



INFORMATION

187th Fighter Wing

Vol. 3, No. 3 March 2014



187th Fighter Wing Commander **Col. Samuel Black**
 187th Fighter Wing Vice Commander **Col. William Sparrow**
 187th Fighter Wing Command Chief **Chief Master Sgt. Lindsey McCall**

Public Affairs Officer **Lt. Col. Clare Reed**
 Public Affairs Officer **Capt Amy Rittberger**

Photojournalist **Tech. Sgt. Chris Baldwin**
 Photojournalist **Tech. Sgt. Matthew Garrett**
 Videojournalist **Tech. Sgt. Monique Randall**



ON THE COVER >> Senior Airman Sarah Hutchins loosens a panel on an F-16 Fighting Falcon. March is Woman's History Month, read more about it on page 7. (Photo by Tech. Sgt. Matthew Garrett)



Submission deadline for the March 2014 publication is February 28th. Articles must be submitted electronically to 187FW.PA@ang.af.mil or 187fw.pa@gmail.com. For more information, contact Public Affairs at (334) 394-7157/(334)394-7682.



AROUND THE PATTERN

“Talent unused is a Picture of Frustration”

By: Master Sgt David Betts, Human Resource Advisor
187th Fighter Wing



187FW & GSUs Talent Search Talent unused is a picture of frustration.

While 75% of American youth is ineligible to serve in the military and nationwide 48% of kids under age 5 are minorities, at the same time 20% of people 65 and older are not. The 187FW and GSUs will compete for talent sooner than 2050.

Mentoring and Diversity

- The mentoring difference
- Nearly all successful people are mentored in some way
- Lack of access to mentors limits upward mobility
- Persons stifled by bias/stereotypes
- Influences who will be mentored in an organization
- Judging who is worthy of mentoring

Mentors were promoted 6 times more often than those not in a mentoring program
Mentees were promoted 5 times more often than those not in a mentoring program
Retention rates were also higher for both mentees (72%) and mentors (69%) than for employees who did not participate in a mentoring program. *Source: Insala.com*

Check Your Talent Mindset

Ask yourself what you believe about the role of talent in your business and how talent management fits into your concept of your job:

- ✓ Do you believe having better people is how you will win in your business?
- ✓ Do you believe strengthening your talent pool is a crucial part of your job?
- ✓ Do you convince all your managers to make talent a crucial part of their jobs?
- ✓ Have you taken the six different actions to push a talent-centered focus deeper into your organization?

The answers to these questions must be an unequivocal “Yes.” Embrace a talent mindset and help ensure that your company has the talent it needs to win in the marketplace.

In the words of our commander, Col. Samuel Black, “Where will we be in next five years?” According to the “*National Guard Bureau 2014 Posture Statement- Sustaining an Operational Force**,” providing guidance and equipping Guard members to serve in a multicultural world where differences in a person’s characteristics, background, attributes, and experiences are respected and valued.

Alabama Joint Diversity Council meets 6 March 2014 to discuss pressing issues – force development, retention (Unit Career Advisors), recruitment, inclusion, career days, and mentorship. The 187FW has a diversity council. **Send me an email with subject line: Inclusion participates.**

PUSH– Prepare Until Something Happens! Success is when the opportunity presents to a prepared person or unit. “Infect as many as you can with your positive attitude,” said Col. Black.





AROUND THE PATTERN

From the 1st Shirt Desk

ADDITIONAL DUTY 1ST SERGEANT

Troops,

Per the ANG first sergeant functional manager and 187 Command Chief, CMSgt McCall, I am authorized to announce that the 187 First Sergeant council will be interviewing qualified candidates for Additional Duty 1st Sergeant positions.

AFI 36-2113 (Jan 2010) paragraph 3.3 references the specific duties however, a rewrite is currently taking place and should be released within the next couple of months. You may also visit our Share Point page under Wing Programs/First Sergeant/Shared Documents. The folder title is "BEING A 1ST SERGEANT what it's all about".

TSgts, yes that's E-6 and above may qualify for an interview. Our goal is to have one additional duty for each diamond wearer. This additional duty could be used as a "trial" period when considering to become a full up diamond wearer. If you are ready to move up to the next level of leadership, we may have an opening for you.

To request more information and specific qualifications, respond via e-mail.

MSgt Matt Cooper
AMXS 1st Sergeant

Online Personnel Services: myPers website... For your online personnel services

The Air Force online personnel services website, known as myPers, is a total force source for personnel information and services. As a RegAF, Guard, Reserve or civilian employee, use myPers to get your questions answered and conduct personnel business online when it's convenient for you. The myPers website has informative articles on personnel programs such as promotions, reenlistments, benefits, and transfers. Online services available include requesting your service verification letter, reviewing your current retirement points, accessing your official military personnel record, or nominating a member for a Federal award.

Upon entry there is a personalized home page just for you. Sections like "I Would Like To", "Most Viewed Articles," "Announcements for Airmen," and a search function make it easy for you to stay up-to-date and allow you to access the virtual Personnel Center – Guard/Reserve, or vPC-GR, and other applications. If you are not already a myPers user, visit the website from any computer, anytime, at mypers.af.mil. You

can log in using your common access card or a login name and password. If you need assistance, you can reach the myPers- Total Force Service Center by selecting the "Contact Us" link from the myPers webpage. You can select the "Email Us" link to correspond electronically, or choose the "Other Contact Information" link to find the toll free 800 number and other options available for reaching the myPers-Total Force Service Center. Go try it out!
mypers.af.mil



CHAPLAIN

Submitted by MSgt Robin Bell, 187FW/HC

Hope believes all things. Hope is an attitude and a state of mind. The eternal optimist always chooses hope. Hope can occasionally be crazy if it is devoid of reality. But is it better to be a crazy dreamer or a sane person who has given up? One could argue that hope should come with a warning sign. Hope can lead to death. After all, many died trying to fly. But, oh how amazing it feels when we become airborne. Yes, hope is an attitude and a state of mind. It is an attitude to declare that all events are meant to be and somehow, some good will come out of it. It is true, hope is audacious.

So, with the New Year upon us, now is the time to hope. No matter how many times we have tried and failed, no matter how many times our children refuse to listen to us and repeat the mistakes, no matter how bleak our politics seem, no matter how many bad relationships we have had, no matter how many heartbreaks we have experienced, no matter how bad our past has been, no matter how many doors we have knocked on for a job, no matter how many times we have cried in despair, no matter how sick we or our loved ones have been, no matter how many times we have felt hopeless, here is a reminder: let us hope anyways and not let the soul give up! Let us hope anyways and feel the New Year in a renewed fresh breath, keeping our hearts pegged on hope.

Even if we are to go to the grave, let our last breath be of hope, perhaps someone might pick it up, even then, let us not go to the grave given up, but with hope.

Reprinted with the express permission of Pride of Montgomery magazine and Dr. Kalai Mugilan. He is an Assistant Professor at South University and the Co-Founder of Varietas LLC Diversity Training located in Montgomery, Alabama. He currently works with local veterans and provides workshops on various issues, including diversity.



Hope
Believes



Absentee Voting

Deploying Wing Members,

Please exercise your right to vote by submitting your Absentee Voting application to your county election office.

Alabama voters please visit <http://www.alabamavotes.gov/uocavavoterinstructions.aspx?m=voters>

Members who live in another state please visit <http://www.fvap.gov/>

It's not too early to register for Absentee Voting, as a matter of fact the earlier the better.

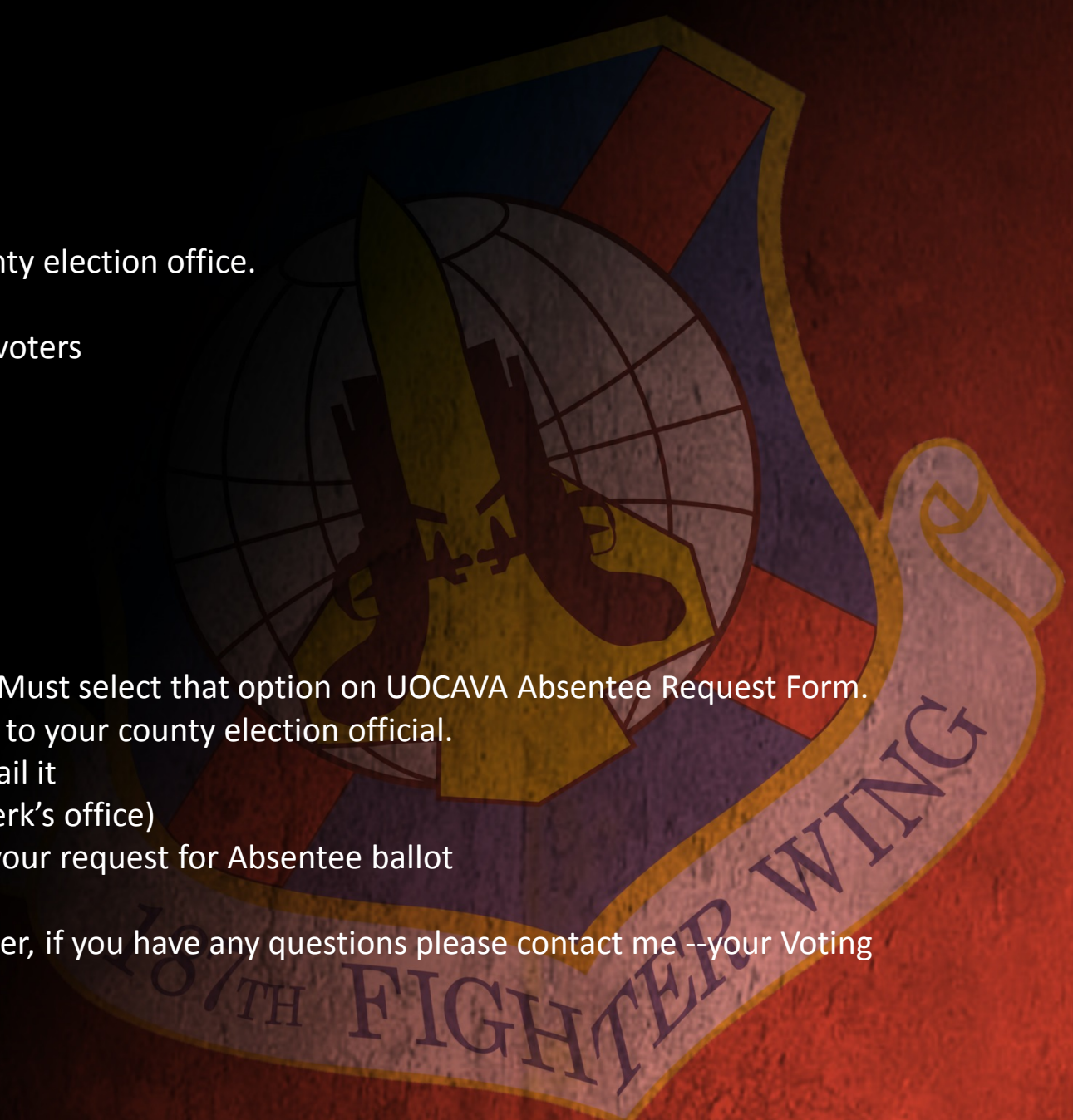
Other useful information:

- Currently all requests must be mailed to the county election official.
- Under Federal Law, you can decide to have the federal portion of the ballot emailed to you. Must select that option on UOCAVA Absentee Request Form.
- You must hand mail both parts of the Ballot via U.S. Mail or Commercial Carrier(UPS, Fed-Ex) to your county election official.
- The best way to fill-out your Absentee ballot is utilizing the online assistant then print and mail it
- Municipal elections are not covered under this process (You must apply through your City Clerk's office)
- The preferred method to receive your ballot is via email. However, you must specify this on your request for Absentee ballot

The websites above are very helpful and walk you through the process pretty clearly . However, if you have any questions please contact me --your Voting Assistance Officer-- via email or cell at 334-657-5485.

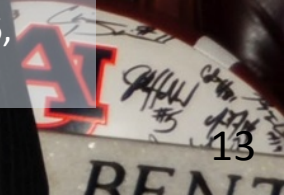
Respectfully,

Charles P. Griggs, Lt Col, AL ANG
Wing VAO/MSG-Dep CC





Alabama Air National Guard Master Sgt. Robert Owen presents Alabama Governor, the Honorable Robert Bentley, with a model F-16 Fighting Falcon at the Governor's office, Jan. 6, 2014. (U.S. photo by Tech. Sgt. Christopher Baldwin)






FAMILY READINESS

By Mrs. Sharon Hubbert
Airman & Family Readiness Program Manager

S.O.M.K.

Shout Out for Military Kids
Leadership Retreat
April 5 - 6, 2014
YMCA Camp Chandler, Wetumpka, Alabama



New Year, New Schedule?

It's time to **find the right caregiver** to fill in the gaps!

New school activities? Different work schedule?
Recent PCS? Use your Sittercity membership to find local sitters & nannies that fit your family's needs this year.

Activate today at: sittercity.com/DoD




Find caregivers for:

- Before/After school
- Last minute needs
- PCS helping hand
- Infant care
- School closings
- Pet sitting
- Senior care

**ARMY
MARINES
NAVY
AIR FORCE**

*including active duty,
Reserve & Guard families.*

Your membership to Sittercity is
fully paid by the Department of Defense
and is at no cost to you!



**KEEP
CALM
AND BE
MILITARY KID
STRONG**

UWA Student, Tierra Robinson, invites you to support
Military Youth in Alabama by going Purple.


Purple symbolizes all branches of the military -
combining Army Green, Coast Guard Blue, Air Force
Blue, Marine Red, and Navy Blue. Wear purple
Tuesday April 15th 2014 to show your support for the
strength and sacrifices of our military youth. "



Camp is Happiness

Experience Camp Ft. Clover

2014 Camp Ft. Clover: June 2-6, 2014



**Alabama
OMK
GOES NEW
ORLEANS!**

OMK RECONNECTS!
Spend a three night four
day excursion reconnecting
with your kids in New
Orleans.
Only \$50/person and a few
meals on your own

WANT TO GO?
See the Information sheet
for full details

Questions!
contact OMK Coordinator
Rachel Simpson at :
Bradfra@auburn.edu or
334-844-2294

**OMK New Orleans
Reconnection Camp
JULY 14-17, 2014**

This camp allows service members
an opportunity to reconnect with
their youth in a unique setting.
Please see information sheet for
all details.

APPLY BY COB on April 30, 2014!

For more information please contact Mrs. Hubbert at
334-394-7527 or email sharon.hubbert@ang.af.mil



PT SCORES & FITNESS

Fitness Honors

The following individuals scored EXCELLENT during last month's Fitness Assessment.

PERFECT SCORE

<i>MAJ</i>	<i>George Collins</i>	<i>100 FS</i>
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EXCELLENTS

<i>LTC</i>	<i>Casey Cooley</i>	<i>MXS</i>
<i>LTC</i>	<i>William Jones</i>	<i>OPS</i>
<i>CPT</i>	<i>Kevin Diamond</i>	<i>LRS</i>
<i>MSG</i>	<i>Charles Brown</i>	<i>AMXS</i>
<i>MSG</i>	<i>John Pomilia</i>	<i>MXS</i>
<i>TSG</i>	<i>Christopher Picket</i>	<i>MXS</i>
<i>SSG</i>	<i>Terrin Love</i>	<i>MXS</i>
<i>SSG</i>	<i>Jermaine Lucy</i>	<i>CES</i>
<i>SRA</i>	<i>Logan Allen</i>	<i>AMXS</i>
<i>SRA</i>	<i>Shawna Edwards</i>	<i>OPS</i>
<i>SRA</i>	<i>Andrew Oaks</i>	<i>CES</i>
<i>SRA</i>	<i>Christopher Stephens</i>	<i>Student</i>
<i>AIC</i>	<i>Brian Berstein</i>	<i>MXS</i>
<i>AIC</i>	<i>Paul Froom</i>	<i>MXS</i>
<i>AIC</i>	<i>Dandre Russell</i>	<i>LRS</i>





ALS GRADUATION

CLASS 14-2

Members of 187th Fighter Wing graduate from
Airman Leadership School
by Tech. Sgt. Matthew Garrett
187th Fighter Wing Public Affairs

2/13/2014 – MAXWELL AIR FORCE BASE, AL, --
Four members of the 187th Fighter Wing
graduated from Maxwell Air Force Base's
Airman Leadership School class 14-2, Feb. 13.

Out of the graduating class of 20 Senior
Airmen, four are members of the 187th Fighter
Wing: Senior Airman Corey Andres from Civil
Engineering Squadron, Senior Airmen
Lashondra Lewis and Brady Mayfield from
Security Forces Squadron and Senior Airman
Damian Lomeli from Aircraft Maintenance
Squadron.

Airman Leadership School (ALS) is part of the
Air Force's Enlisted Professional Military
Education course. The mission of ALS is to
develop Senior Airmen to be combat-ready
leaders, prepared to maintain and supervise Air
Force work teams and support the Airmen and
families for whom they are responsible.

Senior Airmen attend ALS classes in preparation
for becoming a Noncommissioned Officer and
future leader. The six week course teaches
leadership styles, communication and
interpersonal relations.

"The biggest aspect I got from it is different
leadership styles," said Senior Airman Damian
Lomeli. "I wasn't really aware of them before
going and then learning what you need to do to
be a more effective leader."

"It gives you perspective on what you actually
need to do stepping into a supervisor role" said
Lomeli.

After the graduation ceremony Senior Airmen
Lashondra Lewis and Brady Mayfield, from
Security Forces Squadron, were promoted to
Staff Sgt.

"ALS prepares our Airmen for not only the
leadership path, but it also prepares them to
mentor, lead and develop our fellow young
Airmen" said Maj. Monoletto Hosea, 187th
Security Forces Squadron commander. "It
puts tools in their toolbox so when they
come back energized and ready to go, they
have a place to start."

view more @

www.facebook.com/187thfighterwing





RECRUITING & RETENTION

Farewell from One of Our Own

Good day all Wing, GSU, and State HQ members,

I will be available this Drill weekend to in-process FALCON Flight members and to handle any other Retention Office business on Saturday, 01 Mar 2014, from 0700-1200.

We will have our quarterly Career Motivation Program (CMP) / Unit Career Advisor (UCA) Training Meeting on Sunday, 02 Mar 2014, from 0900-1100 in Wing Conference Room, Bldg 1502. All UCA's, unless earlier excused, are required to attend.

We will also have our quarterly Newcomers Orientation Briefing (NOB) that will be condensed on Sunday, 02 Mar 2014, from 1200-1330 in Wing Conference Room, Bldg 1502. Anyone who has not already attended the NOB are required to attend.

On a personal note, I would like to announce to all the members of the Alabama Air National Guard, all those I have served with...possibly recruited, that this will be my last Drill as your Retention Office Manager and as a member of Alabama R&R team. My family and I have been blessed with an opportunity to relocate on a NGB/A1 STAT Tour, that I have accepted, allowing me to serve in a much different and broader capacity.

Please accept my most sincere thank you for allowing me to be a member of the Alabama Air National Guard and to serve you for the past 10 years. It has been my honor, pleasure, and thrill to do so. I have always approached my service as "What I get to do, not what I got to do!" and I pray that I have served you well.

I appreciate and treasure the many professional relationships and personal friendships that have resulted from my time here at the 187FW.

My family and I wish you all well, thank you for your service, and ask for GOD's blessings on you all!

Again, thank you and please have a great Drill weekend!

"We can only make a difference if we are involved...participants not spectators."

///SIGNED///

Stanley K. "Ski" Krasinski, MSgt, AL ANG Retention Office Manager 187FW/FSDP



VACANCIES

Air National Guard Technician

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSE DATE</u>
Human Resources Assistant (MIL)	ALAF14-022	3/4/14
Electronic Integrated Sys. Mechanic	ALAF14-017	3/6/14
Fuel Distribution Sys. Worker Supervisor	ALAF14-033	3/21/14
Aircraft Mechanic	ALAF14-035	3/21/14
Production Controller (Aircraft)	ALAF14-036	3/24/14
Aircraft Engine Mechanic	ALAF14-037	3/24/14

Click the link below for more available jobs

<http://alguard.state.al.us/Careers/HRO/jobannouncements/default.aspx>

AFSC: 1-21A3
Title Vacancy: Aircraft Maintenance Officer
Grade: O-3 to O-4
Closeout Date: 10 March

AFSC: 1-21M3
Title Vacancy: Munitions Maintenance Officer
Grade: O-3 to O-4
Closeout Date: 10 March





HAPPY
BIRTHDAY!!



2014 UTA SCHEDULE

Next Drill is *April 5-6*

May 3-4	September 6-7
June 7-8	October 4-5
July 12-13	November 1-2
August 2-3	December 6-7

DISPOSITION OF PERSONAL EFFECTS

Maj Adrian Meyer is authorized to make disposition of the person effect of SrA Juston G. Martin, deceased, 187th Maintenance Squadron as stated in AFI 34-511. Any person having claims for or against the deceased please contact [Maj Adrian Meyer](#) at 394-7384 or 802-881-3524.

JOIN THE HONOR GUARD

JOIN THE 187TH FIGHTER WING BASE HONOR GUARD COLORS TEAM Do you look sharp in your Service Dress uniform? Have you wanted to better represent the 187th, but didn't quite know how? How about earning a little extra money?* Boy howdy, have I got an exciting opportunity for you! The 187th Fighter Wing Base Honor Guard Colors Team is always looking for professional Airmen to join our ranks. Perform precision like drill with a flag in front of an audience of adoring fans. Learn about the history of the US Flag. Carry a parade and ceremony M-1 rifle. All of this sound too good to be true? Well don't take my word for it, listen to the testimony of TSgt Matthew Garrett: "I waited 9 years before joining the Colors Team, and my only regret is that I did not join earlier. It is an amazing group of professional Airmen and we always have a great time at events. Seeing myself in the Service Dress uniform has boosted my self-image. "Thank you Colors Team!" If you are interested in joining the 187th Fighter Wing Base Honor Guard, then send me, [TSgt Matthew Garrett](#) and/or [TSgt Mia Powell](#) an email expressing your interest. We would love to have you aboard!



REMINDERS & NOTICES



IMPORTANT NOTICE



In accordance with the ALNG TAG'S Policy Letter dated 21 November 2013, Privately Owned Weapons (POWs) are allowed on ALNG installations. Members must adhere to the following to comply with the policy:

- POWs are **NOT** allowed until member receives a commander's brief,
- POWs are **NOT** allowed until member signs a statement of understanding,
- POWs are **NOT** allowed inside any building,
- POWs must be stored in a locked privately owned vehicle,
- Members must be eligible to carry a POW, according to all statutes and ordinances,
- Park in a valid designated area; (DANG defines a valid designated parking area as any legal POV parking space).
- Personnel will not use POWs under any circumstances to aid Security Forces**
- POWs are **NOT** allowed on federal installations, i.e. Maxwell and Gunter AFB.

****This is the TAG's policy and it's not negotiable.****

For additional information contact:

Senior Master Sgt. David E. Sellers, 187th Security Forces Manager at 334-394-7535 or david.sellers@ang.af.mil



Final Photo

Night Viper

Alabama Air National Guard Capt. Scott Eshelman blasts off down the runway during night flying operations on Feb. 26. (U.S. Illustration by Tech. Sgt. Matthew Garrett)