



Photo by Sgt. 1st Class Toby Vetter

The 191st Military Police Company practices a crowd control formation during their first drill.

N.D. Guard set to grow

*By Sgt. 1st Class Rob Keller,
Joint Force Headquarters*

Gov. John Hoeven and Maj. General Michael Haugen announced plans to add a major headquarters unit and supporting structure in Fargo that could range from 250 to 400 new full and part-time positions. The unit could have a financial impact of up to \$4 million per year on the local economy. Owing to the state's strong recruitment and performance record, the change will come while maintaining and strengthening established National Guard Units throughout the state.

To underscore the plan, the Governor, joined by members of the Fargo/Moorhead Chamber of Commerce, cut the ribbon at a new National Guard storefront recruiting center in Fargo. Recruiting, retention and growth are three tenets that are important to the North Dakota Army National Guard, according to Hoeven.

"Most of the major changes will take place in 2007 and 2008 and will allow the North Dakota National Guard to better support the global war on terrorism and respond to state and local needs," Hoeven said. "As part of the plan, National Guard forces may be assigned one deployment every six years, providing more stability and predictability for our Soldiers and their families. At the same time, our communities will continue to have the professional and commercial benefit of having Guard units established and at the ready in case of an emergency."

"Currently, the United States Army is organizing to be better able to fight terrorism," said Maj. Gen. Michael Haugen, adjutant general of the North Dakota National Guard. "As the Army changes, so must the National Guard. We must always keep in mind the future potential for the people of North Dakota and this nation."

The nation's Army National Guard is changing from the Cold War concept and era where large division sized units had heavy and cumbersome equipment making it very difficult to pick up and deploy to different parts of the world to one of modularity. These modular units can individually and rapidly deploy from different locations within the United States. It's the National Guard and Army's new shift in strategy.

It's already happening in the North Dakota Army National Guard.

- Fargo, Bismarck and Mayville will soon be home to the new 191st Military Police (MP) Company. The company headquarters will be located in Fargo, with smaller detachments in Mayville and Bismarck. The 170 Soldier unit will specialize in "area security in a combat environment." The unit's first drill weekend will take place on Dec. 2 through 4.

- The 188th Air Defense Artillery with headquarters in Grand Forks, added a new battery in Fargo this past September. Soldiers are being recruited to join the 88 Soldier unit which will be housed in the Fargo Armed Forces Reserve Center

- The 112th Command Aviation Battalion, Bismarck, has transitioned to modularity by reorganizing into three separate detachments. With modularity comes updated equipment and possible new construction.

- A 22-Soldier Civil Support Team located in Bismarck that will be available for bio-terrorism events throughout the state and region.

- Fargo units are forecasted to include a combat support brigade and associated units.

- There will be more opportunities for female Soldiers because fewer specialties will be closed to females.

The National Guard will continue to have a presence in the 24 towns and cities in North Dakota where an armory is located. The changes will mean different duties for some members, but the total number of positions available for Soldiers will grow to 3,400 or more, Haugen said. Current strength of the North Dakota Army National Guard is approximately 3050.

Hoeven and Haugen said the recommendations have been several years in the works and are not related to the Base Closure and Realignment Commission. The NDANG stands ready to grow as part of the future of North Dakota.

"We must always keep in mind the future potential for the people of North Dakota and this nation."

Maj. Gen. Michael Haugen, N.D. National Guard adjutant general



Submitted photo

Physical training, hand to hand combative training and crowd control techniques are all tasks required for military police.

Military Police unit fills up the ranks

*By Sgt. 1st Class Toby Vetter,
191st Military Police Company*

The stand up ceremonies, honoring the lineage of the 191st Military Police (MP) Company and its return to the North Dakota Army National Guard took place in October. Lt. Col. Robert Walton passed the guidon from the original 191st MP Company to Capt. Andrew Nathan, the new company commander for 191st MP Company.

After a quick greeting by the company commander that outlined his philosophy and expectations, the unit got to training. Training consisted of physical training, hand to hand combative training, crowd control techniques, and firing the 9MM pistol, the sidearm for military police.

The combative training was led by Capt. Larry Klein; who has 20 years of experience in martial arts and six years in Jujitsu. "The active duty Army has re-vamped its hand-to-hand combat training. The old combative training was difficult to learn and not of much value in a real world situation. The program the Army uses now is based on the teachings of Brazilian Jujitsu. The major points of today's combative are: close the gap, achieve superior position, and finish the fight."

When asked why they are training on combative techniques, Nathan stated, "With our mission, there are times when it will be necessary for Soldiers to restrain individuals or protect themselves without using lethal force. And combative training also builds the warrior ethos."

The unit brought in two instructors from Fargo Police Department to give instruction on crowd control techniques. Officer Bob Stanger and Officer Chris Helmick provided classroom presentation and discussions of crowd dynamics and tactics. After the classroom portion, hands-on demonstration and practice of baton use and different riot control formations were done. Stanger said, "The great thing about the crowd control techniques we use and teach is it is simple and can be adjusted to fit the organization's particular needs."

The last training event for the weekend was training and live fire of 9MM pistols. A lot of Soldiers have only trained using the M16 rifle. But the typical military police Soldier carries both a rifle and a pistol. This exercise was designed to familiarize Soldiers with the pistol.

The 191st Military Police Company is headquartered in Fargo, but also has detachments in Mayville and Bismarck. In addition to the military police MOS (military occupation specialty), the unit also has cooks, mechanics, medics, communication, supply, and NBC MOS positions available.

If you are interested in joining the 191st MP Company, call your local Guard recruiter or you can contact the unit's Readiness NCO at 701-451-6111.

Soldier Talk



What is your opinion about the new initiative that every Soldier is a recruiter?



Maj. Jocelyn Baker
Troop Command



Staff Sgt. John M. Dempsey
A Battery 1-188th
Air Defense Artillery



Sgt. Aaron H. Eide
Company C,
141st Engineer Battalion



Sgt. Gardell Q. Frey
Headquarters and Headquarters
Company, 141st Engineer
Battalion



Pfc. Jesse I. Clooten
Troop Command

"Because of the new programs that have come out, everyone will want to be a recruiter or get into the recruiting assistance program."

"It's an important way of maintaining the strength of the National Guard."

"It's a lot better than it used to be and now everyone is getting paid to do it."

"It has always been that way. I had a friend that talked me into joining."

"Everyone will have a tough time recruiting because of the news that is on right now. Although, with the help of all the Soldiers in the Guard we should affect the recruiting rate and hopefully for the better. The income incentive is also a nice option for the new Soldiers."

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The Adjutant General

Maj. Gen. Michael J. Haugen

Deputy Adjutant General

Brig. Gen. Jerald Engelman

Assistant Adjutant General (Army)

Brig. Gen. Dennis Jacobson

Chief of Public Affairs

Sgt. 1st Class Rob Keller

Editor

Staff Sgt. Billie Jo Lorus

Contributions by

1-129th Mobile Public Affairs Detachment

Contributions to the Straight Arrow are encouraged! Send articles, photos, and art to Editor, JFND PAO, Box 5511, Bismarck, N.D. 58506-5511.

E-mail: saeditor@nd.ngb.army.mil

Phone: (701) 333-2129 Fax: (701) 333-2017



Photo by Tech. Sgt. Bradly Schneider, 119th Fighter Wing

Maj. Gen. Michael Haugen, The Adjutant General for the North Dakota National Guard, promoted Brig. Gen. Robert J. Udland at a ceremony held on Dec. 3, 2005, in Fargo.

Udland promoted to Brig. Gen.

A promotion ceremony was held for North Dakota National Guard Col. Robert J. Udland on Dec. 3, 2005. Udland was promoted to the rank of Brig. Gen. on Nov. 21, 2005.

Udland currently serves as the Assistant Adjutant General, Army and Commander of the Joint Training and Operations Command for the North Dakota Army National Guard. Udland is a 1966 graduate of Williston High School. In 1970 he graduated from the University of North Dakota with a Bachelor of Science degree in Education and in 1976 received his Juris Doctorate Degree from the University of North Dakota.

"Everyday I wake up; I remind myself how very fortunate I am to be allowed to serve my country and my state. I serve with the best Soldiers and Airmen in the best military in the United States, the North Dakota National Guard" said Brig. Gen. Udland. "My father and two brothers all served in the North Dakota Army National Guard and I am extremely honored by this promotion."

N.D. Environmental programs rate excellent

*By Maj. Stephen Herda,
Environmental Protection manager*

The North Dakota Air and Army National Guard recently received external evaluations of their respective environmental programs. The Air Guard received an ESOHCAMP (Environment, Safety and Occupational Health Compliance Assessment and Management Program) assessment, and the Army Guard received an external EPAS (Environmental Performance Assessment System). The evaluations are typically performed every three to five years by contractors hired by the National Guard Bureau.

Both assessments showed that the two programs are mature and the findings noted by the two different contractors were very parallel. The assessments confirmed that the North Dakota National Guard's (NDNG) environmental programs are doing an excellent job of not only complying with environmental laws and regulations, but are improving from the reaction-based programs of the past into a proactive programs of the future. This proactive approach is achieved by implementing an environmental management system (eMS). Many of the findings indicated that personnel are not fully following what is written in spill prevention and pesticide plans. This represents a challenge to the NDNG to modify these plans through the eMS process and follow the precept of "say what we do; do what we say."

The North Dakota National Guard programs rely on a very close working relationship with local, state, and federal regulators, as well as our host communities. By promoting our environmental stewardship through eMS, we ensure that our training facilities and lands will be available for use now and well into the future. This action has resulted in highly favorable recognition by local, state, and federal regulatory agencies.

ADA Soldiers return home

Story and photo by Spc. Chris Erickson,
1-129th Mobile Public Affairs Detachment



Members of the demobilizing 1-116th BCT stand in formation during the welcome home ceremony held at a Fort Lewis, Wash., gym.

Fox Battery is home.

Mid-November saw the final members of F Battery, 1-188th Air Defense Artillery arrive back to North Dakota, ending a more than year-long mobilization in support of Operation Iraqi Freedom III.

The mobilization started 18 months ago when the unit received orders to go to Fort Bliss, Texas.

After a three-month training period, Fox Battery went on to more training in Fort Polk, LA. Just under two months later, the unit was in Kuwait.

During its time overseas, the unit's mission varied, depending on what unit it was attached to and what was needed from

the troops.

For the first few months of the deployment, while the first Iraqi elections were happening, the unit was responsible for route security and patrols. Later, the role changed to one of instruction.

"After the elections, everything became about training the Iraqi Army," said Sgt. Chris Hutton, PLL clerk.

Many of the Soldiers felt that they accomplished much during the Iraqi Army's training, and looking back over the deployment, could see how the Iraqis had progressed. Some also felt the Iraqi Army was on track to train itself and have pride

doing it.

Much of the unit also felt the Iraqi Army held respect and trust for Fox Battery.

Many also took pride in how they did their jobs and how they supported each other, as well.

"We were self-sufficient, we didn't have to rely on anybody," said Hutton, referring to how the mechanics for the unit maintained the vehicles, often getting them fixed and running in a short time span.

The unit was officially replaced Oct 31 by the 101st Airborne Division (Assault).

Air Defense Artillery Security Force send-off



Photo by Master Sgt. David Lipp

SAYING GOODBYE FOR NOW: Staff Sgt. Dovey Mitchell, 188th Air Defense Artillery (ADA), spends time with her son Cole at the send-off in Fargo. First Battalion of the 188th ADA Security Force (SECFOR) Soldiers, scheduled for deployment to Afghanistan, departed North Dakota in December for their mobilization station in Fort Lewis, Wash. The mission of the 188th ADA SECFOR, while deployed, is to provide 24/7 checkpoint security and provide personnel safety. The approximately 150 SECFOR Soldiers were alerted for possible mobilization on June 28, 2005. They are scheduled to deploy to Afghanistan for their one year "Boots on Ground" after completing training at Fort Lewis.

Soldiers awarded for service in Iraq

By Spc. Chris Erickson, North Dakota Army National Guard
Det. 1-129th Mobile Public Affairs Detachment

It is an award only only bestowed on Soldiers of the Air Defense Artillery (ADA). The award is an honor given by ADA's existing members: The Honorable Order of Saint Barbara.

Earlier this year, during the 1-188th ADA's mobilization to Iraq, five 116th Brigade Combat Team air defense artillerymen were recently inducted to the "Honorable Order of St. Barbara" at Forward Operating Base Warrior,

Capt. Mark Cutshaw, Capt. Shannon Horton, 1st Lt. Virgil Perez, 1st Lt. Roger Pohlman, and 1st Sgt. Brad Aune all of F ("Fox") Battery, 1-188th Air Defense Artillery, Grand Forks, N.D., were inducted into the Order during a dining-in. These Soldiers were inducted for their leadership and actions while serving in Operation Iraqi Freedom III.



Photo submitted by F Battery, 188th Air Defense Artillery

"They called us all up to the front, and the general gave the award to all of us," said 1st Lt. Roger Pohlman, 2nd Platoon leader, 1-188th ADA.

"For me it meant a lot more to get the award while in the combat zone," said 1st Sgt. Brad Aune, 1-188th ADA.

"The Honorable Order recognizes those individuals who have demonstrated the highest standards of integrity and moral character and also displayed an outstanding degree of competence and selfless service to the artillery community," said Capt. Shannon Horton, one of the inductees. "Inductees must have significantly contributed to the promotion of the Artillery in ways that stand out in the eyes of the recipient's seniors, subordinates, and peers alike."

The Air Defense Artillery Association (ADAA) processes requests for the three Air Defense Artillery awards for worthy air defenders and their supportive spouses: The Ancient Order of Saint Barbara, the Honorable Order of Saint Barbara, and the Honorable Order of Molly Pitcher. Each award has specific requirements which must be met for induction. However, a member of the Ancient Order of Saint Barbara must make all nominations.

For more information on the medals, visit www.firsttofire.com/stbarbara/.

Reemployment protection rights get support

By Donna Miles,
American Forces Press Service

The National Committee for Employer Support of the Guard and Reserve is lauding the Labor Department announcement that it has issued clarification of reemployment rights for citizen-soldiers as a major step forward for Guardsmen, Reservists and their civilian employers.

Labor Secretary Elaine Chao announced final rules interpreting the Uniformed Services Employment and Reemployment Act that helps ensure job security for reserve-component members returning to civilian life from military duty. The rules were published Dec. 19 in the Federal Register. This is the first time since the law's passage in 1994 that regulations have been developed to enforce it.

The rules are particularly critical now when the United States has the largest group of mobilized National Guard and Reserve members since World War II. Since Sept. 11, 2001, almost 530,000 reserve-component members have been mobilized, many for more than a year of duty.

The new rules, drafted in an easy-to-read question-and-answer format, explain how the USERRA law protects against discrimination and retaliation because of military service and prevents servicemembers from job setbacks due to performing their military obligations. The law also ensures that Guard and Reserve members have ample time to report back to their civilian jobs after completing their military duty. These regulations will ensure that the seniority, promotion, health care, pensions and other benefits of our citizen-soldiers are protected when they return home to the jobs they left to serve our country."

Vern Fetch, Executive Director for the North Dakota Committee for Employer Support of the Guard and Reserve, said it is good to have teeth in the USERRA law. "Anything that makes it easier for Guard and Reserve members to work with their employers and understand their rights and responsibilities under the law is a benefit to everyone," he said.

"With more than 50 percent of the military's manpower in the reserve components, employer support is critical to U.S. national security. But making the relationship work is not a one-way street," Fetch said, noting that Guardsmen and Reservists also have responsibilities under USERRA.

Among those responsibilities is keeping their employers informed about their military commitments. ESGR encourages Guard and Reserve members to communicate early and often with their employers about upcoming military obligations.

Thanks largely to efforts by the Committee for Employer Support of the Guard and Reserve and solid support from employers, work-related complaints from returning Guard and Reserve members are down 30 percent since their last major deployment, in the early 1990s.

More information about reemployment rights and job information can be found on the Department of Labor (DOL) web site dol.gov and click on the link "Information for military reservists called to active duty" under Highlights.

Hooligan serves at South Pole station



Submitted photo

BURR: Col. William M. Zeigler spent this past October and November at the Amundson - Scott South Pole Station providing ministry to the coalition of scientists working at the U.S. complex. He's pictured here with a North Dakota flag at the current location of the ceremonial South Pole, knowing the exact location moves about three meters every per year and is surveyed every January. In December, Zeigler transferred to a position with U.S. Pacific Command, headquartered at Camp Smith, Hawaii.

N.D. Guard to host Lewis and Clark Youth Rendezvous

By Staff Sgt. Billie Jo Lorus,
1-129th Mobile Public Affairs Detachment

North Dakota will be hosting a unique opportunity for the youth of America. Students who will be high school juniors or seniors during the 2006-07 school year are eligible to participate in the National Guard's Youth Rendezvous essay contest. Ten students from each state and territory will be involved in this experience, and earn an all-expenses-paid Lewis and Clark-themed trip to North Dakota Aug. 13-18, 2006.

Mikey Hoeven, First Lady of North Dakota, is the honorary chairperson for this event. "As the First Lady of North Dakota, I am excited about this great educational opportunity for the youth of this country. History will come alive when over 500 youth come together next August in our great state," said Hoeven. "I have seen the agenda for this 4-day event and I encourage all youth in North Dakota to take advantage of this opportunity and submit your essay."

Students need to write a Lewis and Clark focused-essay in order to be a state finalist. Through multiple activities and events, selected students will follow the Lewis and Clark trail, experience American Indian culture of yesterday and discover military history firsthand.

"It is an honor to host the Lewis and Clark Youth Rendezvous in North Dakota," said Maj. Gen. Michael J. Haugen, the Adjutant General of North Dakota. "It is a great opportunity to showcase the rich heritage and culture that is unique to our state. The youth will get an experience of a lifetime through this historical adventure."

The Lewis and Clark-focused essay needs to address the following question: "In your opinion, what military value most describes the Lewis and Clark Corps of Discovery journey and why?" (Military values are outlined on the website.) The essay must be a minimum of 1,000 words, but not more than 1,500 words; and can be submitted online or by mail and must be received between Nov. 12, 2005, and midnight Feb. 28, 2006.

Throughout its involvement in the Lewis and Clark Bicentennial Commemoration, the National Guard has emphasized the educational applications of this extraordinary American adventure. To culminate its involvement in the Bicentennial, the National Guard is sponsoring this Lewis and Clark Youth Rendezvous. By way of an essay contest, our nation's high school junior and seniors will be afforded the opportunity to compete for one of the 540 spots in this immersion into history," said Steven L. Stearns, Lewis and Clark Bicentennial Commemoration project officer.

Students will be immersed in the experience by walking in the footsteps of the Lewis and Clark expedition. Through multiple activities and events, selected students will follow the Lewis and Clark trail, experience American Indian culture of yesterday and discover military history firsthand.

"This is going to be living history like you've never seen it," said Davina French, North Dakota's team leader for the event. "It will be a great way to experience a trip across North Dakota almost exactly the way Lewis and Clark saw it."

The hands-on activities and events will take place throughout western North Dakota. The adventure will showcase daily activities of the original Lewis and Clark expedition that will create a unique educational opportunity. To submit an essay or learn more about planned events, activities and essay contest rules, go to www.lcyouthrendezvous.com.



Photo by Chief Warrant Officer Kiel Skager, Joint Force Headquarters

The St. Louis Corps of Discovery II re-enactors portray Lewis and Clark period Soldiers. The new expedition traced the eastern part of Lewis and Clark's route in 2003 and traveled from Missouri to North Dakota in 2004. They set out from North Dakota for the Pacific in 2005, and will retrace their steps from Oregon back to St. Louis in 2006.

The Lewis and Clark
Town's Sign



The 2006 Lewis and Clark
in western
to take part
the opening



Photo by Mike Jennens, Civil Support Team

and Clark Youth Rendezvous will highlight military heritage and American Indian culture in conjunction with New
ature event in August 2006.



Photo by Lt. Anthony Deiss,
South Dakota 129th Mobile Public Affairs Detachment

Lewis and Clark Youth Rendezvous will be held
North Dakota and high school students selected
t, will spend one day in New Town, N.D., during
g of the 2006 Lewis and Clark Signature Event.



Photo by Sgt. Ann Knudson, Joint Force Headquarters

In North Dakota, American Indian culture and heritage is
important and is often seen in various powwows that take place
accross the state.

Christmas with the Veterans

By Spc. Chris Erickson
1-129th Mobile Public Affairs Detachment

Christmas came a little early this year for some
vets. Specifically, 11 days early.

On Dec. 14, residents of the Veterans Home in
Lisbon, N.D., welcomed members of the North
Dakota National Guard, who had brought both
donations and holiday cheer.

“It was a gesture on behalf of the NDNG to
recognize their (the veterans) service to their coun-
try,” said Command Sgt. Maj. Jack Cripe, state
command sergeant major. “It’s an event that also
helps lift their spirits during the holiday season,”
he continued.

The gift giving event started a few years ago
out of recognition for veterans without families.

This year, gifts were purchased for 108 veter-
ans, and 90 residents were present for the gift
exchange.

The gifts came from volunteer donations. When
the event started to get closer, an email was put
out to all units of the NDNG. A gift list was re-
ceived from the veterans, and that was broken
down throughout the Soldiers.

The list usually includes things to help the vets
out in everyday life, consisting of simple things
like basic clothing items, personal hygiene items,
and gift cards for the veterans able to leave the
home, said Cripe.

He said the veterans were very appreciative.

“They’re overwhelmed. Their eyes are gleam-
ing,” he said. “We make it a point to talk to every-
one,” he added.

The event alternates yearly. Even numbered
years see the Air Force celebrating with the vet-
erans, while the Army does it during odd-num-
bered years. NDNG Soldiers who participated in
the event were: Sgt. Heidi Sigl, Sgt. LeAnn Klett,
Maj. Kurt Fleck, Staff Sgt. Michelle Morgenroth,
Staff Sgt. Paul Sherman, Sgt. 1st Class Diane

Public affairs unit alerted

Gov. John Hoeven and Maj. Gen. Michael
Haugen, Adjutant General for the North Dakota
National Guard, announced that the Bismarck
based 129th Mobile Public Affairs Detachment
(MPAD) was notified of a possible deployment
in support of Operation Enduring Freedom and
Operation Iraqi Freedom. Unit members were
notified on Monday, Nov. 14. If mobilized,
under current rotation policies for Operation
Iraqi Freedom, the unit’s Soldiers would serve
one year in Iraq (boots on the ground) and
could be on active duty for 18 months to two
years.

New state DES director named

Adjutant General Maj. Gen. Michael Haugen,
Director of the Department of Emergency Services
(DES), announced that Greg Wilz (Col. retired) will
be Division of Homeland Security (DES) Director.
Wilz brings to the position extensive leadership
and emergency management experience. Wilz
served as the Director of State Military Opera-
tions, Director of Operations and Training, and
Director of Military Support to Civil Authorities.
He has considerable experience working with both
North Dakota and National agencies.

N.D. is test-pilot state for new recruiting incentive

By Sgt. 1st Class Rob Keller, Joint Force Headquarters

Maj. Gen. Michael Haugen, adjutant general of the North Dakota National Guard announced today that North Dakota is a test-pilot state for a new recruiting initiative.

In phase one of the initiative North Dakota Army National Guard Soldiers can earn up to \$2,000 for every new guard member they sign up under a federal recruiting program announced by Haugen and representatives from the National Guard Bureau in Washington, D.C.

This revolutionary recruiting initiative will be tested in West Virginia, Kentucky, Missouri, Iowa and North Dakota. The program is expected to roll out to all 54 states and territories by the end of 2006. North Dakota was selected as a pilot state because of their past recruiting performance and innovative leadership.

“The North Dakota Army National Guard does not fit the traditional Army recruiting model. We are a community based force,” said Haugen. “It is a strength from within tradition that has grass roots in our communities and the National Guard.”

“Many of our deployed Soldiers have family members and friends in the same unit. It’s not uncommon to see close family relatives as well as close friends all belong to a local hometown National Guard organization.”

“The strength of this program is that each Soldier has a network of quality friends, family, neighbors, co-workers, community members, and other potential Soldiers with whom they associate in their sphere of influence. It’s from this sphere of influence that the North Dakota National Guard will build its future.”

Sponsorship is an integral part of this recruiting program. The sponsoring Soldier will maintain contact with the new recruit and provide encouragement to them in order to reinforce their decision to join the National Guard. This “concept to completion” format will allow the new recruit to have a National Guard Soldier with them from initial meeting to meeting the recruiter and through the enlistment process to departing to basic training.

Any guardsman in North Dakota who recruits someone to sign up for the National Guard will be paid \$1,000. Another \$1,000 will be paid when the recruit reports to basic training. Guardsmen are not limited in the number of recruits they may sign up.

Lt. Col. Dave Skalicky, North Dakota Army National Guard Recruiting Commander is especially excited about the new program.

“Instead of 28 recruiters in North Dakota, we’ll have over 3,000,” he said. “I’m anticipating that we will be able to recruit 200 new Soldiers with this initiative over and above what our recruiters are currently doing.”

“Our current recruiters will now be able to become managers and mentors to current guardsmen who become a recruiter assistant. Recruiter assistant is the name given to Soldiers who participate in this initiative.”

Skalicky says the program has benefits beyond a monetary one for the Soldiers. “It provides our Soldiers with the incentive to build the future of their National Guard with quality Soldiers they might someday have to serve in combat with, making the National Guard unique from all other military organizations.”

The North Dakota Army National Guard currently has a state-funded program that pays a guard member \$500 for helping someone enlist into the Guard. This program will be phased out as the new Guard Recruiter Assistance Program takes hold.



Photo by Sgt. Amy Retterath, 814th Medical Detachment

The North Dakota Army National Guard recognized the first enlistment under the Army National Guard’s new recruiting initiative program and presented the first \$1000 check to the recruiting assistant, Sgt. Sarah Bieber, HHB 1-188th ADA. Matt Noble is the first recruit under the new initiative. The test pilot recruiting program is designed to “fill the ranks” of the Army Guard in North Dakota. North Dakota is one of five states to test the new initiative. “G-RAP is going to change the way the Army National Guard recruits. The Army National Guard is a community oriented organization that relies upon strength from within our ranks. Every Soldier has a story to tell, and we want our Soldiers to tell theirs and convince others to be a part of our team.” said Staff Sgt. Jonathan Sigl, North Dakota Army National Guard Recruiting.

N.D. recruiters receive top honors

By Sgt. Maj. Steve Olson, Recruiting and Retention Sergeant Major



1st Sgt. Brad Heim

First Sgt. Brad Heim was recently recognized by Lt. Gen. Blum at a National Guard Bureau Ceremony as the top Recruiting and Retention NCOIC for Recruiting and Retention Area Command (RRAC) VI. RRAC VI is a seven state area that includes Alaska, Idaho, Montana, North Dakota, Oregon, South Dakota, and Wyoming.

The Master 7 is a prestigious competition available to all 54 states and territories. The award criteria consist of the three tenets of strength maintenance (recruiting, retention, and attrition management), NCO leadership skills, and management techniques. The competition culminates by identifying the top RR NCOIC from each of the seven Recruiting and Retention Area Commands from across the United States.

Heim is the first NCOIC from North Dakota to win at the RRAC VI level and represent the RRAC in Washington, DC. He has been assigned as a Recruiting and Retention NCOIC since February 2002. He and his wife, Barbara, reside in Fargo along with their two children, Kristina (16) and Tyler (6).



Sgt. 1st Class John Sayler

Sgt. 1st Class John Sayler was also recently recognized by Lt. Gen. Blum at a National Guard Bureau Ceremony as the Chief’s 54 for North Dakota in fiscal year 2005.

The Chief’s 54 is a prestigious competition available to Recruiting and Retention NCOs from all 54 states and territories. The award criteria extend beyond traditional recruiting percentages to consider skills such as prospecting, networking, presentation skills, and the ongoing care and concern for the new Soldiers they enlist.

Sayler has earned his place on the list of outstanding Chief’s 54 recipients from North Dakota. In this, his first full year recruiting in Mandan, SFC Sayler has distinguished himself

as North Dakota’s top Recruiting and Retention NCO, earning him the distinction as the North Dakota’s Chief’s 54 for Fiscal Year 2005.

Sayler and his wife, Angeline, both grew up in the Bismarck area. John and Angeline have been married for two years. They have one son, Kaden, who is nine months old.

BUILD YOUR TEAM!

Make \$2,500 Per Enlistment

Yes, YOU CAN collect on both the Guard Recruiting Assistant Program and the ND 500 Program for your first two enlistments!

Become a Recruiting Assistant and earn \$2,000 per enlistment under this program as a contractor for the Army National Guard.

Visit www.GuardRecruitingAssistant.com for more information and to qualify to become a Recruiting Assistant.

Earn \$500 from the North Dakota National Guard for personally introducing someone to your recruiter. Under the ND 500 program upon enlistment, the cash is yours. You may collect under this program on up to two enlistments.

Recruiting facts

- The NDARNG recruited 430 Soldiers from October 2004 to September 2005 (fiscal year 2005). Our goal was 560.
- Fiscal year 2006 NDARNG goal: 590 Soldiers
- The National Guard brought in 50,219 people in fiscal year 2005, 80 percent of its goal of 63,002. The active Army recruited 73,373 people, 92 percent of its goal of 80,000.
- The Army National Guard ended fiscal year 2005 with an end strength of 333,177, short of the congressionally directed end-strength of 350,000.
- Personnel declines attributed to mobilizations and deployments have not thwarted the Army National Guard in successfully meeting all mission requirements and continuing to support the global war on terrorism (GWOT).
- Since 9/11, the Army National Guard has deployed over 69 percent of its personnel in support of GWOT, homeland defense and state missions.

From Minot to Ghana

By Sgt. 1st Class Marvin Baker, 1-129th Mobile Public Affairs Detachment

Capt. Brent Naslund quickly acclimated to his new surroundings by taking photographs of city streets and elephants and meeting someone from North Dakota.

In October, Naslund began a new job as an official in the Office for Defense Cooperation in Accra, Ghana, a nation in West Africa with about 20 million people.

The former executive officer of the 164th Engineer Combat Battalion in Minot is the first Soldier in North Dakota to work full time in the state's partnership program with Ghana, a country about the size of Oregon, situated in northwestern Africa.

Naslund's tour of duty will be two years and his wife Jessica and their children Zachery and Abigail will also be going to Ghana after the holidays.

The Naslunds will be living in the U.S. Embassy in Accra, the capital city. He said the family discussed opportunities after he was offered this pioneering position and they decided to accompany the captain on his tour.

The North Dakota State Partnership Program began in 1993 with some of the former Soviet Bloc countries, but according to Naslund, Ghana was recently added to the list because numerous states have partnerships with African nations and Ghana was looking for a U.S. partner.

"The State Partnership Program is another tool for the Department of Defense that can be used to help national defense teams by putting a good face on America," Naslund said. "We decided it should be a

good opportunity."

In a nutshell, Naslund will be lining up future deployments and future training exercises. He'll be focused on the military aspects as well as civilian, and what he can do for North Dakota.

"The State Partnership Program is another tool... that can be used to help national defense teams by putting a good face on America,"

**Capt. Brent Naslund,
Bilateral Affairs Officer**

Few people in North Dakota are familiar with Ghana, however, according to Naslund, the residents predominately speak English and the family will have access to Armed Forces Television.

The nearest familiar city in Africa that is close to Ghana, is Lagos, Nigeria, about 250 miles east of Accra. Naslund, who is currently home for the holidays, has enjoyed his acclimation to a new society.

Ironically, when Naslund was in Ghana doing his orientation training, he stopped by an American school library to ask the librarian if he could take photographs to show his family back in North Dakota.

The librarian thought that would be OK, then asked Naslund where in North Dakota he was from. He told her Minot and the librarian said she was from Jamestown.

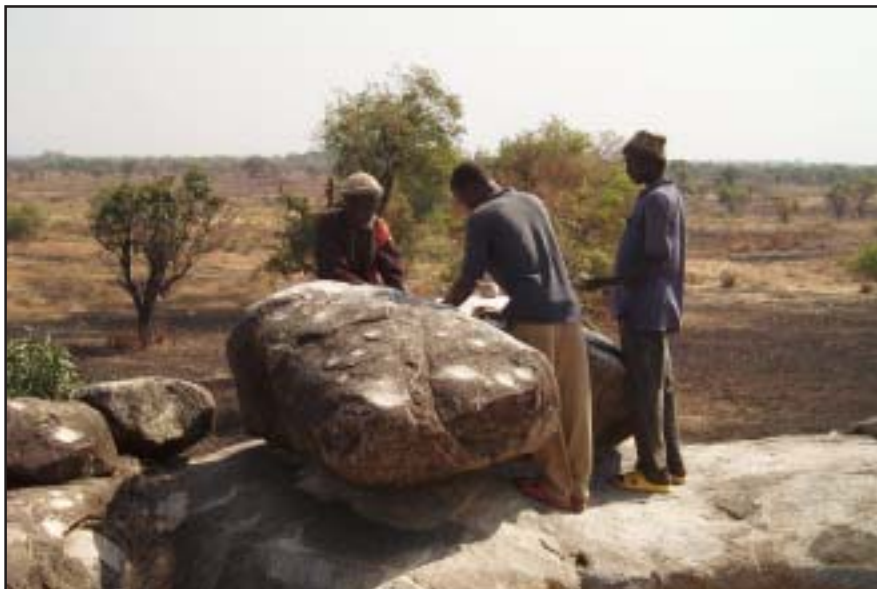


Photo by Capt. Brent Naslund

Ghanaians look at maps on a large rock in the west African nation.

Chaplain's Corner



What it means to be a hero

"Now, faith is the assurance of things hoped for and the conviction of things not seen."

-Hebrews 11:1

*By Chaplain (Col.) Jeff Franko,
Joint Force Headquarters*

Christopher Reeve was frequently asked after his first "Superman" movie, "What is a hero?" His answer was simple. At the peak of his stardom, he could answer that question easily: a hero was someone who commits an act of courage without considering the consequences.

Then his life changed. A riding accident left him paralyzed from the neck down, and he had to forfeit any notion he had of being a superman. (A notion, I might add, that we all have by thinking that we are invincible or that disaster always falls on others, but will never happen to us.) Once paralyzed, Reeve had to literally live the heroic life he had often been asked to define and, funny thing, his definition changed. No longer was heroism meant only for the courageous. No longer could consequences be unconsidered. He began to understand that heroes are ordinary people, no better than anyone else, who find the strength to persevere and endure in spite of overwhelming obstacles.

This holiday season will be marked with a magnitude of unsung heroes who are doing their best to keep on at keeping on. Hundreds of thousands of people will heroically continue to pick up the pieces of their lives after a tsunami or a hurricane or other natural disaster. The war-torn and the warrior alike will heroically continue to face dangers on a daily basis. The loved ones of the deployed will heroically continue to do what they have to do while they wait.

It is such heroic endeavors as these that Christmas calls forth from the world. Put in basic terms, this holiday of holidays is about the struggle of a simply and lowly couple, far away from home, seeking shelter to harbor them from a cruel world so that their blessed child can be born. It speaks of the strength to persevere and the spirit to endure overwhelming obstacles so that someday, one day, the world might open God's gift of amazing grace.

Safety is always first

*By Maj. Kurt Fleck,
Joint Force Headquarters Safety Officer*

As deployments and redeployments continue within the North Dakota National Guard (NDNG), we must continue to focus on the "safety" and well being of our Soldiers, airmen and families. There are numerous initiatives the Joint Force Headquarters Safety Office is working on. The following is a brief overview. We all know that POVs are still our number one killer of Soldiers and families, so we must do everything we can possibly do to prevent accidents. We have implemented the Defensive Drivers Course, which is required to be taken by all Soldiers.

Their families are able to take the course online as well, for a small fee. We have completed numerous "Operation Guardian Angel" briefs to family support groups and will continue to brief this program as requested. The NDNG is also enhancing its IDT lodging program to make it more suitable for Soldiers and their families. All of us should continue to focus on Risk Management, which the Command Readiness Center has changed to Composite Risk Management. It encompasses everything we do from soldiering to safety in the home. Another major initiative is establishing a ground safety position within each Battalion to enhance the safety culture within their respective commands. As we continue to fight the war on global terror, it is imperative that we look at what's going on around us and continue to emphasize the importance of taking care of Soldiers and their families. With a combined effort from everyone, we can achieve the ultimate goal of ZERO accidents within the NDNG.

The winter months can be challenging, so please take to moment to review "Winter Safety Tips" on our Web page. You can also find out information about all the new initiatives within the JFND-Safety Office. Our Web page is located under the Adjutant General, JFND-SSO. Have a Safe Year!

'Tis the season for giving to ERF

*By Melissa Bohl,
State Lead Volunteer*

The hard work and dedication of our Soldiers and Airmen have made us keenly aware of the sacrifices that are made for the readiness of our North Dakota National Guard. Our Soldiers and Airmen are strong and seemingly invincible. Occasionally, unexpected events shake a Guard family. For this reason, the NDNG Foundation Emergency Relief Fund (ERF) was created.

The ERF is a non-profit charitable organization whose purpose is to provide financial support in sudden and unforeseen emergency situations, such as natural disasters, accident, illness, fire, theft, etc. All NDNG Soldiers and Airmen and their dependents are eligible for this assistance.

Based on fund availability, the ERF provides one grant annually per Guard family. To qualify for the grant, several documents must accompany the application. Family Assistance Centers across the state or the Retention NCO at the ND Air National Guard in Fargo can assist you with the application process. All applications for emergency financial assistance will be kept confidential in a manner consistent with Army Regulation 340-21 or Air Force Instruction 12-35. Information is only disclosed if required under state or federal law.

The NDNG Foundation Emergency Relief Fund is available to help Guard families through difficult times. Remember this organization when making your holiday donations. Donations are tax-exempt and 100 percent of donations go directly to the ERF. More importantly, please help increase awareness of this remarkable organization. We are One Guard One Family.





What's inside	
1	The growing Guard
2	Udland promoted to Brig. Gen.
3	ADA Soldiers return home
4	N.D. Guard to host youth event
6	New recruiting initiative
7	From Minot to Ghana

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2006 RESERVE DRILL PAY Reserve and National Guard members would get a drill-pay increase of 3.1 percent effective under the 2006 defense authorization bill taking shape in Congress. There is a chance the bill will not be completed in time for the raise to take effect as scheduled on Jan. 1; if that happens, the raise would be made retroactive to that date whenever the bill is enacted. Rates shown are for four drills, a typical weekend for reservists.

Grade	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned officers															
O-10 *	-	-	-	-	-	-	-	-	-	-	-	1,709.16	1,709.16	1,709.16	1,709.16
O-9	-	-	-	-	-	-	-	-	-	-	-	1,558.60	1,581.00	1,613.48	1,670.08
O-8	1,102.80	1,138.92	1,162.88	1,169.60	1,199.48	1,249.48	1,261.08	1,308.56	1,322.16	1,363.04	1,422.16	1,476.72	1,513.16	1,513.16	1,513.16
O-7	916.36	958.92	978.64	994.28	1,022.64	1,050.60	1,083.00	1,115.32	1,147.72	1,249.48	1,335.44	1,335.44	1,335.44	1,335.44	1,342.20
O-6	679.2	746.16	795.12	795.12	798.12	832.36	836.88	836.88	884.44	968.52	1,017.88	1,067.20	1,095.28	1,123.68	1,178.84
O-5	566.2	637.82	682	690.28	717.8	734.32	770.56	797.16	831.48	884.08	909.08	933.84	961.92	961.92	961.92
O-4	488.52	565.52	603.24	611.68	646.68	684.24	730.96	767.44	792.72	807.24	815.68	815.68	815.68	815.68	815.68
O-3	429.52	486.92	525.56	573	600.4	630.52	650.04	682.12	698.76	698.76	698.76	698.76	698.76	698.76	698.76
O-2	371.08	422.68	486.8	503.24	513.6	513.6	513.6	513.6	513.6	513.6	513.6	513.6	513.6	513.6	513.6
O-1	322.16	335.28	405.28	405.28	405.28	405.28	405.28	405.26	405.26	405.26	405.28	405.28	405.28	405.28	405.28
Commissioned officers with prior service as enlisted members or warrant officers															
O-3E	-	-	-	573	600.4	630.52	650.04	682.12	709.12	724.6	745.72	745.72	745.72	745.72	745.72
O-2E	-	-	-	503.24	513.6	529.96	557.52	578.88	594.76	594.76	594.76	594.76	594.76	594.76	594.76
O-1E	-	-	-	405.28	432.84	448.8	465.16	481.24	503.24	503.24	503.24	503.24	503.24	503.24	503.24
Warrant officers (Army, Navy, Marine Corps)															
W-5	-	-	-	-	-	-	-	-	-	-	-	762.68	788.84	815.08	841.48
W-4	443.84	477.48	491.2	504.68	527.92	550.84	574.12	596.76	620.2	656.96	680.48	703.48	727.32	750.8	774.8
W-3	405.32	422.24	439.52	445.24	463.4	484.2	511.64	538.72	567.52	589.12	610.64	619.88	629.44	650.24	671
W-2	356.52	376.88	394.72	407.64	418.76	449.28	472.6	489.92	506.84	518.44	528.2	546.76	565.2	583.88	583.88
W-1	314.84	340.6	357.84	369	398.72	416.64	432.52	450.24	462	472.64	489.96	503.08	503.08	503.08	487.96
Enlisted members															
E-9	-	-	-	-	-	-	536.28	548.44	563.76	581.8	599.92	629.04	653.64	679.6	719.2
E-8	-	-	-	-	-	439	458.44	470.44	484.84	500.44	528.6	542.88	567.16	580.64	613.8
E-7	305.16	333.08	345.84	362.76	375.92	398.6	411.32	424.04	446.72	458.08	468.84	475.44	497.68	512.08	548.48
E-6	263.96	290.4	303.24	315.68	328.68	358	369.4	382.04	393.16	397.08	399.8	399.8	399.8	399.8	399.8
E-5	241.88	258.04	270.48	283.28	303.16	320.28	332.88	336.88	336.88	336.88	336.88	336.88	336.88	336.88	336.88
E-4	221.72	233.08	245.68	258.12	269.12	269.12	269.12	269.12	269.12	269.12	269.12	269.12	269.12	269.12	269.12
E-3	200.16	212.76	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6	225.6
E-2	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32	190.32
E-1	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8	169.8

E-1 with less than four months: 157.08

Source: Defense Department, ATPCO research