

Strong person serves as Sexual Assault Response Coordinator

By Yolie Canales

There is an old cliché that states, "Dynamite comes in small packages," which is an understatement when describing Dina Moreno Mabry, YPG's Sexual Assault Response Coordinator (SARC). Mabry, who stands about five feet in height, has been on board for approximately six months.

She comes from a varied background in which she has served as a fitness trainer; a martial arts instructor for 12 years; participated in mixed martial arts fighting for three years; served as an aerobic, strength training and kickboxing instructor, and, not to mention, rides a Harley Sportster 1200cc. She is truly an amazing lady.

Hailing to YPG from Fort Carson, Colo., Mabry serves as program manager working directly for the installation manager. Her job is to bring awareness, training and education in sexual harassment and sexual assault.

"In addition to serving as SARC, I also oversee the Victim Advocates (VA) of the installation," said Mabry. "VA's are the ones who provide advocacy services for any victim of sexual assault." Her job is to assign a VA to the victim who will take them from start to finish. "Whatever resources the victim may require such as counseling, medical or legal care, the VA is there to provide them with these resources," said Mabry.

Currently, YPG has three VAs on site who are on appointment orders and credentialed through the National Organization of Victim Assistance. Several other individuals are awaiting the approval to attend the 80 hour course.

Mabry said another aspect of her job is to raise awareness to anyone who believes they have been or are a victim of sexual assault by informing them that her office is available to them, in addition to a 24 hour hotline that can be accessed through the YPG and Morale Welfare and Recreation websites as well as The Outpost. "Since my arrival six months ago, I've started implementing these resources and displaying them throughout the installation, just in case someone out there needs help," she explained.

Mabry, an 11 year Army veteran, served as a Logistician Supply Sergeant and a battalion and brigade S4 representative. While serving in this capacity, she had many Soldiers talk to her about personal issues. This offered her the opportunity to listen and offer advice, something that came natural. Shortly thereafter, she was assigned as a lead SARC and she felt it was the right fit.

In most jobs, one can say there are unique things about the work such as rewarding experiences, goals and challenges. Mabry said the most unique thing about her job is the unique impact she has when working with a victim and that, no matter what happens, there are resolutions and resources in the end.

Particularly rewarding experiences for Mabry have been the people -- the interaction with them, the impact she has made, especially when they come back to give thanks for her support. "That is the ultimate reward of the job," she said with a smile.

Like any other job, there are challenges she faces. For example, YPG incorporates a small community and everyone knows everyone else. She



Dina Moreno Mabry, YPG's Sexual Assault Response Coordinator, brings awareness, training and education in sexual assault and harassment to the workforce. (Loaned photo)

said this could be a negative for the simple reason that everyone knows everyone.

"How do I overcome this? I have to build trust with the community. I

SEE COORDINATOR page 2

Local tamale festival has YPG-flavor /Page 2



Human Resource specialist stays busy all day /Page 4



Air Delivery branch workload growth nothing but up /Page 7



2 JANUARY 11, 2016 THE OUTPOST

Local tamale festival has YPG-flavor

By Mark Schauer

Tamales are an integral part of the desert Southwest's culinary and social fabric. It is only fitting that Somerton's biggest annual event is a 12-hour long street festival dedicated to the tasty delicacy.

This year, more than 25,000 people filtered through two blocks of the town just before Christmas to purchase and eat thousands of beef, chicken, pork, and green chili and cheese tamales from scads of vendors, mingle, and listen to a dozen live bands on stages at either end of the event area. Celebrities appeared in unexpected places, too: the familiar face serving your fare could be someone like Ultimate Fighting Championship fan-favorite Efrain Escudero.

"My mom decided she wanted to do this, so I'm here making some tamales," Escudero said with a smile. "I have to keep humble somehow."

It feels like it has been around for decades, but the event is a mere nine years old, the brainchild of members of the El Diablito Arizona State University Alumni Chapter, of whom brothers Carlos and Arturo Anaya, Somerton natives and test officers for YPG's Air Delivery and Munitions and Weapons Division, were charter members.

"Carlos and his family were instrumental in getting this event started," said Bill Lee, Somerton city manager. "Their commitment has been amazing. I can't say enough good things about them."

"We got the idea after graduating from college," said Arturo Anaya, who chairs the entertainment committee. "We were roommates and came back to Somerton and decided we wanted to do something for the community. We spoke to the city of Somerton and they liked the idea."

The El Diablito Alumni chapter retains 20 percent of all the proceeds from each tamale sold to fund ASU scholarships for local youth.

"All the proceeds from the event go to scholarships," said Anaya. "Our club has given over \$130,000 in scholarships over 15 years."

That figure includes proceeds from the group's popular annual



Carlos Anaya (right), YPG test officer, is the president of the organization that stages the Somerton, Arizona, annual tamale festival. "I use the duties I learned at YPG as a test officer in the event," he said. (Photos by Mark Schauer)

Halloween event, which predates the tamale festival by six years. Carlos Anaya, president of the organization, says YPG personnel have been staunch supporters, as both volunteers and patrons.

"The YPG people have been very supportive of our events. A lot of the supporters of our Halloween fundraiser were from YPG, which is one of the reasons we've become so big."

So big that the organizers are

considering expanding the size of the second stage and adding a second day to the event in future years.

"At the first festival, there were about 10 tamale vendors," said Arturo. "This year we had a total of 44. The club now has around 30 active members, but the founding group had 10."

"We never thought it was going to get this big," reflected Carlos. "But every year it gets a little

SEE **FESTIVAL** page3

THEOUTPOST

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COORDINATOR

want them to know that when they contact me or come through my door, they can trust that everything said is in strict confidentiality," said Mabry. "Little by little, I am building rapport with the people in our community. I'm making it a point to get out and let them get to know me as a person and not only as the SARC."

Most recently, she attended the Sexual Harassment Assault Response Program academy for seven weeks. Here she networked with many of her peers to learn new ideas and share the latest and most unique

information on the program that can enhance what she already has been trained to do.

In life, many have role models they look up to. For Mabry, it was her father. "My father was and will always be my greatest role model and inspiration with the biggest and most giving heart. He taught me motivation, encouragement and so much more. When you think you are at your lowest and alone, you're not. I learned from him that I need to give from the heart which, by far, is much more worthy than materialistic things," she said. *

Ultimate Fighting
Championship fan favorite
Efrain Escudero (left) was
one of the many people
in attendance at the ninth
annual Somerton Tamale
Festival, which is led by
YPG test officer Carlos
Anaya (right).



FESTIVAL

FROM PAGE 2

bigger, and the bigger it gets, the more motivated we become. We have over 200 volunteers helping out. We couldn't do it without them, as well as without our many sponsors."

The good food and fun are also are a major boon for the city of Somerton.

"It's a great event for not only ASU alumni members, but the city as a whole," said Lee. "We get to bring in folks from outside Somerton to our community and show off what Somerton is all about."

From the ATEC G-1 Director's Office

Lunch Periods & Breaks

Issue 16-04 20 Nov 15

Lunch

According to the Office of Personnel Management, a lunch or other meal break is an approved period of time, in a non-pay and non-work status that interrupts a basic workday for the purpose of permitting employees to eat or engage in permitted personal activities.

ATEC Regulation 690-5, Work Schedules allows for an <u>unpaid</u> 30-60 minute lunch period where the employee is free to eat or engage in permitted personal activities. The lunch period is to be reflected in the employee's official work schedule as unpaid time and <u>will occur in close proximity to the middle of the employee's tour of <u>duty</u>, unless defined differently in a collective bargaining agreement. All scheduled lunch periods are subject to supervisory approval. Lunch periods may not be taken at the end of the workday.</u>

By way of example, an employee may work a 0700-1630 tour of duty, 9.5 hours, with a 30 minute lunch from 1200 to 1230; or a 0700-1700 tour of duty, 10 hours, with a 60 minute lunch from 1130 to 1230. In both examples, the employee's tour of duty reflects the 9 hour paid workday and the 30 or 60 minute unpaid lunch period.

Breaks

Employers are obligated to give employees reasonable opportunities to use the restroom during the work day. Employers are not obligated to give employees smoke breaks or make special allowances for smokers.

Most employers allow short breaks during the day that are compensable as hours of work. These brief periods of absence can be used for personal needs to include use of restroom facilities, to smoke, to purchase beverages, etc. The employer can place limits on the number and length of such breaks. Within ATEC, breaks are to be reasonable in duration and frequency.

Footnotes

Other rules may apply for long shifts or exposures to the elements or other hazards.

If "breaks" are addressed in a collective bargaining agreement, employers must adhere to what was mutually agreed to by the union and management.

Cliff Dickman G-1, Human Resources Director

eOPF login update

We realize that many of you may not login to eOPF on a regular basis and may have to request your ID or a new password to access eOPF. Because this affects the entire Federal employee population, there will be a large number of eOPF Helpdesk requests during a short period of time.

The Helpdesk can only handle so many requests per day and requestors will experience delays in response. However, you can get a jump on this by logging into eOPF now and ensuring your access is current. Please take a moment now to do the following:

* Attempt to login to eOPF, cut and paste this URL into your browser

For Appropriated Fund employees: https://eopfl.nbc.gov/army/

For NAF employees: https://eopfl.nbc.gov/armvnaf/

* Click the "Accept" button, then click "Yes" to close the window.

* If you do not remember your eOPF ID, click on the "Request Your eOPF ID" link below the "SUBMIT" button and follow the prompts.

* If you do not remember your password, click on the "Request a New Password" link below the "SUBMIT" button and follow the prompts. After you have submitted your request for a new password you will be sent an email with an account verification link and a token. DO NOT go back to the logon screen, click on the verification link in the email and you will be prompted for your eOPF ID and the token.

Taking a moment now to perform these steps will enable your access to eOPF when the pay adjustment SF-50s are loaded. ★

Next Outpost deadline is noon January 14th
Sexual Assault Hotline:
920-3104

Report Domestic Violence: 328-2720





As a veteran, Paul understands the needs of relocating military families and is dedicated to assisting all families in locating their next rental home. He is also a retired Peace Officer who is very sensitive to the particular needs of placing law enforcement and their families.

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4 JANUARY 11, 2016 THE OUTPOST

Human Resource specialist stays busy daily

By Yolie Canales

Helping people reach their goals in the working world is what Dustin Angoco has been trained to do in his job as a Human Resource Specialist at Yuma Proving Ground's Civilian Personnel Advisory Center (CPAC). "In my present position, it is my job to recruit and fill jobs for the Department of the Army at YPG," said Angoco. "Personally, I believe people act as their own agents when applying for jobs seeking a better way to improve themselves."

Angoco said there is a process he follows once he receives the individual's application package. His responsibility is to review the package along with the manager where the vacancy is at, and assure all the qualification for the position have been met.

"There is so much work to be done at CPAC, there is only time for lunch and a break here and there. I like this, though, there is always work to do." He said he received great training while at North Carolina's CPAC. "Much of my training for this job, I received 'on-the-job' (OJT)

when I was an intern," said Angoco. "In addition, I also took official classroom training and my college degree is in human resources, which helps me tremendously."

Angoco, who served eight years in the Army as a track vehicle mechanic, decided to change lanes once he left the military in 2007. "I took a break from the military and went back to school to get my degree in a completely different field," said Angoco. When he joined the military, his MOS was in the mechanic field because he enjoys working on vehicles. "I figured I could get good training and certifications while in the Army. I have to say, I did gain a lot of experience repairing the Army's fleet while deployed to Iraq twice."

Angoco said, 'war is a 24-7 operation' and there is no down time. While he was deployed, many vehicles (tracked and wheeled) broke down while on the field and it was his job to go and fix it then and there as safely and quickly as possible, or tow it back to the shop, fix it and put it back on the field immediately. It

kept him extremely busy. "I recall a few times, I would see the sun come up, go down, come up, go down and come up again and I was still working," said Angoco. "I can honestly say, my two, back-to-back deployments provided me with some learning experiences which taught me to appreciate what I

now have. The good, the bad, the sad and everything in between, it was a quite an experience."

YPG has been quite an interesting place for Angoco. He said he learns something new about many unique and different jobs. This is why he takes his job as a recruiter seriously. "I want to assure the managers who trust in me to recruit the right person for these unique positions are qualified," he said. "YPG's mission

Human resources specialist Dustin Angoco, an eight-year Army veteran with two deployments to Iraq, is helping people reach their employment goals at Yuma Proving Ground's Civilian Personnel Advisory Center. (Photo by Yolie Canales)

is important to me especially, when recruiting. I care about our duty to the taxpayer, and I see myself as a steward of the merit system principles."

A native of San Diego, Angoco is thankful for his current job at YPG. "I have the better of two worlds; I'm close enough to go visit my parents in San Diego every weekend or go visit with my daughter in Northern Arizona. It's the best," he said. *





VIEWPOINTS

This year marks the 30 year anniversary of the first federally-observed Martin Luther King, Jr., holiday. We asked members of the workforce to reflect on Dr. King's rich legacy.

By Mark Schauer



Diana Mercer, travel camp

manager: I marched with Dr. King three times. I honestly don't know of any other man living that could earn my respect the way he did. He could calm anybody down, no matter what color they were: there was just something about him. His legacy is peace: that's what he wanted, and there would be a lot more of it in the world if he were still around.

Daniel Steward, wildlife

biologist: I went through the museum in Little Rock, Arkansas, about the North Little Rock Six, six students who attempted to integrate a high school in 1957. I read the articles quoting the elected officials and legislators of that time, and it was so shocking to see them take that position, up to closing the public schools. By today's standards what they said and did was appalling: we've come a long way.





Jessie Crawford, environmental protection specialist: He saw the future and pushed it through, at great risk to himself. Everywhere around

and pushed it through, at great risk to himself. Everywhere around him were people who wanted him to stop what he was doing, but he persevered. He had a hard head, and there is a lot to be said for that.

TSP 'Catch-up' contribution news

Federal employees who participate in the Thrift Savings Plan and will turn age 50 during the year are eligible to make TSP catch-up contributions. "Catch-up contributions" are supplemental tax-deferred contributions that employees age 50 or older (or turning age 50 during the calendar year) can make to the TSP beyond the maximum amount they can contribute through regular contributions.

To be eligible to make catch-up contributions, you must be:

- Age 50 or older anytime during the calendar year in which the catch-up contributions are being made (even if you become age 50 on December 31 of this year);

- Currently employed and in Pay Status;
- Making regular contributions to a civilian or uniformed services TSP account (or both), and/or an equivalent employer plan (such as 401(k), 403(b), or 408 plan), that will equal the maximum allowed by the Internal Revenue Service (IRS). See http://www.tsp.gov/ for the current year's limit.

You are not eligible to make catch-up contributions (or regular contributions) within 6 months of making a financial hardship withdrawal from the TSP, nor while in a "non-pay" status.

Please visit the TSP website http://www.tsp.gov/ for additional information regarding catch-up contributions. *



6 JANUARY 11, 2016 THE OUTPOST

Non-destructive testing upgrades maintain YPG's cutting edge status

by Mark Schauer

In an old proverb, a battle was lost because a horseshoe lacked a small nail that seemed insignificant.

In a modern day combat theater, a microscopic crack or bit of metal fatigue brought on by the tremendous, repetitive blast

pressures artillery pieces are subjected to while firing could ultimately put a mortar or mighty howitzer out of commission, which could threaten Soldiers'

At U.S. Army Yuma Proving Ground, nondestructive testing of everything from artillery to mortars to vehicle seats is an important, but sometimes overlooked part of the mission so far as the public is concerned.

In the test and evaluation world, however, YPG's Physical Test Facility is regarded as second-to-none, and

David Le, mechanical engineer, and his team as among the most experienced professionals in the field. The recent ongoing efforts to add or upgrade equipment like ultrasonic immersion equipment, a projectile imbalance measurement machine, a laser bore mapping system, and portable measurement machines mean YPG's cutting edge advantage in this critical area is still razor sharp.

"Before, we had the ability to detect cracks 25 thousandths of an

inch deep by 75 thousandths of an inch long," explained Le. "Now we have the requirement to look at finer cracks of five thousandths to 10 thousandths of an inch deep by 10 thousandths to 20 thousandths of an inch long, so the appearance is roughly as thick as a sheet of paper



David Le, mechanical engineer, inspects a portable coordinate measurement machine recently acquired by YPG's Physical Test Facility. This and other upgrades to the facility's equipment and capabilities ensure YPG remains a premier location for non-destructive testing. (Photo by Mark Schauer)

on the surface. We now have the equipment upgrade to define the smaller, higher crack on the bore surface."

The ultrasonic immersion machine was adapted for use for inspecting gun tubes from technology commonly used in the petroleum industry to inspect pipes. It uses water as the medium to impede the signal from a five channel transducer that electronically measures an object placed inside a massive tank. The outer tank holds 1400 gallons of

water and can accommodate the tube or breach component of even the largest towed howitzer in the Army's inventory. A smaller, 300 gallon tank within the larger one can be used for smaller items like a mortar tube. The project planning to construct this began about five years ago, and

will be placed into use early 2016.

"This new technology can be done here at YPG without the delay to ship an item to another laboratory or private industry to do it," said Le. "It makes a whole lot of sense for us to do it here all at once."

The transducer creates amazingly detailed electronic renderings of an item as is, but Le says it can be upgraded to have more data channels in the future, increasing the capabilities.

There have been other equipment upgrades in the lab, too. The proving ground's state-of-the-art laser bore mapping system, which previously had two data channels that rendered measurements accurate within one thousandth of an inch now has four data channels and is accurate to within one half of one thousandth of an inch. The lab also boasts a new portable coordinate measurement machine that is accurate to within two-tenths of one thousandth of an inch, a significant improvement over the previous one's

seven-tenths of one thousandth of an inch accuracy.

"These can be taken out to the field to take the baseline inspection of high stress points in three dimensions," said Le.

However, when there is time to bring the item in question in for a comprehensive inspection, the lab's most accurate stationary machine can measure an object accurately within 50 millionths of one inch.

Non-destructive artillery testing also extends to projectiles. The proving ground has a projectile imbalance measurement machine that can detect the dynamic center of gravity and inertia of a shell. It operates on the principle of measuring balance in a tire, albeit in an inherently lethal artillery shell and uses a cylindrical device to hold the projectile firmly in place as it undergoes intense revolutions. This manner of testing is important as a projectile's propellant could shift inside, especially in extreme temperatures, thus making the projectile off balance.

"If it doesn't meet what the specification calls for, it could cause the projectile to fly incorrectly," said Le. "This is especially true with expensive guided rounds."

With all of these upgrades, the Physical Test Facility is well-equipped to continue Le's philosophy of test.

"A picture is worth a thousand words," said Le. "By the same token, one measurement is worth a thousand guesses." *

Air Delivery branch workload growth nothing but up

By Chuck Wullenjohn

While the military test workload across the country has generally contracted since its peak five years ago, U.S. Army Yuma Proving Ground continues to lead all other Army Test and Evaluation Command test organizations in terms of direct labor hours devoted each year to testing weapon systems and munitions. Figures show YPG personnel expended 1.7 million man hours last year to accomplish the YPG mission. In 2010, the peak year, that number was 2.4 million.

A huge variety of weapon systems are tested at YPG, ranging from main battle tanks and self-propelled howitzers to unmanned aircraft and helicopter weaponry. Though the test workload has declined in most areas, one has continued to grow – the workload performed by YPG's Air Delivery Branch. When compared to the work performed by the branch ten years ago, twice as many test projects are now on the books.

The mission of the Air
Delivery branch is to test parachute
technology used to deliver payloads
from aircraft flying high above the
earth to accurate and safe landing
points. Senior Test Officer and Team
Leader Keith Allen attributes much
of the branch's growth to experiences
and lessons learned during combat
operations in Iraq and Afghanistan.
Combat activities mostly took
place on the ground, with air drop

operations resupplying ground forces using technology not as advanced as what is available today.

YPG has been working with "smart" parachute systems for many years that enable aircraft to deliver parachutes to precise landings, even when dropped from aircraft flying at high altitudes. "With the advent of precision air drop technology, we can directly supply a small team or unit in a restricted area," said Allen. "This eliminates risks necessary to provide supplies by ground convoy, which can be dangerous." These precision-guided systems are typically part of the Joint Precision Air Drop System (JPADS) family.

Another system being tested, the Low Cost Air Delivery system, more commonly known simply as LCADs, offers an additional benefit. A fairly basic air delivery system that is meant for one time use, it is dropped in mass at a fraction of the cost of more expensive systems. Because the system is disposable, Soldiers on the battlefield do not need to recover it.

Current air drop technology has proven its value to the Army, and personnel within the Air Delivery Branch work each day to bring it to the next level. "Many programs we test are improvements to existing systems with a goal of making them more accurate and/or more reliable," said Allen. "We offer customers a wide breadth of technical knowledge regarding experimental rigging and

the engineering know-how to analyze and present complex data in a useful manner."

Allen
believes that
making the
decision to
test at YPG for
air delivery
customers is
a "no brainer"
much of the
time. He touts
the extensive
range and
restricted air
space managed
by the proving

ground specifically for testing purposes as significant enticements. "That may seem insignificant, but many test locations are weighed down by numerous restrictions," he said. "You simply cannot perform the work we accomplish in many other places."

Allen says YPG testers take it for granted that they can conduct airdrops almost any day at 25,000 feet, but not so at most other installations, where tight schedules and restricted range time significantly limit test activities, resulting in frustration, disappointment and higher costs.

What does Allen view as



The mission of the Air Delivery branch is to test parachute technology used to deliver payloads from aircraft flying high above the earth to accurate and safe landing points. (Loaned photo)

the biggest challenge facing his test branch? He says it's the complacency resulting from knowing the United States is ahead of adversaries in air delivery technology that can lead to a lack of interest in improvements. "The moment we stop improving is when we start risking safety, security and other considerations we cannot violate," he said. "We do more with less at YPG. We have some great people here and we work hard with our customers to accomplish whatever is necessary."

The doubling of the Air Delivery Branch workload over the last 10 years indicates that its formula for success is a winner.

8 JANUARY 11, 2016 THE OUTPOST



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the past, E5s and below had to get

Army Emergency Relief available to Soldiers, **Families at YPG**

By Mark Schauer

With the holidays behind us, many people are bracing for the inevitable January credit card bills.

Whatever time of year, however, there is no need for Soldiers and Families to face being destitute. Army Emergency Relief, a nonprofit organization, has been giving Soldiers in need a helping hand for more than 70 years. Wherever in the world Soldiers and Families are, Army Emergency Relief stands ready to assist, even at relatively small posts like YPG.

"If it's a short-term emergency, we can provide emergency food for their shelf," said Mardy Clark, Family Support Division chief. "If it's bigger than that, we can provide Army Emergency Relief, which could be either a zero percent interest loan or grant."

Clark explained that short-term food aid comes in the form of \$25 or \$50 gift cards that can be redeemed at the commissary. As for loans or grants, the eligibility and amount is based upon the extent of the hardship. Further, Clark says the process of applying for loans is less onerous than people may fear.

"If they bring us the proper paperwork, we can provide a check for up to \$10,000 within a couple of hours."

Clark understands that some people may not seek out help out of concern that their finances will become a matter of public record, and is quick to point out this is not the case. Folks who come in for help are assured of confidentiality.

"We don't notify anybody. In



Mardy Clark, Family Support Division chief, prepares gift bags for 17 YPG children just prior to Christmas. Assistance is available to Soldiers in need throughout the year. (Photo by Mark Schauer)

their commander's signature for AER, but now they don't have to do that. If they come in to see us, it is anonymous except for people within AER who have a need to know."

Clark says the breadth of assistance goes beyond emergency cash and food needs. YPG's AER office has a closet with household appliances like microwave ovens, coffee makers, and inflatable mattresses available to Soldiers and Families who have need for them. AER also has an annual scholarship program for spouses and dependent children of Soldiers with awards that range from \$500 to \$3,300 per student.

Whether visiting the website at www.aerhq.org or calling the local AER office at 328-2332, Clark encourages all Soldiers, Families and retirees to see what help is available from AER prior to seeking loans from predatory payday and auto title lenders that charge exorbitantly high interest rates.

"Come here first and let us see what we can do to assist before you go elsewhere." ★

The Meaning of The King Holiday

By Coretta Scott King

The Martin Luther King, Jr. holiday celebrates the life and legacy of a man who brought hope and healing to America. We commemorate as well the timeless values he taught us through his example — the values of courage, truth, justice, compassion, dignity, humility and service that so radiantly defined Dr. King's character and empowered his leadership. On this holiday, we commemorate the universal, unconditional love, forgiveness and nonviolence that empowered his revolutionary spirit.

We commemorate Dr. King's inspiring words, because his voice and his vision filled a great void in our nation, and answered our collective longing to become a country that truly lived by its noblest principles. Yet, Dr. King knew that it wasn't enough just to talk the talk, that he had to walk the walk for his words to be credible. And so we commemorate on this holiday the man of action, who put his life on the line for freedom and justice every day, the man who braved threats and jail and beatings and who ultimately paid the highest price to make democracy a reality for all Americans.

The King Holiday honors the life and contributions of America's greatest champion of racial justice and equality, the leader who not only dreamed of a color-blind society, but who also lead a movement that achieved historic reforms to help make it a reality.

On this day we commemorate King's great dream of a vibrant, multiracial nation united in justice, peace and reconciliation; a nation that has a place at the table for children of every race and room at the inn for every needy child. It is a day of interracial and intercultural cooperation and sharing. No other day of the year brings so many peoples from different cultural backgrounds together in such a vibrant spirit of brother and sisterhood. Whether you are African-American, Hispanic or Native American, whether you are Caucasian or Asian-American, you are part of the great dream King, had for America. This is not a black holiday; it is a peoples' holiday. And it is the young people of all races and religions who hold the keys to the fulfillment of his dream.

We commemorate on this holiday the ecumenical leader and visionary who embraced the unity of all faiths in love and truth. And though we take patriotic pride that Dr. King was an American, on this holiday we must also commemorate the global leader who inspired nonviolent liberation movements around the world. Indeed, on this day, programs commemorating my husband's birthday are being observed in more than 100 nations.

The King Holiday celebrates Dr. King's global vision of the world house, a world whose people and nations had triumphed over poverty, racism, war and violence. The holiday celebrates his vision of ecumenical solidarity, his insistence that all faiths had something meaningful to contribute to building the beloved community.

The holiday commemorates America's pre-eminent advocate of nonviolence — the man who taught by his example that nonviolent action is the most powerful, revolutionary force for social change available to oppressed people in their struggles for liberation.

This holiday honors the courage of a man who endured harassment, threats and beatings, and even bombings. We commemorate the man who went to jail 29 times to achieve freedom for others, and who knew he would pay the ultimate price for his leadership, but kept on marching and protesting and organizing anyway.

Every King holiday has been a national "teach-in" on the values of nonviolence, including unconditional love, tolerance, forgiveness and reconciliation, which are so desperately-needed to unify America. It is a day of intensive education and training in Martin's philosophy and methods of nonviolent social change and conflict-reconciliation. It provides a unique opportunity to teach young people to fight evil, not people, to get in the habit of asking themselves, "what is the most loving way I can resolve this conflict?"

On this holiday young people learn about the power of unconditional love even for one's adversaries as a way to fight injustice and defuse violent disputes. It is a time to show them the power of forgiveness in the healing process at the interpersonal as well as international levels.

King once said that we all have

SEE **HOLIDAY** page 10

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to decide whether we "will walk in the light of creative altruism or the darkness of destructive selfishness. Life's most persistent and nagging question, he said, is 'what are you doing for others?" he would quote Mark 9:35, the scripture in which Jesus of Nazareth tells James and John "...whosoever will be great among you shall be your servant; and whosoever among you will be the first shall be the servant of all." And when Martin talked about the end of his mortal life in one of his last sermons, on February 4, 1968 in the pulpit of Ebenezer Baptist Church,

even then he lifted up the value of service as the hallmark of a full life. "I'd like somebody to mention on that day Martin Luther King, Jr. tried to give his life serving others," he said. "I want you to say on that day, that I did try in my life...to love and serve humanity.

We call you to commemorate this holiday by making your personal commitment to serve humanity with the vibrant spirit of unconditional love that was his greatest strength, and which empowered all of the great victories of his leadership. And with our hearts open to this spirit of unconditional love, we can indeed achieve the beloved community of Martin Luther King, Jr.'s dream. ★

Tips on how to handle stress

Submitted by Paul J. Kilanski Family Advocacy Program Manager

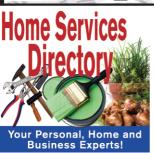
Stress affects everyone at times and can be difficult for couples to handle. Hopefully, this article will help you understand what causes stress and how to best manage it together.

Stress is a reaction to demands that feel overwhelming. Stress

can cause unpleasant feelings. When stressed, you may feel tense, insecure or irritable. You may feel fearful or powerless. You may also have physical reactions to stress such as headaches. Upset stomach or back pains. People under stress may see themselves as less capable and overwhelmed. Stress can make

SEE STRESS page 11

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STRESS FROM PAGE 10

it hard to do well in life and in relationships. In a relationship, one person's stress affects both partners. Stress can be caused by difficult times such as work problems or illness. But stress can also come from positive life experiences such as getting married or getting a promotion at work.

Stress causes you to be different from usual. Some changes caused by stress are: a change in mood from being comfortable to being upset or very quiet, a switch from solving problems to constant complaining, a shift from active to being tired and sleepy, less interest in interactions with your partner or feeling bad about oneself.

Stress can cause partners to turn against each other. Partners can get angry with each other about small issues. You may criticize and blame each other and get into arguments. You may stop discussing issues and solving problems together. You may avoid each other and feel apart and alone.

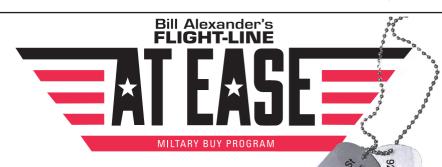
Stress can be outside or inside the relationship. Outside stress can be about work, family, money, health or legal problems. Long absences (such as travel for work or military service) can also create stress. Inside stress can be about one partner not feeling respected or appreciated.

Some couples experience stress if there is not enough love and intimacy. Sometimes the cause of the stress is not clear to the person who feels it.

How to help reduce the stress!

- Declare the stress as OUR stress, even if it is only one of you who is stressed. Listen carefully and allow your partner to vent their feelings.
- Be supportive and encouraging. Tell your partner that they are loved. Reassure your partner that this stress is temporary and that you can overcome it as a team.
- Strengthen yourselves for future stress. Practice talking and solving problems together.
- Share physical activities. Dance, hike or take a bike ride. Being active produces hormones that fight stress.
- Be playful and funny. Laughter reduces stress.
- Support each other in healthy eating, getting enough sleep and taking time for relaxation. Learn from past experiences. If you did well with stress, build on your successes. If you had a hard time, try to problem solve what you can do differently the next time. Be appreciative.
- Show affection. People who feel valued and loved are better able to





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