



December 2015

THE MINUTEMAN

The Monthly Newsletter of the Texas Army National Guard Recruiting & Retention Command

Team 8 "Regulators" take top honors at the 2015 Annual Dining Out & Awards Ceremony at Lackland Air Force Base, San Antonio, Texas.

RECRUITING & RETENTION COMMAND

Annual Dining Out And Awards Ceremony

RECOGNIZING THE BEST IN TEXAS

The top performing units and individuals were honored at the Annual Recruiting and Retention Command Dining Out and Awards Ceremony 14 November 2015 at the Lackland Gateway Club in San Antonio.

Soldiers, civilians and family members from across the state poured into San Antonio on Friday, November 13th. In addition to annual training classes, everyone was treated to plenty of family time to explore San Antonio, a formal dining-out complete with three course meal, and a formal awards ceremony to honor retirees and recognize the outstanding performance of soldiers and civilians of the Texas Army National Guard Recruiting and Retention Command.

For the second year in a row, Texas Army National Guard Commander Major General William L. Smith presented awards to the recruiters and staff members who's performance in FY15 was critical to the success of the Texas Army National Guard. "The recruiting profession is a truly noble profession. It is one where you are making the first initial impact on those soldiers who will become the generals and the sergeants major and chief warrant officers of the future." said Smith.



Recruiting & Retention Commander Lieutenant Colonel August T. Murray and Command Sergeant Major Kristopher Dyer present a gift to Texas Army National Guard Commander Major General William L. Smith during the Annual Dining Out & Awards Ceremony.

FROM THE COMMANDER



LTC August T. Murray, Ph.D.

Commander, USA
Recruiting and
Retention Command

I wish every member of the Recruiting and Retention Command family a very Merry Christmas and Happy New year!

With the new year, come new opportunities and resolutions.

I ask that you take time to reflect on your personal and professional goals in 2016. One suggestion I recommend to all members of this unit is to remain continuously enrolled in some type of education or self-development each year. In other words, make sure you are enrolled for a school whether it be MOSQ, NCOES, combat or special skill course at least once per year. REC RET CMD is the right place for all of our Soldiers to be continuously developing and broadening ourselves. Set a goal and go after it!

Another resolution to consider is improving your APFT score and your fitness. My physical fitness goal is to achieve a 290 on the APFT in 2016.

For those who have completed their initial tour and earned the expert badge, I also encourage you to consider the Bachelor Degree Completion Program and a reduced mission. I welcome applicants and encourage participation.

I wish each of you a joyous holiday season. Thank you for keeping Texas Strong.

Best Regards,

LTC August T. Murray, Ph.D.
Commander

THE FALLEN COMRADE TABLE

REMEMBERING THOSE WHO NEVER CAME HOME

The Fallen Comrade Table, also known as the Missing Man Table, is a place of honor, set up in military dining facilities of the U.S. armed forces and during formal occasions, in memory of fallen, missing, or imprisoned military service-members. The table serves as the focal point of ceremonial remembrance, originally growing out of US concern of the Vietnam War POW/MIA issue.

The Table is set for one. It is small, symbolizing the frailty of one isolated prisoner. The table is usually set close to, or within sight of, the entrance to the dining room. The table is round to represent everlasting concern on the part of the survivors for their missing loved ones.

The tablecloth is white, symbolic of the purity of their intentions to respond to their country's call to arms.

A single red rose in the vase signifies the blood that many have shed in sacrifice to ensure the freedom of our beloved United States of America. This rose also reminds us of the family and friends of our missing comrades who keep the faith while awaiting their return.

A yellow ribbon on the vase represents the yellow ribbons worn on the lapels of the thousands who demand with unyielding determination a proper accounting of our comrades who are not among us tonight.

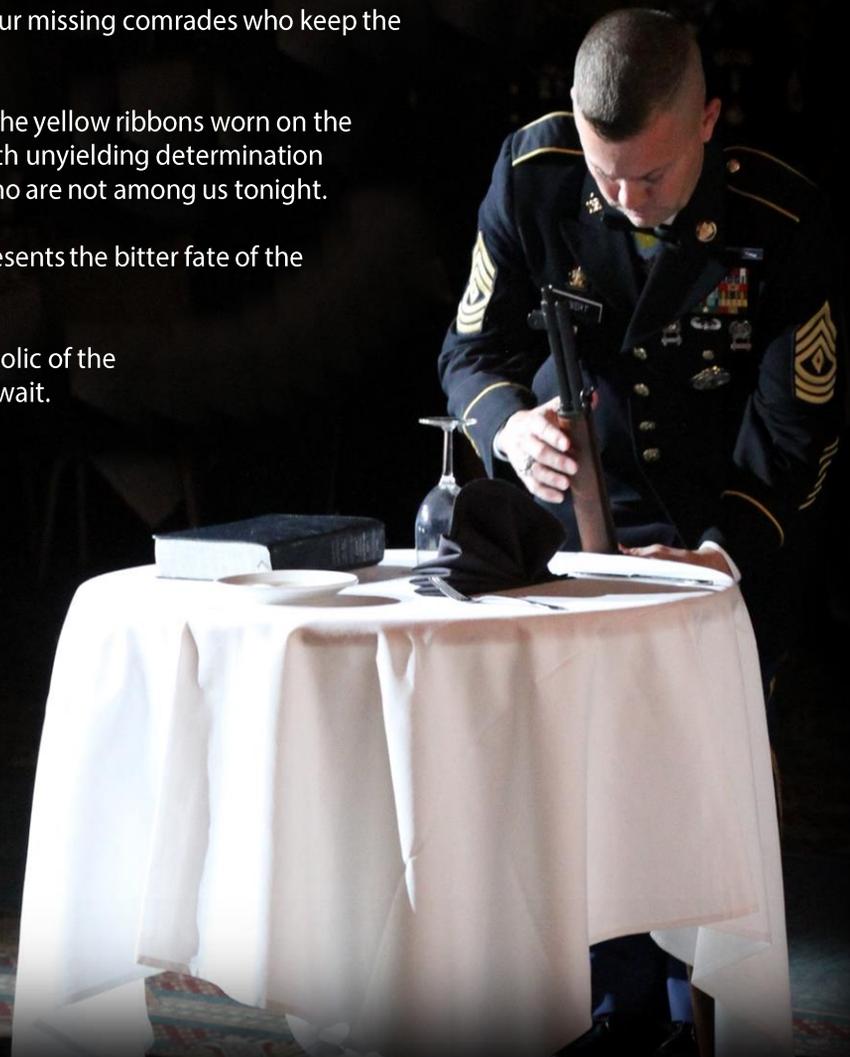
A slice of lemon on the bread plate represents the bitter fate of the missing.

Salt sprinkled on the bread plate is symbolic of the countless fallen tears of families as they wait.

An inverted glass represents the fact that the missing and fallen cannot partake.

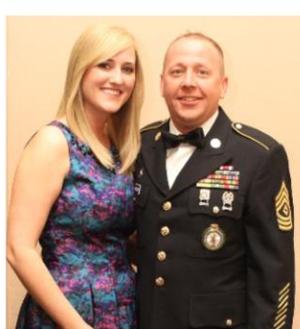
A lit candle is reminiscent of the light of hope which lives in our hearts to illuminate their way home, away from their captors, to the open arms of a grateful nation.

An empty chair signifies that the missing and fallen are not present.

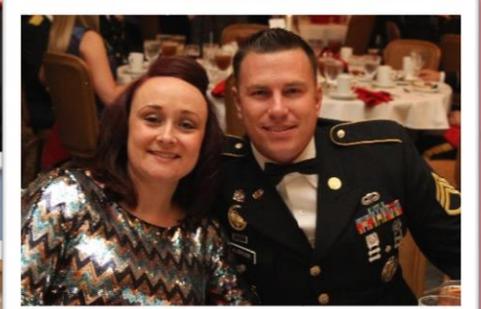
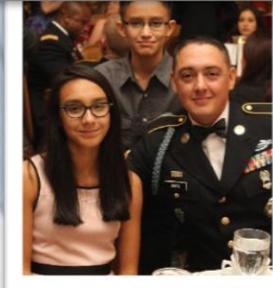
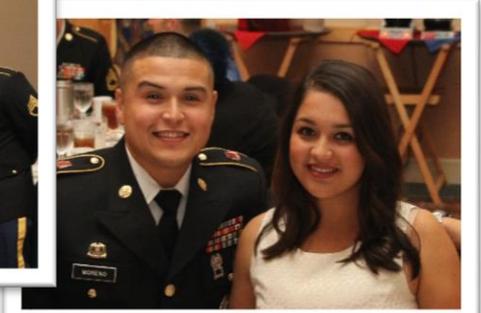


First Sergeant Hebert places an M1 rifle during the fallen comrade ceremony at the Recruiting and Retention Command Annual Dining-Out.

RECRUITING AND RETENTION COMMAND ANNUAL TRAINING FY16







LEADERSHIP LESSONS

The Recruiting Retention Awards Banquet and Annual Training is a complex, chaotic storm of logistics, material and personnel management, awards, budgets and rehearsals and the Ringmaster at the center of all of it this year was Capt. Gustavo Molina.

In his role as Current Operations Officer (CUOPS), Molina was tasked with ensuring that everything was planned and executed perfectly: "My primary goals were to meet the Recruiting Retention Commanders intent for a successful Annual Training while providing the Soldiers of Recruiting Retention Command, (RRC) with a memorable experience ensuring the entire enterprise remained under stringent fiscal and legal guidelines," said Molina.



“The goal of every planner is to see their plan come to fruition and move onto the next event poised to start the process all over again.”

This goal sounds simple and straight forward enough however, was often complicated by travel distances, last-minute revisions and the sometimes Byzantine regulations governing spending in the Texas Army National Guard. To successfully manage the project, some creative, ‘outside the box’ thinking and strong team leadership was definitely a must. “Throughout the entire planning process we were faced with unexpected instances that placed a strain on the planning and execution. Creativity is essential when working with hard fiscal caps, for that reason many options were considered, evaluated and vetted during the planning process.”

However, Molina was quick to point out that the success is very much the effort of a dynamic team working in concert. “Annual Training was an aggregate of many participants, inputs and decision Points that could only have been executed as a unified command effort. I could not have planned it without the whole hearted support and input of the S3 Operations cell the entire staff and the Regions.”

FRIDAY NIGHT LIGHTS

Team 13 Recognizes the IHSFAN Team of The Week

Texas Army National Guard Recruiters from Team 13 in Austin, Texas visited Hendrickson High School and Liberty Hill High School this month to recognize the efforts and accomplishments of student leaders and athletes. According to IHSFAN program manager Rick Epstein, "The school communities are thrilled to be recognized. Both the players and coaches alike see the similarities between the Texas Army National Guard and their team with regards to teamwork, dedication, and pride in community."

Master Sergeant Marmolejo says IHSFAN has been a valuable tool for engaging with high school athletes. "This program has given my team an excellent opportunity to engage with varsity teams and recognize them for their leadership, teamwork, and dedication."

Master Sergeant Andrew Marmolejo, NCOIC of Team 13 presents the IHSFAN Team of The Week Plaque to the coaches and players of the Hendrickson High School Football Team.



Master Sergeant Andrew Marmolejo, NCOIC of Team 13 presents the IHSFAN Team of The Week Plaque to the coaches and players of the Liberty Hill High School Football Team.



WELCOMING TEXAS' NEWEST WARRANT OFFICER CANDIDATES



WOC Musgrove will be working for the 72 IBCT as the Human Resource Manager. His duties will include the oversight of the Brigade HR Technician systems and functions. He will be responsible for processing awards, evaluations, promotions, pay functions, casualty assistance, and a host of additional records management functions. Warrant Officer HR Technicians are a vital component to the organizations personnel readiness and management.

The warrant officer procurement office and the TXARNG would like to welcome our newest warrant officer candidates, WOC Courade and WOC Musgrove! Both of these gentlemen will be working as Human Resources Technicians, MOS 420A.

WOC Courade will serve in the Army G1 OPM Office as a Human Resource Technician. He will be responsible for management functions which support the Army's Human Resource (HR) Personnel Management systems. In addition, HR Technicians perform duties as Section Chief in any HR Technical and Joint Field of Operations.



RECRUITING AND RETENTION
Warrant Officer Strength Mgr.



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WARRANT OFFICERS WANTED!

RR BADGE CRITERIA

WHAT IT TAKES TO BECOME A BASIC, SENIOR OR EXPERT RECRUITER

RR BASIC BADGE:



Soldier must have:

- Completed Recruiter Basic Training (RBT)
- Successfully completed 79T School at PEC
- Be assigned to a valid TXARNG RR Position

RR SENIOR AND EXPERT BADGE UPGRADE:



Soldier must have:

- Held lower badge level for 12 months
- Achieved 100% of cumulative assigned mission for 12 consecutive months
- Achieved a NET of 18 enlistments on a baseline mission of 24
- Had no more than one Erroneous or Fraudulent Enlistment
- No more than two Moral Waivers
- Achieved 84% Training Pipeline Success Rate
- An overall ship rate of $\geq 92\%$
- $\leq 10\%$ LNO Tickets
- RSP Involvement: RRNCOs will have specified RSP responsibilities
- Missed no more than 1 Battle Hand Off (BHO) within 30 days for all assigned Warriors during the FY
- Been recommended by his/her RRNCOIC
- Met Army APFT and HT/WT standards in FM 7-22 and AR 600-9
- Met AGCMDL criteria and not be flagged or facing adverse action

****CSM Dyer is available to resolve any requests regarding badge upgrades.****

References: NRG 601-1 Table 4-1 and Chapter 6-6 through 6-10. FY 2016 Recruiting and Retention Command Missioning Guidance

DECEMBER

- 1 Mid Quarter Conference Call
- 3 Command and Staff (Slides Only)
- 3 DAV Recruit Military Career Fair Houston
- 3 TM 16 16 Tuloso College Night
- 3 RSP DCS (South)
- 3-6 Best Warrior Competition
- 4 TM 13 – Trail of Lights
- 4 TM 14 – All State Rifle Competition
- 4 DAG South Texas Armory Visits – Ellington Fld
- 4 MEPS Non-Processing Day
- 4-5 TM 14 FFA Leadership Contest
- 5 TM 14 JROTC Drill Meet
- 5-6 JFHQ IDT
- 5 DAG South Texas Armory Visits – Hondo
- 6 TM 14 Rock and Roll Marathon
- 7 RGN II – BMX Saginaw HS Presentation
- 8 RGN IV – Change of Command Ceremony
- 8 Choice Career Fair Houston
- 8 Choice Career Fair
- 9 Hiring Our Heroes – Joint Base San Antonio Transition Summit
- 9 RGN II – BMX Cypress HS Presentation
- 7-10 DSMAC San Antonio
- 9 TM 15 Hiring our Heroes – San Antonio
- 10-13 RRC Best Warrior Competition
- 10 Choice Career Fair San Antonio
- 12 TM 12 NG Pizza Night
- 12 TM 12 CISC CTE Career Expo
- 12 RRC IDT
- 12 TM 14 Johnson HS Winter STUCO
- 14 TM 12 NG Pizza Night
- 15-17 ALL SITES RSP Training (Camp Mabry)
- 17 AGR Hiring Board
- 17-18 TM 16 CC Job Fair for Vets
- 19 Blue Santa Toy Drive
- 20 TM 16 Homeless Shelter’s Community Event
- 21-31 Block Leave
- 25 Christmas Day
- 30 New Year’s Eve

JANUARY

- 1 New Year’s Day
- 4 BSM Telecon
- 5-8 Command & Staff, 1st QTR PRB
- 7 Bring Your “A” Game to School BMX Event – Conrad HS, Dallas
- 8-10 WOCS Work Shop
- 11 BSM Telecon
- 12 ADOS Packets Due
- 14 DAV Recruit Military – San Antonio
- 15-17 1st Quarterly Challenge – Fredericksburg
- 18 Martin Luther King Day
- 22 OCS Workshop
- 23-24 JFQH IDT
- 25 BSM Telecon
- 27 Hiring Our Heroes Austin
- 27 Texas American Legion Job Fair - Austin

R&R/ BSM POCs

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