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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 (deployed)

Photojournalist <u>Tech. Sgt. Chris Baldwin</u>

Photojournalist <u>Tech. Sgt. Matthew Garrett</u>

Videojournalist <u>Tech. Sgt. Monique Randall</u>



ON THE COVER >>

187th Fighter Wing members stand in formation during a deployment ceremony, April 5th. For more information on the deployment, see story at page. (Photo by Tech. Sqt. Chris Baldwin)

Submission deadline for the May 2014 publication is May 2rd. 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



"Patents of Success"

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

The US Military and the Air Force have many patents, but one of the most important is the means to Succeed. Succeed implies that

something proceeded. As we know nothing stays the same and if it does it is dead. The Greatest Air Force / Air National Guard has always managed to not only project success into the future, but to always assure that no wingman is left behind. What separates us from others is our planning toward the next best qualified personnel and innovation. We build on what we know, share what we can and push forward.

Millennial Generation (those born between 1982, now 32 and 2002, now 12, some 81 million persons) are taking over K-12, entering colleges, providing a workforce and entering the Air National Guard. If you are 35 years old, your Air National Guard time is quickly coming to retirement. There is a great difference between the current generation that is moving toward retirement and the Millennial Generation. Consider the words "I am BORED". The "B" could stand for "Been Creative; "the "O," Outgoing; the "R," Ready; the "E," Engaged and the "D," Done. Just as quickly as you say the word is how quickly the Millennial Generation will consider an opportunity. They desire to have it done NOW. "Talent unused is a picture of frustration." "Diversity is the mix; inclusion is making the mix work!" — Andrés Tapia. Our Commander, Col. Samuel Black's focus for the

year is to have at least 220 new millennial personnel by years end. In order for our Air National Guard to stay strong, we must invoke our patent of Success-Change. If we can see through the eyes of perception of this generation, we are to show them the way to SUCCEED. We must recruit and retain our most costly resources – Airmen.



Submit your request to attend- "Patents of Success" in the 187FW Wing's Conference Room on Saturday, 3 May 2014 a First Sergeants' Academy presentation. There will be two-hour sessions at 0900-1100 (Airmen), 1100-1300 (SSgts and TSgts), and 1300-1500 (MSgts, SMSgts and Chiefs). There are limited seats. You can call me (251)-463-4328 or email me at david.betts.1@ang.af.mil.

AROUND THE PATTERN

"Patents of Success" continued

COG's Ladder Five Steps Change Process

COG's Ladder step 1

Polite Stage-because members of the team are new to each other and are just getting to know each other. People tend to be polite.

COG's Ladder step 2

Why are we Here Stage -because members need to know the team's goals or objectives. Once they get to know each other, they desire to work together and be positive.

COG's Ladder step 3

Bid for Power- as a phase where individual differences emerge and conflicting points of view may be voiced.

COG's Ladder step 4

Constructive Stage- as attitudes change slightly and team members start to focus more on the goal, they move out of the Bid for Power and become more productive.

COG's Ladder step 5

Espirit Stage- is where the team has strong group identity and high morale. Not all teams reach this step in the ladder.

Special Emphasis Notes:

Sexual Assault
Awareness Month 1-30
April

Holocaust Remembrance Days 27 Apr – 4 May

Asian American and Pacific Islander Heritage Month
1-31 May



AROUND THE PATTERN

Officers' Promotion Matrix

Promotion to Grade	Unit Vacancy	Mandatory	Required PME
Colonel / 0-6	3 years	Not Applicable	Air War College
Lieutenant Colonel / 0-5	4 years	7 years	Air Command & Staff College
Major / 0-4	4 years	7 years	Squadron Officer School
Captain / 0-3	2 years	3 years	None
1 st Lieutenant / 0-2	2 years	2 years	None



Promotion Requirements



Where are you now? Are you ready to take the next step?

Amn – E2	A1C – E3	SrA – E4	SSG – E5	TSG - E6	MSG – E7	SMSG – E8	CMSG – E9
				Sole occupant of at least a TSG UMD position	Sole occupant of at least a MSG UMD position	Sole occupant of at least a SMSG UMD position	Sole occupant of a CMSG UMD position
6 months TIG	6 months TIG	6 months TIG	2 years TIG	2 years TIG	2 years TIG	2 years T1G	2 years TIG
6 months TIS	6 months TIS	6 months TIS	4 years TIS	6 years TIS	9 years TIS	13 years TIS	17 years TIS
1-level PAFSC	1-level PAFSC	3-level PAFSC	5-level PAFSC	7-level PAFSC	7-level PAFSC	7-level PAFSC	9-level PAFSC
PME - BMT (Note 1)	PME – BMT (Note 2)	PME – N/A	PME – ALS	PME – N/A	PME – NCOA	PME – SrNCOA	PME SrNCOA

Note 1. Promotion to Ann (E2) will be automatic, 6 months from the date member departs for BMT / Tech School, unless the unit commander requests the promotion to be delayed. (The MPF will publish orders / update the Personnel Data System for promotion to E2). Note 2. TIG requirement is computed from date of entry on the Initial Active Duty Training (date member departs for BMT / Tech School).























ALABAMA AIR NATIONAL GUARD'S HISTORIC "RED TAILS" PREPARE TO DEPLOY

by: Tech. Sgt. Christopher Baldwin 187th Fighter Wing Public Affairs

This spring, Alabama Air National Guard members from the 187th Fighter Wing, based at Montgomery Regional Airport, will deploy to Afghanistan in support of Operation Enduring Freedom. The wing's F-16C+ Fighting Falcon aircraft - the "Red Tails" - will provide armed over-watch and close-air-support for ground units in their area of responsibility.

Fighter jets and Airmen from the Air National Guard (ANG) have deployed regularly for the last 20 years as part of the U. S. Air Force's Air Expeditionary Forces. However, this type of mobilization is the first for a traditional Air National Guard unit since Operation Iraqi Freedom in 2003. Past deployments for Air National Guard (ANG) units have been of shorter duration, and, with a few exceptions, covered by a combination of equipment and personnel from two or three ANG units. Cooperation and burden-sharing among several units reduces the time away from home and work for any given Airman and minimizes what is often a financial burden on both the volunteer Airman's family and employer. The concept has worked well for the last 20 years, providing inexpensive, yet highly trained Air National Guardsmen to combatant commanders on a voluntary basis.

However, recent budget crises have challenged the U.S. Air Force, active and reserve components alike, to find ways to maintain high levels of readiness while continuing to meet its overseas rotational commitments. The expectation is that mobilizing and deploying a single unit for a longer period of time rather than using several units to cover an

expeditionary commitment will result in higher sustained readiness levels for more units. Any time a unit moves from garrison to a deployed location, training must be curtailed while equipment is shipped, Airmen are transported, and aircraft are flown to the new base. Since the mission is ongoing, the unit being relieved must remain in place, overlapping with the new unit. Minimizing these inefficiencies frees up time and resources for home-station units to continue training for the full spectrum of combat missions.

"That we're an ANG unit will be transparent to anyone in theater. For the leadership in place when we show up, we could be an active duty squadron. Other than the hardware that we are bringing in, we'll be the same," said Lt. Col. Ryan Barker, 100th Fighter Squadron commander. The 100th Fighter Squadron is part of the 187th Fighter Wing and was one of the original Tuskegee Airmen squadrons of World War II fame. "We've come a long way from back when some guard units were seen as flying clubs, and there were 30-day deployments with a swap out at the two week point. Obviously, this is one where we're doing a full-length deployment just like the active duty component."

This mobilization of the "Red Tails" has the wing's Airmen excited to once again serve their country in missions for which they have intensively trained. The deployment order came with much less advance notice than usual, but all positions were filled within 48 hours. Preparing any unit for

deployment presents challenges, but for an Air National Guard unit, efficient time management is paramount. When an active duty unit is given six months notice for deployment, they have six months to prepare. In a sense, for an Air National Guard unit, that is equal to a 12 day notice. While the unit's full-time members continue their work, they are less than 40 percent of an ANG unit's manpower. The remaining sixty-plus percent are drill-status Guardsmen who train one weekend per month and two weeks per year. In spite of the time crunch, the 187th Fighter Wing has completed all training and medical requirements ahead of schedule.

The process of preparing the wing's jets for deployment has been a great success story for the "Red Tails" and the Air National Guard. Over the last several months, the 187th Fighter Wing's aircraft have been off-station, several at a time, undergoing systems upgrades. The new equipment includes a high-resolution display and a helmet-mounted targeting sight which will allow pilots to deliver weapons in minimum time with great accuracy - an important capability to reduce friendly losses and civilian casualties. The wing's maintenance personnel have worked extended shifts to get the jets in top shape for deployment, while continuing to support the necessary training flights for the pilots.

With necessary preparations complete, the wing is anticipating another successful deployment. This will be the ninth combat deployment for the 187th

Fighter Wing since the end of Operation Desert Storm. While the deployment is a first for many of the wing's Airmen, others have served multiple times. There is never a shortage of Alabama Airmen willing to serve. The state has a high rate of National Guard members per capita.

"It's a privilege to serve with such a great group of Americans," said Col. Samuel Black, commander of the 187th Fighter Wing. "The men and women of the 187th never shrink from a challenge, and they always strive to display the same honor, integrity, courage and tenacity of the Tuskegee Airmen - the Red Tails."





FIRST SERGEANT

Commemorative Bricks

by Senior Master Sgt Kristie Pomilia 187th Fighter Wing 1st Sgt

Commemorative Bricks at the 187th Fighter Wing...you have an opportunity to create a lasting tribute.

The First Sergeant Council is kicking off its commemorative brick fundraiser. The funds raised will be used to cover the costs of Wing morale events. It is an excellent way to recognize a devoted career, to honor service, or acknowledge the dedication and support of spouses and family members.

Members can purchase a 4X8 brick for \$30.00. Each brick is engraved using state of the art laser technology, ensuring durability and resistance to the elements. The bricks can have up to three lines of type with 18 characters per line, including spaces. The finished product will be engraved in ALL CAPS.

When a total of 100 brick orders are received, the information will be submitted to Gift Bricks for engraving. Once the engraving is complete, Gift Bricks will immediately ship the finished product for placement in Memorial Park located near building 1501.

For more information contact a First Sergeant. For ordering your commemorative brick, request an order form from a First Sergeant or visit the website at www.187fw1sgt.donationbricks.com.



Customize a Brick for Someone Special Today

About the Bricks Purchaser's Information

Beautiful, engraved commemorative clay brick paver, 4"x8" can be purchased for \$30.00.

Installation

Bricks will be ordered when a minimum of 100 brick orders are pending, the bricks will be installed once received, and placement is at Memorial Park.

> Example: CMSAF #1 PAUL W. AIREY APR 1967-JUL 1969

Personilaztion

Bricks have a three line maximum, with no more than 18 uppercase letters per line, including spaces and punctuation. Finished bricks will be centered. Please use proper rank, etc. No logos or graphics.

Maintenance

Engraved bricks are durable and versatile clay. Normal wear and weather is to be expected and can enhance the plaza's apperance.

Ordering Information for tracking purposes Name	Rank/Title				
Mailing Address					
City	State	Zip Code			
Email Address		Contact Phone			
Please print clearly	will be personalize	ed exactly as appears			

<u>J</u>				Mak	æ che	eck or	r mor	iey o	rders	s pay	able	to: l	st Sg	t Co	uncil	l			LE.
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	Order Received	Payment Received	Order Entered	Paym Method (Cash, Check, MO)	ent Information
Date				Check/MO #	
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Brick	Order Number			\$ Order/Payment Total	
				Initials	

CHAPLAIN The Importance of Forgiveness

Submitted by MSgt Robin Bell, 187FW/HC

There was a preacher who gave a sermon entitled, "Forgive Your Enemies." Toward the end of the service he asked his congregation, "How many of you have forgiven your enemies?" About 80 percent held up their hands. Not satisfied with the response, he repeated his question. All responded except one small elderly lady.

"Mrs. Jones?" inquired the preacher, "Are you not willing to forgive your enemies?"

"I don't have any," she replied smiling sweetly.

"Mrs. Jones, that is very unusual. How old are you?"

"Ninety-three," she replied.

"Oh Mrs. Jones, what a blessing and a lesson you are to us all. Would you please come down in front of this congregation and tell us all how a person can live ninety-three years and not have an enemy in the world." The little elderly lady tottered down the aisle, faced the congregation and said, "I outlived the old hags."

Many people try to live their lives like this little old lady. They bury their anger towards those who wronged them. They hope that they either outlive their enemies or see the day they "get what's coming to them."

The problem with living our lives like that little old lady is we never really get rid of the anger that person caused. Whenever we see them, for example, we experience that anger again, and again, and again. It never ends. They continue to be our enemies for the rest of our lives by controlling our emotions every time we see them. In fact, psychological studies have shown that harboring anger increases stress and impairs health and immunity. Our enemies not only have control over our emotions when we see them but they negatively influence us in such a way that it effects our health.

In Luke 6:27, however, we are presented with the best defense to those who wrong us. We are encouraged to "love your enemies, do good to those who hate you." This sounds impossible, if not crazy, when you think about that "old hag" who did you wrong. But it does work. Studies show that forgiveness reduces stress, decreases health problems like coronary heart disease and increases our overall happiness with everyday life. Forgiveness also releases the control that the enemy has over us. No longer do we feel uncomfortable when they enter the room, relive the anger they caused or waste time in our lives waiting for the day karma pays them a visit. Forgiveness may not make all the anger go away but it will liberate us from the control our enemies, and the anger they caused, have over us.



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



FAMILY READINESS

Mrs. Sharon Hubbert Airman & Family Readiness Program Manager

Teen Leadership Summit coordinated by the University of Georgia 4-H program. The Extension-Military Partnership is, once again, offering free weeks of camp to military teens in a high adventure setting.



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.

EXCELLENTS

COL	Samuel Black	FW
LTC	Donald Draper	MDG
2LT	Samuel Kniskern	OPS
TSG	Akilah Dale	MXS
TSG	Marvin Daniels	FSS
TSG	Jeffery Pearson	SFS
SSG	Tiffany Mathews	MXS
SRA	Calvinica Floyd	MXS
SRA	James Stough	MXS
A1C	Armandon Strickland	SFS
A1C	Clemson Thompson	MXS
AMN	John Ross	CES





Air Force Heraldry: 187 FW Crest

by Tech. Sgt. Matthew Garrett 187th Fighter Wing Public Affairs

If I were to say: "Azure, a globe argent gridlined of the first and overall a saltire gules surmounted by a fighter plane palewise, nose up or, bearing on its wings a brace of dueling pistols, butts outwards and muzzles aligned with the sides of the aircraft fuselage sable, all within a diminished bordure or." even though you have seen this object numerous times, would you recognize what I am describing?

This is heraldic language describing the official emblem of the 187th Fighter Wing. Azure means blue, argent means white, a saltire is a cross, gules is red, a brace is a pair, sable is black and or is gold.

Heraldry is the practice of designing, displaying, describing and recording coats of arms and badges. It is a practice that has been associated with militaries and warfare for nearly a millennium. In order for armies and soldiers to be able to distinguish themselves from other units, each would have an unique coat of arms. Modern militaries have continued this practice by creating unit emblems and patches.

I have had an interest in heraldry ever since my first duty assignment in England at RAF Lakenheath. However, my odyssey to learn about the emblem of our wing began just a few weeks ago when Lt. Col. Christopher Germann came into the Public Affairs office with a simple question: "What does the official patch look like?" Intrigued, I began to notice some variants in the crest design. Some emblems have the red cross behind the globe, while others have it in front of the globe. A few patches have the globe bigger

than the aircraft, and some depict an F-16. All total, I have noticed four different patches.

My first step was to read Air Force Instruction (AFI) 84-105 Organizational Lineage, Honors, and Emblems. The AFI gave some insight on the meaning of the different elements and colors of our wing crest. The azure blue background represents the sky, loyalty, serenity and truth. The white of the gridlined globe symbolizes daylight, innocence, purity and wisdom. The gules saltire, or red cross taken from the Alabama State flag, represents boldness, courage, the blood of life and liberty. The gold of the or jet means honor and majesty. Finally, the sable black dueling pistols symbolize determination, humility and might.

With a better understanding of the AFI, I contacted the Air Force Historical Research Agency at Maxwell AFB. I talked to the head of Organizational Histories Branch, Dr. Daniel Haulman, about how I have seen four different versions of the 187th emblem floating around the base and I was curious what the Air Force has on record for our "official" patch. Dr. Haulman told me that he would pull our record and email me the finding.

When I received Dr. Haulman's email, I was fascinated to find out some history of the wing shield. The emblem was approved on Oct. 17, 1983 when we were the 187th Tactical Fighter Group. In October 1995, 187th Fighter Group was redesignated as the 187th Fighter Wing. With the new designation, the only thing that changed on our crest was the wording in the scroll. Dr. Haulman also included a picture of what the Air Force has on file for our official emblem. When I opened the image, I was surprised to find out that the "official" 187th Fighter Wing crest has the red cross on top of the white globe. Somewhere in the 31 years since it was approved, we have strayed away from the correct emblem, and started using a shield that has the red cross behind the globe.

The Public Affairs office has been updating our website and Facebook page to show the correct wing emblem. Some members of the 187th Fighter Wing have said they prefer one patch over the other, but in the end what the Air Force has on file is official.

Click here or below to download the full image



RECRUITING & RETENTION

UPDATE TO RECRUITERS NUMBERS

SMSgt Cynthia Young (334) 394-7190 to (256) 328-4004

TSgt Marcus Milford (334) 394-7191 to (334) 221-8690

TSgt Vannisha Howard (334) 394-7189 to (334) 233-1163

SSgt Raymond Freeman, III (334) 394-7190 to (334) 414-2431

Drill Weekend the recruiting team can be reached at (334) 394-7190 or (334) 394-7191

Farewell from One of Our Own

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



POSITION TITLE

Command & Control Technician

ANNC NUMBER

ALA14-054

CLOSE DATE

4/12/14

Click the link below for more available jobs

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

AFSC: 17D3B

Title Vacancy: Cyberspace Operations Officer

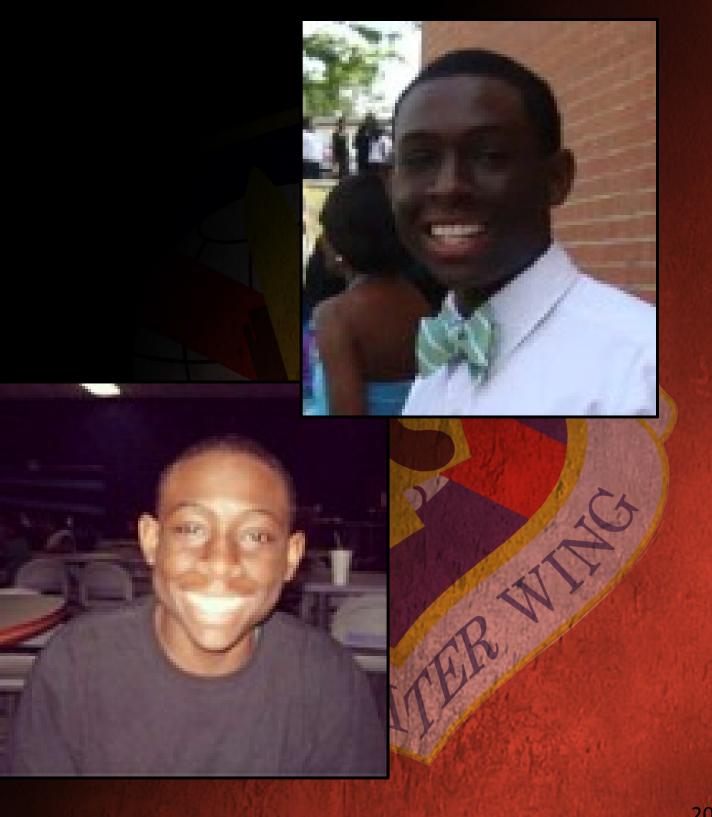
Grade: O-4

Closeout Date: 13 April 2014

UNIT MEMBER'S MEMORY HONORED WITH SCHOLARSHIP

On Wednesday March 5, at the Cypress Inn Pavilion in Tuscaloosa, Ala., University of Alabama Sales program presented the Juston G. Martin Memorial Scholarship to Juston's close friend Kirklyn Simpkins.

Senior Airman Juston Martin was a assigned to the Maintence Group. He will be deeply missed by his 187th friends and Guard family.



MUSTACHE MARCH MADNESS







TOUCH & GO's

2014 UTA SCHEDULE

Next Drill is May 3-4

June 7-8 September 6-7

July 12-13 October 4-5

August 2-3 November 1-2

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

