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Barnes Air National Guard Base

June 2018



Combat Arms Instructors Adapt to New Marksmanship Requirements

By Airman 1st Class Randall S. Burlingame

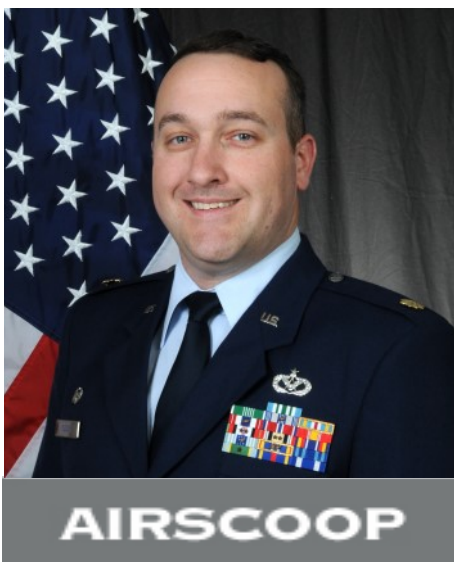
The policy and guidelines for marksmanship requirements have recently changed in the Air Force. After approximately a decade of what was called “just in time” training, which called for Airmen to receive marksmanship training and evaluations only prior to deployments, the policy has switched back to what it was previously and Airmen are now required to receive weapons training more frequently to increase proficiency and confidence with their assigned weapon systems.

Read The Full Story On Pages 5 & 6!

104th Fighter Wing Defenders Train Base Personnel on the M4 at Fort Devens Range, Lancaster Massachusetts.
(U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

Commander's Column:

By Maj. Jeremy Dugan, Civil Engineering Squadron



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Over the past three years, the 104th Fighter Wing has designed or constructed over \$24 million in capital investments on this base, focused on modernization of our real property inventory, improving the mission of the organizations on base, and preparing for the future mission of the Wing.

The 104th Civil Engineer Squadron has overseen the work done in the Main Hangar, on the parking apron, in the ACA shelters, and out at the small arms range, as well as almost 30 other smaller projects that affect nearly every organization. But the work doesn't stop there, next year we have plans to renovate Operations and to construct two new taxiways while designing a brand new Engine, AGE, and NDI facility. All of these big projects are executed with the goal of putting the right facility and equipment around you to execute the mission better.

On top of all of that, we have a full-time staff of Commonwealth of Massachusetts employees that operate, maintain and prepare the base infrastructure and buildings. Our 23 operations and maintenance employees are comprised of custodians, roads & grounds, supply, carpenters, electricians, HVAC technicians, fuel system maintainers, an engineer, a staff accountant, and a superintendent. The O&M staff has completed 1,641 work orders in the past year and, in particular, executed over 3,000 man-hours dedicated to snow removal in Winter 2017-2018. This is a group that I am extremely proud of, and one that I can count on to keep the base facilities and infrastructure running.

Whether CE is building a new facility, repairing an old one, or keeping one running, we are

committed to leaving your workspace better than it was before.

Your feedback and work requests are important to our success. Please continue to send any facility needs to your Building Managers because sometimes, we just don't know it's broken until you call it in.



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Chiefs Corner: What is your definition of Leadership?

By Chief Master Sgt. Anthony Swana, Inspector General Superintendent

As Barnestormers, we have always had the critical importance of leadership instilled in our profession. For all members, whether you are a Commissioned Officer or an Enlisted Member, we all started our initial training in the United States Air Force, which incorporated leadership opportunities at various levels. As the opportunity to be a leader can present itself when we least expect it, let's level the playing field and define the term leadership. Merriam Webster's Dictionary defines leadership as "a position as a leader of a group, organization, etc. The time when a person holds the position of a leader: The power or ability to lead other people." This definition defines leadership as a responsibility of a leader, so let's define the word leader! A leader is defined as "a powerful person who controls or influences what other people do."

As you think about the definition of a leader, what does the term "powerful person" mean to you? Is a powerful person our TAG? Is it our Wing Commander? How about your Squadron Commander? What about you? Do you see a powerful person when you look in the mirror? If you answered yes to all of the previous questions I just asked, You're RIGHT! Power can be part of your assigned position (simply put – Position Power). It can also be an inherent part of your personality (aka your ability to influence others to perform tasks that they may otherwise not accomplish - Personal Power). This can be part of your profession and it can be part of your family dynamics! This relates to the

saying that "you'll get more with sugar than with salt."—try telling your significant other something different!

I recently heard from one of my peers that some members are stuck in legacy leadership! I am challenged to understand that term. The eleven principles of Armed Forces Leadership have gone unchanged since 1948 when they were first developed. Our Air Force Core Values are a segment of these principles. Think about it! Integrity First, Service before Self, and Excellence in all we do are derived from these principles. As written by Tom Deierlein at academyleadership.com, the eleven principles of Armed Forces Leadership are:

1. **Know yourself and seek self-improvement** — Understand who you are, your values, priorities, strengths and weaknesses. Knowing yourself allows you to discover your strengths and weaknesses. Self-improvement is a process of sustaining strengths and overcoming weaknesses, thus increasing competence and the confidence people have in your leadership ability.
2. **Be technically and tactically proficient** — Before leaders can lead effectively, they must have mastered the tasks required by the people they lead. In addition, leaders train their people to do their own jobs while understudying the leader so that they are prepared to replace the leader when necessary. Likewise, leaders must understudy their leader in the event they must assume those duties.
3. **Seek responsibility and take**

responsibility for your actions —

Leading always involves responsibility. Leaders want people who can handle responsibility and help achieve goals. They expect others to take the initiative within their stated intent. When you see a problem or something that needs to be fixed, do not wait to be told to act. Organizational effectiveness depends upon having leaders at all levels that exercise initiative, are resourceful and take opportunities that will lead to goal accomplishment and business success. When leaders make mistakes, they accept just criticism and take corrective action. They do not avoid responsibility by placing the blame on someone else.

4. **Set the example** — People want and need their leaders to be role models. This is a heavy responsibility, but leaders have no choice. No aspect of leadership is more powerful. If leaders expect courage, responsibility, initiative, competence, commitment and integrity from their direct reports, they must demonstrate them. People will imitate a leader's behavior. Leaders set high but attainable standards for performance and are willing to do what they require of their people. Leaders share hardships with their people and know that their personal example affects behavior more than any amount of instruction or form of discipline.
5. **Know your people and look out for their welfare** — It is not enough to know the names and birth dates of your people. You need to understand what motivates them and what is important to them. Commit time and effort to

(Chief Cont. from Pg 4)

listen to and learn about them. Showing genuine concern for your people builds trust and respect for you as a leader. Telling your people you care about them has no meaning unless they see you demonstrating it. They assume that if you fail to care for them daily, you will fail them when the going gets tough.

6. Keep your people informed — People do best when they know why they are doing something. Individuals affect the bottom line results of companies by using initiative in the absence of instructions. Keeping people informed helps them make decisions and execute plans within your intent, encourages initiative, improves teamwork and enhances morale.

7. Ensure the task is understood, supervised, and accomplished — Your people must understand what you want done, to what standard and by when. They need to know if you want a task accomplished in a specific way or how much leeway is allowed. Supervising lets you know if people understand your instructions; it shows your interest in them and in goal accomplishment. Over-supervision causes resentment while under-supervision causes frustration. When people are learning new tasks tell them what you want done and show them how. Let them try. Observe their performance. Reward performance that exceeds expectations; correct performance that does not. Determine the cause of the poor performance and take appropriate action. When you hold people accountable for their performance, they realize they are responsible for accomplishing goals as individuals and as teams.

8. Develop a sense of responsibility among your people — People feel a sense of pride and responsibility when they successfully accomplish a new task. Delegation indicates trust in people and encourages them to seek responsibility. Develop people by giving them challenges and opportunities that stretch them and more responsibility when they demonstrate they are ready. Their initiative will amaze you.

9. Train your people as a team — Teamwork is becoming more and more crucial to achieving goals. Teamwork is possible only when people have trust and respect for their leader and for each other as competent professionals and see the importance of their contributions to the organization. Develop a team spirit among people to motivate them to perform willingly and confidently. Ensure that individuals know their roles and responsibilities within the team framework. Train and cross train people until they are confident in the team's abilities.

10. Make sound and timely decisions — Leaders must assess situations rapidly and make sound decisions. They need to know when to make decisions themselves, when to consult with people before deciding and when to delegate the decision. Leaders must know the factors to consider when deciding how, when and if to make decisions. Good decisions made at the right time are better than the best decisions made too late. Do not delay or try to avoid a decision when one is necessary. Indecisive leaders create hesitancy, loss of confidence and confusion. Leaders must anticipate and reason under the most trying conditions and quickly decide what actions to take. Gather essential information before making decisions. Announce decisions in time for people to react.

11. Employ your work unit in accordance with its capabilities — Leaders must know their work unit's capabilities and limitations. People gain satisfaction from performing tasks that are reasonable and challenging but are frustrated if tasks are too easy, unrealistic or unattainable. If the task assigned is one that people have not been trained to do, failure is very likely to result

Do you see the correlation between the above eleven principles and how you perform your inherent duties as a leader? This goes back to my earlier question of: "Do you see a powerful person when you look in the mirror?" If not, how do you plan on modifying your performance? One great way is to ask someone you do see as a powerful person to help mentor you. I feel highly confident that they would be willing to help if they feel that you are sincere with your request.

As the past two decades of our military's Professional Military Education as well as its doctrine have been constructed through an emphasis on Joint Warfare, these Principles of Leadership have been the glue that binds these concepts and continues to enhance their effectiveness.

As our own personal beliefs and understanding of the term leadership may vary, I am confident to say that they do not stray far from these principles. I will now request that you utilize some of the principles as you perform your duties and responsibilities as a Barnestormer during this and every drill weekend. If you do not know where to start, try the beginning or ask a mentor. No one is born with these traits! They are normally gained over time, experience, and most of all, by leading!

Combat Arms Instructors Adapt to New Marksmanship Requirements

By Airman 1st Class Randall S. Burlingame



104th FW Defenders Train Base Personnel on the M4 at Fort Devens Range, Lancaster Massachusetts. (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

The policy and guidelines for marksmanship requirements have recently changed in the Air Force.

After approximately a decade of what was called “just in time” training, which called for Airmen to receive marksmanship training and evaluations only prior to deployments, the policy has switched back to what it was previously and Airman are now required to receive weapons training more frequently to increase proficiency and confidence with their assigned weapon systems.

Senior Master Sgt. Stephen D. Jeffers, 104th Security Forces Squadron Logistics Superintendent, said that this change in policy will help Airmen become more proficient with their weapons systems. It has also created more opportunity for the Combat Arms instructors with the 104th SFS to implement their expertise.

The Combat Arms Training and Maintenance (CATM) instructors at the 104th Fighter Wing have already adapted to the new marksmanship policy while still providing high-quality instruction that has resulted in a nearly perfect qualification rate for their students.

“It all starts before the range,” said Staff Sgt.

Christopher J. Krutka, 104th SFS Combat Arms instructor. “Sometime prior to going to the range they need to attend a class for whatever weapons system they are trying to get qualified on. Classes can range from anywhere between two hours to eight hours, depending on, again, the weapons system they’re supposed to shoot.”

Before the instructor team can hold that class there is a breadth of behind the scenes logistical work that goes into setting up a weekend at the firing range, said Jeffers. Some of the tasks include setting up transportation, getting time at the range, putting all of the Airmen on orders, getting meals, water, preparing instruction materials and making sure equipment is good to go.



104th FW Defenders Train Base Personnel on the M4 at Fort Devens Range, Lancaster Massachusetts. (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

Jeffers said a synchronized plan with the supporting agencies is needed to make sure everything goes smoothly. The 104th SFS Airmen coordinate with the unit’s Force Support Squadron, Logistics Readiness Squadron and Medical Group.

“It literally takes the whole wing to get us all out there to conduct training,” said Jeffers. “We value instructor and students time and ensure training is executed for effect and not necessarily just compliance. We need that cost to make sense in terms

(CATM Cont. On Pg 6)

(CATM Cont. from Pg 5)



Members of the 104th FW receive top notch training from the 104th Security Forces Squadron on the proper handling, disassembly, cleaning, and assembly of their weapons prior to a day on the range shooting. (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

of lethality of warfighters and effective use of resources.”

In order to meet the higher qualification demands the CATM instructors have started to hold the classroom portion on a separate day from firing, which frees up an entire drill weekend for the team to spend with Airmen on the firing range, according to Jeffers.

Krutka explained the classes cover a range of topics including weapons safety and operations as well as how Airmen need to conduct themselves on the firing range. Throughout the class students are given progress checks to ensure they are proficient in what is being taught.

He said the instructors deliver the high volume of information in a way that makes students feel comfortable asking questions.

“Another big part of it is how you connect with these guys,” said Krutka. “Keep it a relaxed atmosphere so they can feel encouraged to ask questions. Until the last question is answered and everyone feels like they know what they’re doing, we’re here. I feel like it is valuable training and the students get a lot out of it.”

After receiving a safety brief at the range, students shoot a handful of rounds that instructors use to help zero in the students’ weapons, which helps concentrate fire on the exact range of their target. The students fire from multiple positions and from various distances, all while the instructors continue to coach

them to ensure they meet the standards to qualify.

“The trainers are very knowledgeable in making the sight adjustments,” said Staff Sgt. Jonathon Reardon, 104th FW weapons Airman, and a fulltime student at the University of Massachusetts, Amherst. “It is great to be out learning some expeditionary skills.”

The students embark on the drive back to the 104th FW at the end of the day while the instructor team stays late to clean the range and pick up ammo casings. Krutka said the work at the range is worthwhile and rewarding.

“As far as the range goes, there’s no greater feeling than taking somebody that’s completely missing their paper and making them hit the target dead center,” said Krutka. “They’re all excited so you’re excited and at the end of the day your jobs done.”



104th FW Defenders Train Base Personnel on the M4 at Fort Devens Range. (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

Jeffers recognizes the hard work his Airmen are putting into their jobs and said that their quality instruction and training plays a large part in making it all worthwhile.

“To get all that stuff done if we’re pumping outlines that aren’t qualified then what are we doing,” said Jeffers. “We’re here to make sure they’re trained. Those guys take quite a bit of pride to make sure they actually pass the course. They know one way or another, very mission orientated, it has to get done. It doesn’t matter how long the day is. We just get it done.”

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
(413) 237-0427



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

TRANSFER OF EDUCATIONAL BENEFITS

PROCESS:

1. Apply for TEB at <https://www.dmdc.osd.mil/milconnect>.
2. Bring the Retention Manager a copy of one of the following:
 - Post 9-11 Certificate of Eligibility & Post 9-11 Statement of Understanding.
 - ARPC Letter of Certified Time
 - DD Form 214 showing service authority (Title 10 and/or Title 32 502(f))
 - Current AGR Orders
3. Retention Manager will have member sign a Statement of Understanding & ensure they have met service obligation timeframe.
4. Retention will submit request to NGB for approval.

FREQUENTLY ASKED QUESTIONS:

- Will incur a service obligation up to four years
- Must have completed six years of service to be eligible to submit a transfer request
- Member can transfer up to 36 months of benefits to a spouse, kid(s), only while serving in the Armed Forces
- Legal Wards are not eligible
- Member can revoke or modify a transfer request of unused benefits at anytime

- Can only transfer benefits to a new dependent while serving in the Armed Forces

Note: Retirees or separated members cannot transfer benefits – only revoke or modify

SPOUSES:

- Can use benefits after the military member has served at least six years in the Armed Forces or eligible for the housing allowance if member is on active duty
- Can use benefits after divorce, if member does not revoke
- Can use benefits up to the member's 15 yr delimiting period unless member specifies an earlier date

CHILDREN:

- Can transfer benefits to unmarried child under age 21, or if in a VA approved IHL for pursuit of degree or certificate program full-time, under age 23
- May use benefits after the member has served 10 years in the Armed Forces
- Will receive full veteran benefits even if member is on active duty (tuition, fees, housing & books stipend)
- May use benefits until age 26, regardless of member's eligibility period
- May continue to use benefits after marriage



Awesome Airmen Providing Airpower: Mass Air Guard Recruiter Uses Memorial Day Hero Workout as Motivation

By Airman 1st Class Randall S. Burlingame



Tech. Sgt. Matthew Bahosh, Massachusetts Air National Guard production recruiter and retainer, poses for a picture May 24, 2018, at CrossFit Blue Diamond in East Longmeadow, Mass. Bahosh first started CrossFit while deployed in 2009 as a way to increase physical fitness and manage stress. He has since become a coach in the sport and participates in a Hero Workout of the Day known as Memorial Day Murph every year. (U.S. Air National Guard Photo by Airman 1st Class Randall S. Burlingame)

On the last Monday of every May, we remember those who died in active military service on the federal holiday known as Memorial Day.

Parades fill streets around the country while many people visit cemeteries to pay respects or host cookouts to appreciate time with their family and friends.

Tech. Sgt. Matthew Bahosh, Massachusetts Air National Guard production recruiter, pays his respects through CrossFit by completing the Hero Workout of the Day known as Memorial Day Murph. The vigorous workout honors Navy Lt. Michael Murphy, who was killed in action in Afghanistan on July 28, 2005.

Bahosh said the Hero WOD helps to motivate himself and others in the CrossFit gym to better themselves as people while commemorating a hero.

“When you’re doing something like Memorial Day Murph, you’re not thinking about how you’re

suffering,” said Bahosh. “You think about that person and what they sacrificed and how they suffered. It’s kind of a bigger picture thing when you’re doing a Hero WOD type thing.”

Bahosh thinks it’s very fitting since the whole reason for Memorial Day is to recognize and memorialize those that have paid the ultimate sacrifice.

“You’re all trying to remember a fallen hero,” said Bahosh. “Somebody that sacrificed his life for our country. You’re suffering through this workout and it’s like, this guy paid the ultimate sacrifice. You kind of keep that in the back of your mind and it makes you push through the workout. There’s no quit. He didn’t quit on us. He didn’t quit on our country. You don’t quit on his workout.”

Bahosh said he completed his first Memorial Day Murph workout 2011 at CrossFit Mildenhall, a gym he had a hand in helping to open, and has participated in the workout most years since then.

The recruiter said he believes the “no quit” mindset is something people can carry into their work places and daily lives. He said that getting a feeling for what it’s like to push yourself is something that can be applied to other challenges as well.

“There are days, within any job I think, that will beat you down,” said Bahosh. “Whether it’s recruiting or anything else. Doing these types of workouts, where sometimes you don’t think you’re going to make it through, directly translates to everyday life. You might have a problem at home, or maybe you’re having a family issue. It gives that fighting drive to keep going no matter what. You get that mindset of what that is and what that feels like. You draw from it and you can directly translate it to everyday life.”

Bahosh credited his desire to return to the demanding workout year-after-year to the bonds and connections that exist between those within the CrossFit community.

(Bahosh Cont. On Pg. 9)

(Bahosh From Pg. 8)

“It’s a great way to connect with the community, honestly,” said Bahosh. “CrossFit is a huge community-based type program. Whether you are a beginner or you one of the elite athletes. Whether it’s in your gym or in the CrossFit world itself it’s really about community, connecting with people, and networking.”

According to Bahosh the workout consists of a one-mile run, 100 pull-ups, 200 push-ups, 300 air squats and ends up with a second one-mile run. He said that participants can tailor the workout to their skill level.

“If you do it as prescribed, you wear a 20-pound weight vest for the entire workout,” said Bahosh. “Maybe the person next to you isn’t able to do it as prescribed so maybe they don’t use the vest. Maybe they just don’t have full pull-ups yet or full range of motion for push-ups, but they are doing something to

commemorate him.”

Bahosh is currently a coach at CrossFit Blue Diamond and said two of the most important things to their community is to give back and to be better than they were yesterday. He went on to say that workouts such as Memorial Day Murph can help achieve both of those things.

“It’s one of the most popular hero workouts in CrossFit, and there are a ton of them,” said Bahosh. “You’ll see it all over the internet, and everybody promotes it for Memorial Day. It’s a huge deal in the CrossFit community. CrossFit loves to give back to our community and we love to remember our Heroes.”

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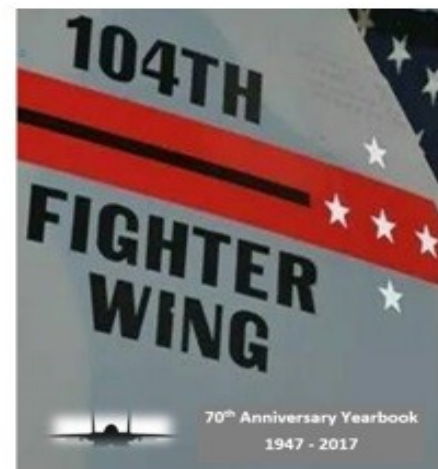
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DPH Column: Separation and Relationships

By Michelle Pennington, 104th Fighter Wing Director of Psychological Health, x698-1536

The effects of separations due to deployments, trainings and schools, though an expected part of military service, should be acknowledged and purposefully addressed. Whether it is your first separation or fifth, these transitions change relationship dynamics. Time apart can bring on challenges for both the partner at home (who may be taking on more or different responsibilities) and the deployed (who may be taking on new mission requirements/responsibilities, shift/time change, stress of missing family events). Your partner's in-person emotional support can often be what is missed most.

The following are some ideas adapted from military OneSource to use to plan ahead and stay connected.

Make a Plan!

Plan ahead for *potential emergencies* regarding household maintenance, parenting issues and medical emergencies. What are the local resources for plumbing, electric, furnace, and pool issues? Who can you list as an emergency contact for children if the at home parent cannot be reached? Ensure access to *finances* and/or coordinate responsibility for bill pay or large expenditures. Discuss *expectations for communication*, how often, and what method. Think ahead about *support networks* and who you can connect with for support for both the partner at home (neighbors, families of other deployed Members, Family Readiness Office, DPH) and the deployed (who are the 1st Sergeants with you, how do you connect with Spiritual Support, MDG or SARC in your location).

Establish Mutual Trust

Mutual trust is something that develops over time and is crucial during separations. You can continue to build mutual trust during separation by considering the following. *Honesty* is always the best policy. Practice open and honest communication. Show *gratitude* and *appreciation* for each other and do not take each other for granted. Remind your partner that you love and miss them. *Respect* each other's perspectives and feelings. Even during difficult conversations, mutual respect is essential.

Effective Communication

You may not always know when you will be able to connect. *Be Patient* and trust that you will connect as soon as you can. *Express yourself* clearly and in a timely manner. *Stay positive* and maintain a *sense of humor*. *Keep security in mind* and makes sure this is communicated to your partner. Some forms of social media may not be available or safe depending on deployed location or mission requirements may limit what can be shared. Check mail restrictions. Check general restrictions and regulations specific to your location. Be creative with care packages send kid's artwork, photos, audio or video messages.

Get extra support if you need it! Remember working with your partner on a plan, practicing open communication and fostering mutual trust and respect can build resiliency in your relationships.

Homecoming is another transition and the skills you develop before and during deployment are essential to maintain during homecoming. Programs like Strong Bonds Retreats (contact the Chaplains Office for dates 698-1057), Vet Center programs 413-737-5167 (yoga, hiking & kayak groups, painting), Project New Hope Retreats and Wellness Clinic

www.projectnewhopema.org, Lisa Potito in Family Readiness 698-1536 and Michelle - DPH 698-1536.

Maintaining a Healthy Security Clearance

Senior Airman Thomas Filburn, 104th Fighter Wing Chief of Information Protection

A security clearance is a determination that you are eligible for access to classified information and eligible to perform sensitive duties. The purpose of a security clearance is to determine whether you are able and willing to safeguard classified national security information or perform sensitive duties based on your loyalty, character, trustworthiness, and reliability. All members of the Air National Guard are considered covered individuals and must maintain a security clearance.

When you hold a security clearance you are expected to comply with the high standards of conduct normally required of persons holding positions of trust. In addition to reinvestigations occurring at the ten and five year mark for your Secret and Top Secret clearances, you are expected to keep your security office informed of certain changes in your personal life or activities that have potential security ramifications. You are also expected to report any factual information that comes to your attention and that raises potential security concerns about co-workers. Security Executive Agency Directive 3 (SEAD3) established specific reporting requirements for all covered individuals who have access to classified information or who hold a sensitive position. These specific reporting requirements have been detailed below:

Self-Reportable Activities:

- Unofficial foreign travel (unrelated to official government business)
 - NGB has established an official foreign travel reporting form
- Foreign contacts
 - A known or suspected foreign intelligence entity
 - Continuing association with known foreign nationals that involve bonds of affection, personal obligation, or intimate contact
- Foreign activity
- Application for and receipt of foreign citizenship
- Application for possession or use of a foreign passport or ID card for travel
- Any attempted elicitation, exploitation, blackmail, coercion, or enticement to obtain

classified information or other “protected” information

- Media contacts, other than for official purposes, where the media seeks access to classified or otherwise “protected” information, whether or not the contact results in unauthorized disclosure
- Any arrest
- Bankruptcy or over 120 days delinquency on any debt
- Alcohol or drug-related treatment

Reportable Activities - Actions by Others:

- An unwillingness to comply with rules, regulations, or security requirements
- Unexplained affluence or excessive indebtedness
- Alcohol abuse
- Illegal use or misuse of drugs or drug activity
- Apparent or suspected mental health issues where there is reason to believe it may impact the individual’s ability to protect classified information or other information prohibited by law from disclosure
- Criminal conduct
- Any activity that raises doubts as to where the individuals continued security eligibility is clearly consistent with national security interests
- Misuse of U.S. Government property or information systems

These standards of conduct have been set forth by Executive Order 12968 and reporting requirements have been mandated by SEAD 3.

For any questions regarding reporting requirements or individuals that have information that needs to be reported, please get in contact with your Unit Security Manager (USM) or contact the Wing IP office at usaf.ma.104-fw.mbx.ip@mail.mil.

What's in a name?

Tech. Sgt. Glenda L. Anderson, NCOIC Chapel Operations

On May 1, 2018 the AFSC duty title Chaplain Assistant was changed to Religious Affairs Airmen. As a result, much of my Saturday morning of the May RSD was spent reviewing documents and materials that required updating to reflect this name change. While doing so, I found myself asking, "What's in a name?" The question itself brought me back to my 9th Grade high school class during which Mrs. Murphy, a well-intentioned English teacher, sparked a heated Shakespearean debate over Juliet's famous phrase "What's in a name? That which we call a rose by any other name would smell as sweet." *Romeo and Juliet* (II, ii, 1-2). So, what's the big deal? Why go through such an effort to change from the duty title of Chaplain Assistant to Religious Affairs Airmen when in effect the duties that are encompassed by the title will at their core, remain the same? Well as it turns out, at least in this case, what is in the name matters.

According to guidance sent out by Chief Robert Jackson, the Religious Affairs Airmen, Air Force Career Field Manager, the Army recently aligned their Chaplain Assistant duty title to a more common language found in Joint Publication 1-05 Religious Affairs in Joint Operations. In October 2017, the Army 56M MOS was changed to Religious Affairs. Thus, in support of establishing a common language to improve our joint warfighting capability, The Air Force Chaplain Assistant AFSC has also been renamed to Religious Affairs. Beyond establishing a common language, there is an expectation that the new designation will better capture the scope of capabilities of a Religious Affairs Airmen beyond that of an "assistant" to the Chaplain.

I must admit that prior to entering into the career field I thought of chaplain assistants as being sort of "administrative assistants" for the Chaplain. You know, help them keep to a schedule, type up memos, set up for services, that sort of thing. And while I was aware that Chaplain Assistants also provided some counseling support to Airmen, I was unaware of the crisis intervention and counseling training that chaplain assistants undergo. Keeping these misconceptions in mind, I thought this might be a good opportunity to help dispel some myths regarding "Chaplain Assistants." For ease of reference, I will use the former title Chaplain Assistant.

Myth #1 - We are the chaplain's secretary or aide.

Not so. This misconception is easily understood as the job title previously included the word "assistant." As mentioned before, I myself once believed this myth. What I've learned is that we are not glorified secretaries, we function more like members of a team. We work as partners in almost all chapel related functions. While we do draft some memorandum's and operating instructions, so do the chaplains. These functional activities are like those that are completed by NCO's in any given section.

Myth #2 - We are the Chaplains "bodyguard."

Despite what you may have been told, we are not bodyguards for the Chaplain. We do however coordinate security for the team while traveling within the AOR. And while security does include the chaplain assistant, in most circumstances is not exclusively the chaplain assistant. So, while we do help Chaplains maintain their status as non-combatants, we prefer to leave the "body-guarding" to our combat experts.

Myth #3 - Chaplain Assistants are "assistant chaplains."

Again, not true. There are some chaplain assistants who aspire to become a chaplain, but the truth is, the airmen who make up the enlisted part of the Chaplain Corps join for many different reasons. In fact, a chaplain assistant is not required to have any religious or spiritual beliefs or religious training.

With those myths now dispelled, you may be wondering, what does a chaplain assistant do? At this point, I will use the new duty title "Religious Affairs Airmen," which more accurately depicts our role.

Religious Affairs Airmen manage every aspect of what makes religious support work in a unit. We manage equipment and facilities, we account for all the financial intakes and expenditures of the chapel office, and we manage personnel. We are the only airmen who must have a prior 5-level AFSC as a noncommissioned officer in charge. As we gain experience in our field our responsibilities also increase.

As part of a Religious Support Team, which consists of a Chaplain and a Religious Affairs Airmen, we help


(Cont. On Pg. 13)

(What's in a name? From Pg. 11)

to protect your constitutional first amendment right which in part states "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof." We help to advocate for airmen and their family's religious rights and religious accommodations. Our core capabilities include advising leadership, unit engagement, crisis intervention counseling and religious program management.

Of note, the Chaplain Corps is the only function with 100% privileged communication, both Chaplains and Religious Affairs Airmen maintain this privilege (IAW 10 U.S.C. Chapter 47A, Military Rules of Evidence, Rule 503 – Communications to Clergy). As religious affairs airmen, we are commonly the first line of care for Airmen in need. We facilitate care for Airmen early in a crisis by enhancing resiliency, mission readiness and capability. Crisis intervention counseling is an immediate, interventional approach to providing mental and moral support with the aim of restoring the person to the level of function prior to the crisis. This capability includes counseling in moments of crisis, response to crises and suicide prevention/intervention.

So, what's in a name? In this Religious Affairs Airmen's opinion, plenty!



Marina & Boating Safety


Boats can be a great source of summer fun and leisure. But, boaters, swimmers, and marina staff must be aware of dangers in and around the water. Electrical hazards and carbon monoxide (CO) bring unique risks to the boating world. Learn to protect people and pets from these dangers.

ELECTRICAL SAFETY

- » Never allow swimming near the boat, marina, or launching ramp. Residual current could flow into the water from the boat or the marina's wiring. This can put anyone at risk of electrical shock drownings (ESD).
- » Be sure your boat is well maintained. Have it inspected each year. Ask a qualified marine electrician to do this job.
- » Ground fault circuit interrupters (GFCIs) and equipment leakage circuit interrupters (ELCIs) should be installed and tested monthly. Run tests to find out if electrical current is leaking from the boat.
- » Only use cords intended for marine use. Never use household cords near water.
- » Know where your main breakers are on both the boat and the shore power source. This will help you respond quickly in an emergency.

CARBON MONOXIDE SAFETY

- » Poorly tuned engines produce more CO. Keep your engine properly maintained. Follow manufacturer's instructions for service.
- » Proper ventilation for engine and generator exhaust vents must be clear and pipes should be inspected for leaks.
- » Get into fresh air right away and get help if you feel symptoms of CO poisoning. These include headache, fatigue, confusion, dizziness, nausea, or seizures. The symptoms can be similar to seasickness. Assume it is CO exposure until you are sure the boat is safe.
- » Do not swim near the boat's exhaust vents. CO accumulates there.
- » Install CO alarms inside your boat. Test CO alarms before each trip.
- » Choose a CO alarm that is listed by a qualified testing laboratory.
- » If the CO alarm sounds, move to a fresh air location right away.



KNOW THE RISKS!

Electrical shock drownings can occur when marina electrical systems leak electrical current into the water. Boats can also serve as the source of an electrical leakage. Leakage can cause a shock that can injure, disable, or kill a person.

Carbon Monoxide is a gas you cannot see, taste, or smell. It is often called the "invisible killer." CO is created when fuels such as gasoline, diesel, or propane do not burn fully. CO is also produced when wood or charcoal is burned.


Sources of CO on your boat may include engines, gas generators, and cooking ranges. Space and water heaters can also be sources of CO. CO can collect anywhere in or around a boat. The gas is harmful to both people and to pets.

FACT

CO can remain in or around your boat at unsafe levels even if the engine has been turned off.

104th FW Wing Safety

SMSgt Shannon Huard 698-1009



Your Source for SAFETY Information

NFPA Public Education Division • 1 Batterymarch Park, Quincy, MA 02169

www.nfpa.org/education ©NFPA 2016

Worship Opportunities on Drill Weekends

Saturday:

General Protestant - Study in the Word and Prayer, 11:30 a.m. - 12:15 p.m.

Sunday:

Orthodox/Catholic - Divine Liturgy of the MASS, 11:30 a.m. - 12:15 p.m.

If you need to talk, the Chapel Team will be out and about. You can also stop in for a chat at the Base



- If you are putting in a new pool, hot tub, or spa be sure the wiring is performed by an electrician experienced in the special safety requirements for these types of installations.
- Outdoor receptacles must have covers that keep them dry even when appliances are plugged into them.
- Ground-fault circuit interrupters (GFCIs) are special devices designed to protect against electric shock and electrocution. They are required for most pool, spa or hot tub equipment. They may be in the form of an outlet or a circuit breaker. Test the GFCIs monthly according to the manufacturer's instructions.
- Electrical appliances, equipment, and cords should be kept at least 6 feet away from the water. When possible, use battery operated appliances and equipment, such as televisions, radios, and stereos.
- Avoid handling electrical devices when you are wet.
- Make sure that any overhead lines maintain the proper distance over a pool and other structures, such as a diving board. If unsure, contact a qualified electrician or your local utility company to make sure power lines are a safe distance away.
- Do not swim during a thunderstorm.
- Have a qualified electrician periodically inspect and—where necessary—replace or upgrade the electrical devices or equipment that keep your pool, spa, or hot tub electrically safe.
- Have a qualified electrician show you how to turn off all power in case of an emergency.



**NATIONAL FIRE
PROTECTION ASSOCIATION**
The leading information and knowledge resource
on fire, electrical and related hazards

KNOW THE RISKS!

Electrocution is death by an electrical shock. Be aware when skin is wet or when surrounding surfaces, such as the grass or pool deck, are wet. Wet skin or wet surfaces can greatly increase the chance of electrocution when electricity is present.

There are several signs of electrical shock. Swimmers may feel a tingling sensation. They may experience muscle cramps. They may not be able to move. They may feel as if something is holding them in place.

If you think someone in the water is being shocked, turn off all power, but do not attempt to go in the water. Use a fiberglass or other kind of rescue hook that doesn't conduct electricity to help the swimmer. Have someone call **9-1-1**.

If you think you are being shocked while in the water move away from the source of the shock. Get out of the water.

FACT

The U.S. Consumer Product Safety Commission has reports of 14 deaths related to electrocutions in swimming pools from 2003 to 2014. Hot tubs and spas may present the same hazard as swimming pools.



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. Below is the schedule of the financial workshops being offered on upcoming Wednesdays in the Equal Opportunity office upstairs in Building 1, or in the Chaplin's Building in their classroom if the group is too large for the EO office.

The Financial Coaching workshop schedule will be as follows at 10:00 a.m. on the selected dates:

June 6 - Long Term Care Insurance - Tough decision but it may protect your investments.

June 13 - Life Insurance - What kind and how much?

June 20 - Retirement Planning - A little planning today for a great tomorrow.

June 27 - Investing 101 - TSP, Roth or Traditional IRA, Stock, Bonds. What's right for you?

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

Wilbert Guilford, CFP(r)
Westover ARB/ Barnes ANG
Personal Financial Counselor
Phone (480) 403-1086
E-mail: PFC.Westover.USAFR@Zeiders.com

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.

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 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**

Inspector General, The IG Complaints Resolution Office

Maj. Mary L. Harrington, Director of Complaints and Resolutions, 104FW/IGQ

Maj Mary L. Harrington

IGQ / Director of Complaints and Resolutions

104th Fighter Wing

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mary.l.harrington.mil@mail.mil
www.104fw.ang.af.mil



Inspector General Complaint and Fraud, Waste and Abuse HOTLINES

Local: (413) 568-9151, 698-1860 / DSN: 698-1860

Massachusetts National Guard, JFHQ: (508) 233-6703

USAF (800) 538-8492, DOD (800) 424-9098

For Your Information

Pioneer Valley Club Upcoming Events

Event:

PVC Info: Did you know that the Pioneer Valley NCO Club is a Non-profit organization? Are you aware of what your membership money goes towards each year? A lot of people don't realize that the NCO Club is more than just a bar. We make donations to many different organizations on behalf of its members throughout the year. Your membership money goes towards all maintenance and improvements made at the NCO Club as well. Without your annual donations, none of this would be possible.

Volunteer Lately? Honor Guard is looking for volunteers to take part in base and community events representing the U.S. Air National Guard. POC: Master Sgt. Christine Lupacchino at 698-1420
For information on how to join the Base Honor Guard, please contact Master Sgt. Christine Lupacchino at 698-1420

Need Help With Your Run for Your PT Evaluation?

Join the Running Club on base!

Tuesday's and Thursday's at 3:00 p.m.

Meet at Logistics Readiness Squadron

Contact Senior Master Sgt. Scott Sanderson for more information. x698-1384

scott.r.sanderson.mil@mail.mil

Airman & Family Readiness Office

OPERATION MILITARY KIDS KLUB
BOYS & GIRLS CLUB OF GREATER WESTFIELD
(413) 562-2301 www.bgwestfield.org



Remember the Airman & Family Readiness office is here to assist all members and your family with an array of services that include; financial education, employment resources, resume writing, TAP services and so much more.

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



FREE YOGA

Dates: June 8th & 15th

Time: 12:00 - 12:45 pm

Location: Dining Facility



Open level yoga. Modifications provided for individuals to practice at their own comfort level.

Mats available, but if you have your own yoga mat, please feel free to bring it!

Promotions

Senior Airman

Katrina Ely, FSS

Zachary Archambault, MXS

Eric Flynn, AMXS

Staff Sergeant

Allison Rand, CES

Technical Sergeant

Sandy Singleton, SFS

Master Sergeant

David Gould, AMXS

Senior Master Sergeant

Marc Gauvin, LRS

Captain

Elizabeth Bieler, MDG

Welcomes

Airman Basic William De Jesus, SFS

Airman Basic Camille Lienau, FW/PA

Airman 1st Class Christopher Acevedo, MXS

Airman 1st Class Thomas Desrochers, MXS

Airman 1st Class Lindsey Klich, OSF

Senior Airman Gregory Laquerre, LRS

Farewells

Tech. Sgt. Chasity MacDonald, MOF

Tech. Sgt. Paul Alvarado, MXS

Tech. Sgt. Jackuline Robinson, LRS

Tech. Sgt. Judith Flores, CPTF

Tech. Sgt. Brenda Sanderson, MSG

Master Sgt. Lori Treves, MSG

Lt. Col. Charles Coulouras, LRS

Vacancies

Aircraft Ordnance Systems Mech, 104th Fighter Wing

<https://www.usajobs.gov/GetJob/ViewDetails/499478500>

Appointment Type: Permanent Grade: WG11

Closes: June 12

Aircraft Mechanic, 104FW

<https://www.usajobs.gov/GetJob/ViewDetails/499482600>

Appointment Type: Temporary – Indefinite

Grade: WG12 Closes: June 18

Aircraft Survival Flight Equipment Repairer, 104FW

<https://www.usajobs.gov/GetJob/ViewDetails/499479200>

Appointment Type: Permanent Grade: WG10

Closes: June 18

IT Specialist (Network), 102nd Intelligence Wing

<https://www.usajobs.gov/GetJob/ViewDetails/497809100>

Appointment Type: Permanent Grade: GS11

Closes: June 15

Information Technology Spec. (INFOSEC), 102IW

<https://www.usajobs.gov/GetJob/ViewDetails/497811200>

Appointment Type: Permanent Grade: GS11

Closes: June 4

Intelligence Operations Specialist, 102IW

<https://www.usajobs.gov/GetJob/ViewDetails/499096800>

Appointment Type: Temporary-Indefinite Grade:

GS11 Closes: June 15



(U.S. Air National Guard Photo by Master Sgt. Kurt Skoglund)

1100-1300 AGR & OFFICERS MEAL RATE \$5.60



SATURDAY RSD

Soup

Chicken and Rice soup
Clam Chowder

Entrees

Bourbon Style Chicken Breast
Citrus Butter Salmon

Starch

Cheesy Potato Pocket
Couscous

Vegetables

California Vegetable Medley
Zucchini

Salad Bar, Dinner rolls & Assorted Desserts

SUNDAY RSD

Soup

Chicken and Rice soup
Clam Chowder

Entrees

Sweet & Sour Pork
Teriyaki Chicken

Starch

Fried Rice
Egg Rolls

Vegetables

Stir Fry Blend
Fried Cabbage

Salad Bar, Dinner rolls & Assorted Desserts

Public Affairs Information

How we can help you:

Among Public Affairs capabilities and responsibilities, 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

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

Please route all requests for Base Tours to Maj. John Keeler at john.d.keeler.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 Airscoop:

The deadline for submissions to the upcoming Airscoop will be two Mondays before that drill weekend. All submissions should be sent to 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.

Barber Shop Open

The Barber Shop will be open for the RSD dates. Enter Building 008, South Entrance. POC for the Barber Shop operations call: (413) 568-9151, x698-1234.

Proud of our Airmen!



Catch our Airmen in action
on Instagram at 104fw!

#104fw

#MassGuard

#AirPower



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WWW.104FW.ANG.AF.MIL

We're on the Web



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