



**FALL 2015**



Recently I had the privilege to sit down and have lunch with six of our Airmen during drill weekend. Col Kilgore instituted this event as an opportunity to listen to our Airmen, address their concerns, and get to know our force. In his absence this past weekend, I was able to visit and get to know our Airmen from across the wing. I came away thoroughly impressed with their drive for self-improvement and enthusiasm for service in the Air National Guard. They are on the path to shape their future and they conveyed an excitement and a desire to make a real difference for their career, unit and community.

That event and the conversations that transpired reminded me of an email I received recently from Brig Gen Marcus Jannitto, Deputy Adjutant General Rhode Island, where he stated that he believes leadership and mentorship is a gift. The opportunity we have been given and the ability to answer a simple question about the gift we have is "... now that I am here what am I going to do to make things better?" The unbridled enthusiasm our young Airmen possess coupled with the breadth of experience and leadership of the NCO's, SNCO's and officers in the wing have allowed us to achieve many accomplishments in the past eight months. I want to illustrate to you how you have used your gift of leadership and mentorship.

We have issued over 500 Training Line Numbers and reclassified over 300 Airmen. We executed and staffed an MQ-9 Combat Air Patrol for three days off station to support OEF operations. The Operations Group TDY OPSTEMPO is well over 2,400 days and they have performed over 2,200 MQ-9 combat hours this year. We are currently providing forces down range utilizing 42 SFS, one LRS, and two FSS personnel. Their talents have been recognized and they are leading the way. Recruiting has increased to a point where we are making positive gains - 41 accessions since February. We have aggressively instituted a Commanders Inspection Program that ensures we are mission ready in line with Commanders intent. Construction on building 912 is currently underway and on track for Phase I completion in May of 2016.

Without the deliberate leadership and mentorship you provide our Airmen each day we would not be able to realize these successful accomplishments. We are in conversion, not yet IOC, contributing daily to OEF operations and continuing to improve our day-to-day mission execution. Each and every one of you has been given a gift and an opportunity to lead and mentor. Continue to ask yourself "how can I make a difference?" The results so far have been outstanding. Keep asking the question...



**Email scandals in the news should be our wakeup call...**

When a high-profile former Secretary of State is revealed to have conducted the entirety of her official email correspondence via a private system or when the IRS can't locate the email archive of an official in hot water with congress, we need to look past the media's politically influenced coverage. What is the underlined problem that helped to cause these scandals and others? Poor records and email management.

Air Force records serve a crucial role in supporting the mission of the Air Force by ensuring information is available to support effective decision making through authoritative information and to protect the legal rights of the Air Force, our employees, and the public. Records document official business, serve as the memory of the organization, provide a record of past events, and are the basis for future actions.

Air Force units at all levels have a requirement to document their organizations, functions, policies, procedures, and activities. These records must be preserved by implementing effective life-cycle management procedures and must be managed systematically to ensure they are complete, accurate, trustworthy, and easily accessible.

Electronic Records Management (ERM) is directed by Air Force Manual 33-363 *Management of Records*. Sensitive or classified information will be maintained in the SIPRNet ERM system and non-sensitive and unclassified records will be maintained in the NIPRNet ERM system. Commanders, supervisors and CORs accept the responsibility for training users to ensure sustainability of their ERM processes.

Most of us have used the R: drive by saving official documents according to our approved file plans. However, I suspect not many of us have saved official emails to the R: drive. Most of us probably save email in Outlook personal folders, or maybe print the message and file it. We need to change our mindset and create new practices. Records cannot be maintained in non-approved electronic records keeping systems such as e-mail systems, pst files, or backup tapes, as these are primarily for restore purposes only and are subject to deletion and/or rewrite.

*Continued on page 5*

*Continued from page 4*

Air Force organizations will realize various benefits from managing e-records. Benefits to be gleaned from promoting ERM across the Enterprise include, but are not limited to the following from a *Coopers & Lybrand* study:

- a) Faster retrieval of information--improved workforce access
- b) User awareness of requirement to share government information
- c) Reduce physical record storage space & paper holdings, eliminate/reduce workload related to sending products to staging areas and record centers
- d) Copying and printing cost reduction
- e) Seamless transition to an Enterprise electronic recordkeeping application (ERK)
- f) Increased production—on average each organization/person:
  - o Office information increases by 20% annually
  - o Time spent searching for information = 20-30 % of the work day
  - o Files on servers containing duplicate or outdated info = more than 50%

An article in a recent *Federal Computer Weekly*, discussed email scandals and electronic records. “It’s like the lights,” said Paul Wester, the nation’s first chief records officer since 2011. “They come on, they go off. You press the button, it all works. People expect records to be like that.” He’s on the front lines of a government-wide effort to corral electronic records – first email and then electronically produced material. “When email is in the news, it can be something of a teachable moment. It’s giving records officers the opportunity to have conversations with people they were never having conversations with regarding these issues.” Webster is trying to bring agency inspectors general into the records conversation. “I think the IG community is interested in thinking about how important records are.”

The 107th IG office recently performed a horizontal inspection of the records management program across the wing. The results should identify the areas that need improvement. Our records indiscretions won’t likely make it on the nightly news, but we do have to take it seriously. This area will surely be a focus during our inspection in July. If we all make an effort to improve our email and records management, we will do fine. Let’s use this opportunity to learn from other’s mistakes.



“Honoring our Heritage, Building our Future”

Each year, we observe National Hispanic Heritage Month from September 15 through October 15. We celebrate, learn, and grow from the history and contributions of American Veterans and citizens with themselves or ancestors from Spain, Mexico, the Caribbean, and Central and South America.

In the Air Force, Hispanics make up the lowest average of Hispanic recruits in all of the Armed Forces. Hispanics have enjoyed a rich military heritage in the defense of this nation and will continue to be a rich resource for recruitment in the future as their numbers have more than doubled in the past 15 years in the military branches.

As a strong and resilient unit, we here at the 107th Airlift Wing are bound by our shared ideals. The Hispanic Airmen here at the 107th has the same dreams, values, trials, and triumphs as people in every branch of service to our country. During this month proclaimed as, National Hispanic Heritage Month, let's all renew our commitment to honoring the invaluable and sometimes untold ways that Hispanics have contributed to all of the Armed Forces and the 107th Airlift Wing Mission. Celebrate Hispanic culture and let's continue to work towards a stronger, more inclusive and more prosperous society for us all here at the 107th Airlift Wing.

Below are some of the events in the local community celebrating National Hispanic Heritage Month:

Friday, October 2, 7pm,  
Salsa for a Cure @ Pucho's "Benefit for Roswell Park Cancer Institute"

Thursday, October 15, 5pm @ Herman Badillo Bilingual Academy PS#76  
"Commemoration of Pioneers to Bilingual Education Buffalo Public Schools"

Saturday, October 17, 11am @ Botanical Gardens "Family Fun Day, Arts, Crafts and Music"



# A Day in the life of a Chaplain and Chaplain Assistants



# 107th Security Forces News



The Buffalo Bills would be proud knowing the 107th Security Forces were able to have some R&R on their busy overseas deployment. Watching the Bills sometimes is not a relaxing experience for fans, but this game made the day for our Airman to see the season opener. No pizza and wings for this group until they are back home.

Chief Master Sgt Mark Hajduk retires with 40 years of service to our country.

Thank you for your service.





## 107<sup>th</sup> AW LEGAL OFFICE SERVICES



The Judge Advocate's office would like you to be aware of not only the legal services available, but also some other information that will be of importance to you. Our office currently consists of two attorneys and two paralegals: Major Wisniewski (SJA), 2<sup>nd</sup> Lt Mansour, MSgt Crump-Owens (LOS), and TSgt House (Paralegal).

### LEGAL ASSISTANCE PROVIDED

The legal services provided by this office are here for your convenience on UTA weekends. It is important to note, however, that our office is not allowed to provide legal advice on personal ventures, including small business, rental property, etc. The following lists services available:

Wills

Powers of Attorney

Notary Services

Service Members Civil Relief Act (SCRA)

Uniform Services Employment and Reemployment Rights Act (USERRA).

On-line Legal Assistance: <https://aflegalassistance.law.af.mil/lass/lass.html> (Please

Note: You MUST retain/or print your on-line ticket number in order to allow our office to retrieve any information you submit on-line).

**Wills:** Anyone who is married and/or has children should have a Will. If you need a Will, you may pick up a Will worksheet and have it completed prior to your appointment. If you already have a Will and would like it to be reviewed, you may bring it to our office. Our office also prepares Living Wills and/or Appointments of Agent.

**Powers of Attorney:** Anyone who has children, and is going to be absent for any length of time must have some type of power-of-attorney in accordance with Air Force Instruction (AFI) 36-2908, at minimum for the care of their child(ren). Powers-of-attorney prepared by our office range from general to various types of special POA's including childcare, financial, military matters, etc.

**Appointments:** Due to time constraints normally experienced during UTA weekends, we ask that you contact us to set up an appointment prior to UTAs at the contact information above, or as early in the UTA as possible. You must also complete the necessary worksheet prior to your visit via <https://aflegalassistance.law.af.mil>.



Continued from page 8



## UNIFORM CODE OF MILITARY JUSTICE (UCMJ) “The Long Arm of the Law”



Like any other organization, the military system of the United States has its own set of laws known as the Uniform Code of Military Justice, or UCMJ. The UCMJ applies to any military member of the United States who is on active duty, *anywhere in the world*.

Whenever you attend basic training or technical school for the first time, or are deployed overseas, you are active duty Air Force under Title 10 of the United States Code and are therefore subject to the UCMJ, in addition to the local civil and criminal laws of where you are going to be located.

For example, a member of another Guard Unit was on a temporary duty assignment on Title 10 orders, therefore was on active duty. Through random urinalysis testing, the member tested positive for marijuana, and was subsequently court-martialed and punished under the UCMJ.

As a result of the court-martial, the member’s disposition was as follows:

- Reduction to E-1 Airman Basic
- Forfeiture of all pay and allowances
- Dishonorable discharge

***Don’t let this happen to you!***

On UTA weekends we are located in room 223 on the second floor of the HQ Building and can be reached at 236-2519

As a new member of the team, I would like to thank everyone with the 107<sup>th</sup> AW for making me feel welcome. I am incredibly honored and proud to be brought aboard as the Wing Director of Psychological Health. I've sensed a strong feeling of community and togetherness here. Much has been done to create a culture of resilience and strength. I am looking forward to continuing the work.



As an Army veteran who has experienced the stress of deployment, it has become my life's mission to help service members and veterans in need. Members of our armed forces experience levels of stress and stressors unimaginable to the general population. For the last several years, I have worked in residential and outpatient settings serving all types of clients including veterans, service members as well as children and families. My work and education has led me to specialize in trauma work as well as depression and anxiety.

*Continued from page*

My role here with the 107<sup>th</sup> is to support you and your families. No problem is too big or too small. If you are experiencing stress, anxiety, depression, sleep issues, anxiety, substance abuse, PTSD symptoms etc., please come visit me. I'll be available to help with treatment or to just lend an ear, whatever is needed. I'm reachable at office number 716-236-2401, cell number 716-238-1790 or email [Jason.Masker@ang.af.mil](mailto:Jason.Masker@ang.af.mil). Services are free and confidential.

So stop by! I'm looking forward to meeting and working with each and every member of the Wing.

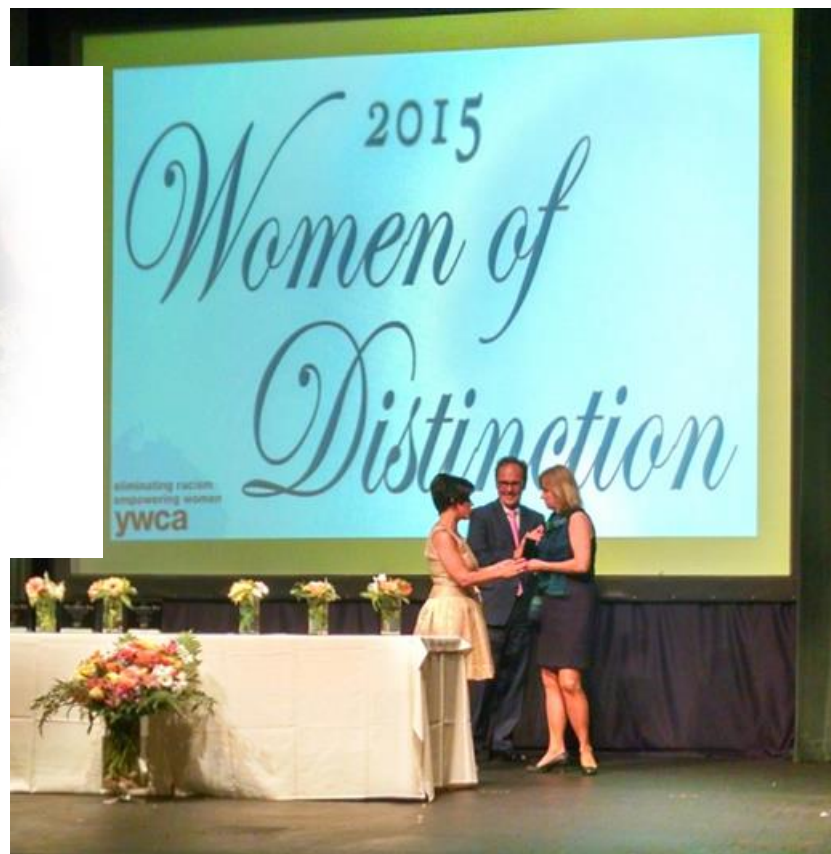
*Jason Masker M.S., MHC  
Wing Director of Psychological Health*



## **YWCA of Genesee County 2015 Women of Distinction**

107th AW Chaplain's Assistant Master Sgt Heather Cummings was chosen as a 2015 Women of Distinction honoree in the military/veteran category. She was Selected for her dedicated work as a teacher, Airman and community member.

She received a NYS Assembly citation. "Heather's consistency in putting forth 100% effort for her country's military and her community has made her a shining example of commitment, altruism and excellence to which those in her community and New York State should so aspire," the citation said. She was one of six people recognized at an awards gala held June 13.



# A Day in the life of a Chaplain and Chaplain Assistants continued





The Chaplain and Chaplain Assistants at the 107th are here for you. That's why we visit and are out and about... so you know us, and we get to know you. We are here to help with your resiliency, to lift your spirits, to celebrate your accomplishments, to walk with you in life's hardships, to ensure you have opportunities to exercise your constitutional right to the free exercise of religion especially when Mission allows. Chaplain Kraft is 100% confidential. The Chaplain Assistants do crisis intervention and hold that confidence as well. The Chaplain Assistants are here during the UTA weekends and Chaplain Kraft is here at the base full time now and has some programming during the week. Her office is in Building 901, Room 202 and open for you.

The Chaplain's Office is especially looking to recruit additional chaplains. Please contact the Chaplain's Office if you know of someone who would like to qualify as a chaplain here at the 107th.

The 107th Chaplain's Office numbers are as follows:

107th Chaplain's Office 716-236-2395

107th Chaplain's Cell: 716-512-4390

107th Chaplain's Crisis Line: 716-228-7719

914th Chaplain's Office: 716-236-2096

914th Chaplains Cell: 908-448-7369

Confidential Suicide Hotline: 800-273-TALK (8255)

107th Sexual Assault Prevention Response Mobile: 716-228-7716

We are here for you!

Blessing - One and All,  
Chaplain, Lt Col Jackie Ann Rose Kraft



DoD  
**Safe Helpline**  
Sexual Assault Support for the DoD Community

Live 1-on-1 Help Confidential Worldwide 24/7

Click: [www.SafeHelpline.org](http://www.SafeHelpline.org)

Call: 877-995-5247

Text: 55-247 (INSIDE THE U.S.)  
202-470-5546 (OUTSIDE THE U.S.)

*A confidential and anonymous sexual assault hotline for the DoD Community.*

Keep up with the latest and greatest right from your smartphone.



Just click on one of these icons and see what's out there.





# **T** **HUNDERBIRD**

Brought to you by:

107th Airlift Wing

Commander  
Col. Robert Kilgore

Vice Commander  
Col. Michael Bank

Executive Officer  
Capt. Lindsay Sorce

Public Affairs Officer

Capt. Elaine Nowak

Multimedia Supervisor

Senior Master Sgt. Ray Lloyd

Staff Photographers

Tech. Sgt. Brandy Fowler

Staff Sgt. Ryan Campbell

The *Thunderbird* is a funded Class 1 Air Force Newspaper published quarterly Niagara Falls A.R.S., N.Y. The *Thunderbird* is an authorized publication for members of the United States military services. Contents of the *Thunderbird* are not necessarily the official views of, or endorsed by, the U.S. Government, DOD, the Department of the Air Force, or the Air National Guard. The editorial content is edited, prepared, and provided by the Public Affairs Office of the 107th Airlift Wing. All photographs are Air Force photographs unless otherwise indicated. The *Thunderbird* uses material from Armed Forces Press Service, AFNS, AMC News Service, af.mil, NGAUS, Air Force Retiree News and unit members.

We want your feedback!!!

E-mail us

@

107aw.TBIRD@ang.af.mil

