



The Eagle's Nest

Magazine

April 2013

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Belton II Reserve Center, 15303 Andrews Road, Kansas City, MO 64147





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PUBLIC AFFAIRS OFFICE

Kathleen W Embrey
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If you're interested in learning how to be a member of the Public Affairs field, or just want to share your talent with the rest of the unit, contact Sgt. 1st Class Daniel Symonds or Cpl. Zeta Green. We want your pictures and your stories. We want YOU to tell the story of the 89th Sustainment Brigade.

89th Sustainment Brigade



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89th Sustainment Brigade
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Kansas City, Missouri 64147

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From: 89th PAO

Who: Every 89th SB Soldier

What: Your feedback and comments

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Uniform

ACU

Sign-In

0700-0730

Formation

0730

Lunch

1200-1300

Formation

1530

Sign-out

1600

Cover Photo:

Several live fire events were held as part of the 89th Sustainment Brigade's 2013 Best Warrior Competition.

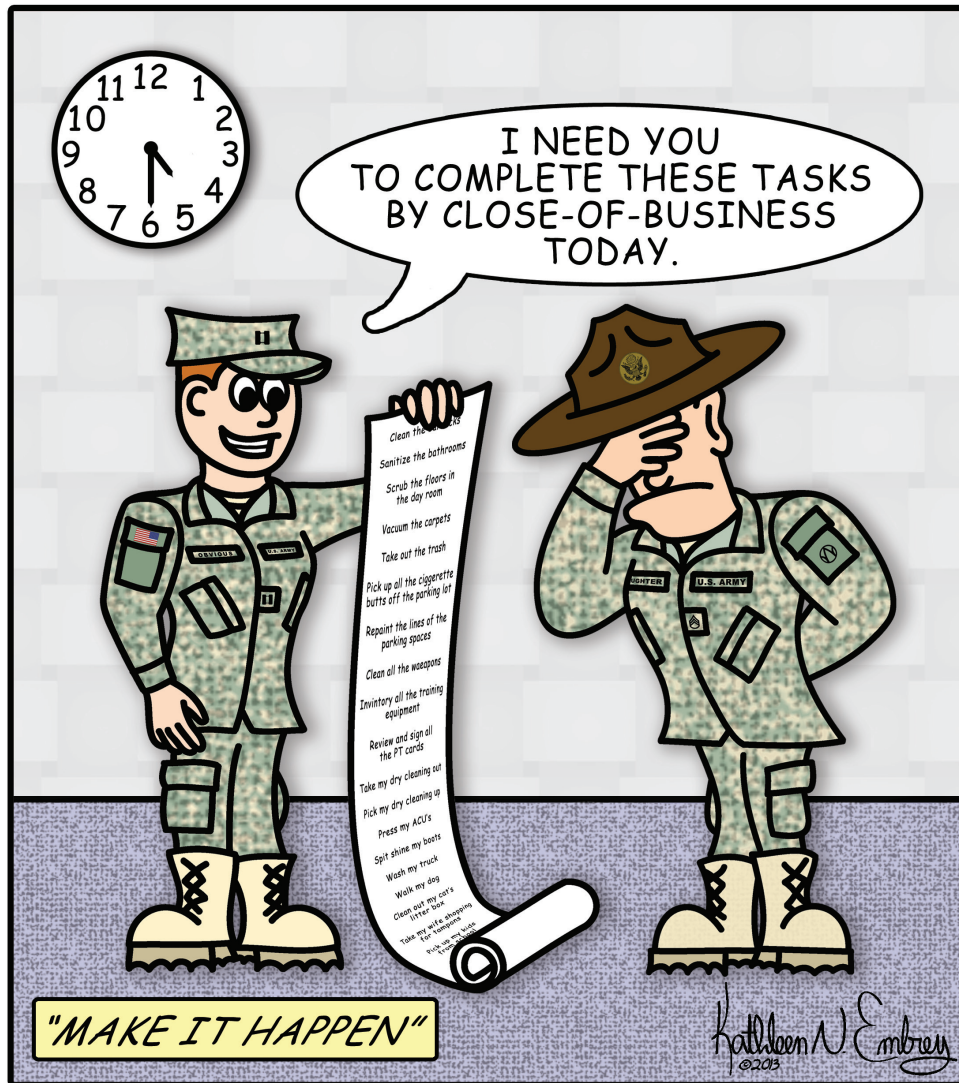
Right:

SPC Travis Bates of the 1011th QM Co. drags a casualty to safety during the Army Warrior Tasks portion of the Best Warrior Competition.



DRILL SERGEANT SAYS

By Kat Embrey



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Command Sergeant Major

Command Sgt. Maj. Eric Betherum

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Commander's Corner

Evaluations – The Key to Performance Management

By Colonel Anthony Naples



Warrior Eagles,

Over the last few weeks I have been seeing a trend that we need to address. It is a fundamental reason why organizations don't succeed, and it is also the very reason why individual careers stall out: poorly written evaluations.

Below is some information I sent out to the Brigade's leadership back in September 2012. I want everyone to read this, even if you don't get a written evaluation. I want all Soldiers, of all ranks, to understand how important good, quality feedback is to their well-being and their careers. We deserve to know how we are doing, and our Soldiers deserve to understand how they can improve.

Leaders, BG Jones has been calling Soldiers in our formation as part of Checkpoint 451. He has been asking about feedback, counseling, mentoring and development. I have been doing

the same. If you are not regularly talking with your Soldiers, in between duty periods, you are doing the organization a disservice.

I need everyone who writes an evaluation to do it well. Put some time into it. Think about the story you are telling on behalf of that Staff Sergeant or First Lieutenant. You can't do it well if you aren't setting expectations, counseling for improvement and documenting success or failure. If you are the rated individual, you need to provide input to your own development; don't sit back and expect good assignments and promotions it to be handed to you if someone else is managing your career.

Warrior Eagle 6 Sends – Performance Management – from 5 September 2012

One of the single biggest, most important ways we can take care of our Soldiers and our Army is through the performance management process. Hand in hand with mentoring and development, this process is an opportunity to shape the Army Reserve. By setting expectations, monitoring progress against those expectations, adjusting course when necessary, and finally formally documenting the results, as leaders we set the standard for other leaders to follow.

I cannot overstate the importance of proper, honest and timely execution of this process. As a

senior rater and reviewer for many years now, I consistently see officer and non-commissioned officer evaluations written as though the rater had never even talked to the rated Soldier. It is very clear when there are no detailed, sound qualitative or quantitative comments or narratives, that the process I described above was not followed. It demonstrates the lack of a leadership climate that must be present if we are to succeed in our missions. It is unfair to the rated Soldier, and is wrong for the Army.

This process is also a two way street. As a ratee, I demand feedback, and provide input on accomplishments and contributions, even if my raters have not actively sought that information. We must show our Soldiers that they have to be an active participant in this process. I will not accept comments from raters that state "well Sir, I didn't get the support form, so I couldn't finish the evaluation", or "SGT Jones hasn't shown up for her counseling this month". Likewise, I will not accept the "Sir, I didn't know my NCOER was due last month" excuse from the rated Soldier. If your leaders are not counseling Soldiers regularly, if those Soldiers are not actively engaged, and your evaluations are constantly late, you have a leadership issue.

So who cares if I write that SSG Brown is a success because he wears his uniform properly at battle assembly? What does it matter if I report that 1LT Allen accomplishes all assigned missions, without actually stating what those are? It matters because these are comments that I see time and time again that shows that the rater did not know enough or care enough about what that person was doing. I was going to say they are meaningless comments, but in fact are VERY meaningful. They are meaningful because of what they DON'T convey. Selection board members, in the absence of any other knowledge of an individual, only have the paper in the board file to make a decision. If your Soldier's packet does not demonstrate continued success through positions of increasing responsibility, they will NOT be selected for a position, assignment or promotion. That demonstration takes place in the bullets in Part IV of the NCOER and the narrative in Part V.b of the OER.

Likewise, some folks are not meant for the Army. By not doing the hard job, by not counseling them (hopefully your coaching and mentoring gets them into the game, but sometimes that does not work), by not officially documenting this in evaluations, we pass people along. How many times have you said "how did that Soldier get promoted?"

Team, I cannot emphasize this enough. It is so important, that as I continue my battlefield circulation to your units during the next several months, I will be checking with your junior leaders to see who is talking with them. I know we have it within our power to control this process and be and successful. As leaders we can eliminate many of our own self-inflicted wounds by doing what is right for our Soldiers and our Army. We have greatly improved in the last six months, but we have more work to do. Join me in improving this vital process and taking care of our Army!

ABOVE THE REST!

Being A Spiritual Warrior

By Chaplain Captain-P Nelson Nissley,
89th Sustainment Brigade Chaplain
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What does it take to be a Warrior? Yes, it takes skills in the art of combat: physical strength, camouflage, stealth, a good aim, and maintaining your equipment. What about the attributes, strength of spirit and conviction of character? How can you train on spirit and character? You train on spirit and character every day in normal life. Do you take stuff from others, when it is convenient and easy, or do you go out of your way to return something that is lost? If you take, then your character is weakened. If you return items, then your character is strengthened. Do you quit and cuss when a family member asks you to do something at home? That is laziness and weakness of spirit. When you spend time and money for your loved ones, you strengthen your spirit.

What does spirit and character have to do with being a Warrior? During the Korean War CH(CPT) Emil Kapaun showed himself and all those around him his strength of spirit and character. CH Kapaun was born not far from here in Pilsen, KS, a wide spot on the road between Wichita & Junction City (just north of Hillsboro). He became a Catholic priest and a chaplain at the end of WWII. However, it was during the Korean War that his skills as a Warrior and a Chaplain were tested. He was assigned to the 8th Cavalry Regiment in 1950. Soon after landing in Korea, he earned a Bronze Star for rescuing a wounded Soldier from the battlefield during a battle, an act he repeated many times in the coming months. He refused to retreat when he could. He aided the surgeon when he needed. He chided others to help carry the wounded.

Later he wrote, "I have seen soldiers with both legs blown off; one had the top of his head completely blown off. He never knew what hit him." In another letter, Kapaun confessed: "I have been on the front lines for eight days. We were machine-gunned, hit by mortars and tanks. Three times we escaped with our lives. God has been good to me. Others have not been so fortunate. A fellow can stand only so much."

A few months later many of his Regiment were captured by Chinese forces. The conditions in the prisoner of war camp were awful. CH Kapaun would sneak out at night to go visit the enlisted Soldiers in a different part of the camp, to speak words of encouragement, to bring firewood or food he found. The Chinese tried to get the Americans to believe in communism and denounce God, but CH Kapaun stood his ground and refuted their claims. He even conducted an Easter Sunrise Service in full view of their captors. All this showed his strength of character and spirit. For this he paid with his life.

Many Soldiers became sick because of the lack of food, lack of warmth in the Korean winter, and lack of medical care. Finally the CH Kapaun too became sick. The other officers tried to care for him, but the Chinese who saw the chaplain as a threat took him away to the "hospital." The hospital was a building with no heat, no beds, and no care. They put him on the dirt floor in a room by himself. He was too weak to eat the food they placed across the room from him. He died two days later and was buried in an unmarked mass grave that was later plowed over by the Chinese to hide it.

The actions CH Kapaun performed came from his strength of spirit and character. His continual heroism during battles with the enemy and during his internment as a POW resulted in him being awarded the Medal of Honor by President Obama on 11 April 2013.

To learn more about Chaplain Kapaun see the article and links at <http://www.army.mil/medalofhonor/kapaun>

You can find links to the Army Magazine article, White House announcement, and photos.

Facts and quotes taken from Army Magazine, pp. 38-43 (November 2012).



Chaplain Emil Kapaun conducts a field Mass on the hood of his jeep, August 11, 1950 west of Taegu, Korea.

Best Warrior Competition

Story & Photos by Specialist Kathleen Embrey
89th Sustainment Brigade Public Affairs Office

CAMP CLARK, Mo – By 2100 hours on day one of the 89th Sustainment Brigade's 2013 Best Warrior Competition, SPC Matthew Morelan of the 473rd TC Co. had already been tested mentally and physically, and was now trekking across the night land navigation course in an attempt to overcome his malfunctioning equipment and find his first waypoint.



SPC Martin Gakuria of the 1011th QM Co. references his compass before moving on to the next point of the day land navigation course at the Best Warrior Competition.

Morelan said, "I didn't really get the gist until the end, and then [my equipment] had problems...So I would say that was probably the toughest, and I wouldn't mind doing that one again."

It is exactly that kind of fighting spirit that all nine of this year's Best Warrior competitors

needed to have in order to face the three days of grueling events to test their physical and mental toughness.

Day one began with an exam, essay writing, and a board appearance. These events are designed to test the warriors' knowledge of a variety of things, from giving general definitions to citing specific regulations.



SPC Matthew Morelan of the 473rd TC Co. fights to stay in control of SGT Mathew Umfleet of the 243rd during the combatives portion of the Best Warrior Competition.

"The exam was actually very straightforward," said SPC Martin Gakuria, a 92A with the 1011th QM Co. "If you studied, then you understood the material."

The rest of the first day consisted of a standard Army Physical Fitness Test (APFT), and the night land navigation course.

Just six short hours later, day two started hard with a fifteen-kilometer road march. Standard equipment for this event includes "full battle rattle", a minimum 30lb rucksack, a water source, and an M-4 rifle.

89th SB Best Warrior Competition 2013

A quick breakfast was the only rest the participants could get before it was on to the next event. They were split into two groups, as the live fire events and Army Warrior Tasks (AWT's) were being held concurrently.

SFC Zebulon Andrews of the 89th Sustainment Brigade, and NCOIC of the competition said the competing soldiers did "outstanding" during the live fire events, which included firing the M-4 rifle and the M-9 pistol, and culminated in a two-weapon react-to-contact course.



CSM Young has a list of questions to ask each Best Warrior competitor.

However, "They need to get more familiar with AWT tasks" said Andrews. "It's mandatory to go to the range twice a year...If it was mandatory to take some AWT tasks and work on those throughout battle assembly, they'd probably be doing pretty dang good at that, too"

Next on the agenda was a day land navigation course, and then came the main event, the combatives tournament. The warriors fought hard, despite their exhaustion.

"I started seeing stars," said SPC Bryan Sanger of the 368th FIN Co. During his match with SGT Umfleet of the 243rd his eye was injured, and after a quick check up, the medic

cleared him to return to the fight. "About two or three minutes later, I was able to at least see again." With an hour stolen by daylight savings, it was another short night before day three. The final event was kept a mystery until after breakfast, and was revealed to be a lap swim. With every last bit of energy, the competitors pushed themselves to the finish.



Several live fire events were held as part of the 89th Sustainment Brigade's 2013 Best Warrior Competition. SPC Evan Martin of the 387th AG Co. concentrated on his marksmanship fundamentals as he fired his M-4 rifle for qualification.

"I am exhausted right now, but it was well worth it," said Sanger, this year's Best Warrior. "I think the whole event was a good way to actually test the soldiers, their knowledge, and all the stuff the army teaches us to do."

This year's Non-Commissioned Officer Best Warrior is SGT Mathew Umfleet of the 243rd, and the junior enlisted runner up is SPC Gakuria, who would compete at the next level of competition in place of SPC Sanger, should he be unable to attend.

"We went a little above and beyond what we did last year," said CSM Bethurem of the 89th Sustainment Brigade. "I think [the swim] got everybody on Sunday, everybody's feet hurting and that kind of thing, and then making them jump in that swimming pool. You could see how tired they really were, and who actually had the physical demeanor to carry out all three days."

89th SB Best Warrior Competition 2013



Above:
SPC Jesse Zapien of the 451st ESC and SPC Matthew Morelan of the 473TH TC Co. focus on finding just the right words for their essay portion of the Best Warrior Competition.

Upper Left:
The 89th Sustainment Brigade's 2013 Best Warrior Competition participants.

Left:
SPC Billy Chanthivong of the 387th AG Co. familiarizes himself with his equipment before beginning the night land navigation course at the Best Warrior Competition.

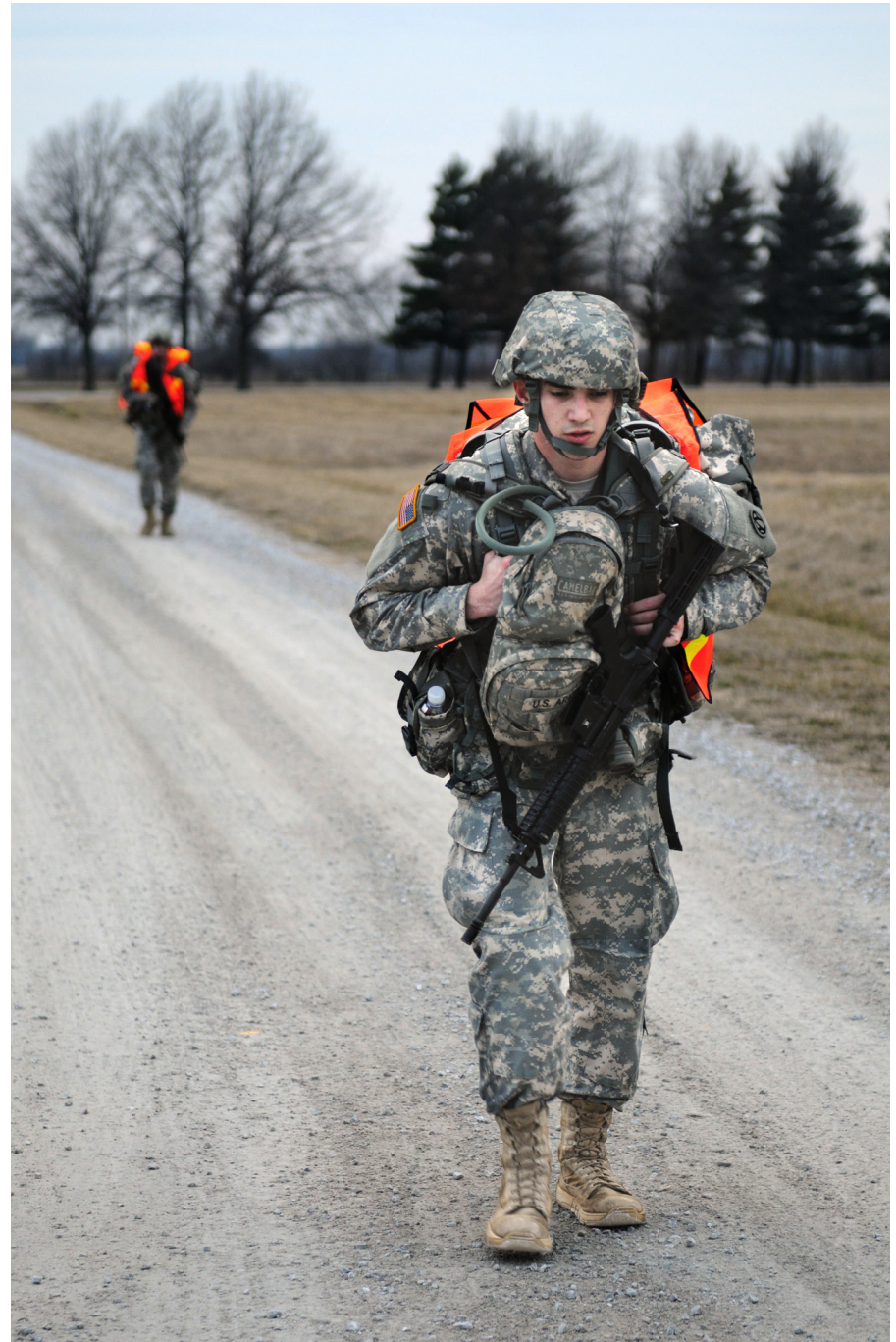


Above:
SPC Evan Martin of the 387th
AG Co. comes up for air during
the lap swim portion of the
Best Warrior Competition.



Left:
During the PT Test portion
of the Best Warrior Com-
petition, PFC Chanthivong
of the 387th AG Co. pushes
hard for just one more push
up.

Right:
SPC Ethan Wadlow of
245th OD Co. nears the end
of his first lap of the ruck
march at the Best Warrior
Competition.



89th SB Best Warrior Competition 2013



SPC Ethan Wadlow of the 245th OD Co. fires his M-9 pistol from the crouching position during the weapons portion of the Best Warrior Competition.



The competitors of the 89th Sustainment Brigade's 2013 Best Warrior Competition begin the two mile run portion of the APFT.



This year's Best Warrior, SPC Brian Sanger of the 368th FIN Co, with CSM Eric Bethurem at the awards ceremony.



Loaded M4 magazines sit on the ammo bench waiting to be used by competitors.

Sick Call

By MSG Rodney Baldwin
89th Sustainment Brigade Surgeon

As much as 60 percent of your body is made up of water and when you work out, you can lose quite a bit.



It's important to replace the fluid you lose during exercise. Weigh yourself right before and after workouts and for every pound lost, drink eight ounces of fluid. We don't have a 'fuel gauge' like a car, so there is no way to tell if you're full or even approaching empty, and thirst is typically a poor guide. Early signs of dehydration may include poor concentration, headache, and inability to think clearly.

The best way to tell if you are dehydrated is to check your urine. If your urine is pale to very clear, it's a pretty good indication that you are well-hydrated, while darker, more concentrated urine suggests you may be dehydrated. Most people are chronically dehydrated as it is, so drink before your thirst kicks in. Drink 16 ounces before an event or session so you have some extra fluid. Waiting un-

til you're ready to work out to drink water is a big mistake. None of the water that you drink when you start working out makes it into your system quick enough to help your body. Instead, you need to drink water two to three hours before you work out in order to hydrate your body properly

Once you've hydrated yourself before exercise, you need to make sure that you stay hydrated while you exercise. As you sweat, the water that you drank before your workout will be lost. Therefore, you need to make sure that you drink about 8 ounces of water for every 20 minutes that you work out. Avoid taking huge gulps of water, and avoid taking in too much water during a single break. Gradually take in cold water throughout your exercise routine, because cold water is absorbed more quickly into your system than warm water or room temperature water. But beware: Guzzling too much water can also cause serious problems for summer athletes. Drinking excessive amounts of water can cause a rare, life-threatening condition called hyponatremia.

Hyponatremia refers to low levels of salt in the blood. This occurs when someone drinks so much water that they dilute the sodium in their blood. Low sodium levels can cause a clouding of consciousness, nausea/vomiting, lightheadedness, dizziness, and in severe cases, seizures, unconsciousness or death.

The condition is less likely in the weekend athlete, but those participating in endurance sports like marathons are at higher risk and should take precautions. Drinking no more than eight ounces every 20 minutes provides enough but not too much fluid.

Once you finish working out, your body still needs water to replace the levels that you lost during exercise. In order to help your body recover, you need to drink plenty afterward. In addition to water, you should try to drink a beverage that contains electrolytes, as you lose many of these during exercise. Regardless, you need to get fluids into your system to make sure that you help the muscle healing process and stay hydrated. And again, make sure you're drinking cold water in order to help it get into your system quickly.

Drinking plenty of water is the best thing that you can do for your body if you plan on exercising regularly. By staying hydrated, you'll be protecting your internal organs and preventing your muscles from getting damaged by dehydration.



Learning to Honor Fallen Soldiers

By Staff Sgt. Debralee Crankshaw
363rd Public Affairs Detachment

ST LOUIS, MO – Approximately 15 Army Reserve soldiers from the 620th Combat Sustainment Support Battalion, 89th Sustainment Brigade, 451st Expeditionary Support Command, attended Casualty Assistance Officer training and Military Funeral Honors training at the Sverdrup Army Reserve Center, Feb. 25 to 27 to learn to care for fallen soldiers and their family members.

The CAO training was held for two days and covered how to properly notify the next of kin of their family member's passing and to assist them with paperwork and reports to ensure they collect their benefits and entitlements.

"But, it's not just about the paperwork," said the CAO instructor, Sabrina McCrae, 88th Regional Support Group, human resources administrator from Douglas, Ga. "It's about taking care of the families of these Soldiers. Ensuring they have the support they need to move forward in their lives, to go on living."

A Casualty Assistance Officer is a senior non-commissioned officer in the rank of sergeant first class or higher, a warrant officer in the rank of chief warrant officer 2 or higher or an officer

in the rank of captain or higher. According to McCrae, these soldiers are specifically targeted because they are usually mature at these ranks and are aware of the programs the Army offers and how the army system works.

"They are supporters and counselor. They play such a broad role," said McCrae. "It goes back to being there for moral support and guidance. They are there from the beginning."

Immediately following the CAO class, soldiers attended a one-day Funeral Honors class consisting of folding and presenting the flag, tips to improve the fluidity of the funeral honors and lessons learned.

"No funeral honors are the same, but they all have some required elements" said Staff Sgt. Anthony Roy, 2nd Battalion, 334th Regiment, 3rd Brigade, 95th Division (Initial Entry Training), drill instructor and military funeral honor instructor from House Springs, Mo.



Sgt. Chauancey Platz, 2nd Battalion, 334th Regiment, 3rd Brigade, 95th Division (Initial Entry Training), drill instructor and military funeral honor instructor shares some tips on flag folding with Sgt. Gonzalo Fernandez.



Sgt. Gonzalo Fernandez, (back) training non-commissioned officer and Puerto Rico native, completes the final note of Taps while Staff Sgt. Sergio Betancourt, training non-commissioned officer-in-charge, of Los Angeles, lowers his salute to the fallen during military funeral honors training at Sverdrup Army Reserve Center.

These elements include the folding and presentation of the flag and proper drill and ceremony.

During the training, the attendees are also given their white gloves, a bugle in case one is requested by the family and a practice flag.

There are two types of military funeral honor. Active duty and retiree services require a nine-man team. Veteran funeral honors are performed with a two to three-man team. The training conducted was for a two to three-man team.

"This is just the first part," said Sgt. 1st Class Johnathan Edwards, 88th RSG regional funeral honors

coordinator from Scottsbluff, Neb. "Of the crawl, walk, run phases, they are in the crawl phase. The class taught the soldiers the basics for two-man honors, but eventually they will learn to perform as a nine-man team, according to Edwards.

This training is beneficial for the area because there is not enough regional support for funeral honors, according to Roy.

Edwards believes military funeral honors show the families the military cares. "It's a moment to cherish and honor that individual," he said.

Having this training back-to-back was a good idea because CAO and the funeral honors team are interconnected, according to McCrae and Edwards.

"They are greatly related," said McCrae. "The Casualty Assistance Officer is going to be the backbone of the funeral honors. The CAO coordinates with the family so their wishes and expectations are met."

"(The military funeral honors team's) job is to pay their respects" said Edwards. "The CAO is there to help (the family) navigate through troubled waters."



Sergeant First Class Brad Couch from the 89th Sustainment Brigade maintenance section teaches Specialist Clay Cole the proper way to conduct a nine line medivac during Army Warrior Training (AWT) on March 2, 2013 at the 89th training center in Kansas City, MO.



Sergeant First Class Sanford instructs soldiers of the 89th Sustainment Brigade on the re-assembly of a M9 pistol, on March 2 2013 at the 89th training center in Kansas City, MO.



Staff Sergeant Robert Szucnik of the 89th Sustainment Brigade S3 section instructs Specialist Daniel Roble how to properly fire a weapon at Army Warrior Training at the 89th training center in Kansas City, MO. March 2nd, 2013.



Sergeant Juan Martinez of the 89th Sustainment Brigade medical section instructs Specialist Elvis Eskridge on the proper techniques of evaluating a casualty, Specialist Clement Chege on March 2, 2013 at the 89th training center in Kansas City, MO.