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INFORMATION

187th Fighter Wing

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U.S. AIR FORCE



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187TH FIGHTER WING

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187th Fighter Wing Vice Commander

Col. Scott Patten

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ON THE COVER >> *Lt.Col. Christopher Germann, a member of the 187th Fighter Wing "Red Tails," takes a break from crawling through the mud during the Spartan Race held in Georgia in early March. (Photo by Marian Vaughn).*

**HAVE A SAFE
AND PRODUCTIVE
ANNUAL TRAINING
WEEK!**



NEWS FROM THE TOP



22 March 2013

Fellow Guard Airmen

Today General Frank Grass will preside over an Assumption of Responsibility ceremony for me as I formally take the reins as the Director of the Air National Guard (ANG). This is quite an honor and I am humbled at this opportunity to serve all of you. I actually arrived in Washington two weeks ago but the responsibility found me immediately! I arrived during a period of budget turmoil and uncertainty but I view this time as a period of opportunity as well. My commitment to you and your Adjutants General is clear... my staff and I will do everything within our authority to ensure our Airmen have clear policies, equipment, training, and resources to accomplish assigned missions.

We have a great organization and culture. We remain community based, team oriented, and experienced. The National Guard is unique—we reflect the history of our nation and the constitution as well. The dual role of supporting homeland operations and defending our national interests abroad is a noble and righteous duty. I know that all of you are passionate about being in the Guard, and it shows. Your families, employers, and state leadership should be rewarded for their unwavering support as well.

We operate as a part of the Total Force. Chief of Staff of the Air Force, General Mark Welsh, always speaks in terms of the “690,000 Airmen.” We are an important part of the overall team; indeed, we are inseparable. We meet the same standards, we take the same inspections, and we are on the first string when it comes to operations. With this in mind, let me ask you to do something—continue to serve with distinction.

ANG Command Chief Jim Hotaling and I have the distinct pleasure in recognizing and honoring our best. But please make our job harder by driving up the competition to be acknowledged as the best. How you present yourself as a professional Airman could not be more important at this time. Extra resources aren’t required for this effort and your commitment to serve with distinction as an honorable and committed Airman will pay off in ways you can’t imagine. Not just for you personally, but for your unit, your state, the ANG, and the USAF. I hope you take this challenge seriously.

The National Guard has come a long way since I joined it over 20 years ago. But we can go farther, much farther. It has been a pleasure for me to be a part of the National Guard experience and journey. I am really looking forward to serving as the 15th Director of the ANG and serving all of you with distinction.

With appreciation and admiration,

STANLEY E. CLARKE III
Lieutenant General, USAF
Director, Air National Guard



DIAMOND TIP OF THE MONTH

Attitude counts ...Let's stay positive

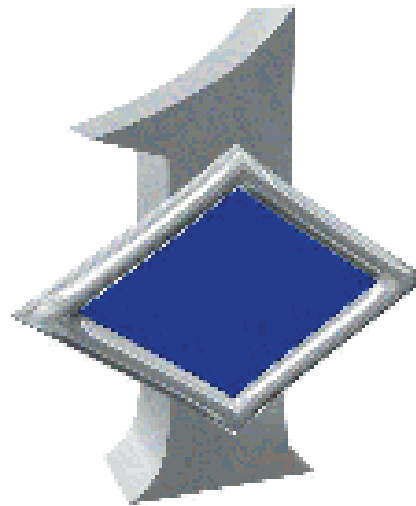
by SMSgt Kristie Pomilia, First Sergeant
187th Fighter Wing & 187th Operations Group

We hear it all the time: Attitude is everything. But, is that true? I am pretty certain that during our Phase I inspection we will be told to maintain a good attitude. What is attitude? It is our inward feeling expressed by our outward behaviors. Our attitude can make us or break us, it is the difference maker. Our attitude can be our greatest asset or our worst liability. A positive attitude doesn't necessarily allow us to do everything we want to do, but we can do things better than we would have done if we had had a negative attitude. The happiest people don't necessarily have the best of everything. They make the choice to have a positive attitude in order to make the best of everything.

Our attitude makes a difference in our relationships with others and how we face challenges. Our attitude can be detected in our tone of voice as well as our nonverbal communication skills. Theodore Roosevelt said, "The most important single ingredient in the formula for success is knowing how to get along with people." How we perceive someone is based more on the attitude we choose than another's characteristics. If we maintain a positive attitude we tend to see others in a positive way. We have the ability of lifting people up or taking them down, it is all in the attitude we choose to have. When U.S. Marine Chesty Puller was surrounded by the enemy during the Korean War, he responded with, "All right, they are on our left. They are on our right. They're in front of us. They're behind us—they can't get away from us this time!" Life will bring us challenges, failures and hard times. How we choose to handle them makes all the difference. Will you let circumstances make you miserable? Will you give up? Or will you embrace the opportunity to make the best of the situation? Our attitude determines how we will respond.

A couple of years ago I faced what I will call an unfortunate life event. At that particular time, I will

admit, I did not choose the right attitude. It took me a couple of months then one day I woke up and told myself, "Enough, I choose to have a positive attitude...I choose!" When I feel negativity start to surface that is when I fight harder to be positive instead of give up. If we manage our attitude every day, cultivating and developing positive thoughts and habits, surrounding ourselves with positive people then we can make our attitude our greatest asset today, tomorrow, and in our future...especially during our inspections.





ANTITERRORISM

YOU will be the one

by Col. (ret) George McCurdy
187th Fighter Wing Antiterrorism Office

The person most likely to be in a position to prevent a terrorist threat is not a Federal Homeland Security Agent, not a FBI agent, and not a Security Forces Official. It is likely to be the result of an observant by “YOU”



Report: Suspicious Activity

1. Unusual questions, monitoring, sketching, photography, or map-making at near key facilities.
2. Unusual interest in or attempts to purchase or obtain
 - a. Chemicals, explosives, or large quantities of household cleansers or beauty supplies.
 - b. Official vehicles uniforms, badges, access cards, or official identification.
3. Sitting in parked car for extended period of time.
4. Ordering food at restaurants and leaving before the food
 - Arrives, ordering food and not eating.

YOU ARE THE FIRST LINE OF DEFENSE
Do not conduct your own investigation or dismiss indicators as unimportant.

BE ALERT AND REPORT ANY SUSPICIOUS ACTIVITY BY CALLING 394-7277

*Best Wishes and Congratulations on your Retirement,
Col (ret) McCurdy. Thank you for your service.*



U.S. AIR FORCE
EagleEyes
WATCH.REPORT.PROTECT.



AROUND THE PATTERN

187 FW “Red Tails” take 3rd in Spartan Race

by TSgt. Matthew Garrett
187th Fighter Wing Public Affairs



The 187th Red Tails show their warrior spirit before the race begins.

On a cold March morning, 32 members of the Alabama Air National Guard’s 187th Fighter Wing, located on Montgomery’s Dannelly Field, gathered in Conyers, Ga. Many are adorned with war painted faces, however, they were not getting ready for combat-- they were participating in an extreme four-mile long obstacle course called the Spartan Race.

The Ala. Guardsmen drew inspiration from their military heritage of the Tuskegee Airmen by naming the team “The Red Tails.” Led by Colonel Scott Patten, the 187th Fighter Wing vice commander, the Red Tails competed against 370 other teams and placed third overall.

With the military’s focus on physical fitness, Col. Patten formed the team as a way to promote morale and physical fitness. “Finishing a Spartan Race is a sense of accomplishment, and the fact that we did it as a team just brings it all together with teamwork,” said Col. Patten, “It took a great deal of teamwork to get through it.”

A total of 5,416 contestants ran in the Spartan Race, which consisted of 15 challenging obstacles, span-

ning a little over four miles through the Georgia International Horse Park. The obstacles started off fairly easy, then progressed in difficulty becoming, culminating in a 50-yard crawl through mud, under barbed-wire. From feats of strength, to endurance and agility, each obstacle station was designed to challenge the athletic abilities of the contestant. Upon completion, contestants are awarded a shirt and a medal to commemorate their accomplishment.

Time and obstacles were not the only challenges facing the Alabama National Guard’s Red Tails team. Many stations incorporated environmental hazards to work against contestants. Racers had to wade through near freezing water, a waist deep mud slide and a quarter-mile trek through a swamp and creek.

With one race accomplished, Col. Patten has already started recruiting members for future Spartan Races. “I really expect the team to grow to over 100 guardsmen,” he said. With an emphasis on fun and fitness, the Red Tails have already begun preparing for the next extreme obstacle race.



AROUND THE PATTERN

1000 Recruiters

by Col. Samuel Black, Commander
187th Fighter Wing

We need each other's help on a very important issue for our wing.

Each month, the ANG Readiness Center provides a snapshot of information on the health of the Air National Guard to the Director of the ANG and all of his senior staff. As of last month, the 187th Fighter Wing was at 89% strength. (Strength is the percentage of our manning document positions which are filled.) That ranks us 97th out of the 100 Wings in the ANG- a very real problem.

We all know that we are the very best at getting the mission done. Unfortunately, our performance operationally and during inspections is not the only, or even the most important, criteria for the decision makers who affect our future. I don't want to paint a "doomsday" scenario. However, because of the country's budget mess, many decisions will have to be made over the next few years about ANG units and their missions. We have very strong political support, but we must provide our advocates a strong basis to argue our case.

Our recruiters are doing an outstanding job, but they will not be able to fix this problem alone. I am asking all of us - that means you and me! - to become recruiters for our wing. We have a lot of benefits to offer, on top of the opportunity to serve our community, state, and nation. As you speak to friends, family, acquaintances, or even folks in the grocery store line, please spread the word about our wing and the benefits of serving with us.

This effort may take some of us out of our comfort zone. So please talk it up and encourage one another. I don't know about you, but I personally hate being last in anything. If we can engage 1000 recruiters instead of just five, we can lead the ANG in this area as we do in so many others.

The Air National Guard recruiting website, at www.goang.com, is a great resource for information to

share with potential recruits. For information specific to our wing, our recruiters are happy to help. Here is their contact info:

MSgt Tyner:
334-221-7277
james.tyner@ang.af.mil

TSgt Howard:
334-233-1163
vannisha.howard@ang.af.mil

TSgt Milford:
334-221-8690
marcus.milford@ang.af.mil

SrA Freeman:
334-414-2431
raymond.freeman@ang.af.mil

SrA Dixon:
334-221-7571
Dereka.Dixon@ang.af.mil

The Referral Sheet located at page 11 collects the basic information our recruiters will be interested in for new candidates.

Thanks very much for your help. The importance of your effort to our wing really cannot be overstated.

SEE ALANG REFERRAL SHEET AT PAGE 11



RECRUITING & RETENTION



VISION

The vision of the 187th Fighter Wing Retention Office is to ensure the right people are in the right job at the right time. Utilization of retention resources will enable the retention team to retain qualified ANG members within the force structure which in turn will assist the Alabama Air National Guard's effort to meet and/or exceed its ANG mission.

MISSION

The mission of the 187th Fighter Wing Retention Office is to utilize all retention resources in motivating and guiding all members toward their full potential in the Alabama Air National Guard. Utilization of these resources will result in an outstanding performance and identify and eliminate career irritants.



187th Fighter Wing Retention Office

*A motto for life: "People like hot fries!"
-CMSAF Robert D. Gaylor (Ret)*

G. I. Dependents' Scholarship Program

This nationally renowned program was created by Act 633 and approved October 1947 by the Alabama Legislature. It is administered by the Alabama Department of Veterans Affairs and is governed by the Code of Alabama 1975, Section 31-6-1. For more information go to: <http://www.va.state.al.us/scholarship.htm>

For information on **Chapter 33 Post 9/11 GI-Bill** to include: ANG Post 9/11 GI Bill and TEB Process Steps & Post-9/11 Veterans Educational Improvements Act of 2010 & Letter of Certification from ARPC go to our new Share-point at <https://eis.ang.af.mil/org/187FW/Post%20911%20GI%20BillChapter%2033%20Inform>

IMPORTANT reminder: Effective 01 August 2013, all members will incur a 4 year service obligation from the date of their TEB request. This will also include AGRs.

If you are unable to print the approval letter from MilConnect, print a copy of the screen showing your request is approved, until the issue is fixed by the MilConnect site administrators.

To help expedite the TEB approval process, any of the following documents can be submitted to your ROM/RRNCO, verifying Post 9/11 GI Bill service eligibility:

- a. VA Certificate of Eligibility (COE)
- b. ARPC Letter of Certification (LOE)
- c. eBenefits Eligibility Screen Shot
- d. DD 214s showing service authority (Title 10 and/or Title 32 502(f) AGR)
- e. AGR Orders (Current AGRs only).

Please help the Recruiting Office help us by telling your story and promoting the Alabama Air National Guard. AFSCs on the National and Local List are listed below that carry the \$20,000.00 NPS Bonus, 1606 GI-Bill, and \$350.00 KICKER and the \$15,000.00 PS Bonus

NATIONAL ENLISTED INCENTIVE AFSC LIST

The National Enlisted Incentive AFSC list below includes all prefixes and shreds.

- 1C3X1 COMMAND POST
- 1N0X1 OPERATIONS INTELLIGENCE
- 2A3X3 TACTICAL AIRCRAFT MAINT
- 2A3X4 FIGHTER ACFT INT AVIONICS
- 2A5X1 AEROSPACE MAINTENANCE
- 2A6X1 AEROSPACE PROPULSION
- 2T2X1 AIR TRANSPORTATION
- 2W0X1 MUNITIONS SYSTEMS
- 2W1X1 AIRCRAFT ARMAMENT SYS
- 3D1X1 CLIENT SYSTEMS
- 3D1X3 RF TRANSMISSION SYSTEMS
- 3E2X1 PAVEMENTS AND CONS EQUIP
- 4N0X1 AEROSPACE MEDICAL SVC

LOCAL ENLISTED INCENTIVE AFSC LIST:

- 3E4X1 WATER/FUEL SYSTEMS MAINT
- 3E9X1 EMERGENCY MANAGEMENT
- 3E0X2 ELECTRICAL POWER PROD
- 3D1X4 SPECTRUM OPERATIONS

Unit "REFERRAL SHEETS" are available to assist with sending prequalified applicants to the Recruiters. Please see your First Shirt to get yours!

Contact Stan Krasinski at stan.krasinski@ang.af.mil or call (334) 394-7375



AIRMAN'S CREED

*I am an American Airman,
I am a Warrior;
I have answered my nation's call.*

*I am an American Airman.
My mission is to fly, fight and win.
I am faithful to a proud heritage,
A tradition of honor,
And a legacy of valor.*

*I am an American Airman,
Guardian of freedom and justice,
My nation's sword and shield,
Its sentry and avenger.
I defend my country with my life.*

*I am an American Airman;
Wingman, leader, warrior.
I will never leave an Airman behind,
I will never falter
and I will not fail.*



Photo by Tech. Sgt. Chris Baldwin



Congratulations

MSgt Mataya Williams

187th Fighter Wing

Knowledge Operations Manager

Governor's Award Winner



Wanted: New Wing Human Resource Advisor

The Wing Human Resource Advisor position is being vacated by Chief Master Sgt. Steve Russell. As a result, the requirements to apply for this position are noted below:

1. **SPECIALITY QUALIFICATIONS:** Candidate must fully comply with: AFI 36-2903, Dress and Personal Appearance of Air Force Personnel, and AF 36-2905, AF Fitness Program.
2. **BASIC QUALIFICATION REQUIREMENTS:**
 - a. Traditional Guard Member. The HRA positions are controlled grade positions funded for Drill Status Guard members only.
 - b. Attendance at the ANG Human Resources Advisor Orientation Course within 12 months of appointment. Failure to attend the course within 12 months of appointment can result in removal from the position.
 - c. Newly appointed HRA's must agree to remain in the position for a minimum of 2 years from validation of position.
 - d. Incumbents selected must be either an E-8 or promotable E-7. (Senior NCO Academy completed, Time in Grade and Time in Service).
 - e. See ANGI 36-2110 for Duties and Responsibilities.
3. **NOMINATION PACKAGE REQUIREMENTS:** (NO BINDERS OR STAPLES)
 - a. AF Form 1206, Nomination for Award. The following must be addressed:

JOB KNOWLEDGE AND DUTY PERFORMANCE

Explain concisely the nominee's understanding of the principles and procedures involved in his or her assigned duties.

Describe how the nominee exceeded the scope and magnitude of assigned duties or the level of performance expected, include expectations and outcomes.

Identify the nominee's technical skills, ingenuity, and any other pertinent performance measures.

OUTSTANDING ACHIEVEMENTS

Describe what the nominee accomplished, how it was accomplished, and why the project was undertaken; emphasizing the project's impact, and the nominee's

role and creativity.

Consider the nominee's scope of responsibilities; effectiveness in facilitating team/consensus building, establishing relationships; and other job-related factors.

Consider how the nominee demonstrates effective management of resources.

Include productivity increases, long-range implications, process improvements, and applicability to other sections or organizations.

Where possible, use quantitative data to substantiate bullet statements, indicating the basis for all estimates and projections.

LEADERSHIP AND MANAGEMENT COMPETENCIES

Provide brief examples of how the nominee's knowledge and use of leadership and management competencies support the mission and staff and how the nominee's leadership impacts mission readiness.

Include examples of integrity, trust, influence, commitment, problem solving, decision-making and professionalism.

b. Resume

c. Current RIP

d. Letter of Intent - (Letter from the applicant stating the unique skills and abilities they would bring to the position and how they would use them to enhance the HRA position if selected.

e. Current Fitness Score Sheet

4. Selection Review Board. A Selection Review Board will be convened at the Wing Headquarters Building on 4-5 May 2013. Individuals will be required to meet the board in Service Dress Uniform. Individuals deployed will be handled on a case-by-case basis.

5. Each nomination package must be submitted to MSgt Mataya Williams FW/CCA Bldg. 1502 No later than 30 April 2013. If you have questions please call CMSgt Lindsey McCall at DSN 358-9104 or commercial 334-394-7104 or CMSgt Steven Russell at DSN 334-394-9408 or commercial 334-394-7408.

REFERRAL SHEET

NAME OF REFERRAL:

ADDRESS:

PHONE NUMBER:

EMAIL:

REFERRED BY:

Tell us a little bit about yourself or your referral so we can assist you

A	Age :	DOB:
P	Physical Condition: (Surgeries, Medication, Broken Bones, Etc; Explain in remarks below)	Ht: Wt:
P	Prior Service: Branch: Year Separated: (Years of service, Re-enlistment Code; explain in remarks below)	
L	Law Violations: HAVE YOU EVER BEEN CHARGED, ARRESTED, CITED, OR HELD FOR ANY LAW VIOLATION TO INCLUDE TRAFFIC OR VEHICLE INFRACTIONS INCLUDING SEALED RECORDS? (EVEN IF YOU WERE TOLD THAT YOU DIDN'T HAVE TO DISCLOSE) (If yes, explain in remarks below)	
E	High School Attended: Did you graduate or will you graduate: Highest level of education:	Year Grad:
M	Marital Status: Married Single Divorced # of Minor Dependents	

Remarks:



TOUCH & GOS

2013 UTA SCHEDULE

January 12-13	May 4-5	September 14-15
February 9-10	June 1-2	October 5-11
March 2-3	July 13-14	November 2-3
April 13-19	August 3-9	December 7-8

187 FW OFFICER VACANCIES

AFSC: 41A3
Title: Health Service
Grade: Maj

ASFC: 46A3
Title: Nurse Admin.
Grade: Lt Col

AFSC: 48R3
Title: Flight Surgeon
Grade: Col

AFSC: 42G3
Title: Physician Asst..
Grade: Lt Col

AFSC: 46N37
Title: Clinical Nurse
Grade: Maj

ASFC: 21A3
Title: Aircraft Main.
Grade: Maj

AFSC: 21R3
Title: Deployment/Distrib
Grade: Maj

Closeout Date: (24 May 2013)
All applicants must complete the Line/Professional Officer Checklist(Atch 2)(Atch 3) located at <https://eis.ang.af.mil/org/187/MSG/FSS/FPIR/Officer%20Application%20Checklists/Forms/Allterms.aspx>

All applications must be turned in NLT closeout date (24 May 2013) to the Officer Recruiter, MSgt James Tyner Jr.



Freedom isn't Free

~ Cadet Major Kelly Strong
Air Force Junior ROTC

I watched the flag pass by one day.
It fluttered in the breeze
A young soldier saluted it, and then
He stood at ease.
I looked at him in uniform
So young, so tall, so proud
With hair cut square and eyes alert
He'd stand out in any crowd.
I thought how many men like him
Had fallen through the years.
How many died on foreign soil?
How many mothers' tears?
How many Pilots' planes shot down?
How many foxholes were soldiers'
graves?
No Freedom isn't free

I heard the sound of taps one night,
When everything was still.
I listened to the bugler play
And felt a sudden chill.
I wondered just how many times
That taps had meant "Amen"
When a flag had draped a coffin
of a brother or a friend.
I thought of all the children,
Of the mothers and the wives,
Of fathers, sons and husbands
With interrupted lives.
I thought about a graveyard at the
bottom of the sea
Of unmarked graves in Arlington.....
No -- Freedom isn't free

