

WING

Tips

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COMMENTARY

Defining our Culture

By Lt. Col. Chris Houseworth, 150th Special Operations Squadron Commander

In order to understand culture, we must first define it.

Wikipedia defines culture as a “set of patterns of human activity within society or social group and the symbolic structures that give such activity significance. Customs, laws, dress, architectural style, social standards, religious beliefs, and traditions are all examples of cultural elements.” Everyone from senior leadership down to a new recruit plays a part in shaping and developing our military culture. We are surrounded by customs, laws, regulations, dress, standards, traditions and beliefs. It is vital to mission success that we understand the culture of our organization and the part we each play in developing and cultivating a healthy and strong organization.

Therefore, I would like to focus on the interpersonal communications of our Guard culture. In 1986, I joined the New Jersey Air National Guard and was fortunate enough to become a boom operator at the 170th Air Refueling Group. Retired Chief Master Sgt. George Fusco – an instrumental mentor and leader of mine - issued to me one important piece of advice: “Throughout your career in the Guard, always remember, today I work for you, tomorrow you work for me. Treat everyone with dignity and respect.” At first, I wasn’t sure what he meant by those words, however, over the past 27 years of my career that advice holds true today.

Unlike our Active Duty counterparts, the culture of the Guard establishes long term working relationships with individuals. Whereas Active Duty members spend three years at a base, then



move on to the next assignment, we in the Guard remain in place and work side by side with the same individuals for 10, 20 and in some cases 30 years. Consequently, our culture is unique with respect to our working relationships with our fellow Guardsman. Throughout that time, the enlisted individual you supervise today may go on to receive a commission and someday become your supervisor tomorrow. Hence, “Today I work for you, tomorrow you work for me. Treat everyone with dignity and respect.”

I believe Fusco’s statement puts things into perspective. It doesn’t matter if you are a leader or follower; Always treat each other with respect and dignity. We are all striving towards the same goal, which is mission success. Respect each other’s opinions and beliefs. Cre-

ate a culture where it’s acceptable to agree to disagree, however, in the end come together as one team to support the person responsible for the decision.

The Guard culture provides a unique opportunity to achieve the very best the military has to offer and to build those synergistic working relationships with our fellow Guardsmen. It is up to each and every one of us to embrace that opportunity and develop a culture that promotes dignity and respect to one another. Treat others the way you want to be treated and you will be doing your part to build a stronger, better and more efficient culture for your work environment. 

Cover: Nemo found us

Senior Master Sgt. Matt Johnson removes snow from the 108th Wing’s headquarters’ walkway at Joint Base McGuire-Dix-Lakehurst, N.J., Feb. 9, 2013. Airmen from the Wing removed snow from Winter Storm Nemo during the early morning hours in preparation for February’s weekend drill. (Air National Guard photo by Master Sgt. Mark C. Olsen/Released)



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WINTER STORM NEMO

Photo right: 108th Civil Engineers remove snow from the flight line at Joint Base McGuire-Dix-Lakehurst, N.J., Feb. 9, 2013. While Staff Sgt. Gary Sill, below, shovels snow from the 108th Wing's headquarters' walkway. Wing Airmen removed snow from Winter Storm Nemo during the early morning hours in preparation for February's weekend drill. (Air National Guard photos by Master Sgt. Mark C. Olsen, 108th Wing Public Affairs)



AF TO OPEN REMAINING COMBAT POSITIONS TO WOMEN

WASHINGTON (AFNS) -- Defense Secretary Leon E. Panetta and Chairman of the Joint Chiefs of Staff, Gen. Martin Dempsey announced the rescission the 1994 Direct Ground Combat Definition and Assignment Rule for women and that the Department of Defense plans to remove gender-based barriers to service.

"Women have shown great courage and sacrifice on and off the battlefield, contributed in unprecedented ways to the military's mission and proven their ability to serve in an expanding number of roles," Panetta said. "The Department's goal in rescinding the rule is to ensure that the mission is met with the best-qualified and most capable people, regardless of gender."

While 99 percent of Air Force positions are currently open to women, Chief of Staff Gen. Mark A. Welsh III said the service will now pursue opening the final one percent.

"2013 marks the twentieth anniversary of the Department of Defense allowing women to serve as combat pilots," Welsh said. "By rescinding the 1994 Direct Ground Combat Definition and Assignment Rule, we can pursue integrating women into the seven remaining Air Force career fields still closed, all associated with special operations. We're focused on ensuring America's Air Force remains capable and ready with the best-qualified people serving where we need them."

The Air Force will partner with U.S. Special Operations Command and the other services to review opening these positions in a deliberate, measured, and responsible way, officials said. Those positions are:

Officer / Enlisted Air Force Specialty Codes closed to women:

- 13DXA (Combat Control Officer - special operations forces/direct ground combat)

- 13DXB (Combat Rescue/Special Tactics Officer - special operations forces/direct ground combat)

- 15WXC (Special Operations Weather Officer - special operations forces/direct ground combat)



- 1C2XX (Enlisted Combat Controller - special operations forces/direct ground combat)

- 1C4XX (Enlisted Tactical Air Command and Control - some special operations forces /direct ground combat)

- 1T2XX (Enlisted Pararescue - special operations forces/direct ground combat)

- 1W0X2 (Enlisted Special Operations Weather - special operations forces/direct ground combat)

These career fields comprise approximately 3,235 positions.

Today, women make up approximately 15 percent, or nearly 202,400, of the U.S. military's 1.4 million active personnel. Over the course of the past decade, more than 280,000 women have deployed in support of operations in Iraq and Afghanistan.

This announcement follows an extensive review by the Joint Chiefs of Staff, who unanimously concluded that now is the time to move forward with the full intent to integrate women into occupational fields to the maximum extent possible.

It builds on a February 2012 decision to open more than 14,000 additional positions to women by rescinding the co-location restriction and allowing women to be assigned to select positions in ground combat units at the battalion level.

"The Joint Chiefs share common cause on the need to start doing this now and to doing this right. We are committed to a purposeful and principled approach," said Chairman of the Joint Chiefs of Staff Gen. Martin Dempsey.

The DoD is determined to successfully integrate women into the remaining restricted occupational fields within our military, while adhering to the following guiding principles developed by the Joint Chiefs of Staff:

- Ensuring the success of our nation's warfighting forces by preserving unit readiness, cohesion, and morale.

- Ensuring all service men and women are given the opportunity to succeed and are set up for success with viable career paths.

- Retaining the trust and confidence of the American people to defend this nation by promoting policies that maintain the best quality and most qualified people.

- Validating occupational performance standards, both physical and mental, for all military occupational specialties (MOS), specifically those that remain closed to women. Eligibility for training and development within designated occupational fields should consist of qualitative and quantifiable standards reflecting the knowledge, skills, and abilities necessary for each occupation. For occupational specialties open to women, the occupational performance standards must be gender-neutral as required by Public Law 103-160, Section 542 (1993).

- Ensuring that a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long run. This may require an adjustment to recruiting efforts, assignment processes, and personnel policies. Assimilation of women into heretofore "closed units" will be informed by continual in-stride assessments and pilot efforts.

Using these guiding principles, positions will be opened to women following service reviews and the congressional notification procedures established by law. Panetta directed the military departments to submit detailed plans by May 15, 2013, for the implementation of this change, and to move ahead expeditiously to integrate women into previously closed positions. The secretary's direction is for this process to be complete by Jan. 1, 2016. 

Air Force women trace history to World War II

By Martha Lockwood, Defense Media Activity

In 1942, Eleanor Roosevelt observed: "This is not a time when women should be patient. We are in a war and we need to fight it with all our ability and ever weapon possible. WOMEN PILOTS, in this particular case, are a weapon waiting to be used."

That year, the U.S. Army Air Corps took the unheard-of step of forming and employing two women's aviation units. That same

instructors, glider tow pilots, towing targets for air-to-air and anti-aircraft gunnery practice, engineering test flying, ferrying aircraft, and other duties.

Although WASPs had the privileges of officers, they were never formally adopted into the USAAC. In November 1977--33 years after the WASPs program was disbanded--President Carter signed a

November 1942, the need for flight nurses exceeded the supply, and women who had not yet finished their training were called into action and sent to North Africa on Christmas Day. Finally, in February 1943, the first class of Army Nurse Corps flight nurses graduated.

Unlike their stateside-stationed counterparts in the WASPs, flight nurses (nick-

"This is not a time when women should be patient. We are in a war and we need to fight it with all our ability and ever weapon possible. WOMEN PILOTS, in this particular case, are a weapon waiting to be used."

Eleanor Roosevelt, 1942

year, a unit of flight nurses who had not yet quite finished their training, were sent into North Africa on Christmas Day following the Allied invasion in November of that year.

And the history of women--civilian and military--was forever changed.

WASPs, WAFS and a Willingness to Serve

Originally, the idea of using women pilots was first suggested in 1930, but was considered "unfeasible," according to information maintained at the National Museum of the Air Force in Dayton, Ohio.

Then, in mid-1942, an increased need for World War II combat pilots, favored the use of experienced women pilots to fly aircraft on non-combat missions.

Two women's aviation units--The Women's Auxiliary Ferrying Squadron (WAFS--with a capital S) and the Women's Airforce Service Pilots (WASPs) were formed to ease this need. More than 1,000 women participated in these programs as civilians attached to the USAAC, flying 60 million miles of non-combat military missions.

These two units were merged into a single group, the Women Airforce Service Pilots (WASP) program in August 1943, and broke ground for U.S. Air Force female pilots who would follow in their footsteps decades later.

Of the more than 25,000 women who applied for pilot training under the WASP program, 1,830 were accepted, 1,074 were graduated, and 916 (including 16 former WAFS) remained when the program was disbanded in December 1944. WASP assignments were diverse--as flight training

bill granting World War II veterans' status to former WASPs.

"Winged Angels."

It was a slightly different story for flight nurses who were members of the military from the beginning. As it was with so many advances and innovations resulting from World War II, the USAAC radically changed military medical care, and the development of air evacuation and the training of flight nurses were advanced to meet this need.

After the invasion of North Africa in

named "Winged Angels") in the Army Nurse Corps served in combat. They were especially vulnerable to enemy attacks because aircraft used for evacuation could not display their non-combat status.

These same aircraft were also used to transport military supplies. In anticipation and preparation for almost any emergency, flight nurses were required to learn crash procedures, receive survival training, and know the effects of high altitude on a vast array of pathologies.

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WASP pilots, left to right, Frances Green, Marget (Peg) Kirchner, Ann Waldner and Blanche Osborn, are being trained to fly the B-17 Flying Fortress at Lockbourne Army Air Field, Ohio. (U.S. Air Force photo)

Air Force women continued

Continued from Page 5

Of the nearly 1.2 million patients air evacuated throughout the war, only 46 died en route. About 500 USAAC nurses (only 17 died in combat) served as members of 31 medical air evacuation transport squadrons throughout the world.

When President Harry Truman signed The National Security Act of 1947, creating the Department of Defense, the U. S. Air Force became a separate military service. At the time, a number of Women's Army Corps (WACs) members continued serving in the Army but performed Air Force duties.

Originally, the WAFs were limited to 4,000 enlisted women and 300 female officers, all of whom were encouraged to fill a variety of ground duty roles--mostly clerical and medical--but were not to be trained as pilots, even though the USAAC had graduated the first class of female pilots in April 1943, during wartime.

In 1976, when women were accepted into the Air Force on an equal basis with men, the WAF program ended, but not before many milestones were achieved and marked along the way in preparation for today's Air Force woman.

"You don't need legislation to prove something... you can be whatever you set your heart and head to be, and don't let anybody tell you can't be, because 1,078 women pilots did it in World War II," said WASP Annelle Henderson Bulechek.

The WAFs in Evolution

The first WAF recruit was Sgt. Esther Blake who enlisted on July 8, 1948, in the first minute of the first day that regular Air Force duty was authorized for women. She had been a WAC, and she transferred in from Fort McPherson, Ga.

The first recruits reported to Lackland Air Force Base, Texas, in 1948. When basic training was desegregated in the Air Force the following year, many African-American women recruits joined, even

though the integration of quarters and mess had not yet been achieved.

Milestones Along the Way

In its 10-year lifespan, from 1951 to 1961, the 543rd Air Force Band (WAF) was served by 235 women musicians, with approximately 50 members at any one time. This band, the WAF Band as it was known, along with the all-male Air Force Band, served as ambassadors of the Air Force simultaneously.

The WAF band marched in both of President Eisenhower's inaugural parades, and they played for President Kennedy's inauguration, among other concert engagements throughout the nation. The band was deactivated in 1961.

It was during this same time period--1956--that a WAF section was introduced into the college-level Reserve Officers' Training Corps (ROTC) program, and by 1959 four universities were running ROTC WAF sections. By 1970, they had achieved a national presence.

With the end of Selective Service (the "draft") in 1973, recruiting practices changed. Shortly afterwards--1976--the separate status of WAF was abolished, and women entered pilot training as military personnel for the first time. Our country's bicentennial year also saw women entering the service academies, which had not been opened to them prior to President Ford's administration.

By 1993, women were receiving fighter pilot training, and Lt. Gen. Susan J. Helms (then Maj. Helms), member of the first class of the U. S. Air Force Academy to graduate women, was also the first American military woman in space as part of the Space Shuttle Endeavor team.

Coming, full circle, the final chapter for the WAFS and WASPS of World War

II was achieved in 1977, when President Jimmy Carter awarded them full status as veterans, complete with benefits. A fitting epilogue was added in 2010 with the awarding



Lt. Gen. Susan J. Helms is currently commander, 14th Air Force (Air Forces Strategic); and commander, Joint Functional Component Command for Space. Helms was a crew member on five space shuttle missions and was a resident of the International Space Station (ISS) for more than five months in 2001. While participating in ISS Expedition 2, she and James S. Voss conducted an eight-hour and 56 minute spacewalk the longest to date. (Air Force Photo/Released)

of the Congressional Gold Medal. Today, there are approximately 300 of the original women air force pilots still living.

By the Numbers

The milestones cited above are just that--the highlights of women in service to their country. Each day, women in the Air Force distinguish themselves and honor those who have gone before them by doing the jobs that matter to us all--performing in professional, administrative, technical and clerical positions.

Women make up 19 percent of all Air Force military personnel and 30.5 percent of all civilian personnel. Of the female officers, 55 percent of the female officers are line officers, and 45 percent are non-line. Of the 328,423 active duty personnel, 62,316 are women, with 712 female pilots, 259 navigators and 183 air battle managers. 

This article was edited by Master Sgt. Mark Olsen, 108th Wing Public Affairs from it's original publication posted March 2, 2012.

“You don't need legislation to prove something... you can be whatever you set your heart and head to be, and don't let anybody tell you can't be, because 1,078 women pilots did it in World War II.”

WASP Annelle Henderson Bulechek, Class of 44-W-2



EIGHT RE-ENLIST DURING UTA



Col. Kevin J. Keehn, center, 108th Wing commander, administered the oath of enlistment to re-enlisting members, left to right, Senior Airmen Britani Lee, Folami Shorter, Tech. Sgts. Heather Barlett, Kemmery Kendrick and Toni Martinez at the Wing headquarters at Joint Base McGuire-Dix-Lakehurst, N.J., Feb. 9, 2013. (Air National Guard photo by Staff Sgt. Armando Vasquez/Released)

Re-enlistees, left to right, Senior Master Sgt. Mark A. Bajada, Staff Sgt. Brian Carney and Senior Airman Danessa Duverce pose with 108th Wing vice commander Col. Robert A. Meyer, right, at the Wing headquarters at Joint Base McGuire-Dix-Lakehurst, N.J., Feb. 10, 2013. (Air National Guard photo by Master Sgt. Mark C. Olsen/Released)



Air National Guard photo by Master Sgt. Mark C. Olsen/Released

Are you the next boom operator?

The 141st Air Refueling Squadron is looking for three new boom operators to join the field of aviators. At the tip of the spear to support global reach and global power, air-to-air refueling is the core of our business at the 141st. Other duties include passenger and cargo movement and the humbling experience of transporting ambulatory patients during our aeromedical evacuation missions. The responsibilities and duties of a boom operator are very demanding and extremely rewarding. Applicants must be able to meet all testing and flight physical requirements. Maximum rank is staff sergeant. If you are interested, contact Senior Master Sgt. David Falkowski at (609)754-2197.

New date and Fees for Family Day

The Annual 108th Wing Family Day will be held at the end of the "Super Drill" on June 23, at Doughboy Field.

This is a change from previous years when Family Day was held during the August drill.

Due to budget constraints over the last several years, it has become necessary to offset the event by collecting \$5 per person for the Liberty Fund during the April and May UTAs. Children five years old and under are free.

If members do not wish to attend, they will simply remain at their work stations until the end of the duty day.

We've already started organizing and planning to make this our best event yet! We are, however, always looking for fresh ideas, creative solutions and of course, more volunteers!



(Air National Guard Photo by Tech. Sgt. Eric Erbe/Released)

We look forward to celebrating with the entire Wing this June! 

Dealing with an uncertain world

By Jill Barrett, Wing Director of Psychological Health

We live in a world of uncertainty. So did our grandparents and the same will be said for our grandchildren. The fact is that uncertainty is always present and financial uncertainty is a lifelong condition for many of us.

So why does uncertainty throw us for a loop? Science tells us that we wake up each day and our brains tell us that we want our days to be predictable, known, and certain. Our brains can also have negativity bias – we often give more attention and weight to negative experiences than positive ones.

We can drift into “what if” scenarios and dream up all sorts of negative outcomes. We all have questions about our lives to which we simply don’t know the answers - what will be the results of a medical test, will I lose my job or take a pay cut, will my partner stay with me, will my struggling child turn it around in school - and we can feel very unsettled and stressed about it. When we feel unsure about our financial situation, it can disrupt our core sense of safety and security.

How do we deal with these uncomfortable feelings that arise from uncertainty and financial stress? The first is to remind ourselves that the only constant in life is change—and try as you may to control the future, sometimes all you can do is trust that whatever happens, you can adapt and make the best of it. The following suggestions may also help in managing stress during times of change and uncertainty.



Air National Guard photo by Master Sgt. Mark C. Olsen/Released

Do a Self-Assessment

Companies planning for the future often conduct an analysis for strengths, weaknesses, opportunities, and threats (SWOT). That type of SWOT analysis can be just as helpful to you. What skills and strengths do you have to handle this change? Where do you need to improve? Don’t overlook where the opportunities might lie. It’s easy to see the threats but don’t get stuck there and fail to see chances for positive change.

Be Positive in Actions and Attitude

Keeping a positive attitude can help you deal with the uncertainties of change.

Optimism pulls us forward while pessimism keeps us closed off and stagnant.

Keep Your Worry to Risk Ratio in Check

Is the amount of worry that you are experiencing about this change appropriate? Stress and worry can be helpful to keep us safe and balanced, but one can go overboard and worry can take away from good things on which we could be focusing. When worries creep in, interrogate them. Don’t temporarily shop, eat or drink them away. Ask them: “What’s the worst thing that could happen?” What are you really afraid of? How will worrying about this help? Unless you can actually change the outcome by worrying, it’s not worth it. Tell your worries that and send them to bed.

Keep Open and Clear Lines of Communication

Communications is always important, and especially when we face change. Financial uncertainties and difficulties are often tainted with a sense of shame and we might try to keep it a secret until we can resolve the issues.

However, communicating about your financial uncertainties will open you up to others who might have undergone similar situations and who can offer helpful feedback and the empathy of shared experience. It will also offer opportunities to talk with experts and resolve the issues in ways that you didn’t know were possible. Don’t just sit back in silence and wait for things to happen.

Involve your partner and family. Keep them in the loop on major decisions, listen to their concerns, and make time for low cost, family fun. 

FROM DR. BARRETT’S LIBRARY

“Be patient toward all that is unsolved in your heart and try to love the questions themselves, like locked rooms and like books that are now written in a very foreign tongue. Do not now seek the answers, which cannot be given you because you would not be able to live them. And the point is, to live everything. Live the questions now. Perhaps you will then gradually, without noticing it, live along some distant day into the answer.” René Maria Rilke, Letters to a Young Poet

Utilize stress reduction techniques preemptively; don’t wait until you can’t sleep and your back hurts. If you’re dealing with uncertainty, you probably have stress in your body even if it’s not at the forefront of your mind in this exact moment. Incorporate stress reduction techniques into your day - meditate, exercise, pray, explore your creative talents. Finding your center will help you feel better prepared to tackle whatever comes your way.

Be Flexible

Change requires flexibility. The better able you are to adapt to change, the greater your chances of being successful. Focus on what you can control about the situation - be creative in your action plan.

WHAT IS SAFETY?

By Senior Master Sgt. James Granato, Ground Safety Manager

What is safety?

Is it someone with the title of Safety Manager walking around the unit saying: "Don't do this. Don't do that. Wear your personal protective equipment. Replace that machine guard."

Does safety mean danger and risk, or is it protection from injury or damage? It is all these things, of course, but it is also a great deal more.

Safety is a way of life—meaning that it is not something one should have to stop and think about, but should be as familiar and about as automatic as breathing. Of course, breathing comes naturally from day one, but safety only becomes automatic as we gradually absorb the lessons learned from parents, teachers, books and our own trial-and-error experiences.

We were all taught early in life to look both ways before crossing the street. Did our parents tell us just once, or did they have to yank our arms almost out of the socket and yell at us until we got it. Being safe is a matter of practice.

The unfortunate thing about safety is, for every regulation that is written, some unfortunate soul had to suffer. Young Airmen should look at an old supervisor's hands and thank them for PPE.

Here at the 108th, we're all on the same team. We may want to surpass another unit's former SORTIE record or mobilize faster and better—but we don't do it by taking chances with our own safety and that of the co-workers who are our teammates. Instead, we continue to think about safety whenever a work decision has to be made. We conscientiously observe the safety rules and consciously practice the safe behavior we've learned. We wear the safety glasses, clear the debris from the aisles, mop up spills promptly and read the label on any chemical we're going to use.

If this hasn't already become automatic behavior, it will with further practice and as with any accomplishment, some people may need more practice than others.

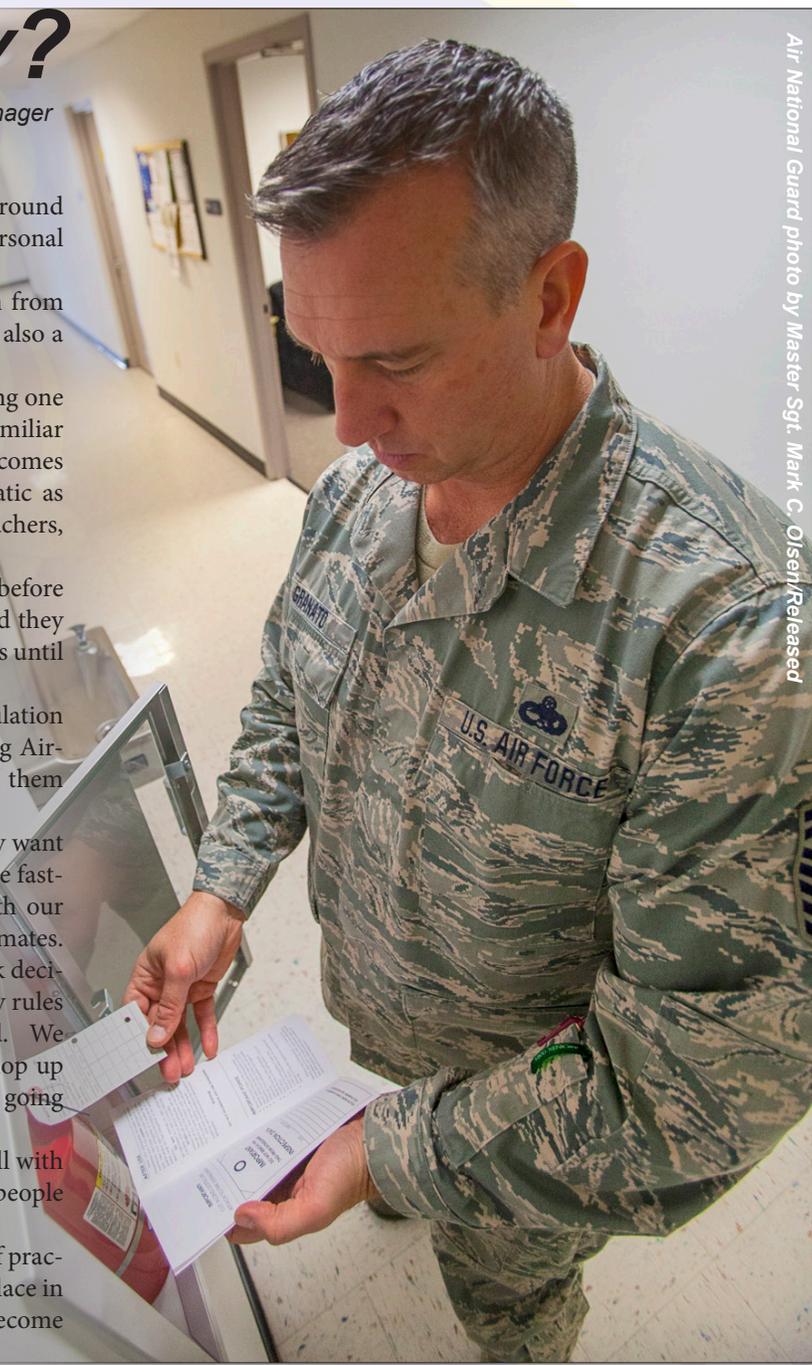
At any rate, once we have all paid the necessary price of practicing safety, we will all share the bigger dividend: A workplace in which the odds against our being injured on the job have become greater and greater. 🇺🇸

WHEN THE SMOKE CLEARS...!

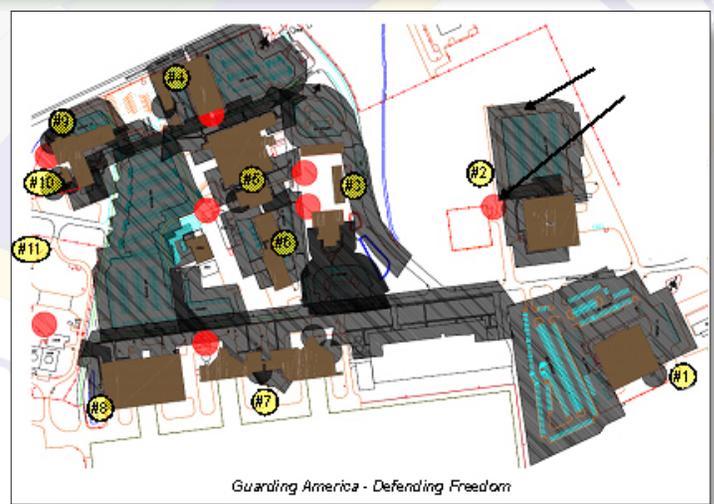
According to Air Force Instruction 40-102, Tobacco Use In The Air Force: "Tobacco use is the leading cause of preventable death in the United States. Tobacco use degrades the state of military readiness and the health of military personnel."

The 108th Civil Engineers were responsible to identify "Designated Tobacco Areas" (DTAs) throughout the 108th campus. After meeting with building managers, utilizing the siting criteria outlined in the AFI, eight areas, marked with red dots, will have their own DTA, while three share a DTA with an adjacent building.

Each 108th organization's tobacco users will be responsible for keeping DTAs clean and free of cigarette butts and debris. DTAs may be removed if the area around it or leading up to it is cluttered with cigarette butts or trash. If you are one of those utilizing the DTAs, please police up after yourselves so we do not lose this privilege. 🇺🇸



Air National Guard photo by Master Sgt. Mark C. Olsen/Released



Guarding America - Defending Freedom

'On the outside, looking in'

By Chaplain (Maj.) James D. Buckman, 108th Wing Chaplains Office

There are times in all of our lives when we find ourselves, 'On the outside, looking in'.

My two oldest sons joined a robotics team this school year - these did not even exist when I was in high school. The team that Jacob and Jim joined won the National High School Robotics Competition in St. Louis, Mo., two years ago. To put this in perspective, there are more than 4,000 high school robotics teams in the United States. My boys were very excited about joining a winning team; but even though they were part of the team- they started out 'on the outside, looking in'.

While Jacob and Jim were now officially part of the team, the relationships that existed between those already on the team could not be given to them through a simple welcome; my boys would have to develop their place and role in the group.

Being 'on the outside, looking in' is not usually a comfortable place to be for most people. If we continue to find ourselves in this situation even after an extended period of being a part of a group, team or organization; we may begin to question our shared values and wonder if there is mutual respect. Because we are uncomfortable with being 'on the outside, looking in', a frequent response is to seek ways that we can conform to the perceived group norm.

Conformity is something to be considered carefully. Will con-



formity compromise your core values or beliefs? Will conformity cause you to engage in behavior that blurs the lines of expected job responsibilities? Knowing when to conform versus when to stand firm is at its core- a moral question and one worthy of your personal reflection and religious perspective.

Group behavior seeks to norm and conform all members; this is something we need to watch carefully. Especially when it comes to personally held beliefs; like religious faith. Being 'on the outside, looking in' can be uncomfortable for people who want to make everyone believe the same thing that they do. For these people, there are no respectful boundaries that recognize individuality. Sometimes, these people will try to use the organization itself to intrude or even impose a set of beliefs on others. This comes in part out of their being uncomfortable around others who are different. We need to help everyone understand that in fact, there are times when it is good to be 'on the outside, looking in'. We are not all going to have the same opinion or belief, consequently, there will be space between us, and this is ok.

As my boys got to know the other students on their robotics team, they developed friendships as they learned about each other's likes and dislikes, perspectives and positions on issues. In the framework of mutual respect, the team members have wide ranging conversations, listening and learning from each other.

As such, sometimes, being 'On the outside, looking in' gives us the best picture of what is inside of ourselves and how we look at others. 

THE 108TH WING'S SNCO COUNCIL



Air Force Instructions 36-2618, The Enlisted Force Structure, identifies a senior non-commissioned officer (SNCO) as an Airman who provides highly effective leadership while leading and managing teams to accomplish the Air Force's mission.

A SNCO represents the enlisted core and must take an active role in the development, mentoring and the responsibility for the careers of others.

The SNCO Council is a professional organization established to enhance the morale, professionalism and quality of life for 108th Wing Airmen, family members and the community by promoting open communication and mentorship. The Council, which consists of master and senior master sergeants, seeks out opportunities for all Wing members to become involved in unit events, and organizational support for both professional and community organizations.

The Council meets each unit training assembly Sunday at 1 p.m. in the Wing headquarters conference room. The Council discusses all issues affecting Wing members, provides solutions for areas of opportunity, discusses upcoming social events and fund raising ideas.

If you want to be part of this team please contact the Council chairman Senior Master Sgt. Maria Hamlin at 609-754-2635. You are more than welcome to stop by one of the regular meetings to learn more about the SNCO Council. 

Did You Know...

The myPers website provides a 24/7 online self-service capability to numerous personnel actions?

Log on to myPers.af.mil using your Common Access Card (CAC):

Go to myPers.af.mil and click the "CAC" Login" selection. Next select the appropriate certificate and input your Personal Identification Number (PIN #). Review the home page and select from the helpful links to learn more about services available.

If accessing with your Username (User ID) and Password:

Go to myPers.af.mil and click in the "User ID" box and input your user name. Next click in the "Password" box and input your password. Finally, click "LOG-IN"

Can't remember your User ID and/or password? Click on the link, "Forgot your username or password?" and simply follow the steps provided. Please note using the "User ID/Password" option will limit access to some online self-service applications.

The myPers website is your Total Force source for personnel information and online service. Go check it out! 



Vacations for HEROS

Forget cramped quarters. Get access to Space-A resort rentals worldwide for one low weekly price*. Spread out in family-sized resort accommodations, many of which include:

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FRONT AND CENTER: SHEVAUGHN JORSLING



Rank: *Technical Sergeant*
Time in Service: *10 years*
Job with 108th: *Quality Assurance/Supply*
Civilian Job: *Logistics/Supply Planner*
Favorite Food: *Curry Crab and Dumplings*
Favorite TV Show: *None*
Favorite Music Genre: *Reggae/Soca*
Favorite Sport: *American Football/Soccer*
What do I do in my Spare Time: *Self Improvement (Spiritually, mentally, physically and emotionally)*
Person I Most Look Up To: *My Late Grandmother*
My Hero is: *My Late Grandmother*
Dream Vacation: *Hopping the Caribbean Islands*
Dream Car: *Porsche Panamera*
My Goals for the Future: *Pursue a Medical Doctor Degree*
What I like about the 108th: *The people in my squadron, they make the working environment comfortable and enjoyable.*
If I Was Commander for a Day: *Visit members in every squadron and ask them about the morale and their suggestions for ways to make it better.*



Air National Guard photo by Staff Sgt. Armando Vasquez/Released

Free Tax Services through Military OneSource

By Army Sgt. 1st Class Tyrone C. Marshall Jr., American Forces Press Service

As tax season nears, Military OneSource and H&R Block have joined forces again to provide a free online tax preparation service for service members.

During an interview with American Forces Press Service and the Pentagon Channel, Tony Jackson, a program analyst for the Military OneSource program office, detailed the services available for troops and their families.

"Military OneSource is a gateway to a free tax preparation service, partnered with H&R Block," he said. "We also have tax consultants who can provide assistance, whether it's seeking and filling out tax forms or any other tax-related information."

"Military OneSource and H&R Block definitely meet industry standards for security for websites," he said. "Also, encryption software [is used], and there's also no selling of information, so service members and family members can be assured that their information is secure, and it stays within Military OneSource and H&R Block."

Two services - basic and premium - are provided through H&R Block, with one notable difference. The basic service is free and the premium service would apply to taxpayers who must file Schedule C returns, generally to report gains or losses from business ownership.

If you have Schedule C tax issues, that's when you'd go to the premium. Again, the key point there is you do incur additional costs if you have to use the premium.

For those not sure which service they should use, Jackson encouraged them to use the Military OneSource website as a guide. The site lists answers to frequently asked questions, he added.

"You can always contact Military OneSource at 1-800-342-9647," Jackson said. "We're open 24 hours a day, seven days a week, so any questions you have; you can use the website or the call center at the [toll-free] number."

"Not only do they provide forms and basic information relative to military-specific tax issues and questions, they are a gateway to get you to H&R Block," he said. "If your tax situation warrants, they'll get you to a volunteer income tax assistance clinic on your local military installation or larger command. It's one-stop shopping."

These tax consultants cannot prepare tax forms or direct people to do anything. Everything is on a recommended basis.

All members of the National Guard are eligible to use the service, as well as spouses and other family members enrolled in the Defense Enrollment Eligibility Reporting System. 



MAN ON THE STREET

“Snow...Love it or Hate it?”

Photos by Tech. Sgt. Eric Erbe, 108th Wing Public Affairs Office



“Love it. I enjoy driving my Subaru in the snow.”
-Airman 1st Class Jeffrey Praskac, 108th Contingency Response Group



“Love it. I enjoy watching my two-year old play in the snow.”
- Staff Sgt. Agustin Alvarado, 108th Contingency Response Group



“Love it. I enjoy the change of seasons in New Jersey and enjoy the beauty of the snow. We are all a kid at heart.”
-1st Lt. Mike Yung, 108th Wing



“Love it. It looks great and it’s fun to drive the 4X4 in.”
- Staff Sgt. Gilberto Hernandez, 108th Contingency Response Group



“Hate it. Wrecked a car in the bad weather once.”
- Senior Airman Juan Higgins, 108th Communications Squadron



“Hate it, had enough!”
- Tech. Sgt. Debbie Zygmunt, 108th Contingency Response Group



“Love it, as long as you can stay home and enjoy it”
- Chief Master Sgt. John Early, 108th Communications Squadron



“I like it...when it doesn’t linger.”
- Master Sgt. Tulip Appleton, 108th Force Support Squadron

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