



JULY 2015

WINGS
Tips

108th CRG

2007-2015



Be “Always Ready, Always There”

By Maj. Eric B. Balint, 108th Civil Engineer

As National Guardsmen, we are tasked with standing ready to serve our state and country at a moment’s notice. It’s important we periodically pause to take stock and determine if we really are up for the challenge.

If a natural disaster or major incident occurs, can you honestly say you are ready? This means more than being up-to-date on your training; more than being current on your dental exam; more than having your government travel card updated in the Defense Travel System; more than having three days’ worth of underwear and toiletries – you get the point.

Remember, when a disaster occurs and you are called upon to serve the community, you may also be a victim. This is what separates us from the civilian population, and from our active duty brethren. It happened during Hurricane Irene, and it happened during Superstorm Sandy. The same people who put on uniforms and manned checkpoints with the local police, were the same people whose houses were under water or were out of power for weeks. How did they do it? How did they make sure their loved ones had a warm, dry place to live while they helped the recovery effort? They had a plan. They were ready.

So ask yourself, if disaster strikes and we are activated, what will you do? Who will care for your loved ones? Who will deal with any issues at your house? Activation can last anywhere from a few days to a few months, or longer. If the latter, who can take care of any home expenses? Do you have a power of attorney established?

For every question you can think of, there are likely 10 more you haven’t thought. The time to think about them isn’t when you are walking out the door to report to duty but before the next emergency happens. In this age of technology, there seems to be an app for just about anything. So don’t worry, ‘there’s an app for that!’

The Air Force Civil Engineer Center, Emergency Management Division, has developed a free, user friendly app to help you prepare for emergencies. Simply search for “Air Force Be Ready” in your phone’s app store to get it. Any checklist, pamphlet, flip book, tri-fold, or poster that Emergency Management has ever generated is covered in this program.

Need to know what to do if there is a hazardous material spill in your area? How about a hurricane, or a blizzard, or extreme heat, or even an act of terrorism? It’s all in there. Plus, you can customize it to your own needs by inputting specific information such as emergency contact numbers, location of family members, school addresses, work addresses, utility shut-offs for your home, and information on any of your insurance policies.

So take the time to review the app and tailor it to your household. And more importantly, share it with your loved ones. Make sure you are all on the same page and know what to do the next time an emergency occurs. And if you get activated, you’ll at least have the peace of mind knowing that your family is prepared to handle whatever may come their way while you are helping your community.

The last thing any of us want while responding to a major incident or natural disaster is the stress of worrying about our loved ones. For your sake and for your family’s – be proactive and come up with a plan.

Share it. Practice it. Be ready.



IF IT’S INTERESTING, WE’RE INTERESTED. CALL PA AT 754-4173

On the cover: A collection of photos of 108th Contingency Response Group members between 2007 and 2015. (U.S. Air National Guard photos by 108th Public Affairs, Eagle Flag Staff and Patriot Exercise Staff, layout and design by Master Sgt. Carl Clegg/ Released)



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Change is the only constant thing in life

By Airman 1st Class Julia Pyun, 108th Wing Public Affairs

Imagine working tirelessly day and night towards a goal, a goal that you've been looking forward to all year. Only to find out that it's no longer happening. Unfortunately, this was the case for the 108th Contingency Response Group. On July 1, 2015, the CRG mission was no longer a part of the 108th Wing.

The 108th CRG started to come together in 2007 and officially started in January 2008. They were responsible for training and rapidly deploying personnel to open airfields in remote locations and extend Air Mobility Command's ability to deploy people and equipment around the globe. They were also utilized to provide quick reaction logistical support for humanitarian missions including man-made and natural disasters. Often called a "mini wing", members of the CRG represented a broad spectrum of specialties to include airfield security, ramp and cargo operations, aircraft maintenance, and command and control.

"In a matter of three days, 112 people from multiple career specialties have to work together to turn a dirt strip into a fully operational air base that is capable of sustaining itself until support can come to expand on it," said Chief Master Sgt. Grieg Moore, the former 108th CRG Superintendent.

During the time the CRG was around, they accomplished many tasks and made their mark on the 108th Wing.

From 2009 to 2012, they supported and participated in four U.S. Transportation and Joint Task Force Port Opening Verification Exercises, also known as Eagle Flag. This operation was no small exercise and was directed by the Air Force Chief of Staff. It gave U.S. forces the environment to exercise their knowledge for any type of forward operation, regardless of mission or aircraft type.

"The members of the 108th CRG were the heart and soul of the Air National Guard..."
- Lt. Col. Houseworth

In 2011, the 108th CRG managed to set a new cargo movement record that beat their active duty counterparts. They managed to effectively and efficiently move 2.5 million pounds of cargo. Furthermore, that year, the 108th CRG conducted the first ever Air Force airfield survey of Al Maktoum International Airport in Dubai, United Arab Emirates, to ensure the airport was capable of supporting both commercial and military aircraft.

In addition, in 2012, CRG Airmen helped set up shelters at Monmouth University in preparation for Hurricane Sandy. The CRG and other 108th Wing Airmen ran a small city that supported more than 2,000 displaced people from surrounding towns after

the hurricane.

Also, in 2013 and 2014, the 108th CRG was essential to the success of the Patriot exercise at Camp Douglas in Wisconsin. The exercise was the National Guard's first ever Joint National Training Capability that contributed to the movement and support of more than 2,000 Soldiers and Airmen from 26 states, as well as state and local first responders.



On August 2013, Lt. Col. Chris Houseworth took command of the CRG. "My goal as the new commander was to have the CRG pass the annual inspection to have Full Operating Capability," said Houseworth. "Within eight months, they were more than ready for the inspection in April."

A month before the inspection, Houseworth was informed the 108th CRG was standing down. "This was not an official notice, but my mindset switched from preparing for the inspection to how I can protect my people," said Houseworth. "It was a complete 180 turn."

From that day on, Houseworth focused on finding new positions for the 112 members of the CRG, figuring out what to do with all the equipment, and dealing with budget issues.

"Lots of phone calls were made and a lot of late nights were spent to ensure the future for my people," said Houseworth. "As the CRG commander, it was my job to protect my people. I did everything in my power to find new places for everyone to go."

On December 2014, the National Defense Authorization Act provided an official date of the CRG stand down: July 1, 2015. The CRG had to find a way to move its Airmen to new units by that date.

"There was a group of hard working individuals that kept the CRG together until the very end," said Houseworth. "They were: Lt. Col. Christian Lawlor, Lt. Col. Richard Friendlich, Chief Master Sgt. Grieg Moore, 1st Lt. Dominoe Strong, Staff Sgt. Ariel Hansen, Tech. Sgt. Matt Leinbach, Maj. Jason Neumann, Master Sgt. Thomas Paulin, Staff Sgt. Alex Swenda, Tech. Sgt. Rich Thomas, and Tech. Sgt. Colleen Flores."

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Do right by your Airmen: Knowing how to nominate them for Quarterly Awards

By Senior Master Sgt. Michael Rakauckas, 108th Wing Senior NCO Council Quarterly Awards chairperson

The 108th Wing second quarterly award board for 2015 was conducted during the June drill weekend. Congratulations to Senior Airman Joe Paretti, Tech. Sgt. James Downing, and Master Sgt. Bryan Hefner on winning your respective categories for the second quarter.

Up next is the third quarter awards and supervisors should begin to document and track their top performers. More than ever the quarterly awards will carry more weight as enlisted performance evaluations for traditional Guard members will begin this year. Having a quarterly award or even being nominated can greatly enhance your chances of a favorable evaluation and even a promotion.

Some units may not realize that just because their Airmen did not win either of the quarterly awards for the Wing, these Airmen could still be recognized as their squadron's winner. Giving those unit member certificates and recognizing them can build morale and let other supervisors know you're only as good as those you supervise. Furthermore, recognizing your Airman can have contagious positive effects. When Airmen know their efforts don't go unnoticed they perform at a higher level. Consequently, having hard-working, dedicated members can greatly improve any unit, group or wing.



Airman of the Quarter

With all of this said, here are a few ways to increase the chance of success when writing quarterly packages. Have a plan. The best quarterly packages are not constructed overnight. It helps to chart out accomplishments for your Airmen and progressively write the package. Ensure all the areas are covered. Job accomplishments alone are typically not enough to be successful on quarterly packages. It's key to have good self-improvement and base/community involvement. Solicit feedback from other writers and supervisors in order to make sure you are properly showing the impact in a bullet. People's frame of reference is shaped by their scope of responsibility. A more senior member may know the true impact of what a particular action did to help the mission. Write for the audience. Often, packages compete across multiple Air Force specialty codes and need to be written in such a way as not to confuse the reader. Try to stay away from confusing acronyms that only apply to a handful of career fields. Focus on the basics: Action, Result, Impact and then get more specific. Bullets written without true impact tend to score very low. Steer clear of phrases that don't really say anything and just fill space. Seek out sample packages or previous winning packages. Many units end up saving winning packages from the quarterly and annual awards. Additionally, many samples can be found with just an Internet search. Thoroughly check the package over before submission. Run spell check and ensure

there are not any double bullets in the package. Additionally, try to not use the same verbs and adjectives over and over. Mix it up and be creative.

Here are the three categories for the nomination (AF form 1206) and some pointers of what information to put: **LEADERSHIP AND JOB PERFORMANCE IN PRIMARY DUTY:** Describe significant leadership accomplishments and how well the member performed assigned primary and additional duties. Define the scope and level of responsibilities and the impact on the mission. Include any new initiatives or techniques developed by the member that positively impacted the unit and/or the mission. Include results of Air Force, MAJCOM, Numbered Air Force-Level inspections and/or evaluations. (Five bullet statements for this category)

SIGNIFICANT SELF-IMPROVEMENT: Show how the member developed or improved skills related to primary duties; e.g., formal training, Career Development Course enrollment or completion, on-the-job training, certifications, off-duty education related to primary duties, and so forth. Include completion of any professional military education as well as awards earned in-residence attendance. Include any off-duty education not directly related to primary duties; e.g., class, course degree enrollment and/or completion, grade point average. Cite any other relevant training or activity that significantly enhanced the member's value as a military citizen. (Three bullet statements for this category)

BASE OR COMMUNITY INVOLVEMENT: Define the scope and impact of the member's positive leadership and involvement in both the military and civilian community. Include leadership, membership, or participation in unit advisory councils, professional military organizations, associations, and events; e.g., president of Top 3, enlisted dining-out committee, member of Air Force Sergeants Association, Sunday school teacher, and so forth. (Two bullet statements for this category)

These tips were gathered from the Pentagon Quarterly Awards Writing Guide. This guide can be found at the following public website, Air Force Counseling Online:

<http://www.airforcecounseling.com/downloads/award-guides/pentagon-quarterly-awards-writing-guide/>

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NCO of the Quarter



Senior NCO of the Quarter

Recovering from grief and loss

By Jill Barrett, 108th Wing Mental Health and Wellness Director

Each of us experiences loss at some point in our life. This may be the death of a loved one, a divorce or break-up, a job loss or financial hardship, a traumatic event or serious physical injury. Even a positive change in our lives might come with the loss of something important.

While loss and the accompanying grief are a part of our journey in life, they can be painful and create an overwhelming sense of sadness, loneliness and fear. The following are some suggestions to assist you through the grieving process. Remember that there is no proper way to grieve. Some people are outwardly expressive of grief, others are private. Some people want a lot of support and comfort while others need to grieve alone.

1. Grief takes as long as it takes. There are no time limits on how long to grieve. Each person's sadness and redefining of life after a significant loss is different.

2. Grief comes in waves and hides in pockets. This means that one day a person may feel fine and happy, and the next day overwhelmed by sadness and frustration at their loss. Unexpected waves of distress may be confusing to those around someone grieving. This is a normal part of the grieving process. The waves of sadness do get further apart and less intense over time, but for a long while they may seem to just appear.

3. A person who tries to suppress their sadness about a loss will eventually have to deal with the anger, sadness and injustice. The more the grief is unresolved and suppressed, the more a person's life will be emotionally restricted. It is important to honor and acknowledge grief and the accompanying feelings, so these feelings are not slipping out at unwanted times at other people or being

turned inward and causing physical illness.

4. Create an outward expression of what you are feeling inside, also called a ritual. When we ritualize a significant emotional event, it helps our mind find resolution. Writing a poem, taking flowers, creating a memorial or something in honor of a loved one can aid emotional healing.

5. Express your feelings through creative outlets. Writing, drawing, painting, dancing, and singing are some ways to give your emotions movement so they do not stay stuck inside and weigh down your heart and mind.

6. Spend time with friends and caring relatives. Having continuity in life is important. Being able to relive memories, reconnect with the past and have a sense that you are not all alone is important.

7. Reconnect with or reinforce your spiritual side. Whatever you do to remember that you are not alone is important: reading inspirational materials, attending religious services, 12-step meetings, grief support groups, being in nature, or any place where you feel connected to something greater.

If you would like more information or want to talk about your specific grief, please contact the Psychological Health Program at

754-2159 or jill.c.barrett2.civ@mail.mil.

The Psychological Health Program will be hosting a Lunch and



“You cannot prevent the birds of sorrow from flying over your head, but you can prevent them from building nests in your hair.” - Old Chinese Proverb

Learn, “Tools for Managing Financial Stress: Tackling Practical, Emotional and Irrational Concerns,” this Saturday at 11:15 a.m. in Building 3333, MXG Conference Room. Pizza and dessert will be served. A Lunch and Learn, “Keep Breathing: Progressive Relaxation and the Power of Sitting Still,” will be held this Sunday at 11:15 a.m. in Building 3327 Room 134. Snacks will be provided.

Quarterly awards

Continued from page 4:

These are just a few quick tips on how to begin excelling at writing packages for your Airmen. There is a lot more data out there and I challenge every supervisor to search for this type of information, as you owe it to your Airmen to recognize their efforts. They will surely thank you for doing so.

The remainder of this year's 108th Wing Quarterly Awards program is as follows:

Third Quarterly Award nominations are due by close of business Sept. 9, and the board will be during the September drill weekend. Fourth Quarterly Award nominations are due by COB Dec. 2, and the board will be during the December

drill weekend.

All Quarterly Awards boards are conducted in Airman Battle Uniforms, as this allows those meeting the board the ease of leaving their work section to meet the board without “missing a beat”, meaning no service dress, etc.

The yearly awards will be conducted at a date to be determined where all the quarterly award winners will compete for Airman, Non-Commissioned Officer and Senior Non-Commissioned Officer of the year. Ensure you submit your nominations to the SNCO Council distribution email: 108WG.SNCO COUNCIL@ang.af.mil for your deserving Airmen!

Any questions please email the SNCO Council or contact Senior Master Sgt. Michael Rakauckas at 609-754-3437.

108th Wing hosts its first satellite ALS

Story and photos by Airman 1st Class Julia Pyun, 108th Wing Public Affairs

Airmen from the 108th Wing attended the unit's very first satellite Airmen Leadership School at Joint Base McGuire-Dix-Lakehurst, New Jersey. Starting from May 9 to June 14, eight Airmen met every weekend for class. They left afterward for the two-week in-resident portion at McGhee Tyson Air National Guard Base, Tennessee where they received hands on training with the ALS instructors.

ALS is the first professional military education that Airmen encounter in their military careers and is necessary for those who want to put on the rank of staff sergeant. When 108th Airmen decide to go to ALS, they can pick between three options of learning through books, taking the new satellite course, or going to the school entirely in-residence in Tennessee for six weeks. According to the I.G. Brown Training and Education Center's website, the school was named in honor of the first Director of the Air National Guard, Maj. Gen. I.G. Brown. Today, the education center is the heart of leadership training for the Air National Guard. More than 4,200 students per year attend a variety of professional military education courses and continuing education classes.

"The satellite class is great, but may not be for all Airmen," said Senior Master Sgt. Gerard Lamola, the lead facilitator for the 108th Wing's satellite ALS. "Some Airmen

can't go away for six weeks to attend the school at McGhee Tyson, so this gives them another option."

For eight hours each day, every weekend, instructors from Tennessee broadcasted their lessons live to all satellite ALS participants. The lessons incorporated different scenarios that the Airmen needed to solve in group sessions. Facilitators assisted with the lessons dealing with numerous topics such as leadership, military history, culture, ethics, diversity etc. Other facilitators for the 108th Wing included Tech. Sgt. Steven Landis, Senior Master Sgt. Rebecca Kane, Senior Master Sgt. Michael Rakauckas, and Chief Master Sgt. Janeen Fillari.

"This is a great option for those who are visual and tactile learners," said Senior Airman Randy Morales, a production controller from the 108th Civil Engineer Squadron. "You're able to associate the answers with things you know and understand where the lessons are coming from. Reading something compared to doing it are two completely different things."



Airmen from the 108th Wing, New Jersey Air National Guard, take a break from class to pose for a group photo at Joint Base McGuire-Dix-Lakehurst, N.J., June 14, 2015. The eight Airmen attended the 108th Wing's first satellite Airmen Leadership School. (Air National Guard photo by Airman 1st Class Julia Pyun/Released)



"I think it's a really good format because it's interactive, and you get to hear other people's opinions," said Senior Airman Carol Green, a knowledge operations manager with the 108th Force Support Squadron. "It gives you a lot of good, practical information in a condensed amount of time, so time management is very important."

The eight Airmen have gained the skills necessary to become a NCO in the Air National Guard. They graduated in time to come home to their families for the Fourth of July weekend.

CRG

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"Without these individuals, the whole situation would have been a disaster," said Houseworth. "They kept the day to day operations going by always staying positive. They maintained a schedule while continuing to mentor Airmen and managing to keep morale up. No matter what, they never gave up on each other."

"The situation wasn't all bad," said Houseworth. "Four enlisted members had the opportunity to commission and become officers. Some temporary members got full time positions, others got to transfer units or cross train into different career fields, and

a few got to retire."

"We worked as a close knit group until the end," said Moore. "We still had a big Christmas party at the end of the year as if nothing was changing."

"In the end, this was a good opportunity for the 108th Wing," said Houseworth. "The CRG going away is no one's fault. There were active duty units being cut, so there was no longer a need for ours in the Air National Guard."

"The members of the 108th CRG were the heart and soul of the Air National Guard," said Houseworth. "There aren't enough adjectives to describe the hard work and dedication they displayed through this whole situation. They never lost faith and will do an outstanding job in their new positions."



Re-enlistments



Col. Robert A. Meyer Jr., 108th Wing commander, center, performs the Oath of Enlistment during a reenlistment ceremony at Joint Base McGuire-Dix-Lakehurst, N.J., June 13, 2015. Pictured from left to right are Senior Airmen Stephanie Ramirez and Laura Piper, Staff Sgt. Todd Mooney, Master Sgts. David Snody, Michael Ripp and Jorge A. Narvaez. (U.S. Air National Guard photo by Senior Airman Kellyann Novak/Released)

Protection of Information - PEDs

By Maj. Jason C. Neumann, 108th Wing, Information Protection Chief

With regulations struggling to keep up with modern technology, please keep in mind that:

FITBITS, wireless bracelets, personal fitness monitors, personal trainer devices, Google glasses, cellular phones, smart phones, tablets, iPads, iPods, MP3 players, or any other type of Personal Electronic Device is NOT authorized to be in a classified environment and/or around classified materials here in the 108th Wing or anywhere else on Joint Base McGuire-Dix-Lakehurst, New Jersey.

According to the following paragraphs in Air Force Systems Security Instruction 7702 / Communications and Information:

5.4.1. No Bluetooth devices, cordless phones or microphones, wireless keyboards or mice, wireless LANs, or Infrared LANs are allowed in areas where classified information is discussed,



briefed, or processed.

5.4.12. All other Portable/Personal Electronic Devices. All other wireless PEDs not specifically addressed above, that are used for storing, processing, and/or transmitting information must be turned off in areas where classified information is electronically stored, processed, or transmitted. Local requirements may be more restrictive.

Devices that are suspected of contact with classified mediums will be confiscated and destroyed, so protect your personal property along with the classified information within the 108th Wing, Joint Base McGuire-Dix-Lakehurst, New Jersey Air

National Guard, and the U.S. Air Force.

When in doubt, seek guidance from your Unit Security Manager and/or the 108th Wing Information Protection Chief!



Finis flights!



Lt. Col. Arian Ruiz enjoys the celebratory spraying at his final flight with the 108th Wing. Ruiz, a KC-135 Stratotanker pilot, flew his final flight with the Wing, June 13, 2015. After 28 years of military service, Ruiz retired from the New Jersey Air National Guard. (U.S. Air National Guard photo by Tech. Sgt. Armando Vasquez/Released)



Lt. Col. Christopher F. Houseworth rejoices with some non-alcoholic champagne during his finis-flight celebration at Joint Base McGuire-Dix-Lakehurst, N.J., July 13, 2015. Houseworth served approximately 39 years in the New Jersey Air National Guard with 4,692 total flight hours. In addition, Houseworth served as a KC-135 boom operator, KC-135 and C-32 pilot, 150th Special Operations commander and ended his career as the 108th Contingency Response Group commander. (U.S. Air National Guard photo by Senior Airman Kellyann Novak/Released)



YARD EXERCISE



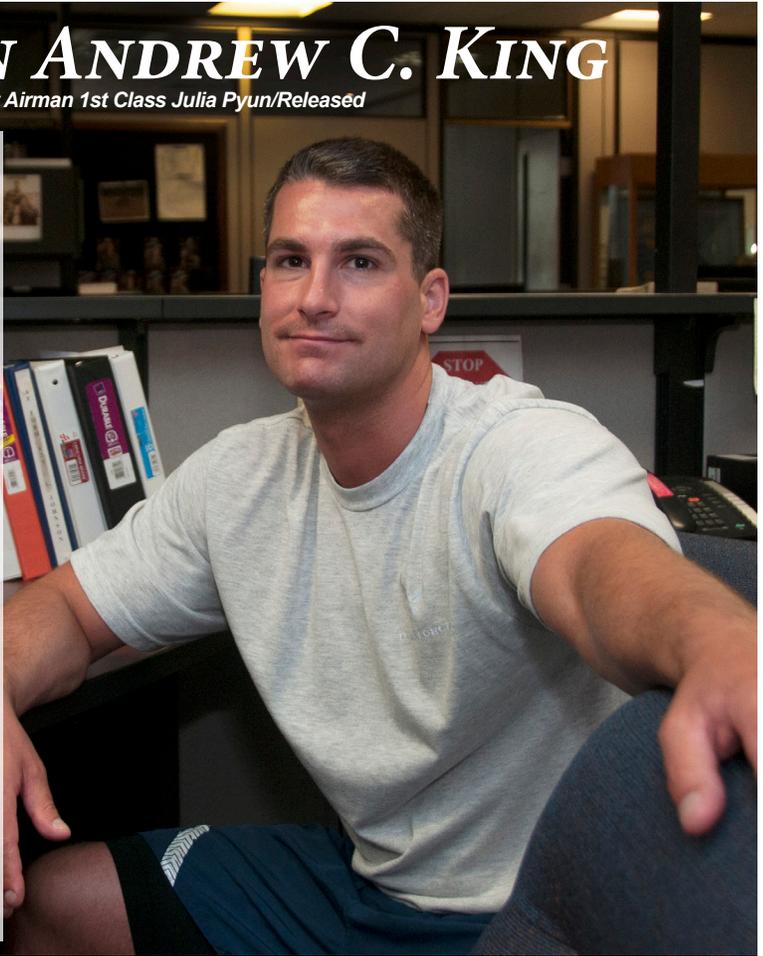
Left and Above: Airmen from the 108th Wing, New Jersey Air National Guard, conduct a Yard Exercise in the parking lot of Hangar 3322 at Joint Base McGuire-Dix-Lakehurst, June 14, 2015. The YARDEX consisted of movement, inspections and clearance of cargo for deployment preparation. (U.S. Air National Guard photo by Senior Airman Kellyann Novak/Released)



SENIOR AIRMAN ANDREW C. KING

U.S. Air National Guard photo by Airman 1st Class Julia Pyun/Released

Time in Service: 3 years
Job with 108th: Air Field Management
Favorite Food: Chicken
Favorite movie: Matrix
Favorite Book: Catcher in the Rye
Favorite Music Genre: Rock
Favorite Sport: Football
What do I do in my Spare-Time:
 Outdoor activities
Dream Car: Porsche 911 GT 3
My Goals for the Future: Become an NCO
My hero is: My father because he is wise.
Dream Vacation: Australia
What I like about the 108th: Our leadership
If I was Commander for a Day: Have a family day for everyone



Become a Unit Public Affairs Representative!



Mission: Tell the Airmen's story

What is a UPAR?

- The official PA representative who contributes photos and stories to the Public Affairs office when something of significance happens with their flight, squadron, or group.
- Without UPARs, many events or stories can go unreported due to a lack of available PA personnel.
- It takes significant effort to report all the worthy events that happen around the Wing. UPARs make that happen.

Opportunity: See new places and meet new people. You represent the eyes and ears of the unit by staying close to the action.

How can you become a UPAR?

1. Notify your chain of command of your intentions and get their approval
2. Let us know you are interested by visiting the 108th Wing's public affairs office at the Wing headquarters, building 3327, or call us at **609-754-4173**
3. We will provide you with some guidance and tools to help you become an effective UPAR



July is National Ice Cream month. What is your favorite flavor of ice cream and why?

Photos by Airman 1st Class Maria Rella



"Cookie dough because I prefer cookies over ice cream, and if you can have both that's great!"

Senior Airman Gabriel Santiago, 108th Chaplain's Office



"I have two: pistachio ice cream and anything cookies and cream or cookie dough ice cream. Just a guilty pleasure."

Airman Cheyenne Rinker, 108th Medical Group



"Vanilla bean. It's just simple and refreshing."

Airman 1st Class Daniel Hansen, 108th Medical Group



"Caramel Dulce de Leche from Häagen-Dazs because I love that sweet caramel, and it just cools you down on a hot summer day."

Staff Sgt. Stefany Jones, 108th Medical Group



"Homemade French vanilla. When I came back home from Iraq, it was one of the first things I made because my mom and dad would make it when I was a kid. It's probably one of the first memories I have."

Staff Sgt. Tariq Rashad, 108th Logistics Readiness Squadron



"Vanilla because I like to put chocolate syrup on top of it."

Staff Sgt. William Blair Sawyer, 108th Logistics Readiness Squadron

Air Force Inspection System

By Maj. Drew M. Eisenhofer, 108th Wing Inspector General

By now, you should have heard about the AFIS, or Air Force Inspection System. You may be asking: What is the AFIS? How does AFIS affect me at the unit level?

According to AFI 90-210, the purpose of AFIS is three-fold. First, it is to enable and strengthen commanders' mission effectiveness and efficiency. Second, the system is intended to motivate and promote military discipline, improved unit performance and management excellence up and down the chain of command, in units and staffs. Finally, the program is intended to identify issues interfering with readiness, economy, efficiency, discipline, effectiveness, compliance, performance, surety and management excellence.

Now, how does AFIS affect you? Before AFIS, units would have compliance inspections and readiness inspections at given intervals. These inspections would be graded by higher headquarters teams. Between inspections, units often let different programs slide to the back burner, with little oversight of them. Consequently, units would often "cram" for inspections, spending an inordinate amount of time in the months leading up to them on frivolous tasks. In today's world of less money and people, this is not a wise way to conduct business.

AFIS addresses these concerns by placing mission readiness in the hands of commanders and Airmen at all levels so that they can assess risks, identify areas of improvement, determine root causes and focus limited resources – all aligned with Wing Commander's priorities and timeline.

Under AFIS, the unit focuses on daily mission readiness through continuous improvement. Gone are the days of cramming for inspections. Now, every Airman is encouraged to look at systems and programs on a daily basis, assessing how best to conduct operations in this fiscally-austere environment.

The old inspections are now being replaced by the Unit Effectiveness Inspections. Our last UEI, where we earned a "highly effective" rating, was in May 2014. In between UEIs, the Wing Inspector General will inspect units within the wing and report back to the wing commander.

What does this mean to you? Instead of the command team you are used to seeing every 24 months, you will now see a much smaller Wing Inspection Team that will periodically visit your unit for a few days and inspect the unit's Commander's Inspection Program. The WIT is composed of subject matter experts in all functions throughout the Wing. By the way, the 108th is always looking for the best and brightest members to serve on its WIT. The CCIP is not effective without a motivated WIT.

Overall, the cornerstone of AFIS is the Commander's Inspection Program. This program was designed to give wing commanders more power by allowing them to run their wing's inspection system. Now, wings will be able to focus on mission readiness and improving mission effectiveness every day rather than inspection readiness. The CCIP now involves a continual assessment of four major graded areas: managing resources, leading people, improving the unit and executing the mission.

All commanders want to know if their wing can execute its assigned mission. Mission Readiness, Compliance and



Col. Robert A. Meyer Jr., 108th Wing commander, right, swears in the full-time staff of the 108th Wing Inspector General's office in the wing's conference room at Joint Base McGuire-Dix-Lakehurst, N.J., July 14, 2015. Pictured left to right are Tech. Sgt. Steven Sultzbach, 2nd Lt. Jacquelyn Vasvari-Toke and Maj. Drew Eisenhofer. (U.S. Air National Guard photo by Senior Airman Kellyann Novak/Released)

Nuclear Surety are always high-interest items. But commanders want to know more than just, "Did the mission get done?"...they want to know "How" the mission got done. If the mission was completed in an inefficient, unsafe, and unorganized manner, commanders want to know that. Asking questions like: "Is the unit properly manned, trained and resourced? Is it well led and disciplined? Do Airmen have a satisfactory quality of life? And finally, is the unit constantly looking for ways to get better and make their processes more efficient?"

Commanders described those areas as "leading indicators" of unit performance. Supported by a solid foundation of headquarters management functions, this inspection system provides commanders a comprehensive picture of their unit's performance.

Finally, how does the AFIS affect the 108th? There will still be a command team that visits the base approximately every 48 months, but the team will be much smaller and the focus will be significantly different. In addition, the terminology has changed from Consolidated Unit Inspection to Unit Effectiveness Inspection. Nuclear readiness inspections for the immediate time being will remain as they are. This November's inspection is being conducted by a team of inspectors from Headquarters Air Mobility Command; however, future inspections will be done by the WIT.

As a unit level Airman, you'll see the AFIS on a regular basis. You may work on the management internal control tool-set kit. We'll discuss that subject in depth in a later Wing Tips issue. You might also see WIT members walking the halls. Your commander may ask you to sit in and contribute to a process improvement event. Either way, it is important that you know what AFIS is and how you can contribute to our unit's success through continuous improvement.

If you ever have any questions, you can stop by the IG office in building 3327 at any time.

108th Wing Junior Enlisted Council



Invites you to our Mixer
&

Corn Hole Tournament

****Save the Date****

WHERE: Pavilions on Ft Dix

WHEN: Saturday, 22 August 2015 @ 1700 hrs.



WHY: To promote friendship and esprit de corps among 108th Wing members.

OPEN TO ALL RANKS

****For Team registration please contact us via email****

Tournament Prizes, Free Food, Beverages and Summer Fun!!



For additional info, please contact:
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SrA Mohammed Siddiqui @ (609) 754-2895
mohammed.a.siddiqui2.mil@mail.mil



FINANCE TIP OF THE MONTH

TRAVEL PAY TIP:

Filing for travel in DTS involves two steps: creating an authorization and filing the voucher.

Members cannot claim expenses outside the order dates.

All claims should be submitted within five working days of return to or arrival at the PDS.

MILPAY TIP:

When establishing or switching direct deposit information, provide ample time for processing before closing the old account.

When filing for pay, if your orders are a long tour (more than 30 days), e-certify at the start of the order.

When your order is a short pay (less than 30 days), you can only e-certify at the end of the tour.



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