

THE

180<sup>TH</sup> FIGHTER WING, OHIO AIR NATIONAL GUARD, TOLEDO, OH

# STINGER

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## On Cover



*U.S. Air Force Staff Sgt. Brian Best from the 180th Fighter Wing hits a soft-ball during the homerun derby at the 49th Annual Air National Guard Softball Tournament at Pacesetter Park in Sylvania, Ohio, August 7, 2014. The 180th hosted 50 Air National Guard teams, more than 550 players, from 26 states August 6 to August 9, 2014. The 180th had six teams compete in this years tournament. The ANG has raised thousands in donations while promoting physical fitness and camaraderie since its first tournament in Fresno, California, in 1996. (Ohio Air National Guard photo by Staff Sgt. Amber Williams/Released)*

# STINGER

Vol. 52, Issue No. 8, September 2014

**180th Fighter Wing**  
**2660 South Eber Road**  
**Swanton, Ohio 43558-9645**

## COMMAND

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Col. Craig Baker  
**Vice Commander**  
Col. Lindsey A. Whitehead

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## DEADLINE

Deadline for the next Stinger is the Wed. prior to the UTA @ 3 p.m. Hand deliver articles to the Public Affairs Office in Building 114 or e-mail: 180.stinger@ang.af.mil. For more information call ext. 4072 during the UTA.

## ABOUT THE STINGER

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# COMMANDER'S COMMENTS: A SPIRITUAL JOURNEY AS A COMMANDER

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First, I want to honor and thank you, present and past veterans, for your dedication and service to our wonderful, great nation. Every military branch has their own creed, serving as a guidepost for our actions. Each creed has similar themes and values reminding us of our responsibilities and duties when we put the uniform on. Of course, the most important to us, and my personal favorite is the Airman's Creed.

I am an American Airman.  
I am a warrior.  
I have answered my nation's call.

I am an American Airman.  
My mission is to fly, fight and win.  
I am faithful to a proud heritage,  
A tradition of honor,  
And a legacy of valor.

I am an American Airman,  
Guardian of freedom and justice,  
My nation's sword and shield,  
Its sentry and avenger.  
I defend my country with my life.

I am an American Airman:  
Wingman, leader, warrior.  
I will never leave an Airman behind,  
I will never falter  
And I will not fail.

As your medical group commander, our mission is to keep our Stingers medically ready at all times. We all must be fit to serve the Governor of Ohio in times of a natural or man-made disaster, civil disturbances or for the President of the United States during war or peacetime contingencies.

For the past 36 years I have been in the military. I started out as a young enlisted member reaching the rank of sergeant and worked my way up to colonel. Over the years, I have moved between three branches of service including the Marine Corps, Army National Guard and now as a member of the 180th family in the Air National Guard. There have been many challenges and adversities along the way that really impacted my life. I was challenged with the loss of my father at age 24, discrimination, career advancement, college, exposed to all walks of life; drugs, alcohol, immoral lifestyles and the many challenges of patient care. It is my strong spiritual foundation that has kept the light shining on my path. I would not be the man I am



Colonel Florencio Marquinez  
Medical Group Commander

today if it wasn't for my mother leading our whole family to Jesus Christ. Her creed to us five children growing up is God first in your life, then comes family and third work.

The Air Force core values of service before self, integrity first and excellence in all we do also serve as a foundation in my life. I believe God expects us to live our lives by these values. As a commander, I deal with a diverse group of medical specialties, medical logistics, administrators, nursing service, medics, dental, optometry, public health, bioenvironmental and physicians. I try to emphasize that everyone is unique and have their own special talents that can create a successful or-

ganization when combined. I encourage empowering people with their talents and strengths no matter how young or old and regardless of if they have rank on their sleeves or collar. Humbleness and the ability to listen and respect the ideas of one another are vital because they work towards sustaining successful organization.

My career both in the military and civilian world have brought many challenges and struggles but one verse from the bible that helped me get through them is from Matthew 19:26: With God all things are possible.

So no matter how stressful your life can be with juggling family issues, relationships, career advancement, work, school, or any burden that life throws your way, cast it upon the Lord and He will sustain you. In 2006, the phrase "In God we Trust" was the 50th anniversary of its adoption, the Senate reaffirmed it as the official national motto of the United States of America. This phrase can also be found in the bible in Psalm 118:8, Psalm 40:3, Psalm 73:28 and Proverbs 29:25.

Our DPH, Alina Fuller, emphasized the four pillars of wellness : spiritual, social, emotional and physical. The goal is to achieve a healthy balance in all four. When we slip in one of these areas the others become unbalanced causing a lower ability to achieve resiliency in life.

The military has many resources through the Director of Psychological Health, Chaplain's office, medical services and various training opportunities to help you achieve success in your professional, personal and spiritual development.

# 180TH FIGHTER WING SLATED TO BECOME ACTIVE ASSOCIATE WING

BY MASTER SGT. BETH HOLLIKER, PUBLIC AFFAIRS

The 180th Fighter Wing, Ohio Air National Guard, is slated to become an Active Associate unit in Fiscal Year 2016, as part of the U.S. Air Force Total Force Integration concept, adding active duty pilots and maintenance personnel to the wing's authorized manning document.

The 180th Fighter Wing became the first Ohio National Guard unit in history to become part of the Air Force's Total Force Integration concept when the wing was assigned an active duty commander in March.

Col. Craig R. Baker, former vice wing commander for the 57th Wing, Nellis Air Force Base, Nevada, assumed command of the 180th Fighter Wing during a change of command ceremony March 2, 2014.

Baker's assignment to the 180th Fighter Wing aligns with the Air Force goal to increase overall integration between the Active Duty Component, or AC, and the Air Reserve Components, referred to as ARC, and comprised of the Air Force Reserves and the Air National Guard.

The assignment of Baker to the 180th Fighter Wing is laying the foundation for the wing's future role in the Total Force plan, beginning in the first quarter of FY 2016, when the four active duty pilots and 40 active duty maintenance personnel will be added to the wing's existing authorized manning document.

"Col. Baker's selection was borne out of the desire to more closely integrate the three components," said Maj. Gen. Mark E. Bartman, Assistant Adjutant General for Air, Ohio National Guard. "One method to that end is through the integration of leadership positions."

Bartman was the ANG representative for the Total Force Task Force, TF2, made up of three two-star generals, now known as the To-

tal Force Continuum, or TFC. The task force, now made up of three one-star generals, one from each Air Force Component, is charged with providing guidance on how to bring the three components together as One Air Force.

"As One Air Force, we will continue to integrate the staffs of Air Force units and organizations from squadron levels to headquarters levels," Bartman explained. "The most effective method for our Airmen to better understand their counterparts in the other components will be a deliberate process of allowing seamless movement between the components."

Since the end of World War II, the nation has maintained separate identities for the National Guard and Reserves despite several attempts at mergers to include

a 1947 recommendation to abolish the National Guard and the 1964 recommendation to merge reserve components of the Army under the National Guard, as annotated in the January 2014 report by the National Commission on the Structure of the Air Force.

Though the Air Force associated a Reserve unit with an Active in 1968, where both units flew and maintained the same aircraft, the TF concept was officially introduced, and met with opposition in 1973, when Defense Secretary, James Schlesinger, developed the Total Force Policy, highlighting recommendations to integrate RC forces and AC forces, blurring the distinction between components.

Total Force gained more visibility in the 1990s with large-scale National Guard deployments

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Chief Master Sgt. Ron Anderson, Command Chief of the Continental U.S. North American Aerospace Defense Command Region - 1st Air Force (Air Forces Northern), talks to 180th Fighter Wing Security Forces members, Senior Airman Bradley Szeremeta, Senior Airman Tara Zuber and Chief Master Sgt. Tracy Troxel, 180th Fighter Wing Command Chief, during his visit July 16. While visiting the Ohio-based Air National Guard unit July 15-16, 2014, Anderson met with enlisted members of the wing and learned about the wing's top performing Aerospace Control Alert mission and support units. The 180th Fighter Wing is one of 10 ANG units aligned under NORAD and 1st Air Force in support of Operation Noble Eagle and our nation's homeland defense. (Air National Guard Photo by Staff Sgt. Amber Williams/Released).

# Q&A WITH THE COMMANDER ON TFI

The 180th FW Public Affairs section got a chance to catch up with the 180th FW Commander, Col Craig Baker with a question and answer session pertaining to Total Force Intergration.

## **1. What does it mean to you (Col Baker) to be part of TFI in Ohio at the 180th Fighter Wing?**

I am humbled to think of the responsibility that I have been given as the first “dual status” Active Duty Airman to command the 180th ANG FW, an opportunity that serves both as a privilege and an honor. A privilege, because command is a gift, a gift given to leaders by those who follow, and a gift given by my boss’s as an opportunity and a vision based on past performances and experiences. This unique experience highlights an even more powerful message in the gift given to me, a message of trust as the initial stages of the total force concept take shape from the recommendations suggested in the National Commission on the Structure of the Air Force. The gift of command brings many responsibilities, none more important than ensuring mission success and taking care of our Airmen and their families. Finally, command produces emotions and feelings that can ONLY come from the honor of leading those who are willing to sacrifice so much for their country and fellow Americans, those compassionate Airmen who define the Profession of Arms, who want to serve something greater than themselves, and who joined our Air Force in turbulent, demanding times - times they understand could cause them the ultimate price for freedom...that’s both glory and honor!



U.S. Air Force Tech. Sgt. Dan Sohnrey, an engine mechanic with the 180th Fighter Wing, uses a borescope to inspect the inside an F-16 Fighting Falcon with the assistance of crew chief, Staff Sgt. Michael Woronec, at the Alpena Combat Readiness Training Center in Alpena, Michigan, Aug. 21, 2014. The 180th Fighter Wing deployed to the CRTC to participate Operation Northern Strike, a joint exercise led by the National Guard that demonstrates the combined power of the air and ground forces. (Air National Guard photo by Staff Sgt. Amber Williams/Released)

## **2. TFI pairs two units, host and associate, representing two AF components – operating together. How does the 180th currently fit into this concept?**

The 180th FW will become an active association starting in first quarter fiscal year 2016 per the current 2014 Air Combat Command TFI plan. The 180th will add four active duty pilots and 40 active duty maintainers to the existing unit manning document according to the ACC TFI plan. The definition of an active association is an integration model that combines active and reserve elements, with the Reserve Component retaining principal responsibility for a weapon system and sharing the equipment with one or more Active Component units. In simple terms, an active association is a reserve component host.

## **3. The primary intent of TFI is to enhance the Air Force’s ability to conduct missions through the sharing of resources (aircraft, crews, maintenance, and support functions). One of the program’s goals is training, utilizing seasoned ARC personnel to aid in growing AD component Airmen. How do you see the 180th supporting this role in the future?**

The 180th FW will support this role as an active association adding four active duty pilots and 40 active duty maintainers to the existing unit manning document. Higher headquarters determined the appropriate ratio of maintainers to pilots for the F-16 is 10:1 based on active duty manning documents and actual manning (about 80 percent Active Duty manned for maintainers). One of the pilots will be a “C (commander) prefix” Lt. Col. and act as the supervisor for the other three pilots and all 40 maintainers. For the Lt. Col., this will not count as a “command” tour. The Lt. Col. will be Administrative Controller to the 495th Fighter Group commander under 9th Air Force and Operations Controller to the 180th Fighter Wing commander. An Memorandum of Understanding will exist between the 495th FG/CC and the 180th FW/CC.

## **4. One of the recommendations from the National Commission on the Structure of the Air Force with expanding multi-component integration of operations is to allow easier transition of Airmen across the different components. How was the transition for you? What was the process?**

The transition is still ongoing. The benefit of being the initial dual-status commander is to work through the complications that were not discovered in the official staffing process, those second and third order effects. The HQ AF long-term vision is one team with three components (active, guard, reserve) integrated at all levels. This means Airmen from all components assigned to a single, integrated wing, and not

*Cont. Q&A page 13*



# CREATING TOMORROW'S SUCCESS TODAY

By Rik Nemanick, Ph.D. of The Leadership Effect

What defines an effective leader? Some think of the leader who steps up in a crisis and creates order out of chaos. Others think of the leader who can stir others through words and vision. While those are important attributes, there is one important leadership attribute that often gets overlooked. In fact, it is one that does not show itself for months or even years.

When I visited the island of Maui a few years ago, I remember seeing the remarkably straight pine trees growing among the tropical foliage. I learned that these were called "Cook's Pines", trees native to New Caledonia and planted by the British explorer, James Cook, during his voyages to Hawaii over 200 years ago. Captain Cook carried the seeds on his voyage, so that the British Navy would have the raw material for ship masts 10 to 20 years after his visit, when the trees would be tall enough. Cook would not likely make use of the trees that he was planting, but he probably was able to make masts out of trees planted by those captains that came before him.

It is this foresight that I think often gets underemphasized in leaders today. With our focus on the present through texting, Twitter, and Instagram, we often don't spend enough time preparing for the future. The best leaders are the ones who are taking the time to prepare the next generation of leaders behind them. They take the time to mentor those under them to help them develop their own skills as leaders to ensure they are ready to lead the organization in the future.

Adding this type of forward-looking mentoring does not have to take a lot of time, but it does need to be intentional. Set aside time periodically to talk to your people to find out how they see themselves as leaders and what type of leaders they want to be come. Teach them the lessons you learned as a leader, and make time to listen to their concerns. As they begin growing, make sure you switch from giving advice to asking questions. One of the best rules to keep in mind as a mentor is, "A good question always beats good advice."

You may not reap the benefits of your efforts yourself, but you will be strengthening the organization over time. The seeds you plant today will help prepare others to lead in the future.

Rik Nemanick, Ph.D. is a principal consultant with The Leadership Effect. Over the last 14 years, he has trained over 4,000 mentors and protégés in organizations of all sizes. He can be reached at [nemanick@leadership-effect.com](mailto:nemanick@leadership-effect.com). Visit the website at: <http://leadership-effect.com/>

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## 180TH MEDICAL GROUP TRAINS OVERSEAS IN ENGLAND



Senior Airman Bruce Moman, medical technician from the 180th Fighter Wing in Swanton, Ohio, puts the finishing touches on a cast during a training class for Ohio Air National Guardsmen led by Staff Sgt. Shannon Austin, an active duty orthopedic technician, at the 48th Surgical Services Squadron on RAF Lakenheath, Aug. 5, 2014. While performing their annual training in England, members of the Ohio ...Air National Guard from the 121st Air Refueling Wing, the 179th Airlift Wing, and the 180th Fighter Wing were given the opportunity to train with their active duty counterparts and practice procedures not typically needed on their Guard bases which lack full hospitals. (Ohio Air National Guard photo by Tech. Sgt. Nic Kuetemeyer/Released)

# 180TH FW'S 1ST CATHOLIC CHAPLAIN SWORN IN

The 180th Fighter Wing gained its first-ever Catholic Chaplain, Father Michael Dandurand on Aug. 2, 2014 when he was sworn into the unit by the wing's senior and first African American chaplain, Lt. Col. Harold Owens.

"This is a very rare event, which has taken some years to accomplish," said Capt. Peter Drury, a chaplain with the 180th Fighter Wing.

Due to a shortage of priests in the parishes, it has been extremely difficult to gain priests into the Air Force and the Air National Guard. Over the past decade, the Active Duty has gone from over 300 Catholic Chaplains to less than 70.

Because of the shortage in military Catholic priests, civilian priest, Father Dennis Metzger from St. Joseph in Sylvania, Ohio, graciously provided Catholic Mass for the wing for the past 19 years.

Father Dandurand was the campus priest for Bowling Green State University before transitioning to serve at the Assumption/Holy Trinity Catholic Parish in Swanton, Ohio.

"Father Dandurand is personable, warm and our members will like him and his presence here," said Drury.

"Many active duty bases have a Catholic Chapel, but don't have a priest anymore," continued Drury. They contract the position out to civilian priests and Protestant chaplains have taken on the rolls of counseling, wellness programs and administrative duties. We are very grateful to be one of the few guard bases to have our very own Catholic Chaplain."

The 180th FW Chaplains provide multiple services to our Airmen.

The chaplains impartially advise commanders in regard to free exercise of religion, as staff officers. They provide religious services for their faith tradition and provide the First Amendment rights and needs for all Airmen. The chaplains also provide care for everyone, regardless of faith tradition, and implement programs to help commanders care for all of their people, to include accommodation and cross-cultural sensitivities.



## MAKE MONEY FOR THE 180TH

BY CAPT. BRAD LURING, COMPTROLLER

Did you know that according to a recent Washington Post article 35 percent of Americans have some financial account that is considered delinquent in some form or another? The accounts in the study included credit card, medical bills, utility bills, child payments, student loans or any other non-mortgage account. The average amount in collections was just around \$5,000. Astounding as this study is, it highlights the continued disregard we have towards keeping our finances "fit" in this country and living to our income level. Debt constrains our lives and can affect our job performance as well.

In your own personal life you may have a credit card that gives you points or money back when you use it responsibly and pay off balances in a timely fashion. In the Air Force, we use the Citibank Government Travel Card for official government travel. When a member travels on the government's dime they are required to use this card for all official travel expenses which may include airline tickets, lodging, rental car, or restaurants. At the 180th, we have about 900 open accounts and I'm proud to say we do not have statistics even close to the general public. Our current delinquency account rate is about 0.25 percent for the government travel card. This number is highly vis-

ible to the National Guard Bureau and The Adjutant General and is part of our overall rating as an effective military installation. In addition, NGB distributes quarterly bonuses from Citibank if we have less than one percent of our accounts that are in a delinquent status. We have received \$5,000 from Citibank for the second quarter this year for meeting this metric. In this era of constrained budgets and fiscal cuts these bonuses are very valuable for our base, and we use this money to fund unfunded requirements that the units submit such as safety requirements, IT equipment or vehicle maintenance.

180th Airmen can help the base receive an even bigger bonus from Citibank by making sure you use your card properly and pay it off before it hits the dreaded 60-day delinquency mark. When your voucher is processed in defence travel system you set aside funds to pay the balance on your Citibank card. DTS automatically pays Citibank when your voucher has been approved through the system. You can set up an online account with Citibank and check the balances on your card from your smartphone or home computer. It is the member's responsibility to pay all balances incurred on the travel card. If you have any questions about the Citibank card please contact the units Agency Program Coordinators in the Comptroller Flight.

### ***Active cont. from page 3***

in support of the Gulf War. Since the Gulf War's Operations Desert Storm and Desert Shield, the Air Force has continued to welcome the transformation and evolution of the reserve components from a strategic and ready reserve force to the operationally capable and readily available force we know today.

Today, with ever evolving mission demands, coupled with fiscal constraints, the foundation of the TF concept is finally beginning to take shape.

"The Air Force must change the way it organizes, functionally integrates, aligns and employs the great Americans who volunteer to serve in its ranks," National Commission on the Structure of the Air Force.

The initial stages of the TF construct are to provide the basic framework, while the details of the over 40 suggested recommendations from the Commission report, presented to President Barack Obama and Congress in January, 2014, are being fine-tuned and implemented.

The Commission recommended two major changes. The first is to increase the number of associate units throughout the Air Force. Today, the Air Force has 120 current or planned association units.

This recommendation would shift the force structure to focus greater reliance on the ANG and AFR, expanding multi-component operations, enhancing the TF and One Air Force concepts. The intent of this recommendation would lower overall military personnel costs, produce a more ready and capable force by preserving funds for readiness operations, maintenance, recapitalization and modernization.

The TF concept pairs two units, a host and an associate, representing two of the Air Force's three components, Active Duty, Reserve and Guard, operating together to enhance the ability of the Air Force to conduct missions through the sharing of resources and utilizing the seasoned RC personnel to

aid in the training and growing of AC Airmen.

Association units primarily fit into one of three types: Classic Association, where RC units collocate with AC units; Active Association, where AC units collocate and jointly operate aircraft on a RC base; and Air Reserve Component Association, where ANG and AFR units are collocated and share equipment.

The second recommendation is that all associate wings implement and maintain a single, integrated chain of command, resulting in a fully integrated wing, or i-Wing.

In the more well-known Classic Association, where RC units are physically collocated on AD installations, both the RC and AC units maintain their separate reporting instructions through their Major Command, or MAJCOMs, with their own individual chains of command and local commanders.

"The long-term goal of the i-Wing model is one team made up of the three components integrated at all levels," said Baker. "The concept is that the wing would be commanded by a member of any component, which will reduce chain of command confusion, duplicative overhead and the number of bosses overall."

Increased use of the i-Wing structure, coupled with future changes to the Active and Reserve component end strengths, the number of personnel authorized by legislation for a given fiscal year, will enhance the Force's ability to scale available forces to meet continually changing mission demands and fiscal constraints.

Baker's assignment as commander of an ANG wing is also being used as a test measure to identify potential challenges and develop effective solutions for Airmen transitioning between the Ac-

***Continued Active page 10***



Lt. Gen. William Etter, Commander of the Continental U.S. North American Aerospace Defense Command Region - 1st Air Force (Air Forces Northern), reviews aircraft forms with crew chief, Master Sgt. Mark Close, before a training sortie with the 180th Fighter Wing July 16. While visiting the Ohio-based Air National Guard unit July 15-16, 2014, Etter, a command pilot with more than 3,500 hours in various military aircraft, flew a training sortie and focused on the wing's top performing Aerospace Control Alert mission and support units. The 180th Fighter Wing is one of 10 ANG units aligned under NORAD and 1st Air Force in support of Operation Noble Eagle and our nation's homeland defense. (Air National Guard Photo by Staff Sgt. Amber Williams/Released).

tive and Reserve Components.

Airmen assigned to the AC fall under Title 10, active duty federal funding under the U.S. Code and are exclusively a federal organization.

Members of the ANG fall under the Title 32 category, but with additional complexity. ANG units fulfill both federal and state missions, but report directly to their state's Governor and are manned by a mix of full-time, Active Guard Reserve and Dual Status Federal Technicians, and part-time personnel, referred to as Drill Status Guardsmen.

Though ANG Airmen report directly to the governor during normal day-to-day operations, they can easily transition to Title 10, active duty status, in times of war or national emergencies when AC forces are insufficient or unavailable, upon collaboration with individual state governors.

The ANG's unique mission of supporting their state, communities and the homeland allows for the governor to activate ANG members within their respective state to provide Defense Support to Civil Authorities in response to natural and man-made disasters.

Because state governors are essential stakeholders of the Air Force they are becoming more involved as the TF concept begins to rapidly take shape and the

One Air Force concept becomes a reality.

"The process used to assess Col. Baker to the Ohio National Guard is one that will be duplicated many times over for both AC Airmen moving to the RC, as well as RC Airmen moving to the AC," Bartman said. "Currently, the process requires the governor of the state involved and the Secretary of Defense to sign a letter of agreement, or LOA, enabling AC Airmen to hold a dual commission in both the Title 10 status and Title 32 status."

The fiscal appropriations, personnel processes and pay statuses are not the only differences or challenges that will be faced as the 180th Fighter Wing and the Air Force continue to move toward the fully operational construct.

"Historically, the RC was intended to provide a strategic reserve, called upon only in a time of war or national emergency, when AC forces were insufficient or unavailable," explained Bartman. "Numerous federal laws were drafted with the strategic reserve in mind. In today's environment, characterized by an increased utilization of the RC, some of these laws impede efforts to move to a 'One Air Force' solution."

"Some of these laws need to be amended to allow the three components of the Air Force to work together to provide the world's best airpower and homeland defense in a fiscally responsible way," continued Bartman.

The transition for Baker is still ongoing, but is providing the task force with the information necessary to develop and execute solutions for those challenges not identified during the initial planning and staffing process.

"Challenges to the long term vision effect not only my transition, but the whole process," said Baker. "These challenges include separate AC and RC funding appropriations, making complete integration impossible under current law; statutes that restrict the use of fulltime RC forces which are not fully interchangeable with active personnel at home station; budgetary challenges hinder Military Personnel Appropriations funding for home station operations; and pay, promotion and assignment systems are not fully interoperable between AC and RC personnel."

The One Air Force initiative is not only geared toward maximizing effective use of the three components, sharing personnel and equipment to meet mission requirements, it is also a solution to meet the Defense Strategic Guidance directive for the Department of Defense to continue efforts to reduce the cost of doing business.

"Our military has an imperative to spend resources in a fiscally responsible way," Bartman said. "The necessity to reduce cost is, perhaps, the most compelling catalyst for examining the mix of Active and Reserve Components."

Though there remain differences in personnel



U.S. Air Force Staff Sgt. Jacob Adams inspects an Pratt and Whitney 229 engine for the F-16 Fighting Falcon at the 180th Fighter Wing, Toledo, Ohio, April 7, 2014. (Air National Guard photo by Staff Sgt. Amber Williams/Released)

## NEW STINGERS

Badley Ashbury, AMXS  
Matthew Breeds, MXS  
Corry Byers, MXS  
Bryan Crowley Jr., MXS  
Clayton De Gier, CF  
Michael Dandurad, FW  
Alyssa Douglas, LRS  
Nolan Duly, CF  
Robert Gantt, CES  
Noah Gardiner, LRS  
Landan Haley, AMXS  
Austin Jones, MXS  
Jacob Lee, MXS  
Georgia Litten, FSS  
Charles Mason, CF

Ashley Merritt, MXS  
Aubrey Mellott, LRS  
Robert Moser Jr., MXS  
Benjamin Niese, MXS  
Megan Pomp, MXS  
Alyssa Ringger, MXS  
Robert Ryu, FS  
Lily Schreck, MXS  
Alexander Sonnenberg, MXS  
Tyler Smith, AMXS  
Christopher Uecker, FS  
Steven Waldron, SFS  
Kaleb Velker, MDG  
Claire Verbosky, CES

## RETIREMENTS

Chief Master Sgt. Michael Carmen, MXG  
Chief Master Sgt. John Clark, MOF  
Senior Master Sgt. Michael Berry, MXS  
Senior Master Sgt. Daniel Losek, MXG  
Senior Master Sgt. Tony Ursell, AMXS  
Master Sgt. Bret Arensberg, MXS  
Master Sgt. Debra Clifford, FW  
Master Sgt. Steven Kelble, AMXS  
Master Sgt. Matthew Long, MXS  
Master Sgt. Matthew Stohl, AMXS  
Tech. Sgt. Joseph Beuhler, MXS



## PROMOTIONS

### **to Lt. Col.**

Gary Easterly, MDG  
John Griffiths, FSS  
Matthew Hopkins, FS

### **to Maj.:**

Dennis Warburton, MXM

### **to Capt.**

Seth Carmody, MXM  
Matthew Bulanda, FS

### **to Senior Master Sergeant:**

Sean Lolo, AMXS  
John Vanhorn, MXS

### **to Master Sergeant:**

Benjamin Damore, MXS  
Michael Meyers, MXS

### **to Technical Sergeant:**

Megan Arnold, FSS  
William Benarth, MOF  
Michael Dellisanti, CF  
Daniel Gibson, LRS  
Valerie Goodman, LRS  
Misty Goodrick, FS  
Codey Kinemond, FSS  
Carl Stahl III, SFS  
Corey Whitacre, FSS  
Laura Woronec, FSS

### **to Staff Sergeant:**

Gordon Anderson II, MXS  
Joseph Boyer, AMXS  
Kevin Davis, CF  
Jade Gaston, CF  
Jordan Seedorf, MXS  
Nick Tammarine, LRS  
Devin Vangorder, CES

### **to Senior Airman:**

Keith Brandt, MXS  
Nicholas Lippi, MXS  
Devon Hassenruck, MXS  
Erik Nagucki, LRS  
Trey Parsons, MXS

### **to Senior Airman (cont):**

Joshua Seedorf, FSS  
Bradley Waggoner, AMXS  
Travis Zuber, LRS

### **to Airman 1st Class:**

Kathryn Dobbs, MG  
Nicholas Rinke, CES  
Tyler Roberts, CES

pay statuses and mission sets between the AC and RC, the Commission concluded that, when used in the traditional part-time or rotational basis, the RC is significantly less expensive than an AC force of the same size.

The RC requires fewer Airmen to be trained from the “ground up,” as many of its part-time Airmen have civilian occupations closely aligned with their Air Force career field and training from one occupation is mutually beneficial to the other. These part-time Airmen are only paid by the Air Force when performing their military duties on a periodic or rotational basis. The RC also has access to seasoned Airmen transitioning from the AC to the RC who require less periodic, or refresher training, to maintain war-ready skill-sets.

The Commission also highlights that traditional, part-time, Airmen in the RC are entitled to retirement benefits, but cannot receive them until the age of 60 and are not supported throughout their careers in the same way AC Airmen are. Reserve Component Airmen do not have base housing or child care provided, or schools, health care or Morale, Welfare and Recreation facilities that are provided to AC Airmen and included in the cost of maintaining the AC force.

“As a member of the ANG, you live off of the local economy,” Baker explained. “There is no base housing, commissary, hospital, pool or golf course provided on the installation.”

The Commission determined that, based on research and testimonies at the time, the cost of a part-time RC Airman, who is not performing active missions throughout the year, is approximately 1/6th the cost of an AC Airman.

“The National Guard, primarily a part-time force, is held to the same readiness standards as the AC, continues to demonstrate their readiness capabilities, execute missions in an unprecedented manner, both at home and abroad. And, because all three components are required to maintain the same standards, they should be viewed as a system of systems based on a symbiotic or mutually beneficial relationship,” continued Bartman. “When the service is imbalanced, the benefits of the relationship dissipate.”

Bartman continued to explain, “A part-time force, by nature, is a less costly force, but the more it is used, the less cost advantageous it becomes. Likewise, an AC force that is too large can become characterized by extraordinary costs. There are numerous gives and takes impacted by changes to force mix and each of those implications must be considered.”

The Total Force initiative is well underway throughout the Air Force today, but the expected pace of operations over the next decade will be a significant driver in determining an appropriate mix of AC and RC forces and the necessary level of readiness required by the RC.

The 180th Fighter Wing is already marking its place in history and finding its place in the Total Force Initiative with its first AC commander.

“While there will be challenges moving forward toward an Active Associate wing, there is no doubt that the men and women of the 180th Fighter Wing will prove successful in leading the way for the Total Force,” said Baker.

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## CDC/PME 90% CLUB

Congratulations to the following unit members who recently passed their respective CDC or PME exam with at least a score of 90% or better:

<b>Name</b>	<b>CDC/PME</b>	<b>Unit</b>
Tech. Sgt. Kevin Wise	NCOA PME 15A	CES
Staff Sgt. Sean Fitzpatrick	CDC 2AX7XN	AMXS
Senior Airman Jacob Adams	CDC 10612N	CES
Airman 1st Class Kyle Reed	CDC 2AX5XN	AMXS

## MOTIVATION OR INSPIRATION?

BY CHAPLAIN PETER DRURY, FW

How is inspiration different from motivation? We think of motivation as building up the desire to do something we don't really want to do. But inspiration is something that touches our spirit (literally, "in the spirit").

Inspiration aligns us with our most important purposes and stimulates creativity, not just getting things done. Being inspired to do something doesn't feel like work, because it's part of something more.

Motivation is required when we aren't inspired (like to pay taxes!). So there's a place for motivation. But isn't inspiration a better thing to go for?

Motivation is like the drive or the push. Inspiration is like the lift or the pull to do something. Are you motivated to serve in the Guard or inspired to serve?

So who/what does inspire you? Can you inspire your team? What would that feel like? What would that look like?

being operationally "attached" to a host wing while working for two bosses. The concept includes a wing being commanded by an Airman of any component reducing confusion, duplicative overhead, and the number of bosses. Challenges to the long-term vision effect not only my transition, but the whole process. These include: separate AC/RC appropriations, making complete integration impossible under current law; statutes restricting the use of full-time RC forces which are not fully interchangeable with active personnel at home station; budgetary challenges make MPA funding for home station operations increasingly difficult; and AC/RC personnel, pay, promotion, and assignment systems are not fully interoperable.

**5. Was your selection as commander of the 180th FW, an ANG unit, a result of the TF construct?**

Yes, the initial stages of the TF construct, mostly to provide a potential framework while the details of the recommendations suggested from the National Commission on the Structural of the Air Force were being debated and eventually implemented. My timeline was as such:

- Aug '13 – Initial discussions between Director, ANG (DANG) and Ohio National Guard senior leadership on putting an active duty Wing CC at the 180th FW.

- September 2013 – DANG coordinated with Commander, Air Combat Command (COMACC) to start the process to find an active duty airman ready for Wing Command and in a position to move to the 180th FW.

- October 2013 – Reviewed ACC Command Screening Board list for potential candidates with the primary driving factor being a pilot currently qualified

in the F-16.

- October 2013 – Started working approval process for Governor of Ohio and COMACC dual commissioning package with ANG Director of Personnel (A1) and ACC/A1. ACC handled the coordination with Headquarters Air Force staff and Chief of Staff, AF for my approval to be the nominee.

- December 2013 – Governor-OH approved me for dual commission in ONG.

- February 2014 – Secretary of Defense approved me for dual commission in ONG.

- March 2014 – Change of Command at 180th FW.

**6. The ANG has both federal and state missions such as DSCA and can include law enforcement functions at the direction of the governor. How would TFI efforts and the i-Wing construct impact our ability to support those state mission requirements?**

The Dual Status Commander is a great concept to ensure success in both Federal and State mission. US law provides the Nation's governors with authority as commanders-in-chief of their state's ANG to solve issues locally. The beauty of being a "dual status" Commander is given a major catastrophe here in Ohio, there are requirements for both state and federal responses/efforts, and my responsibilities would include authority and collaboration with both state and federal private and public partners to increase unity of effort and decrease duplication of effort. This all with the intent to accomplish both Federal and State missions minimizing loss of life and expediting the road to recovery.

## NEW GI-BILL RATES

**Effective October 1, 2014, the Montgomery GI-Bill Selected Reserve rates are:**

**Full time: \$367.00**

**3/4 time: \$374.00**

**1/2 time: \$182.00**

**less than 1/2 time: \$91.75**

**For more information visit [www.benefits.va.gov](http://www.benefits.va.gov).**

## THE 180TH HERITAGE RIDERS

To help comply with the new requirement to establish a motorcycle mentorship program as required by AFI 91-207, the 180th FW has established the 180th Heritage Riders. The 180th Heritage Riders is a motorcycle club with expressed permission to operate at the 180th FW. The purpose is to establish and maintain a spirit of comradeship and esprit de corps that will encourage on-going rider education and skills development, and reduce the potential of motorcycle mishaps. Heritage Riders will operate and conduct themselves in a manner that provides equal opportunity and treatment for all motorcyclists in the State of Ohio and surrounding areas. The club will operate with two main goals: first, provide each member with the collective knowledge and experience providing influence to positively affect motorcycling on and off the installation. Second, improve rider skills through mentorship for new riders and continuing education for all riders. If you would like more information, please come to the first 180th Heritage Riders meeting Sat. at 1500 in the Ops Auditorium or visit Motorcycle Safety Program on Sharepoint.