



INFORMATION

187th Fighter Wing

Vol. 4, No. 1 January 2015

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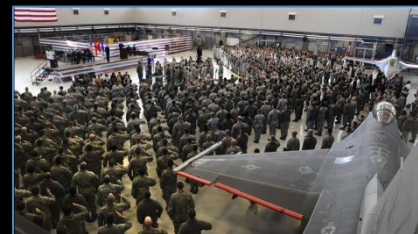
187th Fighter Wing Commander **Col. Randal Efferson**
 187th Fighter Wing Vice Commander **Col. William Sparrow**
 187th Fighter Wing Command Chief **Chief Master Sgt. Lindsey McCall**

Chief of Public Affairs **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 >>

Photo of the 187 FW Change of Command Ceremony.



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The content is edited, prepared and provided by the 187th Fighter Wing Public Affairs Office, Dannelly Air National Guard Base. All photographs are Air Force/ AL ANG photographs unless otherwise indicated.

"Honor Your Hero"

Purchase a
**187th Fighter Wing
 Commemorative Brick.**

Bricks:
 These beautiful, engraved commemorative clay brick pavers can be purchased for \$30.00.

Size:
 (4"X8")

Installation:
 Bricks will be ordered when a minimum of 100 brick orders are pending. The bricks will be installed and placed at Memorial Park.

Personalization:
 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. No logos or graphics.

***Please make checks payable to:**
 1SGT Council



You may pay via paypal by visiting the website : <http://www.187fw1sgt.donationbricks.com>

This fundraiser was initiated by the 1SGT Council to raise monies for wing morale events. It is an excellent way to recognize a devoted career, to honor service, or acknowledge the dedication and support of families and family members.

Submission deadline for the February 2015 publication is February 6th. 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.

COMMANDER'S CORNER



Alabama Air National Guard Col. Randal Efferson Takes Command of 187th Fighter Wing

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



Alabama Air National Guard Col. Randal K. Efferson assumed command of the 187th Fighter Wing in a change of command ceremony at Montgomery Regional Air National Guard Base, January 10. Col. Efferson took command of the fighter wing from Col. Samuel W. Black.

During his speech, Col. Efferson said, "Thanks to [U.S. Army] Maj. Gen. Smith and Brig. Gen. Berryhill for having confidence in me to come and lead this wing ... I am humbled to be here."

The unit consists of more than 1,500 airmen who make up five subordinate groups that provide control of the air operations and maintenance, communications, security and logistics support, civil engineering, and medical support. More than 300 members of the unit recently returned from a six month deployment to Afghanistan providing Close Air Support for ground troops.

Col. Efferson has logged more than 3,200 hours of flying time and has held a number of Air Force leadership positions, including an Air National Guard F-35 instructor pilot at Eglin Air Force Base, Fla.

Col. Black, the previous commander of the 187th Fighter Wing, will now serve as the Alabama National Guard Assistant Adjutant General for Air Operations. In this capacity, he is responsible for advising the state's adjutant general on programs, strategic planning and operations affecting the Alabama Air National Guard.





AROUND THE PATTERN

Wingman Concept: helping each other anytime, any place

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



The wingman concept is meant for members of the Red Tails family to look out for and take care of each other. As deployed members return to work, Airmen are especially encouraged to use the wingman concept to support those trying to readjust to life at home. (U.S. Air Force photo by Tech. Sgt. Matthew Garrett)

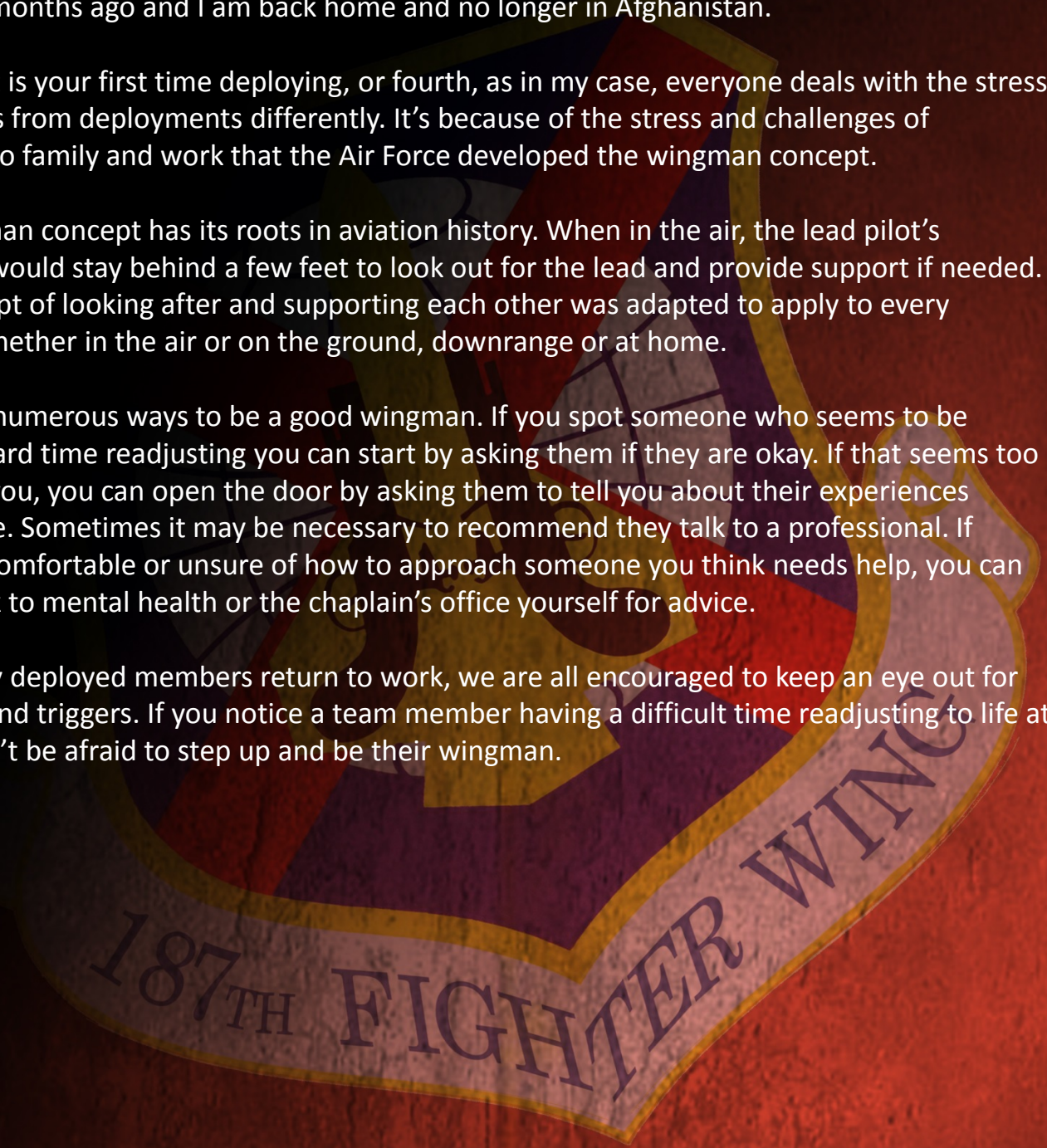
Sirens and loud bangs are my trigger; something falls on the floor with a loud crash and my heart starts racing. My eyes scan around the room while my hands instinctively start to reach for the M-16 assault rifle that I carried with me for six months. Then I remember my M-16 was turned in months ago and I am back home and no longer in Afghanistan.

Whether it is your first time deploying, or fourth, as in my case, everyone deals with the stress that comes from deployments differently. It's because of the stress and challenges of returning to family and work that the Air Force developed the wingman concept.

The wingman concept has its roots in aviation history. When in the air, the lead pilot's wingman would stay behind a few feet to look out for the lead and provide support if needed. This concept of looking after and supporting each other was adapted to apply to every Airman, whether in the air or on the ground, downrange or at home.

There are numerous ways to be a good wingman. If you spot someone who seems to be having a hard time readjusting you can start by asking them if they are okay. If that seems too direct for you, you can open the door by asking them to tell you about their experiences downrange. Sometimes it may be necessary to recommend they talk to a professional. If you're uncomfortable or unsure of how to approach someone you think needs help, you can always talk to mental health or the chaplain's office yourself for advice.

As recently deployed members return to work, we are all encouraged to keep an eye out for stressors and triggers. If you notice a team member having a difficult time readjusting to life at home, don't be afraid to step up and be their wingman.



January is...

Family Fit Lifestyle Awareness Month





Happy New Year!

187th Fighter Wing



AROUND THE PATTERN

Scoring your career development as a mentor

Officer's scorecards

by Senior Master Sgt. David Betts

187th Fighter Wing Human Resource Advisor



This is the month the 187th Fighter Wing Mentoring Program begins implementation. The 187FW Mentoring Program committee has worked on a formal program offering informal peer-to-peer/wingman support to Airmen.

Imperatives for revised emphasis on this program are clear: Impact of force development, force retention, Airmen Comprehensive Assessments (formally performance feedback) and climate survey feedback show signs of drop-off in continuity of communication, young Airmen development, the lack of mentoring and clear expectations.

Mentoring Structure, or implementing the 187FW Mentoring Program, shall be provided for all tiers over the next few months. There are workshops ranging from topics of Air Force Instructions, mentoring program, scorecards, ACA, awards and decorations, force structure, diversity, boards and 4 Lenses of Mentoring (4LM) that are less than an hour and a half long. Your supervisor, first sergeant, Chief Master Sgt. or the following mentoring committee members are your contacts: Senior Master Sgts. Vivian E. Kelly, Jeffrey L. Shirley, Kristie J. Pomilia, Rebecca A Daniels, Bernadette M Hollinger, David Betts and Master Sgts. Mataya Williams, Lisa B. McDay, Samantha F. McLeod and Nathan L. Burrows.

From conversations with leadership, an “actionable” is needed to standardize an officers’ mentoring briefing. April is our target Unit Training Assembly. Some of the highlights include:

- Leadership- Officer and NCO roles
- Followership– Between the ranks
- Officer priorities
- Taking care of subordinates
- Progressive discipline and military justice
- Knowing each 187th Fighter Wing’s organizational roles and how each fit into the overall wing mission
- Feedback
- Developing your teams
- Respecting chain of command
- Fitness, Dress and Appearance, etc.

The following link contains an example of an officer’s scorecard which is formalized from Air Force Leadership Competency Definitions:

www.ang.af.mil/careers/forcedevelopment. Take a moment and review the site for the Air Force Leadership Competency, military educational requirements and the expectations, instead of operating our missions with our eyes closed.

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187FW Headquarters, Bldg. 1502 (Upstairs- East)



CHAPLAIN



Recipe for a New Year

Submitted by Master Sgt. Robin L. Bell
187th Fighter Wing NCOIC Chapel Admin

Step 1 - Take twelve fine, full-grown months, (see that these are thoroughly free from old memories of bitterness, resentment and hate) cleanse them completely from every clinging spite.

Step 2 - Pick off all specks of pettiness and triviality; in short, see that these months are freed from all the past—have them fresh and clean as when they first came from the great storehouse of Time.

Step 3 - Cut these months into thirty or thirty-one equal parts. Do not attempt to make up the whole batch at one time, (so many persons spoil the entire bunch this way) but prepare only one day at a time.

Step 4 - Into each day put equal parts of faith, patience, courage, work, (some people omit this ingredient and in doing spoil the flavor of the rest) hope, fidelity, tolerance, kindness, rest, (leaving this out is like leaving the oil out of the salad dressing— don't do it) prayer, meditation, and one well-selected resolution.

Step 5 - Put in about one teaspoonful of good spirits, a dash of fun, a pinch of merriment, a sprinkling of play, and a heaping cupful of good humor. And there you have it....A great new year

Anonymous





AROUND THE PATTERN

Mentorship!

by Col. Will Sparrow
Vice Commander, 187th Fighter Wing

All Wing members,

As promised, we took into consideration the concerns you shared in the last Climate Assessment. One of the main issues you raised is that we are lacking mentorship. We will be kicking off our Mentoring program this weekend starting with our MSgt and SMSgts in the Wing Auditorium on Saturday, Jan 10 2015 at 1400-1530. The make-up training will be held Sunday, Jan 11 2015 at 1000-1100 or 14 March 15 at 1000-1130.

February UTA will kick off our training for SSgt and TSgts which will be held in the Wing Auditorium on 8 Feb 2015 at 1400-1500. Make- up training will be 15 March 15 from 1000-1130.

You are only required to attend one session. Compliance with this program is mandatory. The training dates and times will be published in the Wing Information for future reference. Thank you in advance for your honest participation in this program. This program is a "difference maker"; by that I mean it's the type of program that if taken seriously can make a good Wing great and a great Wing the best.

Let's continue striving to be the BEST WING in the Air National Guard!



COMMAND CHIEF FACTS

New CCAF Degree Requirement



Timeline

OCT 2015

All members are required to have a CCAF degree for promotion to E-8 or E-9.

Senior Leader Perspectives

"Education is what keeps our Airmen and our Air Force at the leading edge of change."

-Chief Master Sergeant of the Air Force
James A. Cody

"To maintain superior agility in the future, the education and training of Airmen must be continuous, relevant and responsive."

-Chief Master Sgt. James W. Hotaling, Command Chief, Air National Guard

The Bottom Line:

Beginning in October 2015, the Air National Guard will mandate every Airman promoted to E-8 and E-9 to have a CCAF degree. To ensure you aren't negatively affected, verify that your transcripts are up to date or start planning now to earn your CCAF degree.

Why:

We should have one standard throughout the Air Force and this change holds the ANG to the same benchmark as the rest of the force.

How:

Contact your school's registrar and request your transcripts be sent to:

- 1) Your unit's Base Education and Training Manager.
- 2) CCAF (<http://www.au.af.mil/au/barnes/ccaf/faq.asp#civcredit>).

Who/What:

Many career decisions, including promotion, take education into consideration. This affects every Airman within the ANG throughout their military career. The ANG will not recognize Airmen as having met this requirement unless transcripts are recorded in MilPDS.

When:

This requirement takes effect on Oct. 1, 2015.

Online Resources:

<http://www.au.af.mil/au/barnes/ccaf/index.asp> - CCAF website

Additional links to assist members with college or educational goals:

<http://www.dantes.doded.mil/index.html> - DANTES website

<http://clep.collegeboard.org/military> - Clep website

<https://www.khanacademy.org> - Khan Academy – free instruction

<http://military.tutor.com/> - Online tutoring for military families

<http://www.militaryonesource.mil> – Educational Resources



PT SCORES & FITNESS

CONGRATULATIONS!!!

Fitness Honors

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

EXCELLENTS

Senior Airman	Jeremy Head	FSS
Tech Sgt.	Fredrika Sanders	MDG
Airman First Class	Cedric Burrell	MDG
Airman First Class	Charles Weissinger	MDG
Tech. Sgt.	Carlos Brock	CES
Senior Airman	Paul Morse	COMM
Maj.	Keith Yarnell	LRS
Master Sgt.	Jonathan Dean	OG
Lt. Col.	Thomas Abell	FW
Staff Sgt.	Rendell Smith	MXS
2 nd Lt.	Christopher Pangle	AMXS
Lt. Col.	Doyle Pompa	495th FW
Col.	Randal Efferson	FW
Col.	William Sparrow	FW
Lt. Col.	Christopher Germann	OG
Lt. Col.	Christopher Jones	OG
Tech Sgt.	Molly Walton	LRS



187TH FIGHTY



VACANCIES

Air National Guard Technician

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSEOUT DATE</u>
MATERIALS HANDLER	ALAF14-263	1/15/15
AIRPLANE FLIGHT INSTRUCTOR	ALAF14-265	1/15/15
INVESTIGATION AND INQUIRIES SPECIALIST	ALAF14-270	1/19/15
POWERED SUPPORT SYSTEMS MECHANIC	ALAF14-271	1/13/15
AIRCRAFT ORDNANCE SYSTEMS MECHANIC	ALAF14-273	1/22/15
SHEET METAL MECHANIC (AIRCRAFT)	ALAF14-274	1/14/15

Click the link below for more available jobs

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

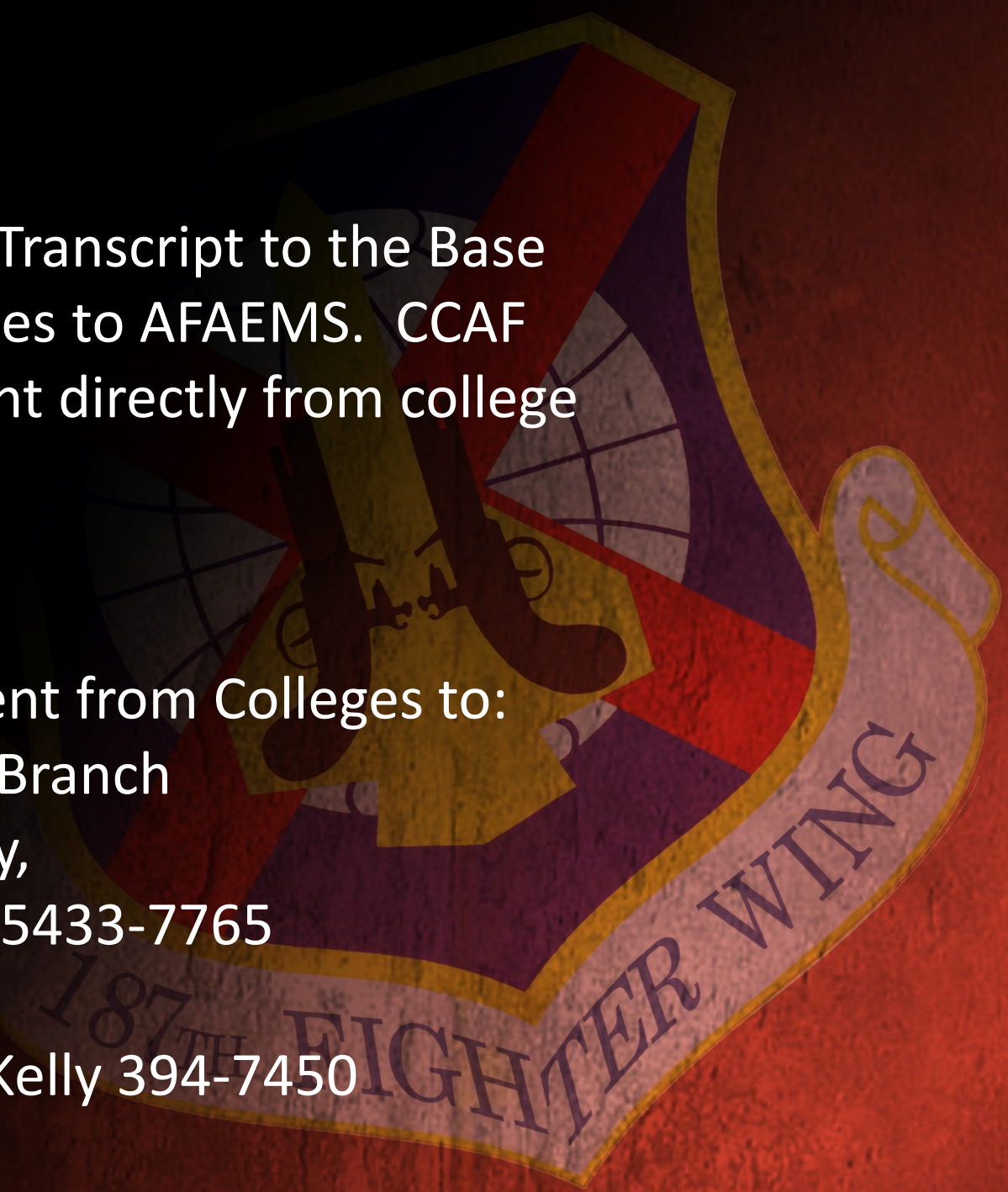


Does your Education Level need to be updated?

Enlisted: Bring a copy of your Official Transcript to the Base Education & Training Office for updates to AFAEMS. CCAF updates, official transcripts must be sent directly from college to CCAF.

Officers: Have Official Transcripts sent from Colleges to:
AFIT Academic Coding Branch
2950 Hobson Way,
Wright Patterson AFB OH 45433-7765

Base Training Contact: SMSgt Kelly 394-7450





RECRUITING & RETENTION

If you are due for reenlistment, please stop by to see MSgt Nathan Burrows, your Retention Office Manager. We can discuss features and benefits that make your continued service more valuable than ever./ Among those benefits are:

- Your continued eligibility for GI Bill benefits
- Potential eligibility for Post 9/11 GI Bill benefits
- The Alabama National Guard Educational Assistance Program
- The ability to transfer 9/11 GI Bill benefits to your dependents for their use
- Earning a military retirement
- Earning additional monthly pay
- Continued availability of low-cost health insurance
- The flexibility to change career fields
- The potential to promote and seek leadership positions within the unit
- Continued access to base facilities such as the Base Exchange, Commissary, and gym facilities

Contact MSgt Nathan Burrows 187 Fighter Wing Recruiting and Retention Manager, @ DSN 358-9480, Comm: 334-394-7480, Cell: 334-220-4339

Wing and GSU's members, We need your help! Please refer your qualified family members and friends to one of your five recruiters.

MSgt Word and his team would love to work with your referral's to help them become a member of our great Alabama Air National Guard.

Your five recruiters are:

MSgt Word-334-221-7277

TSgt Howard 334-233-1163

TSgt Milford 334-221-8690

TSgt Nelson 334-221-7571

SSgt Freeman 334-414-2431

187TH FIGHTER WING



TOUCH & GOs

2015 UTA SCHEDULE

Next Drill is *February 7-8*

March 14-15	August 1-2
April 11-12	September 12-13
May 2-3	October 3-4
June 6-7	November 7-8
July 11-12	December 5-6

Reminder: Don't forget to take advantage of the on base gas pumps; it contributes to the wing's morale fund for YOU!

JOIN THE HONOR GUARD



If you are interested in learning about opportunities with the Base Honor Guard, contact [Staff Sgt. Christina Lee](#)



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 – 187 FW's Newest Family



New 187 FW Commander, Col Efferson and his family pose for a photo after the Change of Command Ceremony, Jan. 10. (Photo by Tech. Sgt. Matthew Garrett)