



Thunder Bird



107th Airlift Wing, New York Air National Guard, Niagara Falls, NY



SUMMER 2016



On 1 April 2016, the 107th Airlift Wing (AW) completed its second year of a three year conversion from the C-130 Hercules to the MQ-9 Reaper, a Remotely Piloted Aircraft (RPA). This conversion has brought with it nearly 11 million dollars of building renovations and infrastructure upgrades, securing the future of the Wing for decades to come. Each day the proud men and women of the 107 AW are writing new chapters in this Wing's long and historic heritage dating back to 1948.

As a Wing, we've achieved some significant milestones over these last two years. We have successfully realigned our individual units into new career fields and retrained a vast majority of our Wing personnel. The Wing deployed, achieved full command and control of a combat line (18 months into conversion) and then safely redeployed home. Our Base Civil Engineering Squadron was the only unit in the Air National Guard to have a Military Construction project ready for funding and execution when the Fiscal Year 2016 National Defense Authorization Act was signed. The Operations Group has exceeded all training timelines for its mission crews, a feat most, if not all previous RPA Wings were unable to achieve a full year before reaching Initial Operational Capability.

These are only a few of our accomplishments, but all this effort does come at cost. Members of the 107 AW spend on average, collectively, 247 days a month traveling to various locations around the nation; training, supporting and executing our mission. Those that have completed their training, must maintain their skills and doing so requires an immeasurable level of commitment from the entire 107 AW. It takes an entire wing to execute this new and ever evolving mission and we mustn't lose sight of that. We must also never lose sight of the families waiting at home for our members as they step up, taking on this truly 24/7/365 mission.

The 107 AW is rapidly becoming an Operation-



al Guard Wing while we strive to maintain our reserve component identity and heritage. That was never better demonstrated than during the November snow storm in 2014. The immediate and overwhelming response from the 107th family was felt throughout our communities. The traditional deployments haven't stopped with our conversion; numerous Squadrons and individuals routinely deploy in support of various Commands around the world answering our Nations calling.

As a result of your selfless dedication to our new mission; the 107 AW is now postured for an enduring future, maintaining our heritage while seamlessly integrating into the active component of the Air Force as an Operational Wing. We should all stand a little taller and prouder from our achievements. I am proud to be serving with each of you.



107th Airlift Wing



107th Airlift Wing
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Vice Commander
Lt. Col. Gary Charlton

Command Chief
Chief Master Sgt. Phillip Tavenier

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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 Attack 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.

THE THUNDERBIRD SUMMER 2016

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On the cover:

An Airman assigned to the 107th Security Forces Squadron, Niagara Falls Air Reserve Station, N.Y., engages targets with a M203 grenade launcher during heavy weapons training at Camp Grayling, MI., May 21, 2016. The training is part of an annual requirement for security forces in order to remain proficient and qualified on the weapon systems they are expected to carry. (U.S. Air Force photo by Staff Sgt. Ryan Campbell/ released) (Full story on 107aw.ang.af.mil)



Military Child receives high honor

By Staff Sgt. Richard Mekkri, 914th Airlift Wing Public Affairs / Published May 02, 2016

April is month of the Military Child. This awareness month was established to underscore the important role that approximately two children play in the Armed Forces community. Gabriel P. Curcione is one of those children.

Curcione's father is a Master Sgt. with the 30th Aerial Port Squadron at the Niagara Falls Air Reserve Station. After Gabe's father deployed to Afghanistan in 2012 the weight of being a military child was realized.

"It was really hard not having that second parental figure there," said Curcione of his father's deployment. "My brother and sister had to take on more responsibility."

This responsibility ignited a passion in Curcione to help others. With the help of his mother he applied for the United States Congressional Award and began mentoring other children who were in similar situations.

"I was able to meet other kids just like me, other military children," said Curcione. "We were able to share our experiences and help each other out when our parents were deployed."

Curcione's passion allowed him to travel the country, speaking with dozens of military children.

"I counsel the kids," Curcione said. "I share my personal story about what happened when my father was deployed."

Mentoring and counseling are traits that are strong within the Curcione family. Gabriel's father, Paul tries to instill these values into his children.

"That's one of the most rewarding parts of my job," said Master Sgt. Paul Curcione, 30th Aerial Port Squadron. "I love mentoring kids. I love preparing them to eventually take over my job, to see when they get it and that light bulb comes on. It's so rewarding and I think Gabe feels the same way."



Currently, the high school senior has more than 400 hours of community service, volunteerism and personal development invested into the Congressional Award. For this, he received the Congressional Award Silver Medal.

The Silver Medal was presented by Congressman Chris Collins, Friday, April 22nd at Wilson High School, Wilson, New York. This was the first time that Collins has presented this award.

“I hope that winning this award will help me get into the Air Force Academy,” said Curcione. “I hope that I’m able to inspire other people to achieve more, too.”

Curcione is looking forward to attending Rochester Institute of Technology this fall in Rochester, New York. He anticipates joining the Air Force Reserve Officers’ Training Corps and studying mechanical engineering. He plans to apply to the Air Force Academy in July for the class of 2021.



Gabriel Curcione poses with family and members of the community, Friday, April 22, 2016, after receiving the Congressional Silver Medal at Wilson High School in Wilson, New York. Curcione received the award after performing more than 400 hundred hours of volunteerism, community service, and personal development. (U.S. Air Force photo by Staff Sgt. Richard Mekkri)



107th's First Commander; Colonel Robert James Kirsch Led the unit 1948-1962



Colonel Robert James Kirsch

Promoted to Colonel on 23 September 1949

Currently assigned as Executive Office, Headquarters, New York Air National Guard, Westchester County Airport, White Plains, New York with duty at International Airport, Niagara Falls, New York.

Born on 18 December 1921, in Buffalo, New York

Completed 56 Semester Hours at New York State Teachers College and the University of Buffalo.

During World War II, Colonel Kirsch had key assignments as Squadron Commander, Group Operations Officer, and Deputy Commander of the 86th Fighter Group.

Rated as a Command Pilot, not on flying status.

Awarded the Distinguished Flying Cross, Air Medal with 4 Oakleaf Clusters, Distinguished Unit Citation, American Campaign Medal, American Defense Service Medal, European-African-Middle Eastern Campaign Medal, World War II Victory Medal, Army of Occupation Medal, Air Force Longevity Service Award, Armed Forces Reserve Medal and the French Croix de Guerre with Palm.

Colonel Kirsch has been employed as a Base Detachment Commander at National Guard Air Base, International Airport, Niagara Falls, New York since December 1948.

Colonel Kirsch resides with his wife the former Harriet Alice Carlson at 3564 Warner Drive, Grand Island, New York. The Kirsch's have three children.

Guard Is Named Air Defense Wing

The Air National Guard Wing at the Niagara Falls Municipal Airport has been redesignated the 107th Air Defense Wing from the 107th Fighter-Interceptor Wing, it was announced today by Col. Robert J. Kirsch, Wing commander.

The change was made to make the Air National Guard conform to its Air Force counterpart. The change will affect in name only the Niagara Falls units of the wing for the time being.

Downstate, however, Air Guard units under Col. Kirsch's command will be changed both in name and operation. In addition to having fighter-interceptor squadrons at Syracuse, Schenectady and White Plains, there will be added a materiel squadron, an air base squadron, and infirmary and a fighter group (air defense) to each of these bases.

The change provides for more personnel at each of the bases and will enable them to better fulfill their mission of air defense in New York State. Following is the organization of each wing.

Niagara Falls, headquarters, 107th Air Defense Wing and the 136th Fighter-Interceptor Squadron, Syracuse, 138th Fighter-Interceptor Squadron, 107th Fighter

Group (A-D), the materiel squadron, air base squadron and infirmary.

Schenectady, 139th Fighter-Interceptor Squadron, the 109th Fighter Group (A-D) and support units.

White Plains, the 137th Fighter-Interceptor Squadron and the 105th Fighter Group and support units.

General to Inspect Air Guard Wing

SYRACUSE, June 23 — Maj. Gen. Karl F. Hausauer, commander of the New York National Guard, will inspect the 107th Air Defense Wing of the Air National Guard at Hancock Field here Monday.

The 107th, which has a complement of 800 men, is nearing the end of its 15-day summer encampment at Hancock Field. It is based at Niagara Falls Municipal Airport.

Col. Robert J. Kirsch, wing commander, will make the inspection with Gen. Hausauer. Others participating will be Brig. Gen. Lewis A. Curtis, New York Air National Guard commander, and Col. Vito J. Castellano, deputy chief of staff.

TOP GUARDSMEN GET STATE AWARDS



Major General Karl F. Hausauer (left), commanding officer of the New York State National Guard, is shown presenting the Governor's Cup to Col. Robert Kirsch, commander of the 107th Air Defense Wing, during an awards program at Camp Smith yesterday. Col. Kirsch accepted the award on behalf of M/Sgt. M. J. Lehti, of the Niagara Air Base. —Star Photo (Jimmy Napier)

No Date Is Set for Recall of 136th

The 136th Tactical Fighter Squadron has not been assigned a definite date for call to active duty, Col. Robert Kirsch, commanding officer of the 107th Tactical Fighter Wing, said today.

In answer to reports that

the unit would be activated on Oct. 1, Col. Kirsch said:

"Nobody should start packing yet. We're working hard to bring the unit up to peak combat readiness, but we are still on a standby basis until further notice.

The squadron will go on two weeks active duty Sept. 16 for summer training.

Pilots are being called for longer periods of active duty to end on Oct. 1.



DEPARTURE DELAYED: Hurricane Connie today kept 12 jets of the 136th Fighter Interceptor Squadron grounded at the Niagara Falls base. They had been scheduled to take off at 9 a.m. to take part in two weeks of Air National Guard training at Hancock Field, Syracuse, which was closed in by effects of the storm. Studying the weather map are, from left: Capt. Arnold G. Wackerman and his son, John, 7; Col. Robert J. Kirsch, commanding officer of the 107th Fighter-Interceptor Wing; Capt. Michael Svisco, and Maj. John Blawie and his daughter, Barbara, 8. The children had come to see their fathers leave. All non-flying personnel in the wing left for Syracuse by bus this morning.



Tactical Fighter Mission

WE presently are in the first phase of our transition into the F100 "Supersabre" jet fighter and the Tactical Air Command's global mission. At Niagara Falls, the initial conversion of the 107th Tactical Fighter Wing has been completed. All pilots have been checked-out, the last F86 "Sabrejet" has departed, and gradually we are gaining a capability to operate the F100 on a scale commensurate with our F86 operation. The personnel reorganization, air technician program changes and resupply operations incident to conversion are all but completed, and the requirement for recruiting and retraining of assigned personnel has been identified. We hope that this entire cycle will begin soon at Syracuse for our 138th Tactical Fighter Squadron.

Immediately ahead of us lies the problem of individual training. Concurrently with the upgrading of aircrews to a combat-ready status, retraining of support personnel must be accomplished in almost every functional area. Line personnel have a new aircraft to inspect and repair, armament technicians must master new bombing systems and loading techniques, communications personnel have the TACAN navigation system to cope with, engine repairmen the J57 engine with its powerful afterburner, and so it goes.

Personnel far removed from the flight line also are involved in changes. Supply personnel must master the "flyaway kits" system, installations personnel must learn that a half-inch stone in the wrong place can ground an F100 as quickly as a bad engine, and personnel and transportation clerks must learn the techniques involved in deployment on short notice.

Throughout this learning stage, planners will be hard at work perfecting mobilization plans, mobility plans, defense plans, disaster plans and all the operating procedures necessary to put them into effect.

Sometime in the future a telephone will ring in the Combat Operations Center of the 107th Tactical Fighter Wing at Niagara Falls. The caller may be a representative of the Air Force's Tactical Air Command, and his message may alert the men who fly the newest addition to New York State's arsenal—the F100 "Supersabre."

The call could mark the start of a "no-notice" Operational Readiness Inspection, or it could be the "real thing." In either case, hundreds of airmen would report for duty at Wing airbases in Syracuse and Niagara Falls—duty that conceivably could take them anywhere on Earth. The mission might be participation in an ORI—which in itself involves all missions; it might be fighting a brush-fire war in a far-away place; or, in the event of full scale hostilities,

it might be nuclear retaliation against those who had plunged the World into the darkness of WW III.

Readiness, to a degree sufficient to enable us to participate in missions of this nature, is the toughest challenge ever hurled at a reserve component of any Service. It includes transitioning into the Air Force's hottest aircraft (the F100C takes off and lands at a speed higher than any other USAF fighter or bomber); it means to complete retraining of all of our maintenance personnel; it means emptying our warehouses and restocking them for F100 operation; it requires the formation and training of nuclear loading teams; and, of course, it will demand countless hours at gunnery ranges, dive bombing, strafing, skip bombing, rocket firing, air-to-air firing, and learning the techniques involved in the delivery of nuclear weapons. Most important of all, this caliber of readiness involves planning and teamwork in the execution of the plans we develop.

Phase II of our training will involve the execution of these plans. Teamwork will be the by-word. Any individual training not accomplished in Phase I will stand out like a piece missing from an assembled jig saw puzzle. Field training periods provide an excellent opportunity for execution of these plans, and, beginning this year, tactical echelons of the Wing will be deployed on maneuvers in accordance with our Wing Mobility Plan.

Phase III of our training, the maintenance of an operationally-ready status, will begin on the day when I can report that the 107th is once again operationally-ready—this time really ready—in the F100!

When this day comes, all of us can rest secure in the knowledge that we will have done our duty and that, by so doing, we have earned our place on the first team in a fighting organization.

ROBERT J. KIRSCH
Colonel, NYANG
Commander
107th Tactical Fighter Wing

ARE YOU ACTIVELY LISTENING?

How many times in your career have you walked out of a briefing or a staff meeting thinking “That is a horrible idea” or “It will never work!”? Of those times, how many times did the leader (of that one-sided discussion) ask if there were any suggestions or questions? If so, did they really listen to what was offered or was it just to appease the audience? This is an experience many of us have shared all too often and it will stall the growth in our organization.

In my almost 20 years of service in the Air National Guard, I have worked for and with a wide variety of leaders and supervisors. I have learned many lessons along the way from both positive and negative experiences. The single most important concept or idea that has impacted my professional development and overall performance is how to be an active listener. Leaders who have the ability to actively listen to their subordinates, as well as their peers, gain trust in their organization and promote creativity as well as loyalty.

When employees state they want their voices heard, what they are really saying is they want leaders who will not just hear them but really listen to them. The Chief Master Sergeant of the Air Force, Chief James Cody has challenged us to really know our Airmen; know their lives; know how to recognize if there is a problem or a change; embrace the Wingman concept. In order to do this effectively, we must listen to our Airman- actively. As a leader, it is difficult to really know what your Airmen are thinking, especially in our limited exposure on a UTA weekend. We must balance our desire to perform and accomplish tasks with being mindful of the quality people we are surrounded by and what they bring to the table. In order to do this task effectively, we must open up the lines of communication and really listen.

It is increasingly important for all of us, especially leaders, to effectively listen because of our diverse and multi-generational workforce. The “one size fits all” approach no longer works and those of us that adapt and engage in the practice of active listening will be more successful and compassion-

ate leaders.

Listed below are effective forms of listening that are not listed in our job descriptions but will help get us started (adapted from 6 Ways Effective Listening Can Make You a Better Leader, by Glen Llopis, Forbes.com, 20 May 2013)

Engage Yourself - When you engage yourself more actively, hold yourself more accountable and follow up, your Airmen will know you are listening.

Show You Care - Our Airmen want to be led by someone who values them as more than a SORTS reportable asset, but by someone that they can depend on during times of professional and personal hardships.

Be Empathetic - Make yourself approachable and know the distractors which impact your Airmen.

Don't Judge Others - Be willing to learn, adapt to change and be open to those with a different style or approach.

Be Expansively Mindful - Communication goes beyond verbal and non-verbal forms, therefore be aware of your body language and facial expressions. Keep your military bearing.

Don't Interrupt - Embrace two-way communication; remember with every interruption comes disengagement in the conversation.

Active listening is a way of showing concern for our Airman and to foster cohesive bonds, commitment, and trust. When conflicts emerge, they will be resolved with a "win-win" solution. In addition, if you listen to the people you supervise; you will learn ‘what makes them tick.’ When you know ‘what makes them tick,’ you will be more effective at motivating them. You can encourage them when they need encouraging, and you will know what kinds of things they value as rewards for a job well done. While the practice of active listening may take some time to master and make part of your overall management and leadership style, we owe it to our Airmen and our organization to harness every possible resource to ensure we are delivering the world’s most powerful Air Force.



Everyone's military career takes him or her on many different paths. Whether it is from one branch to another, active duty to the guard (or vice a versa), or deployment opportunities, the route we take shapes our career and our lives. I have had the great honor to sit down with Dr. Gregory Richert to appreciate the path that led him here to the 107th and what he has planned after his departure from our wing.

Doc Richert began college at Saint Cloud State University in 1998 and continued on to medical school at Kirksville College of Osteopathic Medicine in 2003. In 2004, he started his internship at St. Johns Westshore Hospital but then put it on hold for the agreement to be with National Air and Space Intelligence Center (NASIC).

It was Moody Air Force Base that he would call home from 2004-2007. During his time there he became a Pararescue Jumper physician and found the time to complete his medical internship. Almost immediately after the completion of his internship, Doc became very active with his new unit. He did three tours to Afghanistan for Operation Enduring Freedom and participated in Katrina Relief. From 2004-2005, he was Flight Surgeon subject matter expert (SME) for the Air Force Special Operations Command (AFSOC) in the 71st Rescue Squadron. In 2005-2007, Doc was the Element Leader and Readiness and Training for Pararescue personnel under the AFSOC/ACC (Air Combat Command) with the 38th Rescue Squadron.

Another path had then opened up for Doc Richert in 2007. He decided to PCS to Hickam Air Force Base in Hawaii to work for Col. (Dr) Daniel O. Wyman (retired as Brigadier General in 2014). This path had made a pronounced impression on Doc. He was given the opportunity to do many different jobs and deployments while stationed there for five years. He had frequented (six times in total) McMurdo Station in Antarctica to help in Operation Deep Freeze and an Antarctic Winfly deployment. Doc also had led a fourteen person medical mission to rural Philippines, was the lead medical planner and led the medical missions in Quang Tri Vietnam and in rural Thailand three times, was lead SME on CasEvac training for Indonesian Special Forces, and was lead Medical Officer in Jessore Bangladesh.

Doc had accomplished greatness while at Hickam Air Force Base. He became Chief of Aerospace Medicine of the 13th Pacific Air Force, Lead Flight Surgeon of Operation Deep Freeze, and Chief of Medical Operations and Exercises. He was also awarded the Donald F. Hagen Young Physician Award in 2008 and the Pacific Air Force Flight Surgeon of the Year in 2009.

Hickam Air Force Base was filled with opportunity, experiences, and life lessons. When Doc was asked if he could leave an impression or a message to the "new generation" of our unit, he reflected back to his time at Hickam and remembered what someone had told him and had this to say:

"The one thing I say about anything, when times are bad or when times are good, if you embrace the military, the military will embrace you. If you fight the military, it will fight you back every step of the way and you will have such a miserable time. If you have a bad situation in front of you, you have to

have a good attitude because there is nothing in life that can't be made worse. Probably not the impression I want to leave but it's true. You get out of it what you put into it."

Although Hawaii was filled with activity and experience and the active duty lifestyle was something he really appreciated, Doc Richert was ready to finish his medical residency. In 2011, he felt it was a good time to do just that. So off he went back to the continental U.S. to join the 107th AW.

Doc started working in the Medical Group with Doc Torres and he said it was a good transition into his new station due to his experience with the C-130 mission. He liked the small "normal" feel of the clinic and really enjoyed the high tempo of the mission. With his active duty background, Doc was excited at the fact that there were plenty of opportunities to deploy with the C-130's. But he would never get the chance to partake in them since his main focus was the completion of his residency at UB and by the time he had the time to deploy, the mission had changed.

Doc Richert got to really experience what Guard life was really like. He took note and really appreciated the cohesiveness of a unit. He had mentioned that with less transition, less in and out, people are here for many years or even their entire career. Relationships and friendships become tighter in this situation because the person sitting at the next desk over may be there for fifteen years with you. He also observed the size of the Buffalo/Niagara Falls region and how it is a big area but has that small town feel. He joked about it saying "if someone is sick or injured I will know about it before they show up to the clinic." When someone is sick or hurt, Doc said it was interesting to see how quick everyone would come together.

But the adventure must continue. Doc Richert is leaving the 107th as the Chief of Aerospace Medicine and the Flight Surgeon SME and heading back to active duty. He wants to make it clear that he isn't leaving the unit because he is unhappy in any way; it is just because there are different opportunities that active duty can offer. Doc went into the guard knowing that one day he would be going back to active duty and the timing just seemed right. He has always enjoyed being a flight surgeon and during his career, he has checked a lot of boxes out of order and active duty would help him be able to complete that checklist. Doc is now looking to become Chief Aerospace Medicine in a medium or large clinic to further his career and when Ramstein Air Force Base was offered to him, he couldn't pass it up.

After the years spent with the 107th and the bonds that were formed with the members, Doc Richert hopes the people that he had come across, one way or another, have viewed him as a nice and easy going guy. Someone who had their best interest at heart and who looked out for not only his or her career or short-term goals, but also for their long-term health and well-being.

So on behalf of the 107th, thank you Doctor Gregory Richert for all that you have done for our wing. We wish you all the best in your next endeavor. May this next path offer you the opportunities and greatness you have worked so hard to attain.



The last weekend of April, 10 couples went away to RIT Inn and Conference Center to a Strong Bonds event for couples called, "Laugh Your Way to a Better Marriage." Some of the written evaluation responses we received back after the event were:

"It is a fun way for couples to enjoy and learn how to strengthen their marriage. I liked that the material was funny, and we still had time to spend time with just one another. It gave us time to reconnect."

"Very informative. Very helpful. Just what we needed."

"Time away, and the content of the course, and instructors."

"That it's not entirely serious, & you can laugh about it, but it's still really helpful information."

"Videos – all the laughing. Just gave me the time to reflect & remember why I love my man."

"The content of the material – presented in a way that teaches you tools, but is not 'in your face.'"

"Ladies (Jackie & Heather) did an amazing job and loved meeting couples I wouldn't have. It was very needed for any marriage at any point in their marriage."

"I recommend this to all Married Couples. Gave us time to RESET!"

"It was enjoyable to be away with my spouse. I would like to go to Strong Bonds II."



We will be having another "Laugh Your Way to a Better Marriage" Strong Bonds couple's event in FY2017. So for those of you who couldn't attend this last couple's event, please let the Chaplain Corps know if you are interested.

For Single Airmen, please save the date for the next Strong Bonds event which will be called, "Prep: Got Your Back," 16-18 September 2016.

Chaplain Services

Wing Chaplain
LtCol Jackie Ann Rose Kraft
Office: (716) 8677
Cell: (716) 512-4390
Chaplain Crisis Phone: (716) 228-7719

** If you need to see a chaplain please call Chaplain Services, at extension 2395 or the numbers listed above. Chaplains and Chaplain Assistants are always on call

Summertime! The cure for the winter blues is finally here! The short grey days of winter are gone and the long warm days of summer have been unofficially ushered in. If you're starting to feel a bit better you are not alone.

In 2013, a Google tracking study was conducted. The study was designed to track the search of mental health related topics. The results of the study gave weight to the observations and anecdotal evidence of mental health professionals.

Eating disorder searches were down 37 percent in summer versus winter.

Schizophrenia searches decreased 37 percent during summer.

Bipolar searches were down 16 percent during summer.

ADHD searches decreased by 28 percent.

OCD searches were down 18 percent, and bipolar searches decreased by 18 %. Searches for suicide declined 24 percent during summer and anxiety searches had the smallest seasonal change – down 7 percent during summer.* (Martinez, 2015)

What causes these results and why is the change in our mood so pronounced when the season changes? The answer is really a combination of several factors. The stress of the holiday season is gone which causes a ton of anxiety in many of us. Also, since the days are longer and warmer we are exposed to more sunlight. More sunlight = more vitamin D which has been linked with positive mood. In summer we're also more likely to eat better and exercise more. These activities are long known to have a positive correlation with good mental health.

As human beings, we function best when we are getting an adequate amount of exercise and sleep. What we eat is equally important. The vast majority of the time, our mood issues can be resolved by getting our exercise, sleep and diet regimen in check. Sometimes though this can be easier said than done. If you're struggling let me know. We can come up with a game plan to get you feeling better. We're certainly in the optimal time of year.

Jason Masker, LMHC

Martinez, F. (2015, June 26). How Does Summer Affect Your Mental Health? Retrieved June 3, 2016, from <http://therapychanges.com/blog/2015/06/summer-affect-mental-health/>



Mission Ready = Inspection Ready

Know this acronym- AFIS=Air Force Inspection System

The **purpose** of AFIS is to effectively/efficiently provide CCs timely and relevant information to improve unit effectiveness. The **goal** of AFIS is to strengthen commanders' ability to focus on mission readiness, not inspection readiness... *If you are always mission ready, then you should always be inspection ready!*

AFIS is built around the 4 key areas of CC responsibility. *Every unit member should know these!*

Managing resources
Leading people
Improving the unit
Executing the mission

Internal inspections, exercises, and observations are conducted as part of the Commander's Inspection Program. The Wing IG executes the CCIP with the support of a **Wing Inspection Team (WIT)**, which is comprised of personnel across the wing that have been nominated by their CC. The inspections provide a reliable assessment of the wing's mission readiness and state of discipline. Deficiencies discovered are usually corrected through a **Deficiency Manager** and closed by a Commander.

The Wing CC also relies on sections to run a mandated **Self-assessment Program (SAP)**. This program is usually facilitated by the appointed **Self-assessment program manager (SAPM)**. This allows CCs at all levels to verify compliance with directives and identify areas of non-compliance - *it is a critical part of the CCIP*. SAPs allow issues to be identified and corrected at the lowest level. The most common method is the Management Internal Control Toolset (MICT). MICT also allows the IG and HHQ to do a virtual inspection of a program. *****MICT cannot be used alone!***** Other avenues such as SAVs, audits, internal meetings etc. must also be used and recorded to substantiate the SAP.

External inspections such as the **Unit Effectiveness Inspection (UEI)** are conducted by personnel above the wing level. A UEI cycle is a continuous evaluation of the wing's performance over a four year cycle. The UEI cycle culminates with a HHQ **Capstone** inspection and then the cycle starts over. The 107AW Capstone is scheduled for **21-26 Jul 16**. **EVERY AIRMAN IS CRITICAL TO MISSION READINESS!** The old phrase "the chain is only as strong as its weakest link" applies strongly to our success. If you can improve something, please take the initiative to do so! If you are aware of an area of non-compliance, you have a responsibility to inform your chain of command.

If every 107th member can speak to the details above we will shine. You can stop by the IG office any time if you have questions about the new inspection system.

LtCol Chris Thurn
107AW Inspector General



Buffalo Bisons Baseball Day

11 August 2016

1:05 pm



vs.



\$48/person includes:

- 1 game ticket
- Food buffet (1300-1500)
- Beverages (to include beer, wine & soda from 1230-1530)

FUN WITH FRIENDS!

Call or Email:

MSgt Chanda White (x2482)

TSgt Mike Dieter (x2427)

RSVP NLT 4 August 2016



2016 COMMANDER'S BALL
"Come Fly With Us"
at
Byblos Niagara Resort and Spa

*Colonel Robert G. Kilgore, 107th Airlift Wing Commander
requests the pleasure of your company on Friday,
05 August at the Byblos Niagara Resort and Spa*

Come to a "Black Tie affair" and enjoy a grand evening with the Airmen of the 107th Airlift Wing with fine dining, drinks (Top Shelf) and dancing!!

The menu for the evening will be:



Hors D' Oeuvres: Bruschetta Pomadora, Clams casino with Applewood smoked bacon and Imported and domestic cheeses with fresh fruit and crackers

Salad: Baby Spinach w/ mixed Greens served tomatoes, cucumbers and Chef's fresh balsamic vinaigrette dressing

Entrée: 10oz Prime Rib or Chicken Milanese (Vegetarian Option Avail on request)

Twice baked potatoes

chef's choice mixed grilled vegetables

Rolls & butter

Coffee & Iced tea

Desserts: Assorted desserts

** Cocktails begin at 1800 followed by Dinner at 1930, Dancing at 2030



Tickets on Sale NOW!!
\$50 a ticket

Please see the following personnel for ticket:

- CMSgt Jason Folckemer, DSN 238-2562
- SMSgt Raymond Fitzpatrick, DSN 238-3391
- MSgt Jennifer Blamowski, DSN 238-3349
- SSgt Stasha Haag, DSN 238-2430

Hotel reservations can be made by calling
716-773-1111, Room Reservations under
107th Airlift Wing Military Ball & Block ID is 1817830
or www.byblosniagara.com
Room Cost \$107 plus taxes

Promotion Requirements

Where are you now?
Are you ready to take the next step?

Amn-E-2	A1C - E3	SrA - E4	SSgt - E5	TSgt - E6	MSgt - E7	SMSgt - E8	CMSgt - E9
				Sole occupant of at least a TSgt UMD position	Sole occupant of at least a MSgt UMD position	Sole occupant of at least a SMSgt UMD position	Sole occupant of at least a CMSgt UMD position
6 months TIG	6 months TIG	1 year TIG	2 years TIG	2 years TIG	2 years TIG	2 years TIG	2 years TIG
6 months TIS	1 year TIS	2 years TIS	4 years TIS	6 years TIS	9 years TIS	11 years TIS	14 years TIS
3 level PAFSC	3 level PAFSC	3 level PAFSC	5 level PAFSC	7 level PAFSC	7 level PAFSC	7 level PAFSC	9 level PAFSC
PME - BMT (Note 1)	PME - BMT (Note 2)	PME - N/A	PME - ALS	PME - N/A	PME - NCOA	PME - SNCOA & CCAF (Note 3)	PME - CCAF (Note 3)



Note 1: Promotion to Amn (E2) will be automatic, 6 months from the date member departs for basic military training (BMT) / tech school, unless the unit commander requests the promotion be delayed. (The Military Personnel Flight (MPF) will publish orders/update the Personnel Data System for promotion to E2).

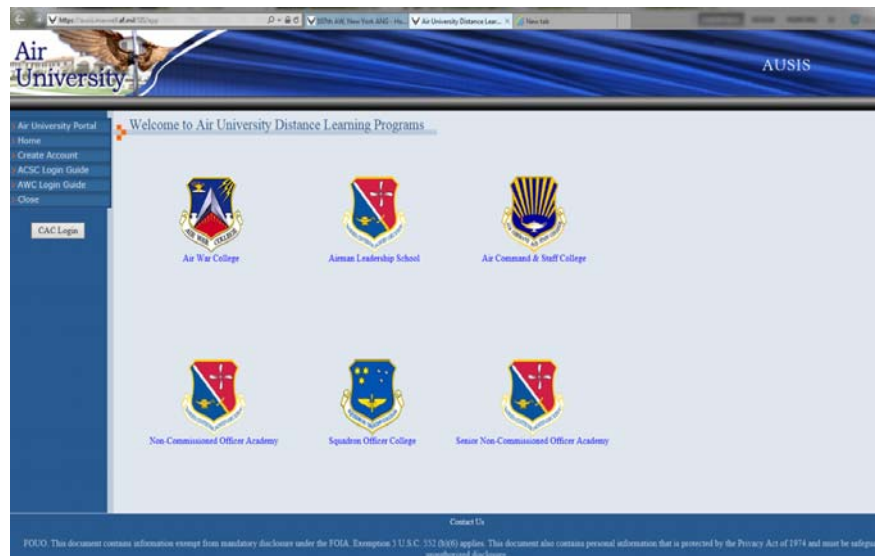
Note 2: Time in grade (TIG) requirement is computed from the date of entry on the initial active duty training (date member departs for BMT / tech school)

Note 3: 107th Sup - SEJPME required for promotion to SMSgt and CMSgt

Career Advancement-

Here is where you go for your PME
<https://ausis.maxwell.af.mil/SIS/app>

Continue your professional development though on and off-duty education. Join professional organizations (for example, base advisory and enlisted councils) and participate in organization and community events through volunteerism.



Social Media Tips

**Please keep the following in mind
when posting to social media sites like Facebook or Twitter.**

Once it's out there, it's there forever

- When you post something on social media, you can't "get it back." Even deleting the post doesn't mean it's truly gone, so consider carefully before you hit enter.

No classified information

- Don't post classified or sensitive information (for example, troop movement, force size, weapons details, etc.). If in doubt, talk to your supervisor or security manager. "Think OPSEC!"

Replace error with fact, not argument

- When you see misrepresentations made about the Air Force in social media, you may certainly use your social media property or someone else's to correct the error. Always do so with respect and with the facts. When you speak to someone who has an adversarial position, make sure what you say is factual and respectful. No arguments, just correct the record.

Admit mistakes

- Be the first to respond to your own mistakes. If you make an error, be up front about your mistake and correct it quickly. If you choose to modify an earlier post, make it clear you have done so (e.g., use the strikethrough function).

Use your best judgment

- What you write may have serious consequences. If you're unsure about a post, discuss your proposed post with your supervisor. Ultimately, you bear sole responsibility for what you post.

Avoid the offensive

- Don't post any defamatory, libelous, vulgar, obscene, abusive, profane, threatening, racially and ethnically hateful or otherwise offensive or illegal information or material.

Don't violate copyright

- Don't post any information or other material protected by copyright without the permission of the copyright owner.

Don't misuse trademarks

- Don't use any words, logos or other marks that would infringe upon the trade mark, service mark, certification mark or other intellectual property rights of the owners of such marks without owner permission.

Don't violate privacy

- Don't post any information that would infringe upon the proprietary, privacy or personal rights of others.

No endorsements

- Don't use the Air Force name to endorse or promote products, political positions or religious ideologies.

No impersonations

- Don't manipulate identifiers in your post in an attempt to disguise, impersonate or otherwise misrepresent your identity or affiliation.

Stay in your lane

- Discussing issues related to your career field or personal experiences are acceptable and encouraged, but you shouldn't discuss areas of expertise where you have no firsthand, direct experience or knowledge.

Be cautious with the information you share

- Be careful about the personal details you share on the Internet. Maintain privacy settings on your social media accounts, change your passwords regularly and don't give out personally identifiable information. Also, be mindful of who you allow to access your social media accounts.

Don't promote yourself for personal or financial gain

- Don't use your Air Force affiliation, official title or position to promote, endorse or benefit yourself or any profit-making group or agency. For details, refer to Code of Federal Regulations, Title 5, Volume 3, sec. 2635.702, Use of Public Office for Private Gain, in the Joint Ethics Regulation or Air Force Instruction 35-101, Public Affairs Responsibilities and Management.

107th Airlift Wing Goals

- Agile training, equipping, and employment of our Airmen; continue to ensure 107 AW personnel obtain proper AFSC reclassification, Skill level, and Mission Qualification training
- Be cost-effective, agile, and fiscally sound with every resource in order to maintain facility and equipment readiness and modernization
- Mentor, develop, and educate our Airmen to prepare them for the technology-to-warfighting and integrating operations of the 21st Century
- Provide the resources and tools necessary to make our Airmen resilient, empowered, and adaptive
- Continue to foster a culture of family and care for each other

We want your feedback!!!

If you have content you would like to share,
Please send it our way!

Email us @
USAF.NY.107-AW.LIST.PA-TBIRD@mail.mil

