CIOR TRAINING CADRE AND STAFF

CIOR's Training Cadre and Support Staff is a joint-service team comprised of traditional reservists and includes former CIOR Military Competition Champions as well National and Olympic Team Members and Coaches. Over the past decade, CIOR has produced the following results in CIOR competitions:

- 4 Men's Team Pentathlon Gold Medals
- 5 Women's Team Pentathlon Gold Medals
- 2 Men's Team Pentathlon Silver Medals
- 3 Women's Team Pentathlon Silver Medals
- 4 Men's Team Pentathlon Bronze Medals

- 17 Team Single Event Gold Medals (Men and Women)
- 12 Team Single Event Silver Medals (Men and Women)
- 10 Team Single Event Bronze Medals (Men and Women)

- 8 Individual Marksmanship Gold Medals (Men and Women)
- 1 Individual Marksmanship Silver Medal (Men)
- 1 Individual Marksmanship Bronze Medal (Men)

CIOR's 2004 Primary Staff profiles follow:

TRAINING OIC **Team Captain and Head Coach**	Commission:	Combat Engineer (ROTC)
	Education	B.A. English Literature, Virginia Military Institute B.S. Civil Engineering, Clemson University
Bob Thompson Lieutenant Colonel U.S. Army Reserve	Civilian:	Management Consulting/Leadership & Organizational Development
	Reserve:	Engineer Officer (IMA) Army Master Fitness Trainer U.S. Army Corps of Engineers Nashville District, Nashville, TN
MILITARY PENTATHLON EXPERIENCE		
Head Coach:	9 years	

Competitor:	5 years Novice Gold Medalist, Denmark Veteran Bronze Medalist, Italy Overall Gold Medalist, England

AWARDS AND DECORATIONS

Defense Meritorious Service Medal (Oak Leaf Cluster); Meritorious Service Medal (Oak Leaf Cluster); Army Commendation Medal (2 Oak Leaf Clusters); Navy/Marine Corps Commendation Medal; Joint-Service Achievement Medal; Army Achievement Medal; National Defense Service Medal with Bronze Star; Global War on Terrorism Expeditionary Medal; Global War on Terrorism Service Medal; Armed Forces Reserve Medal with M Device; Army Service Ribbon; Overseas Training Ribbon (9 awards); Excellence in Competition Marksmanship Badge (Pistol); Joint Meritorious Unit Award; French Military Pentathlon Gold Medal (Foreign Award).

Remarks and Advice to Military Pentathlon Competitors

What you get out of anything you do in life is related to what you put in to it. If you come here to give your best, good things will come back. Report here ready to grow. You'll be challenged in ways that will be unfamiliar to you. And, regardless of how well you perform, or how many personal victories you achieve here, only a select few will win the slots on the team. Fewer will win gold medals. To make the CIOR team and win takes desire and the courage to push beyond the discomforts that is required to reach your potential. You'll become beaten up here, sore, bruised, depleted, and residually exhausted from multiple repetitions of punishing distance runs and frequent encounters with high oxygen debt. You'll also experience setbacks, daily, and even hourly, that will require guts and belief in yourself to bounce back. But, we'll be with you every step of the way in your personal journey of becoming a champion. And you'll leave with something worthwhile to take home that can never be taken away. You'll not only grow personally, you'll leave here a better leader which is ultimately why we exist. We expect you to give your best. For sure, we'll give our best to you. We are committed to your personal excellence and to your commitment to become a champion. Many have said that Military Pentathlon is a life-changing experience. It's no accident. Your cadre's vision several years ago was to build a world-class program. Today, Military Pentathlon is one of the top training programs in the U.S. military. Our team motto is ***Run to Win***. Train with that philosophy tucked deep inside and rewards will come back for years to come.

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Team XO	Commission:	Platoon Leader's Course (Aviation)

	Education	B.S.E., Mechanical Engineering, Arizona State University A.A. Spanish, Irvine Valley College
Joe Gallagher Major Marine Corps Reserve	Civilian:	Boeing 737-800 First Officer, American Airlines
	Reserve:	Individual Ready Reserve

MILITARY PENTATHLON EXPERIENCE	
Coach:	2 Years (Orienteering OIC 1 year)
Competitor:	3 years 1st Place Rifle Competition, 2004 Austria 3rd Place Novice Category, 2002 France

AWARDS AND DECORATIONS

Navy/Marine Corps Commendation Medal
Navy/Marine Corps Achievement Medal (2 awards)
National Defense Medal
Armed Forces Expeditionary Medal
Sea Service Deployment Ribbon (3 awards)
Commodore's List VT-23
Rifle Expert (3rd award)
Pistol Expert (3rd award)

Remarks and Advice to Competitors

This is probably the most unique training, education and development opportunity you will find inside or outside the Armed Forces. One quickly finds that the CIOR environment is a truly unique place that combines all of the components of relevant military skills training, professional and personal development, peak performance and athletic competition at the international level. Through this process one finds new challenges at unprecedented levels. It is here that you *can* discover who you are and what you're all about in the face of these new challenges. Of course, like anything else, you get out of it what you put into it and CIOR is no exception. Make the investment and the returns will come. The uniqueness of the CIOR environment is correspondingly reflected in the uniqueness of the qualities it takes to be a successful competitor here. To excel at two different types of marksmanship, orienteering, land and swim obstacles, the successful CIOR competitor must master the ability to compartmentalize and balance strength and stamina with skill and finesse. The NATO land obstacle course itself will guarantee to be a new athletic experience, re-establishing a new benchmark for physical discomfort. Welcome to CIOR, I look forward to meeting,

working and competing with you all.	
CIOR(210)295-0687	E-mail: gagsfightr@aol.com

LOGISTICS NCOIC	Branch:	Admin
	Military Education:	Medical Service Officer Advance Course
Steve Spencer Staff Sergeant U.S. Army Reserve	Civilian:	B.A. Business Administration Texas A&M University
	Reserve:	Senior Marksmanship Instructor Small Arms Readiness Group
MILITARY PENTATHLON EXPERIENCE		
Staff	1st Year	
Other CIOR Functions	• Range NCO • Supply NCO • Budget NCO	
COMPETITION EXPERIENCE		

U.S. Modern Pentathlon Swimming Water Polo Marksmanship	• Bronze Medal, CISM World Championships • All American • NCAA Championships • Distinguished Pistol; Silver EIC Pistol • USAR Service Pistol and Combat Team • US Army Marksmanship Team
AWARDS AND DECORATIONS	
Army Achievement Medal (2 Oak Leaf Clusters); National Defense Service Medal with Bronze Star; Global War on Terrorism Service Medal; Armed Forces Reserve Medal with M Device; Overseas Training Ribbon; Distinguished Pistol; Presidents Hundred Marksmanship Tab.	
Remarks and Advice to Competitors	
There is an old saying in the Army called "Hurry up and wait." You won't hear that here. It does not apply in this program. My job is to assure that the training sites, vehicles, and all the required items of equipment are available when needed so that every block of instruction begins and ends precisely on time. Every minute of your scheduled training day is important. Therefore, my logistics staff will assure that not one minute of your training time is wasted. But, a word to the wise is to be aware that this works two ways. I've seen competitors who have shown up late to practices sent home. We are all one team where everybody—coaches, competitors, *and* staff—are doing their best. When everybody is doing their best and working together, the U.S. Team wins in competition. Let me know what you need. Best of luck!	
CIOR: (210) 221-2841	E-mail: Stephen.Spencer@AMEDD.ARMY.MIL

ORIENTEERING OIC	Commission:	Navy SEAL (Direct Commission '92)
	Education:	B.S. Electrical Engr, SUNY Utica MBA Info Systems, SUNY Albany
Grant Staats Lieutenant Commander U.S. Naval Reserve	Civilian:	Adjunct Professor (CIS), Hudson Valley Community College
	Reserve:	NR AOC DAHT 4 Commanding Officer
MILITARY PENTATHLON EXPERIENCE		

Coach	1 Year (Head Coach) 5 years (Orienteering Coach)
Competitor	8 years 2nd Place Novice, Italy 1995 3rd Place Overall, Germany 2000 4th Place Overall, France 2002
AWARDS AND DECORATIONS	
Navy Commendation; Presidential Unit Citation; Global War On Terrorism Expeditionary; Meritorious Service Medal; Joint-Service Achievement Medal; Navy Achievement Medal; Meritorious Unit Commendation; Korean Defense Service Medal; National Defense Service Medal; Armed Forces Reserve Medal; Navy Service Ribbon; Overseas Deploy Ribbon; Good Conduct (Enlisted); Sea Service Ribbon; Expert Pistol; Expert Rifle; French Military Pentathlon Silver Medal (Foreign Award).	
Remarks and Advice to Competitors	
The Orienteering discipline in Military Pentathlon has been referred to as the "thinkers" event because of the high degree of strategy and planning over a very long and difficult run. Good Orienteers can typically run the most challenging CIOR courses at a rate of less than 10 minutes per kilometer. Thus, good Orienteers must also be superb distance runners. Preparing to win a Military Pentathlon Orienteering competition starts by getting good at Sport (civilian) Orienteering. The web site at www.us.orienteering.org will help you learn how to take part in local Orienteering events, which is the starting point of winning internationally in the CIOR Land Navigation discipline.	
CIOR(210)295-0687	E-mail: Gstaats099@aol.com

RIFLE MARKSMANSHIP NCOIC	Branch:	Infantry
	Military Education:	Sergeants Major Course, ANCOC (Infantry), BNCOC (Infantry), PLDC, Battle Focused Instructor Training; Course, Small Group Leaders Course, Drill Sergeant Course, Sniper Course, Anti – Armor Leaders Course, US Navel Amphibious Warfare Course, Jungle Warfare Course, Airborne Course,

Robert Payne Sergeant Major U.S. Army Reserve	Civilian:	Construction Observation & Inspection WK Dickson Co, Inc
	Reserve:	BDE Operations NCO 6thBDE(PD),108thDIV(IT)
MILITARY PENTATHLON EXPERIENCE		
Coach	1 year	
Other Competitive Shooting Experience	All USAR Service Rifle Team, All USAR Combat Team, numerous awards at state, regional and national levels of competition	
AWARDS AND DECORATIONS		
Presidents Hundred; US Army Distinguished Rifleman Badge; Excellence In Competition Pistol Badge; Combat Infantry Badge; Expert Infantry Badge; Drill Sergeant Badge; Army Commendation Medal; Army Achievement Medal; Good Conduct Medal; Army Reserve Components Achievement Medal; National Defense Service Medal; Armed Forces Expeditionary Medal; Armed Forces Reserve Medal; NCO Professional Development Ribbon; Army Service Ribbon; Multi- National Forces and Observers Medal.		
Remarks and Advice to Competitors		
Congratulations, just the fact you are here reading this tells me several things about you. First, it tells me you have a strong desire to excel, second, it tells me you are willing to make sacrifices to reach your goals. We must take a highly trained athlete who is devoted to making themselves go faster and harder to stop. Shooting is the only sport where we try to make the body slow down and stop. The marksmanship staff we have assembled represent the finest service rifle and pistol shooters in the US military. We are here for one reason; to set you up for success. Your success in marksmanship does not end after you have fired for record on the day of the competition. You have a duty to take what you have learned back to your units to make others successful. As the Global War On Terrorism has demonstrated, every Soldier, Sailor, Airman, and Marine is a rifleman. Lets set them up for success. I am excited and looking forward to working with you. Bring a good attitude and BE PREPARED TO WIN.		
CIOR(210)221-2887	Email: robert.h.payne@us.army.mil	

PISTOL MARKSMANSHIP NCOIC	Branch:	Infantry

	Military Education:	BF Instructor Training Course; Small Group Instruction; Advanced Leadership School
James Dechert Master Sergeant U.S. Army Reserve	Civilian:	Senior Software Developer
	Reserve:	IRR
MILITARY PENTATHLON EXPERIENCE		
Coach	10 years	
Other Competitive Shooting Experience	14 years Competitive Shooting. 10 Years All Reserve Shooting Team; Silver Excellence In Competition Pistol Shot Badge; Senior instructor, Small Arms Training Team; Instructor, USAR Mobile Training Team.	
AWARDS AND DECORATIONS		
Army Achievement Medal; Army Reserve Components Achievement Medal; National Defense Service Medal; Armed Forces Reserve Medal; NCO Professional Development Ribbon; Army Service Ribbon; Silver Pistol Shot Marksmanship Badge		
Remarks and Advice to Competitors		
Shooting the pistol requires intense concentration and discipline, an attribute of every good officer. To become competitive in shooting, you must find a good coach and shoot at least once a week or, better yet, shoot 5 or 10 shoots a day withyour air gun. I look forward to meeting you and helping you perform at your best. You will not find a better place for your mind, body and spirit to be challenged, or to learn about giving your very best and working selflessly as a member of a team of true winners.		
CIOR(210)295-0686	E-mail: James.Dechert@us.army.mil	

HEAD ATHLETIC TRAINER	Branch:	Infantry Officer (ROTC)
	Education:	- B.S. E. in Physical Education Ouachita Baptist University, 1988 - M.Ed. in Educational Administration Nicholls State University, 1990 - MSE in Physical Education Henderson State University, 1999 - Ph.D. in Kinesiology University of Arkansas, 2003

Terry DeWitt, Ph.D., ATC Major U.S. Army Reserve	Civilian:	Assistant Professor—School of Natural Sciences Ouachita Baptist University Director—Athletic Training Education Program
	Reserve:	Assistant S-3, 7th Bde, 95th Division (IT) Camp Robinson, AR

MILITARY PENTATHLON EXPERIENCE	
Head Athletic Trainer	3 years
Other AT Experience	14 Years as a collegiate ATC including orthopedic and physical therapy clinical practice

AWARDS AND DECORATIONS
Army Commendation Medal (3); Army Achievement Medal (4); National Defense Service Medal; Armed Forces Reserve Medal; Army Service Ribbon.

Remarks and Advice to Competitors
This program will be one of the most challenging programs you will ever undertake. Be prepared to take your body through many challenging stages. Prepare yourself and be acclimated to the environment for which you will be training in. Overall fitness is crucial. Reaching your peak performance potential will enable you to set new goals that will take you to new levels of performance. As the ATC [certified athletic trainer] many times I see folks who have focused on one aspect of peak performance and neglected others. It is important to be well balanced in your preparation. Just like diet is just as important as exercise, so is being well balanced in body composition, flexibility, nutrition, cardiovascular endurance, and strength. Since time is of the essence, a musculoskeletal injury will hinder your peak performance. Take care of the "little things" that tend to lead up to bigger problems. Don't try to "work through the pain" when dealing with an injury. Let the ATC look at it, make an evaluation, and set you up on a treatment/management plan. You can limit the severity (often) by proper care of the injury. During the initial stages of the CIOR camp, heat injury and dehydration are critical risk factors that must be addressed. During this time it is essential that you increase your fluid intake and take the required precautions to prevent heat injury. Fluid supplements, while not discouraged, must be consumed with equal amounts of water while training with the team. Proper diet and nutritional intake will also provide you with keys to your success.

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