

March 14, 2004

Vol. 2 No. 7



Training your replacement in OIF: Smart Books making it easier

By Staff Sgt. Nate Orme
3rd PERSCOM PAO

CAMP ARIFJAN, Kuwait- Units redeploying home from Operation Iraqi Freedom have found it necessary to preserve the institutional memory of what they have accomplished in OIF by passing their experience down to replacing units.

Units may take different approaches, but the goal remains consistent-to ensure a smooth and successful transition.

Personnel unit Soldiers in the Casualty Area Command (CAC), a section of the 3rd Personnel Command, have developed a detailed training guide, said Lt. Col. Fredrick Davis, Director of the Alternate CAC at Camp Arifjan.

The section created a realistic scenario in their transition training and validation program to affect a smooth turnover to their 348th Personnel Group replacements, Davis said.

"Basically, it's a hands-on, by-the-numbers program for receiving, processing and reporting OIF war casualties to the CFLCC (Coalition Forces Land Component Command) commander and senior leadership in the OIF theater," Davis explained.

Davis said the training is a 21 day program-14 days of "training the trainer" and seven days of "letting them do the training while we monitor their work"-and stresses "total attention to detail" when things such as correctly spelling a casual-

ty's name is critical.

Last October, the 3rd Personnel directed each of its sections to develop a "smart book" to be used to prepare incoming units to take over responsibilities, said Sgt. 1st Class Tony Smith, section sergeant of the 3rd PERSCOM's Theater Personnel Operations Directorate (TPOD).

"We're like the eyes and ears for the commander. We keep him informed of current events, process daily updates, and give him briefings," Smith said of TPOD. "The first thing we did was create a training validation checklist. On it we high-

lighted the daily activities we're involved in, to include briefings, slideshow preparation, situation reports and updating C2TC (a unit tracking software package)."

Smith brought his civilian skills as a manufacturing engineer with Parker Hannifin Corp. in Jackson, Miss., developing SOPs (standard operating procedures) to help create the TPOD smart book.

"Pictures are used throughout to reinforce learning. It is as thorough, user-friendly, and simple as possible," said Smith of the thick 3-ring binder of plastic-covered pages that comprise the smart book, which is

also on CD and on the local computer network.

Units have different names and slogans for their training programs, such as (*See page 7, TRAIN*)



Clockwise from top left: Pfc. Antoinette Harrel learns from Lt. Col. Fredrick Davis; Sgt. 1st Class Tony Smith instructs Sgt. Shelita Granger; Sgt. 1st Class Melvin Stoudemire and Master Sgt. Jose Lechuga check over their training manual; Capt. Chris Cieslak walks Capt. Richard Hough through their job responsibilities.



Unit Spotlight

304th Civil Affairs Brigade leaves big shoes behind

By Sgt. 1st Class Deborah Robichaux
CFLCC - PAO

CAMP ARIFJAN, Kuwait - Even to the untrained eye, tracks left by the 304th Civil Affairs (CA) Brigade are easy to follow. Footprints of their efforts can easily be traced across the globe but their shoes will be hard to fill.

Since being mobilized from Philadelphia in February of 2003, members of the 304th Civil Affairs Brigade have led and supported missions in various places throughout the world. While the majority of their activities were centered in Iraq and Kuwait supporting the 1st Marine Division and the Army's 82nd Airborne Division, small detachments traveled to the countries of Germany, Jordan, Qatar and Turkey.

"You have all accomplished tremendous things," Brigade Commander Col. William Beard from Palm Beach, Fla., said at a recent awards ceremony. "As individuals and as a unit you have been out there getting things done."

Lt. Col. Nicholas Roper from Woodbridge, Va., commanded the 2nd



Brig. Gen. Jack C. Stultz, Deputy Commander of the 377th Theater Support Command, addresses the 304th Civil Affairs Brigade after an awards ceremony at Camp Arifjan, Kuwait. "I'd be glad to go to war with you anytime," Stultz said.

Battalion of the 304th CA Brigade. The battalion performed over 500 missions in support of the 800th Military Police Brigade, helping to reorganize government and services in war-torn regions of Iraq. They performed humanitarian aid, assisted in the reformation of town councils and public services and mentored,

equipped and trained police forces.

Beard explained that hardships endured by unit members during the past year have made every individual a seasoned Soldier, deserving of a proper homecoming.

"It's not how you start the race, it's how you finish," Beard said. "We left as a unit and we are returning as a unit, with all the proper fanfare."

Beard stressed that as seasoned Soldiers each unit member is a valuable asset, with skills and experiences that must be passed on through the training of younger troops.

Though every Soldier played an integral part in the unit's success, some were recognized for individual accomplishments. In all, one Purple Heart, 37 Bronze

Stars for merit and 59 Army Commendation Medals were awarded.

Pride should be the common dominator of what all 304th Soldiers take home, said Brig. Gen. Jack C. Stultz, Deputy Commander of the 377th Theater Support Command, after the recent awards ceremony.

"I'd be glad to go to war with you anytime," Stultz said.

Because the missions of the 304th CA Brigade were many and diverse, leaving tracks of accomplishments that are easily followed, the big shoes they leave behind will certainly be hard to fill.

ivil Affairs1 - Though every Soldier played an integral part in the success of the 304th Civil Affairs Brigade's mission, some were recognized for individual accomplishments. In all, one Purple Heart, 37 Bronze Stars for merit and 59 Army Commendation Medals were awarded.

Soldier Talk

What happened on your best day of deployment in OIF?



I was responsible for the NCO induction ceremony in BIAP. 18 soldiers were inducted.

Sgt. 1st Class
Angela Jones
E Det, 15th PSB



When we got Internet service so we could contact our families from Camp Gab, Iraq.

Spc. Leslie
Pittman
588th Eng Bn



When we got a.c. in our tents at the end of July. We were finally able to cool down and relax.

Staff Sgt. Mike
Beitz
1168th Trans. Co.



We reconned a route to supply a cav unit near the Iranian border. It was pretty exciting.

Spc. Lee Thao
704th QRF DSB



I just got here so probably when we moved out of the warehouse and into a nice tent.

1st Lt. Adam
Jackson
348th PG



When we turned over our last unit to our replacements.

Sgt. Jason
Kalachik
495th Trans Bn.

More News

Camp Arifjan Gospel service setting attendance records

By: Sgt. 1st Class Deborah Robichaux
CFLCC - PAO

CAMP ARIFJAN, Kuwait - Service members go to the Camp Arifjan theatre on Sunday afternoons for a variety of reasons. Some go for fellowship, some go to pray, some for salvation and some go simply out of curiosity. They go early and stay late. They sit in aisles and stand in doorways.

Regardless of personal motivation, the number of people crowded into the theater for Camp Arifjan's weekly Gospel service is growing. Each week since late last year attendance has been on the rise.

"Now with an average in the 500 to 575 range, we can hardly fit people in the theatre," said Chaplain (Maj.) Michael S. Merrill from Tallahassee, Fla., with the 304th Military Police Battalion.

"We had an average of 350 to 450 up to the first of the year, and it has steadily increased each week."

Merrill, who has been the primary pastor for the Camp Arifjan Gospel service since August 2003, is not new to ministering to the masses. Since joining the 304th Military Police Battalion, whose mission is customs in Kuwait and Iraq, Merrill has ministered to Soldiers in various locations throughout Kuwait, Iraq and Qatar.

"It has been quite busy, but due to being able to fly to the various sites I have been able to support my unit, and also pastor the Gospel service here on Arifjan."

Previous missions have taken Merrill to Cuba, Egypt and England, as well as numerous places throughout the United States, preaching to Soldiers, prisoners and laymen.

Merrill said missions up north and redeployments back home have had the effect of an ever-changing congregation.

"Unlike a regular civilian church where you build on the nucleus and keep growing, the miracle of the service here is that although there is a different congregation each week, attendance keeps growing," said Merrill. "In fact, there is probably a nucleus of about 100 Soldiers, but the rest of the congregation is constantly changing."

"We have established ten prayer groups and eight Bible studies," Merrill said, explaining that the secret to the success of the Gospel service here is the emphasis on the power of prayer.

"As a congregation we prayed for Saddam Hussein to be captured. He was captured exactly seven days later."

The Gospel service at Camp Arifjan is more than a large group of people praying together. There are liturgical dancers, musicians, a praise team and a choir that are all an integral part of the success of the service. It is because the service offers such a variety that a diverse group of people gather weekly for fellowship.

The choir is talented and enthusiastic; its music spilling into the vestibule of the community center, beckoning the curious to come inside. Their songs fill every empty space, move every soul and put forth the loud and clear message that "God's got a blessing with your name on it."

Standing just outside the door to the theater because there is no place to sit inside, Sgt. Willie J. Plater from Shreveport, La., with the 1083rd Transportation Company said he has been going to this service the entire year of his deployment.

"I don't get to go every week because we have to travel north a lot, but I always go when I'm here," Plater said.

Plater said he goes to the service because things were rough for his unit at first, and now they are better. "I go to recognize the blessings in my life and to give thanks for all the good things we have."

Plater, who has attended services throughout Kuwait and Iraq in the past year, said the Camp Arifjan Gospel service is his favorite because "you can feel the 'realness' about it."

Sgt. Shelita L. Granger from Houma, La., with the 348th Personnel Group, said the service is important to her because she is new to Kuwait.

"Just because you're away from home doesn't mean you have to quit giving thanks," Granger said. "I live life through my faith and go to the service to get my spiritual food for the week. When I don't go, I can feel it."

Granger said the service gives her a feeling of acceptance and takes comfort in knowing there are so many people she has something in common with.

"It's a place where you give and receive love, without judgment," Granger said. "When you doubt yourself, you can gain strength in Christ."

Whether it is the music, the fellowship or simple curiosity that brings people in, it is undoubtedly the sense of belonging and acceptance that brings them back. Even if they arrive with a heavy heart, carrying the burdens of war that no one should carry alone, they leave embraced by the spirit of fellowship, the music of "We shall overcome" ringing in their ears.

The Gospel service is held every Sunday at 1430 hours in the zone one theatre and lasts approximately two hours. Dress is DCU, BDU, PT uniform or appropriate civilian attire. If you want a seat, arrive early. The theatre starts to fill up around 1400 hours and seats are hard to find.



Songs from the Gospel choir fill the Camp Arifjan theatre with joyful noise on a weekly basis.

Bon Temps

" I Am a Soldier"

*I look at the info in the current affairs
Yes indeed, I see results,
Results of political dare;
I see pain, I see tears, I see sweat and blood,
All in the face of soldiers, soldiers who care;
Although all is not good and good is not all,
I am a soldier.....A soldier who will not fall.*

*I look beyond the 360' perimeter,
I see tanks and rocks and sand thereafter,
All of a sudden, I pause, and wonder:
"How on earth did I make it over?"
Although all is not good and good is not all,
I am a soldier.....A soldier who will not fall.*

*I look at the number of deaths, deaths that fatalities bring,
I see attacks of IED's, small arms, and all sorts of unfamiliar things;
These are the contributions as well as the price that the soldiers have
paid,
Even though this is a debt that we must pay, there are lives to be saved
Although all is not good and good is not all,
I am a soldier.....A soldier who will not fall.*

*I look beyond and see obstacles that are untold,
Then I stop and realize:
Obstacles only exist when you take your eye off the goal.
Although all is not good and good is not all,
I am a soldier.....A soldier who will not fall.*

*Finally, I look to the sky and I pray to my savior,
I say "Father, I'm tired but I'm still trying to stand,
And I'm still holding on to your unchanging hand"
He says "My Child, You'll be fine and I'll return you back home to your
destiny land,
Although you may wince, I'll never let you weep,
Believe in me, it is your soul that I keep,
Although all is not good and good is not all
You are my soldier and I'll never let you fall!!!"*

*Author: Shelita L. Granger
346th Personnel Group*



A Stryker debarks from a ship at Port Shuaiba.



Soldiers evacuate a comrade injured in operations in OIF.



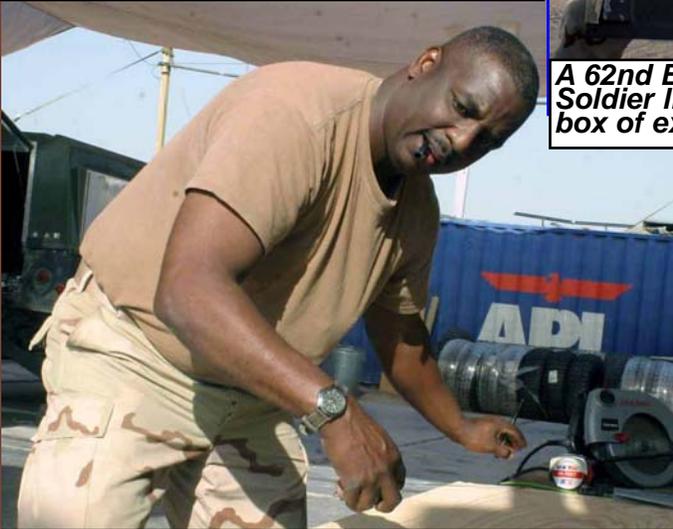
A Soldier with the North Dakota Guard 727 Trans Co. driving a HEMETT to Udairi Range.



A 62nd EOD Co. Soldier lifts a heavy box of explosives.



Anonymous Soldier looks out at Iraq.



A Soldier measures a board for some shelves in the 3rd PERSCOM motorpool.



Romanian Soldiers arriving in Kuwait drive an ambulance off a ship.

Bon Temps

Individual Soldiers fill slots in replacement operation surge

By Staff Sgt. Nate Orme

3rd Personnel Command Public Affairs

CAMP WOLVERINE, Kuwait -- Many Soldiers deployed to Operation Iraq Freedom are being sent as individuals rather than in a unit as part of the massive Soldier rotation operations that have increased, or "surged" in recent weeks.

A selection of individual Soldiers were requested by the 3rd Personnel Command for combat service and combat service support units already stationed in the Operation Iraqi Freedom theater is being brought over to increase the capability of selected theater logistical and military police units.



Staff Sgt. Charles Fetzer of the 144th Transportation Company stands among his personal baggage with other Soldiers a short time after arriving in Kuwait for OIF to fill slots in under strength units.

"341 Soldiers were specifically requested to fill in during the surge," said Maj. Jerry Clanton, Replacement Operations Director for the 3rd PERSCOM. "We went through a detailed analysis process to determine what MOSs (military occupational specialty) were required, then sent up a request to the Department of the Army for these soldiers. We have 257 in theater now, with 84 coming in."

Many of the Soldiers, like recently deployed Staff Sgt. Charles Fetzer, are returning to theater. It is Fetzer's second time deployed in the last two years.

"I volunteered for it," said Fetzer, a truck driver with the National Guard 144th Transportation Company from Marianna, Fla.,

Although individual soldiers have been deployed since before the beginning of OIF, it was not through a centralized request, but made through a patchwork of programs and authorities. In this request, all of the soldiers are transportation and military police soldiers.

"This request was part of a package specifically for the surge," Clanton said.

The 3rd PERSCOM worked closely with the 377th Theater Support Command, and the Army Human Resources Command's Replacement Operations Branch to implement the provisions of last summer's new

Department of the Army Contingency Personnel Replacement Policy, the first comprehensive replacement policy designed to support operations Iraqi Freedom and Enduring Freedom. All Soldiers processed through the CONUS Replacement Center (CRC) at Fort Bliss, Texas before departing for Kuwait, said Lt. Col. Mark Seeger, Chief of Personnel Services with the 3rd PERSCOM.

"To get equipment in and out of theater in a timely manner, selected transportation units required additional personnel as well as military police units dedicated to customs duties," said Seeger.

As for Fetzer, he has been attached to the 1175th Transportation Company, a Guard unit from Brownsville, Tenn.

"Last year when the unit was called up everything went smooth as far as when and where to report. This time we were the first to report at Ft. Bliss, (Texas)."

Although Fetzer said there were a few "mix-ups" at Ft. Bliss, he said it was understandable because the processing personnel were in a learning phase since his group came in as individuals, not as a unit.

"The 5035th Personnel Company at Bliss did a great job. The training was excellent also. We all had to go through the HET (Heavy Equipment Transporter) course. A lot of us had never seen a HET except from a distance."

Fetzer said about being deployed again, "I'm kind of excited about it."



Soldiers brought in as individual replacements for units in OIF watch a theater introduction briefing shortly after arriving in Kuwait.

(*TRAIN, from page 1*) "right seat, left seat, drive," or "KISS" (Keep It Simple, Stupid), or "see one, do one, teach one."

Master Sgt. Jose Lechuga, NCO-in-charge of petroleum and water operations with the 321st Theater Materiel Management Center, a Reserve unit from Baton Rouge, La., uses the "crawl, walk, run" training method to train his replacement from the National Guard 114th Area Support Group, from Hattiesburg, Miss.

Lechuga and Lt. Col. Jerry Jones have maintained accountability of over 600 million gallons of petroleum and 300 million gallons of potable water used in theater. Every day a report is compiled from all the numbers reported from fuel farms throughout theater and then submitted to CFLCC.

Lechuga explained that as Soldiers climb the ladder of responsibility many who once worked in the field find they need to be trained to become computer literate quickly, which by necessity he has had to focus training on, especially spreadsheets.

"It took a week for the crawl phase. I talked him through it step-by-step," Lechuga said. "The second week was the walking phase-hands on training, or 'over the shoulder training.' The third week:-the run phase-no supervision; he does the paperwork, I verify."

Engineers with the U.S. Army Facility Engineer Group, Team 13 are preparing to redeploy home, but before they leave they must get Team 25 up to speed.

Capt. Chris Cieslak, Chief of Engineering Plans and Services for the Department of Public Works (DPW) on base, uses an approach moving from the general to the specific. Cieslak spent the first three days with her replacement, Capt. Richard Hough, on situational awareness-"explaining the history of the camp, its geography and the political organization of the (OIF) theater."

After, Cieslak discussed the different customers DPW works with: Army Central Command, CFLCC, and "sub-customers." "Then I went to the project list and went into details-what the project is, who the customers are, where the project is in its process," Cieslak said. "A project goes from planning, concept, design/scoping, funding, contracting, and then construction. I have over 50 projects. I spent a lot of time on the ones just in the concept stage because he's going to be taking them from that point forward."

For the next phase, Cieslak said Hough will become the primary point of contact, and she will be there as a "safety net," to answer questions he has with the process.

Since a cell phone has become indispensable in her role, Cieslak will be handing hers over to Hough during a Turnover of Authority ceremony.

"Once he gets the cell phone, he becomes the go-to guy," Cieslak said-and she can go home with the confidence that her replacement, like many other Soldiers new to OIF, is walking in with eyes wide open after having many hours to ask questions and learn about his new position.

ACHTUNG! A German postal inspector "will be inspecting your packages!" (Who said they don't support the Coalition?)

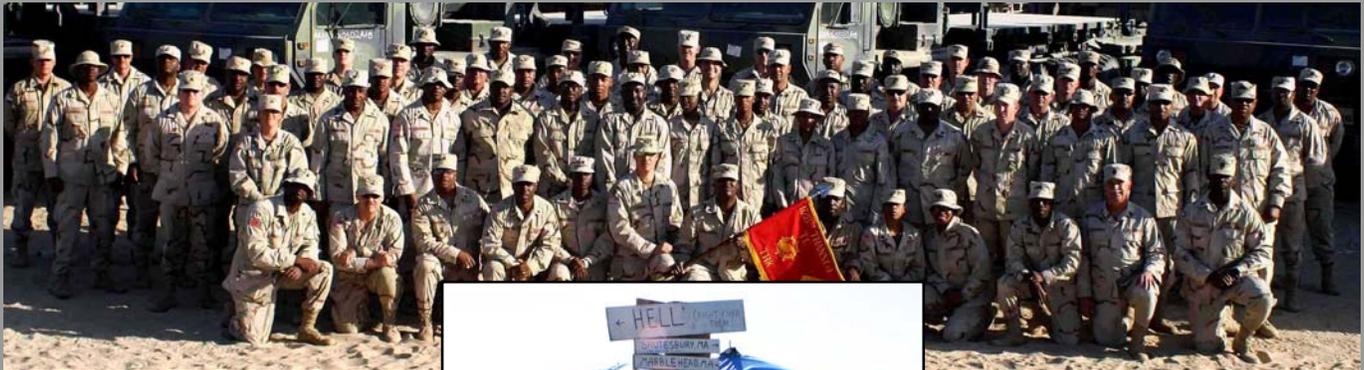


Military police Sgt. Lindsee Basinger of the 42nd MP Detachment from Fort Bragg, N.C., and her police dog, Roy, inspect mail for restricted items sent from the Camp Arifjan post office—a daily task for MPs. (photo by Sgt. Vanessa Bagley)

A DOD Task Force on Care for Victims of Sexual Assaults will be visiting our Camp Doha on 19, 22 & 23 March, and 20 March 2004 at Camp Arifjan in response to direction from the Secretary of Defense.

Any uniformed members who have been victims of sexual assault in Kuwait - and whether they have formally reported it or not are invited to discuss their concerns about the effectiveness of current support services as well as how the department could better support their needs, the Task Force has set aside time during their visit to receive their input - either anonymously, individually, or with other victims. Effective 14 March, you may call between 0800-2000 hrs DSN 438-4441 if you desire to share information with the Task Force representatives.

Anyone desiring to provide input to the task force may alternatively provide such information via the following toll free number: (800-497-6261) Mondays -Fridays (9 AM - 9 PM Eastern Standard time.



TRUCKVILLE

Top right: The North Dakota Guard 727 Trans. Co. is awarded a Presidential Unit Citation Navy medal (Navy) by the 1st MEF Marines whom they assisted in OIF. Middle: The Alabama Guard 1128th Trans. Co. poses for a unit photo. The other photos are just stuff seen in Truckville.

photos by Staff Sgt. Nate Orme

Bon Temps

Volume 2, Issue 7
Bon Temps is an authorized publication of the Department of Defense. Contents contained herein are not necessarily the official views of, or endorsed by the U.S. Government or Department of Defense. The editorial content is prepared, edited and produced weekly by the 377th Theater Support Command Public Affairs Office in accordance with AR 600-1.

Staff

377th TSC Commander, (Provisional)
Brig. Gen. Michael J. Diamond
Chief of Staff
Col. Larry J. Massey
Public Affairs
Lt. Col. Robert Johnson
Staff Sgt. T. Nathan Orme
Sgt. 1st Class Deborah Robichaux
Sgt. Vanessa Bagley

Contact

If you want to get your story in the Bon Temps, call DSN 825-5330 or email nate.orme@us.army.mil