

CULTIS

On the Cover:

pg.8

THE TRFB

BLITZ: TRFB

Represents for

Team Navy

Machinits's Mate (Auxiliary) 1st Class Scott Drake poses with a football in front of Ohio-class submarine USS Kentucky (SSBN 737) at Delta Pier, Trident Refit Facility, Bangor, Wash. (U.S. Navy photo by MC2 Sarah Christoph)

pg.6 Through the Lens

pg.4 The Leadership

Shapes

Leaders

Continuum:

Tomorrow's

ELD Program

pg.3 Captain's Corner pg.10 Bravo Zulu!

REFIT REVIEW

Commanding Officer	Capt. Michael D. Eberlein
Executive Director	Mr. Ed Ingles
Executive Officer	Cmdr. Zachary D. Harry
Command Master Chief	.CMDCM Chase M. Krause
Public Affairs Officer	Mr. Lonnie Collier

TRFB Public Affairs 7900 Finback Circle Room W216 Silverdale, WA 98315-7000 (360) 315-1583 Public Affairs SpecialistMr. Nicholas Scott

Public Affairs SpecialistMr. John Wayne Liston

Mass Communication Specialist 2nd Class Adora Okafor

Mass Communication Specialist 2nd Class Sarah Christoph

This newsletter is published for members of the Trident Refit Facility, Bangor (TREB) workforce. Views and opinions expressed in the Refit Review are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Navy, or TRFB. The Refit Review is produced in accordance with SECNAVINST 5720.44C -- Department of the Navy Public Affairs Policy and Instructions. Editorial content is gathered, prepared, edited, and provided by the TRFB Public Affairs Office. All photos are property of the U.S. Navy unless otherwise credited.

CAIL IN'S CHILLIS TORNER

Team TRF Bangor.

I want to wish you all a heartfelt holiday season! No matter which holiday you celebrate (if any), this time of year should bring out the best in all of us, even if your traditions include "the airing of the grievances."

We are wrapping up an extremely successful year, where we have overcome an unplanned, no-notice shutdown of our drydock and successfully kept the mission going with hundreds of uncleared contractors on the Delta Pier. This took a degree of dedication and teamwork that I don't think anybody can match, and it's absolutely what we need to be able to do to meet our mission while transforming our command to be ready for the COLUMBIA class. Consider 2023 a "sneak preview" of what will become much more challenging over the next few years.

That being said, one of the things that makes us such a great command is our adherence to safety standards. As winter continues, I encourage everyone to practice operational risk management in their daily lives. The weather here in the Pacific Northwest can be unpredictable. When we have a weather event we will attempt to update you as quickly as possible. Please also remember that the most dangerous part of your commute may be the journey from your car to the worksite. That is when many (if not most) of our weather related injuries occur, and no matter how well we prepare you have to be ready and have a realistic understanding of what safe is for you. Please remember that if you think the weather will impact your commute, take it slow and let your supervisor know.

We realize that road conditions and gate delays are particularly bad in the winter, but just remember to keep the lines of communication open and we will adjust as needed. I highly encourage all of you to subscribe to the Group Cast for TRFB, follow our Facebook page or call the weather line to get up-to-date weather alerts through the winter months.

As we roll into 2024, we are going to see a lot of shift here at TRFB (and in fact we already have). There will be a lot of new faces across the command, and we briefly reached our full civilian manning (1,516) this month for the first time in my command tour. We have already seen



department and division heads retire and new ones move in. Please welcome all knew team members, regardless of paygrade, and remember that we here at TRFB show respect up and down the chain of command.

Whether new team members are wearing a uniform or not, we are all here to keep our country safe. Every single role here is important.

The new year will bring continuing changes to the command, how we do things and even on the equipment we work on. Please remain adaptable. Take in new information and listen to not only superiors and peers, but subordinates as well. Many times our new folks bring in new ideas that are needed for us to complete the mission.

As always please continue to exercise the good decision-making skills I have come to expect from such an exceptional team, stay safe and I'll see you on the "deckplates"!

V/R

CAPT Mike Eberlein Commanding Officer Trident Refit Facility Bangor

THE LEADERSHIP CONTINUUM: ELD Program Shapes Tomorrow's Leaders



TRFB team member, Chief Electronics Technician (Nuclear) Brett Wigginton, poses in front of TRFB Oct. 25, 2023, Silverdale, Wash.

.S. Navy Adm. John Richardson, issued a igcup transformative document entitled "One Navy Team". This document underscored the critical importance of naval leadership and called on Sailors to leverage diversity as a strength. Richardson urged the Navy to actively practice inclusivity and to remain open to diverse perspectives, emphasizing that leaders and teams who embrace diversity will achieve maximum performance and readiness for decisive operations and combat.

After years of what some Sailors jokingly referred to as "death by PowerPoint," the Navy responded to Richardson's call by creating a more intentional and interactive training program by updating the Enlisted Leadership Development (ELD) program, a program established in 1990 to facilitate the development of Sailors throughout their careers. This updated program aimed to shift away from traditional training methods and focus on three key lanes for leadership development: operational and warfighting competence, character, and intellectual and personal connections.

At the start of Fiscal Year 2025, completing the ELD courses, Intermediate Leadership Development

Course (ILDC) and Advanced Leadership Development Course (ALDC), will be a requirement for Sailors advancing to ranks E-6 and E-7 respectively. Trident Refit Facility, Bangor (TRFB) is preparing for this new requirement by proactively enrolling Sailors in their respective course ahead of schedule.

The ILDC and ALDC are characterbased courses that prepare both petty officers second class and petty officers first class for increased leadership responsibilities in support of the CNO Navy Leader Development Framework. According to MyNAVYHR, these courses are designed to provide Sailors with more in-depth knowledge to selfawareness, the naval profession,

and naval leadership and ethical decision-making. The curriculum is very closely linked to the Navy core values, and challenges Sailors to align their personal values to these values.

Chief Electronics Technician (Nuclear) Brett Wigginton, TRFB's command ELD coordinator, said he has witnessed the evolution of naval training and leadership. As an ELD coordinator and trained fleet facilitator, Wigginton qualified at the Naval Leadership and Ethic Center in San Diego, where he learned how to be a Navy facilitator, rather than a trainer. Wigginton's role as a facilitator focuses on encouraging discussions and creating an atmosphere where Sailors feel comfortable speaking about their experiences and voicing their opinions.

"I truly believe that we talk about real issues and scenarios in these courses," said Wigginton. "What we talk about in these courses, it can get uncomfortable. I would say one of the biggest differences is that we bring up real life examples, and by we, I mean the whole class."

Wigginton, who became a facilitator because he wanted the opportunity to empower junior Sailors, noted the positive changes in the Navy's culture where anyone, regardless of rank, can contribute to a leadership role. Wigginton reflected on his time as a junior Sailor and credits his leadership for trusting him with opportunities to lead.

> "I was afforded a lot of opportunities simply because I showed initiative," said Wigginton. "I wanted to become a facilitator to help junior Sailors understand and realize that they can be leaders now, and they have a lot more power than they think they have."

Leadership is the cornerstone of the Navy and the key to continued success, which is one of the many reasons the Navy is invested in shaping well-rounded leaders. This requires leaders to be adaptable, empathetic, and capable of understanding diverse perspectives. Wigginton emphasized that leadership styles can vary, and that there is no "one-size-fitsall" solution to addressing Sailors' needs or different scenarios that may arise while leading Sailors.

"There are different leadership styles," said Wigginton. "People lead differently. We're making Sailors think about the leader they'd like to be. That takes a lot of deep thought to reflect on how you want to lead."

Wigginton also discussed the positive impact of encouraging Sailors to think like leaders early in their careers. By fostering a leadership mindset early on, Sailors are better equipped to handle challenging situations and contribute to the Navy's overall success. The ongoing evolution of Navy leadership, as seen through programs like the ELD Program, reflects a commitment to adaptability, inclusivity, and continuous improvement.

"I would encourage Sailors who have not taken the course to talk to the people who have," said Wigginton. "In nearly every class that I have facilitated at this command, and at any command, there is always somebody who gives feedback that 'this is the best Navy leadership course I've ever had in my career'. I just ask Sailors to talk to somebody who has taken the course and get their perspective on how useful the course is."

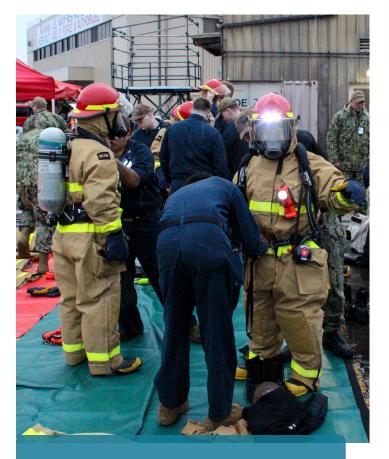


TRFB team member, Chief Electronics Technician (Nuclear) Brett Wigginton, facilitates an Intermediate Leadership Development Course (ILDC) held Oct. 25, 2023, Silverdale, Wash.

U.S. Navy Photos by MC2 Adora Okafor, MC2 Sarah Christoph and John Wayne Liston, TRFB Public Affairs



Marine Machinery Mechanic Mathew Hair cleans a cylinder head at TRFB.



U.S. Navy Sailors participate in a fire drill at Delta Pier.



Machinist's Mate 1st Class Simplice Azangban, left, and Marine Machinery Mechanic Dylan Scranton overhaul a trash compactor at TRFB.



Hank Hankinson, TRFB's Lifting and Handling department head, retires after 30 years of civil service.



Photo of Ohio-class ballistic missile submarine USS Henry M. Jackson (SSBN 730) docked on Naval Base Kitsap's Delta Pier, Dec. 28, 2023.



THE TRFB BLITZ: TRFB Represents for Team Navy

The regional Navy flag football team suffered a heartbreaking loss to Army in their 23rd annual flag football game, losing 35-28 in a thrilling, triple overtime tilt at Joint Base Lewis-McChord's Cowan Stadium Dec. 8.

The sole representative on the field for Trident Refit Facility, Bangor, was Machinist's Mate (Auxiliary) 1st Class Scott Drake, the team's wide receiver.

Drake embraced football from an early age. His

hometown, Diboll, Texas gave him plenty of athletic opportunities. At Diboll High School, Drake played football, basketball, golf, tennis, track and cross country.

"I have participated in athletics for as long as I can remember," said Drake. "I continue to play soccer, flag football and basketball."

But ask any Texan and they'll tell you, football is the most popular sport in Texas. "Texas Monthly" magazine jokingly stated in a 2021 article that, "Texas's state bird is the mockingbird, its state food. Navy in triple overtime to make it three in a row is chili, and its state religion is football."

It should come as no surprise that the lone TRFB representative on team Navy, Drake, is a native of the Lone Star State.

Drake became interested in flag football in 2022 when, after a shoulder injury, he was not able to play for the regular Navy regional football team.

"I heard about this opportunity from one of the coaches (to try out for the Navy regional team) in 2022 and planned to try out then," said Drake.

But when Drake's injury made him ineligible for the regular Navy football team, he quickly landed a spot on the Navy flag football team.

> Sailors, Marines and Coast Guardsmen are all eligible to try out for the Navy team, while the Army team is comprised of both Army and Air Force. Currently, the regional Navy team is comprised only of Sailors.

"Playing flag football for the command, gives me the opportunity to interact with Sailors from

other commands," said Drake. "It really builds camaraderie."

Master-at-Arms 3rd Class Logan Woodlock throws a pass during the 2022 Army-Navy flag football game at Naval Base Kitsap-Bangor in Silverdale, Wash., Nov. 19, 2022.

Despite the Navy team's best efforts, Army defeated for the Army team, made up with players from

Navy never trailed in the game until the final score, and nearly won it in the first overtime.



"At the beginning of the first quarter, the NAVY was up 7-0 after a pick six," said Drake. "By the end of the first quarter the Army had tied things up."

Navy took a 14-7 lead into the half. At the end of the third quarter Army had once again tied things up 14-14.

At the end of the fourth quarter Navy had a 21-14 lead but Army scored to tie things up in the closing minutes of regulation.

In the first overtime, Army turned the ball over with an interception, and all Navy needed was a field goal for the victory. But a costly false start penalty on their field goal attempt set them back five yards, which proved to be costly as they missed the kick wide-right by mere inches.

The teams traded touchdowns in the second overtime.

setting up the dramatic finish in the third overtime.

Article by: Nick Scott, TRFB Public Affairs,

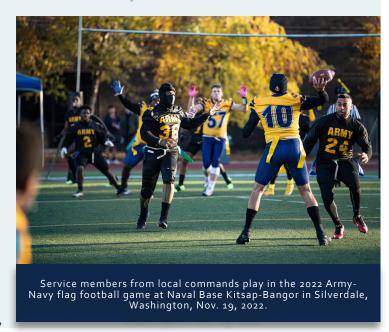
Photos by: Edzel Butac & MCSN Sophia H. Brooks

In the third overtime, the rule called for each team to have a one-play possession, which the Army capitalized on for a touchdown. Navy's one-play possession resulted in an incomplete pass.

Though Drake won't be representing TRFB next year, he transfers in six months, he said he hopes to continue to play for other commands.

"Some steps I will take to prepare for next year are that I will stay healthy and work on strength and speed," said Drake.

The Army-Navy flag football series started in 2000 to coincide with the Army-Navy college football game. Navy still leads the flag football series 14-9.



Refit Review | December 2023

U.S. Navy Photos by MC2 Adora Okafor, MC2 Sarah Christoph and John Wayne Liston, TRFB Public Affairs



Bravo Zulu to all the new NAMTS graduates! (More photos and information in the December Supplemental)



Lawrence Dickerson (right), Journeyman Electronics Mechanic, receives the 30-Year Service Pin at TRFB.



Bravo Zulu to command recruiter Jillyan Langdon and everyone who makes our hiring events possible!



Machinist's Mate (Auxiliary) 1st Class Rodney Harding (right) receives the Navy and Marine Coros Achievement Award at TRFB.



Wyatt Condos, Work Control Division Supervisor (left) receives Supervisor of the Year Award for outstanding leadership, achievements, performance of duties, special accomplishments, and overall contributions to command efficiency.



Christmas is an annual festival commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world. A feast central to the liturgical year in Christianity, it follows the season of Advent (which begins four Sundays before) or the Nativity Fast, and initiates the season of Christmastide, which historically in the West lasts twelve days and culminates on Twelfth Night. Christmas Day is a public holiday in many countries, is celebrated religiously by a majority of Christians,[9] as well as culturally by many non-Christians, and forms an integral part of the holiday season surrounding it.

Hanukkah (Chanukah)

Hanukka (alternatively spelled Chanukah) is a Jewish festival commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean Revolt against the Seleucid Empire in the 2nd century BCE. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar.

Kwanzaa

Kwanzaa is an annual celebration of African-American culture from December 26 to January 1, culminating in a communal feast called Karamu, usually on the sixth day. It was created by Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa. Kwanzaa was first celebrated in 1966.

Yule

Yule is a winter festival historically observed by the various peoples in North and Western Europe that was incorporated into Christmas during the Christianisation of the European continent. Many modern people celebrate Yule either in conjunction with or completely separate from Christmas.

Looking for portrait or photo support, public affairs guidance, graphic or flyer design, or other command-related media requests?

Stop by the Public Affairs office to make a request or appointment today!

Studio portrait walk-ins are held on Wednesdays from o800-0900. Studio times may be adjusted to suit your schedule.

Remember to bring the prescribed uniform, cover, and package instruction for the specific type of studio portrait requested.

FOR CAREER
DEVELOPMENT

