WING Tips

April 2013, Vol. 14, No. 4

COMMENTARY

SUCCESS IN LEAN TIMES

By Lt. Col. Steve Jamison, commander, 108th Maintenance Group

Budgetary issues threaten the basic structure of the Air National Guard and the Department of Defense as a whole. We are tasked to do "more with less", "less with less", and the "same with less". "Less" is the primary recurring theme as we will be provided with fewer resources to perform the myriad missions - state and federal - of the Air National Guard. To navigate these turbulent waters, I have developed a philosophy for the 108th Maintenance Group to maximize the impact of our actions. This philosophy can be simplified into three basic concepts: **Prepare Well, Do Your Job Right, and Always Look to Improve.**

Prepare Well - *"Chance favors the prepared mind." Louis Pasteur*

Success does not "just happen." In military operations, as in life, the victor is always the one who is prepared. This does not imply that proper preparation guarantees victory, but only that failing to prepare guarantees failure. In order to be properly prepared, one must not only develop a plan of action to achieve a desired goal, but he must also look into various contingencies should events not unfold as originally thought. This is the essence of preparing well.

The development of efficient and effective plans is essential to mission success. With the increase in required training activities and the limited amount of time available during unit-training-assembly weekends, we must be proactive in our approach to drills. Having a detailed plan of training activities projected months in advance will help our members ensure they are fully capable to perform their jobs and deploy, if called upon.

Furthermore, preparing well also involves anticipating both positive and negative situations which may arise. By anticipating that things can and will go wrong, we can smoothly adjust to less fortuitous circumstances and continue towards meeting our desired goals. This reduces confusion and engenders a sense of calm among the team members. The extra effort spent in planning for contingency situations will reduce the time adjusting the plan when forces outside of our control change.

Do Your Job Right - *"Success is simple. Do what's right, the right way, at the right time." Arnold H. Glasow*

On the surface, the phrase "Do your job right" seems too simplistic. It is, however, a more complex and difficult undertaking than it first appears. As military professionals, we are entrusted with nothing less than the protection of the American way of life and security of her people. We work in hazardous environments where our decisions can have life-or-death consequences, and we are responsible for the proper use of the taxpayers' dollars. In order to succeed in these situations, we must be able to do our jobs right.

The first part of this is doing our jobs. In order to do our jobs, we have to know what our jobs are and how to accomplish them. Complacency is our primary impediment to achieving this. We are all inclined

See, **SUCCESS,** on Pg. 3

Cover: Getting Ready For Basic

Kim Moncayo, left, and Chelsey L. Thiverge, both members of the 108th Student Flight, perform the push-up portion of the physical fitness test at the National Guard Training Center, Sea Girt, N.J. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/ Released)

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SUCCESS

Continued from Pg. 1

to believe that we know or remember more than we actually do. For us to be experts at our jobs, it is imperative that we continually review our duties and governing directives. To fully develop in our occupation, we need to study our profession through reading and conferring with others. In addition, we need to constantly challenge ourselves with new assignments so that we can continually evolve and grow.

The second part is doing the job the right way. This involves not only following the proper regulatory guidance and avoiding short-cuts, but also making decisions that are morally and ethically sound. As resources become scarcer, we need to be even more vigilant with making decisions based on the overall benefit to the taxpayers, not just the short-term profit of our individual sections.

Always Look to Improve - *"Perfection is not attainable, but if we chase perfection we can catch excellence." Vince Lombardi*

As the operations of the 108th Wing continue to evolve, we will need to find new and more efficient methods to effectively accomplish our missions. We cannot be satisfied with the status quo, because our tasking are constantly changing. Fortunately, we are blessed with an incredibly knowledgeable workforce, flush with great ideas on how to improve the organization. We need to harvest these ideas and implement those which will set the unit up for future success.

As individuals, we should also be looking for ways to improve ourselves. This may take the form of physical improvement through exercise and healthy living, intellectual improvement through continued higher learning and study, or emotional improvement through self-reflection and stress-reduction. Improving ourselves in these areas will help us perform our jobs well in high-stress/hostile environments.

By following the values of **Prepare Well, Do Your Job Right, and Always Look to Improve**, I believe the 108th Wing will continue to effectively execute our tasked missions in this era of budgetary restraint. Our state and nation are counting on us.

Albanians gain insight into NJNG Officer Candidate School program

Story and photo by Airman 1st Class Kellyann Novak, 108th Wing Public Affairs

Looking to build an Officer Candidate School program within the Albanian military, five officers from the Albanian Ministry of Defense and Albanian Armed Forces visited the New Jersey National Guard's Training Center at Sea Girt, March 9, through the NJ State Partnership Program.

The five delegates' goal is to emulate the OCS program of the NJNG. They hope to accomplish this by visiting an OCS orientation being conducted at the Training Center and discussing future training opportunities for their officer candidates.

Brig. Gen. Bardhyl Hoxha, AAF Training and Doctrine commander, wants to incorporate the NJNG OCS program and the U.S. military's doctrines into their armed forces. In addition, Hoxha said one of the most important aspects he would like Albanian officers to learn from the U.S. and OCS is a change in mentality and a better understanding of the U.S. military's way of life.

OCS is an intense leadership training ground where the mission is to train, educate, branch, and commission the best qualified officers in order to produce agile and adaptive junior officers capable of leading soldiers upon arrival at first unit of assignment. The state OCS is a 16 to 18 month program, one weekend a month, but the plan for the Albanian candidates would be to follow the Federal OCS program, training every day for three to four months. There are numerous details to be hammered out within the program to allow the Albanian candidates to benefit the most from OCS. Hoxha said the AAF would like to look at the U.S. program and eliminate some information that may be of no practical use to an Albanian officer and possibly add other training that would be valuable to their candidates.

Cultural differences play a huge role in preparing Albanian officer candidates to come to the U.S. and participate in training. Hoxha explained the candidates would be university students graduating with a bachelor's degree and would be required to have education in the English language. They would attend basic training first and then approximately two months' worth of additional training before being selected for OCS in the U.S.

Col. Vladimir Avdiaj, Strategic Policies Director, was one of the first Albanian officers to participate in training in the U.S. He is interested in how the U.S. OCS will change the AAF's way of training and educating young officers. In addition, Avdiaj said he would like to see Albanian non-commissioned officers training in the U.S. in the future if all goes well with the OCS program.

The National Guard's 65-nation, 20-year-old State Partnership Program provides unique partnership capacity-building capabilities to combatant commanders and U.S. ambassadors through partnerships between U.S. states, territories, the District of Columbia and foreign countries.

The SPP supports U.S. national interests and security cooperation goals by engaging partner nations via military, socio-political and economic conduits at the local, state and national level.

CRG says farewell to Brazel, welcomes Klein

Story by Staff Sgt. Armando Vasquez; Photo by Airman 1st Class Kellyann Novak, 108th Wing Public Affairs

"Patience! There will be lots of starts and stops but our day will come," are the words of wisdom from Col. Lawrence Klein to the Airmen of the 108th Contingency Response Group as he assumes command.

With friends, family, and senior leadership of the New Jersey National Guard, Col. Robert Brazel relinquished command of the 108th CRG to Klein March 10, during a change of command ceremony at Joint Base McGuire-Dix-Lakehurst, N.J.

Brazel has been the only commander that the 108th CRG has known since their inception more than five years ago.

"It's been an honor serving with you," said Brazel. "This has been my most challenging and most rewarding command."

Brazel thanked those who believed in him and chose him to be the commander of the CRG when the group was created in 2008, but he wanted to give a "special thanks to the members of the CRG."

"We had no budget, no facility," said Brazel. "But we had a sense of purpose to create the Group."

Klein said he hopes he can live up to the high levels of expectation set by Brazel.

Consequently, as he assumed command of the CRG, Klein was promoted to the rank of colonel by the Adjutant General of New Jersey, Brig. Gen. Michael L. Cunniff, and received the 108th CRG guidon from Col. Kevin Keehn, commander of the 108th Wing.

His mission as the new commander is to get the CRG Airmen fully operational capable to rapidly deploy as a first-in force that will secure an airfield, establish and maintain field operations around the world.

Via the leadership of Klein, the CRG will continue to train year-round through local training at the base, as well as continue to attend Eagle Flag and other operational exercises that will keep their skills sharp and have them prepare for a future contingency mission.

"I hope I can do justice to the members of the CRG and serve them as well as Brazel did," said Klein.

As the CRG members congratulated the incoming commander, they patiently wait for their mission.

HELP RESTORE THE BLOOD SUPPLY

DONORS NEEDED!

THE NEXT JOINT BASE BLOOD DRIVE IS SCHEDULED FOR MONDAY & TUESDAY, APRIL 22-23 AT TOMMY B'S COMMUNITY CENTER

REGISTER ONLINE AT WWW.REDCROSSBLOOD.ORG/MAKE-DONATION

ENTER CODE: 02212468

Insects and Spiders, Oh My!

From the 108th Wing Safety Office

Each year many workers experience insect and spider bites serious enough to make them lose time off their jobs.

Consequently, if you are stung by a bee, remove the stinger gently -with tweezers, if possible - and avoid squeezing the poison sac. Apply an ice pack or a cloth dipped in cold water to reduce swelling and itching. Furthermore, a sting from a yellow jacket can be deadly. These insects feed on dead animals and can cause blood poisoning. If you have an allergic reaction to a bite, get medical help immediately.

Of all the types of spiders that cause serious medical problems, only the black widow and brown recluse are considered serious threats. The black widow has a shiny black body, about the size of a pea. With legs extended, it's about an inch long. Females have a red or yellow hourglass mark on their underside. In addition, the black widow spider is partial to outdoor latrines and other places that attract flies. The black widow spider will attack even with the slightest provocation. Its bite is less painful than a pinprick, and does not cause a hole in the skin, but soon, intense pain and stiffness set in. Symptoms also may include fever, nausea, abdominal pain and chills. For children and the elderly, black widow bites can be lethal.

Also, beware of the brown recluse spider. When it comes to insect bites, the bite of the brown recluse spider is one of the most feared. This yellowish-tan to dark brown spider is 1/4-1/2 inch long. It has a characteristic fiddle-shaped mark on its upper body. Its bite can have painful, disfiguring, and even deadly results. Within hours of a bite, victims may suffer severe pain and stiffness, fever, weakness, vomiting or a rash. The recluse's venom destroys cells and clots blood, blocking blood vessels and leading to gangrene. Within 24 hours, the wound erupts into an open sore ranging from the size of a thumbnail to that of an adult's hand. Anyone bitten by either spider should seek medical help immediately.

Spiders are generally shy and try to avoid contact with humans. Leave them to their dark, secluded spaces – under rocks, in debris piles, sheds, closets and attics - and there's no worry. Invade their space, though, and risk a bite. Spiders will attack if trapped or if pressed against the skin.

Not all people react the same way to these spider bites. The variation may be due to the amount of venom injected or the person's physiology or immune system. The first line of treatment, if you suspect a bite is to apply a cold compress. However, if you have a bite and experience other side effects, get medical treatment immediately.

Down But Not Out!

Story by Master Sgt. Andre L. Williamson, superintendant, 108th Chaplains Office

Have you ever felt beat down by life and about to give up?

Bill Iffrig, a 78-year-old Washington state man, running his third Boston Marathon, was near the finish line when he was knocked down by one of two bomb blasts and was caught in a news photograph which quickly went viral, according to CBS news.

Iffrig, of Lake Stevens, told The Herald of Everett that he heard a noise Monday and then found himself on the ground. "It was only five feet away from me," said Iffrig. "It was really loud."

He said he ended up with a scrape on his knee, and that a race official helped him to his feet. Iffrig was able to get up off the ground and finish the race.

With determination, Iffrig refused to give up, regardless of the opposition. He was able to discover his inward strength to withstand his injuries and do his very best to reach his goal. Wow, pretty resilient for a 78-year-old man.

Maybe, you recently experienced a setback as a full time college student with a part time job. Suddenly you find yourself having to for go a semester or two to meet your Air Force specialty code requirements or even a deployment. It can be a very discouraging. You may have joined the Air National Guard thinking it's the best way to be able to pay for college while being able to serve your country and state.

Delayed doesn't means denied. During the marathon, even Iffrig had a temporary setback, but when the time was right he got up and finishing the race!

Perhaps, you're a technician facing a pay cut, which could ultimately affect you and your family. It can cause added stress and uncertainty to your future quality of life. Just realize you're not alone. Like Bill Iffrig, we too are surrounded by fellow members, family, and friends willing to lend a helping hand, if necessary. Remember, tough times don't last forever, but tough people do! We can all learn a valuable lesson from the marathoner: Bill Iffrig, whether giving or receiving.

If you have a loved one at home suffering from emotional and behavioral difficulties after returning home from a recent deployment or just in general, know this, your greatest support are those around you battling with similar issues and are willing to come to your rescue. They can become your biggest support group.

The explosions may have rocked the Boston Marathon, but it didn't stop Bill Iffrig from finishing the race and being named by some as "Man of the Year".

Regardless of our circumstances, we can all learn from his triumph in the midst of something so tragic.

Also, let's take timeout to cherish and show those we love and appreciate, just how much they mean to us. Remember, you maybe down momentarily but not out. You too can make it to the finish line!

WE CAN ALL LEARN A VALUABLE LESSON FROM THE MARATHONER: BILL IFFRIG, WHETHER GIVING OR RECEIVING - MASTER SGT. ANDRE WILLIAMSON

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!

The representatives for each section are listed below:

CRG - 2nd Lt. Dominoe Strong
MDG - Master Sgt. Ramos
MXG - Master Sgt. James Van Wickle
141 ARS - Staff Sgt. Tamyka Spring
204th IS - Lt. Col. Toni Waters
Wing - Master Sgt. Porfirio Diaz or Senior Master Sgt. James Granato
150th SOS - Capt. Michelle Williams
MSG - Maj. Joe Stewart (primary) or Master Sgt. Lauren Paul, Tech. Sgt. Crystal ChinQuee-Smith

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

THREE RE-ENLIST DURING UTA

Congratulations to the following Airmen of the 108th Wing on their current re-enlistment conducted March 9, 2013. From left to right, Senior Airman Richard Ortiz, 108th Security Forces Squadron, Col. Robert Meyers, who conducted the Oath of Enlistment, Staff Sgt. Blake Taylor, 108th Logistics Readiness Squadron, and Master Sgt. Daniel Grimes, 108th Aircraft Maintenance Squadron. (U.S. Air National Guard photo by Staff Sgt. Armando Vasquez/Released)

Meyer receives Legion of Merit

Col. Kevin J. Keehn, left, commander, 108th Wing, presents Col. Robert A. Meyer Jr., 108th vice commander with the Legion of Merit at Joint Base McGuire-Dix-Lakehurst, N.J., March 10, 2013. Meyer received the award for, in part, for his guidance of the Wing as an integral part of the Northeast Tanker Task Force, Operations Iraqi Freedom, Enduring Freedom, New Dawn, Noble Eagle, Odyssey Dawn, and Unified Protector. His training plan for the 108th to prepare for the 2011 Operational Readiness Inspection resulted in the Wing receiving an overall rating of "Excellent" for the inspection. In addition, Meyer's leadership was instrumental in the success of the 108th Wing's retirement of the KC-135E airframe and conversion to the KC-135R recommended by the Base Realignment and Closure Commission. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)

108TH Communications Flight

Photo above: Senior Airman Harry Johnson III, 108th Communications Flight, connects a cable from PRC-150 radio to an antenna, which is raised by, photo left, Airman 1st Class Corey W. Greene Jr. at Joint Base McGuire-Dix-Lakehurst, N.J., March 10, 2013. (U.S. Air National Guard photos by Master Sgt. Mark C. Olsen/Released)

Should you be driving a government vehicle?

If you have a government issued driver's license also known as a United States Air Force Motor Vehicle Operator Identification Card/Air Force form 2293, pull it out of your pocket and take a moment to look at it.

If one of the following things is true, it's time to see your vehicle control officer (VCO) to update your license:

A.) The expiration date is prior to today's date

B.) The words "**indefinite**" are featured prominently on your license

C.) You looked for it and you can't find it and can't remember the last time you saw it

D.) You thought "That is just too hard to think about during this month's unit training assembly."

Simply put, without a current drivers license you should not be operating a government vehicle. The process to update your license should only takes a few minutes so please stop in and see your VCO to update your license during this month's UTA.

If you have any questions about the licensing program or perhaps you don't know who your VCO is, please feel free to contact the Vehicle Operations Section at 609-754-2589.

IMPORTANT-IMPORTANT-IMPORTANT

BAH Re-Certification

Wing members will be receiving an email this weekend from the Finance Office with instructions on how to re-certify their BAH. Please pay close attention to the deadlines included in the email.

What happens if you DO NOT re-certify?

*Your BAH rate **WILL** drop to the single rate and will remain at that rate until you re-certify with the Finance Office.*

Questions?

Please contact the Customer Support Desk at X4178 or email us at 108 FM/CustomerService

A MESSAGE FROM THE VICE CHIEF OF STAFF OF THE AIR FORCE

Gen. Larry O. Spencer

I need your help. Throughout my Air Force career I've learned that when times get tough, Airmen consistently figure out a way to "get it done." Today, complex security and fiscal challenges reemphasize the need to capture and implement your innovative ideas for the Air Force and for the nation. I want to hear from you and I encourage your participation in a 30 day "Airmen Powered by Innovation" call for ideas on how we can cut costs and better fly, fight and win.

There are two options for you to participate in this effort. During the month of May, you can provide your ideas using the Air Force Portal or the Air Force's public website (links below).

1. The Air Force Portal link provides for submission of ideas and/or an interactive discussion forum:
https://www.my.af.mil

2. The Air Force Public Site is set up for access via your mobile device or home computers:
http://www.af.mil

The future of our Air Force starts with you. Providing global reach, vigilance and power requires all of us working together as an unbeatable team. As we face fiscal challenges, we must make prudent choices to ensure the Air Force is able to unleash the full potential of airpower. Each of us must find new ways to win the fight, strengthen the team, and shape the future. Every Airman, every day, can make a difference. Be that Airman and let me know your thoughts on how we can better fly, fight and win!

LEADERSHIP

Asian American and Pacific Islander Heritage Month

BUILDING LEADERSHIP: EMBRACING CULTURAL VALUES AND INCLUSION

May 2013

Front and Center: Phillip Hunt

Rank: ***Master Sergeant***
Time in Service: ***26 years***
Job with 108th: ***Network Operations***
Civilian Job: ***IT Specialist***
Favorite Food: ***Shrimp***
Favorite TV Show: ***Sports games***
Favorite Music Genre: ***Jazz***
Favorite Sport: ***Basketball***
What do I do in my Spare Time: ***Go to the gym***
Person I Most Look Up To: ***"Mickey" from the gym. He is 68 years-old and still plays ball with us!***
Dream Vacation: ***All inclusive Carribean getaway***
Dream Car: ***Porsche Panamera***
My Goals for the Future: ***Retirement***
What I like about the 108th: ***The people***
If I Was Commander for a Day: ***I would implement a "Casual Friday" a few drills a year.***

(U.S. Air National Guard photo by Tech. Sgt. Eric Erbe/Released)

MAN ON THE STREET

"If you had the time: Why, when & where would you go?"

Photos by Master Sgt. Mark C. Olsen, 108th Wing Public Affairs Office

"The end of the last ice age and see how all the plants and animals flourished."
-Lt. Col. Michael Baldi, 108th Maintenance Squadron

"See the Crucifixion."
- Master Sgt. Ferdi Bautista, 108th Maintenance Squadron

"1942 and the Women's Airforce Service Pilots - I want to see firsthand what their struggles were like."
-2nd Lt. Cynthia Cano-Hewitt, 108th Maintenance Squadron

"Ancient Greece - it's my favorite period in art history"
- Staff Sgt. Myriam Cuadra, 108th Maintenance Squadron

"1903, Kitty Hawk, N.C. - See the Wright Brothers fly the first time."
- Airman 1st Class Guillermo Ferreras-Morel, 108th Maintenance Squadron

"See the dinosaurs."
- Staff Sgt. Rachel Johnston, 108th Maintenance Squadron

"Victory over Japan Day in Time Square - that would be awesome."
- Staff Sgt. Carol Hopson, 108th Aircraft Maintenance Squadron

"1969 NASA Mission Control - just to get that feeling when everything culminated in the first moon landing."
- Chief Master Sgt. Bob Hansen, 108th Maintenance Group