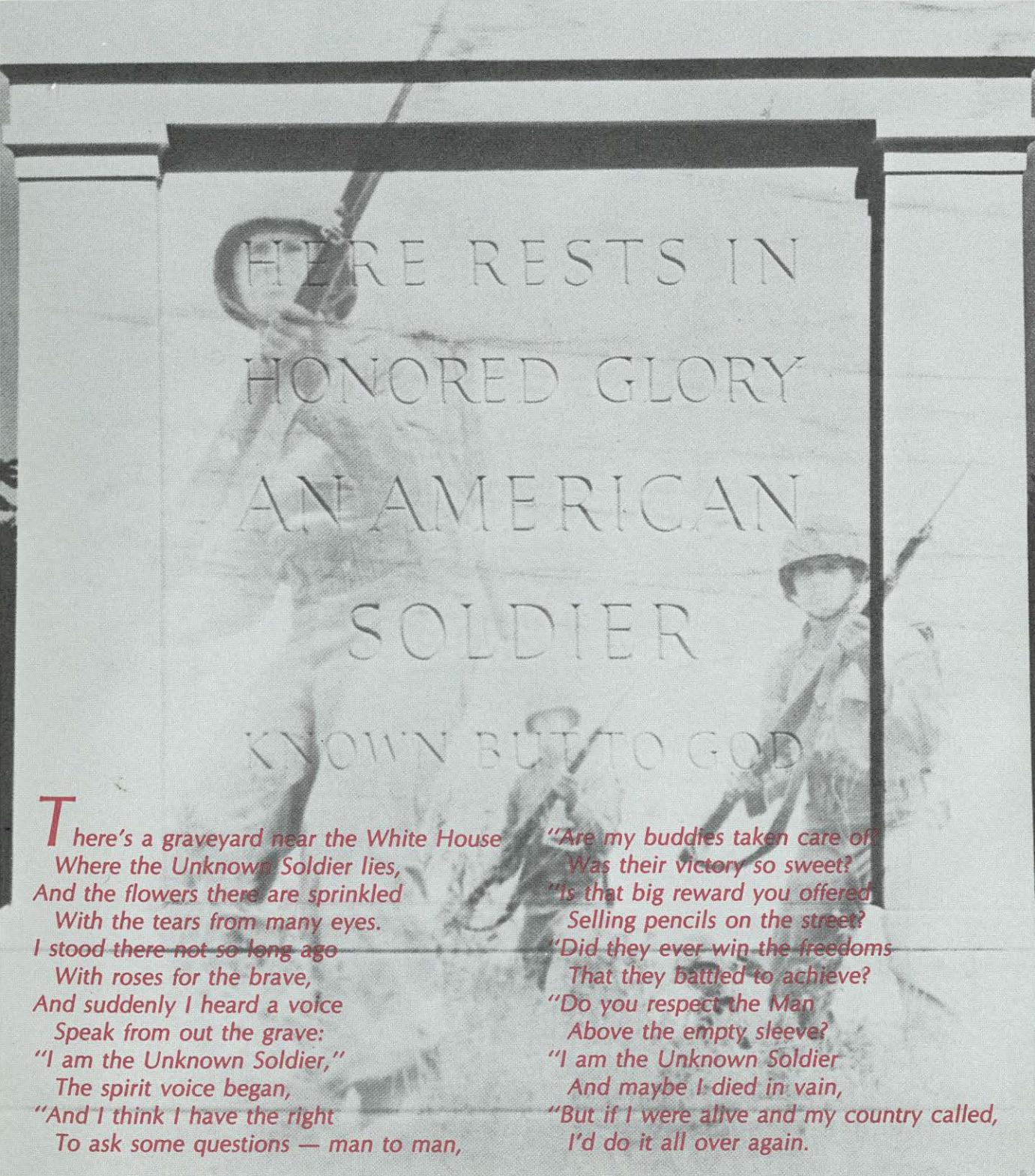


Buckeye GUARD

May-June '86 Buckeye Guard



HERE RESTS IN
HONORED GLORY
AN AMERICAN
SOLDIER
KNOWN BUT TO GOD

There's a graveyard near the White House
Where the Unknown Soldier lies,
And the flowers there are sprinkled
With the tears from many eyes.
I stood there not so long ago
With roses for the brave,
And suddenly I heard a voice
Speak from out the grave:
"I am the Unknown Soldier,"
The spirit voice began,
"And I think I have the right
To ask some questions — man to man,

"Are my buddies taken care of?
Was their victory so sweet?
"Is that big reward you offered
Selling pencils on the street?
"Did they ever win the freedoms
That they battled to achieve?
"Do you respect the Man
Above the empty sleeve?
"I am the Unknown Soldier
And maybe I died in vain,
"But if I were alive and my country called,
I'd do it all over again.

"Taps": The Final Farewell

By Tom Joyce
American Forces Information Service



Memorial Day: A holiday originally observed as an occasion for decorating the graves of soldiers killed in the Civil War. But since World War I, Memorial Day has been a day to commemorate those who died in all wars.

This year, as in the past, those attending Memorial Day observances around the country will undoubtedly hear a lonely bugle sound "Taps." And even though no other bugle call is more recognizable to service people and other Americans, little is known about its origins.

Its composer, Civil War Union Gen. David Butterfield, said of "Taps," "It brings down the curtain on the soldier's day and upon the soldier's life."

It's not generally known, but there are words to "Taps:"

*Fades the light;
And afar
Goeth day,
Cometh night;
And a star
Leadeth all,
Speedeth all
To their rest.*

But "Taps" wasn't always taps. The French "*L'Extinction des Feux*" ("*Lights Out*") was originally used by the American Army to signal the end of the day. A particular favorite of Napoleon, it didn't suit Butterfield.

Butterfield, a Medal of Honor awardee, composed "Taps" one night in the hopes it would comfort the men under his command. Their morale had sunk to a new low during heavy fighting near Richmond, Va. Their hopes for an early end to the war and reunions with their wives and families had been

dashed when they were informed that help would not be coming. Dug in for the night, Butterfield, without knowing a note of music, composed what we know today as "Taps".

The next morning Butterfield summoned the brigade bugler and hummed the melody he had composed. After a few tries, Oliver W. Norton had mastered the call. At nightfall, he played "Taps" officially for the first time.

Norton would later write about the reaction to "Taps": "The music was beautiful on that still summer night, and was heard beyond the limit of the Butterfield brigade as it echoed through the valleys. The next morning, buglers from other brigades came to visit and inquire about the new Taps and how to sound it."

Later in the same campaign, "Taps" was used for the first time in connection with a military funeral.

In this case, a soldier from Capt. John D. Tidball's Battery "A" of the 2nd Artillery had been mortally wounded. Since the unit was so close to the enemy in a forward position and hidden in the woods, Butterfield decided it would be unwise and dangerous to fire the three traditional volleys over the soldier's grave. He decided instead to have "Taps" played. From that time on, all the units in the Army of the Potomac adopted "Taps" as a custom at military funerals.

The Army officially adopted "Taps" in 1874; by 1900, the other services had followed suit.

Buckeye GUARD

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OUR COVER

The tomb of the Unknown Soldier at Arlington National Cemetery is patrolled 24 hours a day, 365 days a year. The monument and the poem are tributes to the many who fought and died for America.

Discipline Keys Unit Excellence

BY RAYMOND R. GALLOWAY

What is it that seems to set one unit apart from another? Some observers might say that one unit looks better than another or that its equipment is better maintained. One unit's soldiers may have sharper personal appearance or a higher standard of personal technical performance. One unit may have a low AWOL rate. But none of these indicators are what sets one unit apart from another. These are just indicators. Something within the unit itself develops these manifestations of excellence and pride. The internal spirit that brings a full life to a unit is one thing and one thing only. It is *discipline!*

Colonel George Washington knew the value of discipline and used it to its full advantage. He knew its capability to cause men to excel. He really said it best in a letter he wrote to the captains of his Virginia militia regiment on July 29, 1759. They were getting ready to take on an almost impossible task, the defense of the Virginian Colony from the Indians. In his efforts to bolster the capability of his captains he wrote:

"Discipline is the soul of an army. It makes small numbers formidable; procures success to the weak, and esteem to all. . ."



MAJ. GEN. RAYMOND R. GALLOWAY

These words are as true today as when originally written. We should keep them in the forefront of our minds as we prepare for Annual Training. Preparation includes planning and the setting of attainable standards of performance—for soldiers and airmen, for men and women—within the unit. Discipline encompasses all of this as well as one other key factor. . . the setting of a proper *example* by the leaders within the unit.

I have never seen an outstanding unit that had a unit leader who required a haircut, shined shoes and a clean uniform. I have never seen a unit successfully accomplish all aspects of an assigned mission when unit equipment was not properly accounted for and properly maintained. I have never seen a unit respected within a community if the unit was fraught with disorderliness either at home or at annual training. I have never seen a unit attain and maintain strength that was not a disciplined unit.

Standards must be established and enforced by the unit leadership. Enforcement begins with the leadership that establishes the standard. As leaders, we must meet the standards first before we can expect our soldiers and airmen to attain them. Soldiers and airmen the world over expect discipline. They want discipline. Discipline means that their time is properly managed toward the accomplishment of National Guard missions and responsibilities. With this accomplishment comes a sense of self-worth and pride which generates self esteem. Disciplined soldiers and airmen form disciplined units that set themselves apart by their appearance and performance.

Ohio National Guard men and women have discipline!

Chaplain's Corner

Think Family Before Departing For Annual Training

BY JOHN SIMONS

State Chaplain

As the Annual Training period approaches those of us who are married might put some effort into spending some additional time with our families and perhaps doing something special with them.

For many of us, year in and year out, our spouses handle the home front without us. This is not a task we should take for granted.

During Annual Training we should be especially careful about our moral behavior and be supportive of each other.

To a certain extent, we are our brothers' and sisters' keepers. In uniform we are very much in the public eye and we do not want to do or say anything that might hurt us personally or bring dishonor to our families or units.

Have a safe and sane A.T.!

Buckeye Guard Deadlines

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He's Retiring As State CSM

Oxley Proud Of Ohio Soldiers

BY DONALD R. LUNDY

Ohio's highest ranking non-commissioned officer is proud of the professionalism displayed by today's National Guard NCO corps.

CSM William T. Oxley, departing as the State Army Guard Sergeant Major after three years in the position, said there have been significant gains made during that time in the NCO education system.

"We're providing excellent training for our NCO's, and I think it shows in the way they do their jobs that the training pays off," Oxley said.

The NCO training starts with the Primary Leadership Development Course, then progresses to the Advanced NCO Course, Senior NCO Course and First Sergeant's Course, and the Sergeant Major's Academy.

"The training is all geared to getting NCOs to do their jobs well," Oxley said. "It's necessary that they do so in view of the increases in our mission requirements."

Another area emphasized by CSM Oxley was awards and decorations. He personally encouraged that awards be presented to soldiers at unit formations.

Oxley noted the continued success of the state's the "Soldier of the Year" Program as another valuable way of providing recognition to individuals.

"Good soldiers need to know that their leaders are proud of them," he said.

CSM Oxley has served almost 36 years full-time with the Guard since he enlisted in 1949, except for a three-year tour in the Army during the Korean War.

Before becoming the state's Command Sergeant Major in June 1983, he was sergeant major of the 1st Squadron, 107th Armored Cavalry Regiment.

"I have considered it an honor to have had the pleasure of serving as the Command Sergeant Major for the State of Ohio for the last three years," Oxley said.

"Ohio is fortunate to have the finest soldiers in the country in the Ohio National Guard," he added.

CSM Oxley has accepted a full-time Guard Technician position in the State's Military Support Office at Beightler Armory in Worthington.



CSM WILLIAM T. OXLEY

Wehling New State Sergeant Major

BY DONALD R. LUNDY

Sergeant Major Richard L. Wehling has been named Command Sergeant Major of the Ohio Army National Guard effective June 1, 1986.

CSM Wehling, (pronounced "Wheeling"), has 26 years military service, including nine years and four months on active duty.

Wehling most recently served as Command Sergeant Major/Commandant Non-Commissioned Officer's Education System (NCOES), Ohio Military Academy.

He spent 14 years with the 437th Military Police Battalion in Youngstown where he was CID Section Chief and Battalion

Operations Sergeant. He also served as First Sergeant of the 838th Military Police Company.

The new state senior listed representative is a graduate of the U.S. Army Sergeants Major Academy, and is a member of the Senior Enlisted Council, Ohio Army National Guard.

Wehling, who is nearing completion of work on a bachelor's degree at Ohio University, also attended Troy State College, the U.S. Armed Forces Institute, and several management seminars at Firestone Tire and Rubber Co., where he has been an investigator in the Corporate Security Office at World Headquarters since 1969.

CSM Wehling lives in Canal Fulton, Ohio, with his wife Janet and son Todd.



CSM RICHARD L. WEHLING

Battery C, 1/136th Field Artillery Tops In Maintenance

Winner of the 1985 State Maintenance Award for Ohio Army Guard units is Battery C, 1st Battalion, 136th Field Artillery, Piqua.

"Charlie Battery" was presented its award by Col. James Feisley, state maintenance officer, in March. Battery Commander is Capt. Philip Lootens.

Each year, all Army Guard units are inspected by the special Command Maintenance Evaluation Team (COMET). Individual soldier and supervisors are interviewed by

members of the COMET team to determine their knowledge of the equipment they operate and the proper maintenance procedures. In addition, all items of equipment are inspected and checked for operability.

In addition to COMET inspections, maintenance procedures of the Piqua unit are checked quarterly by the Organizational Maintenance Shop in Covington. Also, command inspections occur throughout the year.



Photo by SFC Dave Swavel

CONVOY CONTROL

DETERMINE DISTANCE WITH A FORMULA

BY RAYMOND BROZ

HHC, 112th Engineer Battalion

Most of the Army National Guard units in Ohio will be making long drives to Camp Grayling for Annual Training in July and August. Most of the trip will be over highways and in convoy form. All drivers are given instructions concerning the distance that should be kept between the vehicles in the convoy, however, it is often difficult to accurately judge the true distance that separates a truck from the proceeding vehicle.

The following method of determining true distance is fast and simple to employ. It is based on a mathematical conversion from miles-per-hour to yards-per-second. The distance is calculated by multiplying the conversion factor (0.4889) by the vehicle's speed (in mph) and the number of seconds it takes to travel the distance between the vehicles. These calculations have been done for most practical applications and are condensed into the following chart.

To use the chart, the vehicle must be moving at a constant speed. The driver notes when the vehicle in front passes a landmark and then begins counting the seconds until his vehicle passes the same landmark (a suggested landmark is an overpass or bridge which casts a shadow on the road.) The assistant driver can then look at the chart and find the intersection of the row containing the number seconds counted. The resulting number is the distance between the vehicles in yards.

If the chart does not contain the speed or number of seconds needed for a certain case, use the following formula to determine distance.

NOTE: This chart gives distance in yards. If the driver needs to know the separation in feet or meters, use the following conversions:

- To convert to feet, multiply yards by 3;
- To convert to meters, multiply yards by 0.91.

Formula to determine distance in yards:
 Distance (YARDS) = 0.4889 × SPEED (mph) × SECONDS COUNTED

Speed [mph]	Distance Computation Chart (Distance Given In Yards)										
	Seconds										
	2	3	4	5	6	7	8	9	10	11	12
15	15	22	29	37	44	51	59	66	73	81	88
20	20	29	39	49	59	68	78	88	98	108	117
25	24	37	49	61	73	86	98	110	122	134	147
30	29	44	59	73	88	103	117	132	147	161	176
35	34	51	68	86	103	120	137	154	171	188	205
40	39	59	78	98	117	137	156	176	195	215	235
45	44	66	88	110	132	154	176	198	220	242	264
50	49	73	98	122	147	171	196	220	244	269	293
55	54	81	108	134	161	188	215	242	269	296	323
60	59	88	117	147	176	205	235	265	294	324	354

M A R A T H O N

Guardmembers, on your marks! The 7th Annual Port Clinton Marathon and Relay Marathon, in which the Ohio National Guard is participating for the second year, is just around the corner.

This year's event is scheduled Sunday, September 21. The course, 26 miles and 385 yards long, traverses the Lake Erie shoreline in the Sandusky Bay area.

Camp Perry again will serve as a base of operations for the Guard participation.

Relay teams of five persons each and individual full marathoners are encouraged to participate in the event.

Relay squads are registered by team names and the collective ages of the members. The first four runners go five miles each, with the fifth runner serving as the anchor for the final 6.2 miles.

Registration fee is \$10 a person, or \$50 a relay team. All proceeds go to the Ronald McDonald House of Northwest Ohio, a support facility for terminally ill children and their parents.

National Guard entries must be postmarked by August 1. Forms have been distributed to units.

Send forms to: The Adjutant General's Department, ATTN: AGOH-CS-OHN (Capt. Bishop), 2825 W. Granville Road, Worthington, Ohio 43085-2712.



Photo By SSgt. Ken White

Surtman Stays Fit to Fight

BY JOYCE CORSON

HHD, 137th Supply & Service Battalion

Many soldiers are experiencing the struggle to keep physically fit. More and more people are pounding the pavement, lifting weights, doing aerobic exercises and other physical fitness activities to meet the requirements and maintain an acceptable level of fitness.

One such individual, SFC Carl Surtman, age 43, a seven-year member of Headquarters Detachment, 137th Supply and Service Battalion, Toledo, has taken the challenge a little more seriously. Surtman started running in 1980 to become more physically fit, to lose weight and as a good incentive to quit smoking. Since 1981, he has competed in marathons as a challenge and for self-improvement.

Surtman's first marathon experience was in the spring of 1981 when he completed the Heartwatcher's Marathon (Toledo, Ohio) in 3½ hours. From that point on he was committed to eventually breaking the three hour



SFC CARL SURTMAN

time barrier. He now runs 3 to 5 marathons a year (26.2 miles) and says it usually takes him a month to fully recover after a marathon.

He's run a total of 15 marathons since 1981 plus two ultra-marathons of 60 kilometers (37.2 miles). In 1985 he competed for the National Guard in Lincoln, Neb.; Port Clinton, Ohio; Washington, D.C., and Pensacola, Fla. Surtman competes in a full-time training duty status as a member of the U.S. National Guard Marathon Team. His travel, food and lodging expenses are all picked up by the Ohio Army National Guard.

There are three national teams selected from the fastest race times at Lincoln, Men (under 40), Women and Men Masters (for those over 40). More than 500 National Guard personnel from all 50 states and territories competed at Lincoln in 1985 for 50 national team positions.

Surtman says it takes a lot of training and dedication to prepare for a marathon. He normally trains 40 miles a week but increases that to 60 miles a week for two months in peaking for a fast marathon. Surtman has received many awards for his races; he usually finishes in the top 5-10% of all runners. The largest race he competed in was in Washington, D.C. in November 1985 with 10,000 participants. It was also his fastest marathon with a time of 2 hours and 59 minutes.

Surtman has unsuccessfully tried to draft his wife and three children to join him in slower races. He did manage, however, to get the family dog (50% Chihuahua and 50% Pekinese) to join him. The dog now enjoys 25 to 30 miles per week and an occasional short race. The veterinarian approves and says the dog is in outstanding physical condition.

Surtman's plans are to maintain competitive fitness and to peak for important races such as the Lincoln Marathon.

179th TAG Claims Tappan Award

BY JOHN SCOTT BRYAN

179th Combat Support Squadron

The 179th Tactical Airlift Group of Mansfield, commanded by Col. Daniel G. Arnold, was awarded the 1985 Tappan Memorial Trophy, March 19, 1986. The trophy recognizes Ohio's outstanding Air National Guard unit for the year.

The 179th competed against 10 other Ohio Air National Guard units to win the award.

The trophy, created in honor of Col. Alan Tappan, is presented under the auspices of the Mansfield Friends of the Air National Guard and the Ohio Adjutant General's Department.



BRIG. GEN. ROBERT L. LAWSON

Lawson Promoted To Brigadier General

Brigadier General Robert L. Lawson was recently promoted to that rank after being assigned as Commander of the Ohio National Guard's 16th Engineer Brigade.

Brig. Gen. Lawson served as Chief of Staff, Headquarters State Area Command (-) from 1 Oct. 1978 to 1 Nov. 1985 when he assumed command of the 16th Brigade.

Lawson entered military service on 20 March 1951 as a private in the Ohio Army National Guard. He entered active duty on 8 Feb. 1953, serving in administrative NCO positions until his release from active duty in December 1954.

He remained in enlisted assignments in the Ohio Army National Guard until appointed a Second Lieutenant, Artillery, on 17 December 1955. He served in a variety of artillery and infantry assignments, including Battalion S1, S4, and Assistant S3, 1st Battalion, 136th Artillery; S1, S4, and Assistant S3, 37th Division Artillery; and S1, 73d Infantry Brigade.

Lawson was transferred to Headquarters Detachment, Ohio National Guard, in August 1969, where he served as Assistant G1 and Civilian Personnel Officer.

The criteria and point systems used in selecting the winning unit are those which have the most impact upon the unit's ability to perform its combat-ready mission.

Areas evaluated were: manning, reenlistments, airman skill level and training, minority participation, mission readiness, safety, and inspections. Outstanding accomplishments are also taken into account.

The 179th had an outstanding year of achievement, contributing broadly to national defense through its global airlift mission, and a high state of readiness, as well as a number of awards to its members. The unit had a high level of participation in exercises and deployments throughout the year. It also performed close to 70,000 accident-free flying hours in

world-wide areas, including Greece, Spain, Germany, Peru, Columbia, Chile, Central America, South America, and the United States.

The presentation was held at the Westbrook Country Club. Brig. Gen. Francis E. Hazard, Chief of Staff, Headquarters, Ohio Air National Guard, gave the award. Col. Joshua Shani was the keynote speaker.

The Tappan inspiration has become an accepted challenge and standard of excellence to Ohio Air National Guard men and women. The revolving trophy remains with the winning unit for one year, and an engraved plaque is given for the unit to keep. The 914 members of the 179th Tactical Airlift Group are proud of their outstanding accomplishment.

Co. C 1/148th Mess Section Has Best Field Kitchen

BY DAVE SWAVEL

HQ STARC (-Det 1)

The 1985 Philip A. Connelly Award for outstanding kitchen performance in the field was presented to the mess section of Company C (-), 1st Battalion, 148th Infantry, Van Wert, in February by Brig. Gen. Thomas D. Schulte, Ohio's assistant adjutant general for Army.

Schulte presented the trophy to SFC Michael C. Stanley, the unit's dining facility manager. The general proclaimed that the mess section is "the best of the best."

Brig. Gen. Clyde E. Gutzwiller, 73rd Brigade Commander, praised the mess section and commented that the Connelly Award belongs to every member of the unit. "Without the high caliber of personnel in this unit it would be difficult for the mess section to excel in a tactical environment," he said.

This is the unit's fourth such award for excellence in Army food service since the competition in Ohio originated eight years ago.

The Connelly Award is given each year to the unit in the state with the best field kitchen. To qualify, a unit must first be nominated by its parent brigade. All nominees are then

judged by the Headquarters State Area Command (-) Detachment 1, State Food Service Section. The winner is then evaluated by a 4th Army team at annual training and could go on to competition Army-wide.

The mess section's ability to set up the kitchen and feed the soldiers in a tactical environment, its food quality, sanitation and even the timing in which the meals are served are some of the factors that determine the winner.

According to Maj. Douglas E. Wilson, a member of HQ STARC (-) Det. 1 and the state food service advisor, "The Connelly program provides an extra incentive to military food service personnel to put forth that Personalized service to make their diners customers".

SFC Stanley, a military cook for 21 years, commented that without the dedication and positive attitude of his section they never would have made it to the top. "My men now their responsibilities, and they always serve the soldiers the best".

1st Lt. Arthur S. Yoder, commander of Charlie company summed up the award by saying, "When I first became a member of this unit I knew the food was outstanding, but I never realized how good it really was until I'd been here awhile. They're a great team".

RETIRED OFFICER'S REUNION

September 6, 1986

Camp Perry, Ohio

Compassion Calls This Doctor

BY REBECCA SLYH

196th Public Affairs Detachment

Adrenalin aflow, the eye physician and surgeon focuses all of his attention on the matter at hand. At stake is a patient's vision. At this point that's the most important thing of all to the doctor.

For Col. Wilbur C. Blount, state surgeon for the Ohio Air National Guard, putting others first has become second nature.

His compassion for others mingles with his honesty, as he speaks about his military and civilian patients.

"I try to project this image and live up to it," said Dr. Blount.

Although his military patients are a captive audience, in his civilian practice they are mainly referred. His civilian patients are examined for potentially serious disorders, while guardmembers he sees are essentially healthy.

Informing patients about their medical disorder and explaining the reason for their visit is important to Blount.

"My office banks on patient education," he said. He also believes in educating family members. To help ease their worries, he has them view video tapes and discusses the medical problem. In addition, Blount insists on having question and answer sessions before and after a correction is made.

Blount, who has practiced medicine in Columbus for 11 years, began his Air Guard career in 1971. He attributes part of his steady career rise to military personnel who influenced him to study ophthalmology.

His civilian office walls are covered with military memorabilia such as a collection of his old unit patches, plaques and documents. However, he is especially proud of his collection of aviation paintings by William Phillips.

The most challenging area of his profession, Blount said, is dealing with stereotyping that doctors are only interested in earning a large salary. He said the training and importance of the problem justifies some sort of pay; however, "It's hard to tell what the equitable pay should be." Blount explained that doctors have to prorate their earnings to compensate for education fees, equipment fees and the cost of a staff. "So it really isn't scot-free," said Blount.



PHYSICAL—SSgt. Michael A. Polle, Medical Supply Specialist, 121st Tactical Air Command, has Col. Wilbur C. Blount, State Air Surgeon, examine his ears, eyes and throat during his routine hospital visit at Rickenbacker. (Photo By Sgt. Rebecca Slyh.)

Blount speaks with concern about the business influence on health care services. He said unfortunately advertising and marketing is taking over, and added, "we've changed from a service to an industry. A hospital should not be considered an industry because we are treated differently with that." He noted with the change in philosophy there is a change in the way medical care is delivered and perceived.

Blount feels that the Ohio National Guard is a stimulating environment that keeps one alive and alert. He added, "the key thing is you are doing something for the country in a meaningful manner."

With the Air Guard Blount began as a Wing Surgeon for 121st Tactical Fighter Wing (TFW) and was later the hospital commander.

In August 1984, Blount was appointed State Air Surgeon, Worthington.

His duty assignments include performing inspection tours of units which have hospitals and reviewing controversial physicals. Blount explains the medical problems may be obesity or cardiovascular disease, which are often reasons for separation from the Guard.

Through memberships in the Vision Center of Central Ohio, Ohio Ophthalmology Society, American Diabetes Association and the Central Ohio Diabetes Association, Blount works to prevent blindness.

A native of Columbus, Blount and his wife Elsie, have two daughters Elizabeth and Jacqueline.

Blount believes that the family should be informed about Guard activities. To help reinforce this, he recently had his daughter Elizabeth and 25 classmates visit Rickenbacker Air National Guard Base.

COMPUTERS IN ARMY GUARD

BY ALAN VANDERMOLEN

Staff Writer

The world of personal computing in the Ohio Army National Guard can be best described as diverse. The ARNG uses personal computers for everything from word processing to communication between Military Entrance Processing Stations.

According to Lt. Col. Marvin Miesse, Director of Information Management, the ARNG has mainly been using personal computers over the last year, and is now starting wide usage.

"We have systems in each of our airfields, at Combined Support Maintenance Shops, one at the U.S. Property and Fiscal Office warehouse, and several administrative systems within the Adjutant General's Department," Miesse said.

The Ohio ARNG has 16 stand-alone units in use as well as eight multi-user systems. The stand-alones are Wang and Wyse personal

computers, while the multi-user system is the Intel 310.

Miesse said that based on National Guard Bureau funding, he anticipates several more units being installed by the end of the fiscal year. He added that within four years there should be micro computer systems at each unit and/or detachment as well as at Organizational Maintenance Shops. This will allow communication between units and higher headquarters.

One Ohio ARNG unit using computers is the 1416th Transportation Company. The 1416th is using a personally owned computer that has been registered in accordance with AGOH Regulation 335-2, which covers the use of personally owned computers within the Ohio National Guard.

Anthony Mays, former unit administrator for the 1416th, said it took his unit six to eight months before usage became routine, but now the entire operation is one of maintenance.

"The whole process (implementing a computer system) was an efficiency gaining process. The long-term benefits far outweigh the short-term waiting of setting up the program," Mays said.

The 1416th uses its system for various word processing duties, as well as for organizational supply management, running abstracts and other repetitive duties that used to be done manually.

Where training is concerned, Miesse said the ARNG is now working on a uniform plan. They want to start with computer literacy and then work up to operational training for the individual receiving the equipment.

Currently, training is being handled by private contractors, but Miesse said he hopes within a year the ARNG will have its own training with regularly scheduled workshops.

going on exercises with them and talking with people who had been with the infantry for some time.

Riede also credited some "good training" he received from MSgt. Nick Kurlas and SFC Bob Hudson at the Cincinnati Region Recruiting Office.

He also expressed his appreciation to SFC Ron Lancaster at the Military Entrance Processing Station (MEPPS) for "making sure my enlistment packets were complete and correct." MEPPS counselors really help a recruiter, Riede said.

Another major factor that helped Riede was the support of his wife Linda and his five children.

"Anybody who shoots for the Chief's 50 Award has to have family backing," he said. "Sometimes your day starts at 4 in the morning picking up applicants and you wind up the day completing an enlistment packet at 11 p.m."

Riede, who has 13 years service, including four years in the Navy, was recently named Area Non-Commissioned Officer in Charge for the Cincinnati Region Recruiting Office.

RIEDE-CHIEF'S 50 WINNER.

BY DONALD R. LUNDY

Knowing your product is crucial when you are trying to bring recruits into the Ohio National Guard, especially when you are bringing them in at the rate SFC Donald Riede did in 1985.

Riede enlisted a total of 91 people into the Ohio Guard last year to lead all the state's recruiters and win the coveted "Chief's 50 Award" from National Guard Bureau. The Chief's 50 Program honors top recruiters from all states.

"I try to relate my personal experiences to a prospective recruit," Riede said. "I came from an engineering unit background and I was primarily recruiting for an infantry unit," he added. What Riede did to learn about the infantry was spend lots of time with the unit,



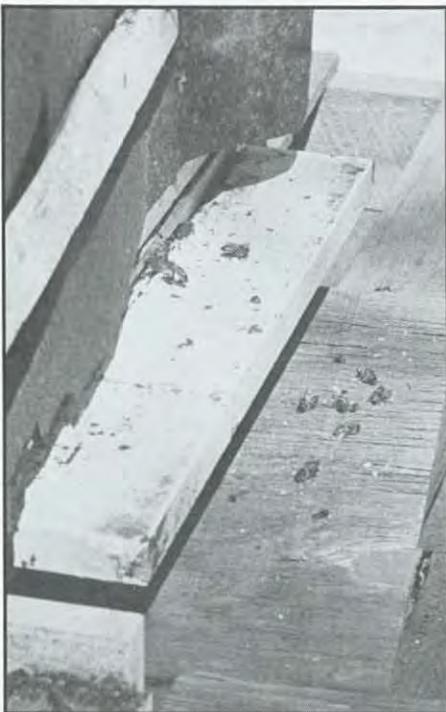
AWARD PRESENTED—SFC Don Riede accepts Chief's 50 Plaque from Lt. Gen. Emmett H. Walker Jr., Chief, National Guard Bureau.

(Photo Courtesy of National Guard Bureau)

Bee ALL YOU CAN BEE!



BEE HIVES BEFORE WINTER PROTECTION IS REMOVED



ENTRANCE TO A HIVE IN EARLY SPRING



SGT. WAGNER INSPECTS A HIVE

BY THOMAS M. GREGORY

112th Medical Brigade

After high school an important question faced Sgt. Wayne B. Wagner of the 112th Medical Brigade; to be or not to be. Sgt. Wagner chose "to bee."

"I've been interested in bees every since high school," Wagner said. "I started five years ago with a small three-pound package of bees." Wagner now has 16 hives capable of producing close to a ton of honey.

Wagner, who belongs to the Central Ohio Beekeepers Association as well as the Ohio State Beekeepers Association, has grown more and more interested in his hobby.

"Many people don't realize that bees actually do a lot of good," Wagner said. "If it wasn't for them, flowers would not be pollinated and many fruits and vegetables would have a hard time growing. I have a garden and many fruit trees on my property which my bees help to pollinate. There are many responsibilities which go along with having bees. I have to pack them for winter protection and observe them in early spring to ensure they have an adequate supply of food."

Wagner combines many of his other interests with beekeeping, "I am interested in woodworking and am able to build most of the hives and other equipment needed to care for the bees," he said. "I also spend much of my time gardening and grafting fruit trees. The bees help to pollinate these trees enabling me to have good produce."

Wagner has helped many people get started in beekeeping. "My brother grows strawberries and I helped him set up 10 hives on his property to help pollinate the crop."

The bees require some equipment to take care of them. "I have a smoker which allows me to calm down the bees when I go near them. I also have protective clothing which gives me the opportunity to work closely with them."

So far this year Wagner has obtained about 300 pounds of honey. He uses his honey for a variety of different things.

"This year I tried something different," he said. "I am making grape wine, but instead of sugar I am adding honey. "I would also like to someday use the bees wax I get from the hives to make candles."

He continues his interest by attending workshops and conferences. All in all it can be said that Sgt. Wagner's hobby keeps him "busy as a bee."



Starting Over

BY PEG HANLEY

196th Public Affairs Detachment

When nine tornadoes swept with savage fury through five Ohio counties last May, dreams were dampened and, for awhile, despair prevailed. Thirteen people died, hundreds were left homeless and an estimated \$45 million in damage ensued.



OLD HOUSE

Churches, homes and businesses flew apart higgledy-piggledy. Family pictures and a lifetime of memorabilia trashed the countryside. More than 700 Ohio guardmembers called to State Active Duty assisted in clearing away the debris and lending a sense of calm to a couple chaotic days.

Today, one year later, the 5,000 residents of tornado wrecked Newton Falls are painstakingly putting their town and lives back together, desperately trying to forget the fateful Friday evening event.

"Sixty percent of our downtown which was completely leveled has been rebuilt," said Mike Blau, city manager. "By October everything but the school will be completed."

Although townsfolk speak with pride about helping rebuild the East Congregational Church or a neighbor's house some things cannot be replaced.

After 10 months living in a tiny trailer, Sp4 Mark Johnson, 323rd Military Police Company, and five family members finally moved into their newly constructed house. While a new house might fulfill everyone's dream, Mark's mom fondly recalls the humble homestead and landscape.

"I'm not sure where to put things and when I look out the window I don't see the blue spruce," she sadly noted. Looking out on a virtual lunar landscape, Mrs. Johnson misses the 60-year-old pines and maples which provided so much shade and pleasure.

In addition to never replacing the mighty oaks and majestic maples, the sense of calm and ease that once typified this tiny town cannot easily be regained.

"It's still kind of spooky when the winds blow or the sirens (tornado warning devices) sound," Blau said.

When the sirens sounded one March day, Mrs. Johnson picked her granddaughter up at the day care and hurriedly headed home.

"I turned on the all-weather channel, opened the basement door, held the baby and kept checking the sky all afternoon," she lamented.

No doubt, putting aside this understandable paranoia will take some time and talking through. Getting together with other folk who lost homes helps some.

A few days after the May 31 tornado struck, the Johnson family hosted a "weenie" roast for friends and neighbors on the ground where their garage used to be located.

BY TRACY KNIPPENBURG

Ohio Disaster Services Agency

On May 31, 1985 devastating tornadoes swept through Ohio, killing 12 people and causing an estimated \$45 million in damages. A recent report on the tornado outbreak found a high level of awareness of tornado safety. This has been related to the extensive tornado safety awareness program put on each year by the Ohio Committee on Tornado Safety.

Several government and private agencies joined efforts in 1979 to create the committee. They began their first organized program in 1980 with a statewide distribution of the first Tornado Safety Media Packet and a tornado safety poster contest for Ohio's public elementary school children.

Ohio is in Tornado Alley and is rated ninth among the 50 states in frequency of tornadoes. Tornado outbreaks, such as the one that killed 30 people in Xenia, Ohio in April, 1974, are an example of the kind of destruction Ohio can face.

The Government Survey Team report on the May 1985 tornados largely attributed the low number of deaths to the extensive efforts by the tornado safety awareness committee. In many instances, elementary school children told their parents how to respond.

"We had numerous parents say that their 7 and 8 year olds told them exactly what to do," said Leslie Wilkinson, an art teacher at LaBrae Elementary School in Trumbull County.

Wilkinson's school had been participating in the committee's annual tornado safety poster contest. She had passed out certificates to the contest winners the day before the tornados struck. LaBrae school was narrowly missed as the outbreak went on to cause most of its damage in Trumbull County. "we never thought of a tornado hitting *our* homes. I'm sure these little ones will never forget this spring and take our school tornado drills more seriously," she said.

Recovery is slow but steady in those communities affected by the devastation of May 31, 1985. The Ohio Committee on Tornado Safety is working on its 1986 program, and will be able to work with a little more pride knowing its efforts do have a positive impact. As Noreen Johnson, chairperson for the Committee, explains it, "We know our efforts are worthwhile, but when we can see it helps save lives it really renews our pride and dedication to this successful program."

The 1986 Ohio Committee on Tornado Safety includes the Ohio Adjutant General Department's Disaster Services Agency, the Ohio Insurance Institute, National Weather Service, Ohio Department of Health, American Red Cross, and the Ohio Cooperative Extension Service. ®

The "weenie" roast returned May 31, 1986 so all could reflect and remember the positive aspects of the devastation: "That we are alive and well; and, that people from miles away, especially, the Red Cross and National Guard helped without asking!"



NEW HOUSE

UNUSUAL RETIREMENT

BY RUSS TORBET

837th Engineer Company

Sgt. Tom Tilson recently retired from the Ohio National Guard. That is not unusual. Thousands of men and women have extended military careers through service to their nation and the National Guard.

What makes his retirement different is that Tilson hung his Army uniform beside his Navy whites, his Marine greens, and his Air Force blues. Over a span of some 23 years of active duty and reserve service, Tilson wore the uniform of four branches of the Department of Defense. He served in both enlisted and officer status, was awarded both the Navy and Air Force wings, and holds five honorable discharges.

Tilson's military career began in the early 1950s while a freshman in college studying law.

"Navy recruiters came to the college seeking aviators and I took the mental and physical tests just to see where I'd place," he said.

Sworn into the Navy in January 1954, Tilson left college and went to Pensacola, Fla., to begin his pre-flight training. He later trained in Corpus Cristi, Texas with men from all over the United States.

"For 18 months I was strictly Navy," he said.

Three months before he graduates, Tilson interviewed with the Marine Corps, and after graduating with his commission and wings, became a pilot for a Marine Fighter Squadron.

While stationed in Cherry Point, N.C. for 2½ years he flew maneuvers in Greece and Bulgaria for NATO operations.

After serving four years in active duty, Tilson left the military to work for the American Red Cross, stationed at the naval base in Norfolk, Va. He later transferred to Louisville, Ky., where he then joined a Marine Air Reserve unit in Memphis, Tenn.

After about 1½ years, Tilson was promoted to executive director of the Red Cross in Charleston, W. Va., and joined the Air National Guard there, as a pilot with an Air Commando Group.

Tilson said while serving with this unit, he experienced a most interesting type of flying.

"All our flying was at night and at low levels, practicing getting commandos in and out on short landing strips," he said.

In 1970, Tilson was appointed executive director of the Allen County Chapter of the American Red Cross. He said that was when he joined the Air National Guard in Toledo. Because of the time involved and the pressures of Red Cross duties, Tilson transferred to the Air Force Reserve.

During the snow emergency of 1977, Tilson worked closely with both local units of the Ohio National Guard, the 837th Engi-

neer Company and the 148th Infantry Battalion's Headquarters Company, and the American Red Cross in relief activities.

Asked to join the 837th Engineer Company later in 1977, Maj. Tilson of the Air Reserve, soon became Sgt. Tilson of the Ohio National Guard. Here, as a combat engineer, Tilson completed a most unusual service record.

"I didn't mind the reduction in rank at all. The 837th was a very good military organization with which to work, and I would retire as a major anyway. I did sometimes smile to myself, knowing that I might be the only three-stripe Army sergeant in history to have flight qualified aboard two Navy aircraft carriers."

Tilson said he recommends any young man or woman, or those with prior service, to join one of Ohio's National Guard units.

"Few realize the personal benefits in terms of education, extra pay, and professional bearing, which can accrue their part-time military experience. Unfortunately, very few realize the importance of the National Guard and other reserve organizations to the American national defense," Tilson said.

Weller Gets Command

Maj. Roger M. Weller, 43, is new commander of the 178th Combat Support Squadron and the 8178th Student Flight, Ohio Air National Guard, Springfield.

Weller recently completed 20 years of service, all with the 178th Tactical Fighter Group.

He flew F-84F and F-100 aircraft for the unit for 10 years and later served as flying safety officer, RMS fuels officer, and chief of administration.

The Springfield native received his bachelor's degree from the University of Cincinnati in 1965 and a master's degree from Wright State University in 1976.

Major Weller's civilian occupation is Chief, Financial Management Division, Department of Defense Computability Analysis Center, Annapolis, Md. He and his wife Kasse live in Crofton, Md. She is a captain in the 906th Tactical Fighter Group at Wright-Patterson AFB and is an educational specialist at the Smithsonian Institution's National Air and Space Museum in Washington, D.C.

Combat Support Unit Gets Special 147th Award

Lt. Col. William R. Moore came out of retirement recently to return to the 1/147th Infantry Battalion for one more duty — to present the Combat Support Company with a special battalion award.

Moore, who retired in 1983, spent a major part of his National Guard career with the 1/147th. He was commanding officer of Company A, Company B and Combat Support Company, and was in several staff positions, including Executive Officer of the battalion. In addition, he served as the S-2 and S-4 of the 73d Brigade, and Commander of the 237th Support Battalion.

At the time of his retirement, Moore was Civil Affairs Officer for the 73d Brigade.

Because of his distinguished service with the 1/147th, the members of the battalion created a trophy in his honor to be awarded each year to the best company mess section at Annual Training.

Moore returned to a weekend drill to make the first presentation of the trophy to Combat Support Company Commander, Capt. Michael Secrest, and First Sergeant, John Listerman.

Wave Your Flag



On June 14... Flag Day

1st Sergeant James Marshall Retires

BY CASEY J. BRICKER AND
THOMAS J. STEPANOVSKY

684th Medical Company

Sunday, March 2, 1986, was an emotional day for the 684th Medical Company. After 10 years with the 684th, the last five as First Sergeant, James R. Marshall took charge of the company for the last time. In a ceremony conducted by CSM L. D. Ball of the 122th Medical Brigade, the retiring Marshall passed the company guide-on to his successor, SFC Carl J. Fortney. The ceremony was attended by Marshall's wife Joan, their two children, and a number of past members of the 684th.

Marshall began his military career in 1966 as a field radio operator with the 3rd Marine Division, USMC. On May 27, 1967, while in the Quang Tri Province of Vietnam, Marshall received a head wound which left him without hearing in one ear.

Marshall joined the 684th Medical Company as a corporal on March 13, 1976. He worked his way through the ranks quickly, taking the First Sergeant post by March 1, 1981.

As First Sergeant, Marshall was the driving force behind enlisted personnel and Non-commissioned Officer development, stressing both technical and tactical proficiency long before these words were made a part of formal training.

Skill Qualification Testing results improved significantly during his term of duty, from a 22% pass rate in 1981 to a significantly better 95% pass rate in 1985. Weapons qualification rose markedly from 76% to a constant 99% plus level.

The 684th Medical Company Clearing was awarded the National Guard Rifle Proficiency Award in 1982. Overall unit readiness increased to a 95% (Subjective Values) readiness posture from a dismal 25% capability in 1981.

Marshall worked diligently at instilling a feeling of pride in being a member of the Ohio Army National Guard in every unit member. Because he set high standards for himself, others willingly followed. As a result of the outstanding unit pride fostered by Marshall, the unit attained and continued to maintain a 100% plus strength level. Unit retention grew from a meager 24%, to an above average 64% annually. Most significant, as a

reflection of unit pride, is the percentage of IDT attendance. When First Sergeant Marshall first took the position, IDT attendance levels ranged in the 60% area. By instilling individual pride in the members, and through the resulting increase in unit pride, IDT attendance stands at a constant 99% level.

Marshall believed in and worked for a strong Non-commissioned Officer corps to act as a foundation for continuity between changes. He gave freely of himself and his time to accomplish this goal. The Non-commissioned Officer Development Program was put in place by him as soon as he assumed the post of First Sergeant. Although informal at first, the program has grown under his direction.

Attendance is enthusiastic because all members are given the opportunity to contribute as well as to act as instructors. Many unit problems have been solved in this management forum through the free exchange of ideas, and the teaching of formal doctrine. As a direct result of the NCOOP participation, and of Marshall's emphasis on excellence, the unit now has a solid Non-commissioned Office Cadre. Largely due to Marshall's insistence, a Junior Officer Development Seminar was established to formalize the training of officers assigned to the unit. Many young officers have gained from the program as well as from 1st Sgt. Marshall's interest in their career development.

Because of Marshall's insistence for excellence in execution, the unit has repeatedly received top FORSCOM 1R ratings during annual training periods. The constant superior performance reflects both the dedication and level of MOS qualification within the unit which stands at a constant 95%. Because of Marshall's vigilance, exceptional achievement by unit personnel has not gone unrecognized. He has continually stressed awards, and directed the Soldier of the Month program within the unit, which ties directly to the Soldier of the Year programs at Brigade and State levels.

Because First Sergeant Marshall stressed military fitness, appearance and bearing, the unit continues to excel in passing the physical training test, and has no members on the active weight program.

Marshall's care for his personnel and dedication to the unit led directly to the 684th Medical Company Clearing receiving the Eisenhower Trophy for two years in succession.

Marshall was able to accomplish all of this not only through his technical proficiency, but through maintaining a personal touch with his troops. He knew all of the troops within his command and knew also of their capabilities and limits. He demanded each person's best effort, and accepted nothing less.

James R. Marshall is gone from the 684th in body only. His pride and his spirit will continue to thrive in the hearts of all members of the unit. He has left behind a "Legacy of Excellence" which will always be associated with his name and deeds.



ON LINE—2nd Lt. James Day and 2nd Lt. Joseph Liggett inspect blast charges on a bridge in Ross County as part of a training exercise conducted by Company A, 216th Engineer Battalion. The engineers recently defended the City of Chillicothe from a mock invasion force. The simulated action was done in preparation for this year's annual training at Camp Grayling, Mich. The weekend exercise was a counter-mobility drill. Bridge demolitions at strategic points slow or stop enemy forces.

(Photo Courtesy Company A, 216th Engineer Battalion.)

History

Members and retirees of the Ohio National Guard! A commemorative history of the O.N.G. is being compiled to celebrate the 200th anniversary of the Ohio Guard in 1988.

A pre-sale brochure and order blank will arrive soon.

Order early and be a part of history!

ONGA

BY DANIEL SNYDER

By the time you read this, the Annual Conference at Deer Creek will be over and new association officers will be in charge.

Several noteworthy accomplishments of the association this past year deserve repeating. Louisville Conference

The attendance of 42 delegates and nearly 100 persons representing Ohio at the 107th General Conference in Louisville was the best attended out-of-state national conference ever by Ohio. Maj. Herschel Knapp, conference chairman, did an outstanding job in organizing and operating that successful event.

Annual Dinner Dance

The annual dinner dance February 22 at Villa Milano's with 412 persons in attendance was the biggest affair in history of our association. CWO 3 Thomas Brandt served as chairman of that event and is to be commended. Legislative Action

The association sent 14 representatives of the Army and Air National Guard to Washington D.C. in March for a most successful visit to Ohio's Congressional Delegation. Every congressman's office was visited and we were welcomed and recognized at each office. Our congressional representatives all expressed their interest in our needs and positions. This trip was organized and directed

by Maj. Patrick Loftus, who did an outstanding job in the legislative action area, assisted by Col. James T. Williams and Lt. Col. Stephen Koper.

We made significant progress in several areas last year, but many challenges remain for our new officers, some of which I feel obligated to express my opinions about. Permanent Home

Our association should move its address and property to Rickenbacker Air National Guard Base and combine its offices with that of our insurance offices. Most of our mailings, our membership lists and much of our business is now done at that facility. It certainly is in the best interest of both the Adjutant General's Office and our association that our two organizations be identified and viewed by all concerned as separate and independent organizations. I do not imply that these organizations should not fully cooperate, support each other and closely coordinate mutual activities as has been done in the past.

Executive Director

Our organization needs to have an executive director, shared with the enlisted association, who looks after details and day-to-day operations. We have grown both in activities and numbers. We need a full-time coordinator.

Funding

Our association needs to expand its income, both by increasing its due and increasing its insurance sales. Many state associations, much smaller in number than Ohio, derive much larger sums for their life insurance program. We are just not sufficiently pushing and participating in the life insurance program. We could set up a bonus program for our administrator-director or provide cash incentives to commands for increased participation. Annual Conferences

Our annual conferences at state parks are not attracting good attendance and are just too costly. Based upon our past two state park conferences, if each of our members paid their own way, the registration fee would double or triple. Our best attended annual event is the winter dinner dance. It is my recommendation that consideration be given to combining the conference and winter dinner dance into one event in Columbus and schedule it in January or February to avoid spring training conflicts.

Computer Usage

We have available an excellent computer resource at our insurance headquarters at Rickenbacker. We are not making sufficient use of this resource. The enlisted association uses this computer for membership cards, mailing labels, etc. We need to make better use of this valuable tool.

Communication

We need to establish a quarterly or semi-annual newsletter for our membership to convey the ideas, concepts and accomplishments of the association with its members. Although the Ohio Guard has been generous and cooperative with us, the space is limited along with the flexibility that could be gained with our own publication.

Summary

Most of the benefits we have as Guard soldiers, i.e., scholarship programs, GI Bill, enlistment bonus, modern equipment, and pay increases, have developed and occurred because of the strength and clout our associations have with Congress and legislators. We must continue to grow and strengthen our association to provide our state and nation with the security it needs and deserves.

I thank you all for giving me the opportunity to be your president. The wonderful friendships and associations my wife and I have developed with many of you will last our lifetime. I pledge to continue to support our association. Thank you all for your help and assistance.



Military Family

BY WILLIAM MILLER

As Annual Training comes upon us once again, it is important to remind guardmembers and their spouses of some significant information:

In case of a family emergency, guardmembers can be reached through their local chapter of the American Red Cross. The Red Cross will render all the assistance necessary. Going through any other process may only create more problems.

Guardmembers and their dependents can use the commissary and post exchange while members are in an annual training status.

To use these facilities, spouses must have a personal ID, such as a driver's license, a copy of their husbands' or wives' annual training orders, and a letter of authorization signed by the commanding officer. The letter can be obtained through the soldier's chain of command.

Listed are the locations of the facilities available: Wright-Patterson Air Force Base, Dayton; Rickenbacker Air National Guard Base, Columbus; Defense Construction Supply Center, Columbus; Newark; Camp Perry; and Ohio Coast Guard, Cleveland. Major credit cards are now accepted at PX facilities.

THE OTHER HALF

BY LANA POWERS

The Ohio National Guard Officer's Wives' Club welcomed spring with recent get-togethers at the Defense Construction Supply Center and The Sign of the Lamb Restaurant.

Approximately 40 members attended the luncheon and presentation on jewelry fashion and accessorizing by Linda Kring. Linda travels around the country personally selecting unique, stylish, and individual pieces of jewelry to enhance personality, lifestyle and wardrobe.

After the presentation the ladies were invited to model and purchase many one-of-a-kind items. Linda has very generously donated a beautiful, hand-crafted earring and necklace set as a door prize at the Ohio National Guard Association Annual Business Conference at Deer Creek State Park, April 25-26, 1986.

At the February meeting, Lana Powers and Sharon Gross, president and vice-president respectively, shared their experiences from the American Red Cross luncheon in a mock-disaster shelter house held recently in Columbus. The invitation was a thank-you to our club for its donation to the Disaster Relief Fund for flood victims in Ohio, Pennsylvania, West Virginia, and Kentucky.

Letters of appreciation and thanks for donations were read from Mr. Tiney M. McComb, disaster relief chairman, Columbus Area Chapter of the American Red Cross, and from Susan Arnocsky, Ph.D., superintendent of the Ohio Department of Mental Retardation and Developmental Disabilities. Jane Ebenhack, a club member and volunteer for the Columbus Developmental Center, thanked members for making it possible for all the residents at the center to have a gift to open on Christmas morning. It gladdens our hearts to know that our group does make a difference! Thanks to all the ladies who make it possible!

Saint Paddy and England were the themes for our March luncheon at the Sign of the Lamb Restaurant in Dublin. Proprietress and "chief extraordinaire", Donna Hahm, served a delectable and authentic English Cream Tea to 30 of our members in a comfortable and old-fashioned setting surrounded by her collection of lambs.

After enjoying a repast of such things as scones, Scottish eggs, savories, tea sandwiches, trifles, and more, Donna narrated a slide presentation of her visits to food stalls, fruit and vegetable markets, tea rooms, and bed-and-breakfasts in the British Isles where she has researched, tasted, and carefully reproduced these recipes for our dining enjoyment.

We still have many delights planned for the remainder of the year, so mark your calendars. Our May 27 meeting will be at the Georgian in Lancaster and will be the installation of the new board of officers for next year.

For reservations and information call Nita Elliott at (614) 451-8588, or Lana Powers at (614) 889-8031. "Cead mile failte" to all old, new, and prospective Wive's Club members! See you soon!



GIFT FOR NEEDY—Lana Powers (center) and Sharon Gross (right) present fellow Ohio National Guard Officer's Wives' Club member Jane Ebenhack with a check as a donation to the Columbus Developmental Center. Jane Ebenhack is a volunteer at the center.

She Soldiers with 186th Engineer Detachment.

Lady Is A Carpenter

BY KELLI D. BLACKWELL

HQ STARC (4-Det 1)

It's not unusual to see members of the 186th Engineer Detachment at Camp Perry hanging doors, replacing windows and renovating buildings. But on the other end of the hammer, it is surprising to find that one of the members is a woman.

SP4 Janice Swan has been a carpentry/masonry specialist, MOS 51-B, in the National Guard for six years.

"I chose my MOS (Military Occupational Specialty) because I wanted to work with my hands and work with machinery. I wanted to do something different."

Swan said she never knows what she'll be doing when she comes in for weekend drills. "During morning formations we're given job assignments." She said her unit also repairs ceilings and reconstructs damaged buildings.

The unit also does its annual training at Camp Perry. Besides attending a variety of classes and completing their physical training test, they complete work needed on post.

As a civilian, Swan works with a security firm as an assistant area supervisor.

Sexuality does not stand in the way of any woman in the service. The important factor is being a soldier first. And SP4 Janice Swan is exactly that, a soldier.

All About People-

OHIO MILITARY ACADEMY

Promotions

Capt.: Kenneth Warner
Sgt. Maj.: John Paul
SFC: Timothy Altomare
SSgt.: Vicki Wise
Sgt.: Melissa White
PFC: Haskel Stone III

Awards

Army Commendation Medal: SFC David Shoaf; SSgts. Ronald Bretz and Philip Elliott; Sgt. Melissa White

HQ STARC (-DET 1) OHARNG

Promotions

SFC: Dennis Dumont, Carl Mitcham
SSgt.: Robert Auber

Awards

Army Achievement Medal: SFC's Roger Brummett, John Hite, Christine Manning, Wayne Pelter, Donald Riede, Timothy Wolfe
Army Commendation Medal: SFC John Hite
Ohio Commendation Medal: Lt. Col. Richard Dreiman

26TH ENGINEER COMPANY

Promotions

SSgt.: Raymond Cox, Paul Light
Sgt.: Sheldon Goodrum
Sp4: Steven Kudravi, Hugo Hoehn, Burton Dobbins, Scott Rossell, Lawrence Geer, John Zelenka
PFC: George Elias, Scott Kersevan, Jeffrey Hurley

COMPANY A, 112TH ENGINEER BATTALION

Promotions

Sgt.: Mark Bowen, Michael Jones
Sp4: Raymond Pocock, Robert Wicker, Edward Hartmann
PFC: Eric Cook, Brian Michalski, Guy Self

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121ST TACTICAL FIGHTER WING

Promotions

TSgt.: Herman Bouchard, Charles McCleese, Michael Schaad, Gary Taylor, Robert Watkins, Mark Cunningham
SSgt.: Teresa Anderson, Scott Corrigan, Gregory Harber, Mark Hobbs, William Lewis, Kevin Marinov, Jacquie Martin, David Nelson, Daniel Porter, Michael Roberts, Timothy Sowers, Steven Turkelson, Scott Dunlap, Norman Holmes
SrA: Susan Williams, Kevin Williams, Jacqueline Solomon
AIC: John Barnett, Julius Davis, John Early, Jr., Tamyra Goble, Cameron Gosney, Loren Hall, Paul Kincer, Vincent Massara, Robert Moffit IV, Michael Owens, Paul Stamm, James Cabot, Erica Campbell, Lewis Fisher, James Linger, John Schmitt
Amn.: Vicki Bryant, Glenn Davis, Kurt Leib, Michael Pape, Gregory Britt, David Dowdy, Lance Fulks, Lauren Gleason, Jeffrey Moats, Bradley Sams, Romona Wright

Awards

Air Force Achievement Medal: TSgts. Marlin Scott, Dale Williams; SSgts. Kenneth Smith, Beth Shaffer; Sgt. Joseph Rodgers
Air Force Commendation Medal: Maj. John Campbell; TSgt. Veronica Grago

135TH MILITARY POLICE COMPANY

Promotions

Sp4: Gary Bracken, Scott Theys
PFC: Sean Hartwell, Terrance Longstreet, Howard Schaeffer
Pvt. 2: Jason Redinger

137TH SUPPLY AND SERVICE BATTALION

Promotions

SFC: Verna Henderson
Sgt.: David Newsome, Michele Toney

HHC 1/147TH INFANTRY BATTALION

Awards

Army Commendation Medal: SSgt. David Risher

COMPANY A, 1/147TH INFANTRY BATTALION

Promotions

Sgt.: Clifford Covert, Bernard Menke
Sp4: Williard Beal
PFC: Jeffrey Bryant

COMPANY B, 1/147TH INFANTRY BATTALION

Promotions

Sgt.: Daniel Behrens, Michael Byrd, Gordon Gray, Jimmie Hodges, Lawrence Kinney, Arthur Nelson, Jeffrey Ottman
Sp4: Vincent Barnett, Christopher Blum, Craig Depifanio, Richard Feller, Joseph Ford, Gregory Gressel, Clifford Lynch, Gerald Wright
PFC: William Campbell, Michael Punch

COMPANY C, 1/147TH INFANTRY BATTALION

Promotions

SSgt.: Roy James, Larry Jimison, Ronald McLaughlin
Sgt.: Thomas Borroughs
Sp4: Ronald Leach
PFC: Jeffrey Freytag, Rodney Hall, Randolph Johnson
Pvt. 2: Thomas Biggs

DETACHMENT 1, COMPANY C, 1/147TH INFANTRY BATTALION

Promotions

Sgt.: Bradley Hesson, James Snodgrass, Daryl Walerius, Johnnie Wass

COMBAT SUPPORT COMPANY, 1/147TH INFANTRY BATTALION

Promotions

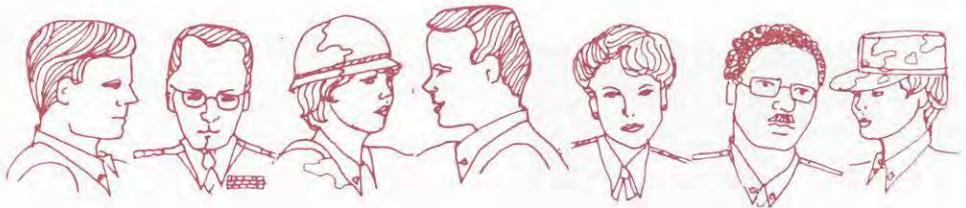
Sp4: Michael Esch, William Kidd, Mark Mitchell, Paul Post
PFC: Scott Zuber

HCC 1/166TH INFANTRY BATTALION

Promotions

Sp5: Jerry Frye
Sp4: Rick Morello

People-



DETACHMENT 1, COMPANY A, 1/166TH INFANTRY BATTALION

Promotions

Sp4: Herbert Weber, John Lewis, Steve Cowie, William Steele
PFC: James Benson, Jeffrey Brooks, Jon Leonard, Lonnie Osborne, Stuart Little, Kevin Johnston, Bryan Mardis

COMPANY A, 1/166TH INFANTRY BATTALION

Promotions

Sp4: Andrew Anderson, George Pratt
PFC: Craig Corey, Perry Toppins, James Martin

COMBAT SUPPORT COMPANY, 1/166TH INFANTRY BATTALION

Promotions

SFC: Stephen Dunn
Sgt.: David Ferguson, Mark Mitchell
Sp4: Arthur Young, John Collins, Joseph Keel, Michael Stebelton
PFC: Sean Martin

HEADQUARTERS BATTERY 2/174TH AIR DEFENSE ARTILLERY BATTALION

Promotions

CSM: Melvyn Tabor
Sgt.: William Jago

HEADQUARTERS BATTERY (DET 1) 2/174TH AIR DEFENSE ARTILLERY BATTALION

Promotions

SSgt.: Michael Collins

BATTERY A, 2/174TH AIR DEFENSE ARTILLERY BATTALION (-)

Promotions

Plt. Sgt.: John Jones
SFC: Frederick Baden
SSgt.: David Wise
Sgt.: Glendon Kempton, Gregory McGrath, Frederick Neal

BATTERY B, 2/174TH AIR DEFENSE ARTILLERY BATTALION (-)

Promotions

Sgt.: Rodney Dumolt, Donald McKee

BATTERY B (DET. 1) 2/174TH AIR DEFENSE ARTILLERY BATTALION

Promotions

Sgt.: Felix Angelo

BATTERY C, 2/174TH AIR DEFENSE ARTILLERY BATTALION (-)

Promotions

SSgt.: John Kovar
Sp4: James Buchanan, Michael Moore, James Van Fossen

BATTERY C (DET. 1) 2/174TH AIR DEFENSE ARTILLERY BATTALION

Promotions

SSgt.: Donald Kaiser
Sgt.: Dwight Myers, Christopher Humienny, William Patterson, William Oxley

BATTERY D, 2/174TH AIR DEFENSE ARTILLERY BATTALION (-)

Promotions

SFC: Terrance Frye
SSgt.: Keith Ault
Sgt.: Bruce Mechling
PFC: Ronald Kestner, Daniel Lambert
Pvt. 2: John Boersma, William Doweler, Joe Hill, Douglas Kennedy, Ray Reiser, Thomas Wells

BATTERY D (DET. 1) 2/174TH AIR DEFENSE ARTILLERY BATTALION

Promotions

Sp4: Jerry Price

178TH TACTICAL FIGHTER GROUP

Promotions

Lt. Col.: James Armacost, Robert Johnson
Maj.: Connie McCarroll, Daryl Marshall
1st Lt.: Thomas Hitzeman, Gregory Power
2nd Lt.: Donald Simones, William Wolfarth, Thomas Moorman

SMSgt.: William Hohenstein
TSgt.: William Lyons, Robin Branch, Richard Crumley, Joi Fisher, John Zeller, Ray Nickel
SSgt.: Jeffery Copeland, Cathleen Gleason, Ralph Forney, Keith Dunmire, Martin Hughes, Doug Cox, Mary Dillahunt, Ronald Hanselman, Viktor Hill, Lynn Kennedy, Lisa Lloyd, Gaye Mullen, Christine Peltier, Marvin Rannels, Rodney Sharp, Paul Lavelle, David Martinez, Michael Fischer, Karl Schwartz
Sgt.: Brian Garber, Michael Mollick, David Sites, Michael Bowen, Lawrence Cook, Jeffrey Rath, Monica Baker, Joseph Setters, Richard Markley, Blaine Powell, Susan Schumann, Karl Schwarz, William Siemer
SrA: Brian Pauley, Richard Frye, Martin Saldana, David Strachan, Thomas Kondas, John Hamilton, Robert Luebke, Steven Sklar, Jennifer Hern, Tammy Leitschuh
A1C: Paula Cavins, Michael Davis, John Ellington, Brian Ketring, Rusty Kirkpatrick, John Knouff, Richard Sheperd, Janet Shreck, David Gerardi, Dana Massie, Ruth Shade, Deborah Carmichael, Nolan Garrett, Anthony Springer, David Wood, John Adkins, Sherry Banner, Belinda Chaplin, Steve Hammock, Keith Harcourt, Carl Hergenrather

Awards

Air Force Achievement Medal: Capt. Christopher Cochran; 1st Lt. Willis Waldron; TSgts. Harold Winnale, Wesley Smith; SSgts. Phillip Bennett, Richard Back
Air Force Commendation Medal: MSgts. Gaylord Clark, Glenn McConkey; TSgt. Allan Shaffer

179TH TACTICAL AIRLIFT GROUP

Promotions

MSgt.: George Maag, August Schreiber, Dan Smith, Larry Smith, Larry Wilson
TSgt.: George Pandak, James Francis, Deborah Frederick, Thomas Gremling, Roger Miller
SSgt.: Lawrence Jones, Evan Osbun, John Williams, John Boskovitch, Vickie Datz, Diane McLaughlin, Larry Remy, Jean Thiel, Roger Williams
SrA: Steven Smetters, Jeffrey Chambers, Steven Kleinknecht, Bradley Miller, Lori Murphy, Terrence Reddick, Diane Talley, Darryl Walters, Jeffrey Wharton
Amn.: Vicki Echelberger, Cheryl Mickley, George Miller, John Rohrer, Aaron Shaw, Kimberly Troutman, John Bushholz, Todd Cramer, Armand Massary, Derek Miller, Eric Shimpf

People-



Awards

Ohio Commendation Medal: MSgt. Kenneth Bauer; Sgt. Randall Takacs
Air Force Achievement Medal: Lt. Col. Stephen Kramarich; MSgts. Michael Cyphert, Richard Rowland; TSgt. Charles O'Rourke; SSgt. Craig McKenzie
Air Force Commendation Medal: MSgt. Larry Bowman; TSgt. Roger Nauman; SSgt. Randall Wolff

180TH TACTICAL FIGHTER GROUP

Promotions

MSgt.: Alexander Muratti, Michael Batesole
TSgt.: Teresia Ragland, Michael Rosselet, Raymond Barker, Richard Elfering
SSgt.: Karis Fahrer, Louis Danner, Jeffrey Moose, Timothy Kurtz, Roger Shank, James Cass, Paul Ekey, Timothy Farrow, William Johnson, Daniel Lowe, Scott Swy, Robert Thaxton, Robert Heath
SrA: Jonathan Jones, Matthew Edwards

211TH MAINTENANCE COMPANY

Promotions

Sp4: Timothy Streit, Magus Sublett, Earl Henry, Karla Frusher, Shelly Gartside
PFC: Michael Cunningham, Tracy Knoff, Jeffrey Scheffler, Ronald Blansit, Carl Compton, Shawn Farrell, Donald Felumlee, Randall Lang, Kevin Welsh

HEADQUARTERS COMPANY 216TH ENGINEER BATTALION

Promotions

Sgt.: Terry Lawless, Richard Ockerman, James Maynard
Cpl.: Steven Stormes
Sp4: Paul Conley, Homer Horner, Kenny Horsley, Joe Triplett, Jack Jones, Johnny Freeman
PFC: Matthew Rowles, Dirk Meyers, Kenny Kamer, Brian Cooper, Robbie Goodwin
Pvt. 2: Kathy Pemberton, Brady Rhoden, Tim Mershon

COMPANY A 216TH ENGINEER BATTALION

Promotions

Sgt.: James Grabill
Pvt. 2: David Cottrill

COMPANY B 216TH ENGINEER BATTALION

Promotions

SSgt.: Charles DeLong, Michael Garrison, Billy Pemberton
Sgt.: William Fliehman, James Land, Glenn Lewis, Steven Naylor, Raymond Fisher
Sp4: Charles Whittaker
PFC: Kent Roush
Pvt. 2: Larry Thompson, Ryan Wells, Kenneth Stewart, Raymond Silcott, Timothy Vogler, Karl Boldman, Byron Brodt, Rodney Collins, William Hayslip, Joseph Monroe, Kenneth Mueller, Rickey Holsinger

COMPANY C 216TH ENGINEER BATTALION

Promotions

SSgt.: Timothy Bailey, Terry Fletcher
Sgt.: Clifford Felts, Dale Francis, Michael Beerman
Sp4: Jeffrey Houchin, Robert McCollum, Waynard Cloyd, Michael McConnell
PFC: Scott Jarman, Michael Wilson

COMPANY D 216TH ENGINEER BATTALION

Promotions

Sp4: Urlin Mathews, John Eaton
PFC: William Ferrell, Timothy Tucker, Edward Vanover, Jimmy Willoughby

Awards

Army Achievement Medal: Sp4 John Thomas

COMPANY A, 237TH SUPPORT BATTALION

Promotions

Sgt.: William Collinsworth
PFC: Terrance Harmon, Ernest Williams
Pvt. 2: Cornelius Rusher

COMPANY B, 237TH SUPPORT BATTALION

Promotions

Sgt.: Kenneth Stebleton
PFC: John Knight, Hubert Martin
Pvt. 2: Larry Chandler, Nathaniel Cox, Thomas Ore, Joseph Gregory

323RD MILITARY POLICE COMPANY

Promotions

SFC: James Massamore, John Hutcheson
Sp4: Lawrence Alt, Richard Morrin, John Wlodarzewski, David Leach, Matthew Golkiewicz, Patrick Rader, Gilberto Alvarado
PFC: Daniel Dudas, Raymond Johnson, Nicholas Estavanik
Pvt. 2: Gary Harmon, Jeffrey Jones, Joseph Gonzales, Michael Haack

HEADQUARTERS, 371ST SUPPORT GROUP

Promotions

SFC: William Caslin, Ronald Graham
Sp4: Susan Leonard, Floyd Simpson

Awards

Army Commendation Medal: Maj. James Kelleher (third award); MSgt. Millard Shelton Jr.

COMPANY C, 372ND ENGINEER BATTALION

Promotions

Sgt.: Jim Staffan
Sp4: Stephen Webb
PFC: Mike Davis, Edward Elliott

COMPANY D, 372ND ENGINEER BATTALION

Promotions

Sgt.: Timothy Canty, Terry Stewart
Sp4: Paul Snelling
PFC: Jason Johnson

HEADQUARTERS AND HEADQUARTERS DETACHMENT, 437TH MILITARY POLICE BATTALION

Promotions

Sp4: William Beardmore
PFC: Mark Shafer, David Shears, Terry Turturice

People-

HEADQUARTERS 512TH ENGINEER BATTALION

Promotions

Sgt.: James Case

COMPANY C 612TH ENGINEER BATTALION

Promotions

Plt. Sgt.: David Mullen
Sp4: Daryl Wilson
PFC: John Copsey, Scott Christie, Mark Dann, James Kumpf, Ryan Music

637TH SERVICE COMPANY

Promotions

SSgt.: James Christie
Sp4: Patricia Joyce, Tracie Scarberry
PFC: Tracey McCall, Juan Diaz-Cruz, Marchelle Burgess

Awards

Army Commendation Medal: SFC Gary Danielson

837TH ENGINEER COMPANY

Promotions

SSgt.: Lon Brite
Sgt.: Joseph Pope, Steven Wade, Gerald Boes, Daniel Hilliard, Melvin Wisecup, Sam Weibacher
Cpl.: Ronald Wagner
PFC: David Brown

1193RD ENGINEER COMPANY

Promotions

SSgt.: Gary Bunch
Sgt.: Jay Maurer, Seaward Cole
Sp4: Marion Williams, Robert Jacobsen, Mark Schmidt
PFC: Anthony Boster

1484TH TRANSPORTATION COMPANY

Promotions

SSgt.: Harold Schoolcraft
Sgt.: Jerry Mitchell, Dennis Smith Sr., Mark Young, William Hudson, Thomas Wilson
Sp4: Troy Benick, Timothy Cox, Lawrence Craven, James Williams, William Yeley
Pvt. 2: Daniel Sherman, Ryan Frizzell

5696TH ENGINEER DETACHMENT

Promotions

Sgt.: Steven Deitrich, Richard Wallace
Pvt. 2: Jeffrey Flickinger, Michael French

Driftmyer Top Air Guard Senior NCO

BY LORI DONIERE

180th Tactical Fighter Group

Chief MSgt. Richard Driftmyer, Aircraft Maintenance Supervisor of the 180th Tactical Fighter Group, Swanton, has been chosen as Ohio's Air Guardmember of the Year in the Senior NCO category.

The award was presented by Brig. Gen. Francis Hazard, Chief of Staff in January.

The general said the honor reflects the "superb job Driftmyer has done." He competed with all the other NCO's in the state.

"As a commander, I look at it from the standpoint that we have this fine, well-trained individual who has given much of himself, and is an excellent role model to the younger people coming up," Hazard said.

Sprague Claims Soldier Award

Specialist Four Clifford R. Sprague was named Soldier of the Year in his unit, the 214th Maintenance Company of Coshocton.

The unit award makes Sprague eligible for the 737th Maintenance Battalion Soldier of the Year competition.

Sprague, who had active duty Army service with the 82nd Airborne Division, enlisted in the Ohio National Guard in June 1983.

He is a full-time technician with the Guard, assigned to Combined Support Maintenance Shop #1 at Newark. He is in the small arms section with the 214th.

A qualified small arms instructor, Sprague has served in that capacity for the Ohio Military Academy.



WATER RELIEF—Sp4 Gregory Norris, Headquarters Company, 1/166th Infantry Battalion, shows Mayor Cecil Shirkey of the Village of Lockbourne in Franklin County how to operate the water release valve on a National Guard water trailer. The Village official requested assistance in providing drinking water for residents while testing was done to determine what was causing a contamination problem with ground water in the area. The 16th Engineer Brigade Headquarters and the 166th Infantry Battalion responded to a call from the Military Support Section at State Headquarters to have water on site in the village in less than four hours.

(Photo By SFC Donald R. Lundy)



CALL TO THE COLORS—Lt. Col. (Ret.) Herb Snapp of Westerville (kneeling left) explains a point about the original regimental colors of the 1/166th Infantry Regiment, 37th Division, Ohio Army National Guard, to Maj. Gen. (Ret.) Loren Windom and Col. (Ret.) John Seimer (right). Lt. Col. Snapp, a collector of military memorabilia, presented the colors to the Ohio National Guard Museum as a gift. Lt. Col. James P. Chubb (left) accepted the colors as Curator of the Museum. (Photo By Maj. Calvin Taylor)



The Ohio National Guard sent 16 representatives to Lincoln, Neb., for the National Guard Bureau Marathon on Sunday, May 4.

Times and order of finishes were unavailable to BUCKEYE GUARD Magazine as we went to press, but we do have the names of the Buckeyes who participated in the 26.2-mile marathon with more than 400 runners from across the country.

Those from the Ohio Guard included: Capt. Mike Palumbo, team captain; Capt. Gloria Bishop, team coordinator; Brig. Gen. Robert Lawson, Col. Richard Alexander, MSgt. Kermit Deem and Pvt. 2 Diane Romstadt, all from HQ, STARC;

1st Lt. Roger White, HHC 1/166th Infantry; SSgt. Gerald Forrider, Co. B, 1/166th Infantry Battalion; 2nd Lt. Phillip Bronsdon, Co. C (-) 1/166th Infantry Battalion; 2nd Lt. Lennox Mitchell, Co. B, 612th Engineer Battalion; and Sgt. Joseph Riedlinger, Attack Helicopter Troop, 107th Armored Cavalry.

SFC Carlton Surtman, HHD 137th Supply and Service Battalion; SSgt. Ronald Bruce, 1486th Transportation Co.; Sgt. Albert Garretson, 324th Military Police Co.; SSgt. Joseph Mares, 200th Civil Engineering Squadron; and Sp4 Kurt Wahl, HHC 416th Engineer Group.

AGR News-In-Brief

Here are a few tips for Active Guard and Reserve (AGR) soldiers and military retirees for using your CHAMPUS and other military health benefits wisely:

*Remember that CHAMPUS is *not* free. In addition to the "deductible" for outpatient care in each fiscal year (the first \$50 of allowable charges for an individual, or the first \$100 for a family), you must also pay 20 percent (for active duty families) or 25 percent (for military retirees, their families, survivors and some former spouses) of the allowable charges to the civilian doctor or other medical professional. For inpatient care, the cost of active-duty families is \$7.30 per day, or a minimum total of \$25, whichever is more. All others pay 25 percent of the allowable charges. You also pay all of the costs for any care that isn't covered under CHAMPUS.

*If you use CHAMPUS, cut your own costs and red tape by using "participating" providers of care whenever you can. They accept the CHAMPUS "allowable charge" as their full fee for the care they provide. The Health Benefits Advisor at the nearest military hospital or clinic may be able to help you locate one.

*If you can't find a provider of care who already participates in CHAMPUS, ask one to do so and to call the CHAMPUS claims processor for information.

*Fill out claim forms *completely* to speed payment. Include your home and office phone number, so the claims processor can call you to straighten out any problems quickly. Indicate "day" or "evening" for each

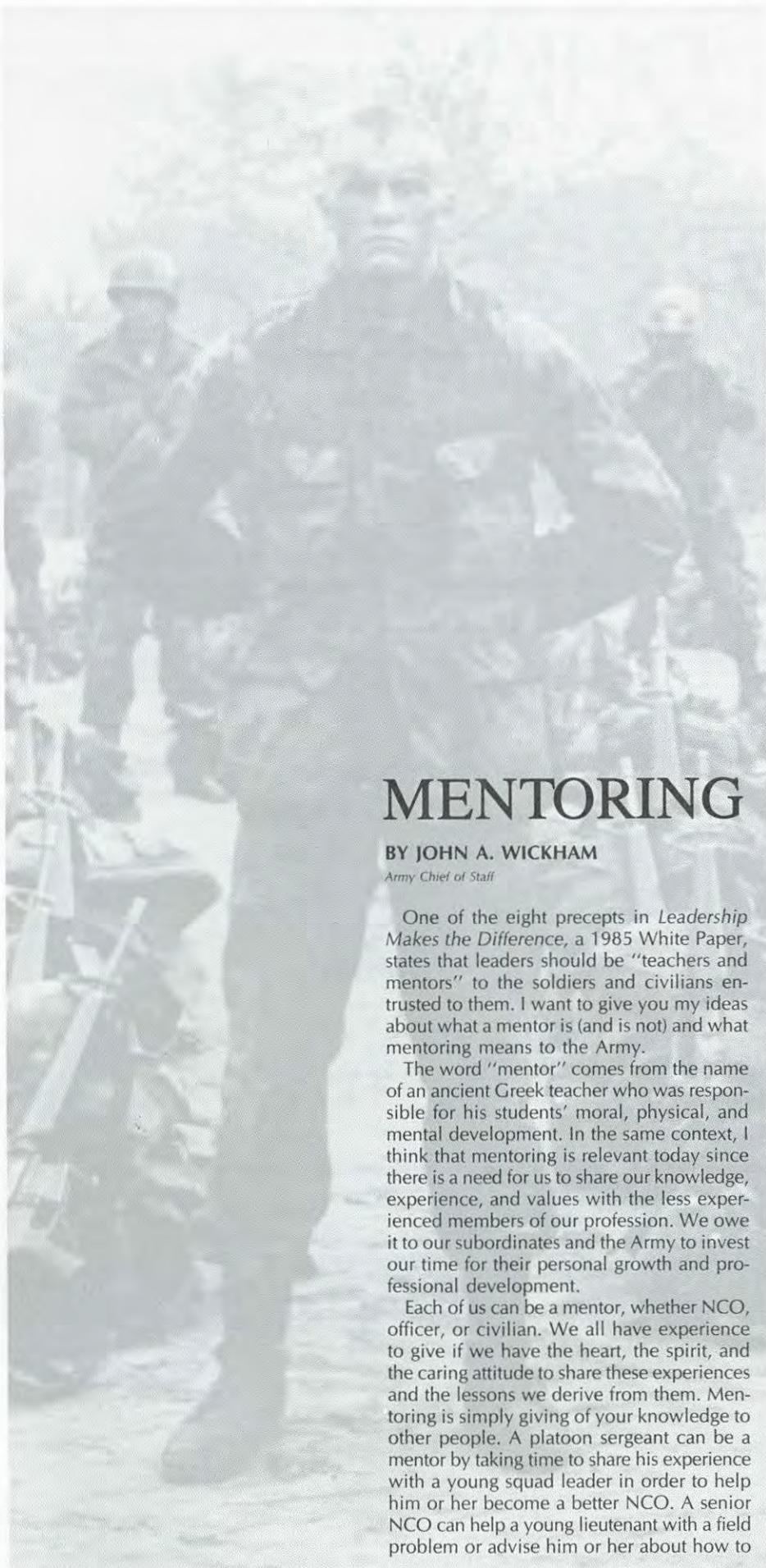
number. Be sure to provide the necessary documentation, such as itemized bills, and "Explanations of Benefits" if you have other group health insurance.

*Be sure to file the claim immediately after receiving care under CHAMPUS; this will also help the processor to pay CHAMPUS' share of the costs more quickly. Claims must be received by the processor no later than the end of the year *after* the year in which you or your family member received care from a civilian source. This means that, if care is received in 1986, you have until the end of 1987 to get the claim in. But, why wait? Send the claim in sooner, and get paid sooner.

*You can get insurance to supplement CHAMPUS coverage — to pay many or all of the costs that CHAMPUS doesn't pay. Check with one or more of the various military associations to find out if their insurance policies meet your family's needs.

*If you have employer-sponsored health insurance as part of your benefits from a civilian job, that coverage will always pay before CHAMPUS pays. Then, CHAMPUS pays. Then, CHAMPUS will pay up to the amount that it would have paid, had there been no other insurance. What this means to you is that CHAMPUS will often be able to pick up all of the remaining costs for covered care, after your civilian insurance has paid its share.

*If you have questions about CHAMPUS, check with your nearest Health Benefits Advisor. Find out about CHAMPUS *before* you need it.



deal with soldier problems and how to care for soldiers. It works at the higher ranks, too. Generals and colonels must mentor junior officers as well.

The Army has no formal program or checklist for mentoring. To be an effective mentor, you need the experience and wisdom of your years, and one vital quality — you have to care. If you really care about your profession and soldiers, then you — as a leader — will devote the time and attention to those soldiers. We can afford the time to do this in peacetime. This special, long-term relationship may be formal or informal — not restricted to the chain of command — and is often conducted in a relaxed, friendly atmosphere. The location is not important. Mentoring can take place in the motor pool, in the barracks, or out in the field.

Mentoring is really a personal choice by both parties. The senior agrees to his role as mentor by investing time in the development of the junior. Mentors should help subordinates focus on their long-term career goals — being the best NCO, officer, or civilian in their chosen field — and help them develop an action plan to attain those goals. Those being mentored need “eyes that see and ears that hear.” In other words, they must be willing to learn from their mentors. It’s a two-way process. A good mentor keeps a notebook so he can keep track of points to cover with his subordinates rather than trust to memory. Similarly, a good “learner” keeps a notebook to assure that the mentoring “sticks.”

One way of mentoring is “footlocker counseling.” Counseling and mentoring go hand-in-hand. We are making progress in this area, yet some soldiers think that most counseling is negative or bad. They think counseling happens only when they foul-up. This is off the mark. Counseling should include a discussion of strengths as well as weaknesses, and should be positive and constructive. As we counsel and mentor, we “grow” ourselves, our people, and our units. The payoff is increased combat readiness.

All leaders are teachers, and teaching is a part of mentoring. Leaders must teach soldiers to accept the responsibility to protect the nation; to prepare physically and mentally for combat, to gain and maintain proficiency in the use of weapons, tactics, and doctrine, to inspire confidence and eagerness to be a part of the team, and to have the vision to see, the ability to analyze, the integrity to choose, and the courage to execute.

It must be clear, however, that mentoring is not sponsorship or patronage. Favoritism, cronyism, or the use of one’s office, position, or grade by a senior NCO, officer, or supervisor to enhance unfairly a subordinate’s career over others cannot be condoned.

Finally, we must remember that, as leaders, mentoring is a key way in which we exercise leadership and strengthen Army values. Giving of ourselves by sharing our knowledge and experience is the most important legacy we can leave to those who follow. That’s making history in our own time and demonstrating that “Leadership Makes A Difference.”

MENTORING

BY JOHN A. WICKHAM

Army Chief of Staff

One of the eight precepts in *Leadership Makes the Difference*, a 1985 White Paper, states that leaders should be “teachers and mentors” to the soldiers and civilians entrusted to them. I want to give you my ideas about what a mentor is (and is not) and what mentoring means to the Army.

The word “mentor” comes from the name of an ancient Greek teacher who was responsible for his students’ moral, physical, and mental development. In the same context, I think that mentoring is relevant today since there is a need for us to share our knowledge, experience, and values with the less experienced members of our profession. We owe it to our subordinates and the Army to invest our time for their personal growth and professional development.

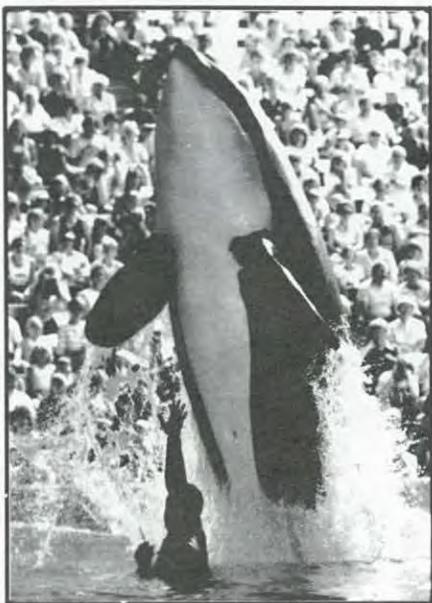
Each of us can be a mentor, whether NCO, officer, or civilian. We all have experience to give if we have the heart, the spirit, and the caring attitude to share these experiences and the lessons we derive from them. Mentoring is simply giving of your knowledge to other people. A platoon sergeant can be a mentor by taking time to share his experience with a young squad leader in order to help him or her become a better NCO. A senior NCO can help a young lieutenant with a field problem or advise him or her about how to

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