

WING

Tips

OCTOBER - NOVEMBER 2016



Keeping safe during the holidays

By Lt. Col. Warren R. Booth, Deputy Commander, 108th Maintenance Group

The 108th Wing is steeped in a history of aviation, in fact 2017 marks our 100th anniversary as a flying unit.

During those years, we have seen many changes in the way we do business. We have gone from an aviation centric mission to more diverse missions. We've seen the standup and success of the 204th Intelligence Squadron. The 108th Security Forces Squadron continues to deploy globally. And the 140th Cyber Operations Squadron will soon be at the forefront of our nation's cyber defense.

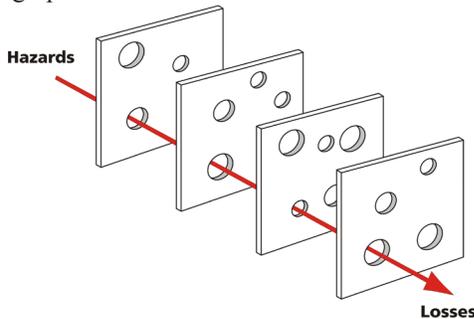
With how busy we all are as Guard members, we are coming up to a very exciting, yet possibly dangerous time of year.

The holidays.

It's a sad truth that with all we do as Guard members, the holiday season can be the time of injuries, accidents, and stress. We can ward off most of these negative outcomes if we plan ahead.

As a 108th Wing "Airplane Guy," a model that we constantly use in aviation to mitigate risk is called Threat and Error Management. It's a model that is used in all facets of the Wing when it comes to doing our jobs safely. More importantly, one can apply threat and error management when doing seemingly fun and innocent high risk tasks at home.

The best way to illustrate threat and error management is through the use of the Swiss Cheese Model of accident causation seen in the graphic below.



Each cheese slice represents a layer of defense which contains flaws. If the holes become aligned, an accident can occur. To round out the concept of threat and error management, we need to add a tool-kit of defenses to the model. That means each layer of cheese represents a tool. Those tools are communication, teamwork, time management, what-if planning, and situational awareness.

So how can I apply this model to my life?

As I mentioned earlier, the holiday season can have some high risk activities. One National Safety Council favorite is deep frying a turkey.

The Consumer Products Safety Commission reports that since 2006 there have been 168 turkey-fryer related fires resulting in total loss, severe burns, explosions, and carbon monoxide poisoning. More than 672 people have been injured and \$8 million in property damage losses have resulted from these accidents. The NSC discourages the use of turkey fryers at home and urges those who prefer fried turkey to seek out professional establishments or consider a new oil-less turkey fryer.

For those who still use an oil-based turkey fryer, let's apply the concept of threat and error management and place as many slices of the Swiss cheese between your frozen turkey and that decadent deep fried delight.

The first slice is communication. Have a capable helper and clearly communicate what their tasks are for the entire process from start to finish.

Next is teamwork: Who will load the turkey into the fryer and who will close the lid? This is closely followed by the time man-

(Continued on page 9)



On the cover: U.S. Air Force Airman 1st Class Dannielle Garcia from the New Jersey Air National Guard's 108th Wing Emergency Management office, checks over Airmen for correct wear of the Joint Service Lightweight Integrated Suit Technology (JSLIST) during an Ability to Survive and Operate Rodeo at Joint Base McGuire-Dix-Lakehurst, N.J., Oct. 30, 2016. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)



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Tips for coping with grief during the holidays

By Jill Barrett, Director of Psychological Health, 108th Wing

The belief that “the holidays are time spent with loved ones” is imprinted on our psyche from a young age. They are part of the milestones we share with each other and they generally represent time together with family. Since holidays are for being with those we love the most, how can anyone be expected to cope when a loved one has died?

It is no secret that many of us find the holidays stressful even when we are not grieving and this time of year can magnify loss and feelings of loneliness.

If you or a loved one is grieving this holiday season, rather than avoid the feelings of grief, lean into them. There are a number of ways to incorporate your loss into the holidays and find ways to cope with grief. Here are some suggestions:

Practice compassion through communication

If someone you love has died, chances are many of the people with whom you will spend the holiday are also affected by the same loss. To avoid misunderstandings and hurt feelings, it can be helpful to discuss ahead of time how each person is relating to the season and what each person needs. Some family members may need more time alone while others will crave company.

No matter what your spiritual beliefs, this time of year is the season of compassion and caring. Spending extra time just talking to the ones you love will go a long way to healing yourself and those around you.

Reflect on your traditions

For most of us, holidays are about traditions that are rooted in our family and/or spiritual history. Some of them are so ingrained that we approach them habitually, while others require great effort and take a village to deploy. When we lose someone we love who was part of our holiday, traditions are either

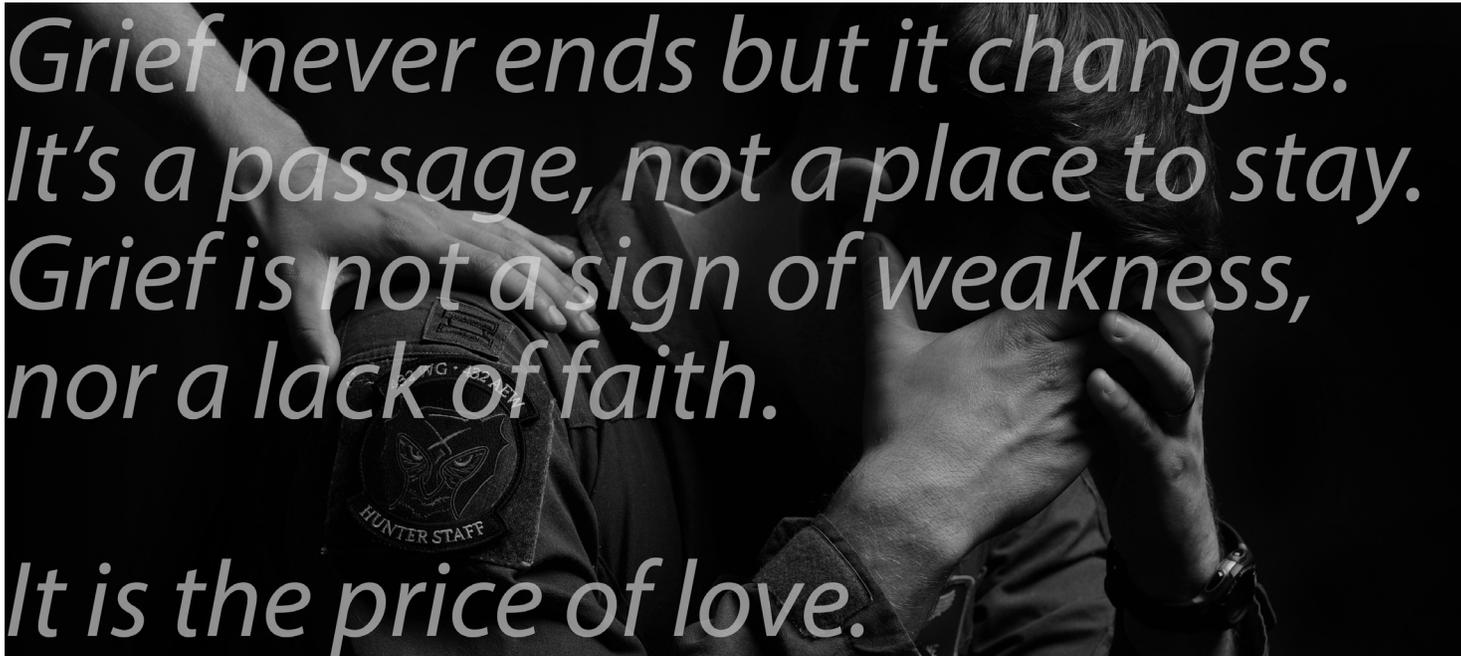
carried on, changed or archived. You can handle the holiday in a new way, or prepare a plan A and a plan B. If you plan to attend Thanksgiving dinner and feel at the last minute that you cannot tolerate it, have a plan B in place to reduce feeling overwhelmed. Just having an alternative plan often reduces the anxiety of the buildup to the holiday. You can also cancel the holiday altogether. Take a year off.

Remember, there is no right or wrong way to handle the holidays in grief. You have to decide what works for you and do it.

Do's and Don'ts

- Do be gentle with yourself and protect yourself. Schedule downtime and fortify your immune system with rest, healthy food, meditation or prayer.
- Do allow time for the painful feelings.
- Do pay extra attention to the children. Children are too often the forgotten grievers.
- Do allow others to help. We all need help at certain times in our lives.
- Don't keep feelings bottled up. If you have 500 tears to cry don't stop at 250.
- Don't let guilt keep you from experiencing warm or positive feelings. If a little light shines in, know that it's okay.
- Don't do more than you want, and don't do anything that does not serve your soul and your loss.
- Don't ask if you can help a friend or loved one in grief. Just help. Find ways; invite them to group events or just out for coffee.

If you would like more information on coping with grief stop by the Wing Headquarter break room on Sunday at 11:30 a.m. for the Psychological Health Lunch and Learn Workshop or contact Jill Barrett at jill.c.barrett2.civ@mail.mil



*Grief never ends but it changes.
It's a passage, not a place to stay.
Grief is not a sign of weakness,
nor a lack of faith.
It is the price of love.*

Native American Airman recognized

Story and photo by Tech. Sgt. Matt Hecht
108th Wing Public Affairs

Staff Sgt. Thereasa Barker-Figueroa from the New Jersey Air National Guard's 108th Wing poses for a portrait with her 2016 Military Meritorious Service Award that she was given by the Society of American Indian Government Employees, Joint Base McGuire-Dix-Lakehurst, N.J., Oct. 4, 2016.



Staff Sgt. Thereasa Barker-Figueroa was recognized by the Society of American Indian Government Employees, as one of six service members selected for the 2016 Military Meritorious Service Award at a banquet in Catoosa, Oklahoma, June 9, 2016.

Formed in 2002, the Society is the first national non-profit organization representing American Indian and Alaska Native Federal, Tribal, State, and local government employees. It provides a forum on the issues, challenges, and opportunities of Native Americans in the government workforce.

"It was an absolutely amazing experience," said Barker-Figueroa. "I received the award from three Native American Generals, including retired Maj. Gen. Rita Aragon, who was the first female Native American General in the Air National Guard."

The Society selected Barker-Figueroa based on her volunteerism and community service with the Air National Guard. She was bestowed with an additional award at the event: induction into the Warrior Society, an elite honor for military veterans.

Barker-Figueroa traces her lineage to the Lenni-Lenape, a group of Native American people from the Algonquin nation who populated New Jersey as well as parts of Pennsylvania and New York. In the 18th Century, the Lenape were displaced to reservations in Ohio and Oklahoma.

It was while growing up in a Cleveland suburb that Barker-Figueroa learned about her heritage.

"When I was a little girl, I found a statue of a turtle, and for

some reason I felt connected to it," said Barker-Figueroa. "My grandmother told me to remember the turtle, that it would be important. I remembered, but I didn't understand."

For years, the family heritage had been kept secret.

"Once my grandfather passed away, my grandmother got back into events on the Reservations, and told me the full story about our heritage when I was 17. I was shocked, and confused that our family wasn't more excited about our past. There were parts of my family that felt embarrassed about a mixed-race marriage between my grandfather and grandmother," said Barker-Figueroa.

It was during this time that Barker-Figueroa learned that she was part of the Lenape Unami-Turtle Clan, and that the turtle also was featured prominently on the clan's flag.

"It felt like things coming full circle from when I was a child, and I found that hidden meaning in the turtle statue," said Barker-Figueroa.

Barker-Figueroa stays active in the Native American community, attending Pow Wows and other cultural events. Pow Wows are the Native American people's way of meeting together, to join in dancing, singing, visiting, renewing old friendships, and making new ones.

"This was a tremendous honor and I was completely star-struck, it was a humbling experience," said Barker-Figueroa. "I don't want the awards to be about me, I want it to be a conduit for education and bringing awareness to current Native American issues."

Airmen and Soldiers stand up for homeless vets

Story and photo by Pfc. Derek Vasquez, 444th Mobile Public Affairs Detachment

New Jersey National Guard Soldiers and Airmen gave back to those who served before them during the annual Northern New Jersey Stand Down for Homeless Veterans Oct. 8 at the John F. Kennedy Recreation Center in Newark.

Approximately 500 homeless veterans attended the event, which aims to provide them with food, clothing, and access to the services they need to help them get back on their feet. A difficult task, especially with an event that relies entirely on volunteers, but one that is achievable due in large part due to the New Jersey National Guard Airmen and Soldiers, according to the event's coordinator.

"We wouldn't be able to put this event on without the National Guard," said Jack Fanous, Executive Director of GI Go Fund, the organization that hosted this year's event.

Fanous said it is so valuable to have soldiers and Airmen in uniform help with the event. Seeing people in uniform come out to serve them not only brings the vets comfort, but also serves a deeper emotional meaning.

Personnel from the 108th Medical Group, based out of Joint Base McGuire-Dix-Lakehurst, provided the homeless veterans with check-ups.

For Capt. Cheryl Gow, 108th Medical Group, there is a sense of camaraderie in providing these services to homeless veterans.

"They feel like they're getting help from somebody that maybe knows what they've been through," she said.

It is not just the vets who take away something from this event; those in uniform took away a sense of fulfillment in aiding their former brothers and sisters-in-arms.

"It's nice to help the ones who came before us," said Spc. Amber Boone, E Company, 250th Battalion Support Brigade.

Boone, who served food to the vets with an infectious



Capt. Cheryl Gow, 108th Medical Group, checks homeless veteran Charles McDougald's blood pressure during the North Jersey Stand Down at the John F. Kennedy Recreation Center in Newark, N.J., Oct. 8, 2016.

smile, said it was a humbling experience to hear their stories and their thoughts on the Army of today.

Currently, there are approximately 6,000 homeless veterans in New Jersey. A number that is slowly on the decline since they started this initiative about 10 years ago according to Fanous.

"While people say to me, 'Oh, you're going to have 500 people at an event. That's great. Congratulations.' To me that's not a good thing," said Fanous. "I don't want 500 homeless veterans coming to this event. I'd rather five, and hopefully, I get it to the point where there's none."

FINANCE TIP OF THE MONTH

MILPAY Pay Tip:

Until further notice, due to continuing resolution authority you can only make up/perform UTA or RD for October and November.

Travel Pay & GTCC Tip: Know before you go

Per the 2515 Government Travel Charge Card use and restrictions, charging personal travel expenses is GTCC misuse. Department of Defense travelers who misuse the GTCC are subject to administrative and/or disciplinary action.

Personal expenses include:

- Personal expenses are not reimbursable as travel expenses.
- Personal expenses include, but are not limited to: Any products or services purchased or used for personal hygiene (e.g., barbers, hairdressers, toothpaste, razors, blow dryers, manicurists, masseurs or other similar items or services), parking or traffic ticket fines, gifts for child care, pet care, or hotel concierge, gym or workout fees, or similar items that would normally be purchased for personal use at the PDS.

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Customer Service E-mail: 108-wg.mbx.wg-fm-customer-service@mail.mil
FM Customer Service Contact Information
3327 Charles Blvd
Joint Base MDL, NJ 08641

New Jersey Air National Guard History

Part 1: Colonial Militias to the first flying Guardsmen

By Dr. Richard Porcelli, aviation historian

The New Jersey Air National Guard's heritage dates back almost 100 years. In fact, the NJANG's origins can be directly linked to the formation of the 5th Aviation School on June 5, 1917. Therefore, in anticipation of the celebration of this remarkable Centennial, it is appropriate to take a look back at the history of the New Jersey National Guard and the 108th Wing in the form of a series of articles that begin with this issue of Wing Tips.



"The First Muster" depicts the first official assembly of Citizen-Soldiers of the East Regiment, Massachusetts Bay Colony, at Salem; the exact date is not known. (Painting by Don Troiani, National Guard Heritage Painting series)

Colonial Militias – The National Guard's Predecessors

The very concept of the National Guard is truly an American phenomenon. That idea is based on the placement of military forces under the direct control of local state governments.

Historically, there were examples in Europe of the existence of provincial military regiments that owed allegiance to local authorities but as national governments were formed, the control of these dispersed units was taken over by central governments to form the basis of their national military.

Today, among the federative countries (nations formed by the union of individual, self-governing states, regions, provinces, etc.) including Brazil, Germany, Mexico, the former Soviet Union, and Switzerland, none have the equivalent of the American National Guard.

Instead, for those federative countries the entire front-line military forces are directly under the control of their respective federal governments. And for those countries that have them, their "national guard" or militia is in fact entirely controlled by the central government.

The National Guard – this truly American experience – is characterized by its dual status as both a reserve force for the full-time military, and when in non-mobilized status, being commanded by the governors of the 50 states, the Commonwealth of Puerto Rico, along with the Territories of Guam and the Virgin Island. The District of Columbia National Guard is unique in that the President of the United States is its commander.

This dual status is part of the basic concept in that it is the privilege and responsibility of able-bodied citizens to take

up arms under federal control for the common defense of the country, but also to augment civil authorities under state control during disasters and disturbances that exceed the abilities of local police and other civil defense agencies.

But to fully understand the heritage of the National Guard and put it in perspective, we must go back to before the United States even existed. What we know as the "National Guard" actually began on Dec. 13, 1636 when the Massachusetts Bay Colony merged several local settlements' defense units (called "train bands") into the Colony's first organized military force. It was composed of three regiments (North, South and East Regiments).

The "militia" concept itself, where able-bodied citizens are required to defend their communities, dates back to ancient Greece. The Romans adopted the concept of the Citizen-Soldier and in fact the Latin word "militia" translates to the word "miles" which to the Romans meant "soldier." In the case of the Massachusetts Bay Colony, the threat was mainly from the Pequot Indians. In terms of lineage, the Massachusetts Army National Guard's 182nd Infantry Regiment can proudly link its history to that date in 1636.

Other colonies followed the example of Massachusetts and as part of the Colonial Organized Militia fought alongside the British regular army forces in numerous wars with Native Americans and competing European colonies including the French and Indian War (1745- 1763).

Perhaps a more critical event in the history of the Organized Militia, the true forbearer of today's National Guard, occurred in 1775 when the 2nd Continental Congress organized the colony's militias into an overall defense force.

On April 19, 1775, 130 Minute Men of the Lexington Company of the Massachusetts Militia "fired the shot heard 'round the world" when they fought the British during the battle at Concord Bridge – the first combat fought by the direct ancestors of today's Guardsmen.

Today's National Guard logo pays homage to those Citizen-Soldiers, the Minute Men, who were ready to take up arms to defend their community "at a minute's notice."

General George Washington, former colonel in command of the Colony of Virginia's 1st Regiment of the state's Organized Militia, eventually commanded the 396,000 troop strong Continental Army. Of that total, 165,000 were raised from the former colony's Organized Militias.

After victory in the War of Independence, the Continental Army was disbanded and for a time it was thought that no regular army would be needed, instead relying on the call up of state militias when threats emerged.

It was not until 1789 that a formal, full-time army was established, but the provision for and recognition of the states' militias was included as part of the 2nd Amendment to the Bill of Rights and the Federal Militia Act of May 8, 1792.

The Organized Militia was in fact called to active duty many times in the ensuing years for both military actions, including the Civil War and the Spanish-American War, as well as for local disputes, such as the Great Railroad Strike of 1877.

In light of the fact that the regular army never won a major war without the support of the Organized Militia, Congress passed the Militia Act (also known as the Dick Act) of Jan. 21, 1903 that set the foundation for today's National Guard. This legislation clearly defined under what circumstances the National Guard would be mobilized under federal control, and provided federal funds to the National Guard for equipment, training and other expenses. The National Guard in turn was organized along the same lines as the full-time military services, including meeting the same requirements of training, education and readiness as the full-time military. This was to allow a seamless merging of the forces when needed.

The supervision of the "Division of the Militia" came under the Office of the Secretary of War, and by the National Defense Act of 3 June 1916 was reorganized into the Militia Bureau.

The term National Guard was first used by Marquis de Lafayette during his 1824 visit to the New York Organized Militia. Lafayette had earlier founded the Garde Nationale in his home country.

During the Civil War the New York Organized Militia officially changed its name to the New York National Guard. Other states followed New York's lead, with all states adopting this change in name by the end of the century. However, the name was not officially sanctioned until 1933, when the War Department changed "Militia Bureau" to the "National Guard Bureau" – which is today's title.

Aeronautics Corps –

The first steps toward today's Air National Guard



New York National Guard's Pfc. Beckwith Havens, seen here at the controls of a Curtiss Pusher, is celebrated as the National Guard's first aviator when he flew in joint maneuvers with Guard and Army units in 1912. This photo was taken during an aerial photo mission in Texas, note the camera attached to the wing in the lower right hand corner of the photo. (Courtesy Air National Guard)

The Air National Guard, as a separate entity within the National Guard Bureau did not come into existence until Sept. 18, 1947 with the passing of the National Security Act creating the Air Force as a separate, independent military service equal in status and stature with the Army and Navy.

However, the aviation activities of the Organized Militias date back to the 19th Century. As an interesting part of the Air National Guard's heritage, the very start of U.S. military aviation was the attempt to use observation balloons in 1861 during the Battle of Bull Run. For that purpose, the First Regiment, Rhode Island Militia, provided two balloons, along with two militia men, to support the Union forces.

Aviation components within Organized Militias/National Guard units were created between 1908 and 1917 first flying balloons and later, heavier-than-air aircraft. Due to a lack of funding, the aircraft for the units was bought or rented by individual Citizen-Soldiers.

New York's National Guard established the first "Aeronautics Corps" on April 30, 1908 as part of that unit's 1st Company, Single Corps. On Nov. 1 1915, that aviation unit became the 1st Aero Company Aviation Detachment, 1st Battalion. The 1st Aero Company, under the command of Capt. Raynal C. Bolling, became the first Guard unit to be mobilized into federal service responding to the border crisis with Mexico on July 13, 1916.

When the U.S. entered World War I, National Guard aviation units were not mobilized but numerous Guard aviators entered the war by volunteering with the Army Air Service. Instead, National Guard aviation units in the U.S. took on the role of training aviators, observers, and mechanics for service in Europe. Bolling, one of the more than 100 National Guard volunteers for active service, achieved the rank of colonel in the Signal Corps, but was killed in action near Estrées-Deniécourt, France, on March 26, 1918; he was the highest-ranking U.S. officer and most notable Guardsman to be lost during the war. Bolling Field, the Air Force Base across the Potomac River from Washington, D.C., was named in his honor. Another volunteer, Lt. Field E. Kindley of the Kansas Air National Guard, achieved 12 air-to-air victories, including the downing of Germany's 40-victory ace and The Red Baron's brother, Lothar von Richthofen.

In August 1919, the 1st Aero Company was reorganized as the 102nd Aero Squadron at Kelly Field, Texas. Today's 102nd Rescue Squadron, part of the 106th Rescue Group of the New York Air National Guard, based at Gabreski Air National Guard Base, Westhampton Beach, N.Y., has the honor of being the Air National Guard's oldest flying unit.

Following the signing of the Armistice on Nov. 11, 1918, ending World War I, there was a swift military demobilization, especially the Army Air Service, which was reduced to less than 10,000 personnel by 1920. This drastic reduction released large numbers of pilots, observers, and mechanics that became available to the National Guard.

Despite the popular anti-war sentiment, no time was wasted in organizing aviation units within the National Guard following the same organization of the full-time military form, with each Guard Division consisting of an aero unit composed of one observation squadron, one balloon company, a photo section, and an intelligence branch. Further the Air Service reserved the num-



Kansas Lt. Field E. Kindley, shown with his puppy Fokker, volunteered for the Army Air Service during World War One and was a 12-victory ace by the end of the conflict. He is credited with downing "The Red Baron's" brother, Lothar von Richthofen, in 1918. (Courtesy National Guard Heritage)

(Continued on page 12)



SENIOR AIRMAN GABRIEL SANTIAGO



Time in service: Seven Years
Job with 108th Wing: Chaplain Assistant
Civilian job: Student
Favorite food: Rice, chick peas and pork chops
Favorite movie/movie last seen: Training Day
Favorite actor/actress: Denzel Washington
Favorite TV show: Anytime the Mets or Jets are on.
Favorite book/last book read: Boys Among Men: How the Prep to Pro Generation Redefined the NBA and Sparked a Basketball Revolution
Favorite music genre/artist: No preference
Favorite sport: Baseball
What I do in my spare time/hobbies: Read everything
My hero(s): My parents
Dream vacation: Turks and Caicos
Dream car: Audi A6
Goals for the future: Get promoted and begin law school
What I like most about the 108th: "Not too big or too small."
If I was commander for a day: "Have an AT at Joint Base Pearl Harbor-Hickam or Florida."

Reach Your Potential, Become a First Sergeant!

The 108th Operations Group has a vacancy for a First Sergeant. Any eligible enlisted member desiring consideration should prepare a detailed resume of military and civilian experience, letter of recommendation from member's unit commander, a letter of intent, a copy of current fitness test results, and a Records Review RIP. Applications should be submitted to the 108th Wing Headquarters to the attention of Master Sgt. Rose Quinquino, no later than Dec. 11, 2016. A board will be conducted during January UTA and if qualified, you will be notified of the date and time in advance. A position description of the job can be found in Air Force Instruction 36-2113, The First Sergeant.

Duties and responsibilities: Advises and assists the commander in maintaining discipline, standards and unit policies while ensuring that all enlisted members are treated equally and the welfare, morale and quality of life needs of the force are met. First Sergeants provides guidance to enlisted personnel on matters of leadership, military courtesy, personal appearance, self-discipline, and personal adherence to standards. Helps ensure all supervisors set an appropriate example for subordinates. In addition, they promote welfare and morale of enlisted personnel, counsels enlisted personnel and takes action to resolve problems or complaints and assists in preparing and presenting staff and ancillary training, as well as information programs. They attend staff meetings and assists at Commander's Call. First Sergeants also supervise administrative actions of enlisted personnel as

directed, as well as prepares and ensures timely processing of reports, awards and decorations, promotions, demotions, and disciplinary actions of personnel.

Specialty qualifications: The person selected must meet the requirements of AFI 36-2113, The First Sergeant, AFI 36-2618, The Enlisted Force Structure, and must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel. Strong written and verbal communication skills are necessary as well as the ability to work long and irregular hours.

Pre-board requirements: Candidates must be a promotable technical or master sergeant; scored 80 or above on their last two fitness tests, or 90 or above on most current fitness test; no failure or exemptions within the past twelve months. If selected, you must enroll in the Air Force Senior NCO Academy course upon selection for first sergeant duty and must complete the course within 12 months after attending the First Sergeant Academy. Candidates must possess a Community College of the Air Force degree or complete this degree within 18 months of completing the FSA. Have a minimum physical profile of PULHES 333231, possess a current 7-skill level, and not have an Assignment Limitation Code of C-3. You must be financially stable and meet minimum Air Force and Air National Guard standards and overall image must exceed minimum standards.

Questions may be directed to the 108th Wing Command Chief Master Sergeant at 609-754-8510.

A little help along the way

Story by Master Sgt. Michael George, First Sergeant, 140th Cyber Operations Squadron

In 2014, U.S. Navy Adm. William McRaven addressed the University of Texas graduating class and offered them advice on life and business lessons. McRaven detailed 10 steps that individuals should take to make an impact in their life. All are important but number two is especially fitting to all Airmen of the 108th Wing. McRaven said, “If you want to change the world, find someone to help you paddle.”

In October I was recognized as the New Jersey Air National Guard Outstanding First Sergeant of the Year by the New Jersey’s Enlisted Association of the National Guard.

I’m not here to boast of this accomplishment. The fact is I feel extremely humbled because I am unsure that I truly deserve the honor. In retrospect, I realize that this is not an award for what I have accomplished but for those who have helped me paddle my boat over the past 14 years. McRaven is right. There is no way I could have gotten this far without the help of others. So, before the music of Academy Awards Orchestra drowns me out I want to thank those who have made my recognition possible.

So, in no particular order, I would like to thank Senior Master Sgt. Eric Smith and Master Sgt. Allen Roberts for patiently teaching me to be a decent crew chief and learn to love and respect the KC-135 – a job I still miss. Master Sgt. Danny McCoy and Tech. Sgts. Jan Ahner and Adam Malone for helping me re-tool as an aerial porter and building the Contingency Response Group’s Aerial Port Flight into what I still believe to be the best team/family I have ever served with. My fellow partners in crime from the First Sergeants Council, both past and present, for their guidance, advice, laughter on good days and shoulder on bad ones. Chief Master Sgt. Ray “Otto” Petersen; for being a great advisor, friend, confidant, and cook. Command Chief Master Sgt. Daryl Fortner for the nomination and the guidance and direction that allowed me to become a first sergeant. Chief Master Sgt. Stephen Zinner for the co-nomination and convincing me to stick around and give the Cyber Operations Squadron a chance when I was ready to pack it in after the divestiture of the CRG. Chief Master Sgt. Bob Hansen for reminding me that being a first sergeant is the best thing in the Air Force. For all the members of the Contingency Response Group and Cyber Operations Squadron for making UTA’s memorable, if not fun. Thank you to Jill Barrett for fielding my calls and questions at all times; always ready to help the 108th family. And, to the Edison School District for allowing me the time to leave the classroom and serve.

Most importantly, my thanks to my wife Tina. No one has

sacrificed more so that I could serve in the Air National Guard. None of what I have accomplished would have been possible without your love and support. Thank you for tolerating the long weekends, schools, TDYs, deployments, uniforms that reeked of JP-8, hydraulic fluid, or jet exhaust, and prank phone calls from fellow Guardsmen; all the while maintaining our house, worrying about your career, raising two incredible daughters, one dog and three cats. Thank you for listening to the good stories and bad experiences and for “ordering” me to re-enlist.

I’m sure after this is published I will think of others that helped me along the way. I apologize in advance for leaving anyone out. As I said in the beginning, it would have been impossible to reach the point I am at without the help and guidance of others. I raise a challenge to all new members or junior enlisted; find someone to help paddle your boat and see how far you can get. For senior NCOs and those of us who have been around a while, look for someone who needs help paddling and see how far you can get them.

It’s not by luck that the 108th performed a clean sweep of the EANG-NJ awards and I believe if we can all help someone paddle their boat, we can do the same next year.



Three 108th Wing members won awards at the Enlisted Association of the National Guard of New Jersey at Galloway, N.J., Oct. 8, 2016. Left to right, Senior Airman Jeremy McIntyre, 204th Intelligence Squadron, was awarded the Master Sgt. John E. Bodine Outstanding Airman Award; Tech. Sgt. Katelyn M. Murphy, 108th Command Post, was awarded the Chief Master Sgt. Richard W. Spencer Outstanding NCO Award and Master Sgt. Michael George, 140th Cyber Operations Squadron, was awarded the Chief Master Sgt. Edward W. Wolbert Outstanding First Sergeant Award. (Courtesy photo)

Keeping safe during the holidays (continued from page 2)

agement slice. This means setting a realistic timeline and sticking to it so as to not be rushed to get it all done before guests arrive.

A critical tool is the often overlooked “what-if” slice, which explores all that can go wrong in an operation. In essence, you must plan on the unexpected to happen. Is the fryer set up far enough away from the house or the garage? What if it falls over? Where will the boiling oil flow? How do you put out a grease fire? Do you have a Class B fire extinguisher? What are other ways to extinguish a grease fire? Are you wearing proper personal protective equipment so you can reach the burning fryer to turn it off if the unexpected happens?

The final tool is situational awareness – this means keeping

your mind in the present and be ready to react in case those holes in the Swiss cheese should line up and an accident occurs.

One can apply all the tenants of threat and error management and an accident can still happen. But the more slices you have, the less likely an error will make it through all your planning and ruin you and your loved ones’ holidays.

By taking this approach, we can all apply similar threat and error management tool-kit questions to any professional or recreational activity from riding motorcycles to hanging holiday lights on your home.

Have a happy and safe holiday season.



Softball Champions!



Front Row: Staff Sgt. Samantha Hardy - Finance, Staff Sgt. Jennifer Marchese - Security Forces Squadron. Second Row: Master Sgt. Sean Nitahara - Quality Assurance, retired Tech. Sgt. Robert Schreiner, Tech. Sgt. Scott Sutherland - 150th Maintenance Operations Squadron, Chief Master Sgt. Michael Balas - Quality Assurance, Tech. Sgt. Ray Demarco - Aircraft Maintenance Squadron, Senior Airman Robert Schreiner III - Communications Flight, retired Tech. Sgts. Eric Zwieback and Andrew Zwieback. Back Row: Tech. Sgt. David Fortin - Non-Destructive Inspection, Master Sgt. Glenn Reichart - Logistics Readiness Squadron, Tech. Sgt. Robert Jentsch - Avionics, Tech. Sgt. William Porter - 150th Maintenance Operations Squadron, Chief Master Sgt. Joel Hutchcraft - 150th Maintenance Operations Squadron, Master Sgt. Shane Clark - Joint Force Headquarters (Air), Tech. Sgt. Gary Sills - Finance, Staff Sgt. Jason Balas - Aero Shop

2014 Base runner-up, 2015 Base runner-up, 27th consecutive years as the divisional winner, 20th year of the last 25, Base Champions, 2 Father / Son Combinations, 2016 McGuire Base Softball Championship



Airmen from the 108th Wing put on the M50 protective mask during an Ability to Survive and Operate Rodeo at Joint Base McGuire-Dix-Lakehurst, N.J., Oct. 30, 2016. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)



Staff Sgt. David Connor, 108th Wing, conducts a bore scope inspection on a KC-135R Stratotanker's CFM-56 engine at Joint Base McGuire-Dix-Lakehurst, N.J., Sept. 18, 2016. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)

The Wing Safety Office

OUR GOAL



ACCIDENTS

The toughest mission

Story and photo by Master Sgt. Mark C. Olsen, 108th Wing Public Affairs

In the movies, the toughest mission is the one where they ask for volunteers.

Capt. Felicia M. Bittner is one of those volunteers.

And the mission she volunteers for always ends in death.

Bittner is a hospice volunteer.

For Bittner, a Senior Intelligence Officer with the 108th Operations Support Squadron, the journey to becoming a hospice volunteer with Caring Hospice Services began when her mother was diagnosed with cancer in 2007.

“My mom was sick for seven years with cancer; my brother and I were her caregivers. She passed two years ago, in 2014, so it was around that time when I started thinking about working with people in hospice care.”

Hospice programs provide end-of-life care that focuses on alleviating a terminally ill patient's symptoms, which can be physical, emotional, or spiritual. More than one-third of Americans who are dying utilize hospice.

“Dying people need companionship just like anyone else and most oftentimes in nursing homes they're left alone.”

There are many volunteer opportunities in the world; hospice, unfortunately is not usually the first one on most people's list. As a result, it takes a special kind of person to be a hospice volunteer.

“I didn't realize how comfortable I was around people and with the idea of death. I didn't want to run away. Going through it with my mom, I would've hated it if my mom had been alone. So I reached out.”

Hospice volunteers provide emotional support and companionship to patients, as well as provide respite for caregivers and family members involved in the patient's care.

However becoming a hospice volunteer is not an easy task.

“First came the phone interview, then the in-person interview followed by a class. Then they do a background investigation to check if the volunteer has a criminal history.”

That's just the first step.

“Then you go for a basic physical, blood tests to make sure you don't have any infectious diseases. Then you have a four-hour training class with the volunteer coordinator, where they go over different scenarios in case you are put in a position of talking with someone with different religious or family history sensitivities. You never know what a family is experiencing, especially with sickness and death, a lot of people handle it differently.”

And because people handle death differently, this can lead to friction.

“Your role as a patient companion is just that: Its' not to upset anyone or get involved in any family gossip. Just go in and be a listener.”

During the two years Bittner has volunteered as a patient companion, she has worked with nine patients. Currently she is seeing three patients a week.

“You want to be there as a presence so they are not alone. I go into the nursing home, usually I'll find someone either sitting in a bed or a chair, and I pull up a chair next to them and I ask them how their day is. Sometimes they talk and sometimes they don't, I just hold their hand.”

“I'll be there anywhere from 30 minutes to an hour per patient, per week. So I am visiting them four times a month. I don't



view it as a chore, it's a privilege for me that this stranger who doesn't know me, will let me sit with them.”

Some patients are non-responsive.

“The one that sticks out, he was a huge fan of Peanuts (the cartoon strip). His room had Snoopy stuff everywhere, so I said ‘I see you like Snoopy’ and he would just mumble “Snoopy’ but he was never aware enough to talk to me. So I just held his hand and I'd talk about the different Snoopy things in his room.”

And then there are the patients who aren't even that fortunate, the ones that don't have any family close by, or even have anything from their lives in their room.

“One patient's room was bare. I couldn't get her to respond in any way. So I just held her hand. I didn't start seeing her until within a few days of her passing.”

There are also patients who are veterans who would benefit from volunteers.

The amount of time Bittner volunteers is based on her military, family and school schedules. Currently, Bittner is working on her masters' in public service leadership with a non-profit management specialization. She has been with the 108th for 19 years.

What might seem strange to people is that there is also a positive side to being a hospice volunteer.

“One patient had a big impact on me. She told me all about her childhood in New York and how she grew up outside of Central Park. She went on to be a psychiatrist. I joked with her if I should lay down on the couch when we were talking and she laughed.”

That positive side, according to Bittner is it changes your

(Continued on page 12)

Wing is looking for victim advocates

From the 108th Wing Sexual Assault Prevention and Response Office



The 108th Wing Sexual Assault Prevention and Response program is looking for volunteers to serve as victim advocates.

According to Capt. Jay Thomas, Sexual Assault Response Coordinator, victim advocates are Senior Airmen and above and are selected to provide support, and care to sexual assault victims.

Here is a list of duties and responsibilities:

- Complete initial 40-hour training and obtain 32 continuing

education units of refresher training every two years.

- Be on-call, reachable, and available to respond timely, but safely, when scheduled for duty by the SARC and report to the SARC while carrying out sexual assault advocacy responsibilities.

- Provide coordination and encourage victim service referrals and ongoing, non-clinical support to the victim of a reported sexual assault and facilitate care.

- Accompany the victim during investigative interviews and medical examinations, interviews with medical personnel, law enforcement, investigators, SVC, trial counsel and defense counsel.

If you are interested in being a victim advocate, email Thomas at janal.d.thomas.mil@mail.mil. For more information about the Air Force Sexual Assault Prevention and Response program, go to: <http://www.af.mil/SAPR.aspx>.

If you are a sexual assault victim, you can contact the 108th Wing SARC 24 hours a day, seven days a week at 609-694-9426, or call the Department of Defense emergency safe help line number 1-877-995-5247, or go online to <https://safehelpline.org/>.

The toughest mission (continued from page 11)

focus on life.

“I spend as much time as I can with my kids because we get one shot, I am not going to be this age again, my kids aren’t going to be this age again. I don’t get a second chance for this day and who knows what’s going to happen.”

“That’s the effect my patients and my mom have had on me.”

This is the part of the story where instead of this being about Bittner, Bittner makes a direct appeal to you, the reader, about the need for more hospice volunteers. Even one more volunteer would make a difference.

“There’s a lot of people out there in their 80s and 90s and they are the only one in their family left. If that speaks to someone and they have the desire to sit, there are a lot of people willing to tell their stories.”

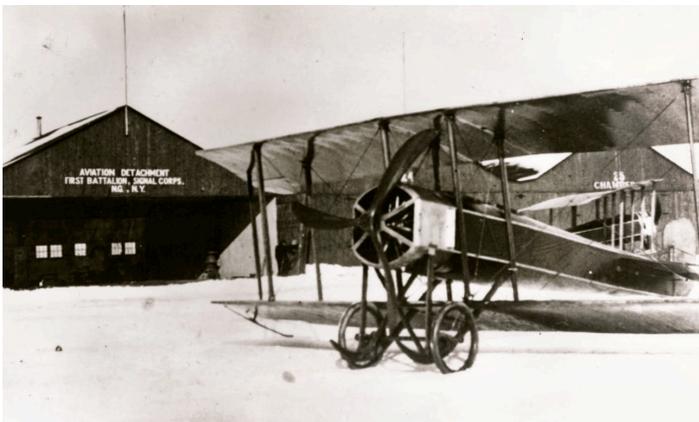
And while volunteerism has a positive side, it is also a very individual experience.

“I don’t think that people should feel the way I do, because my perspective is very personal. I almost feel selfish, because I feel so good after sitting with someone. I thank them every time I go “thank you for letting me sit with you today, I really appreciate your time.”

For Bittner, it’s all about making a difference performing that toughest mission.

“In the intel world, there’s never good news when we brief senior leadership; it’s not happy, it’s bad or dangerous. So what do you counter that with – love and kindness. I can’t change what’s happening, but I can go and sit in a nursing home and offset some of the bad in this world.”

New Jersey Air National Guard History (continued from page 7)



bers 101 to 199 for Guard flying squadrons, and decided to limit the role of Guard units to observation. Initial National Guard equipment was Curtiss JN-4 and JN-6 Jennies – both of which were available in large numbers after the demobilization.

Federal recognition of National Guard squadrons followed shortly thereafter. The next installment of this series will continue the history of the National Guard as well as the origins of the New Jersey Air National Guard.

New York’s Aviation Detachment, 1st Battalion, Signal Corps, was established in 1908, making its descendent, the 102nd Rescue Squadron, New York Air National Guard, the oldest Air National Guard unit in existence; a rented Gallaudet Tractor biplane is shown at Garden City, Long Island in 1915. That airfield later became Mitchel Air Force Base and today is the site of the Cradle of Aviation Museum. (Courtesy Air National Guard)

Security Incidents Involving Classified Information

By Maj. Jason Neumann, 108th Wing Chief of Information Protection

As a member of the United States Armed Forces, it is your responsibility to protect classified information, as well as report any suspected or actual compromise of classified information.

Security incidents can occur in many different forms, from improper storage of classified information to a data spillage to an unauthorized disclosure of classified information.

Anybody within the Wing can report a security incident to their chain of command and their security manager, or directly to the 108th Wing Chief of Information Protection, but my office must be notified by the end of the first duty day upon discovery. The incident's discoverer also has the responsibility to secure the classified material until it can either be brought to the appropriate personnel or secured within a security container.

Ultimately though, the main point that I want everyone to remember is that an incident should be reported if there is any concern that an incident has occurred and that the material must be secured. It is also important to note that the ultimate decision as to whether there was a compromise of classified information will be determined by the inquiry official, the chief of information protection, and the commander, not anyone else, which is why reporting these situations is so important.

After discovering a security incident, the affected commander will appoint an inquiry official. The official will be a disinterested party with an appropriate security clearance that is at a minimum, a government civilian, GS-9 or above, a senior non-commissioned officer, or an officer. The official should be of higher rank than the suspected individual.

This basically means that if someone from a unit within the 108th Operations Group is suspected of committing a security incident, then a member of another group should be appointed as the inquiry official that has the appropriate security clearance and is of higher rank than the suspected individual. In cases that require someone from the same group to be an inquiry official, than that individual should be from a different squadron, or at a minimum a different section.

The inquiry official will have 10 duty days to conduct their inquiry after receiving instructions from the 108th Wing Chief of Information Protection and the Joint Base McGuire-Dix-Lakehurst Installation Security Program Manager. The official will question personnel involved in the incident to help determine the circumstances surrounding the loss, unauthorized disclosure of classified information, or security infraction involving the mis-

use, improper handling, or safeguarding of classified information. After compiling the facts, the official prepares a report containing the facts of the reported security incident, their findings, and recommended corrective actions.

A quick overview of the possible security incidents that could occur within the 108th Wing would involve improper storage or transmission of classified information, data spillage, classified message incidents, unauthorized access or disclosure of classified information, among others.

Improper storage of classified information involves not properly storing or safeguarding classified information, such as leaving classified information outside of a security container, whereas improper transmission of classified information refers to transmitting classified information over unsecure means, such as radios or phones that are not certified for classified discussion.

Data spillage and classified message incidents are similar in nature as well; however, data spillage refers to classified infor-

mation being sent, transferred, or somehow uploaded onto an unclassified network, whereas classified message incidents refer to classified information being included in unclassified discussion on an unclassified network.

Unauthorized access or disclosure of

classified information involves releasing classified information to an individual that does not have a valid security clearance or the need to know, or when classified information becomes publicly available in the media. In these cases, it is still not authorized to discuss classified information that may have been inadvertently posted, except for with those individuals that have a valid security clearance and a need to know.

In addition to the security incidents described above, the other most common would be to bring personal electronic devices into classified areas. Although not an all-inclusive list, these are the most common to watch out for on the Joint Base.

This article is just a brief overview of security incidents and the responsibilities of all Wing personnel as well as the Inquiry Official.

For additional information regarding security incidents involving classified information, please refer to DoD Manual 5200.01 Volume 3, Enclosure 6, or for specific questions regarding security incident involving classified material, please reach out to your Security Manager or the 108th Wing Chief of Information Protection at (609) 754-2672 or via e-mail at usaf.nj.108-wg.mbx.wg-ip@mail.mil.



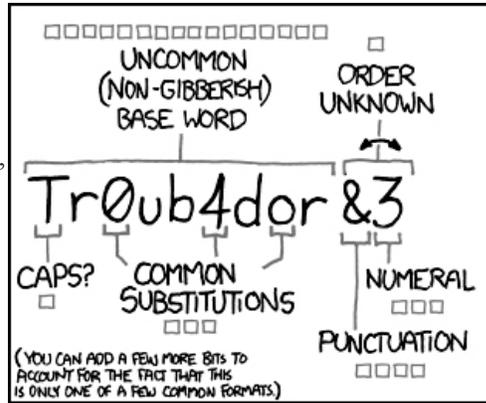
Cyber Security: Physical Security

By 2nd Lt. Robert W. Spiegel, Commander, 108th Communications Flight

October is Cyber Security Awareness month. You may be saying to yourself "I'm not in Communications Flight or the Cyber Squadron, so why am I concerned with Cyber Security?"

Why? Because everyone plays a role in keeping our network secure. One of the ways you can help is by using proper physical security practices. This means locking the office when no one is there, removing your CAC when you are not at the computer, ensuring communications closets are locked, not writing down your passwords, and if you see something that doesn't seem normal, report it.

No matter how many technical measures are employed by Comm or Cyber, without proper physical security, the network remains vulnerable. We need you to support our efforts in protecting the weapons systems.



~28 BITS OF ENTROPY

$2^{28} = 3 \text{ DAYS AT } 1000 \text{ GUESSES/SEC}$

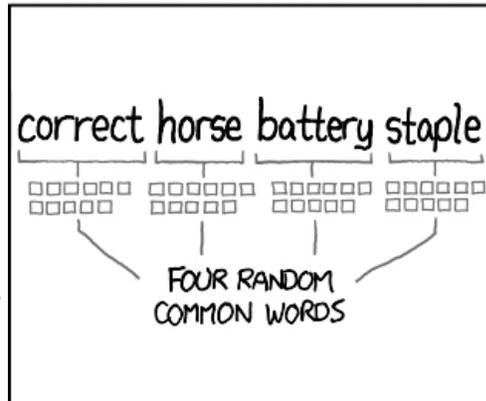
(PLAUSIBLE ATTACK ON A WEAK REMOTE WEB SERVICE. YES, CRACKING A STOLEN MATH IS FASTER, BUT IT'S NOT WHAT THE AVERAGE USER SHOULD WORRY ABOUT.)

DIFFICULTY TO GUESS: **EASY**

WAS IT TROMBONE? NO, TROUBADOR. AND ONE OF THE 0s WAS A ZERO?

AND THERE WAS SOME SYMBOL...

DIFFICULTY TO REMEMBER: **HARD**



~44 BITS OF ENTROPY

$2^{44} = 550 \text{ YEARS AT } 1000 \text{ GUESSES/SEC}$

DIFFICULTY TO GUESS: **HARD**

THAT'S A BATTERY STAPLE.

CORRECT!

DIFFICULTY TO REMEMBER: YOU'VE ALREADY MEMORIZED IT

THROUGH 20 YEARS OF EFFORT, WE'VE SUCCESSFULLY TRAINED EVERYONE TO USE PASSWORDS THAT ARE HARD FOR HUMANS TO REMEMBER, BUT EASY FOR COMPUTERS TO GUESS.

<http://xkcd.com/936/> XKCD Creative Commons

Refueling the Family! Food Drive

Donation Drop-Boxes

- Located in each Squadron
- Commissary Food Court

Pre-Packaged Food Bag

- Purchase at JB-MDL Commissary
- Only \$9.60!!!

Non-Perishable Suggestions

- Boxed Stuffing Mix
- Canned/Instant Potatoes
- Cranberry Sauce
- Turkey Gravy
- Corn/String Beans
- Aluminum Roasting Pan
- Brownie/Cake mix
- Juice/Soda

Everyone deserves a happy holiday. Please spread the word to help families in need within our 108th wing Family.

Thank you!

Battle of the Councils! Come join the 2 hours of fun!



When: 5 Nov 2016
1700 - 1900

Where: Ft. Dix Bowling Alley

Cost: \$5 for 2 hr game & shoe rental

Who: Everyone!

Come bowl and have fun!



CCAF



2017 General Education Requirements: Changes to Oral and Written Communication

Effective with the 2017-2019 *CCAF General Catalog*, students will have an option to satisfy the communication subject area of General Education Requirements (GER). **When the new *CCAF General Catalog* is published on Jan. 1, 2017, students registered in that catalog may either complete six semester hours of non-duplicative written communication and no oral communication; or three semester hours of written communication and three semester hours of oral communication.**

If a student chooses to complete the six semester-hour, written communication option, multiple (two or more) written communication courses cannot be duplicative. This means that the course curriculum content for each course must not be similar, such as: ENG101 English Composition I and ENG102 English Composition II, etc.

To determine if courses duplicate each other, it is important to research the Civilian Course Conversion Table (CivCCT) available in the CCAF Online Services. The CCAF Advisor and student must pay close attention to the CCAF Course Conversion Code assigned to the courses populated in CivCCT.

I'll use a student who attended courses at Georgia Southern University and Troy University as an example. The CCAF Course Conversion Code for Georgia Southern University's ENG151 Composition I is "ENGL101". The CCAF Course Conversion Code for Troy University's ENG102 Composition & Modern English II is "ENGL102". These courses do not duplicate each other ("ENGL101" and "ENGL102"). If the student completed these two courses and the credit earned combined is six semester hours or more, the six semester-hour written communication requirement has been satisfied and the student does not need to complete an acceptable oral communication course.

However, if the student completed Georgia Southern University's ENG151 Composition I (CCAF Course Conversion Code "ENGL101") and Troy University's ENG101 Modern English (CCAF Course Conversion Code "ENGL101"), the six semester-hour written communication requirement has not been satisfied because these two courses duplicate each other ("ENGL101"). The student must complete another non-duplicative written communication or oral communication course.

Additionally, if a student completed an acceptable written communication course or CLEP exam that was valued at six or more semester hours, this single course will satisfy the six semester-hour written communication requirement and the student does not need to complete an acceptable oral communication course or exam.

This change to the GER only applies to those students registered in the 2017-2019 *CCAF General Catalog*. This GER option does not apply to students registered in the prior 2011-2013 *CCAF General Catalog* or 2014-2016 *CCAF General Catalog*. A student registered in a prior catalog must complete three semester hours of written communication and three semester hours of oral communication. A student who desires the GER option must request to be moved to the 2017-2019 *CCAF General Catalog* by submission of a CCAF Student Action Request.

Questions may be directed to the Base Education and Training Office, Senior Master Sgt. Appleton (754-6077) or Master Sgt. Wynter (754-2149).

IF IT'S INTERESTING, WE'RE INTERESTED. CALL PA AT 754-4173



“What are some of your fall traditions or things you like about fall?”

Photos by Senior Airman Julia Santiago, 108th Wing Public Affairs



“College football and lot’s of food for the holidays. Thanksgiving is my wife’s favorite holiday.”

Tech. Sgt. Duy Nguyen
140th Cyber Operations Squadron



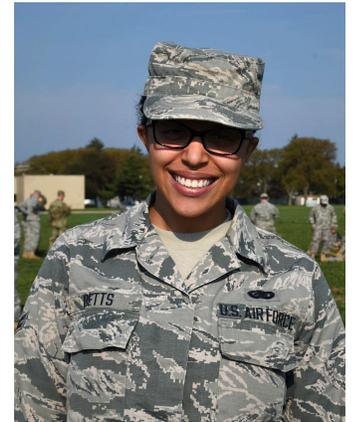
“I like to wear scarves, Thanksgiving, going to see family, and go hunting.”

Airman 1st Class Natalia Howard
204th Intelligence Squadron



“I carve pumpkins with my daughters, and I like to plant mums.”

Tech. Sgt. Tamika Covington
108th Force Support Squadron



“I like to eat or drink anything pumpkin, like pumpkin lattes. I also love fall clothing.”

Senior Airman Tabitha Betts
108th Logistics Readiness Squadron



I like Thanksgiving, pumpkin picking and spending time with family. Fall is the best season.”

Senior Airman Jazlyn Johnson
108th Force Support Squadron



I like Halloween and trick-or-treating with my family.”

Airman 1st Class Juan Rosado
108th Security Forces Squadron



I like watching the 31 day Halloween movie marathons on the AMC and SciFi channels,”

Airman 1st Class Kiyara Jackson
108th Force Support Squadron

“I like fall color nail polish and watching family movies.”

Senior Airman Eliysheba Evans
108th Force Support Squadron