. She is also a graduate of the e-Gov Senior Fellows Program (2004), the Assistant Director Development Program (2007), the Senior Executive Fellows Program at Harvard University (2010) and the Senior Executive Service Candidate Development Program (2012).
Artis Parker was named Executive Director of Field Programs for the National Cemetery Administration (NCA), effective April 2, 2021. In this position, he provides unified leadership of two major customer facing business lines for the National Cemetery Administration, Memorial Products Service and the National Cemetery Scheduling Office covering eligibility determinations, burial scheduling, and headstones, markers and medallions; the Presidential Memorial Certificate program; two primary call centers and all related processes.

Prior to this position, Mr. Parker served as the Executive Director at Jefferson Barracks National Cemetery where was responsible for planning, programming, coordinating, and directing the administration and operation of the cemetery which provides burial and memorial services to more than 460,000 Veterans and their eligible dependents.

He managed four satellite cemeteries, led a team of 54 employees, and executed an annual budget of more than $7 million. He also served as an advisor on policies and procedures to NCA Central Office officials concerning Veterans’ burial benefit programs.

Mr. Parker held numerous other positions in NCA to include: Chief of Operations, Midwest District in Indianapolis, IN; Director of Fort Snelling National Cemetery in St. Paul, MN; Director of Barrancas National Cemetery in Pensacola, FL; and Director of Mountain Home National Cemetery in Mountain Home, TN. He is a 2006 graduate of the comprehensive year-long Cemetery Director Intern Program.

Mr. Parker is a U.S. Army Veteran with 24 years of military service. He earned his Bachelor of Science in Business Administration/Human Resource Management from Columbia Southern University in 2012, and and Master of Science in Management and Leadership from Western Governors University in 2019.
Dr. Lisa Thomas was appointed as Executive Director, Human Capital Management for the National Cemetery Administration effective June 26, 2016.

Dr. Thomas is responsible for NCA’s divisions of Training, Workforce Development & Safety; Human Capital Management Policy & Programs; and the Human Resource Center.

She has considerable management and leadership experience and was named Assistant Deputy Under Secretary for Health (ADUSH) for Workforce Services in the Veterans Health Administration on October 19, 2014.

As the ADUSH for Workforce Services, she provided oversight to a staff of more than 850 people with a $1.1 billion budget working throughout 39 states within the offices of Workforce Management and Consulting; Employee Education System; National Center for Organization Development; Office of Academic Affiliations; and the Healthcare Leadership Talent Institute.

As the ADUSH for Workforce Services, Dr. Thomas led the strategic integration for these VHA offices that had a direct impact on the development of more than 300,000 VHA employees and over 120,000 health profession trainees. She also provided guidance, information and consultation to VHA Central Office components, VHA health care facilities, Veterans Integrated Service Networks and external entities such as health professional organizations, Congress and other Federal agencies.

Prior to this appointment, Dr. Thomas served as the VHA Chief of Staff for nearly four years, and has held several senior executive service level positions in her 25-year VA career serving the nation’s Veterans.

Dr. Thomas earned a Masters of Art in Clinical Psychology and a Doctorate in Philosophy, Clinical Neuropsychology from the California School of Professional Psychology. She is also a graduate of the Federal Executive Institute (September 2005) and an alumna of Leadership VA class of 2000.
VACANT
EXECUTIVE DIRECTOR
OF STRATEGY AND ANALYSIS
WASHINGTON, D.C.
Mr. Daniel “Danny” Devine was selected as the Executive Director of the Office of Engagement and Memorial Innovations, effective July 2018. As the Executive Director, he is responsible for managing key strategic initiatives, including digitizing the memorialization experience; expanding outreach to the Veteran community and developing partnerships with the education and academic communities.

Mr. Devine has a distinguished career in the VA, serving as the Senior Advisor to former VA Secretary Peake and the Under Secretary for Health; was the Deputy Director in VBA’s Compensation Service, the Deputy Assistant Secretary (DAS) for the Office of Congressional and Legislative Affairs as well as the DAS for Public Affairs. He has also worked on the House Committee on Veterans Affairs.

He is a graduate of the Interagency Institute for Federal Health Care Executives, Uniformed Services University and the Federal Executive Institute. Mr. Devine has a Bachelors of Science in Journalism from the University of Maryland and is a proud graduate of the Defense Information School (DINFOS) in Indianapolis. He is the 2009 recipient of the prestigious AMVETS Silver Helmet Award.
Map of NCA Cemetery Districts
Clyde Marsh was appointed Executive Director of the North Atlantic District of the National Cemetery Administration (NCA) effective November 13, 2018. He is responsible for the operations and oversight of 38 national cemeteries and 12 soldiers' lots, government lots and Confederate cemeteries located in nine Northeastern and Mid-Atlantic states and the District of Columbia.

Mr. Marsh previously served as State Commissioner of the Alabama Department of Veterans Affairs managing agency benefits and services in 67 counties for 340,000 Veterans. He managed a workforce of 120 state employees and more than 900 contract health service providers with an annual budget of more than $100 million. In 2012, he coordinated the design and construction of Alabama’s fourth Veterans Home and the first state Veterans cemetery.

Mr. Marsh served on the Under-Secretary Benefits Commission in 2008 and was the President of the National Association of the State Directors of Veterans Affairs from 2013 to 2014. He was appointed the Geriatrics and Gerontology Advisory Committee (GGAC) by then Secretary of VA Eric Shinseki in 2012 and appointed as Chair of the GGAC by then Secretary of VA Bob McDonald in 2016. He also served as a member of the VA Rural Health Advisory Committee from 2012 to 2014.

Mr. Marsh retired from the U.S. Navy as a Rear Admiral, completing a successful 31-year Naval career which included leadership positions as Commander Amphibious Group Three, Commander Amphibious Squadron Five, Deputy Director Expeditionary Warfare Division and Captain of USS Sumter and USS Cleveland. He led Task Force 51 during the Iraq War, where he commanded 31 United States and Coalition ships and 44,000 personnel in combat operations. Marsh earned four Legion of Merit Medals, the Bronze Star, three Meritorious Service Medals, Navy Marine Corps Commendation Medal and Navy Achievement Medal. He was the first Navy Admiral to be awarded the Department of the Navy Nathaniel Stinson Leadership Award for innovative equal opportunity, human resource and diversity initiatives. He is author of an Aspitore Book Chapter titled “The Changing Landscape of Veterans Affairs.”

EDUCATION:

2019 VA Senior Executive Strategic Leadership Course, UNC Kenan-Flagler Business School
2004 Executive Business Course Certification, University of North Carolina (UNC), Chapel Hill, NC
1998 Graduate of Armed Forces Staff College, Norfolk, VA
1988 Masters of Science, Troy University, Troy, AL
1973 Bachelor of Arts, Alabama Agricultural and Mechanical University, Huntsville, AL
Anne M. Ellis was appointed Executive Director of Calverton National Cemetery, effective Sept. 28, 2020. She is responsible for the executive management of all administrative, burial and maintenance operations at the facility. She previously served in an acting capacity.

Calverton is the one of the largest cemeteries in the National Cemetery Administration (NCA), covering 1,045 acres and servicing approximately 5,500 interments of Veterans and eligible family members annually.

Prior to joining NCA, Ms. Ellis served as Director of Service Management and Planning in the Department of Veterans Affairs (VA) Information Technology Operations and Services office.

In this capacity, she oversaw a $2 billion budget to include the orchestration of more than 1,000 annual procurements; personnel administration services for 6,000 employees and management of more than 200 concurrent IT implementation projects.

Prior to this assignment, she served as Director of the VA Service Delivery and Engineering’s Program Administration Office, and was responsible for the governance of more than 100 enterprise IT infrastructure projects, enabling technical services to Veterans nationwide.

She previously held the position of Director of Health Information Architecture Technology Integration in Albany, NY. Ms. Ellis joined the VA in 2000 following a role as an Education Specialist for the U.S. Navy in Baltimore, MD.

Ms. Ellis graduated the VA Senior Executive Service Candidate Development Program in Washington, DC; and the Senior Executive Fellows Certificate program at the Harvard Kennedy School of Government in Cambridge, MA.

She earned a Master’s in Counseling Psychology from Bowie State University, and a Bachelor of Arts in English Literature from Colgate University in Hamilton, NY.
North Atlantic District

North Atlantic District (Philadelphia, PA)
Acadia National Cemetery (Bourne, MA)
Albany Rural Cemetery Soldiers' Lot (Albany, NY)
Alexandria National Cemetery (Alexandria, VA)
Allegheny Cemetery Soldiers' Lot (Pittsburgh, PA)
Annapolis National Cemetery (Annapolis, MD)
Ashland Cemetery Soldiers' Lot (Carlisle, PA)
Ball's Bluff National Cemetery (Leesburg, VA)
Baltimore National Cemetery (Baltimore, MD)
Bath National Cemetery (Bath, NY)
Beverly National Cemetery (Beverly, NJ)
Calverton National Cemetery (Calverton, NY)
City Point National Cemetery (Hopewell, VA)
Cold Harbor National Cemetery (Mechanicsville, VA)
Congressional Cemetery Gvmt Lots (Washington, DC)
Culpeper National Cemetery (Culpeper, VA)
Cypress Hills National Cemetery (Brooklyn, NY)
Danville National Cemetery (Danville, VA)
Finn's Point National Cemetery (Pennsville, NJ)
Fort Harrison National Cemetery (Richmond, VA)
Gerald B. H. Solomon Saratoga National Cemetery (Schuyler, NY)
Glendale National Cemetery (Richmond, VA)
Grafton National Cemetery (Grafton, WV)
Green Mount Cemetery Soldiers' Lot (Montpelier, VT)
Hampton National Cemetery (Hampton, VA)
Hampton National Cemetery (VAMC) (Hampton, VA)
Indiantown Gap National Cemetery (Annville, PA)
Long Island National Cemetery (Farmingdale, NY)
Loudon Park National Cemetery (Baltimore, MD)
Massachusetts National Cemetery (Bourne, MA)
Mount Moriah Cemetery Naval Plot (Philadelphia, PA)
Mount Moriah Cemetery Soldiers' Lot (Philadelphia, PA)
Mount Pleasant Cemetery Soldiers' Lot (Augusta, ME)
National Cemetery of the Alleghenies (Bridgeville, PA)
New Bern National Cemetery (New Bern, NC)
Philadelphia National Cemetery (Philadelphia, PA)
Point Lookout Confederate Cemetery (Scotland, MD)
Prospect Hill Cemetery Soldiers' Lot (PA) (York, PA)
Prospect Hill Cemetery Soldiers' Lot (VT) (Brattleboro, VT)
Quantico National Cemetery (Triangle, VA)
Raleigh National Cemetery (Raleigh, NC)
Richmond National Cemetery (Richmond, VA)
Salisbury National Cemetery (Salisbury, NC)
Seven Pines National Cemetery (Sandston, VA)
Staunton National Cemetery (Staunton, VA)
Togus National Cemetery (Togus, ME)
Washington Crossing National Cemetery (Newtown, PA)
Western New York National Cemetery (Pembrooke, NY)
West Virginia National Cemetery (Grafton, WV)
Wilmington National Cemetery (Wilmington, NC)
Winchester National Cemetery (Winchester, VA)
Woodlawn Cemetery Soldiers' Lot (Ayer, MA)
Woodlawn National Cemetery (Elmira, NY)
STEPHAN J. FRANK
EXECUTIVE DIRECTOR
NCA SOUTHEAST DISTRICT
DECATUR, GEORGIA

Stephan J. Frank was appointed Executive Director of NCA-Southeast District effective May 3, 2015. As Executive Director, he is responsible for administering the daily operations for 32 national cemeteries and one soldiers' lot located in eight Southeastern states and Puerto Rico.

Prior to joining the National Cemetery Administration, Mr. Frank served an over five-year tour of active duty with U.S. Army Forces Command (FORSCOM) at Fort McPherson, Georgia, and Fort Bragg, North Carolina, where he served in the Logistics Directorate (G4) as Chief of Current Operations, Deputy Chief of Future Operations and Chief of Strategic Mobility.

Mr. Frank is a Colonel in the U.S. Army Reserve with over 26 years of service. He previously served a tour of duty in Baghdad, Iraq during Operation Iraqi Freedom and as an Officer Candidate School instructor at the Georgia Military Institute as well as numerous other command and staff positions.

Mr. Frank has extensive experience in the judicial branch of government, having served as the executive director of a state-wide judicial organization and as the court administrator for a judicial circuit. He also has private sector experience as a practicing attorney and owner/operator of a printing distributorship.

Mr. Frank has been awarded the Meritorious Service Medal and Joint Service Commendation Medal among others from the military as well as the Distinguished Service Award from the Council of State Court Judges of Georgia.

Mr. Frank earned a Masters of Strategic Studies (MSS) from the U.S. Army War College in 2014; a Masters of Business Administration (MBA) from Kennesaw State University in 2012; a Juris Doctor (JD) from the University of Georgia School of Law in 1993; and a Bachelor of Arts (BA) from Emory University in 1988.
KIRK LEOPARD
EXECUTIVE DIRECTOR
FLORIDA NATIONAL CEMETERY
BUSHNELL, FL

Kirk Leopard was named Executive Director of Florida National Cemetery in Bushnell, Florida, effective Oct. 4, 2021. He is responsible for all executive administrative, burial and maintenance operations at the cemetery.

He was formerly the Director, Mountain Home National Cemetery where he was responsible for planning, programming, coordinating, and directing the administration and operations of both Mountain Home and Knoxville National Cemeteries.

Leopard held numerous other positions in NCA to include: Supervisory Management and Program Analyst with Cemetery Development and Improvement Service, Director, South Florida National Cemetery; Director, Fort Rosecrans/Miramar National Cemetery; Director, Baltimore National Cemetery; Assistant Director, Ft. Mitchell National Cemetery; and Chief Operating Officer at the Philadelphia Memorial Service Network (now known as the North Atlantic District Office).

Leopard is a 2006 graduate of NCA’s Cemetery Director Development Program, he earned a Master of Science in Emergency and Disaster Management and a bachelor’s in Healthcare Administration. He is a retired U.S. Navy Veteran with 21 years of service.
Southeast District (Decatur, GA)
Alabama National Cemetery (Montevallo, AL)
Barrancas National Cemetery (Pensacola, FL)
Bay Pines National Cemetery (St. Petersburg, FL)
Beaufort National Cemetery (Beaufort, SC)
Camp Nelson National Cemetery (Nicholasville, KY)
Cape Canaveral National Cemetery (Mims, FL)
Cave Hill National Cemetery (Louisville, KY)
Chattanooga National Cemetery (Chattanooga, TN)
Corinth National Cemetery (Corinth, MS)
Danville National Cemetery (Danville, KY)
Evergreen Cemetery Soldiers’ Lot (Southgate, KY)
Florence National Cemetery (Florence, SC)
Florida National Cemetery (Bushnell, FL)
Fort Jackson National Cemetery (Columbia, SC)
Fort Mitchell National Cemetery (Ft. Mitchell, AL)
Georgia National Cemetery (Canton, GA)
Jacksonville National Cemetery (Jacksonville, FL)
Knoxville National Cemetery (Knoxville, TN)
Lebanon National Cemetery (Lebanon, KY)
Lexington National Cemetery (Lexington, KY)
Marietta National Cemetery (Marietta, GA)
Memphis National Cemetery (Memphis, TN)
Mill Springs National Cemetery (Nancy, KY)
Mobile National Cemetery (Mobile, AL)
Mountain Home National Cemetery (Mountain Home, TN)
Nashville National Cemetery (Madison, TN)
New Albany National Cemetery (New Albany, IN)
Puerto Rico National Cemetery (Bayamon, PR)
Sarasota National Cemetery (Sarasota, FL)
South Florida National Cemetery (Lake Worth, FL)
St. Augustine National Cemetery (St. Augustine, FL)
Tallahassee National Cemetery (Tallahassee, FL)
Zachary Taylor National Cemetery (Louisville, KY)
Joshua M. de Leon was appointed as the Executive Director of the National Cemetery Administration’s (NCA) Midwest District Office in February 2018. As the Executive Director, he is responsible for administering the daily operations for 30 National Cemeteries and 20 Soldiers’ Lots, Confederate Cemeteries, Plots, and Monument Sites spanning 12 Midwestern states. He has served in various positions within NCA. He served as Executive Director, North Atlantic District from May 2014 to February 2018. From March 2012 to May 2014 he served as the Director of NCA’s Veterans Cemetery Grants Program. Mr. de Leon started his VA career in 2009 with the VA’s Office of Finance. He served as program manager for one of the VA Secretary’s major initiatives, Systems to Drive Performance. Prior to that assignment, he was Chief of Financial Reports in the VA Office of Finance and the Deputy Director of the Financial Process Improvement and Audit Readiness Division.

Prior to joining the Department of Veterans Affairs, Mr. de Leon served in the private sector as an expense management controller and underwriting consultant for CIGNA Healthcare from 2006 to 2009.

Mr. de Leon served in the U.S. Coast Guard from 1998 to 2006, where he held assignments as Deputy Comptroller for the Coast Guard’s Financial Management Directorate, Business Manager for the Office of Financial Systems, Assistant Chief of Strategic Planning, and East Coast Operations Leader for Coast Guard Recruiting Command.

Mr. de Leon is a graduate of USDA’s Senior Executive Service Candidate Development Program. He also completed the Key Executive Leadership Program at American University. He holds a Bachelor’s in Business Administration and a Master’s of Business Administration from Temple University in Philadelphia, PA. He is also a Certified Project Management Professional.
MARTY A. FURY
EXECUTIVE DIRECTOR
JEFFERSON BARRACKS NATIONAL CEMETERY
NATIONAL CEMETERY ADMINISTRATION
ST. LOUIS, MO.

Marty A. Fury was appointed as Executive Director of Jefferson Barracks National Cemetery, effective, May 23, 2021. He has direct oversight responsibilities for planning, programming, coordinating, and directing the administration and operation of the cemetery which provides burial and memorial services to more than 460,000 Veterans and eligible dependents. He is also responsible for managing the operations of four satellite cemeteries, a team of 55 employees, and executing an annual budget of more than $7 million.

Mr. Fury previously served as the Deputy Director of Cemetery Operations, where he supported five District Offices and the National Cemetery Administration (NCA)'s 155 national cemeteries. He also served as the Deputy Director of the Office of Field Programs, helping to oversee NCA's national cemeteries and two worldwide burial benefit programs – the Government Headstone, Marker and Medallion program and the Presidential Memorial Certificate program.

Fury held multiple positions across NCA to include: Director of Long Island National Cemetery in Farmingdale, New York and Cypress Hills National Cemetery in Brooklyn, New York; Director of Abraham Lincoln National Cemetery in Elwood, Illinois; Director of Rock Island National Cemetery in Rock Island, Illinois; and Assistant to the Director at Calverton National Cemetery in Calverton, New York. He joined NCA in 2006 by completing the comprehensive, year-long Cemetery Director Intern Program in August 2007.

During the internship, Fury was instrumental in helping to create a nationwide directive for opening new national cemeteries and supported the National Cemetery Scheduling Office to implement and ensure high quality customer service for Veterans and their families.

Prior to joining NCA, Mr. Fury served eight years with the U.S. Marine Corps and four years with the U.S. Air Force. He deployed in support of Operation Iraqi Freedom and Iraqi Freedom II.
Dr. Karl “Dave” Huth was named Executive Director, of Ft. Snelling National Cemetery effective, January 14, 2022. He is responsible for executive oversight of all burial, maintenance and administrative operations at the facility.

Huth formerly served as the Deputy Network Director, Veterans Integrated Service Network, Veterans Health Administration in Washington, DC.

In that position, he provided oversight of six medical centers and 25 clinics throughout three states. He managed a budget of more than $2 billion, $300 million in equipment, and $16 billion in facilities. He designed and directed outcomes and programs for 12,000 employees serving more than 400,000 veterans.

Huth previously held other positions to include: Director, Quality and Safety Management at Martin Army Hospital at Ft. Benning; Health System Administrator at the US Army Regional Command Atlantic, Ft. Belvoir and Emergency Manager for the State of Maryland.

Huth has a Doctorate of Management in Organizational Leadership, and a master’s and Bachelor’s in Business Administration. He is retired Veteran of the Air Force with 20 years of service.
Midwest District (Indianapolis, IN)
Abraham Lincoln National Cemetery (Elwood, IL)
Alton National Cemetery (Alton, IL)
Baxter Springs City Soldiers' Lot (Baxter Springs, KS)
Black Hills National Cemetery (Sturgis, SD)
Camp Butler National Cemetery (Springfield, IL)
Camp Chase Confederate Cemetery (Columbus, OH)
Confederate Mound (Chicago, IL)
Confederate Stockade Cemetery (Sandusky, OH)
Crown Hill Cemetery Confederate Plot (Indianapolis, IN)
Crown Hill National Cemetery (Indianapolis, IN)
Danville National Cemetery (Danville, IL)
Dayton National Cemetery (Dayton, OH)
Fargo National Cemetery (Harwood, ND)
Forest Hill Cemetery Soldiers' Lot (Madison, WI)
Forest Home Cemetery Soldiers' Lot (Milwaukee, WI)
Forest Lawn Cemetery Soldiers' Lot (Omaha, NE)
Fort Crawford Cemetery Soldiers' Lot (Prairie du Chien, WI)
Fort Custer National Cemetery (Augusta, MI)

Midwest District Map

Last Updated March 2022
Fort Leavenworth National Cemetery (Fort Leavenworth, KS)
Fort Mackinac Post Cemetery (Mackinac Island, MI)
Fort McPherson National Cemetery (Maxwell, NE)
Fort Meade National Cemetery (Sturgis, SD)
Fort Scott National Cemetery (Fort Scott, KS)
Fort Sheridan National Cemetery (Fort Sheridan, IL)
Fort Snelling National Cemetery (Minneapolis, MN)
Fort Winnebago Cemetery Soldiers' Lot (Portage, WI, WI)
Great Lakes National Cemetery (Holly, MI)
Hot Springs National Cemetery (Hot Springs, SD)
Jefferson Barracks National Cemetery (St. Louis, MO)
Jefferson City National Cemetery (Jefferson City, MO)
Keokuk National Cemetery (Keokuk, IA)
Lakeside Cemetery Soldiers' Lot (Port Huron, MI)
Leavenworth National Cemetery (Leavenworth, KS)
Marion National Cemetery (Marion, IN)
Mound Cemetery Soldiers' Lot (Racine, WI)
Mound City Cemetery Soldiers' Lot (Mound City, KS)
Mound City National Cemetery (Mound City, IL)
North Alton Confederate Cemetery (Alton, IL)
Oakdale Cemetery Soldiers' Lot (Davenport, IA)
Ohio Western Reserve National Cemetery (Seville, OH)
Omaha National Cemetery (Omaha, NE)
Quincy National Cemetery (Quincy, IL)
Rock Island Confederate Cemetery (Rock Island, IL)
Rock Island National Cemetery (Rock Island, IL)
Springfield National Cemetery (Springfield, MO)
Union Confederate Monument Site (Kansas City, MO)
Wood National Cemetery (Milwaukee, WI)
Woodland Cemetery Soldiers' Lot (Cleveland, OH)
Woodlawn Monument Site (Terre Haute, IN)
Kash Grimes was appointed Executive Director of National Cemetery Administration (NCA) Continental District in Denver, Colorado, effective May 12, 2019.

He is responsible for a network of over 20 national cemeteries for Veterans and dependents spanning a nine-state geographic area under the management of the Office of Field Programs. Prior to joining NCA, Mr. Grimes served as Director of the Department of Energy (DOE) Environmental Management Consolidated Business Center (EMCBC) from March 2018, where he was responsible for leadership, management and oversight of approximately 180 federal staff supporting 15 DOE sites with an annual budget of more than $1 billion.

Mr. Grimes was appointed to the Senior Executive Service and served as Deputy Director of the EMCBC from May 2016 to March 2018.

Prior to joining the Department of Energy, Mr. Grimes served in the U.S. Navy, retiring as a Captain in the Supply Corps while stationed at the Naval Air Systems Command in Patuxent River, Maryland. He earned numerous medals including the Defense Superior Service Medal and the Legion of Merit. He served as Commanding Officer of Priority Material Office, Bremerton, Washington and Commander, Defense Contract Management Agency-Denver. His career included serving aboard two vessels, the USS Mobile and the USS West Virginia.

Mr. Grimes graduated the Columbia University Senior Executive Program in 2008. He earned a Master of Science Management from the Naval Postgraduate School in Monterey, California in 1999, a Juris Doctorate from the University of Kentucky in 1986 and a Bachelor's in Business Administration, also from the University of Kentucky, in 1983.
Continental District (Lakewood, CO)
Alexandria National Cemetery (Pineville, LA)
Baton Rouge National Cemetery (Baton Rouge, LA)
Biloxi National Cemetery (Biloxi, MS)
Dallas-Fort Worth National Cemetery (Dallas, TX)
Fayetteville National Cemetery (Fayetteville, AR)
Fort Bliss National Cemetery (El Paso, TX)
Fort Douglas Post Cemetery (Salt Lake City, UT)
Fort Gibson National Cemetery (Ft. Gibson, OK)
Fort Logan National Cemetery (Denver, CO)
Fort Lyon National Cemetery (Las Animas, CO)
Fort Missoula Post Cemetery (Missoula, MT)
Fort Sam Houston National Cemetery (San Antonio, TX)
Fort Sill National Cemetery (Elgin, OK)
Fort Smith National Cemetery (Fort Smith, AR)
Houston National Cemetery (Houston, TX)
Kerrville National Cemetery (Kerrville, TX)
Little Rock National Cemetery (Little Rock, AR)
Louisiana National Cemetery (Zachary, LA)
Natchez National Cemetery (Natchez, MS)
Pikes Peak National Cemetery (Colorado Springs, CO)
Port Hudson National Cemetery (Zachary, LA)
San Antonio National Cemetery (San Antonio, TX)
Yellowstone National Cemetery (Laurel, MT)
BRADLEY PHILLIPS  
EXECUTIVE DIRECTOR  
NCA PACIFIC DISTRICT  
OAKLAND, CA

Mr. Bradley Phillips was appointed to the Senior Executive Service September 25, 2011, and serves as the Executive Director for NCA-Pacific District in Oakland. As the Executive Director, he is responsible for overseeing 14 national cemeteries and seven satellite cemeteries to ensure dignified burial services for military Veterans and eligible family members. NCA Pacific District supports Veterans and their families in nine states, including Alaska and Hawaii.

Prior to his appointment, Mr. Phillips served as Assistant Director at the Veteran Benefits Administration's Winston-Salem Regional Office from December 2009. As Deputy G2, U.S. Army, Japan from May 2008, he worked closely with the Japanese Ground Self-Defense Force, contributing to improving information sharing and interoperability between U.S. and Japanese forces. From 2003 he served as Deputy Chief of Plans and Architecture, U.S. Army, Europe, and as a senior analyst at Northrop Grumman from July 2001.

Mr. Phillips enlisted in the U.S. Army in 1976 as a Radio Operator in the 82nd Airborne Division, then separated in 1980 to attend college. Upon graduating in 1984 he returned to active duty and was commissioned as an infantry officer. In 1989 Mr. Phillips was assigned to the Military Intelligence Corps. His key functions included Company Commander, Battalion Operations Officer, and Battalion Executive Officer. He also served with NATO and participated in deployments to Bosnia and Kosovo.

Mr. Phillips retired from the U.S. Army in 2001 with 20 years of service. He graduated from the Senior Executive Fellow Program at Harvard University in 2009; the U.S. Army Command and General Staff College in 1995; received a Master of Science in Biology from the University of Texas, San Antonio in 1994, and a Bachelor of Science in Zoology from Texas A & M University in 1984.

Mr. Phillips' awards and honors include the Defense Meritorious Service Medal, Meritorious Service Medal, U.S. Army, (3rd Award), Joint Service Commendation Medal (2nd Award), Army Commendation Medal, Army Good Conduct Medal, National Defense Service Medal, Armed Forces Expeditionary Medal, Overseas Service Medal, Airborne Wings, and the Knowlton Award for Excellence in Military Intelligence.
VACANT
EXECUTIVE DIRECTOR
RIVERSIDE NATIONAL CEMETERY RIVERSIDE, CA
Pacific District Map

Pacific District (Oakland, CA)
Bakersfield National Cemetery (Arvin, CA)
Eagle Point National Cemetery (Eagle Point, OR)
Fort Bayard National Cemetery (Fort Bayard, NM)
Fort Lawton Post Cemetery (Seattle, WA)
Fort Richardson National Cemetery (Fort Richardson, AK)
Fort Rosecrans National Cemetery (San Diego, CA)
Golden Gate National Cemetery (San Bruno, CA)
Los Angeles National Cemetery (Los Angeles, CA)
Miramar National Cemetery (San Diego, CA)
National Memorial Cemetery of Arizona (Phoenix, AZ)
National Memorial Cemetery of the Pacific (Honolulu, HI)
Prescott National Cemetery (Prescott, AZ)
Riverside National Cemetery (Riverside, CA)
Roseburg National Cemetery (Roseburg, OR)
Sacramento Valley National Cemetery (Dixon, CA)
San Francisco National Cemetery (San Francisco, CA)
San Joaquin Valley National Cemetery (Santa Nella, CA)
Santa Fe National Cemetery (Santa Fe, NM)
Sitka National Cemetery (Sitka, AK)
Snake River Canyon National Cemetery (Buhl, ID)
Tahoma National Cemetery (Kent, WA)
Vancouver Barracks National Cemetery (Vancouver, WA)
Willamette National Cemetery (Portland, OR)