

Warrior Ready

Iowa National Guard / April 2016



Lean in '16

Are you ready for the challenge?



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Warrior Ready

April 2016

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On the Cover

Are you ready for the Lean in '16 challenge? 1st Sgt. Robert Vogel, first sergeant for Company A, 334th BSB works a kettlebell during a recent workout at the Camp Dodge Wellness Center. The Lean in '16 Campaign is geared to improve the overall health and wellness of all Iowa National Guard Soldiers. (Iowa National Guard photo by Master Sgt. Duff E. McFadden)

Soldier '2020'

Truths and myths

What is Soldier '2020'
and what will it mean
to all of us as Soldiers?



Maybe you've never heard of Soldier '2020. I have to be honest, I really didn't know much about it until a month ago when Maj. Gen. Tim Orr and I attended the U.S. Forces Command (FORSCOM) – U.S. Army Training and Doctrine Command (TRADOC) Senior Leader Summit at Fort Bragg, N.C.

As far as I could see, It wasn't a widely-discussed process prior to that summit, but it's quickly exploded into a new way of doing business for the future. I think this is a topic that'll be of great interest to all of our leaders and Soldiers.

So, I will now answer your first question. Soldier 2020 is the initiative the U.S. Army has been working since 2013, opening combat roles to women. A major portion of the plan was to re-evaluate existing physical standards where they existed, establish them where they didn't, and validate gender-neutral standards for all Army jobs.

Prior to this initiative, there were no definitive physical standards established to serve as an 11B (Infantryman), a 19D (Cavalry Scout), or in many other Military Occupational Specialties (MOS). TRADOC conducted extensive testing and research to determine the

physical and physiological demands required for Soldiers on specific task performance. This validation will dramatically change how we think about being a Soldier and how we think about physical readiness.

What started as a process to carefully research, identify, and detail physical requirements also identified the fact that a lot of Soldiers experience training-related injuries because they're not physically prepared for the job they signed up to do – this includes both male and female Soldiers in a variety of MOSs/Army Occupation Codes (AOC).

The plain truth is there's a physical component to being a Soldier in the Total Army, where we have 10 percent of our force that's non-deployable; 80 percent of those identified as non-deployable are due to physical or medical issues.

This initiative will also debunk one of the primary myths regarding integrating women into combat roles – that standards are going to be lowered. Army leadership is staunchly committed to establishing clear, updated standards, measured against combat requirements that will better match today's Soldiers – both men and women – with the demands of specific MOSs.

A deliberate and methodical plan has been developed to match the right Soldier to the right job that best fits their physical ability.

According to Gen. Robert W. Cone, TRADOC commanding general, when Soldier 2020 was initiated, "Using a standards-based approach, Soldier 2020 aims to remove barriers, thereby giving every Soldier the opportunity to serve in any position, where he or she is capable of performing to the standard."

So, what does it mean to us? First, it'll assist in overcoming the primary obstacle to integration – the culture and tradition of conventionally all-male organizations and the belief that female Soldiers aren't able to do the same things as our male Soldiers. While it's true not all females can do the same things as male Soldiers, it's also true some females can, and just want the chance to compete equally.

The second impact is implementation

Soldier '2020'
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Supply by the Numbers:

Story and photos

by Master Sgt. Duff E. McFadden

Army supply and logistics is not for the faint of heart. Once supply or logistics personnel receive, inventory, store, and issue supplies and equipment, they also have to maintain an automated supply system that accounts for all those items.

They also ensure millions of dollars of supply flows freely, smoothly, and most importantly, accurately, throughout their organization.

However, when it comes to supply and logistics, Joint Forces Headquarters (JFHQ) Soldiers can readily depend on Sgt. 1st Class Harold G. Tackett, 51, Senior Supply Sergeant, of Runnells, Iowa and Sgt. 1st Class Daniel Aguirre, 33, Supply Sergeant, of Altoona.

These two Soldiers manage the day-to-day logistical support for the Iowa National Guard's JFHQ, United States Property and Fiscal Office (USPFO), Warehouse 12, Employer Support for the Guard and Reserve (ESGR), Education Office, Identification Card Section, the U.S. Army Operation Support Airlift Command (OSACOM) and 671st Troop Command.

Within JFHQ alone, they service nearly 300 Soldiers, 54 percent of whom are officers. All told, this Camp Dodge duo is ultimately responsible for more than \$21 million worth of equipment and supplies.

Recently, they were presented the regional Chief of Staff, Army, Supply Excellence Award (SEA), which recognizes supply excellence at the organizational level.

"It's validation that we're good at what we do," Tackett said. "We've won the regional competition, after going up against seven other states. Now we go on to the national level."

While recognition is always nice, their biggest impact is in servicing Soldiers through the day-to-day operations of a fluid, functioning, logistics system.

Need examples?

JFHQ received 93,000 items from the Defense Reutilization Management Office, worth approximately \$840,000. Those items were then re-issued to units throughout the state, making a huge impact on spending, while putting the equipment to good use. They've scored 100 percent on their Physical Security Inspections over the last two years, as well as on their Command Supply Discipline Program.

According to Tackett, if there's any one key to running a successful supply operation, it would have to be organization.

"To be successful, you have to be well organized. You have to be on top of all your suspense and you have to answer all your service calls. Your semi-annual key inventory must be done, as well as your clothing validation.

"You have to be really, really, organized in supply," he added. "If you're not organized, you'll have nothing but chaos. You simply have to pay attention to detail on a daily basis."

Tackett's been involved with supply throughout his entire military career, beginning with his first Active Duty Army assignment in Okinawa, Japan. After leaving the U.S. Army in 1992, he joined the Iowa Army National Guard the very next day. A native Ohioan, his wife's family lived near Mason City.

A 22-year Iowa National Guard member, as well as serving in the Active Duty Army for 11 years, Tackett has seen or done just about everything when it comes to supply.

"We're simply doing our job and adhering to the standards set forth by



Sgt. 1st Class Harold G. Tackett, Senior Supply Sergeant, prepares to issue ammunition during the Proficiency (Das Abzeichen für Leistungen in Dodge, in Johnston.



It's business as usual for Sgt. 1st Class Daniel Aguirre, Supply Sergeant from Altoona, Iowa, as he checks inventory checklist.

Not for the faint of heart



Supply Sergeant, at Joint Forces Headquarters, German Armed Forces Badge for Military (Truppendienst) competition, held at Camp



Daniel Aguirre, 33, a JFHQ Supply Sergeant, unloading equipment against the inven-

Army and National Guard regulations. There are too many young supply sergeants today who have been suddenly thrust into new jobs and left to fend for themselves. They need to have mentoring sessions.

“You have to mentor junior logisticians on how to do their job and how to do it proficiently. Once you get the basics down, it’s easy,” he said.

One such Soldier is Tackett’s right-hand man. A 14-year Iowa National Guard veteran, Aguirre has been a member of the JFHQ supply team since July, when his position moved from the 671st Troop Command and was incorporated with JFHQ.

Aguirre joined the Iowa National Guard in 2001, during his senior year at Ankeny High School. He originally served as a supply technician with the 186th Military Police and then became a supply sergeant for the 671st Troop Command. He began looking into a full-time, Active Guard and Reserve (AGR) position, so he reclassified into the Unit Supply Specialist (92Y) field.

In July, he volunteered to move to Joint Forces Headquarters to assist JFHQ with supply issues. After all, he figured, helping JFHQ with their supply issues would help him with his unit-specific issues.

“Sgt. Tackett knows everything there is to know about supply,” Aguirre said. “Anything I can learn from him definitely helps me. He mentors me, he gives me advice, he answers any and all of my questions.

For them, there are no such thing as a “typical work day.” An automated property book problem may arise, just as easily as a supply, repair, or purchasing issue. They may have to support the Command Retreat one day, prepare weapons and ammunition for the qualification range the next, while getting ready for the Iowa State Fair

Military Day parade.

While having only two supply personnel servicing so many units can provide unique supply challenges, Tackett is confident he and Aguirre are up to the task.

“While a normal unit usually has three full-time people providing support for fewer people, here there are two Soldiers who have a lot of people to support on a daily basis.

“Daniel can do everything I can do, from credit card purchases for local purchases, to dispatching out a vehicle. I’m in charge ultimately and I oversee everything that comes in and out. Between the two of us, we provide a much better customer service.”

According to Aguirre, the best part of their job is, “Taking care of the people, Soldiers, customers and outside organizations we assist. We help with the Reserve Officers Training Corps (ROTC) loan agreements with the University of Iowa, Iowa State University and University of Northern Iowa. We also support the Recruiting and Retention Branch with the Recruit Sustainment Program.

In fact, Aguirre said, their work load can be pretty challenging,

“It’s pretty amazing how much stuff gets accomplished during the week in order to get ready for a drill weekend. You have to be really fluent in multi-tasking and in working under pressure,” he said.

Supply

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Iowa National Guard facility helps produce next generation of Total Army technicians

Story and photos by
Master Sgt. Duff E. McFadden

For today's Army to grow their next generation of skilled mechanics and diagnosticians, it takes proper training, knowledgeable instructors, certifiable skill sets, and a basic understanding of schematics and technology.

And that's where the Iowa National Guard's Sustainment Training Center may well play a key role in helping develop those future Total Army technicians.

On Feb. 19, Maj. Gen. Flem B. Walker, Jr., the Deputy Chief of Staff, Logistics (G-4) for U.S. Army Forces Command, toured the Camp Dodge facility, located in Johnston, Iowa.

Walker's visit comes on the heels of Gen. Robert Abrams' earlier visit to the STC. Abrams was the first U.S. Forces Command commander to visit Camp Dodge since 1993, when Gen. Dennis Reimer visited the state-of-the-art facility.

The STC, along with the Mission Training Complex – Dodge, provides collective-level training to support battalions, distribution companies, field maintenance companies, support maintenance companies, brigade support medical companies and infantry brigade combat teams. Originally established in 1991, it's since evolved into a one-stop shop for all sustainment training needs.

Lt. Col. David Babb, the Sustainment Training Center commander, briefed Walker on the many facets that make up the collective technical and tactical sustainment unit training, and individual technician training at this one-of-a-kind facility.

Unfortunately, Walker said, many



Maj. Gen. Flem B. Walker, Jr., the Deputy Chief of Staff, Logistics (G-4) for the U.S. Army Forces Command, observes students training at the Sustainment Training Center, located in Johnston, Iowa. More than 4,800 Soldiers pass through this facility on an annual basis.

active duty units are unable to train here because of their high operations tempo. Often, those brigade support battalions have to travel with their brigades and don't have the opportunity to come to Iowa.

Babb pointed out that during the last rotation, nearly 100 active duty Soldiers from the 584th Support Maintenance Company (part of the U.S. Army's 101st Airborne Division) from Fort Campbell, Ky. trained here.

Following the briefs, Walker was given a tour of the Center's technology training and allied trades areas, followed by a visit to the Rough Terrain Container Handler (RTCH) training center, complete with its two RTCH simulators.

Fewer distractions, a low teacher-to-student ratio, and interactive, hands-on

training highlight a superior training environment. For example, in the tracked vehicle course, there's a one-to-four, teacher-to-student ratio, with a total of eight students making up each two-week class.

Walker was able to talk with a few of the instructors from the 15 technician courses STC offers to the more than 12,000 federal technicians within the 54 states and territories. Each course features a digestible, 80-hour curriculum.

According to Mike Bacino, Director, National Guard Services and former STC commander, these unique STC programs feature "old school," hands-on training.

"Approximately 65 percent of all training is done on the vehicle itself, with the other 35 percent in the

classroom. They see it, touch it, and work on it. They troubleshoot it, isolate the problem, identify it, and then repair it from their schematics,” he said.

“Our courses are much richer in content today than they were back in day one. That’s a benefit, thanks to the constructive feedback from our students.”

Among the many military vehicles students can dirty their hands on are eight Abrams tanks, ranging from an M1A1ED to an M1A2SEPV2. There’s also a Bradley Fighting Vehicle (BFV) M2A3 on loan from Tank-automotive and Armaments Command, as well as the RTCHs. The Center is also hoping to receive a pair of Stryker vehicles within the next 90 days.

“Word is getting out about what this Camp Dodge facility does for our Total Army and it’s important to all our components – the Active Duty, U.S. Army Reserves and National Guard,” said Walker.

“It’s a very impressive operation,” he added.

There is a distinct possibility that an asset such as Iowa’s STC could

become an even more valuable training resource within the Total Army Concept.

Following his early February visit, Abrams emphasized the importance of four fleets – the Bradley, Stryker, Paladin and M1A2 Abrams tank. The STC currently trains Soldiers on two of those vehicles and could conceivably widen its training base with an increase of instructors and equipment, benefitting all components of today’s Army.

What is envisioned, however, is a

program much akin to that of the Master Gunnery (J3) program, where students attend a residence course and attain a skill identifier. In this particular case, it would be directed at staff sergeants and sergeants first class, as well as warrant officers, who would then earn certification as a Master Diagnostician.

“This is mission essential, it’s building the bench for future Army maintenance,” Walker said. “Maintaining equipment to the Army standards is a tough task. It’s all about getting back to the basics.”



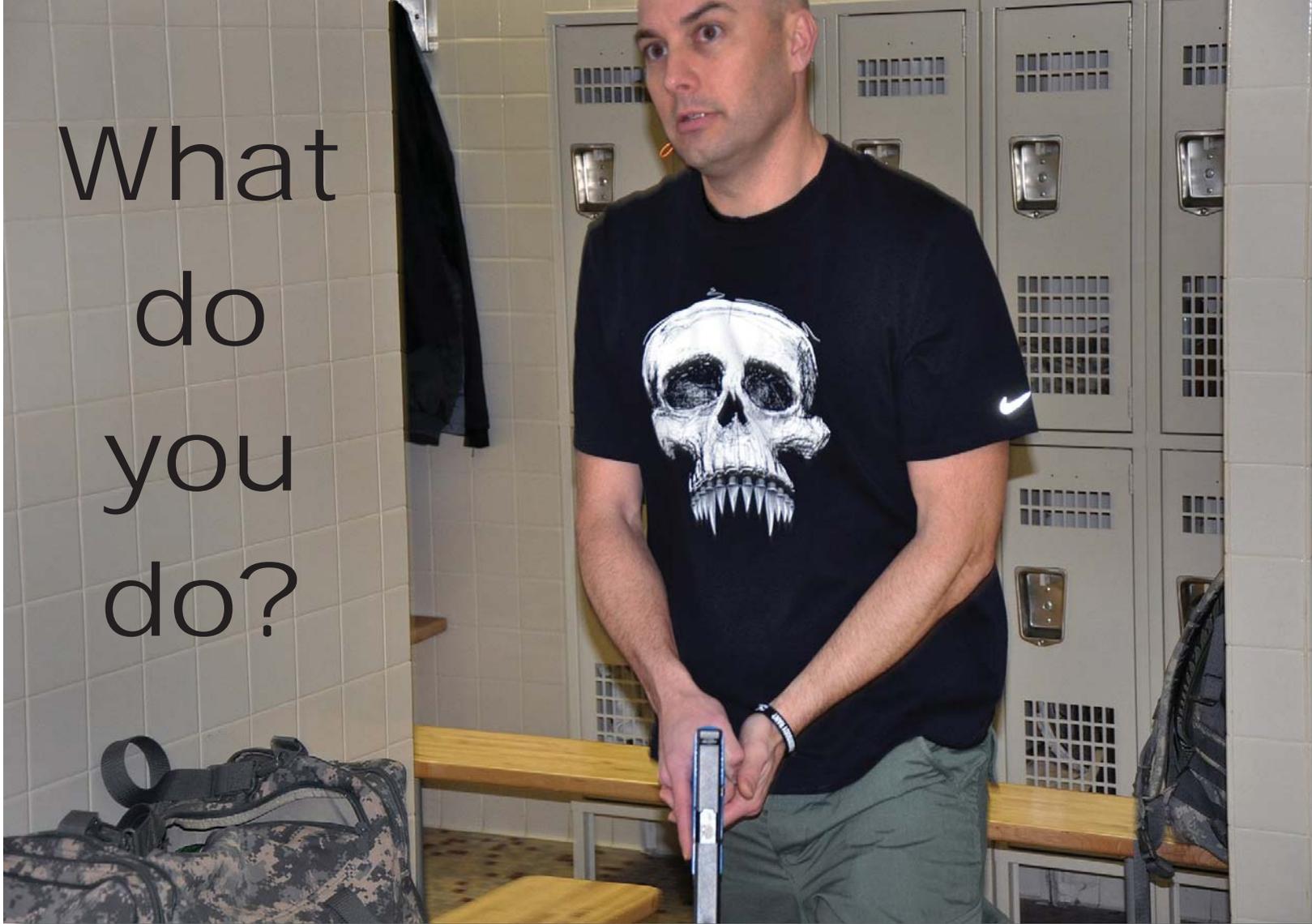
(Left) Rough Terrain Container Handler (RTCH) Instructor Josh Asher explains the details of a RTCH engine to Maj. Gen. Flem B. Walker, Jr., the Deputy Chief of Staff, Logistics (G-4) for U.S. Army Forces Command. Walker toured the Camp Dodge facility during a recent visit. (Below) Walker consults with U.S. FORSCOM staff members, CW5 Martin Olinger and CW5 Rick Myers during his visit. The STC provides collective-level training to support battalions, distribution companies, field maintenance companies, support maintenance companies, brigade support medical companies and infantry brigade combat teams.

“This is mission essential, it’s building the bench for future Army maintenance. Maintaining equipment to the Army standards is a tough task. It’s all about getting back to the basics.”

'Maj. Gen. Flem B. Walker, Jr. U.S. FORSCOM Logistics



What
do
you
do?



When an active shooter strikes?

by Master Sgt. Duff E. McFadden

From the Cinemark Century 16 Theater in Aurora, Colo., to San Bernardino, Calif.'s Inland Regional Center, America has seen a discernible increase in active shootings. Even the military is not immune to this violence, as evidenced by the Readiness Processing Center shootings at Fort Hood, Texas on Nov. 5, 2009, where 13 people were killed and 32 wounded.

According to a Federal Bureau of Investigation (FBI) "Study of Active Shooter Incidents in the United States between 2000 and 2013," of the 160 incidents studied, there was an average of six active shootings each year during the first half of the study. During the second half of the study, there were

more than 16 shootings per year.

During that same time, there were 1,043 casualties, including 486 killed and 557 wounded, not including the shooters. Seventy percent of those incidents occurred in either a commerce/business or education environment.

Recently, the full-time staff at the National Guard Readiness Center in Iowa City, Iowa received "ALICE" active shooter training from the Iowa City Police Department. Police officials have been working with area schools, businesses, churches and other organizations to educate staff on violent intruder responses. The Iowa City Soldiers quickly learned what to do if there was an active shooter within the approximately 93,000-square foot Readiness Center.

Besides serving as an armory, the Iowa National Guard facility provides access for prospective recruits and their parents, servicemembers and military family members wanting to update military identification cards, and is often used for public facility rentals.

"This is training everyone needs. Not just those in the National Guard, but for everyone within the community," said Sgt. Jorey Bailey, Assistant SWAT Team Commander, Iowa City Police Department.

Iowa City Soldiers faced a variety of scenarios during the seven-hour session, ranging from agitated visitors carrying concealed weapons to a disgruntled employee seeking vengeance against co-workers. Weapons consisted of non-lethal track and field starter's

pistols firing blanks, to a plastic “cap” gun. Each scenario ran for three to five minutes, followed by an after-action review.

While facing an aggressive, hostile shooter brings an element of danger into your “home,” ALICE training is merely part of the “bigger box of tools” available for use in these situations, Bailey noted.

ALICE stands for:

Alert – Use plain and specific language to alert others to the danger;

Lockdown – Barricade the room in order to protect yourself from intruders, if there is no opportunity for a safe escape;

Information – Communicate the intruder’s location and direction in real time. Provide a physical description of the intruder, or intruders, as well;

Counter – Create noise, movement, or distractions, with the intent of reducing the shooter’s ability to shoot accurately;

Escape or Evacuate – When safe to do so, remove yourself from the danger zone.

Bailey reminded the Soldiers there is never any “one” set answer. Each and every situation is, by nature, very fluid, so those in harm’s way need to be alert for changes as the situation evolves and information becomes available.

In fact, communication plays a key role in active shooter situations. As soon as possible, Bailey recommends dialing 911 and providing officials as much information about the situation as you can, including where you are located, to include building and room numbers.

Once police arrive at the scene, he said their focus is on finding the shooter. For anyone barricaded in an office, law enforcement will breach the door, rather than attempt to induce those inside into opening it.

Despite the highly stressful day, Sgt. 1st Class Brandon Keeler, an Iowa

National Guard recruiter, believed this training gave a better understanding of what individuals could realistically face in their armory workplace.

“It’s quite a bit different from a mobilization,” Keeler said. “If we have an active shooter in our facility, how do you react? What do you do? Today, it’s not so much a question of if, but a question of when.

“Going through all these different scenarios teaches you to expect the unexpected. I think we’re much better prepared if such a situation were to occur here,” Keeler said.

“This has been a great opportunity for our Iowa City garrison full-timers to look at every action plan and building plan we have,” said Lt. Col. Jason Wisheart, 67th Troop Command commander.

“We’re used to Army weapons and tactics,” he said, “but not used to having an active shooter in our building, in our work environment. However, we were able to put every action plan in action and allowed our Soldiers to work together as a team to prepare for any situation such as this.”

Bailey said he felt the training went

very well on several levels. “There was a huge learning curve on the National Guard side, but after working with local law enforcement, both sides learned a lot from this collaboration. I would like to continue this collaboration into the future,” he said.

Everyone agreed the feedback following each scenario was perhaps the most invaluable part of the training.

“It was great seeing those undergoing the training with ideals beneficial to them and their teammates,” Bailey said. “After all, who better knows their workplace than the full-timers who work there?”

Wisheart said what his Soldiers accomplished when they talked together as group was just as important as what they saw in training.

“It all has value,” Wisheart said. “What did we do wrong? What did we do right? How do we fix these? We also got their invaluable perspective on what they face on an almost daily basis.

“I want to thank the Iowa City Police for their experience and expertise,” he added, “and for working with our Soldiers in a very real-world environment dealing with shooters.”



Members of the Iowa City Police Department discuss their next scenario at the Iowa City National Guard facility. The Iowa Army National Guard's Douglas Rossell, Antiterrorism Program Manager and Sgt. Zachary Schultz, Physical Security Manager (left), served as observers during the seven-hour session of active shooter training. (Photo by Master Sgt. Duff E. McFadden)

Sustainment Training Center catches eye of 1st Army leaders

From wheeled and tracked vehicle repair to ammunition handling, from petroleum distribution to Tactical Combat Casualty Care and Unified Land Operations, the Sustainment Training Center located at Camp Dodge has become nationally-recognized as a unique, one-stop shop for all U.S. Army sustainment training needs

by Master Sgt. Duff E. McFadden

Army officials are intrigued with the prospect of expanding STC's training footprint in order to provide more proactive, cost-effective training for today's Total Force, encompassing the active duty Army, U.S. Army Reserve and Army National Guard.

Within the past two months, Army Gen. Robert Abrams, the U.S. Forces Command commander and Maj. Gen. Flem B. Walker, Jr., the Deputy Chief of Staff, Logistics (G-4) for U.S. Army Forces Command have visited the Iowa training complex.

Most recently, it was Command Sgt. Maj. Sam K. Young, the 1st Army command sergeant major. Young, who travelled from Illinois' Rock Island Arsenal, previously toured the Camp Dodge facility in 2014. Unfortunately, Young said, all he was able to see during his first visit was some of the



Command Sgt. Maj. Sam K. Young (center), the First Army command sergeant major, observes just one of the many realistic, anatomical training aids used as part of the Iowa Army National Guard's Sustainment Training Center medical training. By utilizing modern "cut suits," Army medics are able to use hands-on training in learning how to emplace chest tubes or even trachea tubes at the Camp Dodge training facility in Johnston, Iowa. (Iowa National Guard photo by Master Sgt. Duff E. McFadden)

warrant officer individual training.

"This visit," Young said, "I actually got to see a Brigade Support Battalion (BSB) going through a culminating training event. I got to go out to the field and see an actual sling-load operation, I got to see the delivery of palletized equipment, and I got to see the linkage between the Charlie Med (battalion medical company), the headquarters and everybody else training. So it really showed you how the total exercise comes together and the training for the battalion as a whole."

Young was also able to observe Soldiers from the 53rd Brigade Support Battalion and the 779th Forward Support Company, both from the

Florida Army National Guard, perform annual training.

The four-acre STC provides collective-level training to support battalions, distribution companies, field maintenance companies, support maintenance companies, brigade support medical companies, and infantry brigade combat teams. More than 4,800 active duty Army, U.S. Army Reserve and Army National Guard Soldiers pass through the STC on an annual basis.

"The trip today was to observe the training going on with the BSB units," Young said. "What we are trying to do is find ways to economize the training for a BSB while maximizing their time. For instance, during Annual Training,

how can we get the biggest bang for our buck, how can you get the most training out to each level, so the lowest Soldier doesn't feel like he wasted his time?

“At the end of the day, when a Soldier goes to take his boots off he should have confidence in his unit, confidence in his training, and confidence in his equipment. And that's what we're looking for,” said Young.

While most focus on the collective training piece early in the planning process, STC generates a hand-tailored, unit-specific training curriculum based upon the incoming unit commander's intent, their force structure and the equipment they have available. Once that training is completed, the commander receives a comprehensive unit evaluation.

Using weapons repair as one example, the STC trains unit armorers on weapons ranging from a pistol all the way up to an M777 howitzer. According to Lt. Col. David Babb, the Sustainment Training Center commander, STC's critical role in an ideal world is to train armorers in a Forward Support Company to a higher level of realism, providing multi-echelon, hands-on training focused on completing their arms mission the right way, rather than simply performing mission support for the unit.

One part of that ongoing process involves STC ultimately determining “What right looks like.”

“By working with the G3 (Operations) and G4 (Logistics) communities, as well as the Joint Readiness Training Centers and National Training Centers, the STC is attempting to integrate those 'best practices' into our training, all the while building upon those relationships to ensure we do what's right,” Babb said.



(Top photo) Command Sgt. Maj. Sam K. Young (left), the First Army command sergeant major, observes Soldiers from the Florida Army National Guard conducting annual training at the Iowa Army National Guard's Sustainment Training Center, located at Camp Dodge in Johnston, Iowa. More than 4,800 active duty Army, U.S. Army Reserve and Army National Guard Soldiers from across the country train at the STC on an annual basis. (Bottom photo) Young speaks with Chief Warrant Officer 3 Rick Tucker, the Supply Support Activity officer during sling load training. Tucker was serving as the Officer-in-Charge during the sling load and aviation hot refueling operations being taught to Soldiers from the Florida's 53rd Brigade Support Battalion. The STC generates their unique, hand-tailored, unit-specific training curriculum based upon the incoming unit commander's intent, force structure and the equipment they have available. (Iowa National Guard photos by Master Sgt. Duff E. McFadden)

CSM Young visit

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SAPR refresher training keeps Victim Advocates up-to-date

by Staff Sgt. Matthew T. Doyle
132nd Wing

The Iowa National Guard hosted Sexual Assault Prevention and Response (SAPR) Refresher Training March 3-4 at Camp Dodge in Johnston, Iowa. This training allows SAPR Victim Advocates (VA) to attain 16 hours of refresher training to maintain their Department of Defense Sexual Assault Advocate Program certification.

SAPR VAs provide services and support to survivors of sexual assault, which strengthen their resilience and instill confidence and trust in the reporting process, for both restricted and unrestricted reports. Restricted reports are confidential, but not anonymous and unrestricted reports are shared with the commander and investigated by Military Criminal Investigation Organizations.

Military members, including representatives from the Air and Army National Guard and Army Reserve from all over Iowa, as well as Minnesota and Michigan, attended the two-day training. Three of the 132nd Wing's seven VAs, Master Sgt. Becky Starmer, Master Sgt. Tina Bizios and Tech. Sgt. Molly Skovronski also completed this training.

Leaders of the event were Capt. Erin Doyle, Joint Forces Headquarters Sexual Assault Response Coordinator (SARC), and Sgt. Maggie Passer, JFHQ Victim Advocate Coordinator. They used Powerpoint briefings, case studies, group discussions and guest speakers as part of their training.

All aspects were covered, allowing members to be as efficient as possible,



especially when in a deployed environment. Topics such as a commander's responsibilities, victim rights, legal issues, and how to best care for the victim as VAs take them through the process.

"In each class there were questions and discussion, but there were sessions that were meant to specifically generate dialogue between advocates," said Starmer, the 132nd Wing Victim Advocate. "There were a few heated discussions, but that just shows that we have many people who feel strongly about the crime of sexual assault and the need to provide for the survivors," she said.

When the program began in 2007, advocates received military certification. Now, the VAs go through a similar certification as a civilian advocate would, in addition to classes with the primary focus on "military sexual assault."

This DoD program is certified through the National Organization for Victim Assistance. In addition to the 80 hours of initial training (increased from

40 hours at the programs start) each advocate must complete 16 hours of continuing education each year.

While most of this refresher training is truly a refresher, there were some new resources unveiled. One is www.crisistextline.org, which allows anyone to text 741-741, where they'll receive assistance from a certified counselor or advocate. This allows a person to send a text for help discreetly. It's quick and private, while providing the help you need.

Starmer hopes to continue as a VA after she retires and will start working towards her National Advocate credentialing program her last year before retirement.

Members of the 132nd Wing finding themselves in a crisis are encouraged to reach out to Jenny Schoer, Wing Director of Psychological Health, or any chaplain, for a VA. Major improvements to the program have been made since it first launched, and there's a team of caring people waiting to help.

BE fierce strong lean in '16

by Lydia Erb
Health Promotions Manager

The Iowa National Guard took on a new look this year. It's fierce, it's strong, it's "Lean in '16."

The Lean in '16 campaign is geared to improve the overall health and wellness of all Iowa National Guard Soldiers. The campaign is not about being the fittest, strongest, or most physical individual in your unit, but rather about being a team, a battle buddy, and a true Iowa National Guard Warrior.

Lean in '16 was implemented in January and is well underway. As of March 2016, there are 42 units with trained Health Promotion Non-Commissioned Officers. These individuals are the unit subject matter experts and a resource to the Commander. They're to assist and motivate individuals to pass their Army Physical Fitness Test (APFT) and height and weight Standards.

Additionally, Health Promotion NCOs hold those Soldiers accountable who are struggling and provide support to help them pass. During their training,



they are taught nutrition basics, goal setting, motivational interviewing, fitness tips, and more.

There will be two more Health Promotion Workshops within this Fiscal Year (FY) with the overall goal of having 102 Soldiers trained as Health Promotion NCOs by the end of FY 2016.

The Campaign doesn't stop there. One component of the Lean in '16 program

includes monthly challenges. These challenges allow units to encourage one another to reach their highest potential in specific exercises, although, there's a bonus for Soldiers with the top score in the Iowa National Guard.

They'll receive recognition from Senior Leadership, as well as having the opportunity for Senior Leadership to participate in physical training with their unit.

As of April 2016, there have been a total of three Lean in '16 monthly challenge winners. In January, Sgt. Robert Kargle from Company C, 2/147th Aviation won after holding a straight arm plank for 18 minutes and 34 seconds.

In February, Pvt. 1st Class Leon Belzer from Headquarters and Headquarters Company, 224th Engineer Battalion earned first place by doing 103 sit ups

Lean in '16

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Family fitness with young children

As a parent of young children, your time may not always feel like your own. Despite efforts to stay on top of your family's schedule, it may seem like there's always another mess to clean or mouth to feed.

Finding time to exercise... well, let's just say it rarely makes it to the top of your to-do list.

But here's the thing: you don't have to choose between spending time with your children and your physical fitness. Regardless of your fitness level, there are ways to include your family in your active lifestyle, which ultimately sets a positive, healthy example for your kids.

Rather than juggling schedules with your spouse or going through the expense of finding a babysitter just to fit in some activity, try these ideas for exercising if you have young children.

Fitness with a baby

Put your baby in a stroller and take a brisk walk. You'll get exercise, your child will enjoy a change of scenery and you'll both get some fresh air.

Invest in a jogging stroller. Once your child is old enough, a jogging stroller is a great way to pick up the pace and improve your cardiovascular fitness.

Check out upcoming walks, fun runs or races. See if your community or Morale, Welfare and Recreation activity offers a stroller-friendly option.

Hike with a baby carrier. There are numerous options that allow you to safely strap your child to your chest or back so you can enjoy a hike.

Fitness with a toddler/child

Check with Morale, Welfare and Recreation on your installation for a schedule of swimming lessons.

Take a trip to the park. Visit the playground on your installation or find a park in your surrounding community where you and your child can run, climb, swing and jump.

Go for a bike ride. Attach a child's seat to your bike and get ready for a good time. Make sure you have the proper safety equipment (like a helmet) before you set out.

Rent sports equipment. Check to see what equipment is available if you aren't yet sure of your child's unique interests. This is a way to introduce your child to a wide range of sporting options without breaking the bank.

Go bowling. Not only does bowling provide a great way to get some activity on a rainy day, but your local bowl-

ing alley may even offer a discount for the entire family.

Have a dance party. Fitness doesn't have to be a formal activity to be good for your body. Turn on some music and have a family dance party at home.

Remember: it doesn't matter how you add activity into your daily life. Every little bit counts — whether it's fitting in jumping jacks during television commercial breaks or playing a game of tag with your children in the backyard.

Use whatever time and equipment you have at your disposal to prioritize your fitness while still spending time with your family. Not only will your family's health improve, but your children will learn the types of healthy habits that last a lifetime.

Lean in '16

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in two minutes, and in March, Sgt. Andrew Shadlow from Company B, 334th Brigade Support Battalion won after completing 120 perfect push-ups.

April's Wall Sit Challenge is still up for grabs. Be sure to check if your unit has taken on the Lean In '16 Challenge.

But wait, there's more!

The company (small – one to 75; medium – 76 to 120; and large – 120 or more) who improves their APFT and height and weight Scores per quarter will receive a traveling plaque with their unit's name engraved.

At the end of the calendar year, the unit who has improved the most from January to December 2016 will keep

the traveling plaque. They'll also receive recognition from Iowa National Guard leadership as the most improved company in physical fitness the entire organization.

Be on the lookout for the latest unit challenge winners, most improved units, and Lean in '16 resources and tips on the Warrior Health and Wellness tab on the Iowa National Guard website (www.iowanationalguard.com), or on the Iowa Army National Guard Recruiting and Retention and Iowa National Guard Warrior Ready Sports Facebook pages.

Let's create a culture of health and wellness! Take care of yourself, your fellow Warriors, your family, and most importantly, your future. So challenge yourself and post your improvements.

Take on this new look and be Lean in '16.

Soldier '2020'

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of the Occupational Physical Assessment Test (OPAT), High Physical Demands Test (HPDT), and an eventual Combat Readiness Test (CRT) to replace the current Army Physical Fitness Test (APFT). Additionally, there will be some sort of annual test, related to MOS/AOC specific tasks, for all Soldiers regardless of rank, measuring the ability to meet the physical demands of the MOS/AOC.

The OPAT is being implemented for

anyone enlisting into the National Guard after June 1, 2016. According to the Memorandum of Instruction recently published by National Guard Bureau,

“The OPAT is designed to be used as a tool to predict individual performance on the physical demand tasks of Soldiers. The OPAT is intended to improve readiness and the quality of enlistees while decreasing injuries and attrition.

“The OPAT is a four-event test that consists of the Seated Power Throw (PT), Strength Deadlift (SD), Interval Aerobic Run (IR) and Standing Long jump (LJ). All newly-accessed Army National Guard Soldiers, both enlisted

and officer, will be subject to screening with the OPAT.”

The HPDT, CRT, and other, as yet undefined, annual tests are still in development. The important information is change is coming and it's not necessarily a bad or scary change. This is a change that will better fit Soldiers to jobs they are physically qualified for and thereby reduce injuries, ensure we remain a standards-based Army with combat readiness remaining our number one priority, and ultimately build a stronger Army through selecting and training the best-qualified Soldier for each job – regardless of gender.

Supply

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The easiest part of the day, Tackett concludes, is coming to work. “It's what happens when you get here,” he said with a laugh.

The Chief of Staff, Army, Supply Excellence Award (SEA) Program was conceived during the Total Army

Worldwide Supply Conference held in November 1984. The Deputy Chief of Staff for Logistics tasked the U.S. Army Quartermaster School to assist in developing an award program, similar to the Phillip A. Connelly Award (Subsistence) and the Chief of Staff, Army, Maintenance Excellence Award Programs, that would recognize supply excellence at the various unit and organizational levels.

Highlighting the critical role sustainers play in supporting the warfighter,

its purpose is four-fold: It increases the logistical readiness of all Army units; Enforces the Command Supply Discipline Program; Encourages the use of available resources; and provides a structure for recognition of units, organizations and individual Soldiers.

Evaluators inspect and grade units in various areas of supply operations, to include unit standard operating procedures, records management, financial data accuracy and inventory accountability.

CSM Young visit

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The other reason Young said he was here, was to see if it was possible to link the orders process through the battalion and down to the lowest level.

“I wanted to get that linkage to where, instead of training individuals or platoons, we're training at the battalion level,” Young said. “So the training goes all the way from the orders, to the higher, from the higher headquarters, to the battalions, down through the companies, to the actual person that executes the mission. So that's what we're trying to get after.”



**Command Sgt. Maj.
Sam K. Young**

Overall, Young said, it was “a good visit” and that the complex had “a lot of potential.”

“I think we have just a couple of more things we have to link together as far as where it fits into the training model, where it fits into the Sustainment, Restoration and Moderation (SRM) and how it will improve the readiness of the unit and assist the unit in accomplishing its objective,” he said.

With the Army National Guard's new force structure rapidly approaching – generating new units such as Composite Truck Companies, Composite Supply Companies, Quartermaster Supply Companies and Classification and Inspection Companies – it's even more imperative that the STC evolves even further to provide modern, innovative training for the Army's Total Force of tomorrow.



The Iowa National Guard is the only branch of service that offers 100% State Tuition Assistance at the State Regents' rate, for Iowa public and private colleges, universities and community colleges. The average Iowa student has \$26,000 in student debt, but you could graduate DEBT FREE!



The Iowa National Guard has armories in 40 communities located across the state, more than any other military service. This allows you to serve close to home, keeping travel expenses and time away from your family to a minimum.



Don't put your life on hold! You can serve while still working towards your life goals no matter what they are. You can work full-time, attend college, or start a business while gaining valuable leadership and on-the-job training through the Iowa National Guard.



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