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## Army Reserve Soldiers, Civilians, and Families:

CSM Lombardo, CCWO Nelligan and I continue to visit units around the country and the world that are executing **Tough, Realistic Training – Done Safely**. You all are changing your culture to focus on **Readiness**. (Use the QR code for my paper). But we still have work to do...



This year we published the Army Reserve Training Guide (ARTG) to assist with training and maintenance management. The ARTG helps commanders understand and utilize the USAR Training Support System (TSS) with the goal of maximizing home station training. The target audience for the ARTG is Leaders at brigade and below, but it is a great resource for all.

Based on your feedback from town halls and Soldier forums, the OCAR and USARC staffs are working to reduce admin requirements on all echelons, but especially for Company leaders since they bear the heaviest burden. OCAR and USARC are increasing efficiency and effectiveness through policy changes and eliminating redundancies. We are also working to break the “frozen layer” between USARC and Company level communications to get relevant information to and from the lowest levels.

**NEW: “E-5 in 5” challenge.** **Team** – The Army Reserve is behind the rest of the Army in promoting our Soldiers to SGT. **Leaders** – I challenge you to get after this through timely enrolling and managing Soldiers to complete DLC, flexible promotion boards, and temporary promotions for pin-on-eligible Soldiers. Schedule BLC rapidly for Soldiers recommended for promotion. **Soldiers** – Verify your Promotion Points Worksheet in IPPS-A, and then get with your unit HR team to update. Help get our deserving Soldiers promoted!



Would you please continue **Telling Your Stories**? Did you join to fulfill a purpose, learn a new trade, or access benefits the USAR offers? Did your service open new opportunities? What life accomplishments were made possible? Our connection with the American public is growing stronger thanks to your inspiring stories. To assist with the Army Reserve story, we launched a new brand and media campaign called “It’s Your Time.” The two lines in our new star represent our roles as both citizen and Soldier in support of the American people.



Your support to readiness, E-5 in 5, and storytelling will help us build **trust**, provide a sense of **belonging**, and build **confidence** within your units. I am honored to serve with you all and look forward to seeing more of your tough, realistic training, done safely in year four of my tenure!



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