

March 2022

AirScoop

104th FIGHTER WING WWW.104FW.ANG.AF.MIL



104th Fighter Wing hosts Springfield Thunderbirds

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104th Fighter Wing airman embodies 'Excellence in All We Do'

By Master Sgt. Lindsey S. Watson

Each year, airmen in the Air National Guard are selected and recognized as the embodiment of the Air Force core values: Integrity First, Service Before Self, and Excellence in All We Do. Airmen compete at the wing level, state, then region. The Region 1 Non-Commissioned Officer of 2021 is Tech. Sgt. Dan Bowles from the 104th Aircraft Maintenance Squadron here at Barnes.

Region 1 of the Air National Guard is represented by more than 15,000 airmen from the eight Northeast states: New Jersey, New York, Connecticut, New Hampshire, Massachusetts, Maine, Rhode Island and Vermont. Bowles competed against the other NCOs from Region 1.

Bowles initially enlisted in 2003 in Woodbridge, Virginia, in the wake of the 9/11 attacks.

"I was living in Washington, D.C., on the day of 9/11," said Bowles. "In the wake of those attacks, there was a national call to arms. I wanted to do my part."

After six years on active duty in aircraft armament, Bowles cross-trained into public affairs for two years before moving onto the Reserves and then moving back into aircraft armament. After being away from full-time service for a while, he felt the pull to return to wearing the uniform full-time.

"Several years ago, I had some life-changing events happen. I don't mind sharing with others at this point, that one was a loss in the family that presented a bit of a speed bump for me in life," said Bowles. "It gave me reason to pause and reflect. In doing so, I gravitated toward wanting to be full-time military again. Through an old friend, I learned of Barnes, it's mission and opportunities for me to contribute. In the end, I followed my gut and made the leap into the Guard with 16 years of service under my belt at the time. I packed my car, drove eight states and showed up. I couldn't be more grateful for that opportunity — the greatest testament of which would likely be dedicating my most recent reenlistment to my loved one's memory, since they never got the chance to serve."

Bowles has taken advantage of the benefits available to service members and used his GI Bill to earn his bachelor's degrees in social work and Spanish from the University of North Carolina at Greensboro. He returns to his community by actively volunteering with Project New Hope in Westfield, a local veteran-focused nonprofit, and is an Air Force Association member.

Bowles explained the rewards of serving in the Air National Guard here at the 104th Fighter Wing in Westfield.

"On a personal level, there's nothing I could do for my life's work that could bring me greater pride than military service," said Bowles. "At the task level, I very much enjoy the tactile nature of my daily work. Since childhood, I always enjoyed working with my hands to repair and troubleshoot. At the organizational level, I take great inspiration from the daily interconnectedness I share with fellow airmen in the unit — I'm consistently in awe of accomplishments we all have a hand in," said Bowles. "And while



Official portrait of Tech. Sgt. Dan Bowles, Outstanding Airman of the Year winner for the Region 1 NCO. (U.S. Air National Guard photo by Master Sgt. Lindsey S. Watson)

the words multi-capable and agile seem to be the new kids on the block in Air Force vernacular — I can easily say those attributes existed in our folks long before they appeared on paper."

<https://www.masslive.com/opinion/2022/03/104th-fighter-wing-airman-embodies-excellence-in-all-we-do-spirit-viewpoint.html>



1 Feb 2022

Dear Colonel Bladen, *Sling,*

I had the privilege to attend the "State of the Commonwealth" with The Adjutant General last week for Governor Baker's final speech. Below is an excerpt of his comments recognizing the Mass National Guard:

As most people know, we've been calling on the National Guard since our first month in office. Whether it was Snowmageddon, bomb cyclones, tornadoes, hurricanes, ice storms, natural gas explosions or forest fires, the Guard has been an amazing partner.

But they became a godsend during the COVID pandemic. They did it all.... Transporting medical gear. Testing residents and staff at long term care and other congregate care facilities. Vaccinating people at locations big and small, including here at the Hynes, where I got vaccinated. Driving school buses so kids could return to in person learning. Filling in for absent workers across almost every kind of health care institution. Helping us right the ship at the Holyoke Soldiers' Home. And protecting our nation's capital in the aftermath of January 6th.

All that, and they continue to deploy to hot spots all over the globe. General Gary Keefe, on behalf of the people of Massachusetts, I want to thank you, your team, and all members of the Guard for your service. You make us so much better than we would be without you.

The 104th Fighter Wing Airmen have been a part of every single domestic tasking for the state in the past two years all while executing your 24/7/365 Air Sovereignty mission and expeditionary combat taskings worldwide.

You've leaned forward as Airmen to ensure you are ready for combat, proving through mid-point IG inspections, exercises and daily activities that the 104th Airmen are ready to serve their nation in war or peace. You spent countless hours preparing for a site survey from Air Combat Command for a next generation aircraft. The site survey team said you were the best prepared wing among countless site surveys. And lastly, but certainly not least, your Airmen under your command have changed the culture of how our Airmen develop their personal and technical skills, drive innovation forward, increase the lethality of our Air Force and Air National Guard. Thank you for your hard work and dedication over these past two years. I am honored to serve with you all.

Sincerely,

Brigadier General Virginia I. Gaglio
Commander, Massachusetts Air National Guard



National Guard Bureau Office of Diversity, Equity, and Inclusion

Virtual Diversity & Inclusion Training

Creating a Collaborative Culture

Are YOUR people engaged and ready... or, do they feel shut down and disconnected? Whatever your unit culture is like today, moving toward greater inclusion is always a good idea!

Air National Guard Human Resource Advisors (HRA) are trained and certified diversity and inclusion practitioners assigned to each wing across the ANG. Team Eagle is a small group of these HRAs presenting **one hour trainings** designed to increase awareness & enhance skillful action steps to leverage our National Guard diversity toward a more inclusive culture.

Happy First Quarter of 2022!

What would it look like to be able to take all those good things we've learned and make them feel normal? What would it *really* take to make that happen? What would undergoing that process for the next year do for our health, families, peace of mind, teammates, mission & career effectiveness?

In addition to the specific content of each course, our classes go over basic learning principles so as to make the most out of not only each class you sign up to attend, but to take those principles with you so as to be able to integrate learning faster. We believe culture shifts start at the individual level, and continue through collaborative teams.

If people are our greatest asset, then leveraging human performance is key to surviving, thriving, innovating & leading this year and beyond. What does sound leadership require of you this year? Consider both your home life & professional life.

Our D&I Professional Development courses offer an opportunity to expand your mindset, refresh basic D&I concepts you've perhaps already learned, and engage in reflective discourse to pave a new way ahead. If 'big doors swing on small hinges', what simple moves can you chart over the next week, month or year to land in a better place, paving the path for your own performance, and to inspire those around you?

Your Human Resource Advisor team stands by to help facilitate trainings that can usher things in a direction that leverages human resourcefulness. We can't guarantee an utter performance shift, but we do share ideas, tools & principles that help create a culture that encourages productive individuals & collaborative teams. We hope to see you in our classes this year!

- ♦ Virtual training is open to **ALL** National Guard members, military & civilian
- ♦ **50** people per class (please make sure you can attend the day and time you sign up)
- ♦ Registration for a specific class **ends the day before** that class starts
- ♦ Group attendance is encouraged—send Team Eagle the participant roster
- ♦ Please take notes, but we won't be able to send out the slide deck
- ♦ Click the **CLASS** hyperlink or copy/paste the "GO USA" Link to sign up!
- ♦ **Be sure to save the class information that is provided upon Einvite registration!**

Did you know that team performance can increase by as much as 50% when the atmosphere is genuinely inclusive?

POC: SMSgt Jason Gillis

Human Resource Advisor Program Coordinator, NGB/DEI jason.gillis@us.af.mil



March Training Schedule

Unconscious Bias	Wednesday, March 9th, 1000 EST	https://go.usa.gov/xlRMQ
Microaggressions	Wednesday, March 9th, 1300 EST	https://go.usa.gov/xlRMnn
Effective Communication	Wednesday, March 9th, 1600 EST	https://go.usa.gov/xlRMRR
Coaching 101	Wednesday, March 9th, 2100 EST	https://go.usa.gov/xlRM55
Navigating Leadership Difficulties	Thursday, March 10th, 1000 EST	https://go.usa.gov/xlRM99
Unconscious Bias	Thursday, March 10th, 1300 EST	https://go.usa.gov/xlRMk
Emotional Intelligence	Thursday, March 10th, 1600 EST	https://go.usa.gov/xlRMBB
Effective Communication	Wednesday, March 16th, 1000 EST	https://go.usa.gov/xlRMZZ
Coaching 101	Wednesday, March 16th, 1300 EST	https://go.usa.gov/xlRMD
Navigating Leadership Difficulties	Wednesday, March 16th, 1600 EST	https://go.usa.gov/xlRMjj
Navigating Leadership Difficulties	Thursday, March 17th, 1000 EST	https://go.usa.gov/xlRMbb
Unconscious Bias	Thursday, March 17th, 1300 EST	https://go.usa.gov/xlRM2
Microaggressions	Thursday, March 17th, 1600 EST	https://go.usa.gov/xlRM44
Navigating Leadership Difficulties	Wednesday, March 23rd, 1000 EST	https://go.usa.gov/xlRMYy
Emotional Intelligence	Wednesday, March 23rd, 1300 EST	https://go.usa.gov/xlRMrr
Effective Communication	Wednesday, March 23rd, 1600 EST	https://go.usa.gov/xlRMaa
Coaching 101	Thursday, March 24th, 1000 EST	https://go.usa.gov/xlRMqq
Unconscious Bias	Thursday, March 24th, 1300 EST	https://go.usa.gov/xlRFh
Microaggressions	Thursday, March 24th, 1600 EST	https://go.usa.gov/xlRFS
Coaching 101	Wednesday, March 30th, 1000 EST	https://go.usa.gov/xlRFJJ
Navigating Leadership Difficulties	Wednesday, March 30th, 1300 EST	https://go.usa.gov/xlRFu
Emotional Intelligence	Wednesday, March 30th, 1600 EST	https://go.usa.gov/xlRFee
Unconscious Bias	Wednesday, March 30th, 2100 EST	https://go.usa.gov/xlRFF
Microaggressions	Thursday, March 31st, 1000 EST	https://go.usa.gov/xlRF6
Effective Communication	Thursday, March 31st, 1300 EST	https://go.usa.gov/xlRFss
Navigating Leadership Difficulties	Thursday, March 31st, 1600 EST	https://go.usa.gov/xlRFAA



Virtual Diversity & Inclusion Training

Course Descriptions:

Unconscious Bias - There are at least nine biases we all have and use to make snap decisions for survival. These shortcuts come from areas of our brain that are coded with information from our experiences. That informed experience may or may not be helpful when evaluating a situation fairly—such as a board process, first impressions, or when assuming social, economic, or educational status. This course helps you understand, identify, recognize, and manage your own unconscious biases.

Emotional Intelligence (EI/EQ) - Do you own your emotions, or do they own you? What drives your decision making? What about when you're stressed, angry, afraid, or excited? We'll explore how to recognize your own emotional patterns, as well as those of others, and then use that awareness to make better decisions, resulting in a higher quality of life.

Micro-Aggressions - Micro-aggressions are little ways we irritate or offend each other every day. Oftentimes linked to an unconscious bias and our emotional intelligence, these behaviors can cause an unfavorable response which can degrade trust, engagement, openness, creativity, and morale. In this course, we'll help you recognize your own micro-aggressions and enhance your personal interactions.

Effective Communication - Conflict is an opportunity for greater connection. Do you embrace it, or shy away from perceived tension? Do you know the difference between reflective, active, and empathetic listening? Do you recognize the need to synchronize your intent with the impact it has and know how to correct tactfully when you miss the mark? This course dives into what works and what doesn't and how to engage in positive, productive dialogue.

Coaching 101 - Do you know the difference between coaching, mentoring, therapy, and counseling? Each skill set has its place and coaching skills have been recognized as a legitimate leadership need in today's military. No, you won't become a certified coach, but you'll learn to apply some coaching principles to everyday life and leadership situations. This course provides a practicum to experience coaching, in brief, with a certified coach.

Navigating Leadership Difficulties: You'll have the opportunity to reflect on experiences you've had that could be considered "toxic". We'll review what you did well, what you wish you'd done better, and how to proceed. Oftentimes, there is a really good reason for negative emotions we feel in the moment—but if 15+ months later we are still reeling from our feelings, it's time to take a closer look. We'll cover basics about feedback, principles for navigating bad situations, and some tactics to manage emotions through it all.

Want More? Your local ANG HRA has the training and tools to dig deeper & to tailor training to fit your needs. Contact us to learn more!

POC: SMSgt Jason Gillis

Human Resource Advisor Program Coordinator, NGB/DEI jason.gillis@us.af.mil

Headlines and Highlights

104th Public Affairs Office



Granby Memorial High School Job Shadow Day



Lt. Col. Katie Gauvin Assumes Command of the 104FSS



104FW Takes Springfield Thunderbirds Jerseys for a Flight

Welcomes, Farewells, Promotions and Points of Contact

104th Public Affairs Office

Welcomes

Airman Basic Logan Kurtis St. Clair, COMM, Network Systems Operations
Airman 1st Class Michael Paul Brousseau, AMXS, Fighter Aircraft Integrated Avionics
Airman 1st Class Jack Daley Lamirande, AMXS, Tactical Aircraft Maintenance
Airman 1st Class Robert Lawrence Butler III, MXS, Munitions Systems
Airman 1st Class Magomedrasul Magomedtagirov, MXS, Aircraft E&E Systems
Airman 1st Class Andre Charles Grasso, AMXS, Aircraft Armament Systems
Senior Airman Yailene Otero Candelaria, CPTF, Financial Mgmt. & Comptroller
Staff Sgt. Josue Daniel Mayorga Barrios, MXS, Munitions Systems
Staff Sgt. Evan Michael Boulais, AMXS, Tactical Aircraft Maintenance
Staff Sgt. Joshua Scot Roberts, AMXS, Aircraft Armament Systems
Staff Sgt. Peter Richard Cardullo, AMXS, Aircraft Armament Systems
Capt. Andrew Blackwell, MDG, Dentist
Capt. James C. Ingari, FW, Inspector General

Farewells

Senior Airman John O'Connor, 104OSF Master Sgt. Erin Barr, 104FSS

Promotions

Airman 1st Class William Powell, 104MXS	Staff Sgt. Joshua Webster, 104AMXS
Senior Airman Nhat Phan, 104CES	Staff Sgt. Eric Pickard, 104CF
Staff Sgt. Angelica Mendez Herrera, 104AMXS	Tech. Sgt. Eric Flynn, 104AMXS
	Tech. Sgt. Steven Eckman, 104MOF

Are you looking for a new drill status guardsman opportunity at the 104th Fighter Wing?
Take a look at our 104FW DSG career opportunities page on our SharePoint Page.
[DSG Careers on SharePoint](#)
Yes, your CAC is required to access SharePoint.

Wellness Center Team

Did you know that we have a wellness center full of professionals who can help you with a wide array of items?

Capt. Tra’Vorus Weaver, Chaplain, tra_vorus.weaver@us.af.mil
Lisa Potito, Airman & Family Readiness Program Manager, lisa.potito@us.af.mil
Amanda Winslow, Airman & Family Readiness Specialist, amanda.winslow@us.af.mil
Michelle Pennington, Director of Psychological Health, michelle.pennington.1@us.af.mil
Mary Keeler, Sexual Assault Response Coordinator, mary.keeler.2@us.af.mil
Melanie Casineau, Yellow Ribbon Coordinator, melanie.casineau.1.ctr@us.af.mil

Recruiting & Retention Team

If you want to learn about a career with the 104th Fighter Wing call one of our recruiters to learn more about serving in the Air National Guard, and the benefits you can receive, including 100% tuition and fee waiver.

Recruiting Office Supervisor, Master Sgt. Glendaennis Schuster (413) 237-0427
Retention Office Manager, Master Sgt. Bento Fernandes, (413) 636-2291
Worcester Area Recruiter, Tech. Sgt. Brian Whitman, (413) 237-4525
Western Mass Recruiter, Tech Sgt. Kayla Gallagher (413) 207-5186

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