



A DHR, ASAP, EAP  
WELL-BEING TEAM  
PRODUCT

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# WORKFORCE PRIDE

## Fort Sill Community Newsletter

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AUGUST 2011

### A View from the Top: Ethics Anyone?



There are many times throughout a manager's career when they will face the question; What should I do? Or, how should I act?

This question may be answered from two perspectives; individually or collectively. If I will depend on my underlying values and the kind of person I want to be. So, if I value honesty, then I do not cheat on travel vouchers, and if I value teamwork then I am inclusive and behave in ways that reflect that value. When the question is asked in a larger sense, that is, how should our organization work collectively together with other installation activities and the surrounding community, issues of fairness, structure, and policies are the means by which we demonstrate our what we value. Already, decisions are made for our organization that should align with Garrison and larger Army values.

How we can make decisions that align with our stated values is better demonstrated by using an example plucked from the recent headlines. The News of the World, a British newspaper had been accused of hacking into the phones of celebrities, politicians and members of the British Royal Family. However, in July 2011, it was revealed that the phone of a missing schoolgirl (who later turned out to be murdered) had been also accessed, resulting in widespread public outrage. Advertisers boy-

cotted the paper contributing to the closure of the tabloid on 10 July, after 168 years of publication. The repercussions of that decision to hack into the phone of the missing girl continue to reverberate around the world. And, a once mighty company and its even mightier CEO find themselves under siege. This fiasco and the closing of the newspaper may have all been avoided had its leadership examined the question of whether or not to tap the missing child's phone using the following ethical decision making model:

**Step 1 – Determine the facts regarding a situation.** Make an honest effort to determine the facts and discriminate them from opinions. The facts in this case were the school girl had been missing and presumed kidnapped. Scotland Yard and police were investigating her disappearance. There was a great deal of media attention surrounding the case in Great Britain and in many parts of Europe all trying to find her. The newspaper had the means to monitor the girl's phone.

**Step 2 – Identify the ethical issues involved.** Identify the degree that a decision will affect the happiness, health, dignity, integrity, freedom, and respect of those impacted by the decision to monitor her cell phone or not. Certainly her well-being as well as the well-being of her family would qualify this as an ethical issue.

**Step 3 – Identify and consider the stakeholders,** all the people who will be affected by your decision. The people affected by the decision about whether or not to tap into her phone are the young girl, her family, police, Scotland Yard, child advocacy groups, newspaper stockholders, and the British government.

**Step 4 – Consider the available alternatives.** In this case it was either to tap into the phone or pursue the story through investigational journalism and other more conventional sources. The other methods posed much less risk for the well-being of all stakeholders.

**Step 5 – Compare and weigh the alternatives.** Evaluate the impact of each alternative on the stakeholders identified. Examine the consequences, duties and rights, implications for your organizations and your own personal integrity.

**Step 6 – Make a decision –** Decide how best to report the story with respect to all stakeholders.

**Step 7 – Monitor and learn from outcomes.** In this case, the results were disastrous and the lessons learned from monitoring the kidnap victim's phone resulted in the closure of the newspaper. The consequences for tapping into her phone put the girl more at risk, complicated the investigation, public outrage, discrediting the paper. The newspaper deleted telephone messages to enable the phone to record more, raising the hopes of the family and police that the girl was alive.

By looking at all aspects of our decisions and "walking in the moccasins of our stakeholders" this situation could have easily been avoided and the newspaper would still be thriving today. This company and its owner were considered media giants and able to control a great deal of the public discourse, however, even with this incredible power unethical behavior brought them to their knees.

### Take Back Your Life: Time, Routines, and Goals

Do you sometimes feel as if you are out of control of your world? Maybe you feel as if the world is turning and you are on the outside staring in at it! Well, it is time for us to get into gear and start taking charge of our time. Poor time management skills can cause undesirable stress in our lives, and it can spark a cycle of dysfunctional behaviors. Now that school has begun, it is necessary to re-examine our routines and chart a healthier course for you and more importantly for your family! Inside you will find featured articles on time management, back to school routine tips, and goal setting tips.



## Tips for a Speedy Morning

If your morning routine usually turns into a scramble to get your family out of the door on time, you may want to consider a makeover to ease your morning rush. Whether you're getting back in the school groove after a long vacation or holiday break, or need to jettison sluggish habits that are putting you and your child at risk of being marked "chronically late" at school and at work, here are some great ideas to speed up your morning routine.

### 1. Get a timer.

If you have a child who can easily spend fifteen minutes in a shower or take five minutes to put on one sock, try using a timer to get your dawdler on the move. Kids naturally love to make a game out of things. If you challenge him to beat the clock, he'll be less likely to daydream and become distracted while getting ready.

### 2. Stick to regular morning routines.

Whether you decide that baths before bed or showers in the morning fit better into your grade-schooler's schedule or your child prefers to brush her teeth before getting dressed, keep the order of tasks consistent. Sticking to the same morning routine day after day will speed things up because she will be more likely to do what she needs to do without any reminders.

### 3. Check out the weather forecast the night before.

That way, you can make sure the rain boots and coats and umbrellas are ready by the door if the forecast calls for rain or heavy jackets if the temperatures are supposed to drop.

### 4. Pack up beforehand.

Have your grade-schooler pack up his backpack the night before. Homework, library books -- anything that needs to be taken to school the next day should be in his bag, ready to go. Designate a spot near the door for bags, shoes and jackets.

### 5. Make lunches ahead of time.

Sandwiches can easily be made the night before. You can also put fruit, string cheese, box of milk or water bottle, or whatever else will be going into the lunch bag together on a shelf in the fridge. That way, you can save precious extra time by not having to look for each item in the morning.

### 6. Make it a team effort.

If you present the idea of making it out of the door on time as a family project, your grade-schooler is more likely to get enthusiastic about getting on board. On mornings that you make it on time, say, "We are a great team." If you end up late, avoid placing blame on your child and say, "I know we can do better tomorrow."



Reference: About.com

# Elementary Zone: Organization for Success

Many of us may wish that we could turn back the clock and do elementary, middle or high school a little differently especially when it comes to how organized we were or how seriously we took our studies. While that may not be possible, we can learn from our past mistakes and pass those lessons on to our children. And the earlier the better. Use these tips and suggestions to help your elementary student get organized for school. These are habits that will serve your child well in school and beyond.

**Create a School Zone in Your Home:** Help your child get organized by first [getting organized yourself](#). Set up a school zone in your home. This will be the spot you and your child will use each day to meet and review any items needed for the next day.

**Introduce Your Child to a Daily Planner:** Many schools provide students with a [daily planner](#) or agenda book. For younger children, it's simply a communication tool between the teacher and parent. For older children, it's a tool for listing daily homework assignments and test reminders.

**Help Your Child Remember What to Bring Home Each Day:** The end of the school day can be a stressful time for your child as he rushes to get his [book bag](#) packed and get out the door to the bus line or carpool line. Help your child develop a system for remembering what to bring home each day.

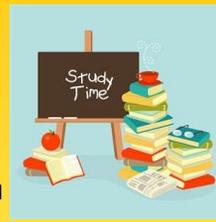
**Make Checking the Book Bag a Daily Event:** Establish a set time each day when you and your child meet in the school zone to check his book bag. It's much easier to stay on top of this daily than to try and correct weeks of disorganization and [clutter](#). Review your child's homework assignments for the day and for the week.

**The Homework Hub:** Create a specific spot for your child to do [homework](#). Depending upon how much help and supervision your child needs, this spot might be in the kitchen, the office or his bedroom. Whatever spot you choose, it should be quiet and free of distractions and [clutter](#); be well lit; and include the proper tools such as pencils, pens, paper, dictionary, index cards, etc. Establish a routine for [doing homework](#). Some children do well coming home from school and

immediately taking care of any homework while others need a break from the academic day before tackling homework. Determine what works best for your child and stick to it. This type of routine will teach your child the importance of having a schedule. Encourage your child to do the [most difficult assignment or task first](#). With that out of the way, the rest of his homework won't seem as hard.

**Begin and End the Day With a Routine:** It's a great way to introduce your child to a daily [to-do list](#).

**Stay Connected:** Most schools have a website or parent portal where important dates and events are posted. Additionally, many teachers have their own sites where they post important announcements, daily assignments and upcoming test and project deadlines. Stay connected and encourage your child to use these online tools as resources as well. Make checking each site part of your daily routine with your child. Elementary school is a time of great learning for your child. With a little help from you, learning how to get organized will be a lesson with positive life-long implications.



## Middle School Zone: Bullying



Whether it is verbal, physical, or done online, bullying is an unfortunate but very real problem that can happen in any school, even among young school-age children. But by being educated about what bullying is, how to spot the signs of bullying, and learning what to do if your child is affected by this behavior, parents can be prepared to address bullying if it arises. Here's what you need to know about bullying in schools:

1. **Understand the definition of bullying.** Bullying is aggressive behavior that is intentional. It can be physical or verbal aggression that can take the form of insults, teasing, shoving, hitting, and other intimidating and hurtful behavior. It's important for parents to fully understand that bullying is not just "kids being kids" -- it is assault and aggression that should not be tolerated. Read more about the definition of bullying.

2. **Learn how to spot the signs that your child may be a bullying victim.** Children who are victims of bullying may be reluctant to tell anyone about what is going on. But parents can look for signs such as refusing to go to school, sudden drop in school performance, unexplained injuries, and more.

3. **Learn how to prevent and stop bullying.** Maintaining good communication with your child and keeping up with what's going on in her life is a key factor in spotting any signs of potential problems at school, including bullying. It's important that parents talk to their child about bullying, and review what she should do if she experiences bullying or sees it happen to another child. Read more about how to prevent and stop bullying.

4. **Teach your child about the importance of empathy.** Nurturing emotional intelligence in kids is one of the most important things parents can do for a child. Empathy and emotional intelligence give children essential life skills for the future. And when children develop empathy, they are less likely to engage in bullying behavior.



## High School Zone: Goals

Goals are an important part of life. Children who learn to plan out and obtain goals contribute to their healthy self-esteem not only when the goal is accomplished, but also along the path to the goal. Here are a few tips in goal setting and obtaining:

**Goals should be realistic.** A goal is realistic if, given time and effort, your child stands a reasonably good chance of accomplishing it.

**Turn goals into smaller steps or tasks** so that your child can feel that they are accomplishing something along the way to the goal.

**Help your child create a plan** to complete the tasks for his goal. Write it down.

**Help your child keep to the plan**, but be flexible as things change and obstacles may come up that you didn't plan for.

**Praise your child** when the goal, or parts of the goal, have been accomplished.



## Increase Your Situational Awareness to Reduce Risk

With the start of school quickly upon us and once again seeing school busses on the road, children running to catch the bus, or parents running late for work because they had to get their children to school can be a catalyst for disaster. Always be prepared for that driver that may run a red light or a stop sign. Look out for distraction drivers, and ones that may not see you or your child heading for the bus. Increasing your situational awareness can prevent many of these accidents from occurring. Below are four tips to follow that will help keep you and your family safe:

1. **Looking and Perceiving** - What we see around us. In other words "What do we see when we look?"
  2. **Constantly Scan** - Look around your area and know what is going on around you. Looking for those that may not see you and/or be watchful of things to avoid.
  3. **Reduce Distractions** - Don't talk on the cell phone without a hands-free device, if in traffic try to not have conversations that will distract your concentration preventing you from looking and perceiving what is going on around you.
  4. **Anticipation** - Always anticipate what the other driver or a pedestrian may do and be ready to react appropriately. Being situational awareness savvy is not just for the roads. Having good situational awareness can benefit Team Sill by reducing not only auto accidents, but work accidents or crimes of opportunity just to name a few.
- Thank you Team Sill for watching for each other and our community members.



## Word to the Wise

Last year in Oklahoma 245 people were killed in car crashes where alcohol was involved. In addition, 6,500 were injured. OHP and Law Enforcement has geared up for the "Drive Sober or Get Pulled Over" campaign cracking down on drunk driving with more frequent and random checkpoints. This campaign runs until 5 September 2011.



## Bit of History

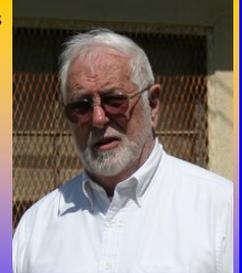


**Sergeant I-See-O**

Building 3040 is part of the Field Artillery School located on Austin Road on Fort Sill. Its name is I-See-O Hall which means "plenty fires" in the Kiowa language and is well known as the building which houses the Planetarium visited around Christmas by so many area residents. This building is named for the last Indian scout to serve on active duty with the United States Army. Sergeant I-See-O was the 1<sup>st</sup> Sgt of troop L, 7<sup>th</sup> US Cavalry and died on active duty at Fort Sill on 11 March 1927, at around the age of 79. When he died he was the last Indian scout left on active duty due to a bill passed by Congress which insured Sgt I-See-O could stay on active duty for life, and could never be reduced in rank, making him the oldest soldier to ever serve in the US Army.

This distinction was given to Sgt I-See-O because of his dedicated service to this country as perhaps the greatest Native American peacemaker in our history. Many tribes went on the war path during the ghost dance craze of the 1890's. Thousands of Indians and whites were killed primarily in the northern plains during the period. In the southern plains, Sgt I-See-O alone was

able to maintain peace in the southern tribes and prevent the kind of death seen in the massacre at Wounded Knee.



by Dale Keesee

## Updated Ft. Sill Gate Hours

Renovation of Key Gate West is projected to last until Nov. 24. The following are the updated Ft. Sill gate hours:

**Apache Gate:**

Open M-F 5am-9pm  
Sat 6am-8pm  
Sun 10am-6pm

**52 Street Gate:**

Open M-F 5am-6pm

**Bentley Gate (Sheridan Rd.):**

Open 24/7

**Scott Gate (Ft. Sill Blvd.):**

Open 7 days  
5am-9pm

**Gate 2:**

Open M-F 5am-6pm

**Key Gate East:**

Open 24/7

**Key Gate West:**

CLOSED

Reference: Cannoneer



## Suicide Prevention Month

# September 2011

### Join Us On Facebook:

<http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

### Visit our ASAP Website:

<http://sill-www.army.mil/USAG/DHR/ASAP/>

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
					Soldier Show (1930 Sheridan Theater)	
4	5	6	7	8	9	10
	ADAPT (GRTC 0800-1600)		UPL Recert (0830)	BPL Meeting (1430) at WBC	ONE Brief	
11	12	13	14	15	16	17
	Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)					
18	19	20	21	22	23	24
					CWBO MEETING	
25	26	27	28	29	30	
			ASAP COMMUNITY TRAINING			

For more community events, activities, and trainings check out the following websites:  
[www.sillmwr.com](http://www.sillmwr.com)  
[www.facebook.com/FortSillACS](http://www.facebook.com/FortSillACS)



Well-Being Center, ASAP  
 3415 Miner Rd  
 Tues 1800-2000  
 Weds 1900

**MAJOR ED PULIDO, U.S. ARMY RET.**

VICE PRESIDENT, FOLDS OF HONOR FOUNDATION  
 SR. ADVISOR, PROS 4 VETS PRESIDENT, WARRIORS FOR FREEDOM

**SAVE THE DATE: 21 SEP 11**

Seminar on Suicide Intervention with MAJ (Ret.) Pulido is coming to Ft. Sill!!  
 For more details regarding this event, please contact Mr. Robert Dodrill at [robert.dodrill@us.army.mil](mailto:robert.dodrill@us.army.mil)



## Red Ribbon Week 21-28 Oct 2011

# October 2011

## Rx "Take Back" Day 29 Oct 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
	ADAPT (GRTC 0800-1600)		UPL Recert (0830)	BPL Meeting (1430) at WBC	ONE Brief	
9	10	11	12	13	14	15
	Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)					
16	17	18	19	20	21	22
					CWBO MEETING	
23						
			ASAP COMMUNITY TRAINING			
30	31					TAKE BACK DAY

# Back to School and Suicide Concerns



I decided to pick this topic since school is starting back up this month (which is big stress trigger for many teens). According to the [Center of Disease Control](#), (CDC) children between the ages of 10

and 24, suicide is the third leading cause of death; approximately 4500 young people take their own lives every year. But the numbers do not stop there. More young people survive suicide attempts than those that die. "Approximately 149,000 youth between the ages of 10 and 24 receive medical care for self-inflicted injuries at Emergency Departments across the U.S." (CDC)

### There are many factors that put our teens at risk of suicide such as:

- History of previous suicide attempts
- Family history of suicide
- History of depression or other mental illness
- Alcohol or drug abuse
- Stressful life event or loss
- Easy access to lethal methods
- Exposure to the suicidal behavior of others
- Incarceration



Of course, this listing does not cover every issue only those that are most common.

### The American Academy of Child and Adolescent Psychiatry (AACAP) tells us that the warning signs for suicide are much like those of depression:

- Change in eating and sleeping habits
- Withdrawal from friends, family, and regular activities
- Violent actions, rebellious behavior, or running away
- Drug and/or alcohol use
- Unusual neglect of personal appearance
- Marked personality change
- Persistent boredom, difficulty concentrating, or a decline in the quality of schoolwork
- Frequent complaints about physical symptoms, often related to emotions, such as stomachaches, headaches, fatigue, etc.
- Loss of interest in pleasurable activities
- Not tolerating praise or rewards

If you are a professional (i.e. teacher, youth director) and you've not already been through gatekeeper training, please contact Robert Dodrill, Suicide Prevention Program Manager at [robert.dodrill@us.army.mil](mailto:robert.dodrill@us.army.mil) or 580-442-1644. One note on depression – this is for either after a suicide attempt or prior intervention – some antidepressant medication can cause suicidal behavior in adolescents. It's very important to work closely with a professional Psychiatrist, (as well as a Psychologist) and make sure any side effects of medication prescribed are understood.

For us parents – We walk that tightrope every day. Many of the triggers listed above can be normal weekly behaviors for some of our teens, and part of a teens normal development. However, many parents know instinctively when something is not quite right and I encourage you to watch them more closely ... it can be a very fine line. One thing is for certain however. If you ever hear the words come out of your teens mouth; "I wish I was dead", "I want to kill myself", "I don't feel anything", "I just wish this would all end", or something similar to this, it's time to drop everything and get them to a counselor. You can never go wrong with non-judgmental and empathetic listening.



## What Would You Do?

Evan is 15 years old. His parents are both in the Army. Evan has moved a lot. He finds it difficult to make new friends each time his family relocates. Evan's dad has been deployed for 8 months. Evan misses his dad and cries frequently. Evan's teachers reported that they are concerned because Evan has been giving away his books and personal items at school and has been asking his friends if they would come to his funeral if he died.

# Life focus



SUICIDE PREVENTION PROGRAM COORDINATOR (SPPM)  
ROBERT DODRILL



### NATIONAL SUICIDE PREVENTION WEEK, WORLD SUICIDE PREVENTION DAY AND ARMY SUICIDE PREVENTION MONTH 2011

Our Army Family continues to feel the stresses and strains of almost a decade of continuous operations abroad and at home. Regrettably, we have seen this stress lead some of our Soldiers, Family members and Civilians to take their own lives. This has profound effects on Families, friends, communities and units. Every member of the Army Family plays a vital role in the success of our missions and the unity of our organizations, and we cannot afford to lose even one person to something as preventable as suicide.

Therefore, the Army is renewing our emphasis on prevention, health and resilience by once again expanding the observation of National Suicide Prevention Week and World Suicide Prevention Day to the entire month of September. We urge commanders to host events that highlight the availability of resources, underscore the compassionate support of the command leadership, and emphasize the importance of the relationships we build within the Army Family.

Over the last three years, we have intensified our efforts to recognize the warning signs and risk factors of suicide. We have instituted more training through the Comprehensive Soldier Fitness Program and have provided forums and interactive videos where suicide survivors and Families of those who lost a loved one shared their experiences and personal stories. This year, the Army will focus on illustrating stories of resilience, providing education and examples of protective factors, and conveying to our Army Family that treatment for both behavioral health and substance abuse is available and effective.

The reasons that people take their own life are very complex. We have found that effective suicide prevention and intervention activities require a continuum of services and must build on individual, family, unit and community strength.

Members of the Army Family, we urge you to work together to prevent suicide and to raise your awareness of available tools and resources. Adopt effective coping skills and turn to trusted friends and family in times of need. Help yourself by joining a support group or help someone else by volunteering. Confide in your clergy or a counselor. Maintain healthy lifestyles – get sufficient sleep, practice relaxation techniques, identify your stressors and manage them. Work with your unit's Master Resilience Trainers, who can help build these skills and help instill resilience across the Army Family.

We owe it to each other and to ourselves to fight this problem with the same unity of purpose with which we fight our wars. Together, we can make a difference.

*Raymond F. Chandler III*  
Raymond F. Chandler III  
Sergeant Major of the Army

*Martin E. Dempsey*  
Martin E. Dempsey  
General, United States Army  
Chief of Staff

*John M. McHugh*  
John M. McHugh  
Secretary of the Army

37  
National Suicide Prevention Lifeline 800-273-TALK (8255)  
OCONUS – DSN Prefix – 273-TALK (8255)

**RESILIENT RESOURCES:** Click the following link for this month's prevention resource. [Volume II](#)

**VIDEO PROFILES:** Warriors train their bodies to build physical strength and resilience. To be at peak performance, though, it is equally important to use available tools and resources to build and maintain psychological strength, as warriors and their family members explain in this profile. Click [here](#) to watch the video profile for Real Warriors and Psychological Health.

# DEAR FRAN

Dear Fran,

My husband and I met while we were clubbing, and at a club when we were both in our twenties. So, we both liked our alcohol. Despite the odds we have been relatively happily married now for seven years and have two young children to show for it. However, I have stopped all my clubbing when my first child was born, but my husband hasn't. Problem is recently he has become more and more distant and is minimally involved in the children's lives. He continues to go out and get drunk and drive himself home bragging how he will never get caught because he knows how to fool the breathalyzer. I need him back in our lives and want to keep him from killing himself or someone else. Any suggestion would be appreciated.



**Fran Alltizer,**  
LCSW, ASAP Counselor

Signed...Turn out the lights, the party's over...

Dear Party is Over,

Glad you were able to write and share this common problem so others might recognize potential changes that need addressing as a marriage changes over time. It sounds like you are beginning to question the choices you made when you met and married a man who shared your common interests in alcohol. Did you take the time to find out about your other shared values? Men and women differ dramatically when it comes to change that happens when children enter the home. Men often think they need to be better providers and bring in more money to support the family. This produces added stress so they may feel they need alcohol to cope. While women tend to think about needing and wanting extra time and help from their mate so they can enjoy the new additions. Seven years is a long time to allow someone to distance themselves from their family while their drinking becomes more dangerous and costly. I hear you say you want him back in your life and you want him to stop taking risks that may eventually lead to death or injury. Here are some things you should do before you confront him. Take an inventory and list behaviors and symptoms related to his relationships with others and yourself. What are the objections you have? Make them honest and concrete so he can own them. Do the same with his work and how he relates to others on the job. Does he talk about being "picked on" by his boss? Do you call to make excuses for him when he does not perform as expected? Are there periods of time when he tells you he is working but comes home after drinking? Look at your financial condition, legal situations including obligations like bankruptcy, overdrafts and creditors threatening legal action. Then consider his health. Is he losing or gaining weight, having stomach problems, complaining of head and body aches. Does he lie in bed and sleep most of the day on weekends? Write down positive statements about these behaviors and how they affect you and the children. An example would sound like this: "When you stay in bed on your days off, I resent the time you miss with me and the kids. We have things we want to share with you, and the kids are missing out on all the wonderful things you could share with them." Use a calm voice and do not argue or accuse. Reading it from the paper will keep you focused and on-track. You will have the ammunition you need to have a frank and fearless talk with him about the changes you need to see him make. If he gets angry and walks away, let him go. Continue to bring up your discontent and add that you will have to seek advice from others if he cannot stay and go through this discussion with you. The one thing you need to know that will aid you in your decision whether to keep trying or walk away is universal. The decision to change belongs to the person who needs to make the changes. He must recognize and agree that things need to change and agree that your requests are reasonable. If not, you make another inventory for yourself. Ask yourself, "What will I lose if I stay." Then answer honestly if you are willing to give up those things. If not, and you see no sustained change from him, you are right...the party is over!! Move on and concentrate on your children, because they learn everything they need to know when faced with decisions in their future from how their parents handle conflict and differences.

PS: If your spouse decides to change, send him to us. We have counselors who will help him work through any problems related to use/abuse of substances. And, if you need some support along the way, our Well-Being Center has an EAP to listen and guide you to resources to make your choices/transition smoother.

Good Luck,  
Fran

If you have any questions or concerns that you would like Fran to address, you may contact Fran anonymously through our ASAP Facebook page: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

## DID YOU KNOW?

Emergency rooms are seeing a growing number of people high on bath salts, which can cause long-lasting and dangerous effects. Bath salts have grown increasingly popular in the last year. The drugs come in powder and crystal form, and are snorted, injected or smoked. The American Association of Poison Control Centers says poison control centers received 3,470 calls about bath salts during the first six months of this year, a jump from 303 calls in all of 2010.

## Keeping Up With the Trends Bathing in Danger



**What is this new drug trend?**  
Sold over the internet and head shops as BATH SALT and PLANT FOOD, these chemicals have caused users to be extremely violent and carry out horrific and psychotic acts.

### Who is using this substance?

A boy in a suburb of New Orleans cut his throat in front of his family and then shot himself. Near Seattle, a man killed his wife and then himself during a high speed chase. Both were high on bath salts. Their five year old son was found dead at their home. A police officer in Oklahoma responding to a report of a mass drug overdose found her son writhing on a front lawn and foaming at the mouth.



### What are the effects?

Chemicals are unpredictable and disastrous. Use can result in suicidal depression and violence, manic behavior with delusions, paranoia, nightmares, hallucinations and hyperactivity.

### What should we do?

Help anyone you know with this problem, remain vigilant and report any drug trafficking.



## ASAP Testimonial

In my time at ASAP, I learned a lot about myself and the dangers of what I was doing. Not only did the ADAPT class provide me knowledge, but group therapy helped a tremendous bit. Hearing that others had the same or similar problems made me feel at ease finally having people listen. From lower enlisted to NCO's and even officers, they all helped me to better myself as a Soldier and a person. I really believe the program works, helps, and makes you better. I want to give a special thanks to everyone who has helped me. That includes my group, Mr. Lorenzo, and especially Mrs. Heathco. Thank you for listening to me and helping me to get better.

Private, USA, Ft Sill



# EMPLOYEE SPOTLIGHT



**Carleen Pilcher, Management Assistant, IMCOM RMO**

### What is your favorite phrase?

Laughter

### What is your least favorite word?

Can't

### What turns you on?

When a seemingly difficult task comes together and I wonder how'd I do that? And I know it's the Lord every time.

### What turns you off?

A bad attitude of a person in a customer service position.

### What sound or noise do you love?

My Grandbabies when they belly laugh.

### What sound or noise do you hate?

Sirens of any kind because that usually means someone is hurt or in need of help.

### What profession other than your own would you like to attempt?

Inspirational speaker/teacher

### What profession would you not like to do?

Day Care, although I did do that for a few years long ago.

### What is your ideal vacation?

A cruise to some place warm with unlimited funds!

# August Brainteaser

## August Brainteaser

You have a fox, a chicken and a sack of grain. You must cross a river with only one of them at a time. If you leave the fox with the chicken he will eat it; if you leave the chicken with the grain he will eat it. How can you get all three across safely?

## Answer in next month's issue

## July's Brainteaser and Answer

During a visit to a mental asylum, a visitor asked the Director what the criteria is that defines if a patient should be institutionalized. "Well," said the Director, "we fill up a bathtub. Then we offer a teaspoon, a teacup, and a bucket to the patient and ask the patient to empty the bathtub."

Okay, here's your test:

1. Would you use the spoon?
2. Would you use the teacup?
3. Would you use the bucket?

"A normal person would choose the bucket, as it is larger than the spoon." right, asked the visitor.

What was the director's response?

The director responded that a normal person would pull the drain plug.

# Ft. Sill Talks Back

## ARE YOU HOLDING ONTO SOMETHING THAT YOU NEED TO LET GO OF?



**Olaitan Oyetunbi, Psychologist, ASAP**

"We all have something that we tend to hold onto that we would be better off letting it (whatever it is) go by the wayside. However, if I had to choose one thing that I believe everyone has faced or will face at one time or another that we should immediately let go, is resentment. Most, if not all of us mere

mortals, incessantly struggle with this human flaw, this tendency to hold onto some past hurtful event in our lives; with a grip so tight as if our lives depended upon keeping that memory alive. We would do well to understand and apply the principle of the law of forgiving a debt. Time and space does not permit me to elaborate here on the subject of forgiveness, but you would do well to research and uncover the gem that lies within that law. I will leave you with one parting thought with respect to resentment, and that is this; someone once said that "resentment is like taking poison and expecting the other person to die." Food for thought."

# EAP Mental Health Minute

## Positive Self-Talk

### Slowly repeat the following words aloud:

Exciting, Fun, Laughter, Joy, Anticipation, Attractive, Possibility, Aliveness, Peace, Love

### Next, read aloud the following statement:

When I think about the future, I become excited. I'm energized. There is so much I can accomplish. Life is wonderful, and there many possibilities in the world.

What did you notice about how you felt from reading the preceding words and statement?  
What were your internal sensations?

Now generalize this to your daily life. Become more conscious of the language you are using and what effect it might have in your life and in the life of others.

From Bill O'Hanlon



# Wellness Window



## Will You Make the Cut?

Are you in doubt with all the reasons surrounding your physical readiness sometimes? Do you feel a lack of purpose going through the same routine over and over? Well this article is for you. The next time you have any cloud following you around consider this—the Army is downsizing and this is not a secret. That translates as follows; you will have to compete to stay in the years ahead.

Physical readiness is at the core of the military, regardless of the branch in which you may be serving. Remember “Shark Attack” during your first day IET (Initial Entry Training)? The whole idea was to transition you from CIVILIAN to SOLDIER; but it goes farther than that. Army life is prowess, patriotism, resilience, pride, prestige agility just to name a few at its best—and physical readiness plays a vital role in that. It is not a myth that we are part of an organization that is out of the ordinary. Being a Guardian of Freedom carries a hefty weight and as a Soldier; you need to assess all that whenever your syllogism is at odds. One thing for sure, as part of our Oath to serve, and creed (Warrior Ethos), aligning ourselves with the requirements is more than a prevailing task; it is an integrity. Be proud of the uniform you are in and the privilege of serving 320M people who vested trust and gratefully honor your sacrifice. Motivate yourself by cultivating an unbeatable passion for your job—take pride in serving your country and look at where you were before. Compare it with where you are now and your accomplishments over the years—and shape up your future in the service. In the years ahead, you will have to compete to stay in your position among your peers. The question is to you:”will you make the cut?

## Exercise at Work

- You probably know a few tricks for staying active at work. Taking the stairs when you can, parking further away from the door and walking around the office when you can are good places to start. Beyond that, there are a few other options to keep you moving:
- Sit on an exercise ball instead of a chair. This will strengthen your abs and back and you'll work on your posture without even trying.
- Set an alarm to go off every hour to remind you to stand up and move around. Even if you just swing your arms or take a deep breath, you'll feel more alert.
- Use the restroom on another floor and take the stairs.
- Use a pedometer and keep track of how many steps you take. Aim for 6,000 to 10,000 steps a day.
- Leave something important in your car (your lunch, your briefcase, etc.) so you have to run out to get it (and take the stairs).
- Deliver documents or messages to co-workers in person rather than by email.
- Go to the mall for lunch and park on the opposite end of the food court. Don't forget to buy something healthy.
- Get a headset for your phone so you can move around while you talk.
- Be creative. Any movement is better than none, so don't feel like you have to do sprints all day long. Adding short bouts of exercise throughout the day will help you burn more calories and will also reduce stress so you can easily smile at your boss when she piles more work on you.

# Cooking Excellence

with JB



Hi Fort Sill Community!  
I'm very excited this

month for this article--since we are going to propel our engine for some serious cooking. But first, we need to prepare some spices. Spices are critical in enhancing flavor in your kitchen. Let's take a pack of parsley, scallion, and garlic. Wash and peel, if necessary. Depending on your diet, you can add one (1) hot pepper to prop the taste up. Add one sweet green pepper, half of an onion, thyme and three bouillon soup cubes. Use a blender and mix them all together. Next, you can either use some olive oil or vegetable oil depending on your preference. Add half a cup of water to smooth the blend. Upon completion, put the final mixing in a clean container and store it in your fridge. This will be the center stage in any recipe you will prepare in the months ahead. Did I mention for you to taste it? You can go ahead and add a little bit of it in any salty food you are preparing and you'll see the difference.

Until next month, Bon Appétit!



# PEACEFUL PLAZA

## Stay Cool with Conscious Breathing

This summer has been a scorcher. It is time for us to utilize a method to find a breath of fresh air. This month I would like to feature a simple exercise that will provide an option for all to experience a breath of freshness.

Conscious breathing is one of the most effective ways to relieve stress as well as the easiest. Conscious breathing can be extremely simple, or can be even more effective if accompanied by affirmations or ritual. Even if you never pay any more in-depth attention to your breath, stop what you are doing every hour to close your eyes and breathe deeply and slowly for a few moments with your attention focused completely on each in-breath and out breath. To get even more relaxation out of a momentary pause,

while either sitting or standing let your jaw go slack and let your arms hang loosely at your sides. Breathe in deeply and slowly through your nose. Pause briefly after a full inhaled. Then exhale slowly and completely either through your nose or mouth - experiment to see which feels more relaxing, or alternate mouth and nose exhaling. Finally, pause briefly after exhaling fully, and repeat the cycle. In this simple version of conscious breathing, keep your attention focused only on each in-breath and out-breath.

**Guided Imagery:** Belleruth Naparstek has a great segment on conscious breathing. Click the following link to enjoy a moment of relaxing enrichment.

[Conscious Breathing](#)



Click [Conscious Breathing](#) to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through healthjourneys.com

# Manager's Memo:



By Jay Khalifeh



I used to enjoy watching a television show called "Clean House". "Clean House", as the name implies, is a home makeover and interior design show that has been on the air since 2003. The show brings a cleanup-and-renovation crew to the homes of families struggling to make their homes more livable and enjoyable. It occurred to me that the process they use in the program may be useful around the office and home to improve the overall environment.

At the beginning of the show there is an acknowledgement of the current situation, usually mountains of clutter. The hostess then accompanies the family to each room to understand the origins of the mess and how it developed. They are also asked how they feel about their current living situation and they share why they want a change.

Next, the hostess confers with family members to understand what they would like instead, and why. Together with the family, the hostess helps them develop a vision for a better living situation that incorporates the needs and wants of each family member. What would right, look like?

A plan is drafted and the clean-up crew then goes to work emptying the contents of the house onto the front lawn. The structure of the bare house is cleaned and painted in accordance with the vision endorsed by the family. The furnishings on the lawn are divided into three groups; what to keep in the house, what to sell or give-away, and what to discard.

The biggest pile invariably is the "Keep" pile, as most families struggle to keep items that they no longer have a use for and that are cluttering-up their lives. The hostess and designer then work with family members examining the reasons why they insist on keeping an item and whether or not it fits with their newly minted vision. Families usually find this to be the most challenging aspect of the whole venture as deep emotional ties to things that no longer serve them are examined. To overcome the resistance the hostess reminds them of where they were and why they sought the change in the first place. They also remind them of the vision they set and the plan constructed to realize the vision. Further examination of why they wanted this change is usually motivation enough for them to relinquish the possession.

In a similar way your Employee Assistance and Prevention specialists at ASAP can facilitate a process we call team-building plus.

Team-building plus is a process organizations may request to help improve their work environment by helping them acknowledge where they are currently at and where they would like to go in a non-threatening way.

During the process participants are challenged to develop a more desirable vision for its future. ASAP facilitators work with groups to develop an action plan that identifies mutually agreed upon steps to be taken by individuals and/or work group members to realize their vision. As always, ridding ourselves of the actions and thoughts that keep us from an optimal work or home environment are the most challenging to deal with but may be overcome by maintaining a clear vision. It's worth a try.

# Civilian Records Brief (CRB)

Employees of U.S. Army Garrison Fort Sill have been chosen to participate in the Army's CRB Pilot program. The CRB is a one-page snapshot of your official civilian personnel record. It is a concise summary of your Army civilian work experience, education, training, awards, licenses and certifications, foreign language proficiency, and other important Human Resources (HR) data that is maintained in the Defense Civilian Personnel Data System (DCPDS). DCPDS is the official, authoritative database for your HR records. Participants should have already been notified that they have been chosen for the pilot.

As a member of the pilot group, garrison employees can now retrieve their CRB from the Army Civilian Personnel Online (CPOL) website (<http://acpol.army.mil/>). By simply logging in to the employee portal using their common access card (CAC), click on the employee tab. Once there, click on the Go! button to access the Employee Data page. Once on the Employee Data page, click on the Civilian Record Brief (CRB) link under Self Service Applications to access the CRB menu options. A CRB user guide is also available to help employees better understand data elements as seen in each of the 10 sections of their brief.

Garrison employees who have questions may contact the Office of Workforce Development at 442-0147/0149.

# Winning...Garrison Commander's Awards

Join us in saying "CONGRATULATIONS" to some of the award winners at the Garrison Commander's Award ceremony held on 25 Aug 2011:

### Civilians of the 1st and 2nd Quarter 2011

- Ms. Renee Splittoesser (DHR)
- Mr. Michael Simmons (DPTMS)
- Mr. Maurice McCullough (DOL)
- Ms. Vicki Mitchell (ILO)

### Teams of the Quarter

- DPTMS Ceremonies Section
- DHR Casualty Assistance Center

### Garrison Commander's Atta Boy Award

Plans, Analysis, Integration Office (PAIO)



# Army Wide Cutbacks



### Army to Cut 8,700 Civilians

The Army has announced it will reduce the size of its civilian workforce by over 8,700 employees by September 30 of next year due to budgetary constraints. The Army said over 30 commands and agencies are to be affected by the reductions, with about 80 percent of the cuts coming from Installation Management Command, Army Material Command, Training and Doctrine Command, and headquarters. Commands and agencies were given until early September to develop plans to accomplish workforce reductions (early retirements and buyouts may be used), identify organizational and personnel actions, and to develop a timeline for each of the actions and expected reductions.

# Workplace Etiquette 101: "How much do you make?"

It is best not to talk about money at work—how much you earn, how much your bonus was, or whether you received any cash or time-off awards may lead to disgruntled colleagues.



# Postal Service Takes Next Step in Optimizing Retail Network

## Announces Post Office Replacement Model



WASHINGTON — As more customers choose to conduct their postal business online, on their smart phones and at their favorite shopping destinations, the need for the U.S. Postal Service to maintain its nearly 32,000 retail offices — the largest retail network in the country — diminishes. To that end, the U.S. Postal Service announced today that it will be taking the next step in right-sizing its expansive retail network by conducting studies of approximately 3,700 retail offices to determine customer needs. As part of this effort, the Postal Service also introduced a retail-replacement option for affected communities around the nation.

“Today, more than 35 percent of the Postal Service’s retail revenue comes from expanded access locations such as grocery stores, drug stores, office supply stores, retail chains, self-service kiosks, ATMs and *usps.com*, open 24/7,” said Postmaster General Patrick Donahoe. “Our customer’s habits have made it clear that they no longer require a physical post office to conduct most of their postal business.”

For communities currently without a postal retail office and for communities affected by these retail optimization efforts, the Postal Service introduced the Village Post Office as a potential replacement option. Village Post Offices would be operated by local businesses, such as pharmacies, grocery stores and other appropriate retailers, and would offer popular postal products and services such as stamps and flat-rate packaging.

“By working with third-party retailers, we’re creating easier, more convenient access to our products and services when and where our customers want them,” Donahoe said. “The Village Post Office will offer another way for us to meet our customers’ needs.”

With 32,000 postal retail offices and more than 70,000 third-party retailers — Approved Postal Providers — selling postage stamps and providing expanded access to other postal products and services, customers today have about 100,000 locations across the nation where they can do business with the Postal Service.

“The Postal Service of the future will be smaller, leaner and more competitive and it will continue to drive commerce, serve communities and deliver value,” Donahoe added. The list of offices being studied and additional information, including video, audio sound bites, b-roll and JPEGS, can be found at <http://about.usps.com/news/electronic-press-kits/expandedaccess/welcome.htm>.

The Postal Service receives no tax dollars for operating expenses, and relies on the sale of postage, products and services to fund its operations. We’re everywhere so you can be anywhere: [www.usps everywhere.com](http://www.usps everywhere.com)

## CAC: Required Documents Necessary

Did you know that in order for a Soldier, Family Member, or Civilian to receive an ID card or CAC from any ID Facility you must have certain required documents?

You must have two forms of a valid ID, which include but are not limited to the following:

- US Passport (unexpired or expired)
- Driver License or ID card issued by the state
- U.S. Social Security card
- Birth Certificate
- School ID with photo
- Voter’s registration card
- ID Card issued by federal, state, or local government agencies or entities



One form of ID must be a picture ID from a federal, state, or local government agency or entity. The sponsor must be present at the time of issuance of the ID. If the sponsor is unavailable, the dependent spouse must have a General Power of Attorney that provides a named individual specific authorization to update DEERS/RAPIDS actions and to receive an ID card. In addition, the sponsor can give their eligible family member a pre-signed DD Form 1172 that must be from an authorized ID card facility or leave it at the ID card facility for issuance of the card. The pre-signed DD Form 1172 is only valid for 90 days from date of signature.



## Close to Retirement? VSIP/VERA News

**VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)-** VSIP is an incentive program approved by the installation commander to reduce the impact of current or anticipated reductions in force (RIF) on the workforce. An incentive of up to \$25,000 may be paid to an employee who retires or resigns from Federal civilian service and who, by doing so, prevents the involuntary separation of an employee. The VSIP bonus is computed based on the employee’s age, base salary, and length of creditable Federal service. The bonus may not exceed \$25,000. An employee who receives a VSIP bonus may not work for a DoD activity for five years unless an exception is granted and unless the bonus is repaid.

### VOLUNTARY SEPARATION INCENTIVE PAY (VSIP) COMPUTATION-

VSIP bonus is the lesser of \$25,000 or the amount used in the following computation  
 1 WEEK BASE SALARY FOR EACH YEAR OF CREDITABLE SERVICE UP TO 10 YEARS +  
 2 WEEKS BASE SALARY FOR EACH YEAR OF CREDITABLE SERVICE OVER 10 YEARS +  
 10% INCREASE IN THE TOTAL FOR EACH YEAR OF AGE OVER 40.

Example: 45-year-old employee with 15 year’s service and \$500 base weekly salary

$$\begin{aligned}
 \$500 \times 10 &= \$5,000 \\
 \$500 \times 2 \times 5 &= \$5,000 \\
 \$10,000 + 5 \times 10\% &= 50\% (\$5,000) = \\
 \text{Employee's VSIP bonus} &= \$15,000
 \end{aligned}$$

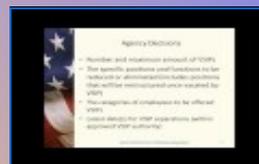


**VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)-** VERA may be approved by the US Office of Personnel Management (OPM) to reduce the impact of RIF on the Federal workforce. To be eligible for VERA, an employee (CSRS or FERS) must have reached age 50, and have 20 or more years of creditable Federal service, or have 25 or more years of creditable service regardless of age. The retirement pay of an employee under age 55 is reduced by 2% per year under that age for CSRS only.

**ABC WEBSITE INFORMATION-** You are encouraged to use the services of the Army Benefits Center – Civilian (ABC-C) for retirement projections and other valuable information. To access ABC-C online, go to <https://www.abc.army.mil/>. From there you will see a link to Employee Benefits Information. This will give you all you need to get a password and be able to project your retirement.

### GENERAL RETIREMENT ESTIMATE:

1. Go to [www.abc.army.mil](http://www.abc.army.mil)
2. Click on EBIS, click Retirement, click Personal Retirement Information, then click either Personal Statement of Benefits or Annuity Estimate.



**DETAILED RETIREMENT ESTIMATE:** To get a detailed retirement estimate you have to be within 1 year of your projected retirement date. Only 1 estimate will be done during that year. You cannot get a detailed estimate by using the web site. Call ABC toll free at 1-877-276-9287. Select retirement and then press 0 to speak to a counselor.

Please click the above picture to view the webcast on VSIP-VERA as put out by the Office of Person-

# 6 Tips to Get a Handle on Debt from USAA



On May 16, the U.S. government figuratively maxed out its credit cards, hitting its debt ceiling of nearly 14.3 trillion. Now Congress has until Aug. 2 to either balance the budget or raise the debt ceiling — thereby allowing it to borrow more to pay the nation's bills. The nation's current financial state has prompted many Americans to consider their own indebtedness. "It was a good wake-up call," says Scott Halliwell, a CERTIFIED FINANCIAL PLANNER™ practitioner at USAA. He says nearly a third of the questions he receives from members in [Ask USAA with Scott Halliwell](#) are about credit or debt. His message is simple: Just because you can borrow money doesn't mean you should. "Live your life in a way that minimizes your need to take on debt. That means living on less than you make and — when debt is necessary — using less of it than lenders are willing to give you," says Halliwell. That's something USAA member Nikki Tracht learned the hard way. Just seven months ago, her family's debt had climbed to nearly \$350,000 — not counting the family's home mortgage. So she and her husband sat down and created their first budget ever. "We've been married almost 10 years, but we had never made a point of figuring out where our money was going," Tracht admits. But they didn't just make a budget, they stuck to it. And after just seven months and the sale of an unprofitable rental home, the couple's debt is down to \$131,000. And with more than \$30,000 of their personal debt paid down since October, their "debt ceiling" continues to fall. "If I can help one other person make a change for the better with their finances, it would all be worth it," Tracht says.

## Strategies for Balancing Your Budget

Unlike the U.S. government, "you and I don't have the luxury of being regarded as the financial 'big dog' on the block," says J.J. Montanaro, a CERTIFIED FINANCIAL PLANNER™ practitioner at USAA. "We can't borrow seemingly without limits or repercussions, so ultimately the buck stops right on our own doorstep when it comes to managing our budget and balance sheet." With that in mind, we spoke to USAA members across the country to come up with a half dozen real-life ways to lower your reliance on credit and strengthen your ability to pay down your debt.

**1. Spend extra money on credit card and loan balances.** Tracht calculated her family's household necessities and now applies any leftover money toward bills. "The first time you pay something off, when you're actively trying, is just a fantastic feeling," she says. "It's like, 'Why have I been holding on to this bill forever?'" She makes minimum payments on all bills except the one with the lowest balance; all the money that's left goes to that. Each summer, when her kids head to grandma's house, she takes the money she normally would spend on daycare and pays down her credit card bill.

**2. Selling (or returning) what you're not using.** Since a penny earned can be a penny that fights debt, many members report selling their surplus items online. Tracht, for example, says she recently sold a CD changer on Amazon.com for \$100. That money went toward her ever-shrinking credit card bill. And she took a giant bite out of her debt by selling a rarely used second home and trading an expensive truck for a decade-old Honda. "It made me a little sad to get rid of my truck," she said. "But I wasn't as sad once that \$384 payment each month went to another bill."



**3. Freeze your credit — literally.** Member Jessica Otieno of Atlanta froze her spending on frivolous items by sticking her credit card in water and stowing it in the freezer. "I figure if it's something I really need, it will be there in a few hours when I need it," Otieno says. "And for now it's locked out of my mind, so it's not such an easy temptation." She made the decision after talking with a USAA financial advisor on the phone. "He got me thinking," she says. "Put a little bit of money in a separate account, just a little bit, so you can go into that for the little extra costs — birthday gifts and so on — instead of turning to credit."

**4. Lower your rates.** Reducing your interest rates and [changing your W-4 withholding](#) can quickly add up. For Chad Holden, all it took was a phone call to lower the interest rate on his credit card. "I talked to a USAA rep on the phone," he says. "She was very helpful in telling me how to transfer my credit debt so I could get a lower interest rate." And here's the bonus: Lowering your interest rates while aggressively paying down debt helps you to eliminate it even faster.

Instead of waiting for an income-tax refund, Tracht decided to make good use of that money now. "I'm adjusting my W-4s so I get more back each month to pay debts," Tracht explains. By paying more now instead of later, she's not only whittling away her bills, she's paying less in interest.

**5. Take a look at your bank statement(s) for any monthly auto-debited financial commitments.** Consider what you can cancel, at least until your debt is paid down. That may mean doing without storage units, gym memberships, book and wine clubs, music downloads and in-car navigation. "We've cut off cable in the past if we've had to do without," says USAA member Treva Tribit. "Whatever it takes ... so that we don't go into debt."

**6. Don't spend it unless you have it.** Tribit, who grew up in a military family, and her husband were forced to adopt this philosophy in 2007. Their newly blended family of 10 had to cut back any way they could. She and her spouse took on multiple jobs, while Treva "did all the couponing to try to save every dime on everything, especially groceries," she says. They also downsized and moved to a smaller place. "We knew it wasn't forever, so we rented," she explains. "And we refinanced our one car loan to one with a lower rate with USAA during that time. And we're just about ready to pay that totally off." "We only had about \$300 extra per month, but we started putting that to the side and continued living just very carefully," she says. In 2010, they had enough to buy a home. "We couldn't completely pay cash," Tribit says, "but we paid a lot of the upfront costs and brought in a 10% down payment. We bought just enough home where a couple of the kids share a bedroom, but it's definitely not extravagant by any means." Now, she says, they stick to the philosophy passed down from their parents: If you don't have the money, live without it.

## Make Your Debts History

But will the government be able to follow that philosophy as it grapples with the debt ceiling? "The optimist in me says somehow we'll figure it out," says Halliwell. "The pessimist says that doing so will require some hard choices — and those don't come easy when politics are involved." Apply the lessons the government is learning to your own life, advises Montanaro. "Use the hoopla over Washington's failings to manage your own financial future," he says. "Sit down today and lay out a budget, a budget where inflows exceed outflows and outflows include saving for life's emergencies ... and your long-term goals. Develop or follow through with your plan to eliminate debt — don't increase your personal debt ceiling. Use our government's struggles to motivate your own actions."



"If you fill a hole by digging another hole and putting the dirt in the old hole, all you have is just a new hole. Doing that would be weird, but that is exactly what we do when we borrow money to pay off debt. It does not work because it keeps you in debt. What we need to do instead is to get intense and decide to get rid of the debt once and for all."

- JW Financial Coaching



## The Rose Beyond the Wall

By A.L. Fink

Near a shady wall a rose  
once grew,  
Budded and blossomed in



God's free light,  
Watered and fed by the morning dew,  
Shedding it's sweetness day and night.

As it grew and blossomed fair and tall,  
Slowly rising to loftier height,  
It came to a crevice in the wall  
Through which there shone a beam of light.

Onward it crept with added strength  
With never a thought of fear or pride,  
It followed the light through the crevice's length  
And unfolded itself on the other side.

The light, the dew, the broadening view  
Were found the same as they were before,  
And it lost itself in beauties new,  
Breathing it's fragrance more and more.

Shall claim of death cause us to grieve  
And make our courage faint and fall?  
Nay! Let us faith and hope receive--  
The rose still grows beyond the wall,

Scattering fragrance far and wide  
Just as it did in days of yore,  
Just as it did on the other side,  
Just as it will forever-more.



Dave Rauls and son,  
Nicholas

As a survivor this poem helps me to look beyond the permanence of death. It is the transitional nature of life's experiences & yes even in the death of a loved one that helps heal a broken heart!

## EAP INSPIRATION STATION

### Appreciating Our Past

It is easy to be negative about past mistakes and unhappiness. But it is much more healing to look at ourselves and our past in the light of experience, acceptance, and growth. Our past is a series of lessons that advance us to higher levels of living and loving. The relationships we entered, stayed in, or ended taught us necessary lessons. Some of us have emerged from the most painful circumstances with strong insights about who we are and what we want. Our mistakes? Necessary. Our frustrations, failures, and sometimes stumbling attempts at growth and progress? Necessary too. Each step of the way, we learned. We went through exactly the experiences we need to, to become who we are today. Each step of the way, we progressed. Is our past a mistake? No. The only mistake we can make is mistaking that for the truth. Today, God, help me let go of negative thoughts I may be harboring about my past circumstances or relationships. I can accept, with gratitude, all that has brought me to today.

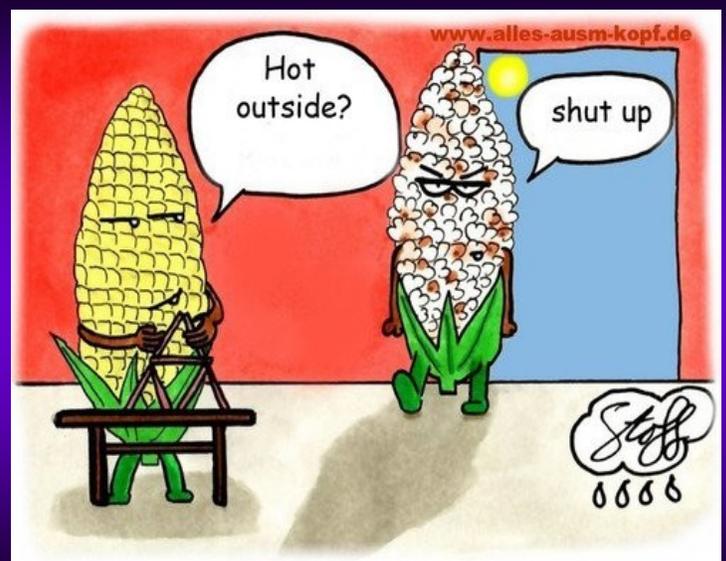


Ref: indianchild.com

"Through the too many miles and the two little smiles I  
still remember you."

- "Taxi" from Harry Chapin

## EAP FUNNY CORNER





**COME VISIT US AT:**

**Well-Being Center, ASAP**

3415 Miner Road  
Ft. ill, OK 73503

Phone: 580-442-4205

Fax: 580-442-5704

E-mail: [rashonda.labrador@us.army.mil](mailto:rashonda.labrador@us.army.mil)

Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>

**Looking for the light?  
Reach out, we can help!!!**

**Caring, confidential assistance for workplace,  
personal and family problems call:**

**EAP**  
Employee Assistance Program  
(580) 442 - 4205 / 6306  
[rashonda.labrador@us.army.mil](mailto:rashonda.labrador@us.army.mil)

**YOUR EAP IS READY TO SERVE**

**EAP Services to Employees and Supervisors:**

- Assessment, problem identification, and short-term counseling/intervention.
- Referral for treatment and rehabilitation to appropriate community counseling/treatment resources.
- Follow-up services to aid an employee in achieving an effective readjustment to his or her job after treatment.
- Training and education for supervisors and employees about alcohol and drugs.

**EAP Services to the Installation Organization:**

- Training and consultation for supervisors and managers on how and when to make proper use of EAP services for improving employee performance and conduct.
- Consultation to management about trends in employee needs, work groups, and related concerns dealing with work/life/wellness support programs.

# Sneak Peek: What to Expect Next Month

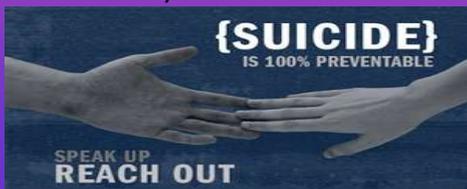
**SUICIDE PREVENTION**

**LAST CALL!!!**

**WE WANT YOU...**



September is Suicide Prevention Month. Next month's newsletter will focus on key topics to include mental health care, vigilance at the workplace, and steps to take when one has admitted a suicidal intent. A printable resource guide and many testimonies from those affected by suicide will be featured.



The end of FY11 is near. Next month will be the last opportunity for all to receive their Substance Abuse Education Training and remain in accordance with AR 600-85. There is an annual 2 hour requirement for Civilians and 4 hour requirement for Soldiers. Come out to community training and receive your training credits while gaining valuable knowledge for personal growth.

**TO SHARE YOUR GIFT!  
GOT A STORY, POEM OR PICTURE  
YOU WOULD LIKE TO SHARE??**

I would love to hear from you! Any suggestions regarding training topics, newsletter articles or pictures, please contact me at 580-442-4205 or [rashonda.labrador@us.army.mil](mailto:rashonda.labrador@us.army.mil).

I look forward to hearing from you!!