

KANSAS

ARMY NATIONAL GUARD ★

Recruit Sustainment Program

Recruiting & Retention Welcome Packet



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ARMY NATIONAL GUARD ★



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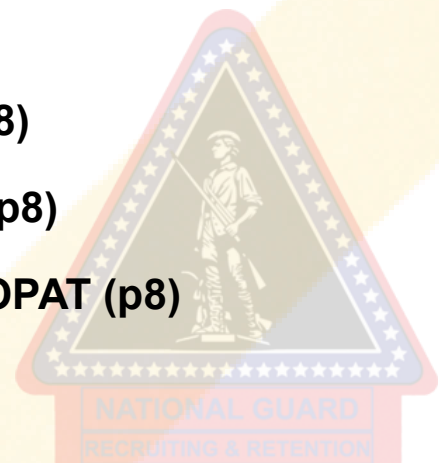
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DEPARTMENT OF THE ARMY
KANSAS ARMY NATIONAL GUARD
RECRUITING AND RETENTION BATTALION
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TOPEKA, KS 66611-1263

NGKS-RRB

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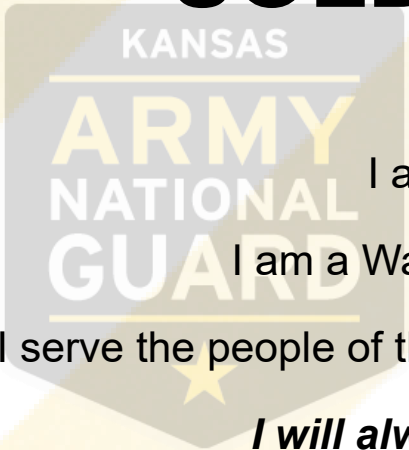
MEMORANDUM FOR RECORD

SUBJECT: Welcome Letter

1. Welcome to the Kansas Army National Guard! You have taken an important step not only for yourself but also for your community, state, and nation. By raising your right hand, you've joined a proud tradition of citizen-Soldiers who dedicated themselves to service, sacrifice, and excellence.
2. The Recruit Sustainment Program (RSP) is designed to prepare you for success as you ship off to Basic Combat Training and Advanced Individual Training. RSP will build your confidence, teach you the fundamentals of soldiering, and give you the tools needed to thrive in the Army environment.
3. To the families, I extend my deepest gratitude. Your support makes this journey possible. The sacrifices you make, time apart, shared challenges, and unwavering encouragement, are vital to your Soldier's success. Please know that your role is recognized, honored, and deeply appreciated.
4. It takes a special kind of person to do what you are doing and to see the value of service. Whether you serve six years or twenty, my hope is that you set goals that challenge you to achieve the highest possible outcomes. Remember, it all begins with one simple decision: never quit.
5. Five leadership focuses that will help guide your Army career and beyond:
 - a. **Always ask yourself, "What have I done to make this situation better?"**
Self-reflection drives growth and improvement.
 - b. **Always demonstrate a sense of urgency.**
Opportunities are finite; take action when it counts.
 - c. **Be the problem solver.**
Life presents challenges; focus on solutions and turn obstacles into victories.
 - d. **Cultivate self-awareness.**
Seek growth, seek feedback, and always strive to improve.
 - e. **Expect the standard, but demand excellence—from yourself and those around you.**
Excellence is contagious; set the example others will follow.
6. You've already proven that you are capable of something extraordinary by stepping forward when others did not. Carry that same mindset through every challenge you face, and you will succeed. We are proud to call you brothers and sisters within our ranks "Kansas Proud"
7. The POC for this memorandum is CSM Kimberly Fox at 316-213-3255 or kimberly.c.fox.mil@army.mil.

KIMBERLY C. FOX
CSM R&R BN
KSARNG

SOLDIER'S CREED



I am an American Soldier.

I am a Warrior and a member of a team.

I serve the people of the United States, and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills.

I always maintain my arms, my equipment, and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



The logo for the Kansas Army National Guard is a shield-shaped emblem. It features a yellow star at the top, the word "KANSAS" in a small font, and "ARMY NATIONAL GUARD" in larger, bold letters. The background of the shield is a mix of grey and yellow.

THE SEVEN ARMY VALUES

“LEADERSHIP”

LDRSHIP — Loyalty, **D**uty, **R**espect, **S**elfless Service, **H**onor, Integrity, and Personal Courage are the values we believe in as Soldiers. They provide guidance to live in accordance to what we believe. Think about the Army’s definitions below, and develop your own definitions, in your own words, as you adopt these values into your life.

LOYALTY: Faith in and allegiance to the Constitution, the Army, your unit and other Soldiers.

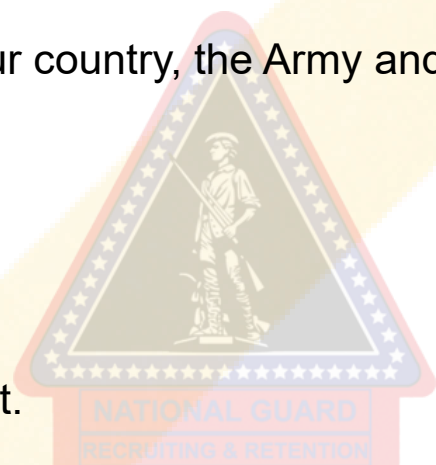
DUTY: Fulfilling your obligations as part of a team.

RESPECT: Treating others with dignity and expecting the same.

SELFLESS SERVICE: Putting the welfare of our country, the Army and your subordinates ahead of your own.

HONOR: Living up to these Army Values.

INTEGRITY: Do what is legally and morally right.



RSP PHASES, OVERVIEW

Red Phase

- First drill weekend as a new recruit
- Focuses on introducing Army fundamentals: Army Values, chain of command, rank structure, customs, and initial paperwork.
- Mostly classroom-based, ensuring recruits are mentally prepared, administratively correct, and physically fit for future training.



White Phase

- Second drill weekend
- Recruits participate in physical readiness training, basic military instruction, hands-on skills (first aid, map reading, drill and ceremony), and begin to adapt to military culture. Stripes for Skills occurs here for early promotion opportunities.

Blue Phase

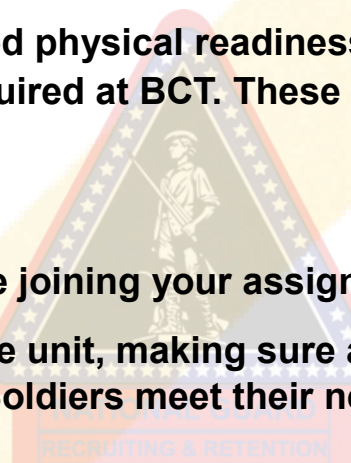
- Final drill before shipping to BCT
- Last-minute review, Q&A, and preparation for what to expect at Reception Battalion and BCT.
- Cadre ensure recruits are ready physically, mentally, and administratively for BCT.

Green Phase

- For split-option recruits who have completed BCT and are awaiting AIT
- Focuses on reintegrating BCT graduates, advanced physical readiness, leadership roles, and sustaining soldier skills acquired at BCT. These Soldiers may serve as junior mentors in RSP

Gold Phase

- Last drill after completing BCT and AIT, just before joining your assigned unit
- Administrative preparation for transfer to the home unit, making sure all paperwork is correct and readiness is complete. Soldiers meet their new unit and finalize any outstanding requirements.



COMMAND STRUCTURE AND POCs Your Recruiter will give you the name and contact info for their Section Chief and your RSP NCO. These are the people you call when you have an issue, in that order. A complete listing of all KSARNG RRBN personnel can be found by scanning or tapping the QR Code to the right. Choose the dropdown for “Recruiting” from the top (web) menu or the hamburger (mobile) menu.



DRILL SCHEDULE

The drill schedule for the rest of the year can be found by scanning or tapping the QR Code above. Choose the dropdown for “Learn More” from the top (web) menu or the hamburger (mobile) menu, then choose RSP Welcome Packet, then IDT Schedule.

DRILL ATTENDANCE You will attend each drill from the Drill Schedule above unless you are excused by the company commander. Your Recruiter is responsible for submitting a request if they think you have a valid reason to ask. If you must miss Drill and you are approved to, you can work out a time to make up drill with your Recruiter before Drill Weekend so you still get paid for the month.

PACKING LIST

Each month, you will need a refillable water bottle, two sets of workout clothes, two sets of clothes for the duty day (that you don’t mind getting dirty), pillow, blanket/ sleeping bag, hygiene items, shower shoes, and running shoes. Other specific reminders of what to bring will be in the monthly Drill Letter. NEVER bring weapons, tobacco, alcohol, pornography, tank-tops, leggings or yoga pants.

APPEARANCE AND UNIFORM You will learn Army appearance and uniform standards and you are expected to abide by them. NO NEW TATTOOS OR PIERCINGS until after you are done with BCT and AIT. Read about Appearance and Grooming Policies in Chapter 3 of AR 670-1, by scanning or tapping the QR Code above. Choose the dropdown for “Learn More” from the top (web) menu or the hamburger (mobile) menu, then choose RSP Welcome Packet, then AR 670-1 Ch 3.

COMMON ACCESS CARD (CAC) You can make an appointment for a new or updated CAC (military ID) through the RAPIDS ID Card Office Online website, with walk-in options available at some locations <https://idco.dmdc.osd.mil/idco/>

KANSAS

MILITARY PAY Use the calculator found by scanning or tapping on the QR code to the right to see what you will make for a Drill Weekend, during Annual Training, and your monthly pay during BCT and AIT. Ask your Recruiter for more info.



A good explanation of Army ranks can be found by scanning or tapping the QR code to the left. You can read about the overall Army rank structure and, specifically, about your current rank and pay grade as well as how to plan for promotions over the next several years. Make a plan for promotion with your Recruiter.

PROMOTIONS

STRIPES FOR SKILLS & STRIPES FOR BUDDIES

You could earn early advancement in rank and pay grade by taking advantage of these two programs from the National Guard. Scan or tap the QR code on the right for a detailed explanation and talk to your Recruiter about your options. Early advancement means you could earn a lot more money when you ship out to BCT and AIT.



PHYSICAL FITNESS & THE AFT



You will take part in physical training at Drill. However, this one weekend each month is not enough to get into Army shape or stay in Army shape. All Soldiers must take and pass the Army Fitness Test (AFT). If you scan or tap the QR code on the left, you can find written information and instructional videos about each event as well as suggestions for specific exercises you can do throughout the month to set you up to pass the AFT sooner and with a higher score. On a mobile device, the videos are inside the “Read More” buttons.