



AIRSCOOP

104TH FIGHTER WING • MASSACHUSETTS AIR NATIONAL GUARD

Pride, Professionalism, Patriotism

Barnes Air National Guard Base

August 2018



Find out how Staff Sgt. Kayla Gallagher, Massachusetts Air National Guard production recruiter, plans to use the Air National Guard tuition and fee waiver for a Master's on page 6.
(U.S. Air National Guard Photo by Airman 1st Class Randy Burlingame)

Commander's Column: THANK YOU

By Col. James M. Suhr, Outgoing 104th Fighter Wing Commander



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104th Fighter Wing

Barnes Air National Guard Base

175 Falcon Drive

Westfield, MA 01085

www.104fw.ang.af.mil

E-mail: usaf.ma.104-

fw.list.pa@mail.mil

Wing Commander

Col. Peter T. Green III

Vice Wing Commander

Lt. Col. David Halasi-Kun

Command

Chief Master Sergeant

Chief Master Sgt. Maryanne Walts

Chief, Public Affairs

Capt. Anthony M. Mutti

Managing Editor

Senior Master Sgt. Julie Avey

Public Affairs Office

Tech. Sgt. Lindsey Sarah Watson-Kirwin

Tech. Sgt. Amelia K. Leonard

Airman 1st Class Randall S. Burlingame

I want to offer a sincere thank you to the men and women of the 104th Fighter Wing. Jenn and I were welcomed into the 104th family even before we moved to Massachusetts a little over a year and a half ago and we can't say thank you enough for your support and friendship.

Becoming a member of the Massachusetts Air National Guard and the opportunity to learn from you is the highlight of my 25-years in the Air Force. It would not have been possible without support from the previous wing leadership and Maj. Gen. Keefe who were willing to consider taking an active duty wing commander when other states would not. Thank you.

I am often asked about the differences between the Active Duty Air Force and the Air National Guard, and my observation is that we are more similar than we are different. We wear the same uniform, follow the same Air Force Core Values, and perform the same missions. Most importantly, we all have a love of our country that drives us to serve and protect our way of life.

I have been in multiple Active Duty F-15 wings, including some with alert missions. The difference between those wings and the 104th is manpower and resources. The balancing act required by our Guardsmen with civilian careers and the effort required by our small number of full-time Airmen to ensure we are ready to provide Air Superiority on demand is impressive. You have all made a lasting impression on me through your pride, professionalism, and hard work to accomplish the mission with these limited resources.

I am extremely proud to be a member of the Massachusetts Air National Guard and will continue to be a strong advocate for the 104th and the ANG in the future. I have started my assignment in the Pentagon with the Air Force Legislative Liaison office and have already had the opportunity to offer the Guard perspective on topics related to future Air Force strategy and budget proposals.

The 104th Fighter wing is in great hands, and I am excited about the future at Barnes with Col. Green and the outstanding leadership team in place. I look forward to keeping in contact and hope that you will not hesitate to give me a call if you need anything or are just planning a visit to the Washington DC area. Again, Jenn and I thank you for your service, friendship, and support! Jim Suhr, Colonel, MA ANG.

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Developing Ethical Leaders

Chief Master Sgt. Thomas A. Puccio, Chief Enlisted Manager, 104th Security Forces

Developing ethical leaders within the military has been critical to the success of maintaining good order and discipline since the beginning of our uniformed services. Ethical leadership by military members fosters a code of ethics that is based on core values such as integrity, honor, loyalty and the wellbeing of those they have been tasked to lead. The development of ethical leaders within the military reduces the chances for unethical behavior within the ranks from the top to the bottom of the chain. The process of developing ethical leaders is based on a philosophy of integrity and excellence that is practiced from the senior leadership within that particular organization. The creation and practice of an ethical environment from the top will resonate to lower level Airmen to emulate as role models. Proper mentorship containing the highest standards of excellence is essential in facilitating the creation of ethical leaders.

9th Air Force Command Chief Master Sgt. Jerry D. Moore stated “Lead People with Dignity and Respect at all times.”

Leaders are expected to know what our core values are and what the meaning of being service oriented is, while maintaining a mindset of being unbiased and respectful. With the amount of discretionary power given to leaders, it is crucial that they be a leader that bases their decision making on the code of ethics established by their military organization. Leadership that is inspired, led and practiced by high core values will result in maximizing a military unit’s mission and success. Additionally, today’s leader is confronted with some of the most complex problems that face our Airmen on a daily basis that in certain circumstances has led to compromised or unethical decision making. A sound and grounded ethical leader will be able to confront those complex issues by relying on the code of ethics and core values that will act as a moral compass, keeping them on “true north” course.

Lieutenant General David Morrison of the Australian Army stated “The Standard you walk past, is the standard you accept.”

The lack of developed ethical leaders within the profession of arms risks the diminishing standards and the situational awareness of their compromise. It is



the responsibility of the senior leader of an organization to define the ethical philosophy of that unit and set the standard. For example, Sir Robert Peel eluded to the fact that police officers are always held to a high standard in obeying the laws they enforce. Similarly, military leaders should be held to a higher standard and set the tone for those they lead. Ethical leadership is expected and demanded by the general public of the military they entrust to protect and serve them. Leadership is distinctive due to its ability to affect and impact lives and in some cases, when not practiced, can cost lives. The moral of the story, leaders set the standard and are not afraid to call it when the standard is not set or met!

An ethical leader is one who possesses a philosophical, moral foundation upon which decisions and behavior are based (Ortmeier & Meese, 2010).

The two factors of a successful ethical leader are that they are effective and moral. One without the other equals an environment of bad behavior, and bad decisions stem from a lack of adherence to established core values or ethics. According to William Bennis, leadership is distinctly different from management and must not be grouped as one. For example, a manager will administer where a leader innovates, or a manager will maintain short-range goals where a leader has a

(Cont. on Pg. 4)

(Cont. from Pg. 3)

a perspective that contains long-range plans. One distinct difference between the two is a manager relies on control where the leader will inspire those they lead to trust.

Our Airmen's Creed states; "I am an American Airmen, Wingmen, Leader, Warrior."

In the Air Force, integrity is the very first core value that sets the tone for the other two of service before self and excellence in all we do. Integrity is the bonding agent and basis for a code of ethics utilized by military organizations around the world that personifies ethical leadership. Integrity is doing the right thing even if no one is watching. Our core values are the foundation that embodies an American Airmen described in the Airmen's Creed.

1ST SOW Command Chief Master Sgt. Ramon Colon-Lopez stated, "Image is a first impression, daily demeanor is a lasting impression."

In conclusion, the definition of an ethical leader is a person that communicates vision, provides mentorship, development, strategic vision and includes the people they lead in the decisions they make. Leaders provide feedback and are not afraid to receive feedback from subordinates to make them more effective. The ethical leader is a role model for those they lead and always conducts themselves in a manner beyond reproach adhering to the highest standards. It is one who truly believes in his/her service's core values and code of ethics. Leaders practice those standards on and off duty. It becomes part of their life and



personifies who they are by defining why they do what they do.

Ethical leaders must be approachable striving to achieve success through a partnership with the Airmen they serve. An ethical leader is one that cares for those they serve as well as those they lead. A leader must always understand the principle that people really don't care how much you know until they know how much they care, utilizing empathy, not apathy.

Developed ethical leaders are what stands between justice and injustice and is one of the single most important and lethal assets within the arsenal of the US Military.

Become an ethical military leader and leave a lasting impression on those you have been blessed to lead!

TUESDAY, JANUARY 1, 2019
GORDY'S FIRST RACE 5K OR 10K
 Boys and Girls Club of Greater Westfield

SUNDAY, FEBRUARY 10, 2019
INDOOR TRACK ALL-COMERS MEET
 Westfield State University

THURSDAY, MAY 16, 2019
OLD COLONY MARATHON & HALF MARATHON
 Stanley Park

SATURDAY, MAY 18, 2019
RUN WESTFIELD FAST FLAT 5K
 South Lot Westfield State University

SATURDAY, JUNE 22, 2019
WESTFIELD HALF MARATHON, 10K, AND 5K
 Boys and Girls Club of Greater Westfield

MAY-SEPT. 2019: MONDAY NIGHTS
STANLEY PARK 3-MILE CROSS COUNTRY RACE
 Hosted by Empire One Running Club (Max. of 2)

SUNDAY, OCTOBER 13, 2019
RUN STANLEY 5K TRAIL RACE
 Stanley Park

Gordy's FIRST RACE

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MORE INFO: Walkers welcome! • Participants may choose to walk or run any distance they like at the Gordy's First (5k or 10k), WSU Indoor Track All-Comers meet, Old Colony Marathon and Half Marathon, and Westfield Half events (5k, 10k, half). • Participants will be responsible for applying for the series jacket by submitting proof of participation (link to online race results/registration receipts) in 5 races by September 1 (to allow order in time for awards ceremony at Run Stanley October 13). Application form will be available at westfield350.org/raceseries in 2019. • Awardees will be recognized at Run Stanley in October (Runners/walkers who have completed four races must register for Run Stanley by September 1 to get jacket).



Many Westfield running traditions make our community a great place to live in all seasons. So we're celebrating the city's 350th Anniversary with a 2019 Westfield Race Series. Participants who participate in FIVE out of the following seven races in 2019 will earn a jacket embroidered with the Westfield 350th logo!



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Defense Equal Opportunity Climate Survey

By Lt. Col. Ramon Diaz

It is almost that time again, when we need to assess the wing/unit's climate. The last survey closed out in 2016 and the results presented in spring 2017 to leadership and the Wing. I have some good news. The survey was cut by more than 30% to make it quicker and easier to fill out. That being said, I am sure I am going to hear the common complaints (I said some of these very same things):

- "No one is paying attention to that"
- "Nothing ever changes"
- "I am tired of taking surveys"
- "I'm not saying anything because they can trace the information right back to me and there will be reprisal for honest feedback"

Let me dispel some of these complaints.

First, let me say that leadership at all levels are paying attention; they work to address the complaints and count on supervisors and unit members to be part of the solution. This is evidenced by the fact that wing leadership took the last survey seriously enough to record results and present them to the Wing. They also looked to the supervisors to make changes. The DEOCS survey is another tool to assess and communicate how we are doing as a Wing in identifying issues and working to solve them together.

Let's also understand that we are all in this together and change cannot just come from the top, it has to come from the bottom and middle. I would argue that it really has to come from the bottom and be supported from the top. If you view the results and don't do anything about it, you are guilty of contributing to keeping the status quo.

We are all tired of surveys, but they are necessary to evaluate where we are. We are making a conscious effort to make them as small as we can but there are reasons for everything in the survey and we need to take it seriously and give honest and constructive feedback so it is useful.

Let us also assure you that the comments cannot be traced back to the individual, our office receives the



(U.S. Air National Guard Photo)

raw data and there are no names. The data is also not summarized to the point where you can tell it was a particular person in a particular unit.

Finally, participation is required, if we do not receive enough feedback we will have to extend the time or start a new DEOCS and re-accomplish it. The purpose of the DEOCS is to find out what is going on so we can continue what we are doing well and fix what we aren't—so please take the time to fill it out. YOU can make a difference and be heard, and this is one easy way to do it.

Barnestormers Lunch and Learn!

The 104th Fighter Wing Chiefs Council sponsors a monthly "Lunch and Learn" series for all wing personnel. This month's session is a **"Lunch with TED."** The session will begin with the TED Talk "How to overcome our biases? Walk boldly toward them." by Ms. Verna Meyers followed by a group discussion of the ideas presented by Ms. Meyers. The goal of this monthly series is to provide unit members with the opportunity to learn about and share information and ideas on a given topic. Each session is facilitated by a subject matter expert or an individual with significant experience with the topic of the month.

When: Aug. 9 at 1200 p.m.

Where: Bldg. 54 classroom.

This is a BYO event, lunch is not provided. We look forward to sharing some time with you!



Awesome Airmen Providing Airpower: 104th Fighter Wing Recruiter Pursues Higher Education, Invests Time in New Airmen

Airman 1st Class Randy Burlingame, 104th Public Affairs

Members of the Massachusetts Air National Guard are eligible for State 100% Tuition and Fee Waiver while serving part or full-time.

The waiver may be applied to both undergraduate and graduate programs at any state college or university.

Staff Sgt. Kayla Gallagher, Massachusetts Air National Guard production recruiter, plans to use the tuition and fee waiver for a Master's degree in counseling with a focus in school guidance counseling through Westfield State University.

Gallagher said working as a recruiter has helped her realize how much she enjoys helping young adults in the early stages of their careers, and she hopes continuing her education will help her become better at what she does for new Airmen at the 104th Fighter Wing.

"I've learned in recruiting that I really like this age group," said Gallagher. "The high schoolers coming of age, making this big decision. Basically turning this new corner and starting this new area of their life. You know, it's scary and it's exciting. I just want to continue working with this age group even beyond my years in recruiting."

The recruiter said she is looking forward to courses that will help her become a better recruiter.

"One of them is called Counseling Diverse Populations," said Gallagher. "We're trying to make our base look more like our community so I think I will benefit from learning that. Another class is Counseling Challenging for At Risk Youth. Historically I've worked with a couple people you might consider at risk. It was very rewarding to help them start a new path in their life here at Barnes and in the military. I think courses like that will only help me work with different populations."

According to Gallagher, an important part of the process is getting to know applicants.

"Especially on the people that it takes a longer time to get in," said Gallagher. "There's a lot of people that



Staff Sgt. Kayla Gallagher, Massachusetts Air National Guard production recruiter, poses for a picture on July 18, 2018 at the Westfield State University campus green, Westfield, Massachusetts. Gallagher plans to start a graduate program in the fall of 2018 at WSU. (U.S. Air National Guard Photo by Airman 1st Class Randy Burlingame)

have told me other recruiters will not work with them because of a previous medical condition, because of the length of time and amount of work it takes to bring someone like that in. It's too daunting for them. For me, if I have time and there's not any glaring reason I should not try to help this person, then I always try to. I think in that way I definitely make a big impact."

Gallagher said her schedule is going to be extremely busy once the challenging semester starts, but she is committed to success.

"What makes it all worth it, is getting a Master's degree for free," said Gallagher. "That and being a better recruiter at the end of the day. It's going to be very rewarding and is something I'm grateful for."

The “Little Brown Book” Gets a Makeover

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

The little brown book we all know and love has become obsolete, and has been replaced by AFH 36-2618. The good news is that voices are being heard and changes are being made, and the new regulation brings some long awaited opportunities for the enlisted force.

Here are some of the revisions: an explanation of Air Force Leadership Levels that focus on tactical expertise, operational competence, and strategic vision –buzz words we will hear more and more often, and which define how enlisted personnel fit into the mission at each step of our career. The enlisted career path has been updated and illustrated in pyramid format to show important enlisted opportunities available for leadership development to each tier of airmen, NCO, and Senior NCO.

Several special duty positions have been added for those wishing to step outside of their functional area and take on leadership and mentoring roles. These include: Enlisted Engagement Manager, Enlisted Legislative Fellows, Executive Assistant to the CCM and Commanders, Defense Attache, Enlisted Aide, and Protocol Specialist, as well as expanding the Developmental Special Duty program positions.

Finally, some very notable changes that we have all been waiting for...a CCAF degree is no longer required for promotion to Senior Master Sergeant. This has long been an obstacle for those who have a degree from another college and do not have time or resources to take the one or two classes required for CCAF. However, an Associates Degree or higher from an accredited institution is still required for promotion to senior master sergeant.

Speaking of senior master sergeants–They can now be addressed as “Senior” – and not just the old ones! Kidding aside, the purpose of addressing a senior master sergeant as “Senior” is the same as addressing a chief master sergeant as “Chief,” it is a way showing respect to our highest ranking enlisted leaders.

We all have a responsibility to know and understand the Enlisted Force Structure. It will be the foundation of every tier of your Professional Military Education, so take the time to google it, read it, and understand it...your career in the Air Force depends on it!



Community Happenings!



Salute to Veterans! 104th Fighter Wing salutes the Veterans who have come before us. Veterans from the local Heritage Woods Assisted Living Center in Agawam took a tour of the 104th Fighter Wing to see what our Airmen are up to. Lt. Col. Jeffrey Beckel discussed the Wing's mission, roles and responsibilities during the tour, while providing facts about the F-15 Eagle and life saving gear. (U.S. Air National Guard Photos by Senior Master Sgt. Julie Avey)



The Girl Scouts of Central and Western Massachusetts spent the day with us on Thursday, July 26, speaking to female airmen of all ranks, trying on flight equipment, getting up close with an F-15 Eagle, and watching two F-15s take off! (U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

Navy pilot inspired by 104th Fighter Wing, flies home for 2018 Great New England Air and Space Show

By Airman 1st Class Randy Burlingame, 104th Public Affairs

Located in close proximity to the 104th Fighter Wing in Westfield, Massachusetts, Westfield High School has had Air National Guard aircraft flying over its athletic fields for over 70 years.

The roaring engines might be something some of the athletes have gotten used to, but one former lacrosse captain remembers being captivated by the sight of the jets during games.

Everyday exposure to the sights and sounds of the aircraft, along with a father that was a tier one Top Gun fan, instilled an interest in aviation that lacrosse captain would never lose.

“Playing high school lacrosse next to an Air Force base, every day we had the A-10s, and then later F-15s, going over,” said Navy Lt, Frank “Sweet Francis” Ascioti, Electronic Attack Squadron 130 naval flight officer. “Every single game, no matter what was going on, I couldn’t help but to catch a glimpse of them. No matter what, every time I see a jet I have to stop and take a look.”

Ascioti said he initially was interested in becoming a pilot for the Air Force but realized he wanted to join the Navy while away on a Boy Scout trip.

“I was on a Boy Scout trip down in Key West and we were on a sail boat,” said Ascioti. “I remember waking up from a nap, looking out over the water, and seeing nothing. That was my ‘I like the Navy’ moment. At that time I saw two F-18s going over us. The fact that it was open water with two F-18s coming over it was like, ‘that’s it, that’s what I’m doing. I put my nose to the grindstone and made it happen.’”

Ascioti decided to take the Reserve Officers’ Training Corps route towards flying, and entered a program at Worcester Polytechnic Institute and was selected to be a naval flight officer upon graduating.

The next step for the recent college graduate was an 18 month flight school, which led to him being selected to fly the EA-18G Growler and attend a basic

warfighting course that took another 20 months to complete.

“The Growler is what I wanted,” said Ascioti. “I used to do projects on it in college. It’s got some cool capabilities. I got the luck of the draw and now I get to fly them.”

The naval flight officer’s next objective was to bring a Growler to an air show.



Lt. Frank “Sweet Francis” Ascioti, Electronic Attack Squadron 130 naval flight officer, July 14, Westover Air Reserve Base, Massachusetts. (U.S. Air National Guard Photos by Airman 1st Class Randy Burlingame)

“I’ve been coming to these air shows almost every year,” said Ascioti. “Every time they had one, either at Westover or at Barnes, I was there. When I joined the Navy I was like, ‘I’m bringing something to this air show. If I get aviation, my goal is to bring something to an air show.’”

Ascioti achieved this goal by flying home to Western Massachusetts to display a Growler at the 2018 Great New England Air and Space Show, July 14-15 at Westover Air Reserve Base, Chiopee, Massachusetts.

Navy Lt. Troy “Chump” Horrigan, VAQ-130 pilot and a native of Connecticut, flew in with Ascioti and echoed his sentiment on how good it was to return home.

“This is a dream come true, especially having my parents here, and my uncle,” said Horrigan. “He actually brought me to this air show when I was in seventh grade. We flew a bi-plane in together. That’s when I first saw all of this.”

Ascioti and Horrigan said they had a great experience at the air show and are excited to see what happens next in their careers.

“For me, I’m getting all of my qualifications so I can deploy as a very qualified crewmember,” said Ascioti. “I have a lot of long-term goals but the biggest shark to the boat is making sure we have a good deployment. This is honestly the best thing that’s ever happened to me.”

Army Golden Knights precision parachutists return home to perform at the 2018 Great New England Air and Space Show

By Airman 1st Class Randy Burlingame, 104th Public Affairs

The sounds clapping and cheering filled the air as the United States Army Golden Knights parachute team performed at the 2018 Great New England Air and Space Show on July 14th.

A smiling young boy sitting on a middle-aged man's shoulders pointed at the precision parachutists as they were overhead.

According to Army Sgt. 1st Class Keith Pierce, Army Golden Knights demonstration parachutist, part of their Knights mission is to act as Army Ambassadors, and being able to do that in his home state of Massachusetts brought the experience to another level.

"Our job and mission statement is to connect the American public with America's Army," said Pierce. "Really, to be able to do that with our own family really just amplifies the mission we already have."

In addition to the bond with the crowd, Pierce said there is a strong bond of trust between the members of the demonstration team as well.

"Part of the selection process, that's one of the things we look for," said Pierce. "How well of a teammate are these people and how well can we trust the guys. In free fall parachuting, basically there's three things. You have to trust yourself, trust your equipment and you have to trust the people around you. If you have those three things then you're really putting yourself in a good position for success."

Army Sgt. Luke Olk, Army Golden Knights demonstration parachutist, also spoke about the importance of their equipment when it comes to executing a performance.

He explained the use of different altimeters, which allow the jumpers to look at their surroundings and

still be altitude aware.

"We wear two altimeters," said Olk, originally from Veron, Conn. "We have the visual, which we wear on our wrists, and on the helmets is the audible altimeter. You set it to go off at certain altitudes so you don't have to look at your wrist. You can look around and see where everyone is because things go quick at 120 mph."



Jane Pierce, Pierce's mother, said she was thrilled to see her son perform and that she feels like the team is more than capable of performing safely no matter the circumstances.

"I just love it," said Jane. "The whole group is just amazing. It's all about the training and they're just ready for their tasks. I've just very, very proud."

The Golden Knights put some of that training to the test when they were forced to make adjustments during their first full performance of the air show.

"We had to adjust a little bit for the clouds," said Pierce. "We were able to adjust for it. If there's anything better than executing the plan perfectly, it's executing a change perfectly. It feels even better."

For Pierce, being able to connect with his team and the local community is what really mattered during his time back home.

"What I'd really like to say is thank you to all the people from the area," said Pierce. "It feels really good being from here and seeing my hometown area come out for something like this to support the military and come out to see what we're all about. That's what I **would really like to convey.**"

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

Major Changes to your Post 911 G.I. Bill

The Post 911 GI Bill has gone through some changes over the past few years. Some of the changes are unseen while others could have life altering affects. Recently, the Department of Defense Instruction 1341.13 incorporated CHANGE 1 effecting future Transfer of Educational Benefits. So, what does this mean to you?

Change 1 will take effect July 11, 2019. Members who have the Post 911 GI Bill and intend to transfer their educational benefits to a dependent, must have at least six years of military service but no more than 16 years by pay date. The change limits the time allowed to 10 years for transfer. Members must be eligible to be retained for four years from the TEB application date. If a member is involved in a Medical Evaluation Board, Physical Evaluation Board, or Disability Evaluation System must wait until the process is complete before applying and only if found fit for duty. If a member who surpasses 16 years of service while going through the process of a medical evaluation, will be allowed to transfer benefits provided the member applies within 90 days of being they are fit for duty and can serve for an additional 4 years.

Effective July 12, 2018: All approvals for transferability of Post-9/11 GI Bill will continue to require a four-year commitment in the Armed Forces and, more importantly, the member must be eligible to be retained for four years from the date of election, and not be precluded from serving for four more years prior to approval of their election by either standard policy (Department or Uniformed Service) or statute. Translation; if you are older than 56 years of age, you are no longer eligible to transfer educational benefits.

MEMBERS WHO HAVE TRANSFERRED THEIR EDUCATIONAL BENEFITS PRIOR TO JULY 12, 2018 ARE UNAFFECTED.

DPH Column: The Challenge of Wellness

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

On a recent TDY at Joint Base Andrews, the theme was the importance of comprehensive wellness and readiness. Speakers and subjects ran the gamut; chaplains, social workers, mental health providers, ISR/RPA groups, medical providers, nutritionists, exercise physiologists, yoga instructors all contributing a building block of wellness. The one topic I am going to focus on in this article is nutrition and physical wellness. As I get older, it gets harder to maintain fitness! Let alone sort through the flood of information about what the best dietary plan or supplement is this week. There never seems to be enough time to get as many workouts as I want in a week or to have enough time to eat healthy.

One of the biggest take-aways for me was the suggestion to review my perceptions of what a “workout” and healthy eating needs to be. Sometimes it can feel like unless I can get to the gym to workout it is not worth it—which time does not always permit and then exercise in any form is skipped all together. It became apparent that maintaining wellness takes time management skills, information and supports. Intentionally setting aside time to attend to wellness, making it a part of the daily routine was the way to go. The speakers discussed studies that had shown even just 20 minutes of exercise a day can improve your fitness level...and it does not always need to be in the gym. Getting outside for a hike with family or friends provides physical exercise and also time to connect with others, which supports your wellbeing. One group shared that in their shop they stop a few times for a couple minutes a day to do reps of something together; push-ups, sit-ups, jumping jacks, burpees... It helps to not only refresh their bodies but also their minds. Simple tips like eating your fruit as much as possible instead of drinking pre-packaged juices provides more nutritional value. Incorporate preparing healthy snacks into other tasks like making dinner to save time. Learning how to make healthy choices when eating out. The American Heart Association website provides great information on nutritional values of typical meals and guidance on how to make healthy choices while eating out.

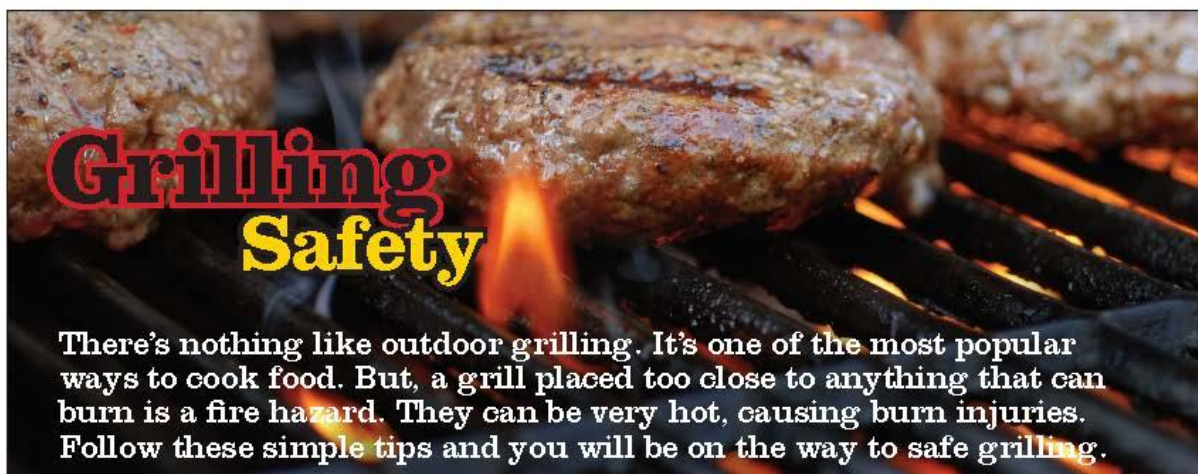
Videos online or through smart phone apps can provide a variety of options to get moving at various



(Photo by Jennifer Scales, DVIDS, VA Medical Center)

fitness levels. During the session, resources were shared that offer a range of information and video guidance focused on the needs of and challenges military members sometimes face in meeting nutrition and fitness goals. “Fitness Blender” has a website, Facebook page, YouTube videos that provide guidance on everything from workouts, nutrition, dealing with chronic pain and self care. The Operation Supplement Safety (OPSS.org) site provides education about supplement safety and potential adverse effects. The Human Performance Resource Center (HPRC-ONLINE.org) has various information on ways to reach peak performance. Others include, the Guard Your Health site and Twitter feed that provide toolkits, information on sleep and health topics. The Wingman Toolkit website and app and the 104th app have multiple links to support and wellness information from the Chaplain Corp, Family Readiness, AF Guidebook and Fitness guidance.

Include your family, significant other or group of friends in setting wellness goals. Working together can provide support and accountability. Put things in your calendar and set an alert to remind you that taking care of yourself is part of your routine. Learn about the importance of sleep and time management in meeting your goals. Talk with your doctor about what is safe and appropriate for you.



SAFETY TIPS

- » Propane and charcoal BBQ grills should only be used outdoors.
- » The grill should be placed well away from the home, deck railings and out from under eaves and overhanging branches.
- » Keep children and pets at least three feet away from the grill area.
- » Keep your grill clean by removing grease or fat buildup from the grills and in trays below the grill.
- » Never leave your grill unattended.
- » Always make sure your gas grill lid is open before lighting it.

CHARCOAL GRILLS

- » There are several ways to get the charcoal ready to use. Charcoal chimney starters allow you to start the charcoal using newspaper as a fuel.
- » If you use a starter fluid, use only charcoal starter fluid. Never add charcoal fluid or any other flammable liquids to the fire.
- » Keep charcoal fluid out of the reach of children and away from heat sources.
- » There are also electric charcoal starters, which do not use fire. Be sure to use an extension cord for outdoor use.
- » When you are finished grilling, let the coals completely cool before disposing in a metal container.

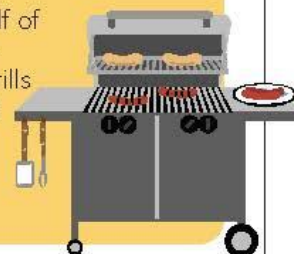
PROPANE Grills

Check the gas tank hose for leaks before using it for the first time each year. Apply a light soap and water solution to the hose. A propane leak will release bubbles. If your grill has a gas leak, by smell or the soapy bubble test, and there is no flame, turn off both the gas tank and the grill. If the leak stops, get the grill serviced by a professional before using it again. If the leak does not stop, call the fire department. **If you smell gas while cooking, immediately get away from the grill and call the fire department.** Do not move the grill.

If the flame **goes out**, turn the grill and gas off and wait at least **5 minutes** before re-lighting it.

FACTS

- ! July is the peak month for grill fires.
- ! Roughly half of the injuries involving grills are thermal burns.



104FW Safety

698-1009



Your Source for SAFETY Information

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

For Your Information

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

Due to unforeseen circumstances, there will not be Military Kids Club for August RSD. Military Kids Club will resume for September RDS. Thank you.

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

Tickets are available at Pilgrim
Candle 16 Union Avenue or
visit www.westfield350.org

Upcoming events:

September 29th 1—6pm

Beards, Brews and Bands!

October 13th

Haunted Westfield—Woman's
Club—1:00 Matinee and 6:00
Dinner and Show

LET'S DINE IN WHITE TONIGHT
AUGUST 11, 2018
6:00PM - SECRET LOCATION - NO RESERVE NEEDED
Come join us for a great evening filled with music, dancing and fun!

RESERVE A TABLE
With 12 people and create your own display! Also, don't forget to wear your best white dress! (wearing white is required for admission into the event!)

TRASH TALKING
BAD NEWS JAZZ & BLUES ORCHESTRA
Bring your own picnic baskets with your best white linen & china!

PETER & WENDY CASH FUND
TICKETS AVAILABLE ONLY ONE DAY IN ADVANCE ONLY!
\$25 per person
*Secret location will be revealed the day of the event!

More info at www.westfield350.org or (413) 668-8488



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Events

CANNOT DOWNLOAD ON GOVERNMENT PHONES

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 select dates.

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

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.

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 providing 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

Barnes Air National Guard Base
175 Falcon Drive
Westfield, MA 01085

Cell: (508) 868-2636

Office: (413) 568-9151, x698-1799 / DSN: 698-1799
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



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](#)



**BOOKBAG
GIVEAWAY,
ICE CREAM
SOCIAL & FREE
SHOPPING DAY**

Join us for a Ice Cream Social, and stay for a **FREE** shopping day. We will have book bags, school supplies, sweaters, hygiene products and more...

**AUGUST 13, 2018
3:00 – 6:30 PM
DINING FACILITY – BLDG. 3**

RSVP to Lisa Potito by August 10th,
usaf.ma.104-fw.mbx.airmanandfamilyreadiness@mail.mil
or 413-568-9151 x6981183

Project New Hope INC.
Where Veterans Rebuild With Honor

Ice Cream Social sponsored
by the 104th FW FRG



Retreat for Women OIF/OEF Veterans

Are you an OIF/OEF woman veteran looking to spend time with other female veterans and discuss issues unique to female veterans? If so, this Camp Resilience retreat may be just right for you. The retreat will be led and facilitated completely by women and will include workshops discussing such topics as wellness through lifestyle changes, resiliency, and techniques for coping with trauma caused by sexual assault, moral injury or other traumatic events.

NOTE: Although this retreat is targeted for OIF/OEF women vets, other women vets can apply and be accepted if slots are available.

In addition to workshops, the retreat will also include exciting and challenging sports activities like kayaking, hiking, the Aerial Treetops Adventures course at the Gunstock Mountain Resort, yoga and water aerobics.

Lodging, meals and activities are all provided at no cost to the participants, but they must arrange their own transportation to/from Gilford, NH.



WHO: Women OIF/OEF Veterans
WHEN: Aug 7th-10th, 2018
WHERE: The Gunstock Inn
580 Cherry Valley Rd
Gilford, NH
APPLY: <http://prli.us/apply/>

For more information about Camp Resilience go to <http://prli.us> or www.facebook.com/CampResilience
Send questions to info@prli.us or call (978) 219-4003.

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

Equal Opportunity Office NCOIC and NCO Vacancies

The Equal Opportunity Office has two vacancies for drill status guardsmen. Both position AFSCs are 3F4X1. The NCOIC position is an E5-E7 master sergeant slot and NCO position is an 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 UTA.

Duties and responsibilities include some, but not all of the following areas; 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), 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)

Vacancies

Security Officer, 102nd Intelligence Wing
<https://www.usajobs.gov/GetJob/ViewDetails/502368100>

Appointment Type: Permanent Grade: GS 12

Closes: August 16

Aircraft Mechanic, 104th Fighter Wing
<https://www.usajobs.gov/GetJob/ViewDetails/502642100>

Appointment Type: Permanent Grade: WG 10

Closes: August 19

Welcomes

Airman Basic James Tigs, CF
 Airman Basic Samuel Moore-Flowers, SFS
 Airman Basic Hannah Griswold, OSF
 Airman 1st Class Joshua Torres, CES
 Airman 1st Class Collin Flematti, MXS
 Airman 1st Class Emily Warren, MXS
 Airman 1st Class Ethan Iglesias, AMXS
 Airman 1st Class Alondra Sanchez, SFS
 Airman 1st Class Christian Flynn, AMXS
 Senior Airman Steven Mejia, MXS
 Staff Sgt. Carlos Vazquez, FSS

Farewells

Master Sgt. Michael Guerin, MXS
 Master Sgt. Karl Rehbein, FSS
 Senior Master Sgt. James Watkins, AMXS



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

Promotions

Airman

Ryan Olander, MSG
 Weronik Baczek, MDG

Airman First Class

Miranda Piangerelli, LRS

Senior Airman

Colin Chase, AMXS
 Stephanie Walker, AMXS
 Ana Decarvalho, MDG
 Cameron Skinner, MXS
 Austin Pedro, MXS
 Nicholas Duclos, CMPT
 Danielle Burns, FSS
 Jenna Olander, MDG
 Jesse Fimian, MXS
 Andrew Feighery, MXS
 Jacob Pelletier, MXS
 Brendan Paradis, AMXS
 London McCants, MDG

Staff Sergeant

Paul Liubicic, MDG
 Gerald Cahalan, MOF
 Michael Kearney, LRS
 Robert Defazio, OSF

Technical Sergeant

Devin McCarthy, MXS

Master Sergeant

William Ragusa, AMXS
 Ashely Bard, LRS

Senior Master Sergeant

Sandra Woodin, FSS

Chief Master Sergeant

Robert Dickinson, LRS

Lieutenant Colonel

Nathaniel Zajac, OSF

1100-1300 AGR & OFFICERS MEAL RATE \$5.60



SATURDAY RSD

Soup

Italian Vegetable, Soup de jour

Entrees

Grilled Strip Loin, Oven Fried Chicken

Starch

Broccoli Confetti Rice, Baked Potato

Vegetables

Collard greens, Corn

Salad Bar, Dinner rolls & Assorted Desserts

SUNDAY RSD

Soup

Italian Vegetable, Soup de jour

Entrees

BBQ Chicken, Spare Ribs

Starch

Savory beans, Mac and Cheese

Vegetables

Peas w/mushrooms and onions, Summer Squash

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

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

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. 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 Lupachino 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



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