

Highlighting the Mission Command of the 377th Theater Sustainment Command

# CANDO

February 2012

**SILVER SCIMITAR 2012**  
Training Human Resource Soldiers

**SELFLESS SERVICE**  
Soldiers sound off what it means to them

**CONNELLY COMPETITION**

**326th QM Co. and 847th HRC - Winners**

# CAN DO

## On the Cover:

*Pvt. Corey Morris,  
326th  
Quartermaster  
Company, prepares  
Cajun meatloaf as  
part of the 44th  
Philip A. Connelly  
food service  
excellence  
competition.*



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Commander

Brig. Gen. Kenneth Jones  
Deputy Commander

Col. Maxine C. Girard  
Chief of Staff

Command Sgt. Maj. James M. Lambert  
Command Sergeant Major

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*The deadline for submissions is the 1st of each month.*



MG Luis R. Visot  
Commander of the 377th  
Theater Sustainment  
Command  
CAN DO, ANYTIME,  
ANYWHERE!

Greetings to my 377th TSC Family,



HAPPY VALENTINE'S DAY!!! Today we are facing many changes in our military. For example, we can expect fewer overseas deployments; more units based in the continental United States; and many other changes. Despite this, we must remain a strong and viable force. ARMY STRONG!!!

Using the Army Force Generation (ARFORGEN) process is one way to maintain position of strength globally. ARFORGEN connects systems and programs that weren't synchronized before in order to achieve a high level of individual and unit readiness. Following the successful implementation of the original ARFORGEN concept in the Active Duty force, the U.S. Army Reserve has adapted a new and improved ARFORGEN model to improve the quality and quantity of mission-capable units available to answer our Nation's call. The improved model includes the Aim Point achievement strategy in which commanders and staffs focus on the incremental improvement of readiness (Personnel, Supply, Readiness, and Training) over time to produce trained, ready, and cohesive units. Although you may not realize it, implementing the ARFORGEN process will require selfless service and a commitment from everyone to do their part for the benefit of our Soldiers and our Families.

This month we will focus on Selfless Service. Selfless Service requires putting the welfare of the United States of America and our armed forces before your own.

We extend Selfless Service to include the welfare of the Army and the welfare of our subordinates. We exercise Selfless Service by embracing the fact that we are here for a purpose greater than ourselves, and doing whatever we can to achieve that purpose. Selfless Service compels us to go a little further, endure a little longer, and dig a little deeper to achieve our collective goals. Selfless Service founded upon trust is at the essence of being Army Strong! I encourage you to take the time to practice Selfless Service on the job, at home, and in your daily routine.

When we exercise Selfless Service we create positive energy, like other effects, positive energy feeds on itself. The more we create – the more we can create! Before long everyone around you is thinking and acting positively; a unit pulsing with such energy is a remarkable place to be. Moving into the future, with the reality of a smaller force, fiscal constraints, and the challenge of implementing ARFORGEN, we will all have to serve selflessly so that our positive energies generate strength and fortitude in every unit under the 377th TSC. I know I am ready to do my part, and I hope you are too.

Remember to celebrate the value and worth in every human being you come in contact with by making a difference in their lives. Their thoughts, feelings, actions, decisions, and contributions matter. By making a difference in their lives you continue to have a global impact for good. Thanks for your noble, loyal, faithful, and Selfless Service to our Nation!

CAN DO!!!



## CONTINUING EDUCATION

As a follow on to last month's article, I want to encourage ALL Soldiers to pursue educational opportunities, both military and civilian. They are both invaluable to your professional development and career. One thing that I view as a key to success is completing at least one military education course each year.

Early in our careers this can be accomplished by attending the Noncommissioned Officer Education System (NCOES) courses (WLC, ALC, and SLC). Other courses may be required based on the duty position you hold (Battle Staff, Vehicle Recovery, Medic, or Postal). Additional duty assignments also provide opportunities (Hazardous Material Handling, Physical Security, or Mobilization Officer/NCO).

As you progress in rank, you may think you have run out of courses to attend. For a time that was true, but now there are more and more opportunities for you to learn and grow. Even the most Senior Noncommissioned Officers, the Sergeant Majors and Command Sergeants Major, now have opportunities for continued education. I just had the opportunity to complete the Keystone Course - a Joint Professional Military Education Course that focused on educating the most senior Joint and Combatant Command's Senior Enlisted Leaders. It was a wonderful opportunity to interact with the Command Senior Enlisted Leaders from the Active, Guard, and Reserve Components of the Army, Navy, Air Force, Marine Corps, and Coast Guard. While this particular course is limited in selection, it proves there are opportunities for you to continue to learn and grow.

I encourage ALL of our Soldiers (Enlisted and Officers) to continue to seek out opportunities for continued education. If you feel you have exhausted your course selection list, check out some online courses. For our E6 through E9 population, check out the Senior Enlisted Joint Professional Military Education course at the following link.

[https://www.jfsc.ndu.edu/schools\\_programs/se\\_jpme/default.asp](https://www.jfsc.ndu.edu/schools_programs/se_jpme/default.asp)

It has been said that "Knowledge is Power". If this is true, gain as much as you can and then use it for the good of our Army. So, really; the Utilization of Knowledge is Power...

Thank you for what you continue to do in service of our nation. Remember to thank those that support you while you are mobilized, deployed, and attending your military education courses.

Very Respectfully,

CSM James M. Lambert

"Can Do! Anytime, Anywhere!"





## Yellow Ribbon Programs - Helping You Get Back to Normal

Col. Stanley Pucket, Chaplain

Most of us who have deployed have heard the term “Yellow Ribbon Retreat” or “Reintegration Event”. For many of us, having just spent a year or more away from home and friends, we really did not want to rehash our experiences in the desert with anyone except our loved ones and our fellow Vets. That was how I felt in January 2010 when I attended Yellow Ribbon Event Five. I went because I was the chaplain and it was my duty to go, as simple as that.

To my surprise, I had a really good experience. Yellow Ribbon Events Five and Six allow family and “near-family” members to attend with Soldiers. The Army pays their travel and expenses. From a purely financial viewpoint, it was a great deal. I got a weekend away with my wife (no kids at home) at a resort location (on International Drive in Orlando, FL) with a schedule that was really not bad at all. Nice room, good food, time with my Family and no bill at the end. You can’t beat that!

To my great surprise, I honestly enjoyed the speakers at the event. Quite a few were very well prepared and understood military issues and stresses. There was a lot of information, and although I didn’t need all of it, something I really did need was ; most of my buddies from deployment were at the same Yellow Ribbon event I was. We had been back a couple of months, and it was great talking to them about how they spent their transitional leave and what they were doing now. We even laughed about Kandahar and some of the things we really did not find funny the previous year. The discussions with my buddies really helped me come to better terms with my experiences from deployment.

Of course, there is nothing normal about moving to Afghanistan (or wherever you went) for a year. It is not normal to leave a perfectly good Forward Operating Base (FOB) to do whatever you had to do out there where people can and do shoot at you. And there is nothing normal about being excited when toothpaste, shampoo and sunscreen are suddenly available at your FOB’s exchange.

But that is how we lived for a year. It was normal for everyone I knew during my time in Afghanistan, and it felt good to talk to friends who experienced the same “normal” I did and didn’t look at me strangely while we talked. It was significant that my wife watched us talk and suddenly I was not as “different” as perhaps she thought; or at least I wasn’t much different from my buddies. And that is what Yellow Ribbon events are really about.

As we talk about our experiences with those who understand (and with those who try) we find a new way to come to terms with what we experienced and move on to the new “normal” job, family and part-time Army.

I have enjoyed Yellow Ribbon Post-Deployment events so much that I gave up some weekends last year to teach at them. Soldiers and loved ones laugh with each other between classes, experts have helpful handouts and solid advice on getting Uncle Sam to help you, and the government still pays the travel, expenses and pays *you*. I highly recommend Yellow Ribbon Events 5, 6 and 7 and I suggest that you take your family if possible. Childcare is available for kids too young to sit in the classes. See you there!



*Through the Yellow Ribbon Reintegration Program, National Guard and Reserve Soldiers and their loved ones have access to programs, resources, referrals, and services to minimize stress on families during all phases of deployment.*

*The Program consists of a series of events at key stages in the deployment cycle. These points include Pre-deployment, During deployment (just for families), Demobilization, and Post-Deployment (30, 60 and 90 days after deployment).*

*These specially tailored programs prepare National Guard and Reserve Soldiers and their families for all aspects of deployment. Commanders and leaders should play a critical role in assuring that troops and their families attend Yellow Ribbon events whenever possible so they can access information on health care, education and training opportunities, finances, and legal benefits. For more information, go to <http://www.yellowribbon.mil/>*

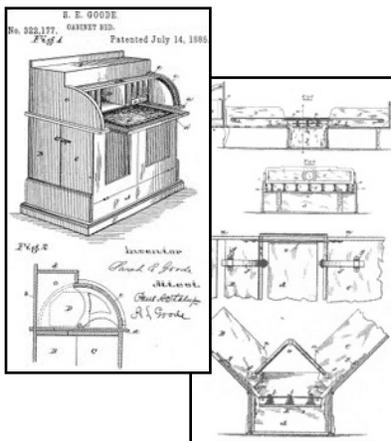
# Black Women in American History and Culture

By Mr. Calvin Colin, Equal Opportunity Officer

This month we commemorate Black/ African-American History Month. The theme this year is “Black Women in American History and Culture.” Black women have played a vital role in the development of America’s rich culture and traditions. Here are a few that you may or may not know about.



URSULA M. BURNS is currently the president of Xerox Corporation. Her service as the CEO of Xerox Corp. began July 1st, 2009. She first joined Xerox as a mechanical engineer in 1980. She has a Bachelor of Science degree and a Masters of Science degree in Mechanical Engineering. This super-talented woman is the first African-American woman to lead a company on the Fortune 500 list.

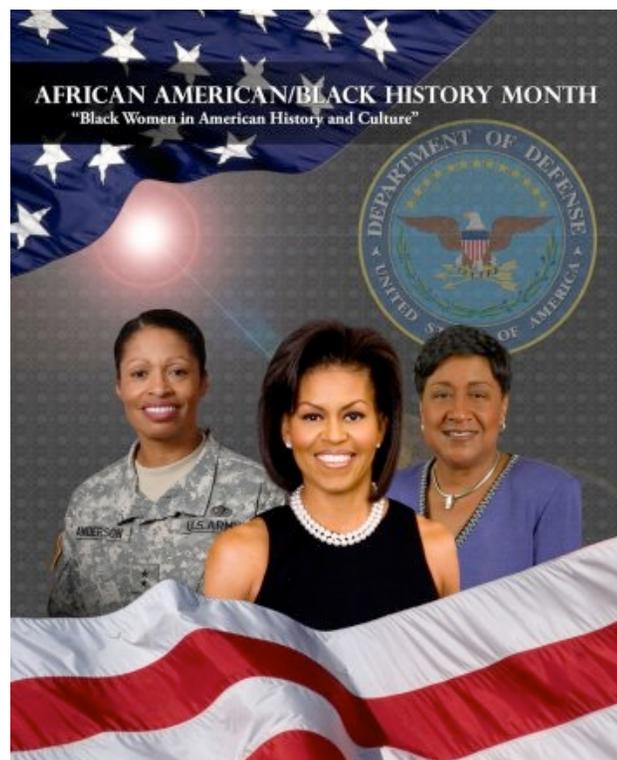
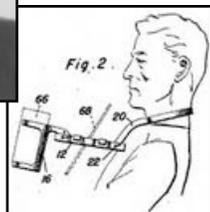


SARAH GOODE is among the famous African-American female scientists. She is the first African-American woman to receive a patent in the United States. She is credited with the invention of the folding or “cabinet” bed which has been used in many hotels. Sarah owned a furniture store and noticed that city apartment dwellers often

had less space for beds. So, she came up with a design that we now know as the “hide-away” bed. When not used as a bed, her invention can be used as a desk. These beds are famously used by members of the U.S. House of Representatives during prolonged periods in session. Many homes also use Sarah’s invention for the convenience of houseguests.



BESSIE BLOUNT GRIFFIN was a physical therapist, inventor, and a forensic scientist. She worked with injured Soldiers during World War II and was inspired to devise a tool to help amputees feed themselves. In 1951, she invented an electronic feeding device which delivered food through a feeding tube and was controlled by biting down on the tube. Her invention was rejected by the American Veterans Administration, but she sold her invention to France. She also developed a disposable cardboard emesis basin with Theodore Edison, son of famous inventor Thomas Edison; Belgium bought that one!



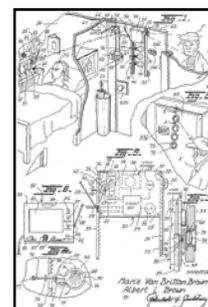
*Pictured along with First Lady Michelle Obama in the 2012 African-American History Poster are: Major General Marcia Anderson, the Army’s first female African-American two-star General, and Ms Tracey Pinson, U.S. Army Director of Small Business Programs, the Army’s highest-ranking female African-American civilian employee. To read more about MG Anderson and Ms Pinson visit:*

*[http://www.army.mil/article/66413/HRC\\_deputy\\_becomes\\_Army\\_s\\_first\\_female\\_African\\_American\\_major\\_general/](http://www.army.mil/article/66413/HRC_deputy_becomes_Army_s_first_female_African_American_major_general/) and <http://www.sellingtoarmy.info/User/ShowPage.aspx?PageID=413>*

MADAME C.J. WALKER is credited with the invention of various hair care and beauty products. Madame Walker was a businesswoman, hair care entrepreneur, and philanthropist. She was born Sarah Breedlove Walker in Delta, Louisiana. She developed a conditioning system for straightening hair, and marketed a hugely successful line of hair care products. She went door to door promoting her cosmetics and made a fortune on them. Madame C.J. Walker was the first American woman to become a millionaire through her own efforts. When she started going bald due to dandruff and other hair disorders she began developing hair care products. She left two-thirds of her wealth to charities and employed thousands of African-American women as commissioned agents.



MARIE BROWN invented the closed circuit TV security system. She was born on October 30, 1922, in Queens, New York. In 1966, she applied for a patent for her revolutionary surveillance system. Her invention included a motorized camera which could slide up and down to peep through a set of 4 holes. Images which the camera captured were shown on a monitor. Ms. Brown received her patent in 1969.



ANNIE EASLEY is an African-American computer scientist who worked for the National Aeronautics and Space Administration (NASA) and its predecessor agency, the National Advisory Committee for Aeronautics' (NACA) Lewis Research Center. She was one of the first African-American women on the team that developed software for the Centaur rocket. In her 34 year career she developed and implemented a computer program that analyzed substitute power technologies, supported the Centaur project, and identified wind, solar and energy projects for NACA. She also helped to create energy conversion systems and alternate systems to solve energy problems.



MAE C. JEMISON became the first African-American woman to travel in space aboard the Space Shuttle Endeavour. Jemison was the youngest child in her Family and was inspired by Dr. Martin Luther King Jr. Jemison graduated from Stanford University, receiving a Bachelor of Science degree in chemical engineering. She also earned her Doctor of Medicine degree from Cornell Medical College in Ithaca, NY. She served in the Peace Corps in Sierra Leone and Liberia. Although her first application for NASA's astronaut program was rejected, she didn't give up. When Jemison's second application was accepted, she was one of only 15 candidates selected from over 2,000 applicants. She completed her astronaut training in August 1988 and became the fifth black astronaut and first female black astronaut in the history of NASA.



Col. MAXINE GIRARD currently serves as the 377th Theater Sustainment Command (TSC) Chief of Staff. Col. Girard received her commission as a second lieutenant in 1986, upon graduating from Indiana University at Bloomington with a degree in Political Science and International Relations. She also holds a Master of Arts degree in Management from Webster University and a Masters of Strategic Studies from the United States Army War College. Col. Girard has served in many key positions in her 26 years of service to the U.S. Army, and she continues that proud record of service to this day at Naval Air Station Joint Reserve Base New Orleans.



These women have all played vital roles in American society. Often forgotten and overlooked, the contributions of black women have made a profound impact on our heritage, culture, and our many rich traditions. It is time that we give our women (of all races and colors) the respect and honor they have earned and deserve. Thank you to the women that have made sacrifices, accomplished things great and small, and have remained strong in the face of adversity for the greater good of human kind.

# Qualitative Retention Board

After years of growing in strength, the U.S. Army Reserve has met and exceeded its end strength objective. Consequently, the Army Reserve found that it is imbalanced in both senior enlisted grades and Military Occupational Specialties (MOS). One of the contributing factors was the suspension of the Qualitative Retention Board (QRB). This impedes career progression and unit readiness. As a result, the Army Reserve has implemented several policies and actions to shape the force. Although some of these efforts have reduced our strength for E-9s to 99% and E-8s to 91% as of Sep 11, we are still imbalanced in some career fields.

As a result of this imbalance, the Army Reserve is reinstating the Qualitative Retention Program (QRP). Regional Support Commands (RSC), will conduct the Fiscal Year 2012 QRBs in conjunction with the Aug 12 Senior Enlisted Promotion Boards or as a standalone board as dictated by Army Reserve G-1. The purpose of the QRB is to determine retention potential and acceptability for reenlistment or extension of enlistment. Another reason for conducting QRBs is to use it as a tool for controlling enlisted personnel inventory and managing career progression. It provides for review of Army Reserve Soldiers serving in Troop Program Units who have 20 or more years of qualifying years of service for non-regular retired pay and who are within the zones of consideration for qualitative retention, and not excluded from consideration, in accordance with (IAW) AR 135-205, paragraph 2-4.

The QRB will examine records of Soldiers no more than once every 2 years after they qualify for non-regular retired pay under provision of AR 135-180, Qualifying Service for Retired Pay Non Regular Service, unless the convening authority directs that a Soldier's record be reviewed the following year. Commanders must review all Soldiers with suspension of favorable personnel actions (Flags) to ensure the appropriate personnel actions have been processed IAW the appropriate regulation. The QRB will not be used as a method to remove Soldiers who should be processed for separation or reassignment under other authorities.

- Lt Col. Alvaro Lofstrom, 377th TSC G-1

# Changes to ARFORGEN



In March 2011 the Army published AR 525-29, Army Force Generation (ARFORGEN), which codifies implementation of the supply-based ARFORGEN model. This ARFORGEN process focuses on unit readiness as reflected by Unit Status Report (USR) data and tracks units by Available Force Pool Date (AFPD) as they transition from one force pool into the next. At each transition, aim point levels increase with the ultimate objective of preparing a unit and its Soldiers for deployments or emergencies.

The ARFORGEN model puts all units into two categories: Deployment Expeditionary Force (DEF) and Contingency Expeditionary Force (CEF). Through ARFORGEN, CEF forces are prepared for a potential contingency mission while DEF forces are pinpointed for a known deployment requirement. The Army's goal for notification of DEF missions is 24 months ahead of their AFPD.

The U.S. Army Reserve (USAR) has embraced ARFORGEN and the Aim Point Update (APU) process. Army Reserve Units progress through five ARFORGEN force pools named: Reset; Train-Ready 1, 2, and 3 (TR1, TR2, TR3); and Available Aim points provide the Army a means to manage the readiness of units as they progress through ARFORGEN force pools. Aim points are readiness targets in personnel, equipment on-hand, equipment readiness, and training at specified points in time. How units perform against these aim points allow leadership and staff to make accurate, timely decisions, allocate required resources, and mitigate risk when preparing units for sourcing.

The USAR designates units Training Level (TL) 1, 2 or 3 based on how hard it is to prepare a particular unit for its projected mission. TL 1 units are the most difficult and complex to train; they are allocated additional resources in TR2 and TR3. TL 2 units are moderately difficult to train and are allocated additional resources in TR3. TL 3 units are the least difficult to train and are not allocated additional resources beyond the familiar 39 days per year (the equivalent of 24 Battle Assembly days and 15 days of Annual Training).

- Col. Joel Weeks, 377th TSC G-3

From left to right: Maj. Barry Walsh, outgoing 377th STB commander, Maj. Gen. Luis R. Visot, 377th TSC Commanding General, and Lt. Col. Jon Reeves, Commander of 377th STB.



# Special Troops Battalion Change of Command

Lt. Col. Jon Reeves, commander of the 377th STB, gives a speech while his family looks on.



Maj. Gen. Luis R. Visot hands the colors of the 377th STB to Lt. Col. Jon Reeves, symbolizing the assumption of command.



The 377th TSC Special Troops Battalion (STB) conducted a change of command ceremony at the 377th TSC headquarters on January 28. Incoming commander, Lt. Col. Jon Reeves was commissioned as a 2nd Lieutenant in May 1987 and has held various positions within the Army National Guard and the U.S. Army Reserve. His previous assignment was with the USAR Deployment Support Command where he held various positions between 2008 and 2011.

In his remarks, Lt. Col. Reeves said he will be, "Leading from the front and beside the Soldiers [so they] know that we are a team and I'm a part of that team."

Outgoing commander Maj. Barry Walsh will continue to serve in the 377th STB as Executive Officer. He said that his experience as commander was rewarding and that, "It's all about you, the Soldiers."

## Article 6 Visit to 377th TSC

The Office of the Staff Judge Advocate for the 377th TSC welcomed Brig. Gen. Patrick Reinert and his Article 6 delegation to Naval Air Station Joint Reserve Base New Orleans on January 27, 2012. Brig. Gen. Reinert, commander of the U.S. Army Reserve Legal Command, and his team conducted an annual visit to the 377th TSC to review Judge Advocate field operations on behalf of The Judge Advocate General of the Army, Lt. Gen. Dana Chipman. Brig. Gen. Reinert met with Maj. Gen. Luis R. Visot, 377th TSC Commanding General, and addressed our members of the legal community with his "State of the Corps" brief. During his visit with the Soldiers he offered career advice sharing his own Eleven Commandments of Leadership.



Brig. Gen. Reinert, Commander, U.S. Army Reserve Legal Command, presents the TJAG coin to SFC Marsha R. Wilson, 377th TSC SJA. The TJAG coin (The Judge Advocate General) is part of an Article 6 tradition in which one Soldier is recognized for stellar contributions and hard work.

### **Brig. Gen. Patrick Reinert Commander, Legal Command Eleven Commandments of Leadership**

1. Be tough and set the standard by living the Army Values and ensuring the Soldiers know and understand the Values.
2. Get out from behind the desk and lead from the front. You will know your Soldiers better and will be more effective as a leader.
3. Find a critical path to success, understand the unit mission, and actively help shape the mission to avoid legal problems instead of passively reviewing missions after the fact.
4. Be sensitive. Listen more than you talk. The best ideas will come from your Soldiers.
5. Don't take things for granted.
6. Seek out problems, engage and solve them early.
7. Seek no alibis, fix the problem and determine root causes (cultural, systemic, personnel, etc).
8. Don't procrastinate. Problems are not like fine wine, they do not get better with time.
9. Don't tolerate incompetence, but understand the Army is a lifelong learning organization. Let your subordinates make mistakes and learn from them.
10. Be honest in all things and to all people: superiors, subordinates, peers, and yourself.
11. Have fun in every position.

# 377th TSC Units Win Phillip A. Connelly Competition



326th Quartermaster Company, 316th (Expeditionary) Sustainment Command, U.S. Army Reserve Winner

*The 326th QM Co. was announced as the U.S. Army Reserve winner and will represent the Army Reserve at the annual International Food Service Executives Association (IFSEA) conference where they will receive their award and be hosted as guests of honor at the week-long food education conference.*

Story and photos by Sgt. Joseph Bitet

Competition is known to breed innovation, force teams to perform in a cohesive manner to meet their objectives and prove they are the best. On Oct. 29th, 2011, a 377th TSC unit demonstrated these qualities and more during the Philip A. Connelly Award for Excellence in Army Food Service competition, at Keystone Training Area, Conneaut Lake, Pa.

Soldiers from the 326th Quartermaster Company, New Castle, Pa., came together to prove they had what it takes to be the best Army Reserve Field Kitchen. The Connelly program, which was established in 1968, has had a major impact on the degree of professionalism associated with Army food service.

"This is the super bowl of food service," said Ron Coneybeer, head observer for the event and Nestle Professional's Corporate Executive Chef. "To even make it to this level they have already proven that they are winners and an A-Team."



*Pvt. Corey Morris, 326th Quartermaster Company, prepares Cajun meatloaf as part of the 44th Philip A. Connelly food service excellence competition.*

"There is a lot more to this event than cooking a meal," said team leader, Warrant Officer Candidate Willis Glass. "We [also] need to cook in a combat environment for a sustained period."

Two weeks prior to the event, the team arrived at the training site and started preparing. The first week was dedicated to digging a defensive perimeter and incinerator pit, filling sand bags, and prepping the site. Army cooks are not only judged on their culinary skills, but also on their ability to cook in a combat environment. Factors such as security and sanitation are crucial to their long-term success.

The second week of preparation was spent experimenting with the menu.

"We experimented with the menu to see what worked, and what didn't work," said Glass. "We had a lot of ideas but needed to make sure they were practical." He added, "We have to do things that separate us from the other teams. We try to enhance the recipe any way we can. They give us a guideline and we put a signature twist on it."

The menu included tomato soup, Cajun meatloaf, mashed potatoes, fresh glazed carrots, cucumber and onion salad, and strawberry shortcake.

In addition to cooking the meal, members of the team were tasked to provide force protection, man an entry control point, keep beverages readily available in a set of warming tents, dispose of trash, sanitize cooking equipment, and aid the cooking crew in numerous other ways.

The team, which was led by Glass, included Staff Sgt. Russell Haley, Sgt. Ashley Williams, Spc. Spencer Meyers, Spc. Rickita Salter, PV2 Corey Morris, and numerous other 326th QM Co. Soldiers who supported them. Earlier this year they competed at the United States Army Reserve Command level, where they were one of four teams to move on to the Army-wide level competition.

“No one out here is more important than anyone else,” said Glass. “Although the cooking team is the most visible, this is a team event and we need everyone to perform their assigned tasks.”

The team was tasked with making a meal for more than 60 Soldiers in a Mobile Kitchen Trailer, and they had their work cut out for them over the course of the day. Steady snowfall and temperatures hovering around freezing kept the worksite cold, muddy, and slippery.

“This is great Army Training,” said Chief Warrant Officer Marc Morrell, USARC Food Service Advisor. “The [competition] takes place over the course of 18 months so that [competitors] will get [to cook in] different weather conditions. This gives me an opportunity to observe them in the field and check their proficiency on field equipment. This is much different from cooking in a dining facility.”

Glass added, “The snow was one of our biggest obstacles. It was the first snow of the year, and it slowed us down. We are competing at the top level with three evaluators, and that adds more stress. With that being said, I am proud of the way we performed.”



# 847th Human Resources Company, 103rd Sustainment Command (Expeditionary), U.S. Army Reserve Runner-Up Phillip A. Connelly Competition



Spc. Monte Swift, 203rd Public Affairs Detachment

U.S. Army Reserve (USAR) Soldiers from the 847th Human Resources Company (HRC) competed in the final stage of the Philip A. Connelly food service competition at Fort Snelling, MN, in October, after winning at the 103rd Sustainment Command (Expeditionary) and USAR Command competitions.

The five-Soldier team, along with other supporting members from the 847th, competed in a field environment to best demonstrate real-world conditions and the challenges associated with maintaining a kitchen in the field.

The Philip A. Connelly Competition, established in 1968, recognizes excellence in Army food service. The objective is to improve the professionalism of Army food service personnel and maintain high-quality food for Soldiers through proper sanitation, excellent cooking methods, teamwork, and preparation. The competition recognizes those who set the standard for preparing and serving food in dining facilities and in the field.

The competition is divided into five categories: military garrison, civilian garrison, active Army field kitchens, USAR field kitchens, and National Guard field kitchens. The team is scored by two Army raters and one civilian member of the International Food Service Executives Association (IFSEA).

“There is a very defined checklist that I have. It is pretty straightforward and includes sanitation, personnel, security, site location, quality of food; it goes on and on,” said competition evaluator Ron Coneybeer, IFSEA. “It is a big responsibility, being a cook. If standards aren’t kept, it could really hurt a lot of people. Not only are you putting their health in your hands, you are taking care of their nutrition.”

*The 847th HRC, 103rd ESC, was announced as the U.S. Army Reserve Runner-up and will represent the Army Reserve at the annual International Food Service Executives Association (IFSEA) conference where they will receive their award and be hosted as guests of honor at the week-long food education conference.*



*Sgt. Brook Avenson, 847th Human Resources Company, prepares strawberries for strawberry shortcake.*



*SPC Chantel Glass, 847th HRC, forms a meatloaf as the main course for lunch.*

*First Cook SGT Christina Heller, 847th HRC, prepares to serve strawberry shortcake to guests and evaluators.*



As the smell of freshly cooked food spread throughout the kitchen, the minutes ticked down for the lunchtime deadline. Lunch included Cajun meatloaf with Creole sauce, mashed potatoes, salad, tomato soup, strawberry shortcake, and two added sides of Caesar salad and jalapeño corn bread. Nearly everything was made from scratch, except for the biscuits and corn bread, which were made using mixes.

Command food service Officer of the 103rd ESC, Chief Warrant Officer Shiner said, "I attribute their success so far to their training, their discipline, and just the Soldiers themselves. We have made them do this several times, and they have gotten better. They [developed their abilities] to the point that they can do this in their sleep."

Chief Warrant Officer Terese Domeier, Nebraska Food Program Manager and Evaluator for the competition for the past three years, said that maintaining Army food standard is an important part of ensuring readiness and self-reliance in the field. The Army "has lost a lot of food service [jobs, which] is not good because we still need to be self-sufficient. You can't always rely on the civilian sector to take care of your Soldiers if you don't have food service personnel," she said. "If you want to go out to the field and be self-sufficient, you need your food service personnel, and they need to maintain those standards."

"I think they did excellent today," said Capt. Olubunmi Adekunle, Commander, 847th HRC. "There was a lot of teamwork going on. They put their all into it, and I am very proud of them."

# Silver Scimitar 2012 Combines Expertise and Experience to Train Human Resources Soldiers

Sgt. David Turner, 214th Mobile Public Affairs Detachment

FORT DEVENS, Mass. – Human Resources (HR) professionals affect every Soldier on the battlefield through payroll actions, awards, casualty reports, processing in or out of a theater, or just delivering the mail. Silver Scimitar, a U.S. Army Reserve Command-sponsored, two-week training event held here annually, gives HR Soldiers the training and expertise to provide crucial services to their fellow Soldiers sustaining the fight.

“There’s no other source for the [Adjutant General Corps] community to train for their wartime mission, and that’s what we provide for them,” said Exercise Director Col. Robert Kay, 3rd Human Resources Sustainment Center (HRSC). His unit, which falls under the 377th Theater Sustainment Command, Belle Chasse, La., provided mission command for the exercise.

To prepare for wartime missions, HR Soldiers received the latest doctrine and training on their core competencies from seasoned military and civilian instructors from DoD and other government agencies. It’s their experience that makes the training more relevant, said Kay. “We make it a real-life event,” he said.

This year, Silver Scimitar brought together over 500 Soldiers from 22 different units with trainers and experts from a variety of backgrounds and areas of expertise. It was a multi-echelon, multi-component exercise that prepared HR Soldiers to provide theater-level sustainment from the ground up for troops supporting operations around the world. These Soldiers work at every level of the command structure, from company to theater level, and across components, serving active duty Soldiers as well as U.S. Army Reserve and Army National Guard personnel. HR Soldiers learned a variety of skills for complex situations and blended them seamlessly across all levels of operations.



*Spc. Leslie Royster, a postal clerk with the 444th Postal Company and Staff Sgt. Tiana Ross, Platoon Sergeant, 444th Postal Co., receive instruction on the Integrated Retail Terminal. The instructor, Larry Vann, a Branch Chief with the Military Postal Service Agency, offers his subject matter expertise. The terminal is used by postal Soldiers in military post offices. (Photo by Spc. C. Terrell Turner, 214th Mobile Public Affairs Detachment)*



*Major General Luis R. Visot, commander of the 377th TSC, visits with Soldiers at Ft. Devens, Mass, Jan 31. (Photo by Sgt. David Turner, 214th Mobile Public Affairs Detachment)*

The training also reflected the changing nature of the Army and its need to adapt to current wartime conditions. Kay explained that Silver Scimitar originated in the mid-1980s as an annual training event for U.S. Army Reserve personnel units. Recently it has evolved into a pre-deployment training event that incorporates both doctrine and current operational knowledge for all components. Major changes in the event began around 2007, when active duty and Army National Guard units began participating in the exercise in addition to Reserve forces. Under the Army’s transformation, HR Soldiers became part of a larger sustainment community, brought closer by prolonged wars in two separate theaters.

Col. Steve Shea, commander of the 14th HRSC, an active-duty HR unit based in Fort Bragg, N.C., and currently deployed in Kuwait, brought 20 of his Soldiers to the exercise this year. They participated as trainers and shared their valuable deployment experience with the Soldiers who will replace them in the near future. Despite the different components and command structures participating in the exercise, he said, all HR Soldiers need to work together closely given the current battlefield environment.

“Right now [a transfer of authority in forward areas is] really a seamless transition, whether it’s [between] active, Guard or Reserve [forces],” said Shea. “That’s one of the great things about Silver Scimitar...it’s run all by HR professionals.” Units preparing to deploy can meet and learn from the units they may be replacing soon, making for a smooth transition process to theater.

“They’re kind of doing their [pre-transfer train-up] right now,” said Shea. “When they hit the ground, they already have an idea who their counterpart is, who they’re working with, what to expect, and what kind of preparatory work they can do on this side before they actually deploy and hit [Kuwait]. In the HR world, [success is] all about relationships and relationship building,” he said.

Silver Scimitar isn’t just a chance for HR Soldiers to network and share ideas. After a week of training and focus on collective tasks, HR units participated in a culminating training event that closely simulates their actual duties on the battlefield. Teams processed casualty reports, moved Soldiers on and off the virtual battlefield, handled personnel issues, and even ran a mock post office.

The culminating experience is when participants see the benefit of this unique form of training, said Kay, because they apply the doctrine and use the knowledge and advice they gained from their trainers and peers.

“It’s a ‘crawl-walk-run’ process,” said Kay, and the final event pulled it all together.

“Right now we’re in the walk phase. Every day we’re learning more,” said Sgt. Maj. Willie Lemons, personnel sergeant major with the 377th TSC, whose team trained here as a brigade-level staff. During the third day of the exercise, his team busily reacted to scenarios that tested their ability to solve problems and communicate across different levels of command.

“As a TSC, we would be working hand in hand with the HRSC; we’re actually working right now two levels down. This allows us to get down in the trenches and see how paperwork is generated, to see how everybody is laid out on the battlefield,” said Lemons.

“It’s really helping us to hone our skills, and to re-familiarize us with what’s supposed to happen on the battlefield,” he said.

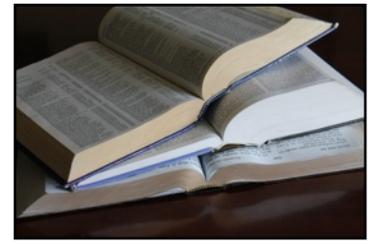
Until now, said Kay, Silver Scimitar has been a “handshake agreement” among the active duty, Army National Guard and U.S. Army Reserve, and with the close-working relationships developed, they’ve made it a success. Now, he said, the HR community is working to certify Silver Scimitar as the premiere exercise to validate training for deploying HR units. Just as combat troops use the National Training Center (NTC) and the Joint Readiness Training Center (JRTC) to validate combat arms and combat support units, he hopes Silver Scimitar will soon do the same.

“We would like to see Silver Scimitar go into that kind of a realm ... as a big Army mission,” he said referring to an expanded exercise scope encompassing all Army components. Shea agreed it would be beneficial for Silver Scimitar to fulfill that role. He said, “This is really the JRTC and the NTC for HR professionals.”



Chief Warrant Officer Stacy Malloy, a Casualty Operations Division human resources technician with the 14th Human Resources Sustainment Center, Fort Bragg, N.C., provides Soldiers an overview of casualty operations. (Photo by Sgt. David Turner, 214th Mobile Public Affairs Detachment)

*From Maj. Gen. Luis R. Visot's list of recommended reading*



# Think and Grow Rich

LTC Leon Jones, Jr.

When I was a teenager, I went to my aunt and told her that I would be a millionaire by age 65. Of course, she doubted me as people usually did when I said things. I didn't know how I would achieve my objective. I also didn't know that the solution had already been documented by Napoleon Hill years before my birth. Inspired by Andrew Carnegie, Napoleon Hill spent 25 years researching and compiling the material that eventually became the book Think and Grow Rich in 1937. Over those 25 years, he studied the success of more than 500 materially wealthy men and documented their characteristics and practices. After analysis, he came up with 13 proven principals or steps that led to riches of all kinds, including money. Through these 13 principals he reveals the secondd part of the secret to riches. More on that in a moment.

The first part of the secret is "the world's richest man, a 45,000 square-foot home on the beach, or a scholarship foundation". Ever heard the saying "it takes money to make money?" Since all the men he interviewed started with no money, Mr. Hill did not endorse this philosophy. He also threw out the idea of "something for nothing." Take a second look at the things listed in the first sentence of this paragraph. What would you classify them as? Once you know the answer, you will also know exactly what all the men Mr. Hill studied for his book started with, and you will be able to fill in the following blank: "All achievement, all earned riches have their beginning in an \_\_\_\_." (hint: it's four letters)

Now that you have the first part of the secret, Mr. Hill and many others who have used these principals to gain material riches agree that you will readily recognize the second part of the secret as you read through the discussion of the 13 principals: desire, faith, auto-suggestion, specialized knowledge, imagination, organized planning, decision, persistence, power of the mastermind, the mystery of sex transmutation, the subconscious mind, the brain, and the sixth sense. Having read through the discussion and applied what I learned, I can attest to the fact that there is a second part of the secret.

Since I am not yet 65 years old, the first part of my objective (reaching age 65) has not been met. As for the second part (becoming a millionaire), I will leave that to your imagination. I will tell you that Think and Grow Rich is a book about making money (lots of it) and, more importantly, it is a book about personal development and self help.



# 377th TSC Support Operations Hosts Advanced Computer Training Course

By Maj. Keil Scott and Staff Sgt. DeRonniou Heidelberg

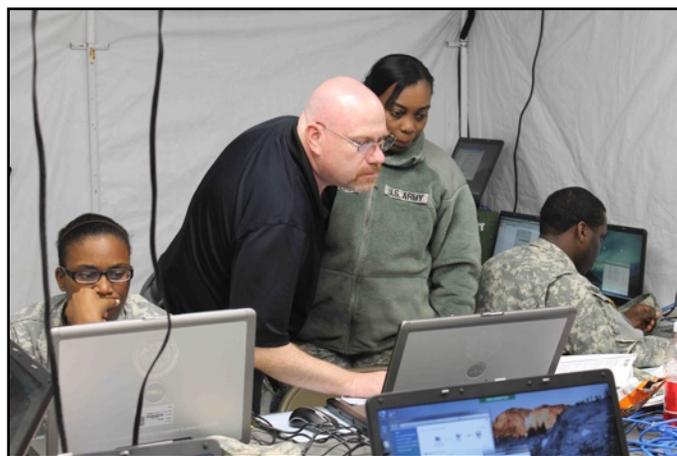
The 377th TSC Support Operations (SPO) section hosted a Battle Command Sustainment Support System (BCS3) Advanced Training Course (also known as a “BCS3 Administrator Course”) from 9-28 January 2012. During the course, Soldiers were trained to make critical, high-impact decisions with regard to the BCS3 system. They were also certified to train operator level users and troubleshoot potential issues on a BCS3 network. The Soldiers were trained to be more than just button-pushers, but rather subject-matter experts (SMEs) on the system.

The BCS3 is a key component of the Army Battle Command System (ABCS). ABCS is a suite of computer systems that provide commanders and staff with a complete picture of the battlefield in a wide variety of ways. BCS3 specifically provides better situational awareness and decision-making capabilities on the battlefield. It displays and reports on a database of current, accurate sustainment information and creates a graphical common operating picture (COP) that the commander can use to make decisions. BCS3 also allows units and sections to share information on a fused-in network. The system is extremely flexible and aligns sustainment information, in-transit visibility, and combat power tracking into a single system. BCS3 is the “one-stop shop” for all logistical knowledge for today’s warfighter.

The BCS3 Administrator Course is normally conducted at Tapestry headquarters in Yorktown, VA; however, 377th TSC negotiated a special training program at Belle Chasse, LA, specifically for the benefit of our Soldiers. This negotiation has allowed not only more Soldiers within our command to be trained, but also opened up the opportunity for our subordinate units to obtain training as well. The class was highly intensive, and it prepared Soldiers to act as a unit’s Certified Advanced BCS3 Technician. The class marked the first time that 377th TSC hosted such training. While it was not without some challenges, the class gave Soldiers an appreciation for the system and the knowledge to maintain this key piece of logistical equipment.

The course started with eighteen Soldiers ranging in rank from Private to Major. Students quickly realized that the BCS3 Administrator’s Course is not designed for the most experienced Soldier, but rather the Soldier that can adapt and “think outside of the box.” They also realized that they must be able to solve problems quickly and efficiently. The course replicated the stressors found in a normal BCS3 working environment. It was fast-paced, highly intensive, and very demanding. Soldiers were required to learn large amounts of information in very short periods of time and apply that information almost immediately. Soldiers were each given three examinations and one final that brought together all the lessons taught throughout the course. The final took Soldiers to the field and replicated the 377th TSC’s expected expeditionary deployment scenario using the Early Entry Command Post (EECP) and Main Command Post (MCP) construct. In addition to their final exam (and more instruction) the students faced multiple scenarios while in a field setting. Staff Sgt. DeRonniou Heidelberg, 377th TSC BCS3 Administrator, added the field experience to the course to ensure that Soldiers had the necessary training to carry out the command’s mission in a tactical environment.

The BCS3 Administrator’s Course typically has a very high attrition rate; about 1 in 4 don’t pass the course. Soldiers are required to achieve an 80% on all examinations, and are only allowed one re-test per examination. Soldiers who couldn’t maintain an 80% were removed from the course. Graduation was held on 28 January at the Armed Forces Reserve Center aboard Naval Air Station Joint Reserve Base, New Orleans where guest speaker Brig. Gen. Ken Jones, Deputy Commanding General of the 377th TSC, presented Certificates of Training to 15 Soldiers and an Army Achievement Medal (AAM) to the top two graduates.



*Donald “Dusty” Rhodes, instructor, assists Sgt. Demetrice Jefferson during BCS3 Advanced Training Course, January 2012.*

# Veteran Spotlight

Retired Command Sgt. Maj.  
Janice Savage

Story by Master Sgt. Dianna Anderson

A member of the 377th TSC since 1981, Command Sgt. Maj. Janice Savage, retired July 2010. She has been employed as a civilian in the 377th TSC's Budget Office as a Budget Analyst since 2005. She joined the U.S. Army Reserve at the age of 17 in the Delayed Entry Program and started attending drills her senior year of high

school. She became qualified as a 71L (Administrative Specialist) in the summer of 1982.

The first assignment for Command Sgt. Maj. Savage was in Support Operations, which then was called Security, Plans and Operations. While there, she processed orders for Soldiers who were attending schools. Later, she also worked as an Administrative Specialist to the Chief of Staff and to the Deputy Commanding General. She later became qualified as a 75B (Personnel).

She said, "I really liked personnel because I loved interacting with Soldiers and I was able to help them with their promotions."

Command Sgt. Maj. Savage served a 5½ year Active Guard Reserve tour during which she managed the full-time personnel actions for the 377th TSC. While employed full-time she also attended college in the evenings and earned her Bachelor of Science degree in Accounting in 1988. For the 377th TSC headquarters, she served variously as the Personnel NCO, unit administrator, staff administrative assistant and staff supervisory administrator from 1992 until 2005. In 1995 she changed her Military Occupational Specialty (MOS) to Finance. She was promoted and appointed as the Command Sergeant Major of the 469th Finance Group where she held that position from August 2001 to January 2005. She later served as the Command Sergeant Major of 377th TSC and 377th STB from January 2005 to July 2007.

She deployed in support of Operation Iraqi Freedom from February 2003 to May 2004. She considers her deployment to be the most rewarding experience of her military career because her Soldiers were so successful in accomplishing their mission.

She said that because of her insistence on training her Soldiers before deployment, "We were able to take over the entire finance office successfully and the Soldiers were so proud of themselves that they could do their jobs. Although it took a lot of time, energy, dedication and support from my Family, it was rewarding to see them become successful in the military today."

She said of her experience that there is, "Never a dull moment and it is always a challenge which I love. It's so good to work around Soldiers that I have trained and mentored and to see them successful in their current positions as Soldiers and civilians."



# Civilian Spotlight Marie Lopez

Story by Master Sgt. Dianna Anderson

Who's that making sure the Canteen is up and running every Battle Assembly (BA) weekend? That would be Mrs. Marie Dennisse Lopez of the 377th TSC Family Readiness Group (FRG). Every BA weekend, she is the woman behind the scenes setting out breakfast snacks and drinks for our Soldiers and raising money for the FRG. She has volunteered as the treasurer for the 377th TSC FRG since 2009.

Lopez owned her own beauty salon for seven years before becoming active in the 377th TSC. She handled all the expenses of her business, so when the FRG needed someone to fill the treasurer position, she was the perfect fit.

Since joining the FRG, she has supported many functions, including holiday events, the 377th TSC Organizational Day and the Haiti task force's farewell and return events. She always goes the extra mile to make each event a success. Always seeking new challenges, she has attended required training to be a volunteer for the Family Program Academy, was selected to attend the Army Community Service Family Program Trainer Course, and she is also a trainer for the USARC Volunteer Training Team.

Ms. Fay Ferran, FRG Coordinator said, "Her key to success is that she embodies the spirit of greatness by inspiring dedication. She is a tremendous example."

Sgt. 1st Class Alberto Lopez, 377th TSC Comptroller's office, said that his wife has been a volunteer since his first deployment with the 338th Finance Battalion when she organized the FRG phone tree. He said, "My wife is very energetic and independent. Those are the things that I admire about her."



*This command is dedicated to the veterans and civilians who contribute to the 377th TSC team. If you would like to show recognition of a veteran or civilian you know, please contact Master Sgt. Dianna Anderson at [dianna.anderson@usar.army.mil](mailto:dianna.anderson@usar.army.mil) for submission to the CAN DO magazine.*

# Soldiers Return from Deployment

Some of our 377th TSC Soldiers returning from deployment have reported that they are still experiencing deployment-related driving behavior and anxiety. This is a normal part of the reintegration process, and usually fades away within the first month of returning home. For some people, however, combat-style maneuvering which was necessary in the combat zone is not easily forgotten once they return to American city streets.

Common driving events such as being cut off while driving, stoplights or stop signs, traffic jams, roadway trash or loud noises can all cause stress for a Soldier who has served in a combat zone. First-line supervisors and Family members should familiarize themselves with the information below so they can recognize unhealthy stress patterns in returning Soldiers, and encourage them to seek counseling.

In the interest of safety, we must not ignore the warning signs of prolonged combat-style driving. Help our Soldiers make the behavior change that is needed to be safe drivers at home. Take advantage of counseling, driver's refresher training, and other resources in your local area. Your command safety office can help locate them. Remember alcohol and driving *never* mix. ARMY SAFE IS ARMY STRONG!

377<sup>TH</sup> TSC Command Safety Office



## Post-Combat Driving: The American Road

### Self-Assessment

Please take a minute to answer these questions.  
In the past 30 days have you...

- Driven in the middle of the road, straddling lanes?
- Chased other drivers?
- Been told that you drive dangerously?
- Driven through a stop sign or stop light?
- Had someone refuse to ride with you because of the way you drive?
- Been uncomfortable when another car approached quickly or boxed you in?
- Been uncomfortable when driving in general?

If you answered "yes" to one or more of these questions, you might find this brochure helpful.

Every person has a unique response to combat experience, but in a recent study, when asked about their driving during the past 30 days,

- 25% of post-OIF/OEF Soldiers had driven through stop signs.
- 49% were anxious when other cars approached quickly.
- 20% were anxious during usual driving.

If you are having issues when driving, you are not alone. It is a common carry-over from combat driving.

### Soldiers' Experiences

In OIF/OND/OEF, driving maneuvers kept you and your unit safe. Back home, those same behaviors make you and your family less safe.

One Soldier said, "I came close to crashing a couple times on my first drive back home. Everyone told me I was a bad driver during that first 30 days when I was back."

Many Soldiers carry-over combat driving behaviors for 12 months or more. If you or a friend are having these carry-overs, do not wait for change. Make the change you want to see.

### Soldier-Recommended Techniques

This brochure suggests simple techniques that Soldiers have used to help control post-combat driving behaviors. Tailor a few to your needs and try them out.

#### Self-Talk

- Some Soldiers feel more control when they talk to themselves before or during a stressful driving situation. Talking provides a reminder and reinforces a plan.
- Develop a positive statement to remind yourself to keep calm and in control as you drive near trash or parked cars, are stuck in traffic, or are stopped at traffic lights or stop signs.

- If you get anxious in traffic, say something out loud to help control the tension. It could be something like "This is a pain, but we're all stuck here together. This is nothing compared to what I've been through."

#### Strong Visual Cues

- Use a strong visual cue as a reminder of a specific goal. For example, use a sign saying "Slow down" to keep in control and watch your speed.
- Place the reminder where you will see it when driving. The dashboard, steering wheel, or visor are good options.
- Make sure that the cue that you choose does not block your view of the road.

#### Visual Cue Idea



Tape your child's drawing to your steering wheel or dashboard to remind yourself to remain in control when driving

# PROFILES IN PROFESSIONALISM



## MSG KATHLEEN KULENICH

Hometown: *Oriskany, N.Y.*  
Current Residence: *Bridgeville, Pa.*  
Current Unit of Assignment: *316th Mission Support Element,  
Coraopolis, PA 15108*  
Current Assignment: *HHC 1SG – Started 25 Jan 2012*

**Brief description of your Army job during deployment to Iraq:**  
*Supply and Services Sergeant Major*

**What has been your greatest Army achievement:** *Having the Opportunity to deploy to Iraq and serve with my fellow 77th Sustainment Brigade (SB) Soldiers, civilians, and foreign nationals in support of Operation New Dawn.*

**Who has been your biggest influence since joining the army:** *No one specific, but I have stayed in the Military for three reasons:*

- 1. Because my father served during Vietnam.*
- 2. I know how it was being a lower enlisted soldier and not having a mentor to guide me through the Army's way of life. There have been many times that I have made a difference in Soldiers' lives, and to me, that is the greatest feeling.*
- 3. Lastly, because I believe in our Nation and what we stand for. I am an American Soldier here to protect and serve when I am called!*

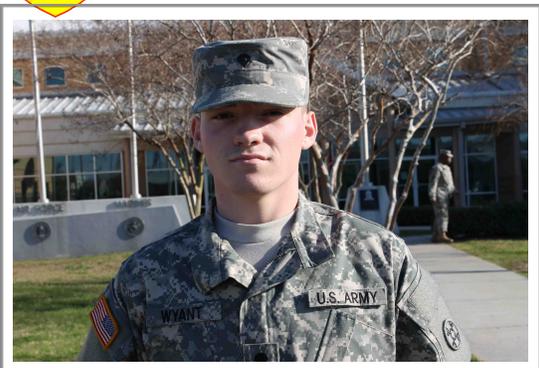


**What do you enjoy most about the 377th TSC and 316th ESC:** *Serving in the 77th SB was an honor. I am from upstate New York and deploying with the Brigade and wearing Lady Liberty as my combat patch was a remembrance of why we were in Iraq; Sept 11th and the lives lost that day. Not just those who were killed in the Twin Towers, but also those in Summerset County, Pa., and the Pentagon. It is hard to explain, because we were the last Sustainment Bde in Iraq, closing down all of Northern and Central Iraq. It was ironic that the last American SB in Iraq was a unit from New York!*

**What is your personal Professional Motto:**  
*I really don't have one! That is the honest truth.*



# What does SELFLESS SERVICE mean to you?



**Spc. Derek Wyant, 766 transportation HHG, 310<sup>th</sup> ESC**

*"To me selfless service means putting others in front of yourself. Instead of helping yourself, you put others and their needs first. You don't do what's important to you. You do what's important to others and for the whole operational view. You don't do it so that it makes you look good, it's so that the entire group or others look good too."*



**Master Sgt. Kathleen Kulenich, 310th ESC**

*"Selfless Service to me has meant: Never at a moment think about what your needs are. I have always put my Soldiers and my mission first. Some of my Family doesn't understand how I can put my Soldiers and my job before my own Family. It isn't that I don't care about my Family and my own needs, it means that when I have a job to do ... I automatically do it to the best of my abilities with no questions asked. Just like the Soldiers Creed states, 'I will always place the mission first. I will never quit. I will never leave a fallen comrade.' That is Selfless Service!"*



**Pfc. Lucas Schafroth, 103<sup>rd</sup> ESC**

*"Selfless Service is putting the needs of others before yourself. It's important to work as a team. By putting the needs of others before myself I am able to reach a higher standard. I'm able to take pride in what I do. I live for others and the picture is much bigger than myself and that's always something to strive for and be very proud of."*



**Pfc. Joshua Kappelman/103<sup>rd</sup> ESC**

*"Selfless service is going above and beyond the call of duty with no thought or expectation of repayment. It's important because without it, it would be every man for himself and nothing would really get done."*



**Staff Sgt. Clark Potter, 103<sup>rd</sup> ESC**

*"Selfless Service is working for the benefit of others for a higher cause and possibly at a sacrifice to yourself. It's important for the Army that individual Soldiers keep in mind that their actions have value beyond what they might see immediately-- that other people are benefitting from their work."*

## Army Values

### Loyalty

Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers.

### Duty

Fulfill your obligations.

### Respect

Treat people as they should be treated.

### Selfless Service

Put the welfare of the nation, the Army and your subordinates before your own

### Honor

Live up to Army values.

### Integrity

Do what's right, legally and morally.

### Personal Courage

Face fear, danger or adversity (physical or moral).

# NCO CREED



**ARMY VALUES**

No one is more professional than I. I am a noncommissioned officer, a leader of Soldiers. As a noncommissioned officer, I realize that I am a member of a time honored corps, which is known as “The Backbone of the Army”. I am proud of the Corps of noncommissioned officers and will at all times conduct myself so as to bring credit upon the Corps, the military service and my country regardless of the situation in which I find myself. I will not use my grade or position to attain pleasure, profit, or personal safety.

Competence is my watchword. My two basic responsibilities will always be uppermost in my mind—accomplishment of my mission and the welfare of my Soldiers. I will strive to remain tactically and technically proficient. I am aware of my role as a noncommissioned officer. I will fulfill my responsibilities inherent in that role. All Soldiers are entitled to outstanding leadership; I will provide that leadership. I know my Soldiers and I will always place their needs above my own. I will communicate consistently with my Soldiers and never leave them uninformed. I will be fair and impartial when recommending both rewards and punishment.

Officers of my unit will have maximum time to accomplish their duties; they will not have to accomplish mine. I will earn their respect and confidence as well as that of my Soldiers. I will be loyal to those with whom I serve; seniors, peers, and subordinates alike. I will exercise initiative by taking appropriate action in the absence of orders. I will not compromise my integrity, nor my moral courage. I will not forget, nor will I allow my comrades to forget that we are professionals, noncommissioned officers, leaders!

**[WWW.ARMY.MIL/VALUES](http://WWW.ARMY.MIL/VALUES)**



# 377th Theater Sustainment Command

*CAN DO is the monthly command information newsletter of the 377th Theater Sustainment Command and is an authorized publication for members of the Department of Defense, according to the provisions of Army Regulation 360-1. The opinions and views expressed in the CAN DO are not necessarily official views of, or endorsed by, the U.S. Government, the Defense Department, the Department of the Army or the headquarters, 377th TSC. The editorial content of this publication is the responsibility of the 377th TSC Public Affairs Office. This publication is written, edited, and published by the 377th TSC Public Affairs Office, located at 400 Russell Ave., Bldg 261, Belle Chasse, LA 70037. Submit comments or editorial and photographic submissions to: [dianna.anderson@usar.army.mil](mailto:dianna.anderson@usar.army.mil) or [angele.ringo@usar.army.mil](mailto:angele.ringo@usar.army.mil) or call 504-558-5556/5557.*



377TH TSC CAN DO

February 2012

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