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FM COMNAVRESFOR NORFOLK VA
TO NAVRESFOR
COMNAVRESFORCOM NORFOLK VA
COMNAVAIRFORES SAN DIEGO CA
COMNAVIFORES FORT WORTH TX
REDCOM NORFOLK VA
REDCOM GREAT LAKES IL
REDCOM JACKSONVILLE FL
REDCOM FORT WORTH TX
REDCOM SAN DIEGO CA
REDCOM EVERETT WA
COMFLELOGSUPPWING FORT WORTH TX
COMTACSUPWING FORT WORTH TX
COMARSUPWING SAN DIEGO CA
COMNAVSPECWARGRU ELEVEN
MDSC NORFOLK VA
INFO CNO WASHINGTON DC
COMUSFLTFORCOM NORFOLK VA
COMPACFLT PEARL HARBOR HI
COMUSNAVEUR
COMUSNAVEUR COMUSNAVAF NAPLES IT
COMSECONDFLT
COMTHIRDFLT
COMFIFTHFLT
COMSIXTHFLT
COMSEVENTHFLT
COMTENTHFLT
COMFOURTHFLT
COMNAVSURFOR SAN DIEGO CA
COMNAVAIRFOR SAN DIEGO CA
COMSUBFOR NORFOLK VA
COMNAVSEASYS COM WASHINGTON DC
COMNAVAIRSYS COM PATUXENT RIVER MD
COMNAVWARSYS COM SAN DIEGO CA
CHNAVPERS WASHINGTON DC
COMNAVPERS COM MILLINGTON TN
COMNECC LITTLE CREEK VA
COMNAVCRUITCOM MILLINGTON TN
BUPERS MILLINGTON TN
BUMED FALLS CHURCH VA
COMNAVRESFORCOM NORFOLK VA
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MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/-/JUN 25//
SUBJ//ACTING CHIEF OF NAVY RESERVE MESSAGE TO THE FORCE//

REF/A/DOC/NAVY RESERVE STRATEGIC ADVANTAGE//

AMPN/REF A IS NAVY RESERVE STRATEGIC ADVANTAGE 2024.//

RMKS/1. Building a Fit, Ready and Integrated Navy Reserve.

2. The Navy Reserve carries a clear charge: be Combat Ready on Day One. That call to readiness reflects the reality of today's security environment-where the speed and complexity of global challenges demand a Reserve Force that can mobilize, integrate with the fleet, and deliver combat power whenever and wherever it is needed. In April, the Navy Reserve achieved 100 percent manning, and we are on pace to reach 101.4 percent end strength by the end of FY25, a milestone made possible by the extraordinary work of Navy Recruiting Reserve Command, its five Talent Acquisition Groups, and leaders across the Force. Now, with end strength secure, our priority has shifted from Fill to Fit: ensuring that Sailors with the right expertise are matched to the right billets and deliberately incentivizing the accession and retention of critical skillsets. Navy leadership has set two benchmarks for the Reserve Force: sustain 80 percent warfighting readiness and the ability to mobilize 50,000 Sailors in 30 days. Through Large Scale Exercise 2025 (LSE 25) and successive Mobilization Exercises, we advanced toward those goals.

a) In MOBEX 25-4, we tested the Navy Reserve's adaptive mobilization model. Thanks to the dedicated work of the PERS-46 team, we moved from a centralized system to a distributed model and cut the time to process mobilization orders for 50,000 Sailors from 77 days to just over nine. That represents an 88 percent improvement.

b) MOBEX 25-5, completed in July, tested pay activation. Working with the Navy Pay and Personnel Support Center, Reserve Centers were able to initiate strength gains while regional commands audited and released payments. This new distributed model produced a 16.7 percent improvement, reducing the activation timeline for 50,000 Sailors to 208 days. More progress is needed, but the path forward is clear. Building on that momentum, Reception, Staging, Onward Movement, and Integration (RSOI) continues to mature, strengthening the critical link between deployment and employment to ensure our Sailors enter warfighting roles the moment they mobilize. Close coordination with the Active Component drives this progress. During exercises and training events such as Pacific Sentry and LSE 25, Reserve Sailors filled critical billets aligned with U.S. Fleet Forces Command (USFF), U.S. Naval Forces Europe (NAVEUR), and U.S. Pacific Fleet (PACFLT) priorities and directly supported Combatant Command operational requirements. During LSE 25, PACFLT leaders emphasized that the greatest risk to the Fleet during a conflict is Navy Reserve Sailors not arriving in time.

Together, we are closing that gap and ensuring the Navy Reserve delivers combat power at the speed and scale the Fleet and the nation require. These advancements come in a demanding security environment that requires a Reserve Force that is ready, integrated, and resilient. Every improvement we make in how we

recruit, retain, mobilize, and employ our people directly supports that demand. Our Sailors remain our competitive advantage and most valuable resource. We must be prepared to surge at a moment's notice and stay on mission as long as the fight requires. This requires resilience, discipline, and an unshakable commitment to each other and to the Nation we serve. When called upon, we will answer swiftly, operate decisively, and endure until victory is secured.

3. Released by RDML R.S. LOFGREN, Acting Commander, Navy Reserve Force.//