

102nd Fighter Wing Seagull

May 2006

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Getting ready
for Iraq



Colonel Mark F. Ellis

**By Col. Mark F. Ellis
Commander
102nd Mission Support Group**

The last article I prepared for the Seagull started with the word “Unprecedented.”

At that time, we were on the threshold of a journey which would take the wing through three events called “The Perfect Storm.” These three events were predicted to have an unprecedented effect on the future structure of the Air Force and the Air National Guard.

The first event was the February 2005 release of the Program Objective Memorandum which analyzed near-term Air Force/Air Guard future missions and determined the amount of money that would be required to pay for them. The conclusion was the Air Force would have to reduce, transform or eliminate a significant number of missions in order to evolve into the required future force.

Current manning levels and infrastructure costs could not be sustained if the Air Force were to procure new weapons systems such as the F-22 Raptor and the F-35 Joint Strike Fighter aircraft. A major impact will be the reduction of a significant number of aircraft in the Air Force/Air National Guard inventory.

The second event was the May release of the Base Realignment and Closure Commission’s recommendations for the Air Force and Air National Guard. As we are all aware, the original recommendation from the commission was to close Otis Air National Guard Base and the 102nd Fighter Wing, move our 18 F-15 aircraft to Atlantic City, N.J., and establish a detached air defense alert site at Bradley Airport in Connecticut.

The final commission recommendation, after extensive discussions and briefings from the 102nd command staff, our congressional delegations and governor’s office, resulted in our F-15 aircraft and air defense alert mission being moved to the 104th Fighter Wing in Westfield and the 102nd Fighter Wing being realigned into a new and emerging mission.

The third event was the October release of the Department of Defense Quadrennial Defense Review which outlined DoD’s vision on how the Air Force and Air National Guard

From the support group commander’s desk

After the ‘Perfect Storm,’ we stand on a new threshold

should transform to meet the national defense requirements into the year 2025 and beyond. This future vision moves the Air Force and Air Guard heavily into the space exploitation, command and control, communications, unmanned aerial vehicle, intelligence, surveillance, reconnaissance and detection mission areas. It also envisions a very much smaller requirement for manned fighter aircraft.

Although not the outcome that we might have preferred, the wing did weather the “Perfect Storm” and, as predicted, it will have an unprecedented effect on the future of the Air National Guard.

We are now standing on another threshold and about to begin another journey that will take this wing into the future. As I write this article, we are awaiting the announcement of the future missions that will be assigned to the wing. This announcement will begin the significant and challenging task of transitioning from the air defense and air superiority mission we have proudly performed for the past 34 years into a new organization performing exciting emerging missions which will ensure that the United States Air Force and the Air National Guard remain the premier fighting force in the world well into the 21st century.

The transition to our future missions will not come without challenges. For several years, we will still be required to support our F-15 air defense mission and continue flying training.

It will also be some time before the facilities are built and personnel are properly trained at the 104th Fighter Wing so they can standup the F-15 mission.

At the same time, we will have to schedule personnel for training, build or modify buildings to accept new mission equipment here and accomplish all the requirements to bring the new 102nd Wing to initial operational capability.

This transition will not come without some personal challenges as well.

Some individuals will have the opportunity to follow our F-15s to the 104th Fighter Wing. Others will choose to transition to the new missions and commit to the time required to attend technical training, others may choose to stay until the F-15s depart and then retire or begin another career in another

(See THRESHOLD, Page 13)

ON THE COVER

Tech. Sgt. Stephan Jeffres, left, and Senior Airman Cory Wright repair a field deployable heating, ventilation and air-conditioning unit during the 102nd Civil Engineering Squadron's March deployment to Fort Indiantown Gap, Pa. Story and more photos beginning on Page 8.

This month...

Quarter award winners named



Story on Page 5

Seagull

Col. Paul Worcester
Commander

Col. Anthony Schiavi
Vice Commander

1st Lt. Nicole Ivers
Public Affairs Officer

Master Sgt. Ken Wheeler
Editor

Senior Airman James Reagan
Cliff McDonald
Staff

Doris S. Bousquet
Proofreading

Harry B. Harding & Son
Printer

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Consider a local furlough

Story on Page 6

Relaxing on deployment



Story on Page 11

What's for lunch?



Saturday, May 6

Asian chicken stir fry or hamburgers, salad, vegetables, assorted desserts and beverages.

Sunday, May 7

Grilled tuna melt or shrimp scampi, salad, vegetables, assorted desserts and beverages.

Seagull deadline

The deadline for submission of articles for the next Seagull is 2 p.m., Sunday, May 7. No articles can be accepted after this deadline.

Articles for publication should be no longer than 350 words. The public affairs staff has the right to edit all articles for content and length.

Items should be sent over the LAN to kenneth.wheeler@maotis.ang.af.mil or prepared on a floppy disk, preferably in Word for Windows.

Articles on disk also should be submitted with a printed copy to the Public Affairs Office, Building 158, room 209. For more information call (508) 968-4090.

Worth quoting

"I have nothing but the greatest appreciation for what our Airmen are doing. It is amazing the experience and commitment we continue to have from our Airmen. It's a busy force, there's a lot going on in the world, there are a lot of demands that are placed for those of us who are serving in the military, and our people are doing absolutely great."

— *Chief Master Sgt. of the Air Force Gerald R. Murray*

Upcoming drill dates

Drill hours are 7:30 a.m. to 4 p.m. Saturdays and 7 a.m. to 3:30 p.m. Sundays.

2006

May 6-7	Oct. 21-22
June 8-9	Nov. 2-3
June 10-11	Nov. 4-5
Aug. 26-27	Dec. 2-3
Sept. 16-17	

- * First drill in June replaces July drill.
- * June 8-11 is for Phase II Operational Readiness Exercise.
- * First drill in November replaces July 2007 drill.
- * Unit Compliance Inspection Nov. 2-7.

Wing cable television

The 102nd Fighter Wing CATV broadcasts 24 hours a day, 7 days a week on the following channels:

Channel 3: Fox News

Channel 9: CNN, defaults to training broadcasts

Channel 11: Pentagon Channel, defaults to training broadcasts

For questions about broadcasting please contact Multimedia at 508-968-4516.

Part-time paralegal is needed

The wing judge advocate's office has an immediate opening for a part-time paralegal.

Anyone who is interested in applying for the position is encouraged to contact Master Sgt. Teresa Smith either by e-mail at teresa.smith@maotis.ang.af.mil or by telephone at DSN 577-4336 or commercial 508-968-4336.

A formal application and interview are required in addition to specific training requirements.

Contact Sergeant Smith for more information.

Diversity Group needs recipes for cookbook

The Massachusetts Federal Diversity Group needs your favorite recipes.

As part of its fund-raising efforts, the MFDG is assembling a "multi-cultural" cookbook that will contain favorite recipes provided by the men and women of the Massachusetts National Guard and their families.

Each recipe contributed will acknowledge the person by name in the cookbook. Given the diverse makeup of the National Guard, organizers expect that the recipes will reflect our many cultures and their varied tastes.

The cookbook will be available for sale prior to the holiday season in November.

The group is looking for all types of recipes: main dishes, appetizers, desserts and beverages.

If you are interested in submitting recipes, contact your MFDG representative for a recipe form and instructions.

While you're at it, order a copy now so that you won't miss out. Copies of the recipe book will sell for \$10.00 and will make a great holiday gift.

So, dig out those favorite recipes and share them with your friends and co-workers.

Contact the following 102nd Fighter Wing members for more information:

1st Lt. Nicole Ivers, 508-968-4003; Senior Master Sgt. Jose Franco, 508-968-4343; or Staff Sgt. Tabitha Gendreau, 508-968-4184.

Quarterly award packages due

Award packages for airman, non-commissioned officer or senior NCO for the third quarter of fiscal 2006 must be sent to your unit orderly room by the close of business on Saturday, June 3.



Master Sgt. Joseph J. Nadeau



Staff Sgt. William J. Alexson



Senior Airman Brian S. Jones

Nadeau, Alexson, Jones earn quarterly awards

By Master Sgt. Ken Wheeler

A heating, ventilation and air-conditioning craftsman, a security forces specialist and a chaplain's assistant are the wing's personnel of the quarter.

Master Sgt. Joseph J. Nadeau of the 102nd Civil Engineering Squadron is the senior noncommissioned officer of the quarter, while Staff Sgt. William J. Alexson is the NCO of the quarter. Senior Airman Brian S. Jones is the airman of the quarter.

Sergeant Nadeau returned from a 130-day, one-man deployment to Iraq in January and is slated to return to that country with the squadron's deployment this month.

During the earlier deployment, he supervised an eight-person team, completing 320 work requests over 120 days in all areas of heating, ventilation, air conditioning and refrigeration and receiving an "outstanding" rating for his work there. His team's work ensured that the more than \$9 million in communications equipment stayed up and running for the more than 5,000 personnel at the base. The team also focused its efforts on more than \$3.5 million in stationary HVAC assets and made sure that 65 field deployable environmental units were ready for use.

During the time he was there, the base came under rocket attack 15 times and

Sergeant Nadeau led the CE damage assessment teams.

Now he has volunteered to deploy with an Otis CE team to spend more time in the desert of Iraq during the summer months.

At Otis, Sergeant Nadeau supervises a five-person HVAC shop.

While attending in-residence NCO academy, Sergeant Nadeau served as a flight sergeant and is working on his senior NCO academy correspondence course.

A resident of Fall River, he holds Rhode Island and Massachusetts pipefitters and oil-burner licenses, as well as a Massachusetts second-class fireman's license.

His son, Joseph II, is a member of the 267th Combat Communications Squadron.

During his off-duty time, Sergeant Nadeau volunteers in his home community as a coach for Junior Twilight Baseball and has helped provide support for the Pan Mass Challenge bicycle ride that benefits the Jimmy Fund.

A resident of Ipswich, Sergeant Alexson recently was promoted to staff sergeant and has been cited as an integral member of the security forces squadron.

As a response team leader, he is responsible for the security of more than

\$600 million in aircraft, buildings and equipment at Otis. Because of his drive to excel, he is being trained to also work in the central security control area.

During the unit's most recent staff assistance visit, Sergeant Alexson was recognized for his job knowledge and efficiency by the SAV inspectors.

During his off-duty time, he also has helped the wing recruiters in their efforts.

Sergeant Alexson's goal is to become an Air Force security forces officer and is attending Cape Cod Community College, where he expects to graduate in August. In conjunction, through a "cross-town program," he is also a cadet in the Air Force Reserve Officer Training program at Boston University, where he is enrolled in an Air Force academic class and a leadership laboratory. When he graduates from there in May 2008, he is to be commissioned a second lieutenant.

This month, he is to receive an associate's degree in criminal justice from the Community College of the Air Force.

In his off-duty hours, he is a member of the Rotary Club of Yarmouth and the American Red Cross in Hyannis. He also is a trustee of the Hyannis Public Library and a board member for Champ Homes, an organization that provides a
(See AWARDS, Page 7)

Furlough fun, New England style

By Airman 1st Class Alexis Colonna
The Airman's Council

Being a member of the Armed Forces has its privileges, among which, the most historically appreciated is furlough and time off.

From basic training onward, most Airmen make a point to remember that morale, welfare and recreation services and USO options are available to them, particularly on active duty. Those services and benefits are key to maintaining morale on deployment.

For Guard personnel stationed at home, however, it is often easy to overlook the great benefits these organizations provide locally.

Perhaps the easiest starting point is to navigate through the wing intranet page: Under "Organizations" select "Maintenance", then "MXG", then "Miscellaneous Information", then "MWR Links".

Among the links are:

Air Force Inns Search (<http://www.p.afsv.af.mil/LD/>) This site provides a worldwide directory of Air Force Inns, including facilities, services, and contact information for each. There are also links to that base's MWR website, where available. This site also provides MWR links for other service branches, each with their own directories, as well. Great rates, good service, access to standard military facilities and services, and proximity to places of interest are the advantages of choosing military lodging options when traveling.

Government and Armed Forces Travel Cooperative (<http://www.govarm.com/>) This is a cooperative group that has partnered with MWR to provide reduced rates for package and travel options with private lodging facilities and services. A free membership is required for online access.

Air Force Services Agency (<http://www.afsv.af.mil/>) Here is another fantastic place to start out. This site represents the services' starting page for travel, lodging, and entertainment, including information on travel promotions, tours, Air Force Lodging, and links to Air Force sports and musical/theatrical en-



sembles like Tops In Blue.

Air Force Travel On-Line (<https://www.afttravelonline.com/startpage.aspx>) Here, you can shop for discount travel options and book hotels, tours, cars, and plane/cruise tickets online.

Constitution Inn, Boston (<http://www.luxuryres.com/siteHost/index2.asp?hotelid=3219&page=0>) While visiting downtown Boston, take advantage of this nearly waterside military hotel, including an indoor pool and complete fitness center, and great rates.

USO Greater Boston Area (<http://www.usoneengland.org/USOBos.htm>) The USO has always had a great and well-deserved reputation for raising morale on some of the toughest stages in the world, but what can they do at home? The New England USO is a fantastic local morale booster, providing discounts and ready access to some of the best that New England has to offer, from Boston's best theatres to New England's great sports teams, local restaurants and museums, night clubs, shopping, parks, attractions, tours, and, of course, marketing promotions and military discounts. They even provide a

periodic chronological listing of local events, and things to do. This is a must for anyone just wanting to get out and about. And don't forget, the USO is not just in New England. USO branches and facilities can facilitate travel and planning; such as those located in airports, including Boston's Logan Airport.

Armed Forces Vacation Club (<http://www.afvclub.com/>) Here is another resource provided solely in gratitude for your military service. Sponsored by Resort Condominiums International, this site provides discounts to private residences such as time-shares or resort condominiums on a space-available basis.

Also, consider contacting your local MWR and Services Offices, including those on Air Station Cape Cod (http://www.uscg.mil/d1/units/ascapecod/MWR_main_pg.htm) and Hanscom AFB's 66th Services (<http://www.hanscom.af.mil/svs/homepage.aspx>). Here you can get details on fantastic military resorts like Walt Disney World's Shades of Green, and Hale Koa, Hawaii, or local weekend guesthouses in Nantucket or Martha's Vineyard.



*USO
Volunteers
prepare to
serve up Ice
Cream
Sundaes at the
Homeless
Shelter for
Veterans in
Boston*

Vocational Aptitude Battery test to be offered

In light of the wing's changing mission, personnel who are changing jobs may need higher Armed Services Vocational Aptitude Battery scores to qualify for a new Air Force specialty code.

When the new AFSCs are announced, the requirements can be found in the back of Air Force Manual 36-2108 and your current scores can be found on your personnel RIP on the Virtual MPF. Descriptions also are being posted on the Otis Home Page.

The list is not yet all-inclusive and is being increased each day.

Officer AFSCs are listed in Air Force Manual 36-2105 and the entry requirements are listed in the AFSC description. There is no ASVAB requirement for officer AFSCs. ASVAB tests have been scheduled in the wing training plan.

The ASVAB is scheduled for 7 to 11 a.m. on the Friday before the unit training assemblies in May, August, October, and December.

If you are interested in taking the ASVAB, send an e-mail to DPMT.102FW@maotis.ang.af.mil or to Senior Master Sgt. Paul Hennessey or Master Sgt. Colleen Archer so you can be scheduled.

The ASVAB also can be taken at Hanscom Air Force Base or Quonset Air National Guard Base, R.I. If you are interested in taking them in either of those other locations, contact Sergeants Hennessey or Archer for information.

Milestones

Welcome aboard

102nd Medical Group

Senior Airman Adrian S. Vonahrensburg, medical administration, Hanover.

102nd Fighter Wing

Airman 1st Class Joseph P. Sklut, command and control specialist, East Bridgewater.

Promotions

To first lieutenant

Christian A. Leighton

To technical sergeant

Aaron A. Leger

Michael C. Mortell

Brian D. Savage

To staff sergeant

William J. Alexson

Michael R. Anderson

Francis T.I. Condon

Peggy A. Farmer

Donna M. Morgante

Ryan D. Romsey

To senior airman

Evan S. Minior

Jennifer A. Vaughn

Awards

(Continued from Page 5)

haven for people who are physically disabled, in recovery from drug or alcohol abuse, mentally ill, and all those in need in some way or the other. For more than 10 years, our program has successfully served more than 900 adolescents, young adults, and seniors.

As a Rotary member, he has aided its fund-raising efforts.

As a chaplain's assistant, Airman Jones networks with Army, Navy, Coast Guard and Air Force chapel personnel nationwide to learn how best to do his job and recently attended the Massachusetts National Guard Chapel Team Confer-

ence.

As part of his job, he also recently aided the wing critical incident stress management team in debriefing security forces personnel before their deployment to Qatar.

He was responsible for developing the wing chapel team information guide, which included emergency religious ministrations, critical stress management procedures, suicide awareness information and deployment and evaluation tools.

He also was instrumental in developing and giving suicide awareness training to 97 percent of wing personnel and personally designed and distributed more than 400 suicide awareness flyers and pocket cards.

He holds a bachelor's degree in social science from Flagler College and recently attended the Wartburg Theological Seminary master's in divinity program. In addition, Airman Jones is an approved candidate for ordination through the Evangelical Lutheran Church of America.

A volunteer in his hometown of Plymouth, he helped organized a toy drive for the Kingston Battered Women's Shelter. As outreach coordinator for the Zion Evangelical Church Council, he has coordinated a food pantry that feeds 100 families each month, managed an interfaith emergency shelter and coordinated a fellowship picnic for 80 church members.



*Have a safe and happy
Memorial Day*



Getting ready for Iraq

CE team goes to Pennsylvania for special training

By Master Sgt. Ken Wheeler

Sometimes the facilities at Otis can't offer the training personnel need for an overseas deployment. Then you have to look elsewhere.

And that's what 37 members of the 102nd Civil Engineering Squadron did in March when they trekked by motorcoach to Fort Indiantown Gap, Pa., for some field training on equipment they probably will be using during their upcoming deployment to Iraq.

According to Senior Master Sgt. Bob Sullivan, squadron utilities superintendent, the group was headed up by Lt. Col. Eric Carlson and Chief Master Sgt. Buddy Manamon. They even put their time on the bus to good use by watching ancillary training videos on explosive ordnance reconnaissance and the law of armed conflict.

"We also watched a couple of good movies, PG, of course!" Sergeant Sullivan joked.

The regional training site at Fort Indiantown Gap contains a variety of equipment that would be too expensive to maintain at Otis and offers "hands-on training in the field," Sergeant Sullivan said.

Among the equipment the Otis CE troops trained on was a reverse osmosis water purification unit that changes brackish water into drinkable water. Sergeant Sullivan said this is something the CE personnel could face because water in Iraq is often taken from the Tigris River and purified.

As part of the osmosis training, instructors "threw in some kinks so we would learn to troubleshoot problems," he said.

Another area where they received training was in the setup, operation and takedown of so-called "shower and shave" units, which are combination showers and sinks, as well as field latrines. These, Sergeant Sullivan said, are too expensive to maintain at Otis.

Electricians worked with runway lighting kits and emergency generators, while structures personnel set up Arctic shelters and practiced rapid runway repair with fiberglass matting. Heavy equipment operators practiced on various pieces of equipment not available at Otis.

The 37 civil engineers did all their field training in cold, windy conditions, Sergeant Sullivan said, a far cry from the temperatures they will encounter during their spring and summer deployment to Iraq.



Staff Sgt Peter Czymr and Senior Airman Eric Smith monitor the operation of a reverse osmosis water purification unit.



Senior Master Sgt. Robert Sullivan and his team configure a reverse osmosis water purification unit.



Tech. Sgt. David Palmquist uses a big backhoe to extract debris as part of rapid runway repair.

Tech. Sgt. Kenneth Bowman, Tech. Sgt. Thomas Jones, Master Sgt. Brian Kirby, Master Sgt. John Cody, Senior Airman Christian Zuniga, and Master Sgt. Joseph Collins assemble fiberglass matting as part of rapid runway repair operations.



Lt. Col Eric Carlson and Tech. Sgt. Thomas Jones, along with others, set up netting for camouflage, concealment, and deception training at Fort Indiantown Gap, Pa.

Mission driven mentoring comes to 102nd

By Chief Master Sgt.

Anita M. Keenan

State human resource adviser

Mission driven mentoring, what's that?

Over the past year, the Air National Guard has been presenting a new initiative that will help members achieve new heights in their personal and professional lives. This new initiative is called mission driven mentoring and focuses on the 16 leadership competencies that the Air Force has been introducing. The nature of these principles is broken down into three continuums of leadership levels: tactical, operational and strategic. Each leadership level offers competencies that focus on leadership and force development.

The leadership competencies described in AFDD 1-1 account for all stages of an Airman's career. Thus, there are competencies that can be taught, or mentored, at all levels, for all Airmen.

How does MDM work?

MDM is a formal mentoring web-based program and is available to every Airman in the Massachusetts Air National Guard.

It is a five-step process focused around the web-based program known as "Colaboro" designed specifically for the Air National Guard by Dr. William Gray of Corporate Mentoring Solutions Inc. in coordination with Chief Master Sgt. Kevin Gadd and Lt. Col. John Murphy, both from the Ohio ANG. The five steps include:

- * Mentoring interest profile (MIP)
- * Mentoring compatibility indicator (MCI)
- * Needs-expertise inventory (NEI)
- * Mentoring Style indicator (MSI)
- * Mentoring action plan (MAP)

Sounds complicated! Is it?

No, not really. We are still in the first stage, the mentoring interest profile (MIP) and that only takes about five minutes. This step measures the interest in the program, just like it says.

The next three steps, all web-based is sort of like a personality test. It gives

What are the 16 leadership competencies and where can they be found?

The leadership competencies can be found in Air Force Doctrine Document 1-1, "Leadership and Force Development". The competencies are as follows:

Tactical	Operational	Strategic
Exercise sound judgement	Drive performance through shared vision	Shape Air Force strategy and direction
Adapt and perform under pressure	Influence through win/win solutions	Mission success through enterprise integration and resource stewardship
Inspire trust	Mentor and coach for growth and success	Embrace change and transformation
Lead courageously	Promote collaboration and teamwork	Drive execution
Assess self	Partner to maximize results	Attract, retain and develop talent
Foster effective communication		

The last step is entirely up to the mentor and protégé.

Once the needs of the protégé are assessed then the mentor and protégé work together to develop a mentoring plan. This plan works to improve the needed skills and is documented using the "Colaboro" software.

us an assessment of your learning style and working style, your level of expertise with the 16 leadership competencies and your mentor/protégé style. Because these steps are web-based, we can complete the assessment in about an hour. Then the mentor and protégé get matched.

The last step is entirely up to the

mentor and protégé. Once the needs of the protégé are assessed then the mentor and protégé work together to develop a mentoring plan. This plan works to improve the needed skills and is documented using the "Colaboro" software.

What happens then?

With a good mentoring plan and a well-matched mentor/protégé, the protégé's skill will improve in the concentrated area and they, in turn, will be able to spread their knowledge on to another protégé. It's that simple!

Sounds good! How do I get started?

Just contact Senior Master Sgt. Michael Poirier, the 102nd Fighter Wing's human resource adviser at DSN 557-4662, commercial 508-968-4662 or at michael.poirier@maotis.ang.af.mil.

Or log on to the mentoring interest profile (MIP) at <http://angmip.colaboro.net/jsp/Index.jsp>

Your authorization code is: ANG-BUIGGDM6UPH

Chief Master Sgt. Karen Pignataro and Tech. Sgt. Nick Mead enjoy a round of golf.



Photos by Master Sgt. Greg Jankowsky



Tech. Sgt. Doug Gilson visits Peace Prayer Park, a memorial recognizing all Americans, Okinawans and Japanese who died during the Battle of Okinawa in World War II.

Relaxing Okinawa-style

2nd rotation of Otis personnel mix fun and play in accepting newer F-15s

The second rotation of 102nd Maintenance Group members has returned from Kadena Air Base, Okinawa, after spending close to five weeks on the island.

According to 1st Lt. Michael Kelley, the officer in charge for the rotation, "Two aircraft were inspected and accepted during the rotation. One was a F-15C that will return to Otis, the other, a F-15D which 102nd members accepted for the 131st Fighter Wing, St. Louis, Mo., Air National Guard.

"In fact, St. Louis provided some help

on the rotation, as well," Lieutenant Kelley said. "Tech. Sgt. Mark Williams of the 131st Maintenance Squadron traveled with us and augmented our engine mechanics. Mark was a great help and fit right in with all of us."

When not busy in the transfer docks, maintenance group members enjoyed all the island of Okinawa had to offer, Lieutenant Kelley said, including World War II battlefield tours, golf, scuba diving, jet skiing and enjoying the local culture.



Master Sgt. Greg Jankowsky poses in front of a statue of an Okinawan Shisa Dog



102nd Maintenance Group members enjoy a game of volleyball during a Saturday afternoon burger burn



Master Sgt. Joe O'Brien and Tech. Sgt. Keith "Rico" Johnson explore Maeda Point, a popular dive spot on Okinawa that many 102nd members were able to enjoy.

Precious water supply must be conserved

By Elizabeth L. Mascia

Water quality program manager

Did you know that less than 1 percent of the water on Earth is potable?

Clean water is a limited natural resource. As our population grows, water demand increases and our supply diminishes. Therefore, it is everyone's responsibility to preserve and conserve our water supply.

Storm-water discharges are a significant source of water pollution. Storm-water runoff occurs when water from rain, snowmelt or even a hose flow over paved surfaces. The storm water will pick up and transport litter, chemicals, dirt and other pollutants to local ponds, wetlands, streams, lakes, rivers and oceans. Polluted storm-water runoff is the nation's greatest threat to clean water.

As we enter the spring, the 102nd Fighter Wing's Environmental Management Office encourages you to reflect upon how your life and habits affect the environment. Follow these simple tips to protect our vulnerable water supply:

* Seek alternatives to toxic household cleaning products which are available at all grocery stores.

- * Buy phosphate-free detergents.
 - * Do not litter - this includes cigarette butts.
 - * Vegetate bare spots in your yard.
 - * Apply fertilizers and pesticides sparingly.
 - * Water your lawn in the morning but don't over-water.
 - * Set lawn mower blades one notch higher. Longer grass means less evaporation.
 - * Pick up pet waste.
 - * Do not use a toilet as a trash bin.
 - * Drive only when necessary.
 - * Use low-flow faucets and water-saving appliances.
 - * Turn off faucet while brushing teeth and shaving.
 - * Keep chilled water in the fridge as not to run the tap.
 - * Repair leaky sinks and toilets.
 - * Wash your car at a car wash as most recirculate water.
 - * Use a broom instead of hose to clean walkways.
 - * Install wood, brick or stone instead of impervious cement walkways.
 - * Keep outdoor trash bins properly covered..
- Learn more by visiting www.epa.gov, <http://www.mass.gov/dep/> or e-mail elizabeth.mascia@maotis.af.mil.

102nd Maintenance Group has administrative vacancies

The 102nd Maintenance Group Orderly Room has three administrative military vacancies.

One is with the Aircraft Maintenance Squadron and is a 5-level personnel journeyman (3S051 - staff sergeant) position.

The other two are with the Maintenance Squadron: a 7-level information management craftsman (3A071 - technical sergeant) position, and a 5-level personnel journeyman (3S051 - staff sergeant) position.

Current unit members who are inter-

ested in one of these positions should contact 102nd Military Personnel Flight retention office manager at 508-968-4077. Nonmilitary personnel and non-unit members should contact the 102nd Fighter Wing Recruiting Office at 800-292-3184.

In sympathy



Sgt. McAuliffe

in late March.

Sympathy also is expressed to the family of Tech. Sgt. Sandra Devaney of the Logistics Readiness Squadron

Sympathy is expressed to the family of Retired Master Sgt. Eugene J. McAuliffe who was a member of the 102nd Maintenance Squadron. He died in Cape Coral, Fla.,

on the death of her father, John Devaney.

Wing personnel also mourn the death of retired Master Sgt. Warren B. Fallon, who worked in the aircraft weapons release shop when the wing flew the F-106 Delta Dart.

Sympathy also is expressed to the families of Chief Master Sgt. Frederick "Buddy" Manamon of the 102nd Civil Engineering Squadron and Staff Sgt. Scott Manamon of the 102nd Aircraft Maintenance Squadron on the death of their sister, Carol Manamon.

Another long-time member of the

102nd has also passed away. Chief Master Sgt. Vincent J. DiNisi, who was a member of the former 102nd Consolidated Aircraft Maintenance Squadron, died in mid-March. He had two sons who also were in the wing. Retired Chief Master Sgt. Richard DiNisi was superintendent of the personnel section, while retired Master Sgt. Ronald DiNisi was a member of the 102nd Security Forces Squadron.

Sympathy also is expressed to the family of Keith F. Miller, a former member of the wing's corrosion control shop.

In the end, it was all good

By Chief Master Sgt. Don Nelson
Wing human resources adviser

As I sat to write my last article as your human resources adviser, I was trying to think about its content.

I wondered what parts from previous articles you might find interesting or entertaining. The fact is, I want to say new or fresh things to the many faithful readers of my column.

For more than six years, I have had the honor to represent you in many councils or committees on base. I asked a lot of questions and listened to all that you had to say. You helped me grasp the essence and, in some cases, the enormity of a situation. The best means of gathering information and feelings on an issue is simple: Ask the members!

Many of you told me clearly what you thought on a matter. I want to thank you for the trust and confidence you placed in me.

The members of the 102nd have moved forward on a number of key issues that are critical to the success of the unit. I have spoken about and written on diversity, mentoring, and treating everyone with respect and integrity.

Several years ago, we sponsored diversity training by Dr. Samuel Betances, the Air Force's principal trainer on that subject. Nearly 600 members were trained over four days. While there may have been resistance to this use of time, we all put our best foot forward and listened to his ideas and laughed at some of his jokes.

OCAC
pays
a visit



Photo by 1st Lt. Nicole Ivers

Maj. Andreas Juger of the 101st Fighter Squadron briefs Otis Civilian Advisory Council members during their visit.

Threshold

(Continued from Page 2)

military unit or in the private sector and still others may choose to make a transition now.

Whatever decision an individual makes, the wing leadership is committed to make

the transition as smooth as possible.

As difficult as it will be for all of us to watch the last F-15 takeoff from Otis, we can do it with the knowledge and pride of being members of a "world-class" unit which has been in existence for 84 years and which, for the past 34 years, has been protecting the skies over the United States 24 hours a day 7 days a week, without fail.

We heard his words and moved forward in the ways we did our jobs and dealt with people. Everyone in some way benefited from the experience, and we are a better wing because of our efforts.

But work on diversity is not complete and new ideas and plans will be forthcoming.

A local attempt was made to produce a valuable training program on mentoring, an opportunity for one member to help and encourage another with his/her military career. Today, we stand on the edge of a new Air Force-wide program that will do a tremendous job linking one airman with another. More details will be given over the next few months.

My time as human resources adviser is over and your new representative was selected. Senior Master Sgt. Michael Poirier will continue serving you. He has fresh ideas, a deep willingness to help all members become the best they can be, and a desire to keep the 102nd at the forefront of all Air National Guard units. Please assist him in helping you and your fellow airmen.

Alas, it is time to move forward. The torch is passed onward. That is the military way.

Names and faces may change but the individual men and women are still the center of everyone's efforts.

"Good night and good luck" is the closing Edward R. Murrow always used in signing off, and that is what I will use to all my friends and associates at the 102nd.

It is not by accident that this same unit is standing on the threshold of the future. It's time to take a deep breath and take the first step.

Correction

Lt. Col. Eric K. Pauer's name was misspelled in the "Milestones" section of the April Seagull.

Chapel Call

Chaplain (Capt. Mary Sheer)



Speak words that encourage the spirit

Recently, I met Andrew on a flight to Chicago. My seat was the one closest to the window.

Andrew took his seat (the middle seat) next to me. As passengers finished boarding and everyone was seated, I realized the seat to Andrew's right was empty. So, naturally, I commented out loud on the apparent empty seat and wondered if he'd like to move over, leaving the seat between us empty.

"No," Andrews said, "Someone could still come and want this seat."

These few words had opened a floodgate for Andrew, who quickly introduced himself and then proceeded with small talk. As he talked, he fidgeted in his seat, shifting his weight, crossing and uncrossing his arms and legs (which wasn't an easy feat, and at one point caused him to bump his tray, sending his water all over.)

After what seemed like the 50th bump from an arm, leg or elbow, I asked if he was OK.

"I'm OK, I'm just anxious is all," he said.

"Oh, are you uncomfortable flying?"

"Yeah, especially flying, I hate flying!"

For the next 2 hours and 14 minutes, he shared every awful horror story about planes and flying that he knew. Andrew told me of his fear and how he had been anxious about flying and other issues as long as he could remember, recounting the stories and situations that fed or affirmed his fear.

I said, "maybe you should catalogue all the safe flights you've had, and weave them into a story you can recount for yourself that would be a source of comfort for you the next time you fly. Start with this flight and how good it's going."

He just looked at me for a second, confused, "No really," he said, returning to his conversation about his anxiety.

After a while somewhere in the back of my mind, I began to consider some of his words. I caught myself thinking, "Boy that would be awful..." "what if..." "oh, I hadn't thought of that..."

And as time went on, I felt myself growing more uncomfortable, my own anxiety level climbing.

A few weeks after we landed, I was visiting with a pilot friend. Remembering what happened on the plane, I shared with him my encounter with Andrew the Anxious.

He laughed and said he had plenty of stories of his own he could share. But instead of sharing anything negative or scary, he told me things that were positive, that inspired

faith and confidence in air travel and it's safety.

In just a few moments, a few positive words from my friend had made such a difference. I thought of Andrew and how affected he was by words that had spread fear in his heart over the years.

The Heart of the Matter: Words that produce fear and anxiety can weigh a heart down, planting seeds of doubt and despair. Negative words can damage the human spirit. They crush hope, create obstacles of doubt and disbelief, and distort the vision of the future. Words have the power to sway our actions, decisions and the choices we make.

It's amazing the power our words have to affect our thoughts, and emotions, to inspire hope and courage or to cause fear and anxiety. This is true whether we are speaking of the heart of an individual person, or collectively of the "heart or spirit" of a group of people.

"With closest custody, guard your heart, for in it are the sources of life." Prov. 4:23

Guarding the heart

Watch:

- * Be vigilant, keep watch over the words allowed into the heart, guarding against anything that can be a negative threat to a sense of self or peace, etc.

- * Understanding the effect words can have and being careful with how much power is given to them.

Defend:

- * Actively resist giving validity to words or language that can trigger unhealthy thought patterns.

- * In the same way land mines that lay hidden beneath the surface can be triggered, causing a sudden explosion, so unhealthy thoughts can lay hidden until an unexpected "trigger" sets them off. Search and destroy negative or unhealthy "thoughts" that can affect the choices and decisions of today.

Protect:

- * Protect the heart by filling it with good. In the same way that we have to eat again today even though we ate yesterday to continually refuel our bodies, the human heart also needs refueling. Fill your minds with those things that are good.

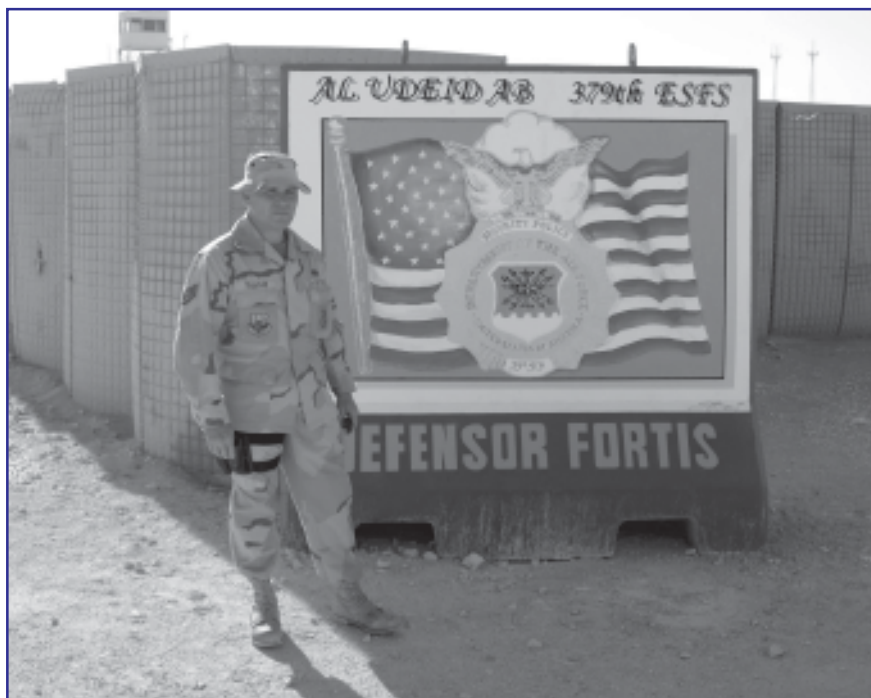
- * Consider the source and motivation of what you hear. For example, words that are meant to inspire fear and doubt are consciously used to psych out the competition on the TV show "Fear Factor." Sometimes words are spoken carelessly with no harm meant. Some, such as Andrew,

(See SPIRIT, Page 15)



The members of the 102nd Security Forces Squadron now in Qatar are, front row, from left, Staff Sgt. Kevin Sullivan, Master Sgt. Renan Flores, Senior Airman Colin MacEachern, Staff Sgt. Robert Blanchette and Airman Chris Overy. Back row, from left, are Senior Airman Michelange Viaud, Senior Airman Kenneth Bowdidge, Staff Sgt. Joseph Hannan, Senior Airman Michael Callahan, Senior Airman Kevin Sprissler, Tech. Sgt. Robert Miller and Senior Airman Greg Gresham

In the deserts of Qatar



Staff Sgt. Kevin Sullivan poses in front of the sign for the 379th Expeditionary Security Forces Squadron headquarters at Al Udeid Air Base, Qatar, which falls under CENTCOM. The unit's duties include air base defense, law enforcement and base entry point search pit. Some members also have participated in flyaway missions to provide aircraft security at bare-base locations.

Be careful of fake MyPay site

The Air Force has mandated use of MyPay for receipt of payroll products (leave and earnings statements, net pay advice, etc.).

The overwhelming majority of members receive their information via MyPay, resulting in lower postal costs and fewer people in the finance office.

MyPay also allows members to update certain segments of their pay, such as federal withholding exemptions.

Air Force finance personnel recently have been advised that there are copy-cat or look-a-like websites being developed to make people think they are accessing official sites, including the MyPay website.

These sites request personal information that, if provided, could cause a variety of problems.

There are also sites that use the words "mypay" as part of their web address.

While they may be legitimate business concerns, they are not in any way affiliated with Defense Finance and Accounting Service and MyPay.

Spirit

(Continued from page 14)

speak out of what's been stored in their heart. "Out of the overflow of the heart, the mouth speaks." Mt. 12:34 His heart was full of fear and that's what came rushing out as he spoke.

* Protect the whole: In the same way that the heart of a person can become weighed down and fearful by words, the same is true of a community of people. Fear and discouragement can be contagious, be careful what you pass on.

Speaking words that are encouraging, hopeful, and inspiring, builds courage and unity, strengthening both the speaker and the listener and guards the heart.

Getting a close look



Photo by 1st Lt. Nicole Ivers

Jay Souweine, son of Janice Heckler-Souweine, president of the Otis Civilian Advisory Council, sits in the cockpit of an F-15 Eagle as he gets information from Maj. Andreas Juker. A contingent from the OCAC received a tour and mission briefing during the April unit training assembly. The group's mission is to serve as the liaison between the Massachusetts Military Reservation and its surrounding communities. Another photo is on page 13.

Seagull

Public Affairs Office
158 Reilly Street,
Otis ANG Base
Cape Cod, MA 02542-1330

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