



# IMCOM-Sustainment Directorate Training

11 September  
2017

Installation Management Command integrates and delivers base support to enable readiness for a globally-responsive Army

**We are the Army's Home**

Serving the Rugged Professional

# Agenda

- Introductions
- BOSS Program Overview
- Team Building Exercise
- BOSS Strong
- Life Skills
- Storyboards
- Garrison Best Practices
- BOSS Conference AAR
- Wrap up



# Introductions

- Name
- What Garrison are you from?
- How long have you been involved with the BOSS program?
- What is one thing you will take back to your Garrison and use?
- What is one thing you were hoping to take away from this conference and still have a question on?

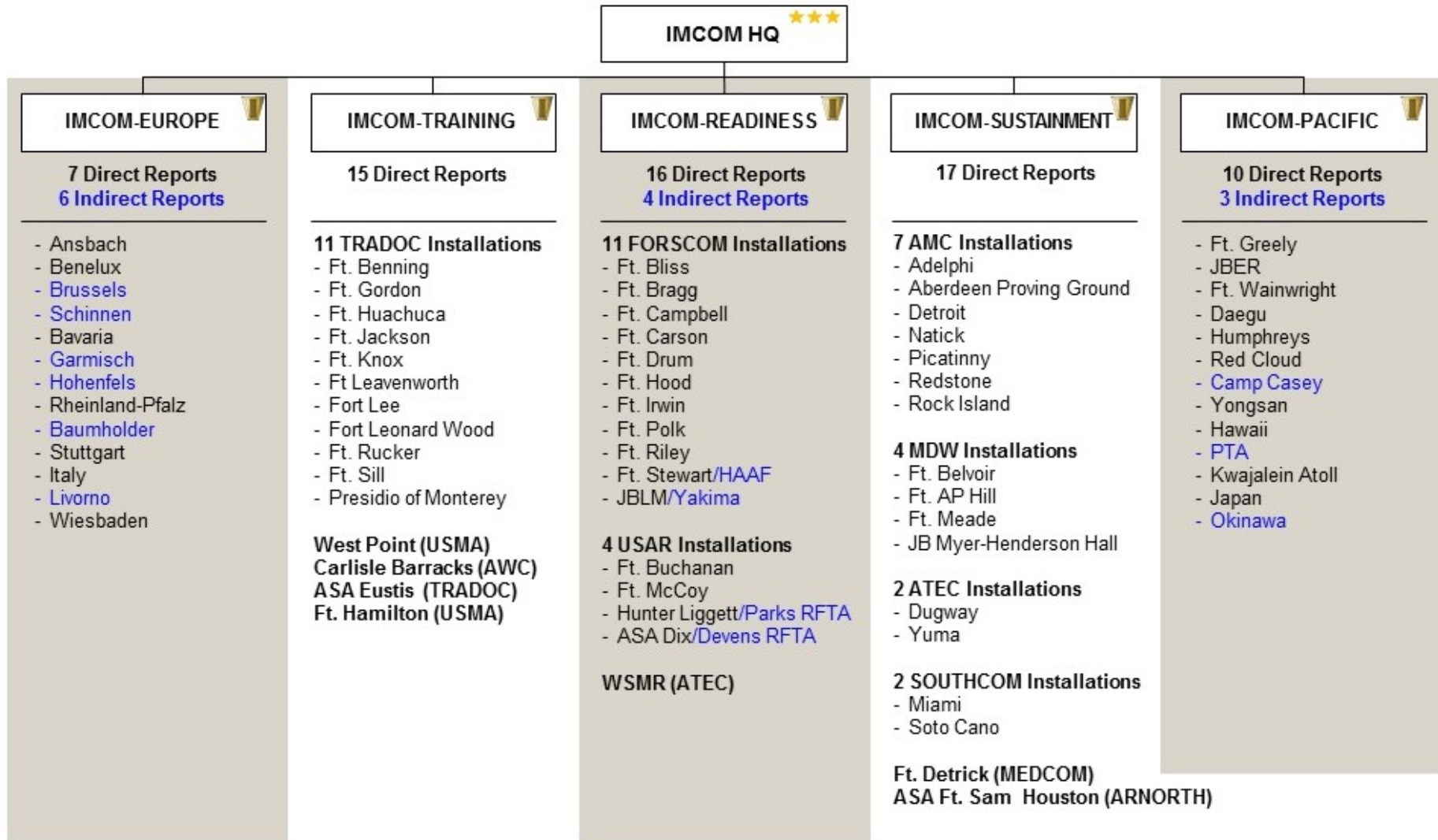


# IMCOM Transition

- On Nov. 1, 2016, IMCOM established three functionally-aligned directorates, co-located with Forces Command (IMCOM-Readiness), Training and Doctrine Command (IMCOM-Training), and Army Material Command (IMCOM-Sustainment)
- The directorates will be more efficient and improve mission command through unity of purpose, a smaller number of garrisons to manage, and similar demographics of communities.
- The directorates will solve functional challenges for garrison commanders, coordinate IMCOM HQ support, and drive/assess garrison execution of service delivery.



# IMCOM Directorates



# Director, IMCOM-Sustainment



Davis Tindoll

## IMCOM Mission

IMCOM integrates and delivers base support to enable readiness for a self-reliant and globally-responsive All Volunteer Army.

**US Army Installation Management Command**  
**IMCOM- Sustainment**  
4400 Martin Rd  
Redstone Arsenal, AL 35898  
United States



## CAREER CHRONOLOGY:

Nov 2016 – Pres: Director IMCOM SUSTAINMENT

Jul 2013 – Oct 2016: Director, Atlantic Region, US Army Installation Management Command, Joint Base San Antonio-Fort Sam Houston, TX

Aug 2011 – Jul 2013: Director, Atlantic Region, US Army Installation Management Command, Fort Eustis, Virginia

Jun 2007 – Aug 2011: Director, Southeast Region, US Army Installation Management Command, Fort McPherson, GA

Oct 2004 – Jun 2007: Deputy Region Director, US Army Installation Management Agency, Seoul, Korea

Aug 2004 – Oct 2004: Chief of Staff, US Army Installation Agency, Fort McPherson, GA

1974-2004 - United States Army, Active Duty Commissioned Officer



# The Single Soldiers' Voice

## MISSION

The mission of the BOSS program is to enhance the morale and welfare of single Soldiers, increase retention and sustain combat readiness.

## VISION

Program of choice for single Soldiers' perspective, ideas, feedback and input for all levels of Army planning.

Serve as a "targeted telescope" for the Commander.



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Better Opportunities  
for Single Soldiers



# The History of BOSS

- Community Family Support Center (CFSC) was tasked to develop programs for single Soldiers (1989)
  - BOSS was developed with an emphasis on **Recreation**
- BOSS program expanded in 1991 to include more aspects of a Soldier's life, including
  - **Quality of Life**
  - **Community Service**

*“With all the emphasis on family programs, have we overlooked the single Soldier?”*

*–SMA (ret) Julius Gates*

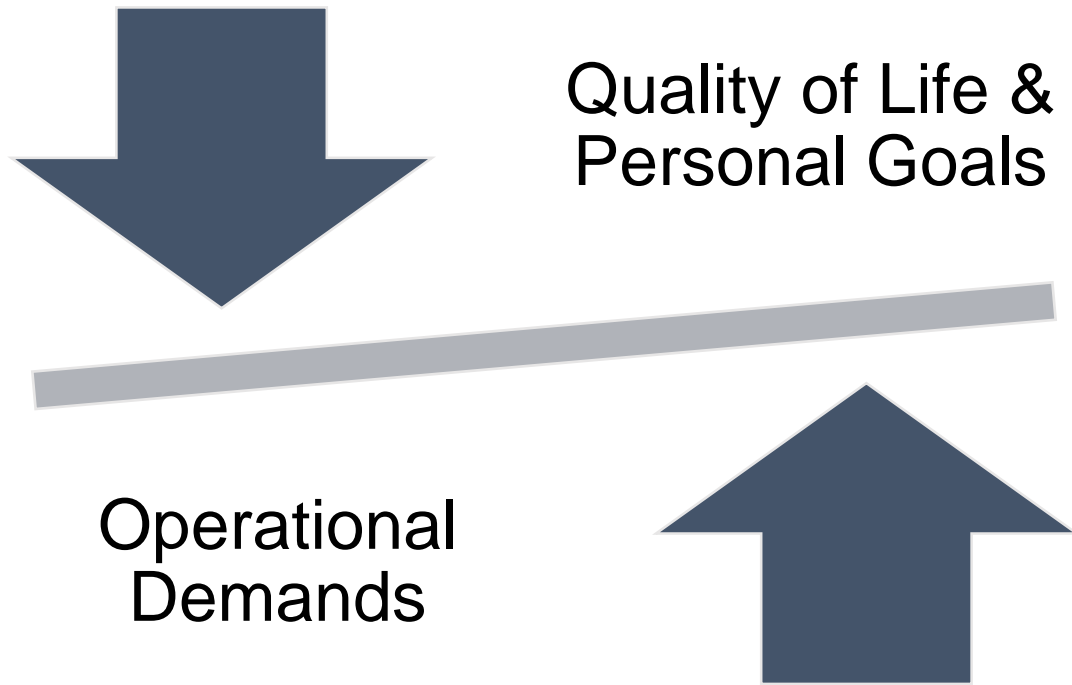
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# Why does it exist?

## Life can get out of balance



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# Building Future Leaders

ACTIVE & CONSTRUCTIVE SOLDIER



HAPPY SOLDIER



HIGH MORALE



RETENTION & RE-ENLISTMENT



COMBAT READINESS

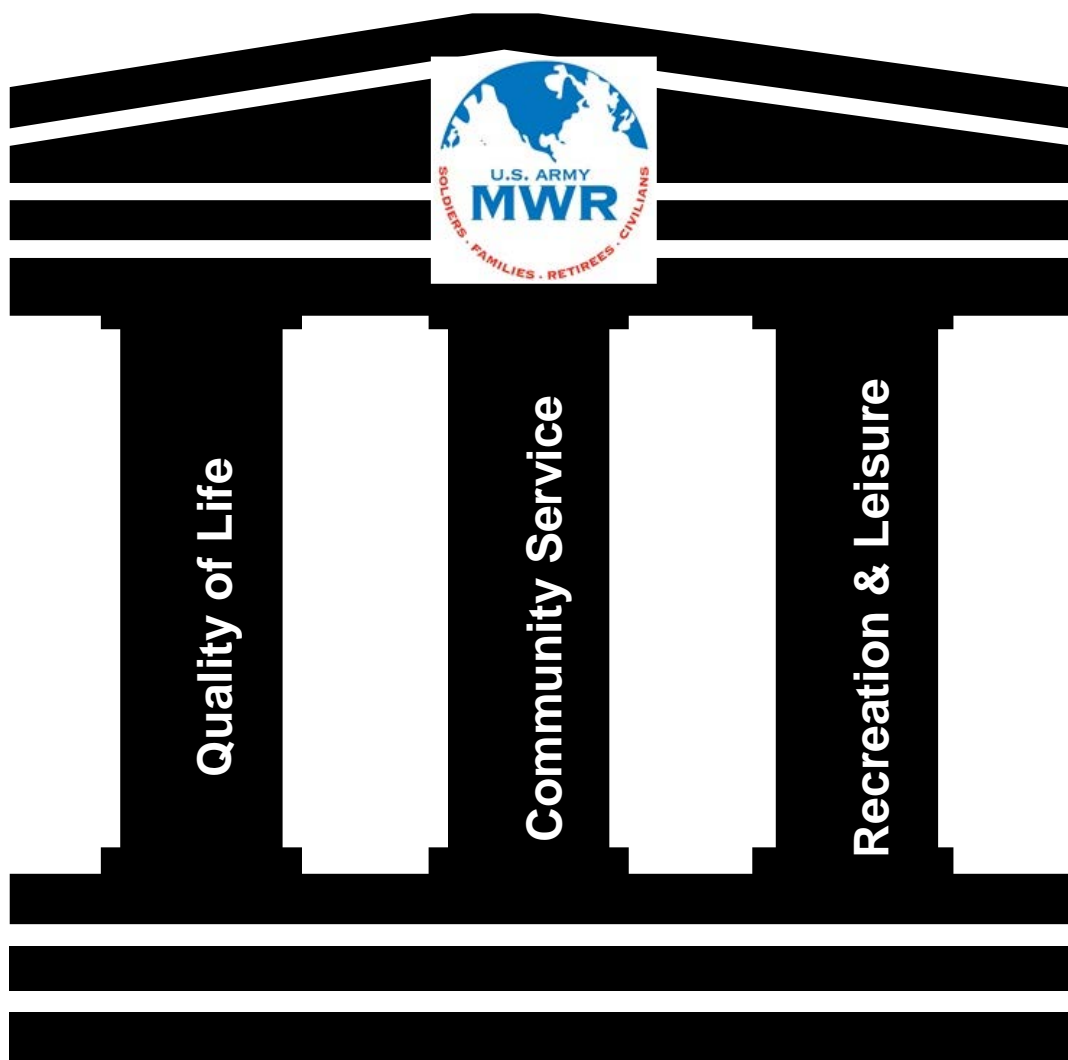


# So, why are you attending this training?

- To learn how to become an active and constructive member of the BOSS team which translates to a happier Soldier.
- To learn the skills necessary to help the Army achieve BOSS goals of high morale, retention, re-enlistment and combat readiness for single Soldiers.
- To improve your professional skills in the areas of
  - Learning how to evaluate work & work in professional teams
  - Communication in a work environment
  - Planning and implementation of events
  - Management of event finances
- Learn more about Family and MWR and how the processes work



# The 3 Pillars of BOSS



The BOSS program is facilitated through its three core components aimed at maintaining a balanced life: leisure and recreation, community service and quality of life. BOSS affords Soldiers the opportunity to assist in planning and execution of recreational activities for single Soldiers and provides direction for Soldiers interested in performing military and civilian community service-related projects. Community service projects provide Soldiers valuable experience, skills and a sense of community pride and ownership.

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# Quality of Life Pillar



Quality of Life

- Quality of Life includes those issues that Soldiers can directly or indirectly influence to enhance their morale, living environment, or personal growth and development. Issues raised during BOSS meetings will be directed to the appropriate command or staff agency for resolution on the installation. Army-wide issues are forwarded to the Army Family Action Plan Conference for possible DA resolution.
- Quality of Life issues are identified and raised during installation BOSS meetings and reported to the installation Headquarters for resolution.
- Soldiers' life issues resolved at the lowest level
- Issues that can't be resolved will be coordinated through IMCOM Regions to IMCOM HQ G9 DA BOSS Office.
- Issues include
  - Barracks improvements
  - Life skills

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# Quality of Life Pillar



Quality of Life

- Issues that concern the installation single Soldier rather than a few individuals
- Resolving issues contributes positively to the Army goal of readiness and retention of quality Soldiers.
- Resolution is considered attainable, weighing fiscal and manpower requirements against available resources.
- Working well-being issues
  - Research
  - Recommend
  - Document **DA 7380-R**
- Take a look at the form on the next slide

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# Quality of Life Pillar



INSTALLATION QUALITY OF LIFE ISSUE				
For use of this form, see DA circular 828-05-1; the proponent agency is ACSIM				
1. ISSUE			2. DATE	
3. SCOPE				
4. RECOMMENDATION				
5. ACTION TAKEN				
6a. BOSS PRESIDENT			6b. BOSS PRESIDENT PHONE NUMBER	
7. INSTALLATION CSM		8. MWR ADVISOR		
9. EXTERNAL COORDINATION (if necessary)				
a. ACTIVITY	b. CONCUR		c. INITIALS	d. DATE
	YES	NO		
10. DCA				
11a. CG RECOMMENDATION			11b. DATE	
<input type="checkbox"/> Approval <input type="checkbox"/> Disapproval <input type="checkbox"/> Other				
12. AFAP (if necessary)				

DA FORM 7380-R, MAR 97

## DA 7380-R

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# Quality of Life Pillar



Quality of Life

## Selecting issues to work on

- What kinds of issues are most relevant to the BOSS mission?
- **Does the issue affect one Soldier or many?**
  - The most important affect many Soldiers
- **Is anyone working on this issue already?**
  - How will you know?
  - If they are, ask for assistance from people who are already aware
- **Has it gone through the Chain of Command?**
  - Have they been given time to react and respond?
  - Keep the Chain of Command informed of progress

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# Quality of Life Pillar

## Communicating issues

### THIS WAY

- The bathroom toilet runs constantly. It's leaking onto the floor and destroying the tiles. It's been like that for 3 days.

### NOT THIS WAY

- I am tired of going to the bathroom and having to walk through 3 inches of water, because the toilets will not stop running. Why hasn't this been fixed? If I was married and living in Family Quarters, it would have been done already.



Quality of Life

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# Quality of Life Pillar



Quality of Life

**Involve the council in Installation committees such as:**

- Real Property and Planning Board
- DECA Council
- DPW Work Order Meeting
- ACS Advisory Council
- AFAP Conference
- Command and Staff
- FMWR – DS Meetings
- Community Health Promotion council (working groups)
- AAFES Council
- DFAC Council
- BOSS Meeting
- AFAP Steering Committee
- CSM Meeting
- FMWR Directorate Meeting

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# Community Service Pillar

Community Service

- BOSS makes a difference by volunteering in community projects and events. This is always voluntary in nature, and Soldiers find this to be personally rewarding.
- **Why community service?**
  - Builds a rapport with the community by supporting existing volunteer programs
  - Provides 'positive' visibility to the BOSS program and the installation
  - Gives Soldiers an opportunity to give back to the community, which increases Soldier morale
  - Demonstrates to the Chain of Command a willingness to build a good working relationship with the community
- **Potential rewards to the Soldier**
  - Volunteer certificates, medals and/or coins
  - A sense of self-esteem and increased well-being
  - Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience to the Soldier and the Army.

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# Community Service Pillar



Community Service

## How we can support local communities

- Besides the intrinsic value, community service brings credibility and helps show the value of the BOSS program. Some examples include:
  - Community Clean-up events
  - Mentoring school children, Read in the Schools, English tutoring
  - Visits to veteran's/ nursing homes
  - Visits to hospitals to support wounded Soldiers
  - Valentines' Day
  - Soldier's Against Drunk Driving (SADD)
  - Coaching and refereeing
  - Networking
  - Local organization partnerships
  - Care packages to deployed Soldiers
  - Participation in the Special Olympics
  - Big Brothers/Big Sisters programs
- **Measure, measure, measure!**



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# Recreation & Leisure Pillar

## Recreation & Leisure

- Fun activities are planned by the BOSS council working in conjunction with the MWR Advisor and CSM. These events are geared towards the desires of the Single Soldiers on that Installation.
- Customer Focused and Demand Driven
  - Soldiers identify, organize and plan events of choice
- Integrate and Maximize use of Facilities
  - Co-sponsor events with existing Family and MWR programming schedules



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# Recreation & Leisure Pillar

## Recreation & Leisure Events

### Some great ideas from the past

- Holiday and theme parties
- Sporting events
- Fitness challenges
- Outdoor activities
- Trips to major cities
- Concerts/amusement parks
- Fishing trips
- Camping trips
- Comedy shows
- Video gaming tournaments
- High Adventure – Life Skills Activities (Could be tied to QOL)
- BOSS Fear Factor
- Single Soldier Appreciation Days
- BOSS Awareness Drives (picnics)



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# Recreation & Leisure Pillar



## Recreation & Leisure

- What type of activity would BOSS like to offer?
- How many Soldiers would participate?
- Survey your Soldiers at BOSS meetings
- Conduct focus groups (work w/MWR Marketing)
- Consider the single Soldier demographics
- Consider the local Soldier population
- Consider surrounding communities/areas and facilities

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# Recreation & Leisure Pillar



## Recreation & Leisure

### Getting activity ideas from your BOSS Soldiers

- Brainstorm all activities
  - Consider all ideas—crazy things are fun and can lead to good ideas
  - Build on a good idea
  - Get all the ideas and then evaluate
- Then
  - Check the Installation Master Calendar
  - Check the training Calendar
  - Check the MWR Calendar

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# BREAK



# The Garrison BOSS Team Roles

## The garrison BOSS team:

- Is managed by a Senior Enlisted Advisor, MWR Advisor and a BOSS President
- Plan and organize events and community service
- Attend BOSS meetings
- Attend BOSS functions
- Family and MWR Advisor brings BOSS President to staff call and various councils

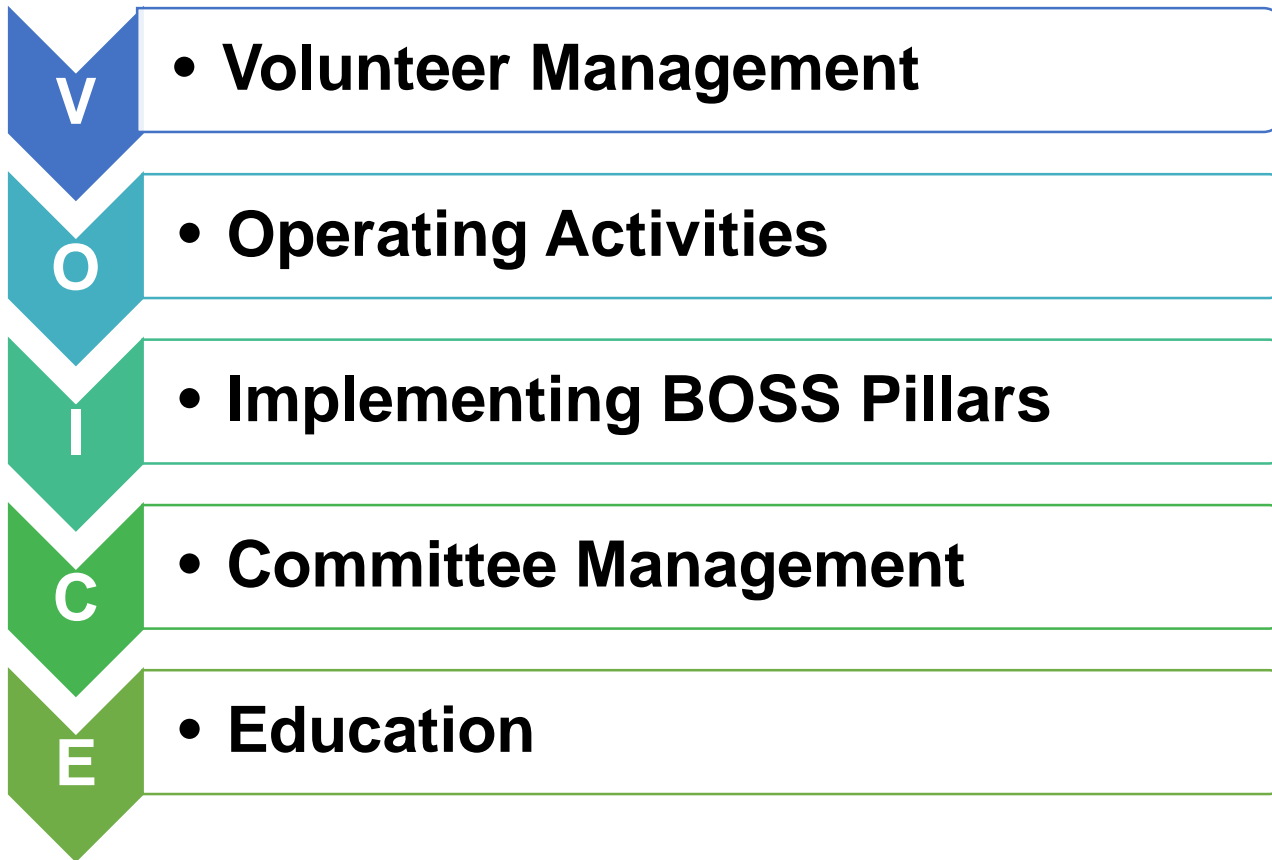


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# The Roles of the BOSS President

As the President, use your **VOICE**



# The Roles of the BOSS President

**V - Volunteer Management:** BOSS President oversees the Soldier volunteer hours to maintain records in accordance with accordance with Army regulations.

- Standards for tracking volunteer hours include
  - 1) Ensure all BOSS volunteers register and maintain records in accordance with AR 608-1, Chapter 5. (Army Community Service Reg)
  - 2) Track all volunteer hours using A4162 Volunteer Service Record form
  - 3) Reconcile all BOSS volunteer hours with Army Volunteer Corp. Coordinator (AVCC) monthly compiling the A4713 Volunteer Daily Time Record forms.

## **O - Operating Activities:**

- 1) Becomes an active liaison between the BOSS committee and the chain of command, Family and MWR Directorate and other outside agencies.
- 2) Ensuring Soldier well-being issues are tracked and reported in accordance with Army Records Information Management System, AR 25-400-2 (Para 3-4).
- 3) Sustaining a BOSS Continuity Book.
- 4) Maintaining a BOSS Ledger tracking revenues and expenses.
- 5) Serving as a workgroup management team member and/or delegate for the Garrison, Region and HQDA Army Family Action Plan (AFAP) conference.

**I - Implementation of BOSS Pillars:** Implementing BOSS Pillars requires budget and calendar planning along with marketing of special events and programs. Keen observation and coordination concerning the trademark of BOSS logos, managing marketing efforts such as bulletin board advertisements and kiosk displays, and budget and calendar planning considerations.

- Event and programming standards include:
  - 1) Planning of events in accordance with the Three Pillars of BOSS and Army BOSS regulations
  - 2) Annual budget and calendar planning
  - 3) Proper use and display of trademarked BOSS logos
  - 4) Timely and accurate display of information broadcasting BOSS news and events



# The Roles of the BOSS President

**C - Committee Management:** BOSS Presidents are in charge of the overall installation of BOSS committee meetings. Duties include planning, facilitating, and initiating installation meetings, maintaining meeting minutes, and recording attendance.

- Standards for committee management include:
  - 1) Plan and facilitate installation level meetings.
  - 2) Participate in (or designate someone to attend) recurring Garrison meetings such as Army and Air Force Exchange Service (AAFES) Defense Commissary Agency (DECA), Dining Facility, Family and MWR, etc.
  - 3) Maintain meeting minutes, attendance figures and forward to FMWR Advisor for review and Senior Military Advisor for approval and signature.

**E – Educate:** Performing outreach and educating the committee on the BOSS program is mission essential. BOSS Presidents, BOSS representatives, and participating Soldiers will communicate consistent messages about the installation BOSS program, remembering “One message, one voice.”

- As part of BOSS outreach and education, you will:
  - 1) Complete BOSS online training within 60 days of becoming BOSS President.
  - 2) Become a subject matter expert (SME) on your installation BOSS program.
  - 3) Inform and train BOSS committee members on BOSS responsibilities how they relate to overall BOSS operation.
  - 4) Communicate the BOSS committee the importance of partnering with other Family and MWR programs.



# The Roles of the BOSS Senior Military Advisor

- Serve as the senior enlisted advisor for the BOSS program.
- Meets with the BOSS President and MWR Advisor regularly.
- Ensures the executive council is trained.
- Attend/Monitor BOSS meetings and events.
- Ensures BOSS submits an annual operating budget.
- Communicate the BOSS program throughout the installation.
- Educate, inform and update the NCO support channel on the BOSS program.
- Review meeting minutes and provide feedback on quality of life issues.
- Invite the senior mission command sergeant major to BOSS meetings.
- Market and advertise the BOSS program; ensure proper branding.
- Ensure the BOSS President is allowed to access garrison level meetings, for example, IPB, DPW, AAFES, DECA, AFAP Steering, etc.



# The Roles of the MWR Advisor

- Coach, Train, Mentor
- Provides guidance to the BOSS program in planning activities and events
- Attend BOSS meetings and events when possible
- Work with BOSS to submit an annual operating budget and program plan
- Be the link between CRD/DFMWR and BOSS Program
- Assists the BOSS committee in developing a marketing plan
- Provide assistance in publicizing events
- Ensures training of BOSS committee members regarding MWR program responsibilities, purchasing, contracting, internal controls, and commercial sponsorship
- Provides guidance and information on the volunteer program
- Ensures ACRRO entry is completed quarterly



# The Roles of the Soldier Unit Representative

- Attend all scheduled meetings
- Raise appropriate concerns, issues, interests from their units
- Disseminate BOSS information to units
- Serve on committees and sub-committees
- Participate in community service activities, and recreation and leisure events
- Actively report any well-being issues



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# TEAM BUILDING EXERCISE



# Team Building Group Exercise

**Purpose of exercise:** Multi perspective, foster group discussion among BOSS leadership triad

- Break up into respective groups i.e. BOSS Presidents, Senior Military Advisors, MWR Advisors
- **20 minutes** to outline on presentation board (by group), 1) tips for success, 2) completes the sentence, “I wish you would...”, for all three groups (including your own) and, 3) BOSS issues from your “lens”
- Statements should be open ended, thought provoking and clear; stay on topic
- Divide your board or do one sheet per group. Complete the following for each group:
  1. Tips for your success
  2. I wish you would...
  3. BOSS issues from your “lens”



# LUNCH





# BOSS Strong



- Results
- How did it work?
- What worked well?
- What did not work well?
- How can we make it better?
- Associated funding
- Competition insight
  - - 08/09 Sep - Team departs for the Finals in San Antonio, TX
  - - 11 Sep - BOSS Strong Championship begins (competition is 11-24 Sep)

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**TEAM CHALLENGE**

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# Life Skills

The Life Skills Program consists of five (V) phases; Phase I (Gather Data), Phase II (Develop Plan), Phase III (Educate the Garrison), Phase IV (Implement the Plan) and Phase V (Evaluate).

- **Phase I (Gather Data).** Gathering information to better understand what currently exists on the installation, what resources are needed for the program, program cost analysis, customer demographics and their interest.
- **Phase II (Develop Plan).** With the aid of the MWR advisor, the BOSS council plans in tandem with the mission of the installation command to ensure cohesiveness. BOSS works in conjunction with other Family and MWR programs such as entertainment, recreation centers, auto skills, and outdoor recreation (ODR).
- **Phase III (Educate the Garrison).** Identify appropriate personnel to be briefed (e.g. BOSS Council, Garrison Commander, Command Sergeant Major, Program Managers) on the program. Prepare for and conduct program briefing to include; purpose, life skills definition, costs, measurable expectations, and timeline.
- **Phase IV (Implement Plan).** Execute the approved life skills activity.
- **Phase V (Evaluation).** Conduct analysis and feedback of the life skills activity by preparing an after action report and ensuring all activity participants complete the life skills survey immediately following.  
The life skills survey is located at  
<https://www.imcomsurveys.com/se/724B3387172B84E8>.





Garrison  
Name Here

Life Skills Event Name  
Here



Synopsis:

Provide a brief, 2-3 sentence summary of the 5 W's regarding the Life Skills event. This should be a summary only; the specifics will be entered in the next section!

Concept of Operations:

In this section you will provide a detailed explanation as to how this event will be conducted. It helps to break the event into phases, or to write using a chronological order. Include any external coordination that will be conducted. After completing this section, the reader should have a solid understanding of how the event is going to occur. Any contingency operations which may be required should also be listed here, such as alternate sites, instructor or weather contingencies, etc.

If you seem to need more space than this, you can always reduce font size. However, consider removing information that may be replicated elsewhere, such as the timeline of events which will be listed on page 2. Instead, focus on concepts of implementation and actors that will dictate success or failure.

If you don't need all the space, that's fine! Increase the font size slightly and move on. But, make sure you've been descriptive enough that the reader is left with few, if any, questions.

- Map of location of event, room layout, or other applicable diagram/image. Add a legend and symbols as needed.

Skills Taught:

- Develop quantifiable measures of success for the top 2-3 skills Soldiers will gain by participating in this event. Discuss skills and the measures of success using bullets and a very brief description. Bullets should not be more than one sentence. If you feel more skills are significant, add one more bullet listing all additional skills.





# Garrison Name Here

# Life Skills Event Name Here



### Registration:

- List the number of participants, method of registration, the registration deadline, and any other pertinent information such as cancellation policy or standby status. If necessary, use 2nd level text for subcategories, such as if certain slots are reserved for certain categories

### Timeline:

- List an anticipated timeline for all components of the event. Include transportation time and other considerations.
  - Use 2nd level text to denote involvement of any participants or facilitators who are not part of the entire program
  - 3rd level text can be used for contact information or other pertinent details, as appropriate

### Expenses:

- Briefly list all associated expenses. This should be a summary of the full budget. If preferred, this can be done in spreadsheet (column) format or whatever method is most appropriate. Include a total cost at the bottom.

### Marketing:

- List all major methods of marketing, to include partnerships. Consider PAO, MWR marketing, social media, flyer production, etc.

### Physical Takeaways:

- List any tangible items participants will take from the event and an approximate dollar value. This also includes informational handouts or items not purchased

### Decision Points:

- Discuss in bullet format any decision points which impact the ability to run this event, such as weather calls or other external factors

### MWR/External Coordination:

- List partnerships with any other MWR organizations to execute the event. List any external coordination requirements

### Action Officer:

Rank and name of Action Officer  
Email address and phone number





## Synopsis:

Fort Belvoir wants to conduct a Self Defense Life Skill by delivering a 30 person class at the Ft Belvoir Community Center with NOVA Self Defense and at Capitol MMA to learn the basics of self defense using two different styles of fighting.

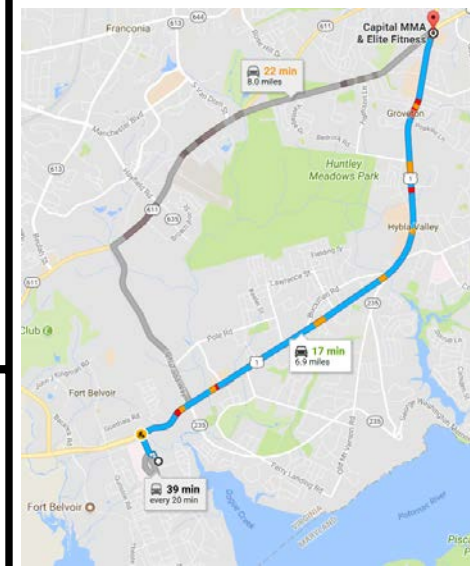
## Concept of Operations:

\*Coordinating with NOVA Self Defense, Capitol MMA, and Ft Belvoir Community Center will take place before 31 August. NOVA Self Defense and Capitol MMA require deposit of 1/2 of price with reservation and 1/2 at time of event. (If cancellation occurs, deposit is non-refundable).

\*Day 1- NOVA Self Defense @ Ft Belvoir- individuals will meet up at Community Center, dinner will be provided before hand. Individuals will have a block of instruction covering the basics to self defense at the start of class and then hands on portion to master the beginner skills

\*Day 2- Capitol MMA in Alexandria, VA- individuals will have the option to meet up at BOSS Lounge with provided transportation or meeting up at site. With reservation, individuals will cite how they plan to arrive. If carpooling is not sufficient, van will be provided.

Both events are indoors, so weather or other needs for contingency plans are not needed. If planned dates are not available, will reschedule dates for end of SEP to meet objectives.



Directions to Capitol MMA-

takes appx. 20 mins from BOSS Lounge

## Skills Taught:

- Participate able to demonstrate avoiding and verbally de-escalating violent encounters
- Participant able to demonstrate effectively defending oneself with simple, gross motor movements and strikes
- Participant able to demonstrate the basic of MMA grappling and striking.







## Registration:

- 30 participants per class, registration via email or contacting Ft Belvoir Community Center by 15 September.
- Individuals will be given cancellation instructions so that individuals on standby list will be able to participate.

## Marketing:

- Facebook Event on FtBelvoirBOSS Facebook page
- Email with flyer

## Decision Points:

- After event is planned/booked, there should be no decision points impacting the ability to run the event unless they cancel or we do.

## Timeline:

- NLT 1 SEP- coordination with NOVA Self Defense, Capitol MMA, Fort Belvoir Community Center for room rental. Email sent out to BOSS Team for sign ups
- 15 SEP- Last day of registration
- Day 1- NOVA Self Defense @ Ft Belvoir Community Center- 19 September 2017
  - 1730 NOVA Self Defense sets up room. Dinner provided to participants
  - 1800 Intro from NOVA
  - 1815 Start hands on portion
  - 2000 class complete, conduct AAR, clean up
- Day 2- Capitol MMA in Alexandria, VA- 26 September 2017
  - 1715 leave Fort Belvoir, VA
  - 1745 arrive at Capitol MMA
  - 1800 Class Starts
  - 2000 Class Ends, leave for Ft Belvoir
  - 2100 Arrive at Ft Belvoir, conduct AAR

## Expenses:

- Day 1 Expenses
  - NOVA Self Defense \$800
  - Community Center Rm \$300
  - Refreshments \$350
  - T-shirt \$ Handout \$500
- Day 2 Expenses
  - Capitol MMA \$900
  - Refreshments \$350
  - T-shirts & Handout \$500
- Total = \$3200

## Physical Takeaways:

- Handout from NOVA Self Defense and Capitol MMA about basics and T-shirts- Cost \$1000

## MWR/External Coordination:

- Ft Belvoir Community Center 10300 Taylor Rd, Ft Belvoir, VA 22060
- Capitol MMA 6301A Richmond Hwy, Alexandria, VA 22306 ph: 703-349-8828
- Nova Self Defense 607 S Ball St, Arlington VA 22202 ph: 919-302-0440

## Action Officer:

SGT Karen E Christensen



# BREAK



# STORYBOARDS





# Christkindl Market

**WHO:** Fort Riley Soldiers, Families, and community members

**WHAT:** Christkindl Market

**WHEN:** 12 Dec 2015, 1000-1600

**WHERE:** Riley's Conference Center, Fort Riley

**SUMMARY:** The Christkindl Market was held on 12 December at Riley's Conference Center. Over 4000 people had the opportunity to attend a German Style market that featured vendors selling homemade goods. In addition to the vendors, Riley's sold traditional German foods and gluhwein. Other enhancements included photo opportunities with a live reindeer, train rides, chainsaw carver, Frozen bounce house, face painting, sugar cookie decorating, children's choir and dance performances, and a visit with Santa.

**EFFECT:** Strengthen support between local and regional vendors, the surrounding community, and Fort Riley Families by providing an opportunity for all to convene and interact with one other in a holiday setting.

## Event Snapshot:

- 4,033 patrons (down from 5,139 in 2014)
- 95 booths (89 Vendor and 6 Sponsor booths)
- Survey results showed that Family Unity increased (4.16/5.00), Morale Increased (4.23/5.00) and satisfaction of event was high (4.68/5.00) after participating in this program



# Best Practices

## Input from Garrisons

- Community Service
- Quality of Life
- Recreation and Leisure



# BOSS Training AAR

- What worked/Didn't work
- What needs to improve
- What should remain that worked well

# Wrap Up

- Soldier Comments (take away)
- Advisor Comments (take away)
- Garrison CSM Comments (take away)
- FY18 BOSS Training
- Individuals to compete in directorate fitness challenge on the 12th



# Questions?





# BACKUP



# Agenda

<b>Time</b>	<b>Topic</b>	<b>Facilitator</b>
0800-0830	Introductions	Scott Scherberger/Individual
0830-0900	Why BOSS	Scott Scherberger
0900-0920	What are the Pillars of BOSS	Scott Scherberger
0920-0940	Garrison BOSS Team Roles	Scott Scherberger
0940-1000	Team Building Group Exercise Introduction and Setup	Scott Scherberger
1000-1015	Break	Individual
1015-1035	Group Breakouts	BOSS Presidents, Senior Military Advisors, MWR Advisors
1035-1115	Groups reform and discussion	All
1115-1130	Morning Recap – Break for Lunch	Scott Scherberger
1130-1300	Lunch	Individual
1300-1320	BOSS Strong	Scott Scherberger
1320-1340	Life Skills	Scott Scherberger
1340-1400	Storyboards	Scott Scherberger
1400-1445	Garrison Best Practices	All
1445-1500	Break	Individual
1500-1600	BOSS Conference AAR	All
1600-1700	Wrap up	All

# BOSS Presidents / MWR Advisors

## Discussion Questions

- How does BOSS Team track single Soldier participation in BOSS and FMWR programs?
  - Do you even care
  - Why is this important
- How does BOSS Team handle incoming requests for support?
  - Does BOSS receive requests for support
  - What's the process for declining/accepting requests
- How does BOSS Team get the word out on BOSS and FMWR?
  - Marketing/Staff Calls/Newcomer's/Formation
- How does BOSS Team interact with Partners (DeCA, PX, ACS, etc)?
  - Do they come to you or you to them (under what circumstances)
  - Do you provide "Thank You" notes
  - Do you invite them to speak at BOSS meetings
- Problem Solving
  - Getting Soldiers to show up to meetings
  - Getting/retaining Soldier volunteers
  - Getting leadership buy-in
  - Touting your successes/value
- How will you incorporate what you've learned into your BOSS program
  - Immediate
  - Short-term
  - Long-term
- Running Meeting – Why is it important
  - Planning
  - Training/Program/Location
  - Minutes
- How the Annual Operating Budget is constructed
  - Budget Process
  - Program Plan = Budget Plan
  - Development/Execution
  - How Program Plan is Developed
  - List programs/activities
  - List impact on Soldiers
- How is the BOSS Annual Operating Budget Briefed
  - Before/after budget approval



# CSMs

## Discussion Questions

- How is leadership utilizing BOSS on Army topics
  - SHARP, Suicide, etc
  - Formal directive
- How does leadership measure whether or not BOSS is “value added”
  - Projects completed
  - QOL fixes
  - Financial
  - Soldier participation
- How does leadership track BOSS pillars
  - Formal briefing
  - ACRRO
- How does leadership assist BOSS Presidents in their duties
  - BOSS Team on orders
  - Coach/Teach/Mentor
- How does leadership account for unit representation (or lack thereof)
  - Require sign-in roster
  - Hold unit commanders accountable
- How does leadership support BOSS
  - Show up to meeting
  - Recognize deserving Soldiers
  - Volunteer service at community events
- Does leadership receive copy of meeting minutes, sign and forward to GC
  - Shows interest in program
- Does leadership require review/analysis of BOSS financials (monthly, quarterly, annually)
  - Does BOSS President/Treasurer provide prompt briefings
- Does leadership attend BOSS meetings (listening mode)
  - Regularly/intermittently
- Region CSM Topics:
  - TBD
  - TBD

