



ARMY RESILIENCE COMMUNITYLINK

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER | JUNE 2023



TASP aims to help Soldiers and their Families adjust to new places and avoid the obstacles that come along with military moves. (Photo Courtesy of U.S. Army)

Preparing for PCS? The Total Army Sponsorship Program Can Help

By Tara Davis, Army Resilience Directorate

Moving can mean a fresh start in a new and potentially exciting place. No matter how easy or difficult, it always means extensive planning and preparation, incurring expenses, disrupting regular schedules for children, interrupting relationships and putting a lot of space between you and the people you care most about. "The difficulty [of a move] fluctuates depending on an individual's situation; to name a few, it can range from the unknowns of employment for spouses, displacing children from a school and neighborhood where they established strong bonds, knowing the best areas to live or selecting the best school districts," says Master Sgt. Antoinette Francois, Provisional Total Army Sponsorship Program (TASP) program manager.

Regardless of the degree of difficulty or ease of the physical move, the emotional move of leaving people and places behind can make the move daunting. When you're starting over in a new, unfamiliar place, making new relationships and connections is vital to your success—whether those are with your new command, unit, fellow Soldier, coworker, chaplain or even your new commissary worker.

TASP is the Army's solution to difficult moves to new places both in the continental U.S. (CONUS) and outside the continental U.S. (OCONUS).

TASP is a commanders' program to assist Soldiers, DA Civilians and Families when they are relocating into and out of their commands. This program jump-starts relationships and builds connections that enhance resilience and prevent potential complications before the Soldier even arrives at their new duty station. Lorna King, human resources specialist, installation sponsorship coordinator and quality control for the Military Personnel Division (MPD) of the Directorate of Human Resources for USAG Fort Gregg-Adams (formerly Fort Lee) says, "A well-run sponsorship program will minimize delays, problems and distractions for newcomers during relocation and transition at the new assignment and improve unit cohesion and readiness."

Whether it be your first military move or what feels like your zillionth, arriving at a new place and getting organized all while completing in-processing tasks and paperwork may feel like you're set up for disaster. TASP is here to reduce the strain associated with military moves by connecting Soldiers and their Families to a sponsor. "Sponsorship mitigates most of the issues that may arise during the PCS (permanent change of station) move. The new unit/command assigns the incoming personnel/Soldier a sponsor to facilitate any questions and concerns that

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DIRECTOR'S COLUMN

Team,

Summer brings changes to our military communities, and the Army Resilience Directorate is preparing for its share of this year.

My right arm and everybody's battle buddy, Sgt. Maj. Sharita "Nicci" Onugha, will move to Joint Base San Antonio to serve as the G-9 Sergeant Major at Installation Management Command. Sgt. Maj. Onugha has been a critical asset to ARD, a great ambassador across the force and an outstanding advocate for our Soldiers, Civilians and Families of all ranks. She will bring her contagious energy and enthusiasm to an office that is critical in supporting prevention and people programs at every Army installation. Sgt. Maj. "O," thanks for your outstanding work in ARD. I know you will continue to make a positive difference for the Army every day in your new posting!

Across HQDA, we continue to implement Secretary of the Army Christine Wormuth's decision to designate the Deputy Chief of Staff G-9 as the lead for prevention at HQDA. As scheduled, ARD realigned into G-9 as part of the new Prevention, Resilience, and Readiness Directorate. Ms. Dee Geise, the Director of Quality of Life/Soldier and Family Readiness Directorate, leads this new office. The merger of the ARD team into G-9 will foster smoother synchronization across the range of prevention efforts. Ms. Geise and I have been closely aligned as we worked to make the transition as smooth and seamless as possible. We began the formal "left seat-right seat" transition in May. June 1, Ms. Geise took the left as I moved to the right seat. Ms. Geise has quickly grasped ARD's many roles and

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DSPO Campaign Seeks to End Stigmatizing Language

By Tara Davis, Army Resilience Directorate

"Sticks and stones may break my bones, but words will never hurt me" is an age-old adage that is used as the ultimate comeback to verbal bullying. This saying implies that physical injury is far worse than any blow from a verbal remark. Words, however, do have the power to insult and can even change people's perceptions. That's why the Defense Suicide Prevention Office's (DSPO) Your Words Matter campaign is challenging the status quo by encouraging you to switch the way you discuss or address mental health topics.

"In society, mental health challenges continue to be one of the most stigmatized. By talking about it and challenging people's beliefs about mental health, we can promote understanding and normalize mental health challenges and treatment," says Joanne Price, Army Substance Abuse Program (ASAP) manager at Fort Irwin, California. "This also includes challenging our own beliefs and the way we talk about our own mental health issues, as our thoughts and judgement about mental health can create perceived barriers to getting care and support."

Words have the power to create connections and encourage. They also have the power to stigmatize and prevent people from seeking the care they may need. Language is that tool that can make people feel comfortable sharing their experiences with mental health as well as expressing that they may be struggling with needing or getting help.

"Language plays a key role in shaping our thoughts and beliefs," Price says. "If we want to change the narrative, we must change the words we use. This is especially important if we want to create a culture within our organizations that supports seeking help when we have a struggle."

She explains that talking about mental health in ways that don't accuse someone of being wrong or behaving incorrectly can encourage help-seeking behaviors. "When we use terms that predispose judgment, we send the message that what someone does or has done is bad or negative. Struggling with a mental health challenge is no different than struggling with any medical issue, and to support and encourage someone to get help, we need to use words that encourage seeking help early."

- **Avoiding negative terms and labels** and encouraging others to use proper terms when addressing mental health.

Your Words Matter: Choosing Words That Support



Avoiding language that carries stigma plays an important role in suicide prevention.

- **Creating safe spaces** by encouraging help-seeking behaviors and sharing resources such as the veterans and military crisis lines.
- **Sharing stories of hope and recovery**, to build trust and support and to encourage someone who is currently struggling that the situation can get better.

Avoiding negative terms and labels can look like referring to a person who may be suffering from a mental health condition in the following ways:

- A person with suicidal ideation, instead of a suicidal person.
- A person engaging in substance misuse, instead of an addict.
- A person with bipolar disorder, instead of a manic-depressive.

"Words have power," Price says. "They can encourage us and motivate us to move forward, or they can bind us, discourage and isolate us. Words must be followed up by actions, though. You can say you support mental health, but if you don't allow anyone the time to get the help, your actions don't match your words. Words and our actions that support our words are the key to breaking the stigma."

For more proper language to use when discussing mental health conditions, refer to the [DSPO Your Words Matter Factsheet](#). You can learn how to #BeThere for someone who may be experiencing suicidal ideation by visiting the [Army Resilience Directorate](#) website for information and resources.

If you or someone you know is experiencing suicidal ideation or thinking about harming themselves, please call the 24/7 988 Suicide and Crisis Lifeline.

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Perseverance After the Pain of SA/SH: A Survivor's Perspective

By Lytaria B. Walker, Army Resilience Directorate

"So, it was my very first duty station. Fort Meade. It was the newest brigade in the Army. I was a specialist right out of Advanced Individual Training (AIT). That's the place where you go to learn your job," Sgt. 1st Class Chatonna Spicer says softly as she begins to recount her story of pain and perseverance.

Spicer is a senior drill sergeant stationed at Fort

Huachuca, Arizona. She is also a former sexual assault response coordinator (SARC)—a job that she knows and understands all too well.

It was 2012. Spicer was working in an orderly room in a building on base. There was a Chief Warrant Officer (CW2) who worked on the floor above. This CW2 immediately took a liking to her. They chatted briefly here and there. He

mentioned to her that he was a pastor and that he and his wife started a ministry. He inquired if Spicer had a church home. Spicer did not as she was new to the area.

To read Spicer's full account, visit https://www.armyresilience.army.mil/ard/pdf/Perseverance%20After%20the%20Pain%20of%20SA_SH%20A%20Survivor%E2%80%99s%20Perspective.pdf.

Department of Defense Announces Liz Blanc SARC, VA and Promoting Excellence in Prevention Award Winners

By Antwaun J. Parrish, Army Resilience Directorate

Each year, the DOD Sexual Assault Prevention and Response Office, or SAPRO, recognizes individuals —military or civilian— from every military service and respective reserve component for excellence in preventing or responding to sexual assault. SAPRO is responsible for oversight of the department's sexual assault policy.

The awards program recognizes individuals whose work has been particularly noteworthy and demonstrates outstanding service in support of service members.

The awards include the Liz Blanc Exceptional SARC of the Year, Liz Blanc SAPR VA of the Year and the Promoting Excellence in Prevention Award.

The Army recipient of the Liz Blanc Exceptional SARC of the Year is Sgt. 1st Class Philena Perdue. Perdue is assigned to the 1st Aviation Brigade. Her citation states that she created an environment where individuals feel comfortable



DOD recognizes Sgt. 1st Class Philena Perdue as the Army recipient of the Liz Blanc Exceptional SARC of the Year for 2023. (Photo Courtesy of U.S. Army)

discussing SHARP, survivors feel supported and comfortable to report and leaders are continually engaged.

The Army recipient for the Liz Blanc Exceptional SAPR VA of the Year is Staff Sgt. Erika Feliciano. Feliciano is assigned to Brooke Army Medical Center. Her citation states that her tireless efforts to advocate for all victims of sexual assault and complainants of sexual harassment have built trust within the SHARP program, greatly improved the command climate and ensured enduring unit readiness.

Multiple Army personnel were awarded the Promoting Excellence in Prevention Award.

To read the full article recognizing the DOD SARC, VA and Promoting Excellence in Prevention Award Winners, visit https://www.army.mil/article/266644/dod_announces_liz_blanc_sarc_va_and_promoting_excellence_in_prevention_award_winners.

Fort Hunter Liggett Gets Creative With SAAPM Awareness

By Eric R. Butler, Garrison interim SARC, Fort Hunter Liggett and Parks Reserve Forces Training Area

Each April, the Army recognizes Sexual Assault Awareness and Prevention Month (SAAPM). Each organization throughout the Army hosts awareness and prevention events in which Soldiers, Civilians and Families participate. Fort Hunter Liggett (FHL) and Parks Reserve Forces Training Area (PRFTA) SHARP Office have created some new interactive events this year. Two of the most significant events were the Rock Against Rape Awareness Concert, held on April 7, at PRFTA, and the Cup of Prevention, held on April 13, at FHL Coyote Coffee Cafe.

The concert featured the 191st Army Rock Band, the Band of the Wild West. The group performed more than 20 songs while local resource vendors shared with attendees the ways that their organizations support survivors. Many Alameda County, California, groups attended

the event to share what they offer to survivors of sexual assault and domestic violence. Representatives of the Better Opportunities for Single Soldiers (BOSS) program shared with the community what their program does and how it supports the overall wellness of the installation. "The event highlights an issue that society deals with all too much," said Gregory McKrill, an attendee.

The Cup of Prevention allowed community members to gather and discuss how sexual harassment and sexual assault affect the workplace. Each attendee was given a card with a topic or scenario to discuss in small groups. They discussed matters such as consent, bystander intervention and the effects of sexual harassment and assault on readiness. Denise Hays, senior training instructor at Fort Hunter

Liggett, said, "These events give tools to use when situations happen." Garrison Command Sgt. Maj. Eric Rupp spoke with attendees about the importance of bystander intervention and the individual responsibility to step forward.

The events held at FHL and PRFTA are part of the monthlong campaign "Intervene. We are a Team: There is an US in TrUSt. Can They Trust in You?" Events are designed to build a more cohesive team and provide attendees with the necessary tools to be successful in intervening when they see something. Sgt. 1st Class Tiffany Hebert, victim advocate at the Parks Noncommissioned Officer Academy, says this year's theme is significant because "We should all be able to trust in our team to intervene and support the zero-tolerance policy of our commanders."



ARMY OBSERVES SAAPM 2023

In April, civilian and military communities around the nation recognize Sexual Assault Awareness and Prevention Month (SAAPM). This year's Army theme, "Intervene. We Are a Team: There Is an US in TrUSt. Can They Trust in You?," highlighted the importance of building a culture of trust through intervention to prevent unwanted sexual behavior, and that everyone plays a role in keeping others safe.



CAMP HUMPHREYS, South Korea — The 2nd Infantry Division Sustainment Brigade (2ID-DSB) and 2nd Infantry Division/ROK-U.S. Combined Division (2ID-RUCD) participated in a Teal Walk as a SAAPM 2023 initiative. The goal was to promote teamwork, social cohesion, strength and empathy among Soldiers' service in the 2ID-DSB. (Courtesy Photo)



Dr. James A. Helis delivered the keynote address during the 3rd U.S. Infantry (Old Guard) "SAAPM Over Summerall" event April 28, 2023, at Fort Myer, Virginia. From left to right are Col. David Rowland (TOG CDR), Dr. Helis, Lt. Col. Leslie Latimore-Lorfilis, Lt. Col. John Dexter (Deputy Joint Base CDR), Col. Bruce Pulver (TUSAB CDR) and Command Sgt. Maj. Philip Whittington (TOG CSM). (Courtesy Photo)



FORT BELVOIR, Va. — The Military Intelligence Readiness Command (MIRC) kicked off SAAPM 2023 with a proclamation ceremony on March 31. Ms. Maneasseha Bartimus, human resources officer, participated in "What Would You Do" wheel spin as part of the ceremony. (Courtesy Photo)

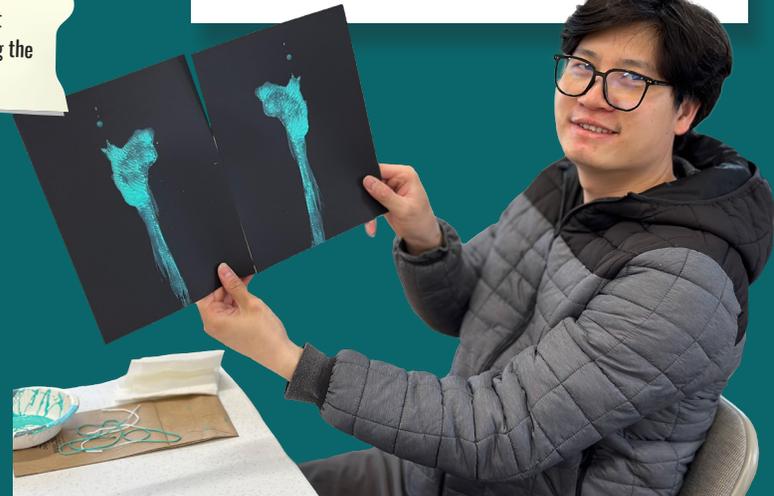


PIEONTAEK, South Korea — Red Dragons held a "Walk a Mile" event at the 501st Military Intelligence Brigade. The walk signified the deceleration of SAAPM 2023 while promoting a culture that does not permit sexual violence and where intervention is the norm. Red Dragons followed the walk by signing the Brigade SHARP proclamation and pledged to stop and intervene in sexual violence. (Courtesy Photo)

FORT HAMILTON, N.Y. — Fort Hamilton Chapel hosts Teal String Art Lunch and Learn during SAAPM 2023. Pictured is Wei Chen, MWR marketing coordinator, as he shows off art that he created by using a string dipped in teal paint. (Courtesy Photo)



FORT MEAD, Md. — Community members and staff of Kimbrough Ambulatory Care Center wore denim as they participated in their Annual Denim Day Walk. Those who joined the walk—the longest-running sexual violence prevention and education campaign—hoped to bring awareness and show solidarity and support for victims of sexual assault and sexual harassment. (Courtesy Photo)





Army Implements New SH Tracker, Focuses on Streamlining Complaint Process

By Antwaun J. Parrish, Army Resilience Directorate

The Army has developed a new tool to better monitor the progress of sexual harassment complaints and ensure that all necessary timelines are met.

As of March 1, Sexual Harassment/Assault Response and Prevention (SHARP) professionals are required to input all anonymous and formal sexual harassment complaints into the SHARP Strategic Management System (SMS) Complaint Tracking Tool.

The performance management tool is designed to be used by the lead sexual assault response coordinator (SARC) and supporting agencies at the installation level, and it addresses gaps identified by the Fort Hood Independent Review Committee (FHIRC) and the Department of Defense Independent Review Commission on Sexual Assault in the Military.

According to Jill Londagin, director of the SHARP

program, "This tracker will help us to adhere to regulatory requirements and effectively manage investigations and the handling of sexual harassment complaints."

One of the recommendations the FHIRC made was for the Army SHARP Program Office to track and monitor the aging life cycle of each sexual harassment case.

The new tracking tool provides the SHARP program with oversight capabilities to properly monitor the execution of the sexual harassment complaint timeline and identify program deficiencies, informing improvements to current processes.

Senior commanders will use the sexual harassment tracker at the Quarterly Sexual Assault Response Team (QSART) meetings to review compliance with

required timelines and case characteristics and disposition trends.

Jeff Travers, SHARP's Data and Reporting Branch Chief, explains that the tracking tool provides each echelon with a set of dashboards to better visualize the proper execution of the complaint timeline, allowing senior commanders to focus on gaps and friction points that prevent proper sexual harassment complaint processes.

Travers adds, "The required QSART meeting will be a forum to collaborate on solutions to improve the sexual harassment complaint process and address the identified problems." The Army's new performance management tool is a step forward in the fight against sexual harassment and assault in the military, and it will help ensure that all complaints are handled appropriately and in a timely manner.

Army University Leaders Learn to Overcome Challenges

By Erik Moshe, Ready and Resilient

Fort Leavenworth Master Resilience Trainer - Performance Experts (MRT-PEs) Craig Merkle and Cindy Swatek, in coordination with the Army Wellness Center (AWC), provided training to directors and senior leaders of schools and organizations within Army University to promote a team culture. Participants engaged in a dynamic warm-up and a dodgeball competition and learned how to maintain focus and attention in a chaotic, challenging work environment.

"At Army University, leadership deals with many moving parts due to the challenges of any academic environment, along with the diverse student population that come from all around the country and world," Merkle says. "With these challenges, there is a constant pull for attention, time and resources. Attention control helps leaders to identify what's most important in that moment and to fully focus on those challenges before moving to the next task. Attention control helps them to rank order their priorities and then complete one task before moving on or being distracted by ever-persistent job demands."

"Many people have an easy enough time identifying what's important to them or what tasks need to get done," Merkle says. "However, many struggle to put a plan into action. The strategy of mental cues can be used as a list of 'how tos' when seeking to accomplish a task. Creating task-specific cues helps an individual to fill out the process behind the desired outcome. A task-specific cue would be a physical or technical cue that relates directly to the process of performing. For example, for the group playing dodgeball, the process of throwing could have cues—eyes on target, elbow up, hand out, flick wrist, follow through. Establishing these cues



Army University senior leaders pose for group photo following R2 training aimed at building team cohesion. (Photo Courtesy of U.S. Army)

helps people to be more effective and accomplish things more quickly."

"We have been able to work with AWC staff in multiple trainings, and they really understand the mind-body connection that drives each of us. We can easily let AWC staff focus on the physical aspects of any performance while we lock down the mental side of a performance. This was also a great opportunity to work directly with the senior leadership of Army University. They are a great group and are extremely engaged in seeking out the best for their students."

Brig. Gen. David Foley, deputy commanding general of the Combined Arms Center, strongly encourages attendees to use the Ready and Resilient (R2) Performance Centers for both personal and organizational development.

To schedule training to increase your team's performance and cohesion, contact your nearest R2 Performance Center, or visit <https://www.armyresilience.army.mil/ard/R2/I-Want-to-Schedule-Training.html>.

Army Resilience Roundup

This monthly podcast series provides helpful information through casual conversations with experts. You can listen to the latest episodes at <https://www.armyresilience.army.mil/ard/podcast.html>.



Episode 8:
SHARP Transformation: A Victim-Centric Perspective

Sgt. 1st Class Chatonna Spicer, senior drill sergeant and former SARC, discusses her experience with sexual assault and sexual harassment and how she remains resilient despite trauma.

Episode 9:
The Unspoken Struggle, With Sgt. Maj. Justin E. Shad

Sgt. Maj. Justin E. Shad shares his story of alcohol misuse and how he realized he needed help. He also discusses the challenges of sobriety and what it means to live sober. And he talks about the VALOR program and how to support someone who may be struggling with substance misuse.

<https://www.armyresilience.army.mil/ard/podcast-gallery.html>

AROUND THE FORCE

- ▶ SHARP
- ▶ Suicide Prevention Program (SP2)
- ▶ Ready and Resilient
- ▶ ASAP
- ▶ I-PAG



Army SHARP Academy SARC/VA Career Course Graduation Awardees Recognized in Ceremony
 FORT LEAVENWORTH, Kan.—(Photo from left: Master Sgt. Charles Izquierdo, 1st Lt. Amanda Curcio, Michelle Pressler) On May 5, 32 students graduated from the Army SHARP Academy’s SARC/VA Career Course. During each graduation ceremony, individuals are recognized for their exceptional performance. Michelle Pressler, chief of academic operations, and Master Sgt. Charles Izquierdo, Senior Battle Staff NCO Mission Command Training Program CAC, Fort Leavenworth, Kansas, personally recognized each of the award recipients. 1st Lt. Amanda Curcio, Army National Guard–Professional Education Center, Little Rock, Arkansas, received the Academic Excellence Award and the Spirit Award. Congratulations and best of luck to all graduates!



ShyAnte’e Williams Wins 598th Transportation Brigade’s Best SHARP Prevention Essay Competition
 KAISERSLAUTERN, Germany— (Photo from left: Col. Robert Kellam, commander of the 598th Transportation Brigade; ShyAnte’e Williams, winner of the Best SHARP Prevention Essay competition; and Command Sgt. Maj. AnDante Williams). The 598th Transportation Brigade honors ShyAnte’e Williams, the winner of the Best SHARP Prevention Essay competition. In her essay, she captures the essence of the SHARP program and recommends strategies to engage a wider audience, along with stressing the importance of placing people first by improving accountability and protecting all members of the armed forces. She observes that Soldiers who face intolerable behaviors experience long-term emotional and physical negative consequences, which in turn affect team cohesion, task completion and work ethic. The “People First” initiative provides accessible information, valuable tools and policies, and mandatory training. In outlining her recommendations, Williams says, “The SHARP program today provides resources such as training, prevention activities and even help lines. If I were empowered to enhance or enrich the Army culture, I would put my efforts into making this information more accessible and consistent for Soldiers.”



Environmental Service Trips Help Hawaii-Based Soldiers Learn Mindfulness and Healthy Habits
 SCHOFIELD BARRACKS, Hawaii—The Army Substance Abuse Program, the University of Hawaii’s Lyon Arboretum and the La’i Peace Center teamed up to organize environmental excursions for Soldiers to give them a positive outlet for their free time, rather than indulging in excessive alcohol consumption. Soldiers worked with land conservationists to clear hiking trails while learning about native plants, the local watershed systems, meditation, gardening and land maintenance. The garrison hopes that the Soldiers who participated will be motivated to replace high-risk behaviors with new, beneficial activities.



21st Sustainment Command Holds Resiliency Event
 KAISERSLAUTERN, Germany—The 21st Sustainment Command and the United States Army Garrison Rheinland-Pfalz held their first Spring Resiliency event to celebrate April as the Month of the Military Child, with this year’s theme being “Taking Care of Our Military Children.” Participants went through an obstacle course with challenges that made use of Master Resilience Training skills. The goal was to help Family members discover new ways to connect and to emphasize that children of service members endure hardships that those in the civilian world don’t face.



Aberdeen Proving Ground Hosts Mental Health Awareness Symposium
 ABERDEEN PROVING GROUND, Md.—The Commander’s Ready and Resilient Council held the second annual Mental Health Awareness Symposium, bringing together behavioral health experts and military leaders to cover topics including stigma, social connectedness and the role of leadership in normalizing the seeking of help for mental health issues.



Soldiers Compete in Course for the 3rd Infantry Division Best Squad Competition
 FORT STEWART, Ga.—Soldiers in the 2nd Armored Brigade Combat Team and 3rd Infantry Division compete in an obstacle course at the 3rd ID Best Squad Competition 2023. The course was one of multiple events held during the competition that tested each squad’s fitness and endurance.



Advice for Keeping Substance Use Out of Summer Activities

By Shirley Tien, Army Resilience Directorate

Summer is the best time to take part in outdoor activities and plan social gatherings, but it is also a dangerous time for substance misuse. Subject-matter experts from Aberdeen Proving Ground, Maryland, have some advice on the issue. According to Jason Mohilla, a specialist with the Army Substance Abuse Program (ASAP), "Due to better weather, longer daylight hours and increased social/outdoor activity, risk of binge drinking and impairment increase. Impairment becomes easier to achieve due to dehydration, while use of antihistamines and other medications—even over the counter—can further impact the mind and body."

You should be mindful of these three substances during the summer.

- **Alcohol** Due to its accessibility and widespread social acceptance, alcohol is a prime candidate for misuse. It's important to remember that if you plan to drink, do so in moderation and avoid binge drinking.
- **Marijuana** This substance is becoming more prevalent as an ever-increasing number of states legalize it for both medicinal and recreational purposes. Marijuana and its cannabis derivatives, such as delta-8 THC (a byproduct of CBD), are often viewed as relatively harmless. It is important to remember that the Army still considers marijuana and its derivatives as illicit drugs and you can face disciplinary action if they show up in a drug test.
- **Medications** Prescription, over-the-counter and counterfeit medications can be altered with drugs such as fentanyl and

amphetamines. Prescription and over-the-counter drugs not taken as prescribed or directed can cause serious harm.

Experimenting is a hot topic within social settings, as is peer pressure. Employee Assistance Program coordinator Jenise Bryce says, "Do not experiment with drugs. Only take what has been prescribed to you. Check all packages to ensure they are sealed and labeled properly according to industry standard." What many Soldiers aren't aware of is that not everyone will react to recreational drugs the same way. Some may have fun and experience an adrenaline high, but others go straight to the hospital for immediate lifesaving care.

Another important factor to think about is that "often Soldiers consider the potential impact to their careers but fail to consider the after-service ramifications that can include the loss of benefits, such as the post-9/11 GI Bill; loss of eligibility for security clearances; disqualification from entire career fields; and even restriction to possessing firearms and ammunition," Mohilla says.

Of course, summer should be a time to put all your worries aside and let loose. ASAP specialist Vivian Jackson says to keep in mind that "some Soldiers that do not control their intake will become belligerent. They start acting like they have liquid courage and can take on the world, making severely impactful high-risk choices that could lead to disciplinary actions, being kicked out of the military, taking someone's life or even their own life. All Soldiers should have the courage to seek help,



A Fort Drum Army Substance Abuse Program educator works with Soldiers and other staff to conduct inspection for contraband during drug awareness class. (Photo courtesy of U.S. Army)

but only some will. They should seek help or self-refer to Substance Use Disorder Clinical Care, without fear of reprisal."

The [Army Resilience Directorate](#) encourages Soldiers and Family members to learn more about the [Army Substance Abuse Program](#), as it is a great source for any substance information. We should always look forward to summer, but let's make it a safe season for everyone!

Soldiers Tell Own Stories of Struggle and Recovery for ARD Webinar

By Mavia Hanson, Army Resilience Directorate

The Army Resilience Directorate's April webinar, SHARP Transformation: A Victim-Centric Perspective, featured a conversation with Jill Londagin, Director of the Sexual Harassment/Assault Response and Prevention program; Capt. Lori Mathieu; and Sgt. First Class Chatonna Spicer. During the 90-minute fireside chat, they shared their own stories of experiencing sexual assault as well as the ways in which they choose to advocate now.

Through their accounts, they shared raw perspectives about grooming behavior for sexual assault and harassment and the ways they reported these crimes and how they would recommend reporting them. They discussed current Army SHARP policy and preventive measures that Soldiers and Army Civilians can take. "I think it's important for our people to know they aren't alone and that there are people

out here to help you and want to care for you," Londagin said.

At the end of the fireside chat, the presenters took audience questions, which were candid and thought-provoking.

For our May webinar, Command Sgt. Maj. Justin Shad covered the topic of substance misuse. Shad shared his personal account of alcoholism and his road to recovery. He talked about his history with alcohol, when he was able to acknowledge he had a problem and the stigma attached to getting help as a senior leader while deciding to reveal his struggle publicly. He explained how other leaders and battle buddies can potentially spot Soldiers or comrades struggling and how to go about helping them.

He talked about what his home life was like and how his illness affected his family. He even went

into detail about what the other side of recovery looked like and how prescription medications helped with his cravings once he became sober. He closed his talk by answering audience members' questions about his journey and how other Soldiers can offer assistance and resources to their battle buddies.

If you or someone you know is seeking help with a SHARP-related issue, the DOD Safe Helpline is available 24/7 via phone, online chat or discussion [here](#).

If you or someone you know is struggling with substance misuse, locate your nearest Army Substance Abuse Program [here](#), or call 800-273-TALK (8255) if you are in a crisis situation.

To find more of ARD's recorded webinars and to register to participate in future installments, visit our website [here](#).



Promoting Readiness *TOTAL ARMY SPONSORSHIP Continued from page 1*

the new personnel/Soldier may have," says King. The sponsor will function as a type of coach, gradually reducing their involvement based on the Soldier's ability to function independently by encouraging engagement with community as they settle their new roots.

Having a sponsor can simplify transition to a new station. "The program helps Soldiers and Families get settled quicker and easier," says Francois. The program and assigned sponsor offer support and guidance by understanding the needs of the Soldier and their Family members. Sponsors help with pre-arrival and arrival tasks and become that first connection, which help set the Soldier and their Family members up for success. "The sponsor is responsible for providing the resources the Soldier requires to ensure a seamless and less stressful transition," says King. "Having a sponsor is like having a friend or a Family member on the other end providing the necessary information based on the need of the Soldier and Family."

"The Total Army Sponsorship Program is intended to create a relationship between the command and its personnel that encourages commanders to help their Soldiers and employees," says King.

Building these relationships before the Soldier even arrives enhances the assimilation process and gives valuable information to incoming Soldiers they may otherwise not have, but access to the sponsor doesn't end at arrival. Francois shares that sponsors support inbound Soldiers enrolled in TASP for 45 days after arrival so they have someone who can help well into the first month at a new duty station.

TASP seeks to lower risk factors that lead to negative experiences for Soldiers, DA Civilians and their Family members by increasing protective factors. Knowing you already have a confidant and guiding light at your new location can ease stress associated with moves for all parties involved, even if you're moving alone. Francois and King note the multiple benefits that single Soldiers or Soldiers moving alone would have by enrolling in the

program, including introduction to unit leaders and information about the community and near-future unit deployments and whether there is on-post housing or whether office space is located in nearby leased buildings and not on post.

Exceptional sponsorship can promote successful adjustments for newcomers, boost morale, improve well-being, increase readiness, encourage adaptation and make for successful missions. Francois shares that sponsorship not only benefits the inbound Soldiers but those who are sponsors. She says, "Being a sponsor is altruistic, and selfless service is front and center in sponsoring. The unit, inbound personnel and their Family will all benefit from sponsorship when done with care, knowledge and sincerity." Sponsors should receive training on how to lead sponsorship activities. You can find specific garrison information on its respective TASP web page.

Types of sponsorship can include:

- **Advanced arrival sponsorship** ensures a smooth transition into the Army or unit and where the command assigns a sponsor before the Soldier or Civilian arrives.
- **Out-sponsorship** aids Soldiers moving to a new assignment or out of the Army entirely.
- **Emergency permanent change of station (PCS) and special cases** is for situations where Soldiers and Family members do not normally receive help and may need power of attorney or a summary court officer if a sponsor or Family member is not available.
- **Reactionary sponsorship** happens when the gaining command provides reactionary sponsorship for unprogrammed arrivals or when other factors prevent advance arrival sponsorship.
- **Youth sponsorship** pairs military children with a sponsor before their big move. More information on youth sponsorship is available [here](#).

Sponsorship benefits all parties involved. For Families, the sponsor can help them find out what

services are available before they arrive to assist in their planning process. Francois shares, "Before the arrival of inbound personnel, identification of the support needed, whether it is Army community service (ACS), Exceptional Family Member Program (EFMP) support, any changes in arrival dates, family readiness groups (FRG) support, child care services and informing of any wait-list, can lessen stress and anxiety from the unknown." The sponsor can continue helping and supporting as well as answer any lingering questions they may have after their arrival.

TASP is vital to building the readiness and resilience of Soldiers and their Families by giving them a solid place to land when they arrive at their new unit. According to King, the "TASP program is important because this is Soldiers helping Soldiers. It enhances unit readiness and resilience. When a Soldier comes into a new unit and a sponsor is there to greet them, this validates that the Army, unit and the community care. This is a new Soldier's first perception of the new unit and the Army. So, TASP is very important in unit readiness and retention. When Soldiers are welcome to a new unit/location with care, they will want to serve with pride."

Sponsorship through TASP increases the likelihood of success for newcomers. It helps build resilience and readiness by being a rock for inbound Soldiers to lean on while they get used to their new stations. It can also help with retention rates, as it shows Soldiers and Family members that their success at new stations matters to their leader and the Army. Francois says, "Sponsorship plays a vital role in reception and integration. We all know the first impression is lasting, increasing the likelihood of success."

If you are a Soldier or Family member looking for more information on TASP or for the Sponsorship Awareness Course, visit the Army Resilience Directorate [TASP web page](#). Are you looking to become a sponsor? Fill out the eSponsorship application and take the training course [here](#).

ARD Welcomes Change *DIRECTOR'S COLUMN Continued from page 2*

responsibilities. She is providing strong and steady leadership, ensuring continuity of the mission while simultaneously building the new directorate. Transition will be complete no later than June 30.

I have no doubt under the capable leadership of Lt. Gen. Kevin Vereen, the Deputy Chief of Staff G-9, and Ms. Geise the Army will continue to build a community-based prevention system, positively impacting the social determinants of health and preventing harmful behaviors before they occur. I know you will all give them

your support as they will support you in every way they can.

A final transition note: As I am sure many of you know, I decided over the winter to retire from Federal public service effective June 30, 2023. It has been an honor to lead ARD for the past four years. Being part of such an outstanding, caring and committed team is a perfect close to my career. Your service to the nation is demanding, never-ending, and often emotionally taxing. All of you working in our programs across the Army inspire me with your

unflinching determination to better take care of the Army's people. I know you will carry on our mission, which saves lives, protects people, and enhances the performance of the Army team. Words cannot express my gratitude to each and every one of you.

It has been a privilege to serve our nation and the American people. I wish all of you the very best as you carry on your service.

Be All You Can Be!
James A. Helis, Ph.D.



Keeping Soldiers' Spirits High as Temperatures Soar

By Kim Ferraro, Army Resilience Directorate

Summer is synonymous with relaxation, a season of indulgence, when we let our bodies just chill (lying on a picnic blanket to soak up rays or to slurp up watermelon) and permit our minds to unwind (taking in low-IQ action-packed blockbusters and page-turning beach reads). So it's no surprise that even mission-driven Soldiers with sand buckets of self-discipline to spare need a physical and mental break to boost their morale and resilience during the lazy, hazy days of summer.

Here are three Army bases where the importance of rest and recreation is well recognized as a means to strengthen bonds among Soldiers and Families as well as help them combat the fatigue brought on by brutally hot weather.

Down in sweltering Louisiana, leisure activities at Fort Polk are amped up to foster a no-sweat attitude. According to Porsha Auzenne, the marketing chief for the Family and Morale, Welfare and Recreation Directorate, the annual summer Salute to the Troops is the biggest event of the year, featuring concerts with well-known entertainers such as pop/R&B artist Jason Derulo, a mix of cuisine from food trucks, and carnival rides. The season also brings outdoor film nights and other diversions, including jaunts to Houston, with free transport. For those who want to flaunt their athletic ability, there are plenty of sports competitions—everything from softball to soccer to bowling.

While the seasonal heat is a constant enemy on this Southern base, Soldiers don't have to battle it to have fun. "We host outdoor events and facilities that are sure to keep our Soldiers cool," Auzenne says, "such as Slip 'N' Slide kickball; Toledo Bend Army Recreation Park, where Soldiers can relax and take a dip on our beach or rent a boat, canoe or cabins; Alligator Lake Recreation Park, for kayaking; and a choice of two aquatics pools." Plus, there are a wealth of indoor

entertainment options, among them a bowling alley; a rec center, with amenities such as gaming consoles, a movie theater with massage chairs and arcade games; and an arts and crafts facility, with events like paint nights.

"Our Better Opportunities for Single Soldiers (BOSS) program and Home of Heroes staff host events such as luaus, which promote casual dress for a more relaxed mindset," Auzenne says.

As the mercury rises, Soldiers at Maryland's Fort Detrick avoid a physical and mental meltdown by participating in resilience-restoring relaxation activities like a softball league and the July Fourth pool party. They also have the option of doing a four-day workweek by putting in extra hours on other days. And if they're lucky, their commander will offer casual-dress Fridays.

"Life here does change for our families. Kids are on break, and family vacations occur," says Public Affairs supervisor Lanessa Hill. "We offer summer camps for kids and have several events."

Keeping service members from suffering serious seasonal ailments like heatstroke while training or working is a prime concern. According to Hill, "the Installation Safety Office and Occupational Health Office monitor weather conditions for its impact on physical fitness routines to ensure the safety of our employees and active duty. We have a full facility gym with an indoor pool that is used during designated physical training times."

Those stationed at Fort Riley, in Kansas, don't have to travel to Orlando for the amusement park experience because the base has an Outdoor Adventure Park, which features hatchet-throwing and rope courses, a climbing wall, a golf driving range and softball cages. One high point of the season is the annual Victory Week, which honors the 1917 formation of the 1st Infantry Division (stationed on the base) and includes several sports competitions and ceremonies. This



Fort Polk Soldiers revel in a break from duty and the heat. Photo courtesy of Porsha Auzenne

summer the occasion will be more extravagant, to mark the Army's 248th birthday, and include a rock concert and mini carnival, at which there will be varied and plentiful street food.

To give Soldiers the opportunity to better take advantage of traditional summer pursuits like boating and swimming (Fort Riley is conveniently located near two of Kansas's largest lakes), the base allows them to leave early on Fridays of full workweeks, according to Steve Elstrom, director of Public Affairs.

But even during the most laid-back time of year, health is a top priority, one that the base addresses with a far-reaching program. "Victory Wellness is a comprehensive, enduring operation to make every Soldier, Civilian and Family member more resilient and stronger across the five dimensions of strength—physical, emotional, social, family and spiritual," Elstrom says. "Through this initiative, units and Soldiers regularly focus on wellness."

And wellness, unlike summer's watermelon and peaches, is never out of season.

If you want to boost your readiness and fitness for summer, visit <https://www.armyresilience.army.mil/ard/R2/I-Want-to-Schedule-Training.html> to schedule an R2 training session.

Summer Strengthening Campaign

The 2023 Summer Strengthening Social Media toolkit is designed to help you lead local social media campaigns to strengthen resilience across the force. ARD stakeholders, such as public affairs officers and all program managers, can download this resource now.

The Summer Strengthening campaign addresses risk factors related to permanent changes of station, specifically Soldiers' and Family members' loss of connection to their support network at their previous duty station.

Campaign messages focus on preventing suicide and other harmful behaviors by

sustaining existing strong connections and building new ones, addressing lethal-means safety and increasing awareness about alcohol risk factors. Also emphasized are the five dimensions of personal readiness, which are critical to resilience and prevention.

Download this essential social media toolkit to help Soldiers stay resilient this summer by visiting https://marcomcentral.app.pti.com/Ironmark/ARDMaterials/login.aspx?company_id=24509.





The Makings of Resilience: Using Your Character Strengths

By Mavia Hanson, Army Resilience Directorate

When people think of the word “resilience” and the Army, more often than not they imagine a Soldier being resilient during war time or in the field. Rarely do people consider the resilience that’s needed when Soldiers are home in their day-to-day life. Often, factors in everyday life, such as health-related issues, economic or psychological hardship, and social issues, can present overwhelming and unforeseen challenges. During those difficult times, it can be easy to focus on individual shortcomings or weaknesses, but increasing self-awareness and discovering your best qualities are the keys to overcoming those challenges.

Capt. Danielle E. Rant, Suicide Prevention Program analyst from Fort Liberty's (formerly Fort Bragg) U.S. Army Reserve command, believes it takes grit to overcome. “I believe resilient Soldiers possess one very important trait: grit. Grit involves sticking with things over the very long term until you master them. Developing grit is not simply pushing through pain to reach the summit. It’s the art of learning to walk the tightrope between confidence, humility and adaptability,” says Rant.

That grit can be unlocked when you identify and understand your character strengths. Character strengths are a combination of the personal qualities that make you who you are—your uniqueness that helps you achieve goals, improve relationships and overcome challenges.

You can practice developing your character strengths in three simple steps.

Raise your awareness: An effective way to unlock awareness of your character strengths is to take the VIA survey, a free online tool to help people uncover their strongest qualities.

Explore what your character strengths are: Six common character strengths are wisdom, courage, humanity, justice, temperance and transcendence.

Ask yourself:

- How can I use my top character strengths?

- Do these strengths help me accomplish my goals?
- How can I leverage these strengths to build personal and professional relationships?

Create an action plan: Develop the steps to improve the strengths that will help you get to the next level of your goals and bring you greater happiness.

Once you are able to recognize your best qualities, you can leverage and apply them to achieve personal and professional success. This is especially crucial in the midst of a crisis when you need purpose and direction most. “The uniform is not made of Teflon. Soldiers have real issues and need support systems to help them through adversity,” says Kimberly Franco, USARC, G1, Suicide Prevention Program manager, Army veteran and founder of One Common Bond, a grief and loss support organization. When faced with adversity, understanding what parts of your personality can help power you through a crisis can be a defining factor in your journey to purpose. Franco tapped into that purpose and direction after the sudden loss of her brother to suicide in her 22nd year of service. Finding herself in a position to work in suicide prevention full time, she retired early to pursue the work. The U.S. Army Reserve R2 Center offers many classes to build resiliency. The ACE-Suicide Intervention (ACE-SI) training performance skills training, and Master Resilience Training are the main classes, but R2 Centers offer many more and can tailor classes to assist commanders who may be experiencing challenges within their formations.

“Our Soldiers reside in cities nationwide, even worldwide, and rely on local support. The Active-Duty model is based on the connections among the Soldier, leader and Family (aka the Golden Triangle). For the U.S. Army Reserve, we added one more element, the employer, making the Golden Diamond. Soldiers need support in every aspect of their lives, whether at home, at work or on the job,” says Franco. Resilient Soldiers acknowledge that they



Character strengths help us connect with others and encourage our ready-and-resilient skills. (Photo courtesy of U.S. Army)

have limited abilities, but they leverage their character strengths and their support network to address any weaknesses they may have. These strengths can help them succeed in both the Golden Triangle and the Golden Diamond model. “Building resilience is best when you connect with like-minded individuals because connection is the key to resilience. I often use the term We > Me. An individual can achieve a lot, but imagine how much more we can accomplish if we connect with others,” says Franco.

Learning character strengths is a way anyone can build and sustain readiness and overcome crises in life. To request one-on-one training with an MRT-PE to learn how to leverage your character strengths to build readiness and resilience visit <https://www.armyresilience.army.mil/ard/R2/I-Want-to-Schedule-Training.html>.

If you or a loved one is in crisis, remember you are not alone. The Suicide and Crisis Lifeline is here. Call 988 and press 1, or text 838255 for help.

PERSONAL READINESS: SPIRITUAL DIMENSION ENHANCEMENT

Spiritual strength sustains us in times of stress, hardship and tragedy. This pillar of readiness builds inner strength and encourages ethical behavior and perseverance. You can enhance your spirituality by:

- Reaching out to your local chaplain for religious or nonreligious counseling.
- Identifying your core and unit values.
- Developing a personal philosophy as your guide for how to live your life.

To schedule a one-on-one session with a master resilience trainer – performance expert at your nearest R2 Performance Center and for more information on readiness and resilience, visit <https://www.armyresilience.army.mil/ard/R2/I-Want-to-Optimize-My-Performance.html>.





ARMY RESILIENCE

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER

JUNE 2023

HAIL AND FAREWELL

We invite the Army Resilience Directorate community to join us in welcoming new members to ARD headquarters, and a fond farewell to outgoing members departing the directorate.

Hail

- Milagros Frank, Assessments Division
- Rachel Sandlain, Integrated Prevention Division
- Amanda Braasch, Integrated Prevention Division
- Master Sgt. Desiree Pena, SHARP Division
- Lt. Col. Jessica Forman, ARD Plans Branch Chief, Strategy Division

Farewell

- Dr. James Helis, ARD Director
- Regina Moore, SHARP Division
- Lt. Col. Christopher McKindra, Ops Branch Chief, Strategy Division
- Cpl. Logan Byars, ARD Executive Officer



UPCOMING EVENTS

JULY

Texas Association Against Sexual Assault Conference

July 16-19: A unifying voice to eliminate sexual violence in Texas, TAASA is a statewide coalition of survivors, advocates, rape crisis centers and allied professionals who are committed to fostering a culture that respects the fundamental rights and dignity of all. The conference theme is "Think Beyond."

Location: Denton, Texas. **Learn more:** <https://taasaconference.org/>

AUGUST

National Organization for Victim Assistance

July 31-Aug 3: For NOVA's 49th annual training event, the theme is the "Power of Connection." Attendees will connect with other professionals in the fields of victim services and crisis response.

Location: New Orleans, Louisiana. **Learn more:** <https://www.trynova.org/nova49/>

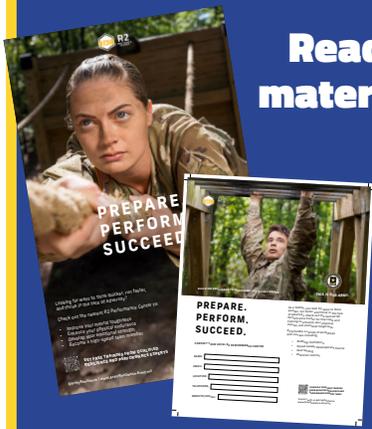
Institute on Violence, Abuse and Trauma

Aug. 27-30: IVAT presents its 28th San Diego international summit, "Violence, Abuse and Trauma Across the Life Span: Promoting Resilience Amid Global Challenges." The summit is a great opportunity for professionals across disciplines to exchange information on violence, abuse and trauma prevention, intervention and research.

Location: San Diego, California. **Learn more:** <https://www.ivatcenters.org/san-diego-summit/>

Ready and Resilient materials are available.

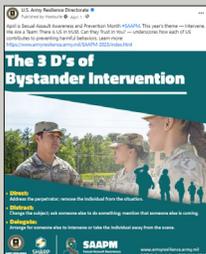
You can find them on the Products on Demand website: https://marcomcentral.app.pti.com/printone/login.aspx?uigroup_id=591698.



TOP-PERFORMING POSTS

SOCIAL MEDIA UPDATE

FACEBOOK



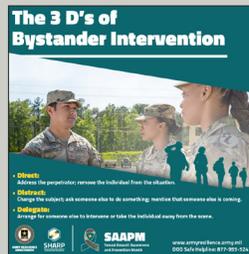
Impressions: 2,973

TWITTER



Impressions: 20,725

INSTAGRAM



Impressions: 312

LINKEDIN



Impressions: 90

Follow @ArmyResilience

Please coordinate with your Public Affairs Office to share or retweet @ArmyResilience content on command or installation Facebook, Twitter, Instagram and LinkedIn platforms. Contact Kevin O'Brien for questions regarding ARD social media at kobriap@strategyconsultingteam.com.

Army Resilience Directorate

ARD COMMUNITY LINK

June 20th, 2023. Volume 8, Issue 5

The ARD Community Link newsletter is an authorized bi-monthly publication produced by the Army Resilience Directorate for the Army community. The contents of the ARD Community Link are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Army. The editorial content of the ARD Community Link is the responsibility of the Communications, Outreach & Leadership Engagement branch at ARD. For questions, or to subscribe or submit articles and photographs to ARD Community Link, please contact the editor at lwalker@strategyconsultingteam.com. This publication is available for download at: <https://www.dvidshub.net/publication/1102/r2-community-link-newsletter>.

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