



A DHR, ASAP, EAP
WELL-BEING TEAM
PRODUCT

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WORKFORCE PRIDE

Fort Sill Community Newsletter

VOLUME 2, ISSUE 1

SEPTEMBER 2011

A View from the Top: Tough Times, Tougher People

From the DHR



"When I hear somebody sigh, 'Life is hard,' I am always tempted to ask, 'Compared to what?'"

— Sydney J. Harris

Once again our country finds itself in challenging times and the prospects ahead appear to be bleak. Our Army continues to take casualties in Afghanistan and Iraq. And, despite the Army's best efforts, the suicide rate continues to climb. Unemployment is near an all time high as the services and the private sector continue to cut jobs. Financial markets are reeling from one crisis to the next, postponing our retirement plans indefinitely. Natural and man-made disasters ravage many parts our country and the world. Crime and poverty are up and our elected officials seem to be

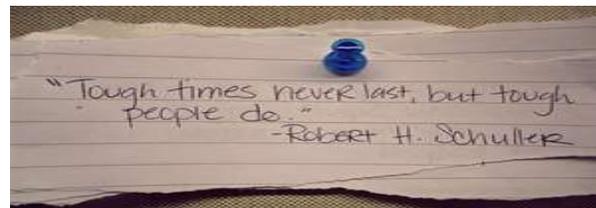
at odds about the way forward. Uncertainty appears to be the only certainty for the foreseeable future.

It would be understandable to allow the headlines of the day to overwhelm us. However, it is important to remember it is the difficult times that have made us a great country. We spend an hour in the gym because we want to get stronger, not because it is easier than sitting on the couch. We take college courses because it stretches although it may be uncomfortable at times. We endure through the difficult times because despite the stress and inconvenience they make us better. Our struggles define us as a nation and gives us our national identity.

Our American heritage is filled with examples of overcoming whatever was thrown at us with faith and perseverance. Many of our predecessors overcame a vast sea of uncertainty to find their way to this continent. Once here, they fought off the natives and their sponsors because they believed in and demanded something greater. They worked their way through dangerous and hostile terrain to expand westward. As the country grew other people from all over the world with the same hopes and dreams joined

the battle.

The War of 1812, Mexican War, Civil War, Spanish American War, World War I and II, Korean War, Vietnam War, Gulf War, and the War on Terror all did not keep us down, and we keep bouncing back better for the experience. General Odierno, the new Army Chief of Staff recently said that, "The best units I have ever been associated with are those who think they're really good, who have an environment where people feel they are empowered, and that work together collectively to achieve a goal." We are a great nation because we think were really good, we have built and thrive in an environment where we can be really good. We are a great nation because we work together, empowered by the goodness of our national goals. Tom Brokaw once called World War II vets the greatest generation, but each generation has been offered opportunities for greatness when we do not allow fear to overtake us and live up to our potential.



Happy Anniversary Workforce Pride!!

I am pleased to announce that this month marks the one year anniversary for the Workforce Pride Newsletter. Thanks to you, valued readers, this publication has gained momentum to unexpected levels. Because of your readership, input, suggestions, and support we have been recognized by IMCOM and placed on the list of best practices for the IMCOM Installation. It has been an honor to keep the community of Ft. Sill informed, and also to provide a platform for everyone's voice to be heard. This is only a milestone in our journey to a long lasting relationship between Workforce Pride, Ft. Sill's community, and the U.S. Army.



Life has Meaning

Did you know that 70% of people who commit suicide tell someone about their plans, or give warning signs? Take this questionnaire to find out if someone you know needs help.

Suicide Risk Questionnaire:

[Download the Suicide Risk Questionnaire \(PDF\)](#) - for Community Members

[Download the Suicide Risk Questionnaire \(PDF\)](#) - for Military and their Family Members

WHAT "NOT" TO DO

We understand that it may be hard to bring up these sensitive issues with loved ones, and that you may be cautious to do so. Rest assured it is crucial that you talk to the friend you are concerned about, but keep in mind that you should avoid doing the following:

- Don't try to cheer the person up, or tell them to snap out of it.
- Don't assume the situation will take care of itself.
- Don't be sworn to secrecy.
- Don't argue or debate moral issues. Don't risk your personal safety. Just leave, and then call the police.

QUICK FACTS

- 70% of people who die by suicide tell someone about it in advance, and most are not in treatment.
- Those who have made serious attempts are at much higher risk for actually taking their lives. Between 20 and 40% of people who kill themselves have previously attempted suicide.
- Nearly 50% of suicide victims have a positive blood alcohol level.
- Although most depressed people are not suicidal, most suicidal people are depressed.
- Serious depression can be manifested in obvious sadness, but often is expressed instead as a loss of pleasure or withdrawal from activities that were once enjoyable.
- Sometimes those contemplating suicide talk as if they are saying goodbye or going away forever.



Reference: Stop a Suicide Today!

Reaching out is a Sign of Courage

Managing Stress Helps Build Resilience



By following some simple guidelines to keep your body and mind healthy and strong, you can build your resilience and enable yourself to deal with stress in healthier ways. Managing your stress also has added benefits like lowering your chances of developing health problems like high blood pressure, heart disease and depression. Here are some tips to put into practice that will help build your stress resilience:

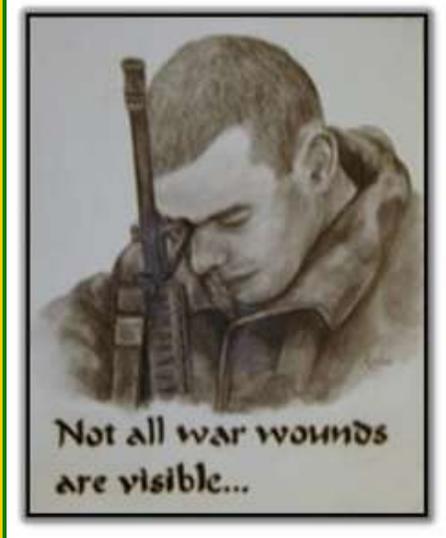
- Rest
- Plan your time
- Get physically active
- Eat healthy
- Get enough sleep
- Talk to family and friends
- Reach out for help if you need it



For more tips on how to manage stress, visit healthfinder.gov's [managing stress toolkit](#), read the Navy Combat and Operational Stress Control's "[Stress Busters](#)" brochure, and [watch Real Warriors video profiles](#) to see how fellow Service members worked to overcome their stressors.

Once you have learned healthy ways to manage your stress, you will feel better about yourself and be better able to cope with difficult situations. Managing stress can also help you:

- Stay in a good mood
- Maintain healthy weight
- Get a good night's sleep
- Lessen physical pain
- Reduce the risk of getting sick
- Improve your ability to heal



"The world is full of suffering. It is also full of overcoming it." – Helen Keller

Suicide is such a complex and frightening phenomenon, it often overwhelms people into immobilization. But there are many ways to make a difference, and everyone can share the load of overcoming the suffering. As a leader with significant influence, you can remind people that suicide affects everyone, and we have a shared responsibility to prevent it. Let them know that getting help is good thing and that treatment works. And finally, tell them they are not alone and many resources exist to help. You can be a shining light of hope to help those in darkness see their way to a better day.

Reference: WorkingMinds.org

With Help Comes Hope

Tactics for Coping with Difficult Situations



When you take steps to alleviate your stress levels, you put yourself in a better position to cope with difficult situations in a healthy way. There are also some useful on-the-spot tactics you can use to manage difficult situations when they come up. Whether you are having relationship issues, experiencing difficulty making a decision, or just need to get through a situation, use healthy coping mechanisms such as:

- Counting to 10 and taking deep breaths
- Talking about your options with someone you trust
- Diverting your attention by taking a walk
- Participating in relaxing activities to regain composure
- Writing your thoughts down in a journal

Avoid coping with difficult situations by:

- Drinking excessively
- Taking "video valium" (i.e., zoning out in front of the television)
- Avoiding responsibilities
- Isolating yourself
- Neglecting to talk about the situation
- Overeating

Reference: RealWarriors.net



Workplace Prevention

Strategies:



* Reduce stigma associated with mental illness, substance abuse, suicidal behavior, and increase help-seeking for such problems.

* Promote development of interpersonal and social competency through training in warning sign identification, stress management and coping skills to help individuals deal with problems and refer to mental health professionals as needed.

* Enhance the safety net by educating citizens to become Gatekeepers who can identify warning signs of at-risk persons, respond to them and lead them to help. Learn how to be a Suicide Prevention Gatekeeper.



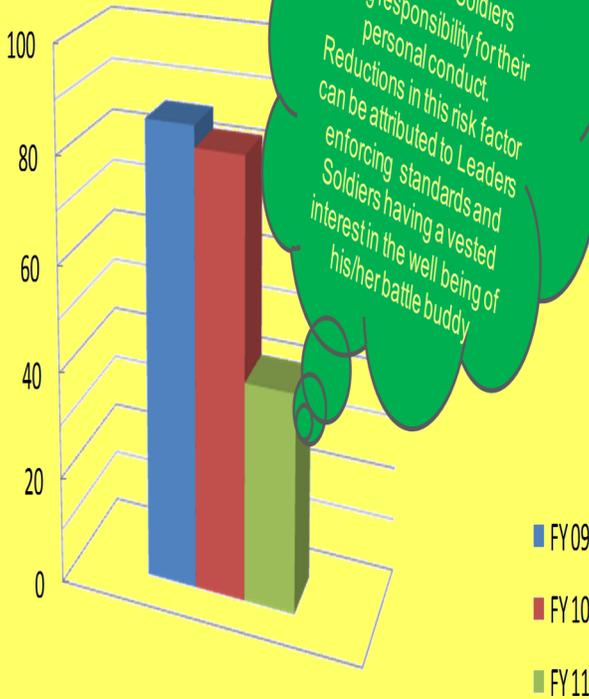
Reference: WorkingMinds.org



IMCP: The Driver to Excellence

Crimes against Persons

(current to July 11)



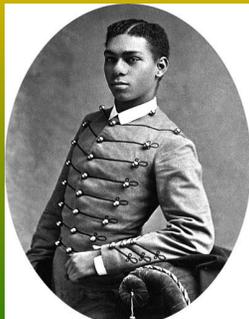
Way to Go Sill Soldiers!

Flipping History

"Flippers Ditch" is seen from Hethering Road north of the Martha Songbird Management Area in what is now the Fort Sill golf course. There is a bronze historic marker and the ditch is listed on the National Register of Historic Places. It was built to keep water away from the early troop camp grounds to cut down on malaria from mosquitoes attracted to the water. The drainage ditch was engineered and dug by Lt. Henry Flipper and his troop of 10th U.S. Cavalry soldiers.



by Dale Keesee



Lt. Henry Ossian Flipper

Lt. Henry Ossian Flipper was born in 1856 as a slave in Thomasville, Georgia. After the Civil War he went to schools established by the American Missionary Association. In 1873 Lt. Flipper received an appointment to the U.S. Military Academy at West Point. Lt. Flipper graduated from West Point as the first black officer to do so in 1877. He was ordered to join the 10th U.S. Cavalry and came to Fort Sill between 1878 and 1880. After the military, Henry Flipper became an author, a newspaper editor, and a pioneer in the early oil industry until his death in 1940.

Did you know ... about the Installation Management Campaign Plan (IMCP)? The IMCP is the IMCOM CG's vision statement and strategic guidance to his Garrisons. IMCOM's core competencies are safety, sustainability, resilience, innovation, stewardship, strategic partnerships, Communication, ARFORGEN, Cost culture, Communities of Excellence, and voice of the customer. The Installation Management Campaign Plan (IMCP) lays out IMCOM's strategy in six dimensions, called Lines of Effort (LOEs). The LOEs address soldier & family readiness, well-being, leader & workforce development, installation readiness, safety, and energy and water efficiency and security. We at Fort Sill Garrison have aligned our strategic imperatives and implemented many best practices to become an IMCOM role model in meeting the Lines of Effort (LOEs) of the IMCP:

LOE1: Soldier, Family and Civilian Readiness

Fort Sill Garrison plays a vital part in the community health promotion council and Fort Sill's resiliency training center. Together with various innovative programs offered by ACS, ASAP, religious services, our training support office, and the education center we ensure

- A deployable Mindset across the Enterprise
- Resiliency & Balance – Mind, Body, and Spirit
- Responsive Services that meet fluid ARFORGEN requirements
- Best Value Technology and Education Capabilities
- Training Support Services that support soldier readiness

LOE2: Soldier, Family and Civilian Well-Being

Fort Sill Garrison MWR is providing the best the Army has to offer in entertainment, recreation, child-care, and family support. Our MWR has built strong partnerships with the local community to ensure

- Standardized Programs & Services
- Excellence in Schools, Youth Services, and Child Care
- Facilities, Programs, and Services that support Recreation, Leisure, Single Soldiers
- State & Community Support and Relationships
- Well-Being Programs and Services to meet Soldier, Family and Civilian needs throughout the entire deployment cycle

LOE3: Leader & Workforce Development

All Garrison directors have signed the employee covenant that empowers its workforce to exploit new ideas while our leaders encourage subordinates to think creatively, innovate, and learn from mistakes. Each Garrison directorate has an embedded well-being officer that is trained in EEO, substance abuse, and suicide prevention. Team on target and the ONE brief help new employees integrate quickly and understand what it is we do at Fort Sill. Fort Sill Garrison employees are enrolled in the President's Fitness Challenge, and our leaders encourage and support growth; centrally funded, online, or local education and training opportunities are available to ensure

- Multi-Skilled and Adaptive Leaders
- Constant Communication & Continuous Feedback
- Teamwork, Professionalism and Selfless Service
- Empowered Workforce focused on Collaboration and Innovation
- Continuing Education and Training Opportunities
- A resilient, sustainable, and healthy workforce

LOE4: Installation Readiness

Since FY10 Fort Sill Garrison has spent over \$200M to modernize and update Fort Sill infrastructure to meet increased demands. Picerne has started to build 432 brand new family homes, DPW and MWR have started to use solar and geothermal energy, and our DES has built strong community partnerships with local law enforcement, fire fighters and emergency responders to ensure

- Modernized & stainable Infrastructure that supports Sr. Commander requirements
- Sustainable Army Communities of Excellence
- Installation Boot Prints streamlined and transformed
- Enhanced capabilities through partnerships
- Environmental stewardship
- Quality Housing & Barracks
- A safe and secure community

LOE5: Safety

Fort Sill Garrison has made safety a command priority. Our safety programs apply to Soldier, Families, and Civilians. Our DES and Safety office are working closely with local agencies, providing training, inspections, and fostering safety awareness across Garrison to ensure

- Effective POV Safety Programs
- Heightened Safety Awareness across Command
- Fostering a safe working and living environment
- Safe and healthy practices in professional and personal activities

LOE6: Energy and Water Efficiency and Security

Fort Sill Garrison has commenced efforts to conserve water and energy, by billing residents for their electricity. We have replaced part of our TMP fleet with electric vehicles, we are using geothermal energy to heat and cool our newly constructed buildings, and we are using solar panels to heat our swimming pool. We are also in the planning stage of a micro grid on our east side that will create its own energy using solar, wind, and natural gas generators, enabling complete self-sufficiency. All of these efforts help us in ensuring

- Reduced energy and water consumption
- Increased energy and water efficiency
- Improved development of renewable and alternative energy
- Improved development of renewable and alternative energy for vehicle fleet
- Reduced carbon footprint

Everything we do within Fort Sill Garrison does – in one form or another – support one (or more) of the LOEs in the IMCP. Questions we ask ourselves as we implement the IMCP and six LOEs: Are we doing the right things – are we doing things right – what are we missing?

I am asking you to continue to share best practices and help Fort Sill Garrison on its way to becoming an Army Community of Excellence.

The IMCP and Leader Handbook are available for download on the USAG Fort Sill Website <http://www.imcom.army.mil/hq/kd/cache/files/DA2DD371-423D-452D-4354FFC213703DE7.pdf>

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 ADAPT (GRTC 0800-1600)	4	5	6	7	8	
9	10	11	12 UPL Recert (0830) BPL Meeting (1430) at WBC	13 ONE Brief	14	15	
16 Spirit of Survival Elmer Thomas Park	17	18	19	20	21 CWBO MEETING	22	
23	24	25	26	27	28	29 RX Take back	
30	31	Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)					
					ASAP COMMUNITY TRAINING		

Click to join ASAP on Facebook

Click to visit our ASAP Website

For more community events, activities, and trainings, check out the MWR and ACS websites:

(click on logo)

Well-Being Center, ASAP 3415 Miner Rd

Tues 1800-2000

Weds 1900

SEP ASAP COMMUNITY TRAINING

Location: GRTC, Bldg 2934 Marcy Road, Room 125

Wednesday, 28 September 2011
1200-1400, Suicide Prevention
1400-1600, Habit #6 of Highly Effective People: Synergize

Thursday, 29 September 2011
1200-1400, Suicide Prevention
1400-1600, Stress and the Workplace

Friday, 30 September 2011
0900-1100, Supervisory Workforce Engagement
1200-1400, Employee Assistance Program
1400-1600, Building Healthy Workplace Relationships

November 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7 ADAPT (GRTC 0800-1600)	8	9 BPL Meeting (1430) at WBC UPL Recert (0830)	10 ONE Brief	11 Veteran's Day	12
13	14	15	16	17	18 CWBO MEETING	19
20	21	22	23	24	25	26
27	28	29	30			

Testimonial: Taking Back my Life

My name is Tiffani, and I am on the road to recovery from self-harm, sexual assault, drug abuse and severe depression. And I'm finding a way to handle my diabetes and other health problems.

When I was only 9 years old, my best friend's dad molested me. This triggered a whole lot of problems. When I was 11, I got addicted to narcotics and began self-harming. I did all this to try and cope with my depression, but it was never a permanent solution. Looking back, I realized it only made things worse for me.

Then, when I was 12, I was diagnosed with diabetes. I spent countless nights in the hospital for it. Finally, at 14, I told somebody about being molested; and the memories sent me into a downward spiral. I ended up in a psychiatric hospital for a week after almost succeeding with my suicide attempt.

After I got out of the hospital, I saw how many people I hurt just because I wasn't learning how to cope. So, I signed up for a teen therapy group and started seeing a therapist every two weeks. I also got on a healthy dose of anti-depressants and anti-anxiety medication. I learned that it was okay to talk to people close to me about what was going on. They didn't judge me or think that I was broken; they just cared. That really helped a lot. I also started working with my doctors more to help control my diabetes. Having my blood sugar under control really helped improve my mood. In fact, the last time I self-harmed was December 9, 2009.

I still have a few bad days, when I feel like I can't get out of bed. But I have friends, family and doctors to help me work through it. I no longer have to resort to self-harm or drugs. Now, I feel happier than I have been in seven years. If I can do it, I know you can .

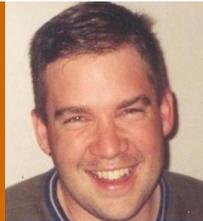


Did you Know?

Launched by the Defense Centers of Excellence for Psychological Health and Traumatic Brain Injury, the Real Warriors Campaign site serves as a resource for the military community. At www.realwarriors.net or 866-966-1020, Warriors, veterans and their families can talk with psychological health consultants and read tips on deployment and coming home.



Life focus



SUICIDE PREVENTION PROGRAM COORDINATOR (SPPM)
ROBERT DODRILL

It's Like a Match

For a long time, I found myself severely depressed. I had a bad break-up, during which my ex-girlfriend left me for my best friend after two years. I couldn't eat, and I cried myself to sleep just about every night. I just didn't have the energy or the will to get out of bed, or even see the sunlight for days. I hated everything and everyone around me.

Depression really is a life consuming disorder that you just can't help; it's almost like a common emotion for me, always angry, sad, mad, confused and ready to end it all at any given moment. There are things in life that you can't explain, like the feeling depression gives you, but if it gets that intense, where you're about to pull the big one, you just have to sit down and think, "Is it really worth it?"

Of course, at the time, you think it is, but when you calm down, you always remember why you stayed and everything that you would have left behind. It can only happen once. Suicide is like a match; one strike and that's it. If it ever gets to that point, take it from someone who has suffered manic depression; Get help. As much as you don't want to admit it, it helps to talk to someone, anyone, to make you feel better. I hope my story can help.



MAJOR ED PULIDO, US ARMY RET.



On a personal note, Major Pulido during his time in the hospital experienced the inner darkness of depression, PTSD, and suicidal ideation that would cripple his positive spirit. This inner darkness he describes as a "deep wounding of a Soldier's spirit". It was at that time that he understood that as a Warrior he could not walk alone in this journey. In that moment, he asked for help from his God, Country, his family and the American people. The result of this intervention would put his life on the road to recovery. It would also be the building block for his understanding the inner wounds of war and making sure that mental health is a focus of the Department of Defense and the VA.

WHAT WOULD YOU DO?

What should I do if someone I know is considering suicide? If you know someone who is considering suicide, do not leave him or her alone. Try to get your loved one to seek immediate help from his or her doctor or the nearest hospital emergency room, or call 911. Remove any access he or she may have to firearms or other potential tools for suicide, including medications.

If you are in crisis: Call the toll-free National Suicide Prevention Lifeline at 1-800-273-TALK (8255), available 24 hours a day, 7 days a week. The service is available to anyone. All calls are confidential.



DEAR FRAN

Dear Fran,

I just returned from my fourth deployment and after spending a month with my family I am ready to go back. My wife has changed, and has changed everything around our house. I feel like we have less and less in common with each other. The kids treat me like a visitor and can't wait until I leave again. Even the dog that I raised from a pup growls at me now. I feel like a failure as a husband, father and a Soldier. I feel worthless! When I am deployed I look forward to returning home and when I am home I look forward to deploying. I feel trapped and don't feel like I belong anywhere!



Fran Alltizer,
LCSW, ASAP Counselor

Signed
Fighting on two fronts

Dear Fighting,
I am glad you wrote to express your feelings about this very common problem experienced by many Soldiers, although it is not happening only to Soldiers. Any couple that has extended time away from their normal home environment, experiences periods of alienation when they return. Guys who work on oil rigs in the ocean complain of the same dilemma.

Belonging is definitely a state of mind. Nothing can make you fit-in or "belong" except your feelings and attitude. Because things are different, does not mean you are not still welcome. Have you taken the time to find out what precipitated these changes? I feel certain it was not your being deployed. Perhaps the changes were the result of your spouse having to do more with less, and she found another way that felt more efficient or safe. There were probably times your spouse felt like a failure. Although you are the one gone, everything has to change around that gap you were forced to leave. When you return, it may be hard to see yourself as a gap-filler: somewhat like pliable putty that must be content to stand and serve as you seep into all the places that need filling. Most men are fixers but they see themselves as "hands-on, attack and conquer" rather than being still and seeing where they should find the most appropriate place for the time.

When you feel uncomfortable or awkward, it causes tension in everyone. Even the dog has to begin to feel safe around this new stranger. Everything changes. It's inevitable, and you know it is an unstoppable process. When you do not get help, it can lead to divorce or worse.

I would suggest a family meeting where you express how things feel for you. I bet your kids would welcome a chance to talk about how different it is to have you back home, and what changes they like or wish could return to before you left. Your spouse had to make many decisions alone and may not see that you feel left out now. Habits are hard to make, but easy to change when there is discussion around the problems they are creating.

Our Well-Being Center has an EAP which would assist your family with issues if they cannot be solved through discussion. Community Mental Health can help you address issues around your sagging self-esteem. ASAP is here to help you talk through any problems that you have been avoiding by using substances of any kind. We know you are looking for ways to deal with these issues, so give me a call and I will listen and direct you to the best resources to address your feelings before they develop into something that could lead to unhealthy decisions or harming self or someone in your family.

Fran

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

A Written Script to Prison

Small But Growing Number of Doctors Face Criminal Charges Over Prescription Drugs



As the number of fatal overdoses from prescription painkillers grows, so does the number of doctors who are facing criminal charges for overprescribing painkillers and other controlled medications, Reuters reports

The issue has gained attention in light of the upcoming trial of Michael Jackson's doctor, Conrad Murray. Prosecutors have charged him with involuntary manslaughter, which could be punishable by two to four years in prison, for his role in the drug overdose death of the music star.

There have been an estimated 37 reported criminal cases against doctors between 2001 and 2011, according to Reuters. Most recent cases involved overprescribing painkillers and other controlled substances. Many of these cases have been brought under the Controlled Substances Act, and similar state laws. In order to prove a doctor is guilty under the law, the prosecution must prove the physician knowingly and intentionally prescribed the drug outside "the usual course of professional practice" or not for a "legitimate medical purpose."

Jackson's doctor is not being charged with violating a controlled substances law because propofol, the anesthetic he is accused of giving to Jackson, is not a controlled substance. Instead, prosecutors say he breached the standard of care when he administered the drug to Jackson at home, and his gross negligence caused the singer's death.

Diane Hoffmann, a law professor at the University of Maryland School of Law, notes doctors who treat patients with chronic pain are in a tough position, relying on their patients to tell them how much pain they are suffering from. "Doctors are not supposed to be law enforcement agents. They're supposed to believe their patients," she said.

Reference: Join Together Staff



DID YOU KNOW?

All Soldiers that take unused prescription medications 6 months after issue date will be considered positive on a urinalysis. Soldiers must use prescriptions as directed by their physician.



ASAP Testimonial



ASAP saved my life! I can truly say that I don't know where I would be if I did not visit the ASAP prevention table one morning about two months ago. I was emotionally spent, my life seemed as if it was a tornado and I was a house broken into pieces flying everywhere. I had been dealing with a very toxic environment at home, and did not know where to turn for help. I had been having thoughts of hopelessness and wanted to end it all. On the day that I visited the prevention table, I noticed a flyer about substance abuse. I don't drink or use drugs, but I have been the victim of an abuser for decades. I asked about family programs that were available, and I was given the number to the Employee Assistance Program. That day was a very emotional day, and it took a lot for me to pick up the phone, but I did.

When I called, I spoke with Ms. Labrador and I confessed to her that I wanted to die. She took extreme measures to ensure my safety, and the police arrived at my house while I was still speaking with her on the phone. At first, I was upset, but then I realized that she was saving a life, and that life was mine!! Since then, I have been in counseling for myself, my marriage, and my family. I found out that ignoring the problem, trying to handle it on my own, and keeping it to myself was the path to self-destruction. I know now that having someone to speak with and a support network helps to build my resilience even in tough times. Thanks to ASAP and the EAP for hearing my needs and caring enough to find the help that I needed.

Military Spouse, Ft Sill



EMPLOYEE SPOTLIGHT



Debra Ramirez,
Human Resources Assistant,
95th AG BN

What is your favorite word?
Care

What is your least favorite word?
Hate

What turns you on?
Integrity, Honesty

What turns you off?
Hypocrisy

What sound or noise do you love?
Water sounds...specially ocean waves

What sound or noise do you hate?
Car horns honking in a traffic jam

What profession other than your own would you like to attempt?
Lawyer (although any Permanent Position right now sounds GREAT...LOL)

What profession would you not like to do?
Paramedic

What is your ideal vacation? Peace and quiet place with loved ones enjoying Nature's beauty



August Brainteaser



September Brainteaser:

You have 12 black socks and 12 white socks mixed up in a drawer. You're up very early and it's too dark to tell them apart. What's the smallest number of socks you need to take out (blindly) to be sure of having a matching pair?

Answer in next month's issue

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?

Solution:

Take the chicken over first. Go back and bring the grain next, but instead of leaving the chicken with the grain, come back with the chicken. Leave the chicken on the first side and take the fox with you. Leave it on the other side with the grain. Finally, go back over and get the chicken and bring it over.



Ft. Sill Talks Back



What makes you smile?



"I am smiling when I am enjoying life to the fullest; adventure, animals friends and when I know I have been a blessing to those around me." =)

- Trisha Barber, DES



"Too easy! People with great attitudes!"

-Patricia Jessie, NEC



"Having a good day with good people."

-Elouise James, ASAP

EAP Mental Health Minute

Touch Someone you Love



Physical touch does so many wonderful things. It relaxes, calms, promotes better sleep, and makes you and the person you love feel good all over. Touch the people you love.

- Hug you child, teenager, parent, grandparent, cousin, partner, and friend.
- Spend more time snuggling.
- Give hello and goodbye kisses to the people you love.
- Teach your children to express caring and affection through physical touch.



Wellness Window

Personal Wellness

Personal wellness includes all of the things you can do to maintain your physical and mental health. Your fitness, attitude, and outlook have a direct bearing on how well you can do your job -- and on how well you can live your life! This month's Wellness section contains information, tools, and resources to help you work and live as fully as possible.



Here are ways to track your:

- **Calories**—With the **MyPyramid Menu Planner**, you can set targets, then plan menus that will help achieve your goals.
- **Nutrition**—Assess what you're eating and balance your diet with **AnalyzeMy-Plate**.
- **Physical Activity**—Set realistic goals for fitness, then use the **President's Challenge Activity Log** to stay on target.
- **Food Intake**—Find out how much saturated and total fat you should be eating with a **TLC Personal Eating Plan**.
- **Body Mass**—Are you underweight, normal, overweight, or obese? Find out 'officially' by **calculating your body mass**.

For more information regarding the **IMCOM Wellness Program** please click the following link:

IMCOM WELLNESS



Cooking Excellence with JB

Hi Fort Sill Family!

I'm very enthusiastic this month about this entry, it is time to brace for some flavorful cooking. We are going to cook some Rice And Vegetables this month, we have to start from somewhere. But first, we have to have our ingredient ready. We are going to need:

- Four cups of rice
- 10 tablespoons of olive oil
- A bag of vegetables constituted of peas, carrots and corns at your taste
- The spice we prepared last month
- Some salt
- Hot pepper (optional)
- Cooking Butter
- Thyme Powder
- Coconut Milk (optional)



Let's roll:

In an aluminum container that is strong and can sustain heat, pour the some significant oil to fry the vegetables. Let the vegetables cook within the oil until the water runs dry and allow them to take a brownish color. Next, mix the spices with the fried vegetables and get ready for some good smell too. Add the coconut milk (should you wish to add some) and a little water to the ingredients and cover it for 10 minutes with a medium level of heat. Remove the cover and add the equivalent water to cook the rice not too much and not too little--it depends of the size and the amount being cooked. Add the thyme powder and the hot pepper if being used and cover the water until the water starts boiling. Upon boiling, take out the rice and wash it if necessary--some rice comes ready to cook. Mix the rice with the tasteful and flavorful blend together. Stir it to avoid any bubble at the bottom and stickiness. Reduce the fire not to cause any burn. When the water is close to the rice, add the cooking butter and mix it all together. When done, cover it and put the stove on low and let it stay until the water is dry and add fifteen minutes for the steam to cook the rice much more.

Your food is ready, and by now, the smell would give you a mouth-drooling experience before you even taste it--enjoy your dish. Bon Ap-pétit!



PEACEFUL PLAZA Are You Aware of the Ground?

When we're ungrounded, we are walled off in the head, and separated from the full aliveness and sensory immediacy of life. We are deprived of the promise of a life of full aliveness. When we are not grounded, we live in the head, out of touch with our bodies, feelings, and the world. It's as if we're living through a film of ceaseless thoughts or a brain fog that separates us from others and life. The world can be too much with us as in anxiety and stress. Or, we can be too far removed, living in a fog, dissociated.

Do you feel spaced out, zoned out? Or out of touch or removed from life? Perhaps you feel like you're living in a dream. Maybe you're unaware of your body, and so you find yourself klutzy or accident prone. Do others consider you absentminded?

Or are you anxious? Do you suffer panic attacks? Feel stressed out? Stress, anxiety, and panic can cause your being ungrounded. And vice versa... being ungrounded increases panic, anxiety, and stress. When stressed, we may feel unable to settle down or feel scattered, and feel as if you are running around like a chicken with its head cut off. Our minds and bodies race. We may suffer from insomnia, laying awake with our thoughts whirling in our heads.

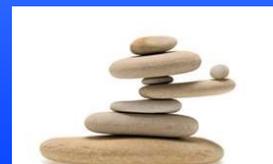
Whichever the symptom or cause of ungroundedness, the result is the same: our energy and awareness are centered in our heads, rather than distributed throughout our bodies. To become fully alive, we need to step down from the head, and dip our whole selves into the body, its senses, its feelings, and the world. We need to become more aware of our bodies.

This month's peaceful plaza will give you a great start to body awareness. Please click **AWARENESS** to begin the journey to awakening your senses of your body.

Reference: getting-grounded.com



Click **AWARENESS** to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through healthjourneys.com



Memo

Manager's Memo: From Effectiveness to Greatness



By Jay Khalifeh

Steven Covey, author of the "Seven Habits of Highly Effective People", wrote a lesser known follow-on book years later titled, "The Eight Habits, from Effectiveness to Greatness. In it he suggests that leaders achieve greatness when they find their own "voice" and inspire others

to do the same. For us to find our voice he suggests that we should engage in work that taps your talents and strengths and that can fuel your passion. Your voice is best expressed when you feel your work is making a difference. Only when these all come together to address an unmet need can we harness all of our talents and passion to meet that need. Finding your voice means to choose the path to greatness rather than settling for mediocrity.

It does not stop there. He goes on to suggest that once a leader has discovered his or her own voice, he is obligated to help employees and others to find their own unique voices. To inspire others to find their voice means to recognize, respect and create meaningful opportunities for others to express and exercise their voices. It also mean to promote this expression with encouragement and positive affirmations.

Mr. Covey also is of the opinion that many leaders are stuck in an industrial age management style in a knowledge age world. Many of us grew up with this image of an directive style manager, believing human beings can be managed. Mr. Covey suggests that managers cannot manage people, they can only lead them. He also suggests that knowledge age workers require more than looking after their physical dimension and pay. Today's knowledge age worker requires we feed basic human needs to live, to learn, to feel appreciated and to leave a positive legacy. Only when a managers succeeds in fulfilling these needs can he/she help employees realize their full potential.

To get to greatness, he continues, managers must be able to effectively communicate **the Vision**, or has he puts it, "being able to see a future state in your mind's eye before it materializes in the flesh". Vision is simply applied imagination, as most things are created mentally before being brought into physical reality. He also states that managers we need;

Discipline –The use of our willpower to actually make things happen. Successful people are disciplined enough to do what has to be done rather than what would be expedient or easy to do. Or put another way, discipline in practical terms usually means forgoing immediate pleasure in anticipation of a far greater future payoff.

Passion – An unrelenting drive which comes from the heart. Managers with passion are motivational to be with because they believe the best way to predict the future is to take part in shaping it. Influential people are passionate about what they do because they have found their purpose and role in the world, their mission in life. When people are passionate about what they do, they don't require any supervision to get things done. Their fire and motivation comes from within rather than being imposed from something or one outside of themselves.

Conscience – Your moral sense of what's right and what's wrong. Every religion and every culture of the world has an accepted set of values which dictates a sense of fairness and the concepts of honesty, respect and contribution. Conscience encourages people to sacrifice something good in order to obtain something even better. Ego may suggest that the end justifies the means, but conscience will tell us a worthy end can never be accomplished with an unworthy means.



By Jim Miller, Director,
Human Resources



Often we as supervisors are focused on finding out about what's wrong with our organization. We are often obsessed with catching employees doing something wrong. Have you stopped to think about the overwhelming number of things that go right in your organization on a daily basis? Are you guilty of spending more time with problem employees than you do with your steady performers? If you are, then you're sending the wrong message to your workforce. What you're really telling them is, "If you want my attention, you have to do something wrong." I'm sure that's not the message you were intending to send. Employees notice the amount of time you spend with their problem co-workers and often resent how much of your time and effort is spent playing wet nurse to them. This could lead to an epidemic of undesirable behavior because every likes a little attention.

Don't worry... there is still hope for you and your employees but you're going to have to trust me. At the very next opportunity you get, go out and catch some of your employees doing something right and complement them on their efforts. You will find that a little encouragement goes a very long way. Guess what! Problem employees notice the amount of time you spend with steady performers too. Don't be surprised when you start catching that problem employee doing something right. Nothing motivates your steady performer, and sometimes your poor performers, better than occasional positive reinforcement.

Ft. Sill Education Center

Fall Term 2 Class Schedules are now posted. Please click on the link below to review the details of all courses offered.

Courses Offered

Workplace Etiquette 101: Don't Let Cell Phones Destroy Time Management

They usually make our lives easier, but when you're constantly answering cell phone calls throughout the day, they can increase stress and anxiety. Fortunately, dealing with this disruption is simple: Turn your phone ringer off. Then, set two times during the day to return all the calls you missed. You'll be able to keep conversations shorter and stay focused on your work. Reference: IMCOM Civilian Wellness

Electronic Leave and Earning Statements



DFAS NEWS RELEASE 0911-001

INDIANAPOLIS (September 16, 2011) – Hardcopy Leave and Earning Statements for approximately 76,000 Defense department employees will end Sept. 30, replaced by electronic versions available at the Defense Finance and Accounting Service's **myPay** (<https://mypay.dfas.mil>) online pay account management system.

The bimonthly LES provides employees and military members information on pay, deductions and benefits. It is the DoD's equivalent of the pay statement used by many American corporations and businesses. The change from paper to electronic statements was directed by Under Secretary of Defense (Comptroller) Robert Hale in an Aug. 9 memo to the military services and defense agencies as a way to help the department save the costs of printing and mailing, and make those funds available for other DoD priorities. The decision to require electronic delivery affects "non-bargaining unit" employees. DoD employees who are unsure of their bargaining unit status should check with their human resources office or review their most recent SF 50 Personnel Action Notification. If the Bargaining Unit Status in Block 37 is 7777 or 8888, that position is classified as non-bargaining unit. The change will take effect with the pay period ending Oct. 8, 2011. As of August, about 539,000 DoD civilian employees had decided to receive electronic statements voluntarily, saving more than \$6.3 million annually. Converting another 76,000 DoD civilian employees to online statements will result in an additional savings of about \$885,400 per year. An additional \$2.2 million would be saved each year if the remaining 190,000 DoD civilian employees not affected by the electronic-only requirement voluntarily switched from hardcopy statements to receiving their pay information via **myPay**.

US ARMY GARRISON FORT SILL



MISSION

To provide Soldiers, Civilians, Retirees and their Families with a secure installation, consistent and efficient services, and quality facilities and infrastructure.

VISION

With current fiscal reality, to maintain our quality services and infrastructure across the installation. To maximize available resources and to foster positive relationships with those living and working on Fort Sill as well as with our surrounding communities.

INTENT

To develop an environment that becomes a model for integrating organizations into common footprints, thereby becoming true stakeholders of the installation. To empower Organizations by instilling pride in ownership and providing a voice. To transform the Garrison while capturing efficiencies and promoting fiscal responsibility. To maintain an environment that enhances safety, well-being, and readiness; a place of limitless opportunities to develop both personally and professionally.

Cell Phones are Here to Stay!!

Cell Phones Are Becoming Embedded in Our Culture – For Better or Worse



Emily Post, the master of personal and professional etiquette for a generation, would probably approach meltdown if she witnessed some of the vagaries of current cell-phone use. Peggy Post, director of the Emily Post Institute, is possibly more delicate when she says, "We're hearing more and more stories about cell phones in the workplace." As you might guess, most of these stories are less than complementary. Director of the information center at the Society for Human Resource Management, Rebecca Hastings, is much more direct. "Right now, cell phones are the cigarettes of this decade," she offers. "It's an addiction." Ms. Hastings is compiling even more problem data than Ms. Post.

Although the common impression is this "addiction" is the exclusive purview of the country's teenage population, the facts indicate that the work place is a growing incubator for similar behavior. Employees should be wary of allowing improper cell phone etiquette to damage their careers. Whether or not a company cell phone policy exists, employees should learn proper etiquette to ensure that their climb up the corporate ladder is not hindered or halted.

The Top Eight Rules of Proper Cell Phone Etiquette at Work

A recent study showed that at least 40% of U.S. companies now have a published cell phone usage policy at work. That percentage will most certainly rise in the near future. It might be more difficult for the employees of the majority of firms that have yet to adopt an acceptable use policy. To avoid suffering a career detour from unacceptable cell phone use in your office, consider the following generally accepted rules of good cell phone behavior.

Turn your ringer OFF or set to "vibrate". Unless your cell phone is a company-issued handset for business use, set your unit to vibrate while at your desk. Even if you've selected a tasteful ring tone, repetitive incoming calls will be noticed (negatively) by co-workers and management.

Let "bread and milk" and other unimportant calls go to voicemail. While it's wonderful to have a live connection to the important people in your life, children, parents, other family and friends, frequent chatty calls during your workday will often reflect negatively on your perceived concentration on your duties.

When you must use your cell phone, find a private, quiet place to make your calls. Regardless of where you are, most etiquette advisors agree you should always observe the "ten-foot rule". Maintain a buffer zone of at least ten feet from others while you're using your cell phone. While at work, you should make every attempt to expand basic etiquette and find locations that do not infringe on co-workers trying to perform their jobs.

Don't bring your cell phone to meetings. Neglecting this one rule can do career damage even when you adhere to most of the other recommendations. Some etiquette gurus recommend that, should an important call be expected, either for business or a family emergency, you could put your cell phone on "vibrate" and bring it with you. Treat this exception with extreme caution, however. Regardless of the urgency of the expected call, your boss will most certainly take a very dim view of a meeting interruption because of your cell phone. It is a far better idea to leave your cell phone at your desk to avoid any "interruption temptation".

Never use your cell phone in restrooms. This rule may, at first, appear frivolous, but the statistics indicate it is an important component of cell phone etiquette. Why? You often do not know who else may be using the facilities. Should you communicate private information or sensitive work issues, you may easily be overheard without your knowledge. There are some well-documented horror stories of information delivered into the wrong hands by this simple, innocuous rule violation.

Eliminating embarrassing ring tones. Should you have a psychological need to use a cutesy or outrageous ring tone while away from your job, be very careful when you are at work. Either keep your cell phone on vibrate at all times at work or change to a more professional ring tone during your work day. Along with annoying both co-workers and supervisors, a silly ring tone can negatively impact your career by displaying a less than professional, serious image to management.

Maintain a low voice during cell phone conversations. Often called "holding court", having loud conversations about nothing, a loud voice can be extremely annoying to anyone within earshot. Often, the ten-foot rule becomes useless during one of these situations. Unless you are in the middle of a loud construction site, you should understand that cell phone microphones are very sensitive and only inches away from your mouth. There is normally no need to increase your voice to levels used by seminar leaders talking without microphones.

Use text messages instead of voice calls to maintain professionalism. If you need to communicate on a personal level and understand that voice calls would be inappropriate, send a text message to your caller. It's quiet, fast, and to the point. Unless you're trying to set a world's record for the largest thumbs on the planet, a few text messages during the workday keeps your lines of communications open without wasting your time or annoying co-workers.

Try to remember that, through most of recorded history, the world of business operated quite effectively without constant cell phone use. The basic substance of successful business operations contains no requirement that cell phones contribute mightily to your company's bottom line. Be ready for a formal company policy regarding cell phone use at work. More and more firms, many reaching unacceptable levels of frustration, will be joining those who have already published regulations and publishing restrictive policies.

By following the current rules of good cell phone etiquette, you'll not only be ahead of the curve, you may enhance your professional standing at work by displaying this considerate behavior. Some of your cell phone etiquette may even be transferred to your friends who might be in need of some guidelines, too.

Reference: smartmanager.us



4 Myths of Credit Card Limits



Not understanding exactly what your limit means could result in lower credit scores or expensive lessons from the school of experience. (Read and learn the easy way.)

Although the definition of "credit limit" is straightforward -- it's the maximum amount you can borrow on an account -- a variety of misunderstandings surround the concept. Here are four myths and what you should know to manage your credit cards effectively:

Myth No. 1: My credit limit is my spending limit.

Actually, your credit card spending should fall well below your credit limit. Most experts advise keeping credit card balances to 30% or less of credit limits. Using too much of your available credit hurts your credit score.

Myth No. 2: An increase in my credit limit means I can afford to charge more on my credit card.

Your credit card company might raise your credit limit after you've paid your bills promptly over a period of time. At that point, the issuer sees an opportunity to make more money. The higher the balance you carry, the more interest the credit card company earns. Don't interpret a credit-limit increase as permission to go on a spending spree. Your spending should fall in line with your long-term financial goals and monthly budget.

Myth No. 3: My credit limit has nowhere to go but up, especially if I pay down my credit card debt.

Many consumers learned this was untrue last year, when credit card companies slashed limits in a reaction against previous over-lending. In some cases, consumers whose **credit limits** were cut were doing all the right things -- paying their bills on time and paying down large chunks of their debt. This is one change that credit card companies can make without providing advance notice.

Myth No. 4: I'm stuck with my credit limit.

You can ask for a higher credit limit by calling your credit card company, and you just might get it if you can show your financial circumstances have improved. You can also opt in for a program that allows you to go over the limit -- for a fee. Before new federal credit card regulations kicked in, many companies were letting their customers go over their credit limits and then charging fees for the privilege. Now, customers must opt in for such programs.

View credit limits dispassionately. Don't let dampened credit limits get you down, and don't let high credit limits go to your head. Use your head instead to set your own reasonable spending limits.

This article was reported by Barbara Marquand for IndexCreditCards.com



A Quarter of Working & Non-working Adults Assist Parents Financially

"Financial assistance is provided by children to their parents, regardless of the caregiver's gender or work status." Among adult children who are not working, 32% of men and 23% of women provide financial assistance to parents, while among those who are working, 26% of men and 22% of women do so, according to a 2011 analysis of data from the Health and Retirement Survey.

Reference: Metlife

Is Your Budget Ready for the Holidays?



There are less than 100 shopping days until Christmas, according to an e-mail I received last week. It's hard to get into the holiday spirit when Halloween hasn't passed, and we're still wearing shoes with no socks. Still, every year we complain that the holidays sneak up on us, and with the sneak attack comes stress and unintentional overspending. Why not get a head start on the season? Here's how.

Set a seasonal spending plan

Personal finance author [Jean Chatzky](#) suggests we spend no more than 1.5 per cent of our take-home pay on the holidays. Why? In her experience it's the dollar amount that most of us can pay off by February. She provides [a calculator](#) on her site pointing out how much you can spend, and more importantly, how much that spending increases if you charge

your gifts and only make the minimum payments on your credit cards. It makes you think twice about your gift list when you see you could be paying for your gifts well into 2014. When you know what you're able to spend, break it down into monthly or weekly savings goals so you can start setting this money aside.

Limit your list

Creating a list for holiday gifts should start now. Jotting it down on paper, putting it into your smart phone, or using a gift-giving app like [Gift Planner](#) helps to keep track of what you need to buy. It also jogs your memory if you see a sale item, in store or online, that's perfect for someone on your list. You can also start a customized search for those on your list through sites like [Groupon](#) and [LivingSocial](#) to snag the best deals.



Pay with plastic and points

If you have gift cards lying around from last year (I have three in my wallet), or store credit notes from this year, now is the time to put them towards gifts for others. If you're not sure what to get, trade in your old cards for new ones at the same store, or trade them at sites like [CardSwap.ca](#) for more fitting ones. While I'm not a huge fan of giving gift cards, people do like receiving them. According to

the [2010 Visa Gift Giving Survey](#), 85 per cent of respondents claimed that they would appreciate a gift card for a present. Cashing in your points on all loyalty programs also helps to round up some "free" gifts for those on your list. Sites like [LoyaltyMatch.com](#) let you search for items on your shopping list and "purchase" them with points instead of cash.

Seasonal work

If you're considering seasonal work, now is the time to start thinking about your options as many retailers start getting ready for the holiday season in October. Part-time work over the holidays is good way to earn additional cash, and take advantage of employee discounts. My last retail job allowed me to use my discount right away, saving 40 per cent.

There's no downside to starting holiday planning now. Sure, fall has just begun, but that doesn't mean we can't get into the holiday spirit, even if it is just for a few minutes to map out a plan. Thinking ahead to what's in store in the coming months will save us from overdoing it at the eleventh hour, and having to pay for our purchases well into the new year. There's nothing jolly about that.



Reference: The Globe and Mail Inc.

Surviving in Life

Thoughts on Death

By: Dave Rauls ISG (RET)



Dave Rauls and son, Nicholas

to all. Like many sleep-walkers (people whom haven't suffered great loss) I lived my life never really thinking about how my culture (and I) feared death. I lost my father and within a year a son to

suicide. Although I was forced to focus on death due to my losses should I continue to participate in the fear of death? I consider myself a Theist this means I have a belief in something higher than the physical existence. My particular belief is that I must live the best life I can while existing on this "physical plane". We know all too well that this can be tough at times especially surviving loss. Some choose to be Non-theist and contrary to popular belief these people really live good lives here on earth. I cannot speak from this "world view" but can only assume as death comes to anyone's door step we evaluate our belief systems. Hind sight is truly 20/20 of how we could have made better choices in the past and developed our perspectives of reality. Living in this past can just as consuming as the fear of death. We whom are survivors, we whom were once lost can continue on. No matter what your personal belief may be surviving after tragic loss is a significant experience to say the least. Of course, you will question the years you have spent on your knees to be "blessed". Whether a theist or non-theist, the key is to focus on the strength & resiliency of the human spirit. Every military community has suffered loss during these challenging times. We have lost not only Soldiers but Family Members and civil servants, as well. Now, more than ever, is a time to focus on the ability of the human spirit to improvise, adapt & over-come. Even though we may feel cheated, betrayed or even fooled at times, we were born to survive!!!

**Improvise
Adapt
Overcome**

EAP INSPIRATION STATION



Salado, Texas (CNN) -- Dan Wallrath spent 30 years as a homebuilder in Texas, but it wasn't until 2005 that he found his life's work. After helping renovate the home of a young Marine who had been severely wounded in Iraq, Wallrath realized there were thousands of other injured war veterans who needed a hand. So he decided to help them by doing what he knew best -- building homes -- and giving them away, mortgage-free. For his efforts, Wallrath was recognized in November as one of the year's top 10 CNN Heroes. The exposure has helped take his organiza-

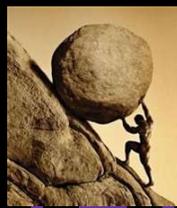
tion -- now known as Operation Finally Home -- to the next level. "It's just been incredible," Wallrath said last month. "We've been getting phone calls and e-mails and donations from all over the world." Since the airing of "CNN Heroes: An All-Star Tribute," Operation Finally Home has received more than \$100,000 in contributions -- as well as three pieces of property that will be used for future homes. All told, being honored as a CNN Hero has enabled Wallrath to more than double his impact. So far, his group has completed nine homes, and it has 13 more planned or under construction. The spotlight also led "Extreme Makeover: Home Edition" to partner with Wallrath on a special project last month: building a home for one of the victims of the 2009 shooting spree at Fort Hood, Texas. "We had seen Dan on the CNN Heroes tribute, and we thought, 'That's a perfect guy we've got to team up with,'" said George Verschoor, executive producer of the ABC television show.

The home was for Army Staff Sgt. Patrick Zeigler and his fiancée, Jessica Hansen. Zeigler, 29, had just returned from his second tour of duty in Iraq when he was shot four times at Fort Hood, including once in the head. Although doctors had given him only a 5% chance to live -- at one point, Hansen started writing his eulogy -- Zeigler not only survived but learned to walk again. Wallrath said the couple's story and spirit is typical of the families that his group tries to help. "All of a sudden, their life has been turned upside down. And in spite of their injuries, they're moving forward," Wallrath said. "This is what our program's about. We give (families) a hand up, not a handout. ... They just need a little help in life to get them started." Usually about 200 people are involved in building a home for Wallrath's group, but more than 4,000 volunteers chipped in to help "Extreme Makeover" build Zeigler and Hansen's home in Salado, Texas. Salado is about 30 minutes away from Fort Hood. "We have tons of military folks coming out and helping us," Wallrath said. "That's one of the reasons this job has gone so well." It also means the home was completed at warp speed. The 2,800-square foot, three-bedroom, three-bath house was built in just 100 hours. Wallrath's projects normally take about six months. For Zeigler and Hansen, the home means stability and a fresh start. "It's really exciting to know that so much love and care went into this house," Hansen said. "I think every time we look around, we'll always feel that." In mid-December, at an event honoring Zeigler and Hansen, Wallrath announced that Operation Finally Home had established a Fort Hood Victims' Fund to help all of the families affected by the attack. The fund will assist with emergency financial needs and home renovations like wheelchair ramps and handicap-accessible bathrooms. "Now we know that all these families are not going to be forgotten," Wallrath said. "America's going to step up, and we're going to be able to help them." The "Extreme Makeover" episode featuring Wallrath will air February 20, but people can already donate to the fund on Wallrath's website. All in all, it was a breakthrough year for Wallrath and his work. And he's excited about having the chance to help even more people in 2011. "You know, sometimes I feel selfish because I feel so good all the time about seeing these lives changed," he said. "Now, we're going to be able to change a lot more."

Reference: cnn.com

"Anyone can give up, it's the easiest thing in the world to do. But to hold it together when everyone else would understand if you fell apart, that's true strength."

Anonymous



EAP FUNNY CORNER





COME VISIT US AT:

Well-Being Center, ASAP

3415 Miner Road
Ft. Sill, OK 73503

Phone: 580-442-4205

Fax: 580-442-5704

E-mail: 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/>

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

RIBBONS, AWARENESS, AND THE HOLIDAYS!



October is the month where we kick off substance abuse prevention activities for our children during Red Ribbon Week, and where we raise awareness about breast cancer. In the next edition of Workforce Pride, we will explore the prevention and intervention techniques for both campaigns. Also, in next month's issue we will focus on preparation for the upcoming holidays. This time of year yields a plethora of emotions, risky financial decisions, and a magnitude of tasks to be completed. Next issue will include tips on relaxing high-strung emotions, holiday financial planning, and end of year vacation ideas.

CALLING ALL EARLY BIRDS...



The beginning of FY12 is within arm's reach. Next month will be the first opportunity for all to receive their Substance Abuse Prevention and Life Skills Training in accordance with AR 600-85. There is an annual 2 hour requirement for Civilians and 4 hour requirement for Soldiers. We are going back to the "drawing board" to create new and exciting training experiences based on your requests. Be one of the first to accomplish your training goals for the year while getting the information "hot off the press."

ARE YOU A SURVIVOR?



WE WANT YOU TO SHARE YOUR SUCCESS STORY!

Please contact us if you are a cancer survivor. Your story will be greatly appreciated for next month's issue. Anonymity requests will be respected.

ANYTHING ELSE YOU WOULD LIKE TO SHARE??

Contact me at 580-442-4205/6306 or at rashonda.labrador@us.army.mil.

I look forward to hearing from you!!