



# AIRSCOOP

104TH FIGHTER WING • MASSACHUSETTS AIR NATIONAL GUARD

*Pride, Professionalism, Patriotism*

*Barnes Air National Guard Base*

September 2018



**Airman 1st Class Fallon Lundgren impresses at Ramstein — page 7**  
(U.S. Air National Guard Photos by Airman 1st Class Randall Burlingame)

# Commander's Column:

By Col. Peter T. Green III, 104th Fighter Wing Commander



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Barnestormers,

As I stated at the Change of Command last month, I am truly humbled at the opportunity to lead this Wing and serve as your Commander. It's not a role that I sought or even thought was possible. I take this new role as your Commander very seriously, and I promise to continue to work hard alongside you to ensure we achieve mission success in all areas.

Over the past 36+ years, I have served in every type of military and pay status, except our new Title 5 status. I have stayed for the same reasons many of you have stayed, it felt like a family, the people I served with were my friends, and I was very proud to wear the uniform and serve my country. One thing remained constant to me as I moved through my military and civilian careers, this unit and all of you make me proud to serve with you. Each and every day, all of you are delivering on making us the most respected fighter unit in the Combat Air Forces. Or as we still say, "if you want to know how to do it right, call Barnes!"

Our overall Wing responsibility to our Nation is to ensure we have the best trained, most experienced, most lethal fighter pilots in the best maintained, fully mission capable aircraft in order to perform Offensive and Defensive Counter Air for the Combatant Commanders. That's what we get paid to do and all of us must do everything we can to align resources and manpower to this task. We do this for our Air Superiority mission as demonstrated by our current Theater Security Package deployment to Europe for the EUCOM Commander, and we

do it for our no fail, 24/7 Aerospace Control Alert (ACA) mission for our NORTHCOM Commander. Recently we have been very busy with supporting OPERATION NOBLE EAGLE as the East coast fighter units have been tasked to provide ground and airborne support to the President. This has kept our ACA team and our Wing very busy this summer.

Another important mission we have is to the Commonwealth of Massachusetts and our support of Domestic Operations in the homeland. This consists of planned events like the Boston Marathon and 4th of July Esplanade, and domestic events like floods, hurricanes and civil unrest that our Governor and the Adjutant General will require our support for to help secure or assist in these State missions. Some

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of you have served in these missions and know how the public relies on us. We cannot fail in this important core National Guard mission. Our citizens count on us.

### **My commander's intent is to focus on mission readiness in both our Federal and State missions.**

Each and every one of you, and the job you do within the Wing, is important to these critical missions. In fact, you are more important than who is the Wing Commander. The mission cannot get done without your engaged and committed hard work each day. It does not matter where you work within the Wing or what rank you are. What matters is that you take pride in being a Barnestormer, and because of that, you contribute your best each and every day to making sure your programs in your area fully support mission readiness and are the most effective they can be for your customers.

In addition to mission readiness, all of us must focus on individual readiness. This means that all of your medical and training requirements are up to date as you progress through your career. It means you take time out to ensure you are focused on the Spirit, Mind and Body. You need to develop and keep healthy relationships, focus on learning and growing as an individual and concentrate on being physically fit—not just to pass the fitness test—but to live life fully and with the energy to handle the day to day life issues that come at all of us. I need you at your individual best to be mission ready. We have all kinds of equipment that support our mighty Eagles, but it's the people that make the mission, and without you we cannot succeed and we will fail.

## **Chiefs Corner: What is Your State of Readiness?**

*By Chief Master Sgt. Thomas Orifice, 104th Logistics Readiness Superintendent*

In an article from September of 2000, The Heritage Foundation provides the following definition of readiness: "Readiness measures the ability of a military unit, such as an Army division or a carrier battle group, to accomplish its assigned mission. Logistics, available spare parts, training, equipment, and morale all contribute to readiness." The same article states that "America's national security requirements dictate that the armed forces must be prepared to defeat groups of adversaries in a given war." Almost exactly one year later, the World Trade Center and the Pentagon were attacked by terrorists.

Speaking of being focus on people, I am pleased to formally announce that Chief Master Sgt. Maryanne Walts has accepted our request to stay on as the Wing Command Chief. Over the last three years I have had a chance to work with her, and I have found her to be a tireless champion of our enlisted team, tough as nails and laser focused on adding value. She is always looking for ways to improve our Wing people programs and the mission. She will be working with our Commanders, Chiefs and our First Sergeants as we focus on readiness, and she will help ensure we keep our members and their families at the forefront of our plans

Lt. Col. Halasikun, Chief Walts and the Group Commanders, will use our Wing Strategic Plan to focus on readiness in the areas of Mission, People, Facilities and Partnerships. We will assess our annual goals and make adjustments as needed to track our progress. We will do this in partnership with our unit Commanders and Chiefs to ensure we are individually and mission ready in all areas. We will be asking a lot as we progress over the weeks and months to move prioritized initiative's forward in these areas.

Finally, I want all of you to know that I am also focused on making sure that the 104th Fighter Wing continues to be a place that feels like a family. It's why I have stayed for so many years. It's why you have stayed. It's why we have our family join and serve with us. Being a Barnestormer is about pride, professionalism and patriotism! Whether still serving or retired, you're all part of the family.

I am proud to serve with you. Go Barnestormers!

We've been fighting numerous "groups of adversaries" ever since.

It has never been so important for our military personnel to maintain a high level of readiness. All you have to do is read or watch the news to know that there are people in this world working hard to force the rest of the world to legitimize their ideology or capabilities. So I ask each of you now, what is your state of readiness? Ask yourself the following questions to ensure that you and your family are ready to

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respond at a moment's notice:

**Am I trained?** Do you know what will be expected of you, and are you ready to fulfill those expectations?

**Do I have all of the personal uniform and equipment that are required for me to do my job?** Uniforms, PPE, special equipment, inserts, etc. Take the time to get what you need on order if you are missing any items.

**Have I taken the time to prepare my family and myself for anything that could occur should I be called upon to take action against an adversary?** Do you have a will and power of attorney? Are your bills covered? Do you have a family care plan? These are all items you should take care of early in your career and update them as needed.

**Am I fit?** Have you been maintaining an acceptable level of physical fitness, or have you let things slide since your last fitness assessment.

**Am I mentally and spiritually ready for what will be asked of me?** The important part of this question involves your finding a peaceful balance. Is your mind ready to perform or are there influencers that are upsetting your sense of balance.

Chaplain Capt. Bob Borger from the 22nd Air Refueling Wing, McConnell AFB, provides us with a great definition of spirituality in an article from 2008. Chaplain Borger wrote, "Spiritual matters are those things that involve humankind's ultimate nature, not only as biological organisms, but as beings with a unique relationship to that who some perceive to be beyond both time and the material world." Mental and spiritual readiness might be the most important aspect of readiness.

The Wing and the Air Force can always provide you with the training and equipment you will need, but your unique state of readiness is entirely different altogether. Don't ever hesitate to talk with your supervisor, a chaplain, or the Director of Psychological Health. They are here to help all of us maintain our most important weapon; our mind and spirit.

## **First Sergeants: The Drug Demand Reduction Program, Personnel Tasking is Critical to the Process**

*By Master Sgt. Dawn E. Soldan, Mission Support Group First Sergeant*

We all dread Sunday morning of drill; will the first sergeant be around to wreck our morning with a letter directing us to mandatory drug testing, or can we go about attending our trainings and managing our tight schedules without the lengthy urinalysis process taking a bite out of our morning?

The bad news is, the drug testing program isn't going anywhere. The better news is that there is a team of individuals taking your suggestions and working every month to make this mandated program more efficient and less of a time drain for all involved.

Sometimes explaining the moving parts of the program, and how we all fit into it, is necessary to ease some of the aggravation for commanders, supervisors, detailed personnel, and individuals selected for testing.

The Drug Demand Reduction Program could not work without tasking a number of individuals to assist with the process each month. These personnel tasking's

cause frustration in every squadron, but are critical to the process. The Program requires by regulation that in addition to the Program Manager and Assistant PM, the following personnel be present for every session of drug testing:

**Trusted Agents** – First sergeants and an alternate who has been commander selected, appointed by letter, and trained annually to deliver urinalysis letters to selected individuals. First sergeants are tasked each month, and alternates are tasked in their absence.

**Drug Testing Program Administrative Managers** – Individuals selected by their commanders, appointed by letter, and trained annually. Four to seven DTPAM's are tasked each month per a schedule published annually. Each DTPAM will be tasked about once per quarter and may be asked to back fill.

**Drug Testing Observers** – Each first sergeant is responsible to task one drug testing observer from

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their respective unit, per month for a total of eight observers tasked.\* Flight chiefs and supervisors are asked to help with this selection process based on the needs of the work center, and often each unit develops a schedule to ensure no one person is repeatedly tasked. The individual must meet all of the criteria required of an observer. \*Note: prior to 2015 each squadron, in turn, was tasked with providing all eight observers for a given month. This change was made to ease the impact of losing a large number of NCO's from any one unit.

**Individuals selected for testing** – Drug testing is a priority on Sunday mornings and must be accomplished—however, not to the exclusion of

completing other mandatory requirements. While an appointment time is indicated on the letter, individuals can work with their first sergeants to adjust the urinalysis report time to manage conflicting appointments. No individual may be excused from drug testing due to a conflicting appointment.

The Mandatory Drug Testing program has an impact on every member of the unit, every drill—whether we are waiting for the Shirt to stop by our desk before we start in on our extra-large iced coffee, or we are rearranging our busy schedules to assist with the process. The drug testing process, and its impact on our work-centers isn't going to change, but accepting the process begins with understanding the process.

## 104th Fighter Wing Airmen Train with Active Duty in Germany

*By Tech. Sgt. Lindsey Watson-Kirwin*

104th Fighter Wing Airmen spent roughly two weeks training with their active duty counterparts at both Ramstein and Spangdahlem Air Bases in Germany.

Airmen from multiple sections of the 104th Fighter Wing participated in the training including Airmen from the Civil Engineering Squadron, Communications Flight, Force Support Squadron, Logistics Readiness Squadron, Mission Support Group, and the Fighter Wing headquarters staff.

“Two of the training goals coming into this DFT were to provide Installation Personnel Readiness and PERSCO training for all personnel, and concentrated PERSCO training for personnel who may deploy as PERSCO team member,” said Master Sgt. Gabe Kushin, 104th FW Manpower, and Personnel Flight Superintendent.

One of the 104th Airmen who received training specific to their mission in a deployed environment was Staff Sgt. Tammy Midwood, 104th Military Personnel Flight NCOIC of Employments.

“Earlier this year I went to Deliberate Crisis Action Planning Execution System training where I learned the theory of how the system works; so coming here allowed me to put those theories into practice so I can fully understand how to execute the mission downrange,” said Midwood.

One of the NCOs Midwood learned from was Tech. Sgt. A. Arce, NCOIC of IPR at Spangdahlem.



Tech. Sgt. A Arce, Staff Sgt. Tammy Midwood, and Master Sgt. Gabe Kushin review Personnel training. (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

“Having 104th Fighter Wing Airmen here allows us to share our deployment knowledge and how Persco actually works in a deployed location,” said Arce.

The 104th Fighter Wing Airmen training in Personnel rotated through different sections in groups to maximize their time training.

“Both groups of 104th Airmen I have been a part of training are really good at asking the right questions,” said Arce. “You can tell they’re taking full advantage of this training opportunity.”

## 104th Fighter Wing Medical Group Total Force Airmen Hone Life-Saving Skills

By Senior Airman Von Richthofen Austin

From Aug 4 - Aug 17, 18 members of the 104th Medical Group had the distinct pleasure of working alongside the 111th Medical Group of the Pennsylvania Air National Guard.

Both units headed down to Eglin Air Force Base, home of the 96th Medical Group, to train in their active duty hospital. The trip, otherwise known as a Medical Facility Annual Training (MFAT), is a way for Guard Medical Units to hone clinical skills when opportunities are otherwise not available.

This trip proved to be a great way to maintain essential medical skills while also getting an improved outlook on active duty Air Force procedures and practices. Both Air National Guard units brought down a variety of Air Force Specialty Careers (AFSCs) that were integrated within the different hospital areas. The medics, public health techs, admins, dental techs, physician assistants, nurse practitioners, and flight surgeons were all able to work in their respected career fields.

The Airmen had the opportunity to be involved in many pieces of training that they wouldn't typically be exposed to. They were able to access the hospital's advanced simulation lab. The lab contains high tech simulation patients that can be induced into many different medical emergency scenarios. The system's operator can perform actions such as changeup the manikin's heart rhythms or induce a breathing problem. The medics then have to enter the situation to treat the patient.

Airmen were working in areas such as surgery, labor and delivery, intensive care, the emergency room, and ambulance services. All of these areas were perfect refreshers for the medics who haven't worked in some of those fields since Phase I and II at their technical training school.

"The active duty unit was very willing and eager to integrate us into their everyday operations," said Staff Sgt. Paul Ljubicic. "This was a great opportunity to strengthen our relationships with our active duty counterparts. They were all very complimentary and skilled healthcare professionals."

The administrative side of the house witnessed the process of admitting patients. They were also able to



acquire required training and learn how another base prepares members for deployment. The Command Support Staff furthered their knowledge about commander programs such as enlisted performance reports, officer performance reports, and awards and decorations.

Additionally, they got a detailed look at how the active duty processes disability cases through their Physical Evaluation Board office.

It was a tremendous opportunity to learn about resources and procedures.

Outside of the excellent training opportunities it provided, the trip also was a great way to boost morale for the Medical Group. For many of the more junior members, the Eglin MFAT was the first time they were able to go on a military trip. The MFAT offered more time for us to get to know each other while working side by side in a clinical environment.

## Awesome Airmen Providing Airpower: 104th Fighter Wing Paralegal Pursues Dream Job

By Airman 1st Class Randall Burlingame

Her calling and the only thing she's ever wanted to do. That's how Airman 1st Class Fallon Lundgren, 104th Fighter Wing paralegal, described her aspirations to work in law that she's had from a young age.

Those aspirations have turned into reality as Lundgren finds herself working as a paralegal in the Massachusetts Air National Guard as well as at a local civilian law firm.

Being exposed to both military and the civilian law has provided Lundgren with a unique skill set that allowed her to confidently push the boundaries of her comfort zone while training with the 86th Airlift Wing legal office, Ramstein Air Base, Germany.

"Back home I focus on the legal assistance side," said Lundgren. "I'm the primary paralegal for that. So to come out here and do non-judicial punishment as well as a court-martial, it pushes me to think harder. It's not muscle memory."

In addition to working on preparing for her first court-martial while at Ramstein, Lundgren said she prepared the necessary documents for after the court-martial, learned the ins and outs of Article 15s and was able to apply the knowledge she acquired through military training that is considered essential training in her career field.

The 86th Airlift Wing recognized Lundgren's desire to learn while she was in Germany.

"Having her come in and look at our process reinforces what we do and our understanding," said Master Sgt. Adam McConnaughy, 86th Airlift Wing NCO in charge of military justice. "After having her here and seeing her motivation and desire to do her best and step up—she executed at high levels."

McConnaughy said that Lundgren was a valuable team member while she was there and they've offered to have her come back for a longer period of time because of it.

Chief Master Sgt. Thomas Orifice, 104th FW Logistics Readiness Squadron superintendent, also recognized Lundgren's hard work by presenting her with his chief's coin.

"It's not just because you did a great job," said



Airman 1st Class Fallon Lundgren, 104th Fighter Wing paralegal, poses for a picture Aug. 28, 2018, at Ramstein Air Base, Germany. Lundgren trained with her active duty counterparts at the 86th Airlift Wing legal office (U.S. Air National Guard photos by Airman 1st Class Randy Burlingame)

Orifice. "It's because you did something above and beyond. She did such a good job that they've offered to bring her back."

Lundgren said she'd love to go back to work in the Ramstein legal office and hopes she can make it happen before starting her law degree.

She said she hopes all of the experience helps her to reach her overall goal, which is to become a judge advocate general.

"I want someone to come into the office before they deploy and I'll help them out with whatever it may be," said Lundgren. "I'll feel like I'm helping more people and that's my main goal."

## Wing Safety How-Goes It: Safe Lifting Techniques

*By Senior Master Sgt. Shannon M. Huard, 104FW Occupational Safety Manager*

Back injuries are one of the most common injuries sustained at this installation. Disabling back injuries are no laughing matter for workers who lose time from work or from personal activities. The sad truth is that most of the pain and lost time can be prevented if you are aware of how the back functions and how to lift safely to protect your back.

The back is a network of fragile ligaments, discs, and muscles that can easily be thrown out of order. The back's complex design breaks down when it is forced to perform activities it was not designed to do. Lifting with the back twisted or bent just begs for a pulled muscle or ruptured disc. One sure way to risk injuring the back is to lift heavy or bulky loads improperly or unassisted. Never be afraid to ask for help with loads that you know you cannot lift safely. Lift with good sense and a little extra help from a co-worker or mechanical aid when necessary.

If you decide you are capable of lifting a light load, **make sure you lift correctly.**

**Move in** so that your feet are close to the base of the object to be lifted.

**Face the object squarely.** Bend your knees and squat over the item to be lifted. In this position, the back gets added lifting strength and power from the legs and arms.

**Move up close to the item,** because the backbone must act as a supporting column, and it takes the least strain close in.

**Tilt the item on edge** with its long axis straight up so that the center of the weight is as high as possible above the ground.

**Still squatting, the feet should be set with legs pointed right at the load,** with the back straightened, the worker may then grasp the load with both arms and slowly stand up with it, pushing up with the leg muscles. If you cannot lift slowly, you cannot lift safely.



A good way to learn the right from the wrong way to lift is to practice lifting correctly a few times. You will notice that the correct way to lift is the easiest way to lift the load, with the least strain and awkwardness. To lift the wrong way will, over time, cause injury, and pain. The back can be damaged quickly but can take a long time to heal.

## Financial Fitness: Bitcoin, To Buy or Not to Buy

By 'Gil' Wilbert Guilford, Personal Financial Counselor

About Bitcoin, An article by Charles Rotblut, CFA dated July 26, 2018, from the American Institute of Individual Investors referenced a recent case study on Bitcoin sponsored by the Chartered Financial Analyst Institute.

The case study centered on a hedge fund manager who wasn't recommending bitcoin to his investors. Out of 70 investment professionals from across the globe, only about five participating in the case study said they were holding or would hold bitcoin in their portfolios.

Some interesting points made were: "Bitcoin is hard to use as a currency because of its volatility and slow transaction speeds. Visa offers a bitcoin debit card, but questions were raised about its ease of use. The cost of electricity where bitcoin is mined and the exchange the cryptocurrency is sold on can significantly impact profits." "Because of both geographical and liquidity issues, taking advantage of arbitrage opportunities is very difficult," some said.

A few participants pointed out that while bitcoin prices are driven by supply and demand, the supply can change. A simple majority vote among bitcoin owners can alter or remove the limit on the number of coins than can be mined. Rotblut remains a skeptic and wonders whether cryptocurrencies will be worth paying attention to in five or 10 years.

I believe there is a big difference between investing and gambling. Investing is taking a calculated risk. With investing, one works with probabilities. He or she considers the performance history of an investment opportunity. One considers their own

investment time horizons, objectives or goals, and then decides whether a particular investment is appropriate.

Gambling is simply betting that something will happen *at random*. The probabilities of winning in gambling are so small that they are seldom even quoted. Because there is only one chance in 52 that one will pull an ace of spades from a deck of cards, most people would not call playing a game of cards investing.



I will leave it to you to decide whether buying bitcoins is closer to investing or gambling. It may even be both! More importantly, does it fit with your investment plan? Are you a risky investor or do you normally take measured and considered approaches when you invest? What percentage of your total investments can you afford to completely lose? (3%, 5%)? What is the likelihood it will be performing well during the time horizon you plan to draw from it? Your answers to those questions should tell you whether and how much you would *invest* (or gamble) with bitcoin.

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## Financial Coaching Schedule

Did you know the 104th has its own financial coach?



That's right, Gil is a CPA and a CFP®, and he works out of the Equal Opportunity Office.

Interested attendees are asked to email Gil to express an interest in the class and any topics they would like covered in future workshops.

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See article on page 9.

## Legal Assistance on Base

As a friendly reminder, if you are interested in setting up and appointment with the legal office for legal advising, please send an email to [usaf.ma.104-fw.mbx.legal-assistance@mail.mil](mailto:usaf.ma.104-fw.mbx.legal-assistance@mail.mil).

In regards to our office assisting you with the execution of your Will or a Power of Attorney (POA), please complete the following tasks:

1. **Go to the following website:** <https://aflegalassistance.law.af.mil>  
You can do this from home as the website does not require a CAC.
2. Fill out the appropriate worksheet (Will or POA or Both) and when done you will receive a ticket number
3. **IMPORTANT:** You must retain the ticket number, or the legal office cannot access the document
4. Email [usaf.ma.104-fw.mbx.legal-assistance@mail.mil](mailto:usaf.ma.104-fw.mbx.legal-assistance@mail.mil) proving the ticket number provided by the legal assistance website
5. The legal office will contact you to setup and appointment
6. At the appointment, a JAG will review your Will and/or POA with you and then execute the estate planning documents

If you have any questions at any time in the process, please do not hesitate to contact the Legal Office at **x698-1244** or **x698-1380**

### Maj Mary L. Harrington

IGQ / Director of Complaints and Resolutions

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# DPH Column: #BeThere

By Michelle Pennington, 104th Fighter Wing Director of Psychological Health

Have you or someone you care about ever felt overwhelmed by the curve balls of life? It can happen to anyone. When it does happen, it is usually because many things have piled up. Perhaps there are health factors (chronic illness, depression, substance use disorders, anxiety, conflictual relationships), environmental factors (prolonged or acute stress – unemployment, death, divorce) or historical factors (family history of suicide, your own suicide attempt, childhood neglect/trauma). When these factors pile up, it can lead to behavior and mood changes which are warning signs for people who may be considering suicide.

Someone in distress may talk about feeling trapped, having no reason to live or being a burden to others. Other things that may occur are increased alcohol or drug use – including prescription medications, withdrawing from activities, family or friends, giving away belongings, sleeping too little or too much. Mood changes including agitation, rage, anxiety, loss of interest in activities.

If you are concerned about someone, assume you are the only one who will reach out – take time to listen to their story calmly and without judgement. Take their concerns seriously and do not minimize their feelings. Ask them directly if they are thinking about suicide. If someone is considering suicide, think of it as a health crisis, utilize A.C.E: ASK, CARE, ESCORT to get assistance.

September is designated as Suicide Prevention Month. Though everyday is an opportunity to practice gratitude and make connections with others, September is a reminder to engage in self-care for ourselves and to encourage it in others. Follow healthy eating habits, get regular sleep, exercise, relaxation activities, meditation, spending time in nature, practice spiritual wellness and listen to music that soothes your mood.

There are many community organizations and activities available to find and give support to those in distress: The American Foundation for Suicide Prevention ([www.afsp.org](http://www.afsp.org)) ; Change Direction ([www.changedirection.org](http://www.changedirection.org)) ; VETS4Warriors ([www.vets4warriors.com](http://www.vets4warriors.com)) ; Veterans Crisis Line 1-800-273-8255 #1 or text to 838255 ([www.VeteransCrisisLine.net](http://www.VeteransCrisisLine.net)) ; Air Force Medicine ([www.airforcemedicine.af.mil](http://www.airforcemedicine.af.mil)) ; ANG Prevention,

Treatment & Outreach page (<http://www.ang.af.mil/prevention>) ;Springfield Vet Center 413-737-5167 ; New England Adventures ([www.NewEnglandAdventures.org](http://www.NewEnglandAdventures.org)) ;Project New Hope – offices in Westfield and Worcester ([www.projectnewhopema.org](http://www.projectnewhopema.org)) .

If you are feeling overwhelmed do not wait for someone to reach out. Find mental health treatment or talk with your physician or spiritual counselor about your suicidal thoughts. Isn't that what you would do for someone else?



Make it Your Mission to...  
#BeThere



## Chaplains Column

*By Chaplain Maj. Ken Devoie*

Greetings Barnstormers, I hope that you have been having a fun, memory-making and blessed summer. As your new Wing Chaplain, I am pleased to announce that the Chaplain's Office is charging along to develop and provide you with access to a balanced and robust spiritual resiliency resource. After spending a year in South Korea as the Command Chaplain, Special Operation Command –Korea, I've returned to Barnes to see that it is as busy, if not busier, than when I departed. We have lots of folks serving throughout the world and many getting ready to deploy.

The high OPS Tempo requires all of us to be mindful of the four pillars of wellness: **Physical, Mental, Social and Spiritual**. If we liken the four pillars of wellness to the four legs of a stool, it is a solid balanced stool with four legs. If we begin to remove legs from the stool, it becomes more unstable and will eventually fall over; and so it is when we neglect any of these areas of resiliency in our personal lives. It is very easy, and common, when things get busy, to get out of whack in one of these wellness dimensions. Our command is structured and staffed with personnel and professionals to be resources in assisting you with maintaining balance in all of the dimensions of wellness. Obviously, we here on the Chapel Team are here to assist you with the spiritual dimension of wellness. With this in mind, let me introduce you to our latest Chapel Team member:

We welcome Chaplain 1st Lt. Tra'Vorus Weaver. Chaplain Weaver was just recently commissioned as a member of the Massachusetts Air National Guard here at the 104th Fighter Wing. He is a Protestant Chaplain with a varied Evangelical and Pentecostal background. Chaplain Weaver is a Liberty Theological Seminary graduate, and Evangelical Church Alliance minister. The ECA is a non-denominational alliance of ministers serving throughout the world. He is also ordained by Grace Community International (a global network of family churches) of Houston, Texas.

He is married to his wife of 14 years, Gena Nicole Weaver, and together they have four children.

Chaplain Weaver joins me along with Tech. Sgt. Glenda Anderson (NCOIC), Tech. Sgt. Shaun Reagan and Staff Sgt. Arthur Mitchell in rounding our Chapel Team staff.

While Tech. Sgt. Reagan and I deploy in support of RCP 01, Chaplain Weaver and Tech. Sgt. Anderson will continue to manage the Chapel functions and provide you with religious support. We are located in the front of Building 12, and our DSN number is: 698-1311. We look forward to serving you. Many blessings!!! **Fr. Ken +**

## Equal Opportunity Office NCOIC and NCO Vacancies

The Equal Opportunity Office has two vacancies for drill status guardsmen. Both positions are 3F4X1. There is an NCOIC E5-E7 master sergeant slot and an NCO E-5-E6 technical sergeant slot.

The minimum grade eligible to apply is E5 with a prior qualification in any AFSC at the 5-skill level or higher. Application deadline is September 9, 2018. The projected Board Date is October RSD.

Duties and responsibilities may include: promotes an environment where individuals are treated with dignity and respect regardless of race, color, religion, sex, national origin, age, or physical/mental disability. Provides advice, consultation, education, alternative dispute resolution, and referral services to enhance mission effectiveness. Coordinates with staff agencies to support EO programs and policies. Advises personnel on EO responsibilities, policies, and programs. Provides information to those seeking assistance.

To apply, submit a completed package containing a resume and cover letter stating your reasons for wanting to retrain into the MEO career field to Chief Master Sgt. Andres Huxtable ([adres.a.huxtable.mil@mail.mil](mailto:adres.a.huxtable.mil@mail.mil)), 104th FSS. Additionally you may want to bring copies of any certifications or credentials relevant to the position at the time of interview. POCs for more information: Lt. Col. Ramon Diaz: 698-1328 & 2nd Lt. Amanda Savoie: 698-1117 (Primary)

# Recruiting & Retention: Every Airman is a Recruiter



We currently have three Air National Guard recruiters for the 104th Fighter Wing. We rely heavily on unit referrals and ask that unit members help us recruit potential airmen within our communities. If you wear the uniform, you too are a recruiter. Please snap a picture of the recruiter information below to have it readily available or stop by our office to pick up business cards.

## The 104th Fighter Wing Recruiting & Retention Team



Retention & Recruiting Manager

Tech. Sgt. Glendaennis Schuster



Tech. Sgt. Matthew Bahosh

413-237-4525  
Worcester Area



Staff Sgt. Kayla Gallagher

413-207-5186  
Western Massachusetts



Tech. Sgt. Nathaniel Poudrier

413-426-3487  
Western Massachusetts

### NATIONAL PREPAREDNESS MONTH 2018



### Did you know that September is National Preparedness Month?

Emergency Management will be doing weekly base e-mails on different preparedness topics.

Take time this month to prepare you and your family by putting together an emergency preparedness kit. For more information on what to add to your kit, visit the MA Emergency Management Agency's website: <https://www.mass.gov/service-details/build-an-emergency-kit>.



FEMA



# Promotions

## Staff Sergeant

Dillon Woodside, 131FS

## Lieutenant Colonel

Mary Harrington, 104IG  
John Keeler, 104FW  
John Yerrington, 131FS

# Vacancies

IT Specialist, 102 Intelligence Wing

<https://www.usajobs.gov/GetJob/ViewDetails/506674200>

**Appointment Type: Permanent    Grade: GS 12**  
**CLOSES: September 13**

# Farewells

Master Sgt. Karl Rehbein, FSS  
Senior Master Sgt. Susan Morse, FSS

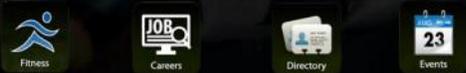
**Thank you  
for your Dedicated Service!**

**OPERATION MILITARY KIDS KLUB**  
BOYS & GIRLS CLUB OF GREATER WESTFIELD  
(413) 562-2301 [www.bgwestfield.org](http://www.bgwestfield.org)  
*Lisa Potito, Airman & Family Readiness Program Manager*  
104 Fighter Wing, 413-568-9151 x 6981183, 413-564-1252 - Cell, [Lisa.m.potito.civ@mail.mil](mailto:Lisa.m.potito.civ@mail.mil)



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The 104th Fighter Wing  
at Barnes Air National Guard Base  
in conjunction with  
The Thunderbolt Council, Inc.

Will host a  
**"104FW Family Day Fright Fest"**

On October 13, 2018 at 1300 hours until park closing  
at Six Flags New England, 1623 Main St., Agawam, Massachusetts

For all 104FW members and their immediate families  
including spouses and children  
at the cost of \$10 per person.

The day's events will include parking, admission,  
a cookout and access to premium haunted attractions.

**Detailed schedule and instructions to follow.**

(Attendance is not mandatory; members who do not attend,  
must complete Regularly Scheduled Drill within their sections.)

Please RSVP with payment  
no later than Wednesday, September 26, 2018  
using link below.

<https://einvitations.afit.edu/inv/anim.cfm?i=409213&k=06614B0B7A54>

R.S.V.P. by 26 September 2018

POC: Lt Col Mary Harrington  
mary.l.harrington.mil@mail.mil

Casual, after 1200

[Click Here to RSVP](#)

**1100-1300 AGR & OFFICERS MEAL RATE \$5.60**

CATERED



**SATURDAY RSD**

Soup

Chili, Soup de jour

Entrees

Maple ginger Glaze chicken, Parmesan Crusted Pork Chop

Starch

scalloped potato, wild rice

Vegetables

Zucchini, Carrots

*Salad Bar, Dinner rolls & Assorted Desserts*

**SUNDAY RSD**

Soup

Chili, Soup de jour

Entrees

Baked Florentine Turkey Roulade, Polynesian Fillet

Starch

Rissole Potato, Raviolis

Vegetables

Cauliflower, Green beans

*Salad Bar, Dinner rolls & Assorted Desserts*

**Public Affairs Information**

**How we can help you:**

We can provide official studio photography, videography and photography support of events. Please email a completed AF833 request form to [usaf.ma.104-fw.list.pa@mail.mil](mailto:usaf.ma.104-fw.list.pa@mail.mil)

We typically hold studio time between 10:00-11:00 a.m. on the Saturday of a drill.

**Base Tours May—September**

Please route all requests for Base Tours to Tech. Sgt. Lindsey Sarah Watson-Kirwin [lindsey.s.watsonkirwin.mil@mail.mil](mailto:lindsey.s.watsonkirwin.mil@mail.mil)

**How you can help us:**

We want to know about your achievements, training, and new beginnings! Let us know when your section will be training, when a member receives an award or graduates a course...

**The Air Scoop:**

The deadline for submissions to the upcoming Air Scoop will typically be two Mondays before that drill weekend. All submissions should be sent to [usaf.ma.104-fw.list.pa@mail.mil](mailto:usaf.ma.104-fw.list.pa@mail.mil). It is helpful if articles are Word documents written in 12pt. Times New Roman. Please submit pictures as individual JPEG files.



**Volunteer Lately?** Honor Guard is looking for volunteers to take part in base and community events representing the U.S. Air National

For information on how to join the Base Honor Guard, please contact Master Sgt. Christine Lupacchino at 698-1420.

# Proud of our Airmen!



Catch our Airmen in action  
on Instagram at 104fw!

#104fw

#MassGuard

#AirPower



Massachusetts Air National Guard  
104th Fighter Wing - PA  
Falcon Drive, Westfield, MA 01805

www.104fw.ang.af.mil  
Phone: 413-568-9151  
Email: usaf.ma.104-fw.list.pa@mail.mil



**WWW.104FW.ANG.AF.MIL**  
**We're on the Web**

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