



# The Flying Razorback

188th Fighter Wing

Arkansas Air National Guard

Volume 57 Issue 10

October 2012



Chad Hennings, former A-10 pilot, Air Force Falcon and three-time Super Bowl champion with the Dallas Cowboys, speaks to Airmen with the 188th Fighter Wing Sept. 8. Hennings was the 188th's keynote speaker for the unit's Diversity Day program. (National Guard photo by Airman Cody Martin/188th Fighter Wing Public Affairs)

## Diversity Day about finding strength in our differences

By Senior Airman John Hillier  
188th Fighter Wing Public Affairs

FORT SMITH, Ark. — Music, laughter and understanding were in abundance as Airmen celebrated Diversity Day at the 188th Fighter Wing Sept 8.

The event's keynote speaker was Chad Hennings, former A-10 pilot, Air Force Falcon and three-time Super Bowl champion with the Dallas Cowboys. Hennings spoke about the need for diversity in organizations and using it to achieve a team's goals.

Hennings, a defensive tackle, won the Outland Trophy as the NCAA's top interior lineman. Hennings was a starter on the 1985 Air Force team that went 12-1, beat Texas in the Bluebonnet Bowl and finished No. 5 overall in the final coaches' poll.

He deployed twice to the Persian Gulf. From April to June 1991, and October 1991 to January 1992, based at Incirlik Air Base, Turkey, Henning flew 45 A-10 missions in support of Operation Provide Comfort, an effort that helped provide relief and humanitarian aid to Kurdish refugees in northern Iraq. He was twice awarded the Air Force Achievement Medal, a humanitarian award and an Outstanding Unit Award for his actions in the service.

SEE DIVERSITY DAY PAGE 11

## A time for change



Lt. Col. Deane E. Thomey, right, takes the 188th Logistics Readiness Squadron guide-on from Lt. Col. Tenise Gardner, 188th Mission Support Group commander, during a change-of-command ceremony at the 188th Fighter Wing Sept. 8. Lt. Col. James F. Krohn relinquished command of the 188th LRS to Thomey during the ceremony. (National Guard photo by Airman Cody Martin/188th Fighter Wing Public Affairs)

## Thomey takes command of 188th LRS

By Senior Airman John Hillier  
188th Fighter Wing Public Affairs

FORT SMITH, Ark. — It was a day for change at the 188th Fighter Wing. Lt. Col. Deane E. Thomey, a native of Fayetteville, Ark., took command of the 188th Logistics Readiness Squadron at a change-of-command ceremony held at the 188th Fighter Wing Sept. 8.

Lt. Col. James F. Krohn of Clarksville, Ark., relinquished command of the 188th LRS during the ceremony.

"The men and women of the 188th Logistics Readiness Squadron and their past accomplishments have been exemplary," Thomey said. "I am truly humbled for the opportunity to work with such

an outstanding group of Airmen. I look forward to getting to know each of them and being a part of their future successes."

During the ceremony, Thomey also thanked the numerous sources of support he has received during his career, including his faith, family and colleagues at the 188th. He expressed his appreciation for all the sacrifices his family members have made, and that he could not have achieved his professional successes without their support.

Thomey is now charged with commanding nearly 100 Airmen with the 188th LRS, which includes base supply, operational contracting, traffic management, vehicle maintenance, fuels and logistic readiness offices.

SEE CHANGE OF COMMAND PAGE 10



Lt. Col. Deane E. Thomey delivers a speech after taking command of the 188th Logistics Readiness Squadron during a change-of-command ceremony at the 188th Fighter Wing Sept. 8. Lt. Col. James F. Krohn relinquished command of the 188th LRS to Thomey during the ceremony. (National Guard photo by Airman Cody Martin/188th Fighter Wing Public Affairs)



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188th Fighter Wing commander

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### The Flying Razorback

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# Wing Climate Survey Top 10

## Information flow key to unit cohesion

**Commentary by Col. Mark Anderson**  
188th Fighter Wing commander

Early this summer the Mission Support Group, Medical Group and Wing Staff completed the Unit Climate Survey (due to their Air Expeditionary Force departure, the Operations Group and Maintenance Group will complete the survey in January). As we were distributing the survey a common theme was heard: “my comments aren’t addressed” and “we never get feedback on the results.”

It is unfortunate some felt this way since these surveys are intended to give members a voice and identify areas for improvement. As soon as we received the results, the command staff and the 188th Community Action Information Board (CAIB) have been analyzing the information and looking for ways to address your concerns and suggestions. We’ve consolidated the areas into a Top 10 for increased focus.

In no particular order here are the 10: Information flow; unit moral; supervision standards; favoritism; mentoring/feedback; workplace stress; recognition; full-time and traditional Guardsmen roles; discipline; and professional workplace. Each area will receive special attention in the upcoming weeks and months. In fact, over the next six months each area will be specifically addressed by a senior leader in *The Flying Razorback*. The goal is to let you know what’s being done to make the unit better and give you an opportunity to offer insightful solutions. This month Col. Pete Gauger, 188th vice commander, will address Unit Moral and I will talk about Information Flow.

#### Information flow

For an organization to be effective it must have a free flow of information. Information must flow from the top down, the bottom up and latterly. Often times when something doesn’t go as planned we discover the root cause is a broken communication link.

#### Lateral information flow

In order to facilitate information flow we have developed several formal procedures and informal techniques. Here are just a few of the highlights. We have established regular and frequent planning and coordination meetings.

In these meetings each organization communicates their goals and challenges and we work together as a team so each can accomplish these objectives. Before every unit training assembly weekend we have a drill planning meeting to coordinate and deconflict the entire wing’s requirements.

#### Top down and bottom up information flow

These meetings are also my opportunity to communicate direction and vision as well as my supervisor’s inputs. We’ve also implemented several items to facilitate the bottom-up information flow. One of these is to establish an “Ask the Commander” section in our base newspaper and unit Website. There we will answer all questions and place the most relevant ones in the upcoming newspaper for everyone’s information. The e-mail address to communicate your questions is [188fw.askthecommander@ang.af.mil](mailto:188fw.askthecommander@ang.af.mil).

Another thing I’m extremely happy with is the increased emphasis on the officer-senior enlisted interaction. The command chief or his representative is present and consulted when all major decisions are made and I’m honored to be a nonvoting member of the 188th Fighter Wing Chiefs Council. This has really increased communication flow both directions.

Earlier I mentioned the CAIB; this is a fantastic tool for members to voice their concerns and offer suggestions. I’m happy to say due to the leadership of Mr. Geoff Gibson, 188th Fighter Wing director of Psychological Health, Chief Master Sgt. Greg Beard and many other fine people, this program is alive and well. In fact, we even conducted a recent abbreviated CAIB with the families of our deployed members.

Even though I’ve seen some improvements in communication flow, there is still progress to be made. If you have a question or feel information isn’t getting to you please tell someone. Help us to find ways to make the information flow even better. But don’t wait until the next survey to make a suggestion, we need your help and insight now. I’m committed to making the best fighter wing in the Air National Guard even better, and communications flow is large part of that plan.

Thank you for your service!

## Wing Plans Office keeps deployment machine running smoothly

By Senior Airman John Hillier  
188th Fighter Wing Public Affairs

FORT SMITH, Ark.— Like a duck gliding across a pond, the members of the 188th Fighter Wing's Planning and Integration Office make every deployment look smooth and graceful, but underneath the water's surface, it takes a lot of fast-paced paddling to accomplish their mission.

The planning and integration office is responsible for planning and directing deployments, from the initial tasking all the way through every member's return home," said Maj. Kevin Garrett, who served as the 188th installation deployment officer from 2002-2012.

"Since 9/11, we've had members of the 188th deployed somewhere continuously so our office has been engaged in ongoing deployment planning since then."

Deployment is the most visible part of the office's job but other areas are equally important. Everything the office manages has effects that are felt across the wing. Every program they manage touches the rest of the base.

That was never more evident than in the past six months when approximately 375 of the 188th's Airmen deployed to Bagram Airfield, Afghanistan in multiple waves. Around 75 deployed March 29 and another 275 left July 2. Smaller advance teams deployed separately leading up to July's main group departure.

In addition to deployments, planning and integration is also responsible for maintaining base plans and reporting the wing's readiness and capabilities for a wide variety of missions

They coordinate agreements the 188th has with other military units and civilian facilities, as well as manage the database for the In-Garrison Expeditionary Site Plan (IGESP), which is the tool that higher command uses to find a unit that can accomplish a given mission.

"We have to ensure it's

up to date and reflecting our current capability," said Senior Master Sgt. Susan Bridges, the noncommissioned officer in charge of plans and integration.

During the 188th's last deployment rotation, planning and integration utilized personnel from across the unit to help send deploying Airmen safely on their way.

"We have about 140 people on base that make up our deployment team," Garrett said. "Most of those are augmentees. Seeing all those people come together to support the unit during a deployment or an ORI is rewarding. It's great to see the teamwork and quality of people that we have at the 188th."

Working on a deployment team isn't what they do every day, it's what they do in addition to their regular jobs.

"Whatever we face, they always make it happen," Garrett said. "Personnel loading cargo or moving people through a processing line don't always get to see how everyone's contributions come together but we get to see it from our vantage point."

Maj. Russ Rumley, Garrett's successor as the installation deployment officer, took the reins last February.

"It's not only a lot of people working together," Rumley said. "With each deployment you have to be very flexible to make changes on the fly — it's not the same thing over and over. Watching everybody work together during the ORI and make it appear to go very smoothly was incredible."

Most of the deployment team augmentees don't work directly for plans and integration.

"Most of that support is voluntary but we have to get buy-in from the rest of the base to make a successful deployment happen," Garrett said.

Rumley listed one of the biggest challenges to planning and integration as dealing with the uncertainty of changes.

"We are constantly evaluating available options for



Senior Master Sgt. Susan Bridges weighs Staff Sergeant Bruce Inthavong as she prepares him for the Air Expeditionary Force deployment. (National Guard photo by Senior Master Sergeant Dennis Brambl/188th Fighter Wing Public Affairs)

accomplishing tasks," he said. "Our job is to make it at least appear to be nice and smooth, so our Airmen can get on a plane and concentrate on what they need to do."

But there's a lot that transpires behind the scenes to ensure an operation goes smoothly. And even then there are no guarantees.

"You always have a Plan A and B, and resort to Plan C, D and E," Bridges said. "And it takes just as much planning and preparation work to do a deployment for one or two people as it does for an aviation package of 300 to 400 people."

Bridges also said a lot of coordination is required with the National Guard Bureau, Air Combat Command and with points of contact already in the deployed locations to help ensure all the boxes are checked and details addressed.

"If we don't send a redeployment team to take care

of our people, we have to work with Airmen at that location to ensure that no one or no piece of equipment is left unaccounted for somewhere," she said. "We don't want to leave someone behind who may not want to spend another couple weeks in sunny Bagram or wherever. We have to make sure everyone gets home."

Planning and integration is not for everybody. Not everybody can work well under that kind of stress and that kind of environment, but that's what it takes to accomplish the mission.

"That's the way our job is," Maj. Garrett said. "We do so much planning, but when it comes time for execution and things are moving, events never happen like you plan. The challenge is to stay focused and keep your head when it happens. It's an exciting job at times, and can be stressful at times, but it's always rewarding at the end of the day."



# Wing Climate Survey Top 10

## Trust in unit leadership paramount for morale

**Commentary by Col. Pete Gauger**  
188th Fighter Wing vice commander

During a recent climate survey (excluding 188th Maintenance Group and 188th Operations Group), several recurring themes or concerns were evident. Each group commander, or representative, Col. Mark Anderson, myself, Command Chief Master Sgt. Asa Carter and Chief Master Sgt. Hank Stripling developed a top ten list of these issues.

Outside of these issues, unit member feedback we've received indicates there's a lack of confidence in anything being done about issues raised within the climate survey. In a separate article in this month's The Flying Razorback, Col. Anderson addressed information flow, which was one of the top ten issues.

I'd like to address another of the top ten: Morale. I want all of our members to know that publishing an article doesn't represent the only action in response to these issues. Rather, articles will be published concerning the top ten by various leaders in an attempt to keep you informed on actions, views or initiatives concerning those issues.

In addition, there is an awesome resource to assist. The Community Action Information Board (CAIB) concept has been around for a while, and recently has become a viable and dynamic entity, thanks in large part to Mr. Geoff Gibson and Maj. Chris Simpson.

I've thought a lot about the issue of morale lately. It's tempting to immediately try to develop a broad solution like more unit-sponsored functions, implement an Airman of the quarter, etc. I think it's important first to define morale before actions can take place to improve it.

I believe there's a difference between "individual" morale and "unit" morale. Individual morale has to do with how satisfied a unit member is with his or her individual situation, while unit morale has more to do with how well a member identifies him or herself as part of the wing.

Concerning individual morale, it's critical to know and assess first if there is an issue (an important function of the climate survey), and then identify why it might be lower than it should be. One would only need to look as far as the top ten issues I mentioned previously.

If there are problems with things like information flow, favoritism, feedback, stress in the workplace, recognition, the relationship between full-time and traditional Guardsmen, fairness in discipline and maintaining a professional workplace, is it any surprise that morale is affected?

So the strategy to improve morale really has nothing to do with morale. It has more to do with these underlying conditions that any one of us would expect from a first-rate organization. We are committed to addressing these issues as well as adjusting and adding as necessary after the follow-up survey in January.

Another important piece in this equation is your trust in this organization. Not everything can be out in the open for everyone to see. For example, discipline is a necessary component of any military or other organization. However, anyone being disciplined also has a right and expectation of privacy in the matter.

Considering this privacy, people often know the offense but not the punishment. Without trust, I think there's often an assumption of inaction and a certain measure of frustration. With it, there's a sense that it's been handled in an appropriate manner.

While not privy to any climate survey in my early days with the unit, I get the sense unit pride and cohesiveness was higher. In those pre-Air Expeditionary Force days, many deployments were based on training. Annual Training (AT) was an actual annual event, where normally a Phase II Operational Readiness Exercise (ORE) took place.

It involved not just ops and maintenance, but representatives from just about every section on base were also involved. Everyone donned a suit, and did some kind of dirty work.

Being away from home, everybody would get together and participate in some kind of off-duty activity, often with people from other organizations. Everyone in the ORE worked towards a common goal. These days, we all use our AT at different times, usually in preparation for an inspection or deployment, and at home station.

This common unit goal isn't solidified in the same way as the old days. I do think there's opportunity to reinvigorate this, and

look forward to working with the CAIB and command group towards this end.

In the meantime, please know that your input into these surveys is valued, and issues you raise are being addressed. Some take time, but hopefully you've already seen indications that would validate this. I appreciate every one of you and feel blessed for every day I have the honor of serving with you.

### Arkansas National Guard Mission Vision and Values

#### MISSION

To provide trained, ready professionals and units responsive to the needs of the nation, state and community.

#### VISION

Arkansas National Guard military and civilian professionals, working as a team, building the finest reserve military organization serving the nation, state and community.

#### VALUES

##### *Integrity*

*(Honesty, Candor, Ethics, Morals, Accountability).*

##### *Commitment*

*(Loyalty, Caring, Trust, Teamwork).*

##### *Professionalism*

*(Selfless Service, Empowerment, Stewardship, Excellence in all we do).*

##### *Warrior Spirit*

*(I will always pace the mission first. I will never accept defeat. I will never quit. I will never leave a fallen comrade).*



# Final four-ship: Flying Razorback aviators log fini flights



From left: Lt. Col. Tim Eddins, Lt. Col. Rod Von Grote, Lt. Col. Parker Pennings and Lt. Col. Mark Isenhower pose for a photo following their fini flights June 12. The four 188th Fighter Wing A-10C Thunderbolt II pilots recently retired from the Arkansas Air National Guard. Collectively, the foursome accumulated 107 years of experience and logged more than 12,500 flight hours. Isenhower retired Sept. 30 after flying the F-4 Phantom, F-16 Falcon, A-10, T-38 and T-37 during his 29-year career. Eddins retired Aug. 9 after flying the F-16, A-10, T-38 and T-37 during his 32-year career. Pennings retired Aug. 12 and flew the F-16, A-10, T-38 and T-37 during his 24-year career. Vongrote's 22-year career was spent flying the F-16, A-10, T-38 and T-37. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)



The four-ship passes over the 188th Fighter Wing during their fini flight. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)



Lt. Col. Rod Von Grote taxis through the ceremonial cascade as he completes his fini flight. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing Public Affairs)



Family, friends and members of the 188th Fighter Wing thank the foursome for their dedication and service, June 12, 2012. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing Public Affairs)



Lt. Col. Parker Pennings taxis as he prepares for take off during his fini flight. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)





# The Flying Razorback member spotlight



## Airman 1st Class Charles Jordan Jr.

**Hometown:** Van Buren, Arkansas.

**Job title:** R&R Aircraft Mechanic.

**Civilian job:** Baldor Electric.

**In the 188th:** 2011.

**Education:** Attending College.

**Hobbies:**

Hunting, football, Sports.

**Goals:** To get a fulltime job with the Guard.

**Favorite TV show:** Dexter.

**Favorite actor:** Will Ferrell.

**Favorite animal:** Dogs.

**Favorite comedian:** Dane Cook.

**Favorite movie:** "Office Space."

**Favorite restaurant:** P.F. Changs.

**Favorite soft drink:** Orange crush.

**Favorite foods:** Fruit.

**Favorite book:** The Bible.

**Favorite author:** Stephen King.

**Favorite musical group:** Dave Matthews Band.

**Favorite phrase:** "That's what she said."

**Favorite super hero:** Iron Man.

**Favorite U.S. President:** Franklin D. Roosevelt.

**Favorite historical figure:** Gen. George S. Patton.

**Favorite sport:** Football.

**Favorite pro sports team:** Chicago Bears.

**Favorite sports individual:** Walter Payton.

**Favorite college team:** Arkansas Razorbacks.

**My worst job ever:** Building pallets in high school.

**My dream shopping spree:** Bass Pro Shop.

**Place I'd most like to visit:** Scotland.

**Favorite cartoon character:** Peter Griffin.

**Favorite automobile:** 57' Chevrolet Truck.

**My first car was:** 2000 Ford Ranger.

**My worst habit:** Procrastination.

**My pet peeve:** people that wear skinny jeans.

**I am proudest of:** My Family.

**What scares me the most:** Ticks.

**The person I admire most:** My Grandfather.

**The best day of my life:** I have two, the days my daughters were born.

**Favorite moment at the 188th:** Getting my bonus check.



Airman 1st Class Charles Jordan with the 188th Maintenance Squadron was selected as the 188th Fighter Wing's Flying Razorback spotlight for October 2012. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing Public Affairs)



**Make it count.**

## 188th Fighter Wing track dedication scheduled

The 188th Fighter Wing, in conjunction with Wingman Day, will have a track dedication/squadron competition during December UTA.

Help the base celebrate the new and improved track by participating in events scheduled on that day.

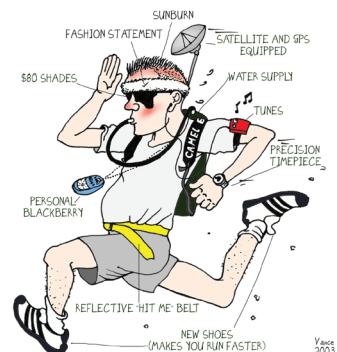
The competition will consist of Cross-Fit themed team events. Each squadron on base is asked to put together a team of five squadron members to compete. Team Signup's are on the S: Drive

at S:/MSG/FSS/Fitness Program/Track Dedication. Squadrons consisting of less than 30 people can combine with another squadron from the same group.

We will also need around 25 volunteers to serve as event evaluators/score keepers. If you would like to volunteer, please send an e-mail to Senior Master Sgt Sam Bond [sam.bond@ang.af.mil](mailto:sam.bond@ang.af.mil).

If you have any questions, please contact the Services office at 479-573-5465/5573.

### Get Fit Dude





# 188th Fighter Wing recruiting announcements

## Maintenance Group first sergeant vacancies

### Aircraft Maintenance and Maintenance Squadron

The 188th Maintenance Group is projecting a vacancy for the position of first sergeant in both Aircraft Maintenance Squadron (AMXS) and Maintenance Squadron (MXS). These are master sergeant E7 positions that could be filled by any technical sergeant that can be promoted to master sergeant, or any current master sergeant, who possesses the qualifications listed below.

The qualifying requirements for this position are that technical sergeants have two years time in grade, have completed the Noncommissioned Officers Academy course, are promoted to E-7 prior to attending the First Sergeants Academy (FSA), have a minimum AS-VAB score of 41 administrative or 62 general, have a minimum of three years retain ability upon completion of the First Sergeant Academy (FSA), and must complete the Senior Non-commissioned Officers Academy by combination in-residence and online course within the first three years as a first sergeant.

Also, the selected individual must complete his/her physical fitness test with a score of 75 or higher within 60 days of the class start date at the FSA. Be prepared to run; there will be no step tests administered.

This position is open to any AFSC. Upon completion of the FSA, the candidate will be placed in the 8F000 SDI, and will be paid an additional \$150 per month when in active duty status.

Those interested should provide a letter of intent, resume and RIP to Command Chief Master Sgt. Asa Carter or Master Sgt. Mark Allen.

This advertisement will close Nov. 15, 2012 and we will convene the recommendation board during the December Unit Training Assembly.

For further information on the first sergeant's career field, research AFI 36-2113, or ask any first sergeant.

## 188th Equal Opportunity NCOIC

A vacancy exists in the 188th Fighter Wing Equal Opportunity Office for a noncommissioned officer in charge (AFSC 3S1X1). This position is a traditional Guardsman slot and is a master sergeant billet. Interested individuals must be an E-5 or above and have no record of disciplinary action, financial irresponsibility or previous record of having failed to graduate from a formal EO training course.

To apply for this position, submit a resume detailing experience, military and civilian education and a copy of current physical fitness assessment to Maj. Lionel Riley, 188th Fighter Wing EO chief, via e-mail at [1lriley@cox.net](mailto:1lriley@cox.net) or by mailing 188FW/EO ATTN: Maj. Lionel Riley, 4850 Leigh Avenue, Fort Smith, AR 72903.

This position performs, supervises and

manages equal opportunity (EO) and human relations education (HRE) programs; conducts administrative functions to support EO programs; promotes an environment that enhances the Air Force mission through an inclusive corporate culture that promotes positive human relations and teamwork in an environment of equity, dignity and respect; provides advice, consultation, education, alternative dispute resolution and referral services to enhance mission effectiveness; assists commanders and directors to resolve conditions that impact operations and mission effectiveness; emphasizes areas that potentially undermine the installation's readiness posture and human relations environment; analyze and advise on unit environment and morale.

## Contracting specialist

The 188th Mission Support Group is looking to fill a vacant contracting specialist (6C0X1) slot in the 188th Contracting Office. The position is for a traditional Guardsman. The slot is a technical sergeant billet. Candidates for this position must possess 24

semester hours of business-related classes as well as a score of 72 in the General area of the ASVAB. For additional information, interested individuals should contact Master Sgt. Keith Freeman in the 188th Retention Office at 479-573-5360.

## Public Affairs officer

The 188th Fighter Wing will be holding a selection board to hire an additional public affairs officer (35PX). This position is a traditional officer position and an 0-4 billet. Applicants must have qualifying Air Force Officer Qualification Test scores and have passing Air Force PT scores.

In addition, applicants must possess a bachelor's degree or have completed at least 90 semester hours of post-secondary education with the ability to obtain a degree within one year.

Key responsibilities of the public affairs officer include but are not limited to: Media and community relations representative; drafting press releases and speeches; conducting press conferences; and serving as an advisor to the commander.

Please contact Master Sgt. Craig Gardner, 188th Fighter Wing Recruiting Office, with questions concerning the application and selection process at 479-573-5147. A selection board will be scheduled at a later date. Packages must include an AF Form 24 and a current resume. To be considered for the upcoming selection board submit packages to 188th Recruiting no later than Nov. 15, 2012.

## Public Affairs broadcaster

The 188th Fighter Wing is seeking to hire a Public Affairs Broadcaster (3NOX2). The position is for a traditional Guardsman. Candidates for this position must possess a score of 72 or higher in the General area of the ASVAB.

Primary responsibilities include but are not limited to: Organizing and conducting broadcast operations; preparing informational materials in broadcast format for use in commercial media; functioning as talent and operating broadcast equipment; conducting on-camera interviews in studio and in the field; news broadcast packages.

For entry into this specialty, candidates must receive a favorable evaluation of a voice audition. For entry, award, and retention of this AFSC, absence of any speech impediment, and ability to read aloud and speak distinctly are required.

Please contact Master Sgt. Craig Gardner, 188th Fighter Wing Recruiting Office, with questions at 479-573-5147.



## Group Hogs: 188th deployed camaraderie captured



Airmen with the 188th Fighter Wing's 184th Fighter Squadron pose for a photo at Bagram Airfield, Afghanistan, where they were deployed in support of Operation Enduring Freedom. While deployed, the 188th was attached to the 455th Air Expeditionary Wing. (U.S. Air Force photo by Staff Sgt. Jeff Nevison/455th Air Expeditionary Wing Public Affairs)



Airmen with the 188th Maintenance Group pose for a photo at Bagram Airfield, Afghanistan, where they were deployed in support of Operation Enduring Freedom. While deployed, the 188th was attached to the 455th Air Expeditionary Wing. (U.S. Air Force photo by Staff Sgt. Jeff Nevison/455th Air Expeditionary Wing Public Affairs)

## Citizen Airman Dining Hall menu

### Saturday, Oct. 13

Chick Fil A – chicken nuggets, chicken sandwich, coleslaw, chips, brownie, tea

### Sunday, Oct. 14

Schlitzky's – ham/turkey/roast beef sandwich, broccoli and cheese soup, chips, cookie, tea

## Servant leadership about setting expectations through examples

By Maj. Shane Pair  
188th Fighter Wing chaplain

Hello fellow Airmen. I would like to take time to talk about a specific type of leadership: Servant leadership. Let me preface what I am about to say by stating I am a Christian chaplain, and I will address this issue from this perspective.

Most often when one thinks about leadership, one imagines authority and power, and, often, it is thought that this authority and power comes through force and domination. Although force and domination is one way to lead, I would suggest it is not the most effective way.

In my faith tradition, we follow a model of leadership we see Jesus model- servant leadership. In the gospel of John 13:12-17, he says: "When he [Jesus] had finished washing their feet, he put on his clothes and returned to his place." Do you understand what I have done for you?" he asked them. "You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set you an example that you should do as I have done for you. Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them."

I have found in managing people, inside and outside of the church that leading by serving is the most powerful way one can lead. To lead by serving, means that we lead by example. This means we do what we expect others to do.

I remember when I was a young Airman, I had two supervisors who always led by example. When they would ask me to mow the grass by the shop,

or remove sealant from a fuel cell, I was able to do it because I had seen them do it first. Later as a staff sergeant, and NCOIC of a shop, I had an Airman who did not want to perform an assigned task, so I took the Airman aside and explained he would do the task, but with my assistance.

I wanted to see if what my former supervisors had modeled for me, would work. I worked alongside the Airman, without threat, but with the servitude that had been shown me, until 8 p.m. one Sunday UTA; amazingly enough, the Airman never said "no" to an assigned task after that.

I was able to be an effective leader for this Airman because I had two supervisors who model servant leadership for me. This was the same way Jesus led his disciples. Today, I am an officer and senior pastor of a church, and I work daily to lead through serving those with whom I work.

Servant leadership doesn't mean one is not directive, or decisive; it simply means you lead by example and valuing each person you lead. I hope as you advance throughout your military careers that you will do so by serving those around you. The rewards are fantastic.

It has been my experience that I don't have to spend much time getting people to accomplish the mission because they want to do what they are asked. One can only be a leader if people are willing to follow, and people can only follow the example that is set before them.

The question I leave you with is: What type of example are you setting, and is it one others are willing to follow? If not, you might want to consider servant leadership.



## Veteran's Day Parade to honor 188th in Chaffee Crossing Historic District

The Sebastian/Crawford County Veterans Coalition Committee and Fort Chaffee Redevelopment Authority will host a Veterans Day Parade at 11 a.m. Nov. 3, 2012, in the Chaffee Crossing Historic District, Fort Smith, Ark. All Veterans and the public are invited to attend the parade. Following the parade, the Community Council is sponsoring a "Welcome Home" event to allow the community to greet veterans who have served

overseas in the past three years, particularly the members of the 188th who are returning home from Afghanistan in October. Parade participants should plan on arriving between 9:30 a.m. and 10 a.m. in the parade staging area. The check-in point is behind the Fort Chaffee Redevelopment Authority office at 7020 Taylor Ave. in Chaffee Crossing. Signs will direct participants and parade goes on where to check in and park.

## Military Personnel Data System to undergo extensive overhaul

By Tech Sgt. Patrick Crumby  
188th Force Support Squadron

On Dec. 3 the Air Force Personnel Operations Agency is upgrading the Military Personnel Data System (MilPDS) and migrating to a newer more secure platform called Oracle R12. MilPDS will be unavailable from Dec. 3-26. Airmen's base pay and entitlements (BAH, BAS, Haz Duty, Family Separation, etc.) managed by Air National Guard Comptroller Flights will not be affected.

The following is a list of critical actions that can have an effect on pay: Airmen who have an ETS between Nov. 15, 2012 and Jan. 15, 2013 are advised to re-enlist/extend no later than Nov. 16, 2012. All promotions/demotions will need to be updated by Nov. 30, 2012. If you have an ETS outside of the upgrade window (Jan. 16, 2013) re-enlistment/extensions during this timeframe will not be updated until after the upgrade is complete. Members will not submit a voluntary retirement/separation/discharge/conditional release Virtual Personnel Center Guard-Reserve (vPCGR) application with an effective date during the month of December 2012.

If you have an approved vol-

untary retirement/separation/discharge/conditional release in the month of December 2012 you have until Nov. 15, 2012 to cancel or change that action, after which you will have to wait until the upgrade is complete. SGLI/FSGLI changes after Nov. 15, 2012 will be held and updated after the upgrade is complete.

Department of Defense 214s will not be affected. DEERS/RAPIDS will not be affected with the exception of marital/dependent changes, which can be updated in DEERS not MilPDS until the upgrade is complete. For officers and Active Guard-Reserve personnel your evaluations will not be updated during the downtime.

Report on Individual Personnel (RIP) and Point Credit Summaries (PCARS) will not available via MilPDS. Members can still access RIPs and PCARs on Virtual Military Personnel Flight (vMPF). All other self-help applications such as vMPF, vPCGR, PRDA and Air Force Portal will still be available and will not be affected during this upgrade/migration. For additional questions about this upgrade, please contact Tech Sgt. Patrick Crumby, 188th Fighter Wing Personnel Systems Manager, at 573-5766.

## War Hog



This image is of a mural painted by Staff Sgt. Michael Bursey during a deployment to Afghanistan in support of Operation Enduring Freedom. Bursey painted the mural at Bagram Airfield, Afghanistan. Bursey is one of approximately 375 Airmen with the 188th Fighter Wing currently deployed to Bagram. Notice the figure depicted in the mural is toting a 30mm Gatling gun from the A-10C Thunderbolt II "Warthog." (Courtesy photo)

## 'Ask the commander' now available

Have a question or concern you would like addressed? Whether it's a quirky question about the history of the base, a simple inquiry about how certain processes are accomplished on base or a serious concern about an issue of importance to you, there's a new communication tool to help address those questions and concerns. It's called "Ask the Commander" and it's a way for 188th Airmen and their families to

communicate with 188th leadership about issues that impact them individually as well as the wing. Individuals seeking information or to have their problems or issues addressed can e-mail [188fw.askthecommander@ang.af.mil](mailto:188fw.askthecommander@ang.af.mil). Leadership will do their best to address each issue in a timely manner. Answers to issues that have a basewide impact will be considered for publication in *The Flying Razorback* as well as the 188th Facebook page and Website.



## 188th Airmen leave Afghanistan for Arkansas

By Capt. Raymond Geoffroy

455th Air Expeditionary Wing Public Affairs

BAGRAM AIRFIELD, Afghanistan — Redeployment can be an emotional experience; a time for reflection and adjustment. For some Arkansas Air National Guard Airmen from the 188th Fighter Wing based in Fort Smith Ark., it's also a family affair.

Arkansas National Guard A-10 Thunderbolt II aircrews and maintainers began their journey home this week after successfully completing their deployment with the 455th Air Expeditionary Wing at Bagram Airfield, Afghanistan.

In their time at Bagram, Arkansas' Airmen ensured the 184th Expeditionary Fighter Squadron's (EFS) A-10 "Warthogs" flew combat missions daily, providing close-air support to NATO and Afghan ground forces operating in Afghanistan.

During the deployment, 188th A-10s delivered more than 60,000 30mm cannon rounds and more than 250 precision munitions on targets in support of coalition forces.

Squadron leadership said the Air National Guardsmen can return home knowing their hard work resulted in positive effects on the battlefield here in Afghanistan.

"Since we've been here, in three months supporting the ATO, we've flown over 7,500 hours with the aircraft that are here," said Lt. Col. Brian Burger, 184th EFS commander. "With a comparable number of aircraft back

home, in a training scenario, we would fly less than half of that in a years time. The ops tempo has been extremely high for us. The maintainers have done a superb job keeping these airplanes flying."

Due to the close knit, localized nature of the 188th, the homecoming team of Airmen features several family members who deployed and now are returning together to Afghanistan.

Airman 1st Class Sean Liggett deployed to the 455th Expeditionary Aircraft Maintenance Squadron with his father, Master Sgt. William Liggett.

William Liggett said he was very proud of his son for the hard work he did during the deployment.

"It's something I've always wanted to do. I've always looked up to my dad when I was younger," Sean Liggett said.

For William Liggett, this deployment is his last hurrah; he just received his retirement paperwork. However, his son's Air Force career has just begun. Sean Liggett deployed shortly after completing his technical training.

"I wanted to follow in his footsteps, and I'm glad I finally took that step and got to go on his last deployment and my first," Sean Liggett said. "It's been a real blessing."

The father and son team said they are ready to return to their awaiting family in Mulberry, Ark.

### Change of command

Continued from Page 1

Thomey has served as chief of the 188th Fighter Wing Command Post since October of 2003. During this time, he has also served as an F-16 fighter pilot, A-10 fighter pilot and a range control officer.

As the Command Post chief, Thomey supervised a team of controllers that work with the 188th Fighter Wing's command staff ensuring real time information flow within the wing, providing timely communications and reporting with higher headquarters, coordinating incident and emergency response on the base and tracking the wing's aircraft.

A senior pilot, Thomey has 1,870 hours of military flight time in the T-37, T-38, C-130, F-16 and A-10. He is also a veteran of Operation Iraqi Freedom with 73 hours of combat flight time.

"With Lt. Col. Thomey's proven leadership,

**"I am truly humbled for the opportunity to work with such an outstanding group of Airmen. I look forward to getting to know each of them and being a part of their future successes."**

—Lt. Col. Deane Thomey on his new assignment as 188th Logistics Readiness Squadron commander



Aircraft maintainers with the 188th Fighter Wing, Arkansas Air National Guard assigned to the 455th Expeditionary Aircraft Maintenance Squadron wait at the passenger terminal for a departing flight for home from Bagram Airfield, Afghanistan, Oct. 3, 2012. The A-10 maintainers from Arkansas and Maryland recently headed home to their respective Air National Guard units. (U.S. Air Force photo by Staff Sgt. Jeff Nevison/455th Air Expeditionary Wing Public Affairs)

initiative and drive, I believe that he's the right person to take LRS to the next level," said Lt. Col. Tenise Gardner, 188th Mission Support Group commander. "I'm honored to have him as part of my team."

Outgoing LRS commander Lt. Col. Krohn also had high praise for the Airmen of the LRS.

"It has been an honor, a pleasure and a privilege to command the Logistics Readiness Squadron for the last six and a half years," Krohn said. "It has been without a doubt the best and most rewarding job I've had since I joined the 188th in 1988. We've toiled and sweated through many reorganizations, two aircraft conversions and two major inspections. Each time we met the challenges that came our way, emerged with our colors flying, taking what we learned and made our squadron better.

"I know that Lt. Col. Thomey is going to do a fine job and that very soon he will come to realize just what a terrific organization he has inherited."

Krohn moves on to a new assignment as the inspector general for the 188th Fighter Wing.

## Diversity Day

Continued from Page 1

Hennings attributed the success of many of the teams on which he played and the combat missions on which he flew to diversity. From diversity of thought to the diversity of experience, Hennings said collective strength lies in the diversity of the individual attribute.

"Diversity is strength," said Hennings. "Look at metal alloys in nature. Iron by itself is very brittle. It's carbon and other metals that turn that brittle iron into steel."

Maj. Lionel Riley, 188th Fighter Wing Equal Opportunity chief, said the idea behind the program was to present a broader definition of diversity than the term many people generally consider. Riley said racial or gender diversity immediately comes to mind, but diversity also includes such things as diversity of thought, experience and religion.

The program also gave Airmen an opportunity to spend a few

**"Diversity is not about counting heads, it's about making every head count. Young men and women must be able to look at a current wing or brigade and see themselves in it."**

—*Brig. Gen. William Johnson, current Arkansas National Guard deputy adjutant general and first African American general officer in the Arkansas National Guard.*

minutes sharing their diverse experiences and cultures. Senior Master Sgt. Minnie Gordon talked about her experience serving in both the Marine Corps and the Army before joining the Air National Guard.

Airman 1st Class Delmy Osorio spoke about her childhood living in El Salvador. Senior Airman Julie



Senior Airman Kat Tan speaks to 188th Fighter Wing Airmen about her Chinese heritage during a Diversity Day program Sept. 8. (National Guard photo by Airman Cody Martin/188th Fighter Wing Public Affairs)

Darrough and Airman 1st Class Zhe Kat Tan both shared some of their cultural heritage, including the tradition of "Red Envelopes," which are given to one's employer during the lunar New Year celebration, and returned with money - or in this particular case, wing commander's coins.

Army Brig. Gen. William J. Johnson, the Assistant Adjutant General of the Arkansas National Guard, was another featured speaker during the program. Johnson told the story of Staff Sgt. Corenna Taylor, who faced racial discrimination in the Guard during the 1970s, and paved the way for others to honorably serve in the Guard.

"I am here today reaping the benefits which Staff Sgt Taylor and the other trailblazers deserve, but will never receive," Johnson said. "Even though there were obstacles to overcome during my career, I was blessed to work with officers who believed that the more we value diversity, the more productive we become, and the more Soldiers and Airmen we retain.

"Diversity is not about counting heads, it's about making every head count. Young men and women must be able to look at a current wing or brigade and see themselves in it."

Members of the Arkansas Gospel Mass Choir performed during the program, and choir leader Charles Moore sang a spirited rendition of the national anthem to kick off the afternoon's celebration.

"This was by far the best diversity program I've seen in my 26-year career," said Col. Mark Anderson, 188th Fighter Wing commander. "Maj. Riley and Capt. [Danielle] Wood have made it a hard act to follow."

## Opportunities for teens available

By Michelle Pike  
Airman and Family Readiness

As a kid growing up overseas I have fond memories of the D.Y.A. (Dependent Youth Association). I attended dances, went on field trips and enjoyed being around other kids my age who shared a common bond through our parents being in the military. On some days the only reason I drug myself to school was to participate in one of the extracurricular activities offered. Those opportunities shaped the person I am today. Those friendships have lasted a lifetime and we still laugh about the fun times we shared.

There are two local opportunities for your teenagers to experience similar experiences: 4-H of Arkansas is forming a special group for children of military members. 4-H is a fun and educational program where kids "learn by doing." It's a great opportunity for youth to acquire knowledge skills and develop healthy lifestyles they can use the rest of their lives. In Arkansas 4-H takes the form of community clubs, project groups, in-school and afterschool programs.

Anyone ages 9-19 can join. For more information or to join call Jesse Bocksnick, Sebastian County Extension Agent, 479-806-0394 or [jbocksnick@uaex.edu](mailto:jbocksnick@uaex.edu).

Also available is a seminar introducing "The 7 Habits of Highly Effective Teens." Life for teens today is filled with choices, peer pressure and personal insecurities about what others think. This seminar gives young people a set of proven tools to deal successfully with real life. Through this training, youth will be better prepared to stand up for themselves and resist peer pressure, be more goal-oriented and view life as a positive meaningful experience. Call Charles Waddell, Arkansas Youth Coordinator, for more information at 501-743-0791 or [Charles.W.Waddell@ua.army.mil](mailto:Charles.W.Waddell@ua.army.mil).

Let's use our military connection to make our teens stronger and help them stand out as the future leaders of our community. For additional information stop by the Airman & Family Readiness Office or give us a call at 479-573-5167.

## Cleared for takeoff



A 188th Fighter Wing A-10C Thunderbolt II "Warthog" takes off at Bagram Airfield, Afghanistan, Sept. 25. Bagram's A-10s fly daily to provide constant close-air support to NATO and Afghan ground forces operating in Afghanistan. (U.S. Air Force Photo by Capt. Raymond Geoffroy/455th Air Expeditionary Wing Public Affairs)

# Join the 188th Fighter Wing

## Your hometown Air Force

### New incentives, bonuses available

The Air Force Specialty Codes (AFSCs) below are eligible for the Air National Guard national and local incentives.

These incentives below are currently eligible for national incentives. The incentive program will be reviewed each quarter by the National Guard Bureau to determine which AFSCs will be authorized a bonus.

The incentives for non-prior service enlistments include \$20,000 cash and the G.I. Bill

Kicker. Current members may receive \$7,500 cash for a three-year reenlistment and \$15,000 cash and the G.I. Bill Kicker for a six-year reenlistment.

Contact Master Sgt. Keith Freeman in the 188th Retention Office at 479-573-5360 for any questions regarding reenlistments. Contact the 188th Recruiting Office at 479-573-5728 with questions concerning joining the Air National Guard.

#### National incentives

- 1C3X1 Command Post
- 1N0X1 Operations Intelligence
- 2A3X3 Tactical Aircraft Maintenance
- 2A3X4 Fighter Aircraft Integrated Avionics
- 2A6X1 Aerospace Propulsion
- 2T2X1 Air Transportation
- 2W0X1 Munitions Systems
- 3D1X1 Client Systems
- 3D1X3 RF Transmission Systems
- 3E2X1 Pavements and Construction Equipment
- 4N0X1 Aerospace Medical Service

#### Local incentives

- 1C7X1 Airfield Management
- 2A6X2 Aerospace Ground Equipment
- 2A6X6 Aircraft Electrical and Environmental Systems
- 3E4X1 Water and Fuel Systems Maintenance
- 3E9X1 Emergency Management
- 2A6X4 Aircraft Fuel Systems
- 3M0X1 Services
- 2S0X1 Material Management

### Recruiting referral program benefits Air Guard members

The Air National Guard Referral Rewards Program was created for current and retired ANG members who are helping to recruit new Airmen. To get started, log on to [www.refer2ang.com](http://www.refer2ang.com) to create an account.

Once an account has been created, members will receive a welcome kit in the mail, which contains Referral Rewards Program business cards with your unique four-digit code. This code is the key to claiming your rewards!

When you send a potential Airman to a recruiter, make

sure the potential Airman gives your card or code to the recruiter. Once the individual joins, it will be noted on your online account. Then you can choose your reward. It's that easy!

Rewards are redeemed via a tiered system. After your first recruit joins, you can choose a reward from the first tier. When your second recruit joins, you can pick a reward from the second tier, and so on. The more new Airmen you find, the more valuable the reward you are eligible to receive.

### Transfer Post 9/11 GI Bill to dependents

Do you have Post 9/11 GI Bill benefits that you plan on transferring to a dependent? If so, now is the time to make that move. When you transfer your benefits, you may have a service obligation that must be completed in order for benefits to be awarded to dependents.

Currently, your service obligation is based on your retirement date as shown on the adjacent chart. After July 31, 2013, the chart will no longer be utilized, and anyone applying to transfer benefits to their dependents will incur a four year service obligation. You must first apply for the Post 9/11 GI Bill before requesting a transfer to a spouse or child. This process normally takes three to

four weeks. The member must have completed six years of service in order to transfer benefits to a spouse, and 10 years of service to transfer to children.

Instructions on how to apply and transfer your Post 9/11 GI Bill benefits can be picked up at the 188th Retention Office. Contact Master Sgt. Keith Freeman at 479-573-5360 for more information.

#### Date eligible to retire: service obligation

On or before Aug. 1, 2009: None  
 Aug. 1, 2009-July 31, 2010: 1 year  
 Aug. 1, 2010-July 31, 2011: 2 years  
 Aug. 1, 2011-July 31 2012: 3 years  
 After July 31, 2012: 4 years



### 188th UTA news

#### Upcoming drills

- Oct. 13-14
- Nov. 3-4
- Dec. 1-2



#### UTA pay dates

- Oct. 24
- Nov. 13
- Dec. 12

### Fill 'er up



Capt. B.J. Ginger refuels his A-10C Thunderbolt II "Warthog" via a KC-135 Stratotanker over the skies of Afghanistan Aug. 9. Ginger is a pilot with the 188th Fighter Wing, which just returned from a deployment to Bagram Airfield, Afghanistan in support of Operation Enduring Freedom. (Courtesy photo/released)