Tech. Sgt. Nate Poudrier talks about his journey with the Massachusetts Air National Guard and the skills he’s picked up along the way on page 5.
Commander’s Column: Headline
By Col. David Halasi-Kun, 104th Fighter Wing Vice Commander

The United States Air Force and the Air National Guard are changing fast and we need to keep up. We have served through decades of shrinking budgets, decreased manning, doing more with less, operating equipment beyond its expected lifespan, decreasing readiness, all while under an endless list of prescriptive regulations. The Chief of Staff and Secretary of the Air Force are actively reversing the past trend by returning funding and mission focus to the field. What does all that mean for us and how is it going to impact daily operations? We are all in the unique position to be able to change and shape the Air Force into something we can be proud to hand off to the next generation. To achieve that goal will require your active participation in a cultural shift.

The Air Force set goals to drive innovation, restore readiness, and develop exceptional leaders. Two initiatives have been started in order to achieve those goals: the revitalization of squadrons and the reduction of publications. Today’s Airmen struggle under the current Air Force Instruction structure to innovate and to branch out into areas beyond the scope of regulation. A potentially great idea is immediately slowed and stifled by the realization that a waiver request must be submitted up to the flag officer level. The end result is a less effective fighting force.

Readiness has suffered for more than a decade due, in large part, to the high operations tempo resulting from conflict in the Middle East. Squadrons have been left with little time to train and little freedom to find efficiencies and change the way training is done. At the same time, the field has been dealt a steady increase of checklists to run, training to accomplish, documentation to sign, and self-service actions to complete. We are done wasting your time on programs and requirements that do not add value. We are returning time back to the Airmen and we are focused on getting ready for the next conflict. How that time is used sits squarely on squadron leadership and that leadership must be guided by upward recommendations from their Airmen.

You need to be the one to speak up and identify problems and present solutions. If you need equipment, let’s find the money and buy it. If you see a new and better way to do business, propose it to your supervisor and expect them to support you. If you need a
regulation changed, waived, or rescinded, work with your commanders and make it happen. The frustrations we have all experienced through the years must be left in the past. The future, if we are to actually change the culture, demands your active participation. From the lowest Airman to the highest general, expectations have changed, and the men and women of the 104th FW must meet those expectations.

Commanders and supervisors—you are expected to lead, to assess and accept risk, and then be held accountable for the decisions you make. Revitalizing squadrons and reducing publications initiatives gives all of our commanders and supervisors the opportunity to develop into exceptional leaders. That development involves experiencing both success and failure. Do not let your decision making process freeze due to fear of failure. We no longer expect you to execute in strict compliance with over-reaching regulation and to get clearance from HHQ before acting. We now expect you to push back on regulation that does not make sense. We expect you to assess risk and make smart decisions that support the mission and the people of this base. We expect you to lead. You can expect us to congratulate your successes, help guide you through failures, and support your growth as leaders.

We have all been given an opportunity to reshape the Air Force. We all must decide either to be passengers through this process or to get up and drive the bus. I choose to drive the bus, and encourage you all to help me find and fix the problems that get in the way of readiness, steal time from our Airmen, and detract from our development as leaders. Go Barnestormers!

-Moon

First Sgt. Corner: Domestic Violence Awareness Month

Since 1981, October has been commemorated as National Domestic Violence Awareness Month. The observance serves to educate communities, individuals, couples, families, and military members about Family Advocacy Program services, and other community resources that can help prevent, raise awareness of community responsibility and resources for addressing domestic abuse.

It is important to recognize the warning signs that could escalate into more serious forms of domestic violence. Everyone deserves to be healthy and safe in their relationships. The Department of Defense is committed to educating service members and families about domestic abuse to ensure that all active duty personnel and military family members are protected from relationship violence.

Recognizing Unhealthy Relationship Behaviors

Most relationships consist of a mixture of healthy and unhealthy behaviors. No relationship is perfect, but it’s important to recognize the warning signs of unhealthy behaviors. Relationships can start out great, but unreasonable expectations and controlling behaviors can emerge over time, causing common conflicts to escalate and the relationship to become abusive.

What is unhealthy behavior? Unhealthy behaviors like abuse and control take many forms—physical, economic, emotional and/or sexual—and can happen to anyone. Learn to recognize the signs of unhealthy relationships. Consider these questions for yourself or someone you might be concerned for:

- Does your partner get upset when you make plans to go out with your friends?
- Is your partner obsessive about who you interact with on Facebook?
- Does your partner talk over you or dismiss what you say in public?
- Does your partner avoid your family get-togethers and discourage you from visiting friends and family?
- Does your partner try to take control of all the money?
- Does your partner discourage you from going back to school or pursuing a better career?
- Does your partner tell you what to wear?
- Does your partner go through your phone and read your texts?

Abuse doesn’t look the same in every relationship because every relationship is different. But one thing most abusive relationships have in common is that the abusive partner’s aim is to gain more power and control over their partner. Do you know where your relationship lies on the scale of healthy and unhealthy behaviors? No
matter where your relationship lies on the healthy/unhealthy scale, help is available and you have options. It’s safe to reach out and talk whenever you want to. Confidential information and support is free and available 24/7—Please see contact information below.

**Domestic Abuse: Military Reporting Options**

Deciding whether to report domestic abuse, or convince a friend to report abuse can be difficult. Victims of domestic abuse may feel confused, alone or afraid to get help. If your partner is abusive, knowing your reporting options may help you decide what's best for you and your family.

The Department of Defense is committed to addressing and ending domestic abuse. Except in select circumstances, victims have the option of making either a restricted or an unrestricted report of domestic abuse. Both options allow access to personal help and support, also known as victim advocacy services. Victim advocates can support victims of domestic abuse by providing: help with safety plans, information on helping, resources and referrals, information about military and civilian protective orders, accompaniment to meetings and medical and court appointments.

**Restricted reporting**

Knowledge is power, and confidential information and support can help you decide how to proceed. You may contact a Family Advocacy Program counselor or victim advocate, or military health care provider to request a restricted report. Making a restricted report means:

- No law enforcement notification
- No command involvement
- Access to medical care, counseling and support
- Victim advocacy services
- Time to evaluate your relationship choices
- Control over what and how much information to share with others

Because victim safety is a priority, if you are in immediate risk of serious harm, you cannot use the restricted reporting option. The restricted reporting option does not apply to child abuse cases.

**Unrestricted reporting**

If, and when, you're ready to make an unrestricted report to law enforcement, you may contact the Family Advocacy Program, military police or chain of command. Making an unrestricted report provides you with:

- Law enforcement investigation of an abuse incident
- Command notification and potential administrative action against the offender
- Support and protection from the command
- Victim advocacy services
- Information on legal rights
- Assistance in applying for transitional compensation, if applicable

In an abusive relationship, deciding what to do is not easy. But knowing your options is the first step toward ending abuse and creating a safer and happier life.

There are confidential, 24/7 resources available to those experiencing abusive relationships. In our local area:

**Statewide Hotline** is SafeLink 877-785-2020.

AGRs are eligible for the Family Advocacy Program (FAP) at Hanscom, Maj Doleski is the contact at 781-2225-6392.
Awesome Airmen Providing Airpower: 104th Fighter Wing Recruiter’s Gateway to the Massachusetts Air National Guard

By Airman 1st Class Randy Burlingame

Approximately 15 years ago Gateway High School in Huntington, Massachusetts, received a grant facilitating the purchase of everything needed to start a program that allowed students to build a small aircraft.

The program was led by two teachers who also organized a class trip to Barnes Air National Guard Base every year.

One particular student with an interest in welding and sheet metal fabrication classes signed up for the program and tours, exposing him to his future career field and work center.

That student was Tech. Sgt. Nate Poudrier, Massachusetts Air National Guard production recruiter, who says those experiences led him to a rewarding career in the Massachusetts ANG and the skills he has acquired during that career have proven to be valuable in all aspects of his life.

“I’ve always been mechanically inclined,” said Poudrier when referencing back to his high school classes. “I thought, ‘maybe this is something I can do.’”

Poudrier said that his grandfather advised him to join the Air Force, and that he felt confident in joining the structural maintenance shop after doing similar work in high school.

“Everything I learned in class provided a great foundation,” said Poudrier. “I really felt comfortable going into structural maintenance.”

Poudrier recalled meeting Master Sgt. Robert Oleksak, 104th Maintenance Squadron fabrication element superintendent, during one of the school tours.

“We were touring the aircraft and maintenance sections,” said Poudrier. “I vividly remember shaking Master Sgt. Oleksak’s hand. At the time I had no idea he would be my boss.”

After spending a decade working for Oleksak in structural maintenance, Poudrier saw an opportunity for personal and career growth in recruiting.

“I loved what I did and I was happy where I was,” said Poudrier. “I’m constantly looking for ways to improve myself and always have to have a goal. This was something new and I could use a whole different skill set.”

During Poudrier’s first year in recruiting he was recognized with a national award for being one of the top five recruiters in the nation during the third quarter of the fiscal year.

Poudrier said he maintains a goal oriented attitude and he recently finished a six month intermittent reserve police officer academy.

“The unique skills that I’ve acquired from the Guard are things I can apply in all aspects of life really,” said Poudrier. “Attention to detail from my time in maintenance and interviewing and interacting with applicants as a recruiter, it all provides value to me.”
Massachusetts Airmen Respond to Assist their Massachusetts Neighbors
By Senior Master Sgt. Julie Avey

LAWRENCE, Massachusetts – Airmen from the 104th Fighter Wing, Massachusetts Air National Guard, responded to help the residents of Lawrence, Massachusetts who were affected by a series of gas explosions and fires in their neighborhood and surrounding communities.

“No one ever expects these devastating events to happen but witnessing the teamwork and dedication that has taken place to help the victims of Lawrence, Massachusetts, makes you feel a bit more relieved that at any point in time, someone has your back,” said Faith Patnode, 104th Fighter Wing, Weapons Mechanic.

The Airmen were out in force in the community, accompanying teams from Columbia Gas to distribute thousands of smoke and carbon monoxide detectors as a safety precaution before distribution of space heaters. While visiting the houses, the Airmen took the time to listen to those affected and without gas for cooking, hot water for showers or heat for keeping warm.

“Seeing and speaking to these individuals first hand and seeing how this had affected their lives made me appreciate what I had back at my barracks,” said Patnode. “It was my first experience with the National Guard for an in-state emergency, and it gave me a personal peace of mind at the end of each day seeing the extent of everyone’s efforts to help as efficiently as possible.”

Patnode said we had people run us down on the street for space heaters and inspections on their homes just worried how they were going to provide heat for their kids. I can’t imagine how terrified these people have known the upcoming seasons and how harsh they can be, along with not knowing when their gas will be restored.

Patnode volunteered to be activated on state active duty and said, “It made me feel I had made a difference by just shaking someone’s hand and assuring them they knew that people are doing their best and will not stop until they’re at least, where they were before the explosions.”

“People from all over the country were coming to

(Cont. on Pg. 7)
help,” Patnode explained. “This was an incredible experience and seeing the way the 104th Fighter Wing came together and exercised the leadership and dedication during this state activation made me feel like I was a part of the strongest team.”

The Airmen were called up on a Sunday night and were ready to assist their fellow Massachusetts neighbors on Monday morning.

“Being part of Operation Lawrence Relief was a meaningful and gratifying experience for all volunteers,” said Capt. Michael Disori, 104th Fighter Wing Maintenance Operations Flight. “Getting out into these devastated communities to provide comfort, support, and supplies was a crucial part in the recovery process for these people in need. Our Airmen of the 104th FW and Joint Force Headquarters demonstrated a great sense of pride and commitment while serving assistance to these impacted communities.”

The members of the 104th FW found themselves helping to carry in groceries, petting or corralling pets as they came to the door and sharing stories. A couple of Airmen were able to translate with their bilingual skills to ensure the information was provided and transparent to all the residents.

“Our Airmen did a fantastic job. They quickly adapted to a unique mission and executed flawlessly,” said Maj. Joseph Nadeau. “They represented the 104th well.”
104th Fighter Wing Volunteer receives The National Guard Outstanding Family Readiness and Support Award  
By Lisa Potito, Airman and Family Readiness Program Manager

The National Guard “Outstanding Family Readiness and Support Award” is an annual award that acknowledges the outstanding contributions of individuals, family members, groups, or units who have provided exceptional support to Family Readiness.

Each year the Massachusetts National Guard Family Program gives out two awards; one to someone who goes above and beyond for each branch of service within the Massachusetts National Guard.

I am happy to announce that Mrs. Beth St. Clair won the Air National Guard Outstanding Family Readiness and Support award for the 2017 award period. Beth has been a fixture in the Barnes Family Readiness group for years, and is always willing to lend a helping hand, no matter what the task is.

From working as a Family Support Specialist with the Army National Guard to planning the annual FRG Vacation Bowling event, Beth is always available with a warm smile and kind words.

Beth is not only a member of the FRG, but a mentor for new volunteers who are coming on board, along with being a member of the Volunteer State Advisory Council, helping to support programs for both the Army and Air National Guard families of Massachusetts. Beth shows what dedication, passion and love looks like for all of our military families. Congratulations Beth!

RECOGNIZE YOUR CIVILIAN EMPLOYER, NOMINATE FOR THE FREEDOM AWARD

The support from civilian employers of members of the National Guard and Reserves continues to be vital to our Nation’s defense. The importance of this support is often overlooked when we think of what is needed to keep us safe and free.

If you have a civilian employer, you can recognize its contribution to your military career by submitting a Freedom Award nomination. The Freedom Award is the highest employer award presented by the Department of Defense. Approximately 3,000 award nominations are submitted each year with 15 being selected.

To ensure nominees are being compared with other like employers, there are 3 categories: large, small and non-profit employers.

The Freedom Award nomination period is from October 1 to December 31. Please visit www.FreedomAward.mil for more information and to submit your nomination and show your employer that you appreciate the support you receive. This award is for the entire organization.

If you also want to reward an individual supervisor, please nominate him/her for the Patriot Award at www.ESGR.mil.

Please take advantage of these opportunities to thank your civilian employer and/or individual supervisors. They are a critical part of our Nation’s Defense.
Youth Programs

The 104th FW Yellow Ribbon Program wants this for our kids! 15 kids ages 6-17 needed!

Everyone feels the impact of deployment, but children and youth can be especially vulnerable. Created in a direct response to the growing needs of military families, Project YES provides interactive, engaging youth development programs designed to keep participants moving and having fun while simultaneously providing evidence-based activities supporting the needs of military-connected youth. Participants will explore areas such as leadership development, resilience, life skills and STEM activities.

Visit www.projectyouthextension.com for more information or call the Yellow Ribbon office @ 413-568-9151 ext. 698-2044

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:**
   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

Worship Schedule

*General Christian Worship*
11:15 a.m. Saturday, October 13, 2018

If you need to talk, the Chapel Team will be out and about. You can also stop in for a chat at the Base Chapel (Building 12, aka. the Fitness Center) or call ahead at ext. 698-1057.

*Greek Orthodox Liturgical service will not be held until 2019

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DPH Column: October is a Month of Awareness

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

October 10 is world Mental Health Day, Oct. 11 is National Depression Screening Day, Oct. 7–13 is Mental Health Awareness Week and October is Domestic Violence Awareness Month.

Depression can affect anyone regardless of rank, gender, age or socio-economic status. One in five American adults and children will experience a mental health condition in their lifetime. Depression rates are five times higher within the military community than within the civilian community. Know the signs of depression—if someone is expressing feelings of hopelessness, helplessness, agitation, or acting more withdrawn they could be experiencing depression. If these changes seem to last more than a few days encourage them to reach out for help. Depression is one of the most common mental health conditions and can be successfully treated. Early help-seeking is key. Unlike physical wounds, emotional pain is invisible and infused with stigma blocking access to care. Would you walk around with a broken leg or go for help? Cure Stigma (curestigma.org) is a campaign by the National Alliance on Mental Illness to break down the barriers of stigma. Visit the site to learn more.

Domestic Violence or Intimate Partner Violence is abuse between two people that are in a close relationship. Remember your Green Dot training. Help build protective environments, support survivors, model respectful relationships/interactions. You may not always know how someone’s relationship truly is but you can be aware of resources should a friend or Wingman need support. Locally, The YWCA Springfield offers confidential resources, shelter options, safety planning and links to legal assistance and advocacy. They can be reached 24/7 at 413-733-7100 and online at www.ywworks.org.

Military OneSource: Provides non-medical counseling via phone or in-person: 1-800-342-9647 and offers multiple resources online www.MilitaryOneSource.mil


AfterDeployment: www.afterdeployment.dcoe.mil offers videos, resources, educational information and screening tools.

Vet Centers: https://www.mass.gov for locations. Centers offer counseling (individual & group), group activities. Local office 413-737-5167.

Give an Hour: https://www.giveanhour.org free, confidential counseling resource for Guard/Reserve Members & families, veterans.

National Alliance on Mental Illness (NAMI): www.nami.org provides education, advocacy, referrals information & support. Phone 1-800-950-6264 or text NAMI to 741741

Anxiety and Depression Association of America (ADAA): www.adaa.org/ provides information on prevention, treatment and symptoms of anxiety, depression and related conditions. Phone 1-800-485-1001.

Children and Adults with Attention-Deficit/Hyperactivity Disorder: www.chadd.org/ provides information and referrals on ADHD, including local support groups. Phone 1-800-233-4050

American Foundation for Suicide Prevention: www.afsp.org/ provides referrals to support groups, mental health professionals, resources on loss, suicide prevention information. Phone 1-888-333-2377

LGBT National Hotline: www.glbthotline.org provides telephone, online private 1:1 chat and email peer-support, factual information and local resources. Phone 1-88-843-4564 Mon – Fri 4pm – midnight, Saturday noon – 5pm eastern time.


YWCA of Western Massachusetts: www.ywworks.org provides shelter, support, safety planning. Phone 24/7 413-733-7100.

Additional resources on the Psychological Health Sharepoint on BConnect.
Happy Autumn Barnstormers! Autumn marks the changing of seasons from summer to winter. The days get noticeably shorter, and the temperature cools down. If you are like me, I welcome the cooler weather with relief and excitement. The cooler evenings and beautiful foliage that decorates the topography of New England is breathtaking. There is no place like autumn over New England’s pastoral landscape. Some of us, on the other hand, enter the season of Autumn grumbling, because we realize, “Old man winter,” is right around the corner and lurking behind the trees waiting for his grand entrance.

The changing of the weather accented by seasons, reminds us of the passage of time. There are not only seasons of weather, but there are also seasons of life. The author, John Rohn, wrote an interesting book, entitled, “Seasons of Life.” Jim writes about the parallels between life and the changing seasons. The observation includes an understanding that as seasons change without fail, so do the seasons of our lives. There are periods of brokenness, financial difficulty, sickness, and there are times of laughter, joy, abundance, victory, and healing, to name only a few. The encouragement is that seasons do change.

Seasons remind us of the passage of time which should encourage us in a number of ways. If you are going through a difficult season of winter in life, you can have great confidence that winter will give way to spring! Perhaps, the temporal season, should also remind us to make the most out of every moment in life. The reality is, we will never get this moment again. Soon, this moment, this minute, this hour, this day, and this season will pass. We should maximize our potential for character development, and spiritual growth in every season. This will ensure success in the next season of life.

No matter your season, just know that we are here for you. I am in an exciting season of life. I am a husband, with four growing kids! And, I get to provide spiritual care and support to our military men and woman. I seek to make the most of this opportunity to serve you. Many blessings upon you in your journey through life.

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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.

Point of contact for more information:
Lt. Col. Ramon Diaz: 698-1328 and 2nd Lt. Amanda Savoie: 698-1117 (Primary)
Recruiting & Retention: Every Airman is a Recruiter

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

The 104th Fighter Wing Recruiting & Retention Team

Retention & Recruiting Manager
Tech. Sgt. Glendaennis Schuster
413-237-4525
Worcester Area

Tech. Sgt. Matthew Bahosh
413-207-5186
Western Massachusetts

Staff Sgt. Kayla Gallagher
413-426-3487
Western Massachusetts

Tech. Sgt. Nathaniel Poudrier

Position AFSC- 2WXXX, Wing Weapons Safety Manager, SEI 375
104th Fighter Wing
Advertisement expires: November 4, 2018

AFSC Requirement to apply- 2WXXX, 2MXXX, 3E8X1 Max grade- SMSgt, E-8 Min grade- MSgt, E-7

Manage Wing Weapons Safety program to ensure Air Force units understand and comply with all explosives, missile, and nuclear surety standards.

Requirements- Attendance in L3AZR2W071-0C2A Weapons Safety Management Course, Air Reserve Component Weapons Safety Managers (ARCWSM), Lightning Protection for Air Force Facilities (AMMO 47), Mishap Investigation Non-Aviation (MINA) and Air Reserve Component Explosive Safety Siting courses are mandatory if selected.

Application Procedures- Candidates will submit a one page letter of intent, resume, fitness assessment, and a copy of their vMPF Records Review List (RIP) by e-mail to SMSgt Shannon Huard at: shannon.m.huard.mil@mail.mil and andrew.j.avery.mil@mail.mil.

Applications must arrive NLT 4:30 p.m., November 4, 2018. Late applications will be returned without action. 104SE will notify non-qualified applicants as soon as possible after receipt. All other applicants will be notified if interviews are required.
Military Vacancy

Submit completed application package to: by email Andres.a.huxtable.mil@mail.mil or mail to
Chief Master Sergeant Andres Huxtable, 104th Fighter Wing/Force Support Squadron, 175 Falcon Drive, Westfield, MA. 01085.

POSITION TITLE: 104th Fighter Wing/Operations Group First Sergeant

GRADE: SMSgt/E-8

LOCATION: 175 Falcon Drive, Westfield, MA.

CLOSING DATE: October 23, 2018

LENGTH OF ASSIGNMENT: Drill Status Guardsmen selected to fill a senior master sergeant first sergeant position are limited to serving a total of 8 years in the 8F000 SDI. Current Technician 8F000 are limited to serving a total of 6 years in the 8F000 SDI.

WHO MAY APPLY: Members who are currently a qualified 8F000 and are immediately promotable to Senior Master Sergeant (E-8).

DUTIES AND RESPONSIBILITIES: Reports to the 104th Wing Commander and serves as the critical link within the unit for all matters concerning enlisted members, ensure the enlisted force understands the commander’s policies, goals, and objectives, accountable to respond to the needs of unit members 24 hours a day, 7 days a week and may at times, be required to work long and irregular hours. Specifically, first sergeants communicate with unit leadership, supervisors and members to ensure discipline is equitably maintained and morale, welfare, and health needs for the enlisted force are met. The first sergeant serves as the commander’s advisor on personnel programs, career progression, family needs, financial matters, family and lodging details. Other responsibilities as outlined in AFI 36-2113, The First Sergeant.

QUALIFICATIONS: Candidate must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel; meet current fitness standards as outlined in AFI 36-2905, Fitness Program and requirements IAW AFI 36-2113 Chapter 7. Members must have written and verbal communication skills, able to work long and irregular hours and be able to travel frequently.

APPLICATION AND CLOSING DATE: Application packages will include civilian or military resume, current copy of their vMPF Records Review Listing (RIP), a current passing Fitness Assessment, (Must have scored 75 or above on last fitness test, no failure on any portion within the last 12 months. Additionally, applicant must have no current PT exemptions with the exception of those due to pregnancy and/or deployment. Current fitness test must be valid through in-residence First Sergeant Academy graduation), a current Enlisted Performance Report (EPR), and a letter of intent indicating the applicant’s reasons for desiring the position with unit Commander’s endorsement. Applications must be received no later than 4 p.m. on October 23, 2018.

Interviews: You will be notified by email.

Additional Information: For additional information regarding this position, contact Command Chief Master Sergeant Maryanne Walts at maryanne.walts.mil@mail.mil or DSN: 698-1418/Comm: (413) 568-9151 ext. 698-1418
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The Awards Banquet Committee Needs Volunteers

The annual Awards Banquet is coming up soon. We are looking for volunteers to assist with the following:

- Program advertisement coordination
- Ticket Sales
- Set up and decorating
- Table reservations and seating assignments

If you are interested in volunteering for the awards banquet this year please see any First Sergeant, or send an email to:

usaf.ma.104-fw_list.firstsergeants@mail.mil or
Tech. Sgt. Dacia Lucas: dacia.c.lucas.mil@mail.mil

2nd Annual Military and Veterans Career Fair

Job seeking Veterans are encouraged to pre-register as we have partnered with the Business Services Teams of MassHire Springfield and Holyoke, as well as both Suit Up Springfield, DiGrigoli Salon and Dress For Success WestMass. The goal is to ensure that prior to the event every veteran has the opportunity to meet with a DVOP or Career Rep, prepare a resume, and receive free dress clothing / grooming as needed. Proper dress will be mandatory as no jeans / shorts / sneakers will be allowed.

Below is the simple Google link for Veterans to register:

go.gl/forms/UmUns8tiDV3X1MFM2

A list of employers (up to 22 new) will be posted on our event page on Facebook:

www.facebook.com/search/top/?q=western%20mass%20veteran%20and%20military%20career%20fair

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Friday, October 19, 2018
5:30 PM – 8:00 PM AT THE DINING FACILITY
For more details contact Lisa Pottito, at 413-568-9151 x 6981183 or USAF.MA.104-FW.MBX.AIRMANANDFAMILYREADINESS@MAIL.MIL

Sponsor’s Name: ________________________________

Email Address: ________________________________

Squadron/Unit: ________________________________  🎃 ANG 🎃 ARNG

Child #1 Name: ________________________________

Age Group: 🎃 ___ YEARS OLD

Child #2 Name: ________________________________

Age Group: 🎃 ___ YEARS OLD

Child #3 Name: ________________________________

Age Group: 🎃 ___ YEARS OLD

Children 13 years or older are able to participate by being part of the monster cast team that “scare” during the haunted hay ride. I have an older child who is interested in “scaring” during the haunted hay ride.

Please sign up my child: ________________________

Please have your child dress appropriately to help scare, limited costumes available.

Presented by the 104th Family Readiness Group

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YOU’RE INVITED!!!

SPECIAL VETERAN’S DAY EDITION

STRONCGCAMP

STRONGCAMP is more than a boot camp. It is an opportunity to push your limits, recharge your motivation, and boost your confidence while making connections with others who are as passionate and unique as you are. You will train with respected fitness experts and learn valuable information for taking your fitness to the next level and improving your health.

This camp is a special Veteran’s Day weekend edition, and the first of its kind! It will be 2 days of workouts, seminars, team building, and of course making connections!! Strong Fitness magazine has offered a 50% DISCOUNT to our military women and is also open to the spouses of our military members! I have a special link for you to sign up with the discount, so browse the site (linked below) BUT if you intend to sign up, contact me for the special link to the half price deal.

https://www.strong-camp.com/

LADIES...YOU DON’T WANT TO MISS OUT ON THIS AMAZING WEEKEND!!

"This is for informational purposes only and does not constitute official or implied endorsement by the 104th Fighter Wing, Massachusetts Air National Guard, the United States Air Force, or the Department of Defense of the information, products, or services contained within this communication."
Promotions

**Senior Airman**
Logan Haldopoulos, AMXS
Adam Mergener, MXS
Matthew Reynolds, SFS
Matthew Henry, AMXS

**Technical Sergeant**
Scott Hathaway, AMXS
Ryan Flynn, MXS
Dacia Lucas, MXS

**Master Sergeant**
Lauren Gallagher, FW

**Senior Master Sergeant**
Jeffrey Almeida, MOF

**Major**
Patrick Lafond, SGPF
Matthew West, FSS

Full-Time Vacancies

**Supply Technician, 104th Fighter Wing**
https://www.usajobs.gov/GetJob/ViewDetails/511984800
Appointment Type: Permanent  Grade: GS 7
CLOSES: October 25th

**Security Officer, 104th Fighter Wing**
https://www.usajobs.gov/GetJob/ViewDetails/511996800
Appointment Type: Permanent  Grade: GS 12
CLOSES: October 28th

**Ordnance Equipment Mechanic, 104th Fighter Wing**
https://www.usajobs.gov/GetJob/ViewDetails/512092400
Appointment Type: Permanent  Grade: WG 10
CLOSES: October 28th

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

Lisa Potito, Airman & Family Readiness Program Manager
104 Fighter Wing, 413-568-9151 x 6981183, 413-564-1252 - Cell, Lisa.m.potito.civ@mail.mil

Download Our App
Career Opportunities
Fitness Calculator
News and Events
And More

*Cannot Download on Government Phones*
1100-1300 AGR & OFFICERS MEAL RATE $5.60
CATERED

Saturday RSD
Breakfast 0830 - 1030

**Protein**
Scrambled eggs, omelet, bacon, sausage

**Starch**
French toast, home fries

* Juice, yogurt, apple coffee cake

* Breakfast will be the only meal served on Saturday this drill. Enjoy family day!

SUNDAY RSD

**Soup**
Minestrone, Italian wedding soup

**Entrees**
Grilled chicken alfredo sauce, beef pot roast

**Starch**
Fettuccini noodles, Mashed potatoes, Gravy

**Vegetables**
Broccoli, Corn

Salad Bar, Dinner rolls & Assorted Desserts

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**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 8:00—10:00 a.m. on the Sunday of a drill.

**Base Tours April—October**
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 Lupacchino at 698-1420.
Proud of our Airmen!

Catch our Airmen in action on Instagram at 104fw!

#104fw
#MassGuard
#AirPower