

VERMONT ARMY NATIONAL GUARD

2024 POST-DEPLOYMENT YELLOW RIBBON RESOURCE GUIDE



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Online
www.ngfamily.vt.gov



YELLOW
RIBBON
REINTEGRATION
PROGRAM

YELLOW RIBBON RESOURCE GUIDE

This binder was created with you and your family in mind. We wanted to make sure all the resources available to you were gathered in one place for easy access. The programs and services detailed in this guide can help you access any resource you and your family may need. All the resources within the Vermont National Guard are here as well as our community partners that have been vetted.

For our National Guard and Reserve families it is more difficult to connect with resources, unlike the Active-Duty Components. Active-duty posts and bases typically have legal, Family Advocacy, Education, and so forth right there for their families to access. In Vermont, we don't have that luxury. We understand that you and your families are counting on us to provide you with the means to access all the services you need. We always welcome feedback from our families on what might be missing, and how we can make this guide more relevant and accessible to you, our customers. Please do not hesitate to contact me or any of my staff if you would like to provide us with feedback.

Thank you,
Miriam G Boyle
Director, Family Programs
miriam.g.boyle.civ@army.mil

Put Vermonters First

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UNIFORMED SERVICES EMPLOYMENT & RE-EMPLOYMENT ACT(USERRA) OVERVIEW

1. NO JOB DISCRIMINATION BASED ON MILITARY SERVICE
2. NO MANDATORY USE OF VACATION TIME OR VACATION PAY FOR MILITARY DUTY
3. NO RETALIATORY ACTION (DOES NOT PROHIBIT EMPLOYER ACTIONS BASED UPON MISCONDUCT BY EMPLOYEES)
4. REEMPLOYMENT AFTER MOBILIZATION OR OTHER ACTIVE SERVICE

SERVICE MEMBERS' CIVIL RELIEF ACT(SCRA) OVERVIEW

PROTECTIONS AND RIGHTS AVAILABLE UNDER SCRA

1. REDUCTION OF CREDIT INTEREST RATES
2. CONTINUATION OF COURT ACTIONS
3. AVOIDING REPOSSESSION OR FORECLOSURE
4. TERMINATION OF LEASES
5. TERMINATION (OR SUSPENSION) OF CELL CONTRACTS
6. REINSTATEMENT OF CIVILIAN HEALTH INSURANCE

WHAT CAN I DO IF A LENDER IS TRYING TO REPOSSESS MY CAR OR FORELOSE ON MY HOME?

SEE LEGAL ASSISTANCE LAWYER

SELF-HELP REPOSSESSION FROM ACTIVATED MILITARY IS PROHIBITED

REPOSSESSION OR FORECLOSURE OF MORTGAGE PROHIBITED:

- WHILE ON ACTIVE DUTY
- MILITARY SERVICE MATERIALLY AFFECTED YOUR DEFENSE
- FORECLOSURES NOT IN COMPLIANCE WITH SCRA IF MADE DURING THE PERIOD OF MILITARY SERVICE OR WITHIN 3 MONTHS THEREAFTER

STORAGE LIENS MAY NOT BE ENFORCED, EXCEPT BY COURT ORDER

POWERS OF ATTORNEY

LEGAL DOCUMENT GIVING ANOTHER PERSON AUTHORITY TO ACT FOR YOU - AVAILABLE FREE FROM JAG

1. GENERAL - DOCUMENT GIVES UNLIMITED AUTHORITY (BUT MAY NOT BE ACCEPTED FOR ALL PURPOSES)
2. SPECIAL - DOCUMENT THAT SPECIFIES THE INDIVIDUAL POWERS BEING GRANTED TO THE PERSON
3. SPECIAL PURPOSE TYPES - IN LOCO PARENTIS, HEALTH CARE

TAXES

TOTAL TIME OF EXTENSION:

= 180 DAYS FROM LAST DAY IN COMBAT ZONE OR QUALIFIED HAZARDOUS DUTY AREA.

+ NUMBER OF DAYS FROM DEPLOY DATE TO 15 APRIL

OR UNTIL LAST DAY OF CONTINUOUS HOSPITALIZATION FOR INJURY FROM SERVICE IN CZ OR QHDA.

EXAMPLE

- DEPLOYED TO CZ 15 MARCH 2019; LEFT CZ ON 1 MAY 2020
- MUST FILE 2019 TAX RETURN NOT LATER THAN 1 DECEMBER 2020

TAX RELIEF: EXCLUSIONS FROM GROSS INCOME

- BASE PAY EARNED IN CZ OR QHDA
 - ALL BASE PAY FOR ENLISTED PERSONNEL & WARRANT OFFICERS
 - OFFICER PAY TAX EXCLUSION IS LIMITED TO HIGHEST RATE OF ENLISTED PAY (\$8,803.50 / MONTH AS OF 2019, INCLUDING HF/IDP)

ENTIRE MONTH'S PAY IS NON - TAXABLE, IF PRESENT ONE DAY IN CZ OR QHDA DURING THAT MONTH

MILITARY PAY REMAINS SUBJECT TO SOCIAL SECURITY & MEDICARE TAXES

WHERE TO GET HELP

TO REQUEST A LEGAL ASSISTANCE APPOINTMENT TO ASK ABOUT ANY OF THESE TOPICS CONTACT THE LEGAL OFFICE AT CAMP JOHNSON

(802) 338-3082

Financial Readiness

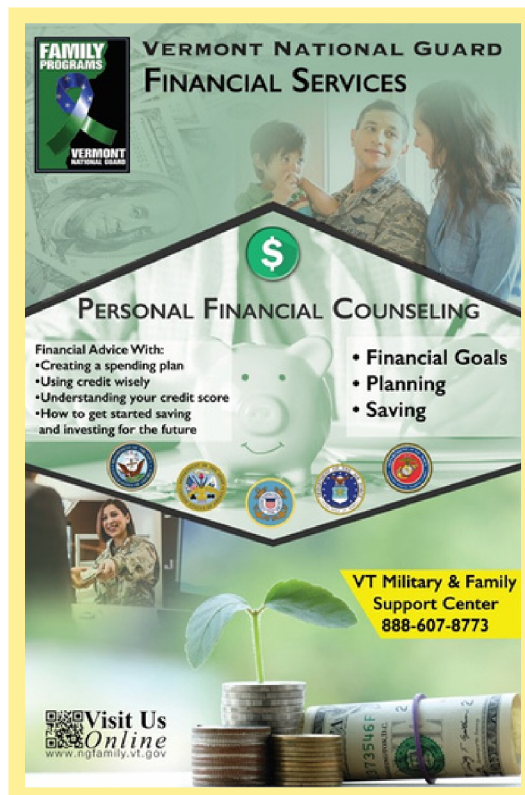
Personal Financial Counselor

Megan J. Sather

Phone - (802) 338-3446

Email - megan.j.sather.ctr@army.mil

Vermont Veterans Outreach Personal Financial Counselor provides financial services to Vermont's Veterans, Service Members, and their families. These services include budgeting, debt reduction, retirement planning, and much more. Our Family Program Personal Financial Counselor can assist you in your efforts to become financially stable and independent. The Personal Financial Services integrates within the military life-cycle; from pre-deployment financial preparation activities through transitioning from the military to civilian life. These services are free, confidential, and available to Veterans, service members, and their families residing in Vermont.



Sources of Help for Military Service Members and Their Families

Consumer Protection Agencies

VT Attorney General's Consumer Assistance Program: www.uvm.edu/consumer

Federal Trade Commission, Bureau of Consumer Protection: www.ftc.gov

Consumer Financial Protection Bureau: www.consumerfinance.gov

Better Business Bureau: www.bbb.org

Credit Reporting Agencies

Equifax: www.equifax.com (888) 548-7878

Trans Union: www.transunion.com (800) 916-8800

Experian: www.experian.com (888) 397-3742

Annual Free Credit Report: www.annualcreditreport.com

Identity Theft

FTC - Report the incident and receive a recovery plan: www.identitytheft.gov

Common Scams and Frauds- How to protect yourself and respond

www.usa.gov/identity-theft

Financial Readiness

Sources of Help for Military Service Members and Their Families

Tax Assistance

Tax Information for Current and Former Military Personnel:

www.irs.gov/individuals/military

Vermont Department of Taxes: www.tax.vermont.gov

Military Pay

DFAS: www.dfas.mil (888) 332-7411

Military Compensation and Blended Retirement Calculators:

<https://militarypay.defense.gov>

Credit Counseling and Debt Management

Financial Counseling Association of America: www.fcaa.org

National Foundation for Credit Counseling: www.nfcc.org

Saving and Investing

Retirement and Savings Calculators (ASEC) www.choosetosave.org

Thrift Savings Plan: www.tsp.gov

Financial Tools and Information (FINRA) www.saveandinvest.org

Helping Debtors become Savers www.powerpay.org Includes Power Save

Consumer Information Sites

Federal Citizen Information Center: www.pueblo.gsa.gov

Kelley Blue Book: www.kbb.co

Edmunds: www.edmunds.com

NADA Car Guides: www.nada.com

Local Readiness Resources

VT National Guard Family Programs: www.ngfamily.vt.gov

Military OneSource: www.militaryonesource.mil

VT Air National Guard Family Readiness: www.158fw.ang.af.mil/FAMILYREADINESS/

Red Cross Services



**American
Red Cross**

Service to the Armed Forces

Access to Financial Assistance

If your family has an emergency financial need, the Red Cross, in partnership with military aid societies, provides access to emergency financial assistance. Call toll-free at (877) 272-7337, 24 hours a day, 7 days a week.

Information and Referral for Support

When you need assistance, the Red Cross can connect you to national, community, and government resources to assist you and your family. Contact your Red Cross office.

American Red Cross of Northern New England
2 Maitland Street
Concord, NH 03301
(603) 225-6697 | www.redcross.org/me

Building Resilient Families

The American Red Cross offers resiliency programs for members of the Armed Forces, veterans, and their families. Workshops are available free of charge in hometowns across America as well as on military installations around the world. The programs are similar in their mission to teach effective resiliency skills as preventative tools for the challenges and stress of military life. All resiliency programs are available free of charge, confidential and led by licensed mental health professionals with additional Red Cross training. To learn more or register for our resiliency programs, visit:

- Coping with Deployment: Psychological First Aid courses at redcross.org/cwd
 - Reconnection Workshops at redcross.org/reconnectionworkshops
 - Mind-Body Workshops at redcross.org/mindbodyworkshops
-

For information about other Red Cross programs, services, and volunteer opportunities in your community visit redcross.org/military.

TRICARE/Martin's Point

Post-Activation

- TAMP for 180 days
- Call to re-enroll in Tricare before 180 days expiration.

Humana Military (877) 298-3408 NG Number

Be sure to update your and your family members' information in the Defense Enrollment Eligibility Reporting System (DEERS). If DEERS isn't up to date, you may miss important information or lose your TRICARE coverage. To find out more about your coverage options when you return home, check out the TRICARE Choices for National Guard and Reserve Handbook. Learn more about Qualifying Life Events on the TRICARE website and take command of your health.

How To Get Care

For those enrolled to TRICARE Prime with Humana Military

Call **(877) 298-3408** The Humana Military National Guard number for any questions about coverage, providers, or claims

- There is no card for TRICARE Prime. Use your military ID card for proof of coverage.
- You can download a wallet card at:
<https://tricare.mil/Resources/GoPaperless/NewTRICARECard>
- You will need a referral from your primary care provider for all specialty care.
- You must also use network providers for specialty care and they can be found on the Humana website at: www.humanamilitary.com/beneficiary/ or by calling **(877) 298-3408**.
- Urgent walk-in care and emergency care are covered wherever you may be. While traveling or out of area Routine Care is NOT covered.
- Some maintenance medications (those that you take every day) may need to be set up with the mail-order pharmacy. Call Express Scripts at **(877) 363-1303** to find out if your medications are on the list and set up payment and home delivery.
- If you have other health insurance it will be primary over TRICARE for all care and pharmacy.
- Call to re-enroll in Tricare Reserve Select

TRICARE/Martin's Point

For those enrolled to Martin's Point TRICARE Prime

Call **(888) 674-8734** Member Services or Denise Luck **(866) 740-2623** for any questions about coverage, providers, or claims

- Use your Martin's Point USFHP card as proof of coverage for all care and Pharmacy. If you did not get your card call the numbers above to request one. Do not show your military ID, ONLY your Martin's Point ID card.
- If your specialist is in the Martin's Point network you need a written referral from your primary care provider, not communicated DR to DR.
- You must use network providers for specialty care when available and they can be found on the Martin's Point website: <https://martinspoint.org/explore-military-benefits/find-a-provider>

When using our web search tool, DO NOT check the button for "Martin's Point Health Care Centers Only" under "Select Type of care".

Call **(888) 674-8734**

- Urgent walk-in care and Emergency Care are covered wherever you may be. While traveling or out of area Routine Care is NOT covered.
- Maintenance medications (those you take every day) Must be set up with the Mail order pharmacy. Call your prescribing provider and have them submit your prescription electronically to the Martin's Point Pharmacy. Then follow up with a call to the Martin's Point Pharmacy **(800) 707-9853** to be sure we received your prescription and set up payment.
- If you have other health insurance it will be primary over TRICARE for all care and pharmacy

Local Representative:

Christopher Brosseau

christopher.brosseau@martinspoint.org

(802) 881-5723

Child & Youth Services

What We Do...

We are a youth program focused on providing resources, training, and leadership opportunities, as well as creating local community-based networks of support to meet the social, emotional, and academic needs of youth impacted by a family member's military service.



Youth Deployment Resources

Military youth can thrive not just survive their loved one's deployment.

Youth Deployment Resources Binder: VTNG Child & Youth Program has created a binder full of resources specifically for youth and families with youth of deploying VTNG Service Members. Here is what you will find in the binder:

- **Top Deployment-Specific Resources** - The best of the best resources for families with children who will be experiencing a deployment.
- **Emotional Health Resources** - Helping support any age youth with the journey that is deployment.
- **School Resources** - Ways to help create two-way communication between you and your child's schools.
- **State-Specific Resources** - Local resources to connect you to support services that are near you.

Register to receive your copy by following this link:
www.surveymonkey.com/r/WGLG6HK
or by scanning the QR code to the right.



Top Deployment Specific Resources

The best of the best resources for families with children who will experience or are experiencing a deployment.

- **Child Care Fee Assistance** - Child Care Aware provides fee assistance for active duty, Title 10, Title 32, Deployed Guard members, and Civilian technicians who are unable to access on-post child care
 - Child Care Aware:
 - Phone - (703) 341-4100
 - Fax - (703) 341-4101
 - Website - www.childcareaware.org
 - Email - militaryinfo@childcareaware.org
 - Military Fee Assistance:
 - Phone - (800) 424-2246

Child & Youth Services

- **Military Kids Connect** - A Department of Defense program for military kids, tweens, and teens! An online community where kids, tweens, and teens can de-stress and connect with other military kids their age. Compliant with the Children's Online Privacy Protection Act (COPPA), the website helps military youth develop coping skills and build psychological health and resilience.
 - Website - <https://militarykidsconnect.health.mil/>
 - Facebook - facebook.com/militarykidsconnect
 - Youtube - youtube.com/militarykidsconnect
 - X (formerly twitter) - twitter.com/milkidsconnect
- **Tutor.com** - Provides on-demand, online tutoring, and homework help at no cost to eligible service members, civilian personnel, and their dependents. Service is provided 24/7 anytime anywhere around the world in anonymous tutoring sessions. There are over 3,000 vetted tutors providing assistance in 150+ subjects.
- **Deployment & Parent Help** - Many websites offer guidance and support for families with deployment and/or parenting questions. Learn more at:
 - Zero to Three - www.zerotothree.org
 - Sesame Street - <https://sesamestreetformilitaryfamilies.org/>
- **Military Child Education Coalition (MCEC)** - Educational support offering tools, training, and programs to impact the education of military youth and their families.
 - Website - www.militarychild.org



Child & Youth Services

Red Flags for Any Youth

Though most kids cope well through the difficulties associated with a deployment, certain behaviors in youth should be a red flag for adults and require more intentional support.

Concerning Behaviors

- High levels of aggression, violence, or rage
- Dangerous, reckless, risky, or harmful behavior to themselves or others
- Significant changes in appetite, mood, weight, or sleeping patterns
- Difficulty in coping or remaining calm when encountering typical daily problems
- Refusing to participate in typical activities/interests or to attend school
- Major changes in school grades or friendships
- Nightmares
- Frequent headaches, stomachaches, and/or illness
- Constant focus on war issues
- Intense, ongoing sadness
- Total withdrawal or running away from home
- Substance abuse such as cigarettes or alcohol. Or a dramatic increase in use.
- No signs of recovering/improving
- Depression and long periods of non-communication
- Lack of attention to personal appearance
- Any mention of suicide, self-harm, or self injury





As a DoD agency, ESGR serves as a free resource to members of the Guard and Reserve and their civilian employers in understanding the job protections afforded under federal law, and the value of employing service members in their organizations. We accomplish our mission by providing education regarding job protections under “USERRA”, by recognizing supportive employers, by offering informal mediation between parties, and by facilitating employment opportunities.

Here is some information regarding your relationship with your employer and how your job is protected as you prepare to deploy.

ESGR and the Uniform Services Employment and Re-employment Rights Act (USERRA) are designed to protect your civilian job status while you are deployed and to remove any worries you may have about having a job when you return.

Your job is protected – here is how:

- You may take military leave as needed and you are not required to find your replacement.
- You are not required to use vacation time but can if you desire to be paid by your employer while you are gone.
- You are able to return to the same job or the one you would have held, had you remained continuously working (called the escalator principle.) As a minimum, you are guaranteed to return to the same job rank, seniority status, and pay.
- Your benefits are reinstated immediately upon your return to work.
- Your service time counts fully towards 401K vesting and FMLA eligibility.

To ensure that you receive that protection, you must:

- Notify your employer as far out as possible (ideally by commander’s letter or copy of orders).
- After serving, notify your employer within time limits of your intent to return to work (service less than 30 days, next day; service 6 months or less, 2 weeks; service over 6 months, 90 days – from end of service (plus leave.).
- You are limited to five years of cumulative service with one employer (with a few exemptions for types of service.).
- Please note that we will only speak with your employer at your request and with your permission.

Other important considerations:

- Updated CEI information – please ensure that your civilian employment information is updated annually.
- Nominate your boss for an ESGR Patriot Award to say thanks for their support, especially during your absence (service member's or spouse's employer) online (www.esgr.mil).
- If you or your spouse are currently unemployed or underemployed, we can help you, now and when you return. Please contact us at **(802) 338-4190** and also register at US DOL: www.veterans.gov. This site is dedicated to helping all veterans and their spouses find meaningful employment. Please also register with VT DOL at: www.vermontjoblink.com.
- FMLA – military family entitlements to take time with your spouse to prepare for deployment (ask for DOL Factsheet 28A)(immediate family members may be covered – speak to your spouse's company HR person to determine eligibility).

We are a local resource to you concerning anything related to your employment.

Go to www.esgr.mil

or

Call us at **(802) 338-4187**
with any questions

*Thank you for your service and sacrifice to our country,
many thanks to your loved ones for their sacrifice, and please
contact us if we can help you!*



OUTREACH SPECIALISTS CONTACT INFORMATION

Addison County

Rick Daigle Cell: (802) 881-6680 Office: (802) 338-4313
richard.j.daigle10.ctr@army.mil

Bennington County

Mike Montgomery Cell: (802) 535-2173 Office: (802) 338-4149
rmichael.r.montgomery38.ctr@army.mil

Caledonia County

Briana Haley Cell: (802) 734-2282 Office: (802) 338-4324
brianna.d.haley.ctr@army.mil

Chittenden County

Ken Musgrave Cell: (802) 535-2153 Office: (802) 338-3648
kenneth.a.musgrave.ctr@army.mil

Chittenden County

Nicolas Thornbro Cell: (802) 734-2123 Office: (802) 338-4316
nicolas.j.thornbro.ctr@army.mil

Chittenden County

David Beaulieu Cell: (802) 310-5743 Office: (802) 338-3078
david.m.beaulieu2.ctr@army.mil

Essex County

Heather Lafont Cell: (802) 399-6250 Office: (802) 338-4325
heather.m.lafont.ctr@army.mil

Franklin County

Glenn Riley Cell: (802) 399-6068 Office: (802) 338-4312
glenn.e.riley.ctr@army.mil

Program Coordinator

Andre Wing Cell: (802) 881-5057 Office: (802) 338-3022
andre.d.wing.ctr@army.mil

VA Liason

Gene Hitchcock Cell: (802) 399-6024 Office: (802) 338-4321
eugene.hitchcock.ctr@army.mil

Grand Isle County

David Beaulieu Cell: (802) 310-5743 Office: (802) 338-3078
david.m.beaulieu2.ctr@army.mil

Lamoille County

Morgan Langlois Cell: (802) 497-7198 Office: (802) 338-3411
morgan.m.langlois.ctr@army.mil

Orange County

Briana Haley Cell: (802) 734-2282 Office: (802) 338-4324
brianna.d.haley.ctr@army.mil

Orleans County

Heather Lafont Cell: (802) 399-6250 Office: (802) 338-4325
heather.m.lafont.ctr@army.mil

Rutland County

Richard Gallo Cell: (802) 310-5334 Office: (802) 338-4323
richard.d.gallo.ctr@army.mil

Washington County

Tom Snipp Cell: (802) 310-0631 Office: (802) 338-4311
thomas.w.snipp.ctr@army.mil

Windham County

Lucas Lorditch Cell: (802) 881-6232 Office: (802) 338-4171
heather.m.lafont.ctr@army.mil

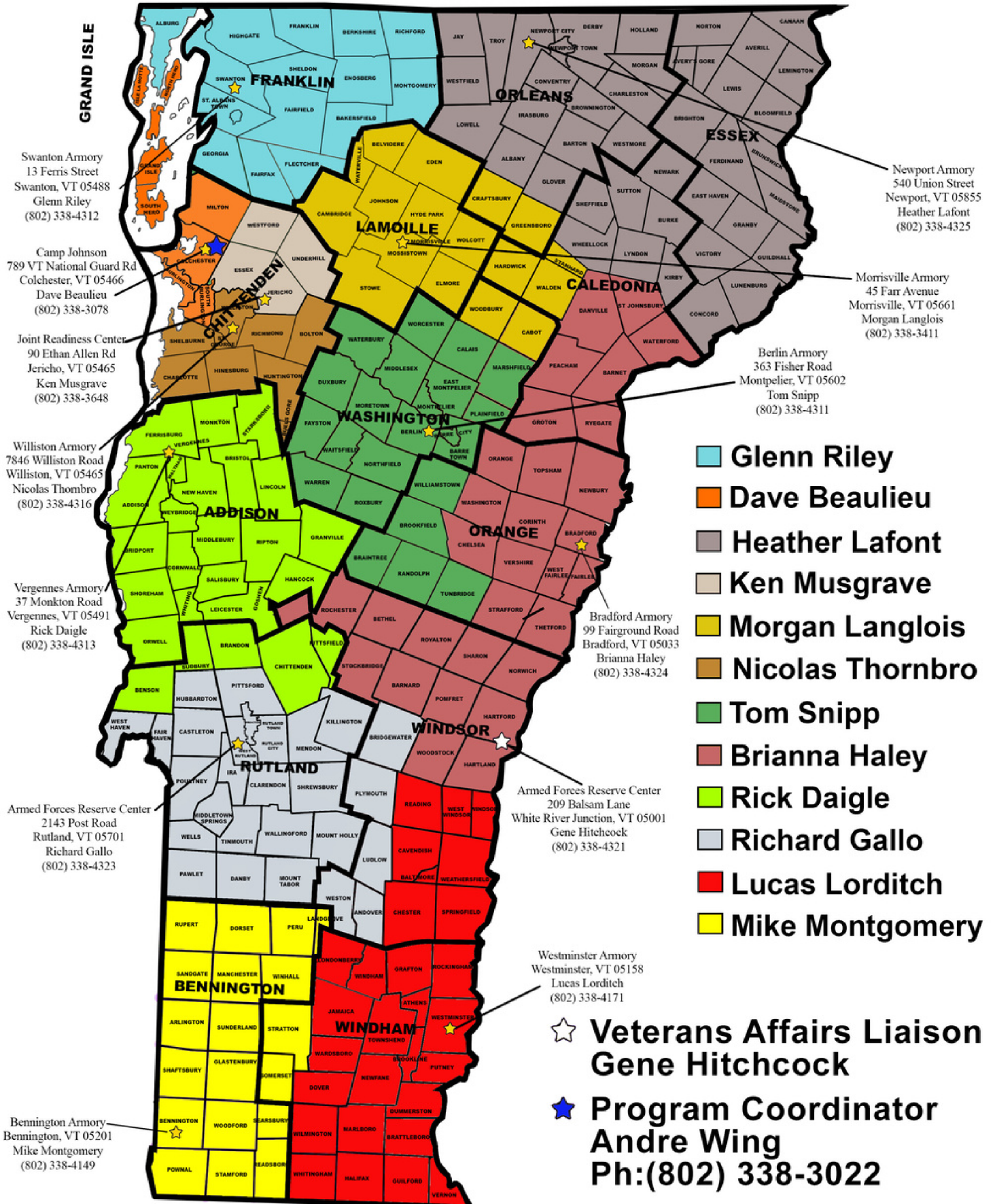
Windsor County

Lucas Lorditch Cell: (802) 881-6232 Office: (802) 338-4171
heather.m.lafont.ctr@army.mil

**VT Military & Support Center 24/7 Line
 (888) 607-8773**

Vermont Veterans Outreach

Vermont Veteran Outreach Team Area of Responsibilities Map



Vermont Veterans Outreach

Call a Veterans
Outreach Specialist in
your area:



Visit The
Veterans
Outreach
Webpage



VT Military & Family
24/7 Support Center
(888) 607-8773



ngfamily.vt.gov



VERMONT VETERANS OUTREACH



Vermont Veterans Outreach

WE'RE HERE TO HELP

Veterans face a unique set of challenges within their civilian communities. Veterans often experience more hardships than their civilian counterparts in such areas as mental and physical health, financial instability, substance use, and housing insecurity/homelessness.

The Vermont Veterans Outreach team is a group of veterans from all different branches of service who have experienced many of the same issues as other veterans in Vermont. They bring their knowledge of military culture, community resources, and their own personal/professional experiences forward to help veterans and their families!

The VVO team offers peer-to-peer support, advocacy, and case management for our veterans. They are committed to helping veterans face their unique challenges and they are dedicated to the health and happiness of veterans and their families within Vermont.



WE WORK WITH YOU

MISSION

Conduct ongoing outreach to primarily all combat veterans and their families. Identify any potential needs, and facilitate the process to access all available services for the veteran and/or their families. Partnered with VT National Guard Family Programs and other local, state, and federal agencies, ensuring the concerns of veterans and their families are responded to in a prompt and confidential manner.



COMMUNITY PARTNERS

211
Agency of Human Services
Age Well / Council on Aging
Community-Based Outpatient Clinic
Home Health and Hospice
Military OneSource
National Archives
Pathways Vermont
VA Health and Benefits Administration
Vet Center
Veterans Inc.
Veterans Legal Assistance Project
VT National Guard Family Programs
VT Office of Veterans Affairs



OUR SERVICES

Benefits

Domestic Violence

Education

Employment

Financial

Food Insecurity

Hospice / Funeral Assistance

Household

Housing/Homelessness

Marital

Mental Health

Military Sexual Trauma

Physical Health

Substance Use

Mental Health Counselor

The Vermont Veterans Outreach Mental Health Counselor provides:

Hello, I am Charlene Caiano, MA, LCMHC, BCDMT, NCC, the Vermont Veterans Mental Health Counselor for the Vermont National Guard. I have been a practicing Mental Health Counselor since 2006 and became a licensed Clinical Mental Health Counselor in 2012. I have been with Family Programs since 2016. Below are the services I provide to Vermont's veterans, service members, and their families. I often travel to the four corners of the state and meet clients at coffee shops, parks, churches- wherever it is most convenient for you. My goal is to always be accessible and meet you where you are!

Services

- Non-medical / non-diagnostic counseling services to veterans/service members and their families at no cost
- Services to individuals, couples, families, children (with parents /caregivers' permission), and groups
- Confidential and private services (no documentation), except for duty-to-warn situations
- Flexible service delivery on or off military installations (libraries, parks, coffee shops, etc.)
- Outreach and psycho-educational presentations, briefings, and counseling support and resources. Some of the topics include Deployment, Reunion and Reintegration, Communication, Sadness, Grief and Loss, Worry, Relationship Issues, Stress, and Coping Mechanisms.



Vermont Veterans Outreach Mental Health Counselor Charlene Caiano, MA, LCMHC, BCDMT, NCC

Office - (802) 338-3445

Cell - (802) 318-2417

Email - charlene.a.caiano.ctr@army.mil

Spiritual/Relationships



Chaplain Corps

CH (COL) Brett Charsky

Phone - (315) 481-0419

Email - brett.e.charsky.mil@army.mil

Mission

- Provide for the free exercise of religion
- Provide religious, moral, and ethical leadership

Services

- Performing worship services, Bible study, counseling, etc.
- Providing religious support to all religions
- Care for the wounded by visitation and prayers



Education Benefits

<div>  <div> VERMONT ARMY NATIONAL GUARD Education Benefits Chart </div> <div> FOR MORE INFORMATION State Education Services SSG Daniel E. Stewart (802) 338-3710 daniel.e.stewart18.mil@army.mil </div> </div>			
Post 9/11 Montgomery GI Bill (CH33)	Federal Tuition Assistance Program (FTA)	Vermont National Guard Benefit Program (VTNGBP)	Credential Assistance Program (CA)
<u>Tuition & Fees</u> <ul style="list-style-type: none"> Up to 100% of in-state tuition at public school Up to \$25,162.14/year at private or foreign school <u>Transfer Education Benefits (TEB)</u> <ul style="list-style-type: none"> Requires a 4-year service obligation Go to https://milconnect.dmdc.osd.mil/milconnect to request TEB 	<ul style="list-style-type: none"> Up to \$250 per Semester Hour (SH) 	<ul style="list-style-type: none"> Free tuition for FT enrollment at the following schools: UVM - \$16,392 VTC - \$14,040 CCV - \$8,130 NVU - \$11,064 Castleton - \$11,304 	<ul style="list-style-type: none"> Up to \$4,000 for a new credential or recertification
<u>Books & Supply Stipend</u> <ul style="list-style-type: none"> Up to \$1,000 per academic year (\$41.67/CH) 	<u>Monthly Housing Allowance (MHA)</u> <ul style="list-style-type: none"> Equal to Bah rate - E5 w/Dep \$916.50 if attending only online classes 	<ul style="list-style-type: none"> Soldiers attending private schools as a full time student receive tuition paid in the value of \$11,064 	<ul style="list-style-type: none"> Covers cost of course materials, supplies, text books, and exam fees
<u>Payment Percentage Tier</u> <ul style="list-style-type: none"> 90 days - 6 months = 50% 6 - 18 months = 60% 18 - 24 months = 70% 24 - 30 months = 80% 30 - 36 months = 90% 	<u>Payment Percentage Tier</u> <ul style="list-style-type: none"> <36 months or Purple Heart recipient = 100% At least 30 continuous days on AD & discharged due to service connected disability = 100% 	<ul style="list-style-type: none"> \$0 cost for any approved licensing or certificate program 	<ul style="list-style-type: none"> All expenses paid prior to course/exam start date



Be mission-ready. We'll help with the how.

Pre-deployment, during deployment and post-deployment, Military OneSource has tools and trained consultants to help you plan, prepare and thrive.

Call or contact us anytime. Connect with the information and confidential assistance you need 24/7. For service members and military families.

(800) 342-9647



**Be Deployment Strong.
Contact Military OneSource
or your Military and
Family Support Center.**



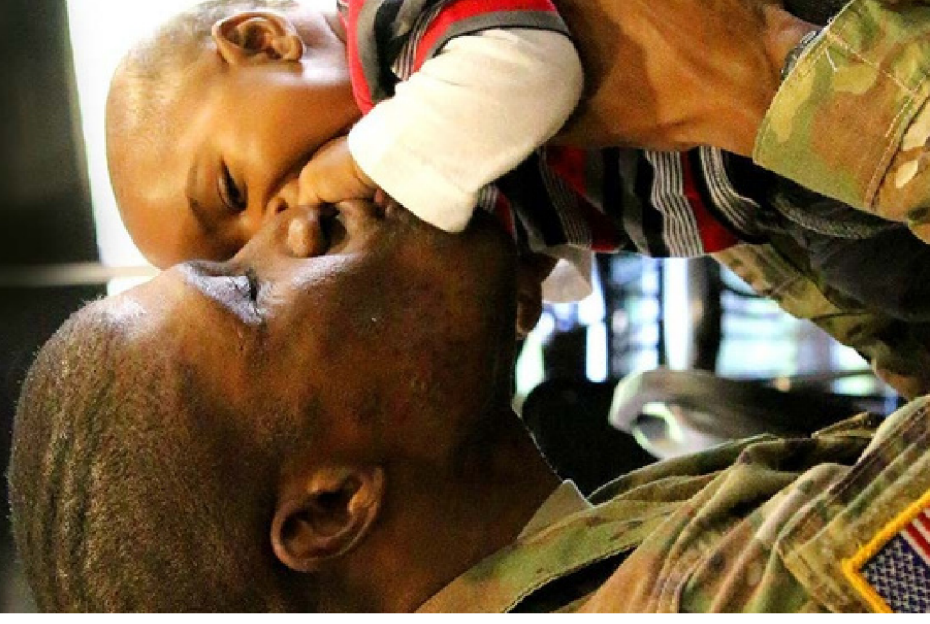
Military OneSource is your 24/7 connection to information answers and support – your one source for your best MilLife.

(800) 342-9647 | www.MilitaryOneSource.mil



DEPLOYMENT STRONG

**MILITARY
ONESOURCE**



**From new orders
to new normal,
we're here to help.**

Deployment Strong

Count on Military OneSource to connect you to personal assistance and tools you can use to master deployment from shipping out to coming home — and beyond. All services are available to service members and military families.

The Plan My Deployment Tool

Learn how to stay deployment strong with the Plan My Deployment tool. Go to <https://PlanMyDeployment.MilitaryOneSource.mil> to discover:

- Tasks & Considerations lists
- Information about legal planning
- Deployment benefits and pay for financial planning
- Tips for helping kids
- OPSEC guidelines and calling OCONUS
- Ways to keep deployed parents and kids connected
- Tips to help everyone prepare for homecoming



Ways to Help Families Be “Homefront Strong”

Military spouses can call on Military OneSource support at any time — for themselves and family members — to help stay strong through deployment. Here are just a few of the ways we can help. Just ask.

For Spouses and Parents:

- Spouse Employment and Career Opportunities. Visit <https://MySECO.MilitaryOneSource.mil> — for job fairs, career coaching employment partnerships and more
- Personal wellness and fitness coaching
- A 24/7/365 call center ready to connect you to answers and support

For MilKids:

- Online tutoring to help kids master more than 16 subjects
- Military Kids Connect — a trusted online community for kids
- Guidance for supporting children of all ages during deployment

Be Deployment Strong with Confidential Counseling

Call or contact us anytime to arrange for free, confidential non-medical sessions through Military OneSource. Talk to us about stress, relationships, parenting, separation — whatever helps you thrive in your MilLife.

Counseling Sessions Are:

- Available via telephone, secure online chat, video or face-to-face
- Non-medical and confidential
- For individuals, couples, families, and children
- Offered face-to-face through the Military and Family Life Counseling Program at installations worldwide

**Just call Military OneSource
(800) 342-9647**

Support is standing by 24/7.
Talk to us about what you need.
We'll help with the how.

www.MilitaryOneSource.mil

Transition Assistance Advisor



Are you a member of a Reserve Component?
Have you served 180 or more days on Title 10?
Do you have a service-related injury or health care issue? Perhaps you're about to retire/separate from service and need someone to show you how to get back into the swing of civilian life.

As your Reserve Component Transition Assistance Advisor (RCTAA) I am here to answer questions and assist you with:

- State and Local Benefits
- VA Assistance for Physical and Mental Health
- Disabled Veterans Program Assistance
- Education and Training Assistance (GIB, FTAP, STAP)
- Employment Assistance
- Health and Life Insurance (Tricare, SGLI, VGLI)
- Financial Assistance
- Legal Assistance
- Relocation Assistance
- Effects of a Career Change

If you or someone you know needs assistance with federal benefits and entitlements, don't hesitate to contact me. You can either scan this QR code and fill out the attached form or contact me directly



Thank you for serving, now let me serve you.

Susan Demers

Reserve Component Transition
Assistance Advisor Program
(Federal Contractor)

202-987-3536

Sdemers.ctr@gapsi.com



VTNG Reporting Options

Step 1: Contact VTNG SARC, Unit SARC or Victim Advocate

State SARC: 802-324-9225 (24/7)

Wing SARC: 802-735-4579 (24/7)

Step 2: Choose:



Expedited Transfer: Survivors may request a lateral move to a new command following the unrestricted report of a sexual assault.

DoD CATCH: Survivors who elect a Restricted Report may enroll in CATCH program: registers identifying information of the assailant in a national database for possible matches.

***Restricted Confidentiality:** New regulations allow survivors to notify their chain of command and maintain a restricted report if they choose.

Step 3: Move forward with the SAPR services you want

Survivors who initially elect Restricted Reporting may change to an Unrestricted Report at any time

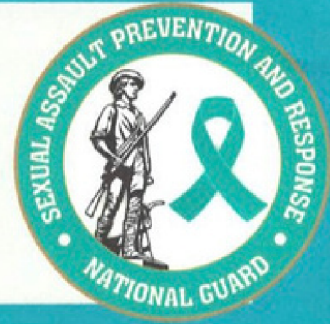
Learn more:



vtguard.com/sapr

Buddy Aid

First Aid for Sexual Assault



What you say when a person discloses a sexual assault :

- It's not your fault.
- You didn't deserve this
- I believe you.
- I will get you the help you need/want.
- I will be here for you.

Remember: your ability to get control back into the hands of the person in front of you is a predictor of their outcome.

***Lives depend on your response.**



What NOT to say when a person discloses:

- I understand.
- It's going to be ok.
- Where was your buddy?
- What were you wearing?
- Were you there, alone?
- What were you doing there – you were supposed to be...
- Were you drinking/using drugs?
- Were you on a date?
- A man can't be raped...
- Ask for details, ask any questions.
- Question their sexuality, especially if same gender assailant.

Contact your SAPR team for confidential help and information

ARNG 802-324-9225

ANG 802-735-4579

YOU ARE NOT ALONE



NATIONAL GUARD BUREAU

1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

JUN 27 2023

National Guard Bureau Equal Opportunity, Diversity, and Inclusion Statement


The National Guard Bureau is committed to providing a work environment that exemplifies dignity, respect, and inclusion. Our employees will have the freedom to compete on a fair and level playing field. We must embrace the principles of Equal Employment Opportunity (EEO), diversity, equity, inclusion, and accessibility as we recruit, develop, and retain a high-performing workforce that truly reflects the face of our Nation as a whole.

We must ensure that no applicant for employment or employee of the National Guard Bureau is denied equal opportunity based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and access to career development programs.

We must work diligently to maintain a workplace free from harassment and discrimination. Employees and applicants for employment have the right to report incidents of harassment or discrimination without fear of retaliation. Retaliation against those who initiate discrimination complaints, serve as witnesses, or participate in protected communication, is strictly prohibited.

Leaders, managers, and supervisors are responsible for creating an inclusive work environment and will promptly respond to all allegation of harassment before it becomes severe or pervasive. Any employee or applicant for employment who believes he or she has been subject to, or has knowledge of, discriminatory or harassing behavior should initiate an EEO complaint within 45 days of the event by contacting a supervisor, Human Resources Office, or the NGB Diversity, Equity, and Inclusion Office.

We all play an integral role and must remain vigilant in our efforts to eradicate discrimination in the workplace. In doing so, we reaffirm our agency's commitment to our organization's greatest strength and most valuable resource: our people. Always Ready, Always There!


Daniel R. Hokanson
General, U.S. Army
Chief, National Guard Bureau

Soldier & Family Readiness



SOLDIER & FAMILY READINESS **Volunteers Needed!**

**LEADER, CO-LEADER, TREASURER,
SECRETARY, PHONETREE
COORDINATOR, KEY CALLER
ACTIVITIES COORDINATOR AND MORE**

TO LEARN MORE ABOUT HOW
YOU CAN MAKE A DIFFERENCE

Contact Your Unit Commander
or

**Military & Family Readiness Specialist Lead
Michael Shackford**

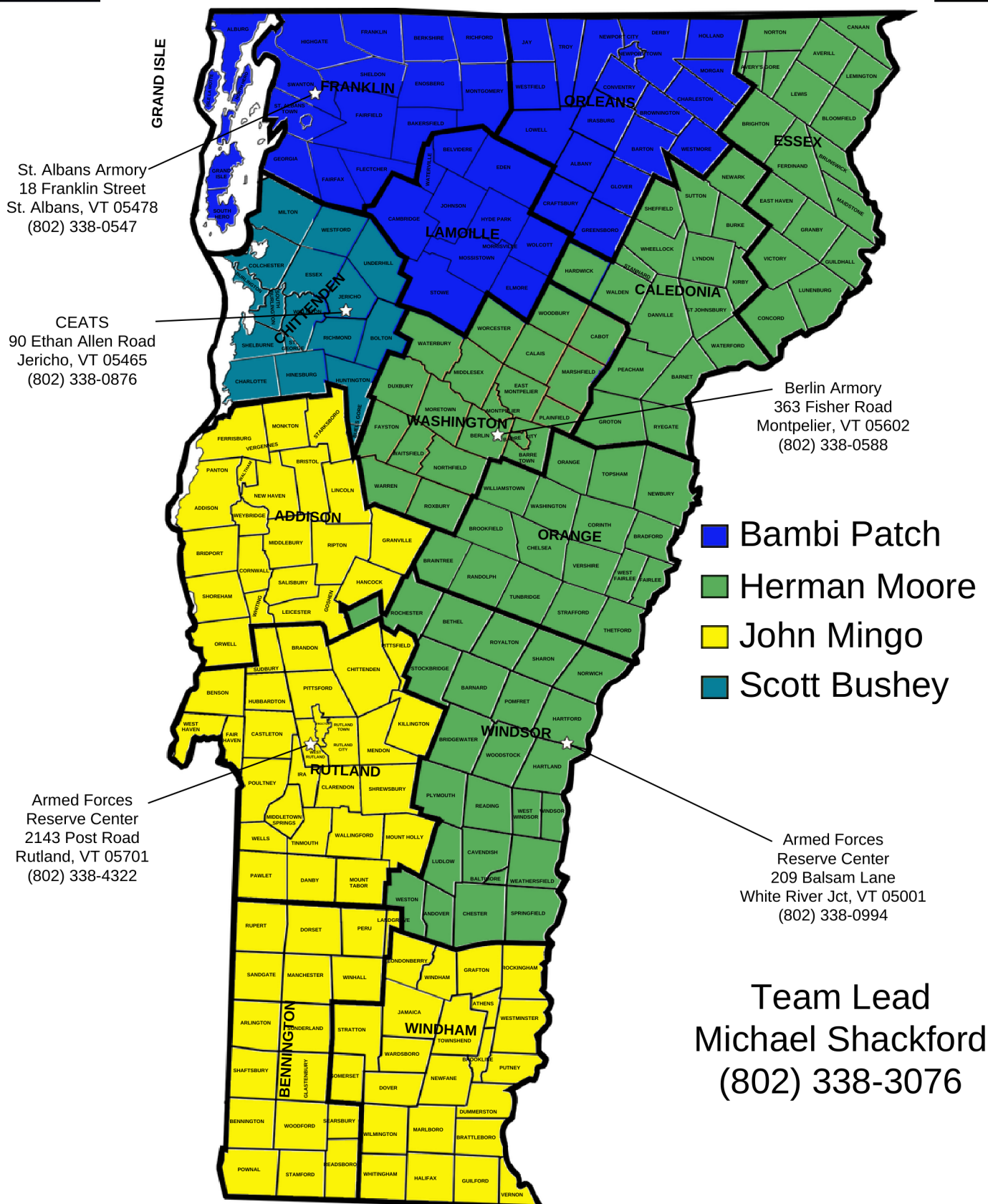
Phone - (802) 338-3076

Email - michael.l.shackford.ctr@army.mil

Military & Family Readiness



Military & Family Readiness Team Area of Responsibilities Map





The Kitchen Spoons & Combat Boots podcast series is published monthly, on the first Wednesday, to the Kitchen Spoons & Combat Boots Facebook page, Youtube channel, and DVIDs.



www.facebook.com/kitchenspoonsandcombatboots



www.youtube.com/@VTNGFamilyPrograms



www.dvidshub.net/unit/FRP-VT

By providing virtual opportunities for education, you have the capability to access the podcast wherever and whenever it's convenient for you.

The Kitchen Spoons & Combat Boots podcasts are developed by VTNG Family Programs to provide Service Members and their families with informational content based on identified gaps in services. From Kitchen Spoons to Combat Boots, these podcasts help balance life on the home front, during military service, and everything in between.



MILITARY

- Service Members
- Veterans
- Retirees



CIVILIANS

- Family Members
(Immediate & Extended)
- Volunteers



COMMUNITIES

- Service Providers
- Community Resources
- Educational Support Staff

Regardless of Branch, Component, or Military Affiliation

The goal of Kitchen Spoons & Combat Boots is to educate civilian and military communities on how they can help each other.

Military Kids Vermont



**Community support for our military children and youth,
because they serve too!**

For more info about upcoming programming and
resources for military families, follow us on Facebook

www.facebook.com/MKVermont





Vermont Small Business Development Center (VtSBDC) is grateful for your service and would like you to know that we are here to help before, during, and after your deployment. If you or a family member is a business owner, we would like to offer guidance to prepare your business to be as healthy as possible during deployment, so that your business remains profitable and sustainable during your absence. We want you to have a thriving business to return to!

VTSBDC is Here For You

For more than a decade, our team at VtSBDC has actively supported veterans and service-connected Vermonters. Our advisors assist both the service member and the person who is responsible for the business on a day-to-day basis while the service member is deployed, approaching the situation through the lens of temporary business succession.

Guides to Help You Navigate Your Business

We recognize the extraordinary work the military does to help families and service members prepare for deployment on a personal level. Our goal is to provide support on the business end so we developed the easy-to-use Business Readiness Guide as well as a Guide for Service Members Returning to Business.

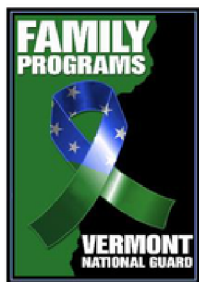
(<https://www.vtsbdc.org/veterans/>)

The guides are available online (www.vtsbdc.org/veterans/) and printed versions by request. Both guides are important tools that offer a flexible framework with checklists, worksheets, and more that meet service members where they are. The pre- and post-deployment guides present an "Op Plan" (Operations Plan), a tool that is not situation-specific but supports a step-by-step, empirical process that is the basis of both military and business planning.

For more information, please visit
www.vtsbdc.org, connect with us on social
 media, and read our blog,
The Starting Point
www.vtsbdc.org/blog/



Reintegration Checklist



Yellow Ribbon Reintegration Checklist v 1.0

www.yellowribbon.mil



This checklist will help you navigate important steps to take upon returning home.
All items are relative to your "D Day," the date your orders end (end of leave).

D Day: _____

- _____ **D – 30** Reactivate car insurance for you and your cars.
- _____ **D – 20** Contact employer to discuss your return plan www.esgr.mil
Contact Transition Assistance Advisor to Start a New Career 802-585-8164
Contact Education Office to Start a New Education Program 802-338-3378
- _____ **D – 15** Make a budget based on your new income; contact the PFC for help. 802-338-3446
- _____ **D – 10** Revoke Power of Attorney, if it wasn't date limited 802-338-3160
- _____ **D** Check in on a buddy you haven't talked to since you saw them at the demobilization station.
Do they need help with anything? 1-888-607-8773 \ 988
- _____ **D + 1** Contact Veteran's Affairs to restart VA Compensation (if applicable) 1-800-827-1000
- _____ **D + 1** Contact Tricare to select plan for TAMP period of free health coverage (Ends D + 180)
www.tricare.mil/LifeEvents/Deactivating
- _____ **D + 7** Check in with your spouse/roommate(s) to see how the reintegration is going. Are there
things you both can do to make for a smoother transition? www.yellowribbon.mil/courses/223
- _____ **D + 30** Check in on a buddy you haven't talked to in a while. Do they need help with anything?
1-888-607-8773 / 988
- _____ **D + 45** Check in with your spouse/roommate(s) to see how the reintegration is going. Are there
things you both can do to make for a smoother transition? www.yellowribbon.mil/courses/223
- _____ **D + 60** Check in on a buddy you haven't talked to in a while. Do they need help with anything?
1-888-607-8773 / 988
- _____ **D + 89** Today is your last chance to modify your TAMP Tricare plan
www.tricare.mil/LifeEvents/Deactivating
- _____ **D + 170** Select and register for healthcare coverage through your employer, Tricare Reserve
Select, or other plans for which you are eligible via family etc. (TAMP ends D + 180)



Visit Us
Online
www.ngfamily.vt.gov



YELLOW
RIBBON
REINTEGRATION
PROGRAM