



# THE RALLY POINT

The Official Newsletter of the California Army National Guard

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[www.calguard.ca.gov/army/Pages/armynewsletter.aspx](http://www.calguard.ca.gov/army/Pages/armynewsletter.aspx)

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## A Message from the Army Commander

**The** 124 Companies and 11 Separate Detachment Command Teams remain the center of gravity for the CAARNG. All of our Soldiers and equipment are assigned to one of these companies or detachments. These Command Teams are the foundation of both individual and unit readiness, yet by design, they are also the least resourced. This past August, we conducted the revised Company Commander, First Sergeant Pre-Command Course (CCFSPCC). We changed the CCFSPCC to a more detailed, hands-on experience, with opportunities to interact with the senior leadership up to The Adjutant General. CSM London and I spent most of the course in class with the students as senior mentors. The primary Army Staff served as the instructors for their functional area, providing the best subject-matter experts from their directorates. Most important, we had former Company Commanders and First Sergeants as mentors to share their experience of company command and provide an on-going resource for the students. In addition, we were able to bring the Battalion Command teams in for a one day seminar with their company command teams. I plan to expand the battalion command team training to two days for upcoming courses, where those

battalion command teams can expand on the role of their headquarters and staffs in supporting the companies and separate detachments.

**The** end state was providing the company command teams with the best training possible on their roles and requirements, while providing my command team and staff a better understanding of where we can assist and focus our efforts on challenges or issues we might not be aware of. I can say with confidence, both CSM London and I learned as much from the students as they learned from us and my staff.

**As** we move forward towards a period of reduced resources, fewer mobilizations and other limitations as a result of sequestration, the importance of understanding and implementing the Unit Training Management System (UTM) is critical. One of the key take-aways from the CCFSPCC was the requirement for better



MG Lawrence A. Haskins  
Army Commander

planning, coordination and synchronization, both vertically and horizontally. The command teams learned what other units do, their capabilities and how we can mutually support each other for a better training experience.

**Finally,** I leave all leaders with two pieces of advice I have learned from my experience of 38 years of service: When "they" tell you to do something that doesn't make sense, first find out who "they" are and then challenge your chain of command as to why. Even with reduced budgets and sequestration, I believe we will still be able to properly resource and conduct quality training if we embrace UTM. Having leaders who understand that is the first step.



## The CSM's Corner: By Command Sergeant Major London

### Realign the Force and "Our Profession"

This article will address two very important topics that could have a direct effect on your career goals. Realign the Force, **CAARNG OPERATION ORDER 2013-07-03** began on 19 August and ended 30 September with our initial effort. The second part of this article will address the doctrine that has been published by the Army beginning with Army Doctrine Publication Number 1(ADP1) "The Army" and more specifically chapter 2 of this of publication "Our Profession".

Almost 90 days ago the Commanding General, CAARNG, ordered all Commands to identify excess Soldiers in SIDPERS so that we could fill valid vacancies. CAARNG currently has over 3,000 Enlisted and Commissioned Soldiers coded as "excess" ("Excess Soldiers") in positions, while simultaneously maintaining 2,100 vacant positions. In anticipation of the reduction of authorizations for Soldiers to be coded "excess," these Soldiers must be moved into vacant qualifying positions or reclassify into a new Military Occupational Specialty (MOS). National Guard Bureau's (NGB) acceptable Non-Commissioned Officer (NCO) vacancy rate is less than 10%. Modified Table of Organization and Equipment (MTOE) and Table of Distribution and Allowances (TDA) units across the CAARNG possess valid vacancies that have MOS-corresponding Excess Soldiers and Enlisted Promotion Lists (EPL) that have not been filled.

This is a five (5)-phase plan. PHASES I & II were conducted 12-19 July at CSLO. PHASE I focused on UMR and system(s) changes; PHASE II realigned E9, E8, and E7 Excess Soldiers and begin to fill remaining vacancies through EPL; PHASES III & IV will realign, fill, and sustain fills of excess E6 then excess E5. Units will then identify NCO vacancies and laterally transfer Excess Soldiers with a corresponding MOS that are within the reasonable commuting distance. PHASE V is realignment of skill level 10 Excess Soldier positions, sustainment of realignment policies and DIV/BDE as the approval authorizes. Ultimately, units will exhaust all available Excess Soldier transfers and fill remaining NCO vacancies with corresponding MOS EPL.

We are now entering PHASE IV addressing E-5 excess Soldiers. On 09 Sept. the EPL list was published for grades E-9, E-8, E-7, and E-6. It is imperative that we fill our vacancies with Deployable and DMOSQ Soldiers throughout our formations. The ARMY is currently looking to reduce force structure so we must fill our unit's paragraph and lines to show a high level of readiness through our DMOSQ and Deployable Soldiers assigned to their units. The ARMY will compare like organizations i.e., IBCTs. Right now the 79<sup>th</sup> IBCT and the 40<sup>th</sup> ID are the number one National Guard units for readiness measured against other National Guard like elements. Our hard work now is to sustain this level of readiness through targeted aggressive Strength Maintenance programs addressing Recruiting, Retention and Attrition.

As a Soldier **DO YOUR PART!** Maintain your Medical readiness and ensure you're DMOSQ. Additionally you should be actively pursuing your Professional Military Education (PME) requirements ahead of your next promotion; to include SSD.



CSM Harold E. London  
Army Command Sergeant Major

### Our Profession

*"We will foster continued commitment to the Army Profession, a mobile and selfless calling founded on the bedrock of trust."*

Chief of Staff of the Army

September 2012 ADP-1, "The Army" was created and then C-1, dated November 2012 was created which all were released June 14, 2013. Below is an excerpt of an Email that all NCOs should have received from Sergeant Major of the Army Chandler.

"As we move forward and our force goes through changes in both size and focus, we NCOs must ensure that we provide needed leadership to those in our charge. We must instill in them the importance of our Army Profession, how we demonstrate that, and why it must be part of every action we take and decision we make.

To support your efforts in doing this, the Army created ADRP 1, 'The Army Profession'. This manual has been approved for distribution and use in your professional development programs throughout the Army. It is available at <http://cape.army.mil/aaop/doctrine.php>. The official launch was last month on the Army Birthday, 14 June 2013.

This is the first publication in the Army's long history that is solely dedicated to establishing a common understanding of the Army Profession. It explains membership in the Army Profession, the five essential characteristics of the Army Profession, the certification requirements for individual Army professionals, and the content of the Army Ethic. This material equally applies to the Active Component, US Army Reserve, Army National Guard, and Department of the Army Civilians. Each of you must ensure your Soldiers understand the role they play in the success of their unit, the Army and our Nation.

A wide variety of easy-to-use Army Profession training resources are available at <http://cape.army.mil/AAOP/aaop.php>. You must integrate them into your professional development programs. The resources can be accessed without a CAC on any personal computing device. In no more than 45 minutes, you can prepare a one-hour session designed for a small-group, interactive discussion. Thank you for your support of the Army Profession and your assistance in educating the entire Army about this critically important topic."

-SMA

As professionals and students of our profession we all should continuously update our understanding of Army Doctrine and Regulations. Don't be that Soldier or Leader that is not up to date on current publications.

**Work For Warriors / Vets4Work Job Opportunity**

# SOLDIER/NCO/OFFICER Related Information

## RETIRING SOON?

You may want to review the POST-9/11 GI BILL: Transfer of Post-9/11 GI-Bill Benefits to Dependents (TEB)!

The transferability option under the Post-9/11 GI Bill allows Service members to transfer unused benefits to their spouses or dependent children. The transfer must be requested and approved while the member is in the Armed Forces (must be completed before RETIREMENT date!)

### ELIGIBILITY:

Any member of the Armed Forces (active duty or Selected Reserve, officer or enlisted) on or after August 1, 2009, who is eligible for the Post-9/11 GI Bill, and:

1. Has at least 6 years of service in the Armed Forces (active duty and/or Selected Reserve) on the date of approval and agrees to serve 4 additional years in the Armed Forces from the date of election.
2. Has at least 10 years of service in the Armed Forces (active duty and/or Selected Reserve) on the date of approval, is precluded by either standard policy (Service or DoD) or statute from committing to 4 additional years, and agrees to serve for the maximum amount of time allowed by such policy or statute.
3. Is or becomes retirement eligible during the period from August 1, 2009, through July 31, 2012, and agrees to serve an additional period of service outlined below in subparagraphs (a) through (d). A Service member is considered to be retirement eligible if he or she has completed 20 years of active Federal service or 20 qualifying years as computed pursuant to section 12732 of title 10 U.S.C. This will no longer be in effect on August 1, 2013, and on or after that date, all members must comply with paragraphs 1 and 2.
4. Service obligations:
  - a. For individuals eligible for retirement on August 1, 2009, no additional service is required.
  - b. For individuals eligible for retirement after August 1, 2009, and before August 1, 2010, 1 year of additional service is required.
  - c. For individuals eligible for retirement on or after August 1, 2010, and before August 1, 2011, 2 years of additional service is required.
  - d. For individuals eligible for retirement on or after August 1, 2011, and before August 1, 2012, 3 years of additional service is required.

## Promotions, Assignments, Retirements and Awards (May-June)

Officer Assignments/Promotions		
115 <sup>TH</sup> RSG	GILL SALLY LOUISE	MAJ
115 <sup>TH</sup> RSG	BALDWIN BRIDGET LYNN	MAJ
DET 2 879 <sup>TH</sup> MP CO	BOSTICK GARY MICHAEL II	2LT
JFHQ-CA (-)	BALZANO BRUCE CHARLES	COL
JFHQ-CA (-)	PEAKE LISA ANN	COL
DET 2 HHC 1-185 <sup>TH</sup> AR BN	REYES MICHAEL ANTHONY	2LT
2 <sup>ND</sup> BN (MT) 223 <sup>RD</sup> REGT	O'CONNOR RYAN SCOTT	CPT
1114 <sup>TH</sup> TRANS CO	KUANG JAMES YAO WEN	2LT
CO C 223 <sup>RD</sup> MI BN	WEINTRAUB JONATHAN CRAIG	2LT
CO C 223 <sup>RD</sup> MI BN	LABADIE JULIA JEAN	2LT
CO C 223 <sup>RD</sup> MI BN	WILLIAMS KAREN SOFIA	2LT
HHC, 224 <sup>TH</sup> SUSTAINMENT BDE	MCFADDEN JAWANA RASHEEDAH	2LT
649 <sup>TH</sup> MO CO (-)	PRESTON JONATHAN RYAN	2LT
HHB 1-144 <sup>TH</sup> FA	BORJA JON JOSEPH	2LT
BTRY B (-) 1-143 <sup>RD</sup> FA	JOYCE ALEX CARL	2LT
DET 1 CO B 1-185 <sup>TH</sup> AR BN	CARMAN CHRISTOPHER SMITH	2LT
CO A 79 <sup>TH</sup> STB (ENG)	WEI EVAN MATTHEW	2LT
CO B (-) 79 <sup>TH</sup> STB (MI)	FIRTH JOHN MICHAEL	2LT
149 <sup>TH</sup> (-) CHEM CO	TROY PHILIP JOSEPH	2LT
149 <sup>TH</sup> (-) CHEM CO	SPENCER O'KEFFE KIRK	2LT
315 <sup>TH</sup> (-) ENGR VCC	GLENN JOSHUA KYLE	2LT
CO G (-) 40 <sup>TH</sup> BSB (FIRES)	LILLY CELIA DANIELLE	2LT
95 <sup>TH</sup> CIVIL SPT TEAM (WMD)	BAYNES DAVID MICHAEL	2LT
HSC (-) 40 <sup>TH</sup> INF DIV	CASTRO PIO RAOUL NUEVA	MAJ

NCO Assignments/Promotions		
115 <sup>TH</sup> RSG	RAE OREN EUGENE	SGM
870 <sup>TH</sup> MO CO (-)	SABATH STEVEN CLARK	SSG
CA A 40 <sup>TH</sup> BSB	RECINOS RUDY OSVALDO	SFC
HHC 40 <sup>TH</sup> BSB	KATAMBWA POMPONE	SSG
HHC (-) 1-184 <sup>TH</sup> IN BN	BRANNAGAN MATTHEW LEWIS	MSG
TRP A 1/18 <sup>TH</sup> CAV	SANTIN JIMMY	SSG
118 <sup>TH</sup> MAINT CO	BRETADO RICARDO	SSG
HHC (-) 1-185 <sup>TH</sup> AR BN	CUADRASQUINONEZ CRISTIAN LE	SFC
CO E 40 <sup>TH</sup> BSB (IN) CO	CHESSER KEITH ALLAN	SFC

Retirements		
JFHQ-CA	ILIANA THOR WILLIAM	LTC
JFHQ-CA	ZEZOTARSKI STANLEY FORTUN	LTC
JFHQ-CA	ARRUDA WILLIAM THOMAS JR	COL
JFHQ-CA	JOHNSON LEWIS HUGH	CW4
349 <sup>TH</sup> (-) QM CO	JARERO JAIME NUNO	SFC
JFHQ-CA	HAYES VANESSA	MSG
118 <sup>TH</sup> MAINT CO	PANZARINO RICHARD JAMES	SSG

# SEXUAL ASSAULT RESPONSE COORDINATOR (SARC)

## SAFE Helpline

Contributed by Jennifer Lucero

Joint Force Headquarters Sexual Assault Response Coordinator

The Department of Defense (DoD) Safe Helpline provides confidential crisis intervention, support and information to Service members who have been sexually assaulted. The Safe Helpline is available 24/7, worldwide. It is operated by the Rape, Abuse, & Incest National Network (RAINN), the nation's largest anti-sexual violence organization. The service is completely confidential; RAINN will not share your name or any other personally-identifying information with DoD SAPRO or chain of command. RAINN does not collect personally identifying information, store transcripts of on line sessions, or store IP addresses. All services are confidential and anonymous.

There are several methods available to obtain assistance:

**Online sessions:** Works just like instant messaging. You will enter into a one-on-one session with a Safe Helpline staffer and communicate live by typing messages back and forth. The service is completely anonymous and confidential.

**Phone sessions:** If you prefer to talk by phone, you can call the Safe Helpline any time at 877-995-5247.

**Text Message:** You may text your zip code or installation/base name to 55-247 (inside the US) or 202-470-5546 (outside the U.S.). Safe Helpline will text back the contact information for your nearest SARC.

**Safe HelpRoom:** The Safe Helproom is a group chat service that allows military sexual assault survivors to connect with and support one another in a moderated and secure online environment at SafeHelpline.org. Safe HelpRoom sessions have a moderator who can provide referrals and help keep the conversation focused on the designated topic session topic. The Safe HelpRoom is available every Monday and Wednesday at 8-10pm ET. Topics of weekly sessions are posted on SafeHelpline.org to help determine which session is right for you.

**Safe Helpline App:** Allows military sexual assault survivors to create a customized self-care plan and connect to resources from anywhere in the world. You can use the app's self-care exercises and information whenever you'd like. Your personalized plan will be stored only on your mobile device so it will remain completely confidential. Once you download the app, you don't need an internet connection to use it. Guided exercises include guided breathing and muscle relaxation, "focusing on the present," "at the beach," and listening to soothing sounds such as the ocean, forest, or rain.



Information obtained from <https://www.safehelpline.org/>

## ARMY DISCIPLINARY ACTIONS (JAG information)

Rank	BDE	Brief Description of Charge	Action by CMD	Result
MSG	40th ID	Dereliction of Duty	Letter of Censure from Division Commander	
PFC	79 <sup>th</sup> IBCT	AWOL on two separate occasions-Soldier missed two IDT formations	CG Article 15	Reduction to E3 and Fine of \$481.00, both punishments suspended for 180 days; extra duty for 2 hours for 2 days.
SSG	79th IBCT	AWOL on three separate occasions-Soldier failed to report to three formations	CG Article 15	Company Level Letter of Reprimand; Art 15 filed in performance fiche of OMPF
PFC	79 <sup>th</sup> IBCT	Article 90-Disobeying a lawful command from a superior commissioned officer; Soldier failed to continue loading AMMO to back of the Unit HUMVEE	CG Article 15	Reduction to E2 and Extra duty for 2 hours for 2 days, both punishments suspended for 180 days.
SPC	79 <sup>th</sup> IBCT	Article-86-Leaving appointment place of duty- Soldier left the unit without informing anybody	Supplementary Art 15	Suspended fine of \$431.00 from a previous Article 15 was put into effect.
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant for missing 9 MUTAs over three IDTs	Brigade Level Reduction Board	Reduced to Specialist E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant for missing 9 MUTAs over three IDTs	Brigade Level Reduction Board	Reduced to Specialist E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant for missing 9 MUTAs over three IDTs	Brigade Level Reduction Board	Reduced to Specialist E4
SFC	79 <sup>th</sup> IBCT	Substandard work performance and multiple AWOLs while on AGR status	15 day letter	Resignation submitted and accepted; SM removed from AGR program on 31 May 2013
SSG	79 <sup>th</sup> IBCT	Wrongful use of a government vehicle and testing over the state alcohol limit while operating a motor vehicle	General Officer's Memorandum of Reprimand (GOMOR)	Filed in local fiche for 3 years
SGT	79 <sup>th</sup> IBCT	Dereliction of duty by failing to enforce the standards and regulations to Soldiers under their supervision	General Officer's Memorandum of Reprimand (GOMOR)	Filed in local fiche for 3 years
1LT	79 <sup>th</sup> IBCT	Soliciting and receiving a student loan bonus of \$15,000.00	General Officer's Memorandum of Reprimand (GOMOR)	Filed in local fiche for 3 years
PFC	79 <sup>th</sup> IBCT	Unsatisfactory Participant for missing 9 MUTAs over three IDTs	Administrative Separation and Summary Courts-Martial	Soldier failed to report to the Summary Court-Martial; Bench Warrant issued for their apprehension. In conjunction with suspended General Discharge for 12 months
PFC	79 <sup>th</sup> IBCT	Unsatisfactory Participant for missing 9 MUTAs over three IDTs	Administrative Separation and Summary Courts-Martial	Soldier failed to report to the Summary Court-Martial; Bench Warrant issued for their apprehension. In conjunction with suspended General Discharge for 12 months

**\*Rec Sep—Recommended Separation**

**Disclaimer:** When determining a punishment, commanders take into account a number of factors including the rank, the severity of violation, the service record, as well as the character of the individual. This independent consideration of each case explains why two individuals of the same rank, who commit the same infraction, may not receive the same punishment. In addition, according to the California Military and Veterans Code and the UCMJ, punishment pursuant to an Article 15 (known as non-judicial punishment (NJP), can vary for similar misconduct by enlisted or officers. A Soldier who receives NJP could be reduced up to two grades, have a fine imposed, be assigned extra duty, and/or have a letter of reprimand placed in their record. This range of punishment is focused on maintaining good order and discipline. NJP rarely ends an enlisted person's career. In fact, a Soldier who has been reduced through UCMJ can rehabilitate them self and return to their previous rank. NJP only slows down the career advancement of a Soldier/NCO. Comparatively, when an officer receives NJP the maximum punishment authorized by law, even for the CDR CAARNG, is a fine and/or to have a letter of reprimand filed in their record. This range of punishment is focused on determining whether the officer is suitable for continued service. While NJP for officers does not have the immediate impact of an enlisted rank reduction, it can, in most cases, prevent any further career advancement. NJP (or a permanently filed General Officer Letter of Reprimand) generally stops the career advancement of an officer.

Rank	BDE	Brief Description of Charge	Action by CMD	Result
SSG	1106th TASMG	AWOL	Reduction Board	Reduction in grade - 1 rank
SGT	1106th TASMG	AWOL	Reduction Board	Reduction in grade - 1 rank
SGT	1106th TASMG	AWOL	Reduction Board	Reduction in grade - 1 rank
SPC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
SPC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
PFC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
PFC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
PFC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
PFC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
PFC	1106th TASMG	Unsatisfactory Performance	BAR and Reduction Counseling	Reduction in grade - 1 rank, Bar to Reenlist
SPC	224th SB	LEAVE PLACE OF DUTY	CO Grade Art. 15	Forfeiture of \$200
SPC	224th SB	LEAVE PLACE OF DUTY	CO Grade Art. 15	Forfeiture of \$200
PFC	224th SB	LEAVE PLACE OF DUTY	CO Grade Art. 15	Forfeiture of \$150
SPC	224th SB	AWOL	FLD Grade Art. 15	Reduction in grade- 1 rank
SPC	224th SB	AWOL	FLD Grade Art. 15	Reduction in grade- 1 rank

\*Rec Sep—Recommended Separation

**Disclaimer:** When determining a punishment, commanders take into account a number of factors including the rank, the severity of violation, the service record, as well as the character of the individual. This independent consideration of each case explains why two individuals of the same rank, who commit the same infraction, may not receive the same punishment. In addition, according to the California Military and Veterans Code and the UCMJ, punishment pursuant to an Article 15 (known as non-judicial punishment (NJP), can vary for similar misconduct by enlisted or officers. A Soldier who receives NJP could be reduced up to two grades, have a fine imposed, be assigned extra duty, and/or have a letter of reprimand placed in their record. This range of punishment is focused on maintaining good order and discipline. NJP rarely ends an enlisted person's career. In fact, a Soldier who has been reduced through UCMJ can rehabilitate them self and return to their previous rank. NJP only slows down the career advancement of a Soldier/NCO. Comparatively, when an officer receives NJP the maximum punishment authorized by law, even for the CDR CAARNG, is a fine and/or to have a letter of reprimand filed in their record. This range of punishment is focused on determining whether the officer is suitable for continued service. While NJP for officers does not have the immediate impact of an enlisted rank reduction, it can, in most cases, prevent any further career advancement. NJP (or a permanently filed General Officer Letter of Reprimand) generally stops the career advancement of an officer.

## FROM THE OFFICE OF THE STATE PROVOST MARSHAL: Facts about DUIs

During Fiscal Year 2013, the State Provost Marshal Office has received reports of 36 DUIs from Soldiers and Airmen.

In the State of California, if you are convicted of a DUI the penalties will vary depending on your age, license type, and any previous convictions. These penalties could include:

- ✓ License suspension
- ✓ Fines
- ✓ Jail time or community service
- ✓ DUI School
- ✓ Installation of an ignition interlock device (IID)
- ✓ SR-22 Filing

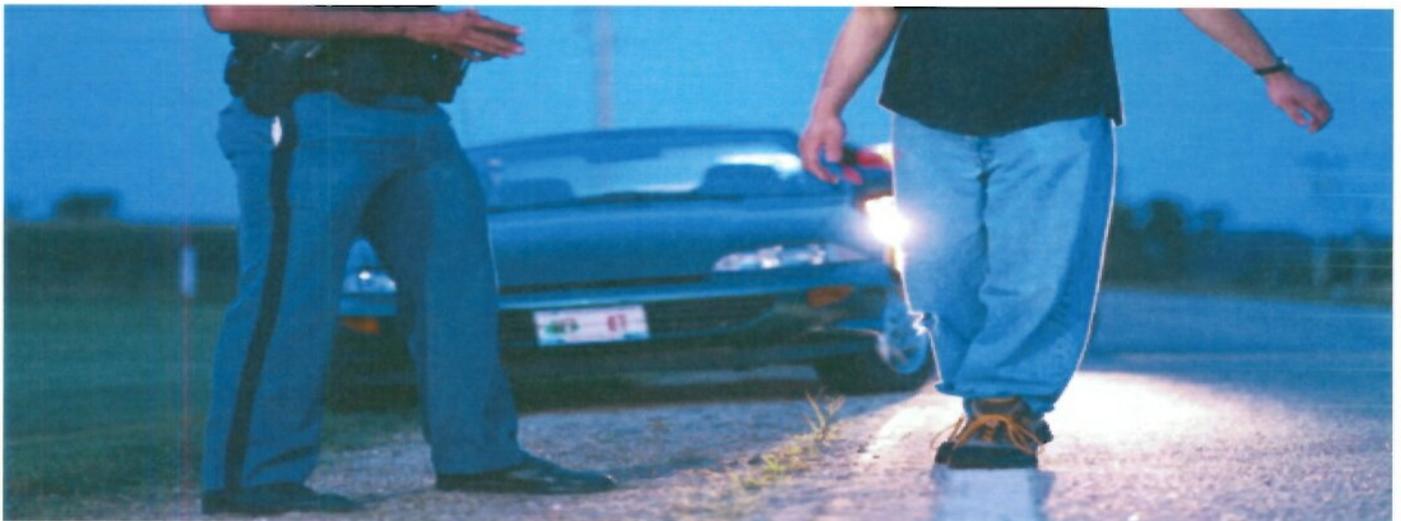
If you are convicted of more than one DUI then it would be described as an increased offense, meaning the penalties will be much more severe than for a first offense.

As a member of the California Army National Guard, in addition to California State law, we are also subject to Army Regulation.

IAW AR 600-85, Ch 3-3a, Commanders will process all Soldiers for separation, in accordance with paragraph 10-6 of this regulation, who are involved in two serious incidents of alcohol-related misconduct in a 12-month period; any Soldier who is convicted of DWI or DUI two times during his or her career will be processed for separation.

IAW AR 600-8-2, Ch 2-2i, "Alcohol Abuse Adverse Action (Flag code V); Soldiers should be flagged following: initiation of proceedings under UCMJ, ART 15; court-martial proceedings (immediately upon referral of charges or pretrial confinement); civilian criminal charges, restraint, or confinement; pending a nonpunitive memorandum of reprimand, censure, or admonishment; or other disciplinary action for alcohol related offenses including, but not limited to, driving under the influence, on-duty impairment due to alcohol consumption, or drunk and disorderly conduct. The effective date of the flag is the date of the offense. A flag is initiated based on the adverse action resulting from the alcohol abuse-related incident. A flag may not be initiated based on referral, screening, or enrollment into the ASAP. Remove the Flag when the punishment is complete." For civilian cases, the flag will remain until probation is terminated.

The take away from this is that not only are you putting lives at risk when you drink and drive, but you are also putting your career at risk. Think before you drink and drive.

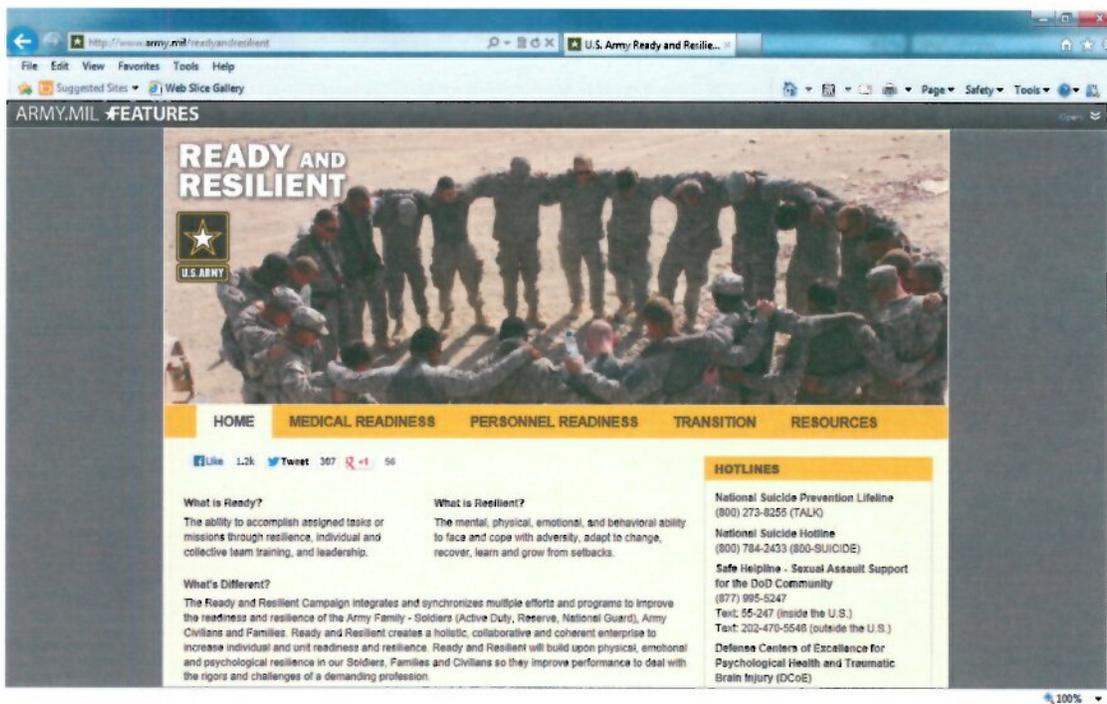


# Resilience and Enhanced Performance

By: Captain Nathan Lavy, R3SP Program Coordinator, Master Resilience Trainer

Are you a part of the readiness and resilience culture shift occurring in the Army? Resilience is the mental, physical, emotional, and behavioral ability to face and cope with adversity, adapt to change, recover, learn and grow from setbacks. Specifically, Ready and Resilient will synchronize and integrate key Army programs to reduce or eliminate suicide and suicidal ideations, sexual harassment and sexual assault; bullying and hazing; substance abuse; domestic violence; and any stigma or barriers associated with seeking help. It is developing improved methods to provide Leaders and Commanders timely and accurate information and metrics to aid them in better identifying "at risk" and "high-risk" Soldiers, enabling early intervention. Resilience Training (RT) is now tracked on Unit Status Reporting (USR). Ask how you can become a Master Resilience Trainer (MRT) or Resilience Trainer Assistant (RTA) within your unit and community; experience and life skills usable for the rest of your life, in and out of uniform.

CAARNG Resilience and Risk Reduction & Suicide Prevention (R3SP) Program is offering RTA courses throughout FY 14; CAARNG MRT Training Workshop 11-12 December 2013 at Camp San Luis Obispo, CA; contact your training NCO for more information.



For additional info check out the article "Sustaining drumbeat of 'Ready and Resilient' force through awareness, action" here:

[http://www.army.mil/article/110494/Sustaining\\_drumbeat\\_of\\_Ready\\_and\\_Resilient\\_force\\_through\\_awareness\\_action/](http://www.army.mil/article/110494/Sustaining_drumbeat_of_Ready_and_Resilient_force_through_awareness_action/)

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*Views and opinions expressed in this publication do not necessarily reflect or represent the official views of the Department of Defense, Department of the Army or the California National Guard.*

*This publication is authorized under AR 360-1.*

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## **Links of interest:**

**Free 2013 Handbooks for Military Personnel**  
[//militaryhandbooks.com/free-2013-handbooks-for-military-personnel/](http://militaryhandbooks.com/free-2013-handbooks-for-military-personnel/)

## **JOBS:**

**Cal Guard Work for Warriors (W4W)**

Office Number:

916.854.4426

E-mail:

[ng.ca.caarng.mbx.jobs@mail.mil](mailto:ng.ca.caarng.mbx.jobs@mail.mil)

Website:

<http://www.calguard.ca.gov/EIP/>

Facebook:

[www.facebook.com/CalGuardWorkForWarriors](http://www.facebook.com/CalGuardWorkForWarriors)

## **Federal Jobs:**

USA Jobs

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

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For suggestions, questions, or comments please email the HQ, California Army National Guard at: [ng.ca.caarng.mbx.army-division@mail.mil](mailto:ng.ca.caarng.mbx.army-division@mail.mil)

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