



**ANG COMMAND CHIEF MASTER  
SERGEANT JAMES HOTALING  
VISITS 102 IW**

| PAGE 5

102nd INTELLIGENCE WING  
**Seagull**

[www.102iw.ang.af.mil](http://www.102iw.ang.af.mil)

FEBRUARY / MARCH 2016

VOLUME 31 NO. 2

## COMMANDER

Col. James M. LeFavor

## CHIEF OF PUBLIC AFFAIRS

Lt. Col. Robert J. Spierdowis

## PUBLIC AFFAIRS STAFF

Mr. Timothy Sandland

2nd Lt. Aaron Smith

Tech. Sgt. Kerri Spero

Staff Sgt. Jeremy Bowcock

Staff Sgt. Nikoletta Kanakis

## 102ND IW PUBLIC AFFAIRS

156 Reilly Street, Box 60

Otis ANGB, MA 02542-1330

(508) 968-4516

DSN: 557-4516

This Air Force newsletter is an authorized publication for members of the U.S. military services. Contents of the Seagull are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Air Force. The editorial content is edited, prepared, and provided by the Public Affairs Office of the 102nd Intelligence Wing, Massachusetts Air National Guard, 156 Reilly St., Box 60, Otis ANGB, MA 02542-1330. All photos are National Guard photographs unless otherwise indicated.



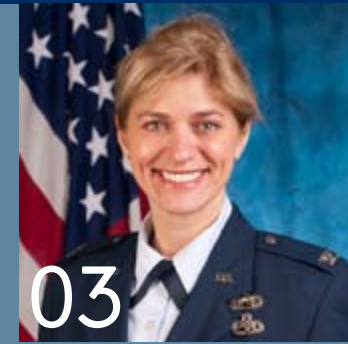
[facebook.com/102iw](https://facebook.com/102iw)



[youtube.com/102iw](https://youtube.com/102iw)



[twitter.com/102iw](https://twitter.com/102iw)



03



05



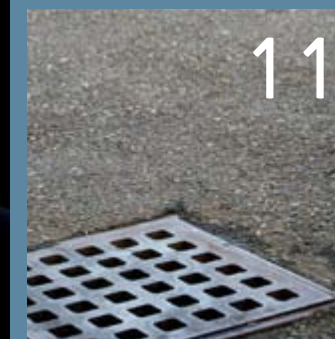
06



08



07



11



13



## CONTENTS

03

### COMMANDER'S COMMENTS

*How does the Strategic Planning Process affect you?*  
By Col. Virginia Doonan, 102 IW/Vice Commander

04

### COMMENTARY

*What is Cyber ISR?*  
By Col. Arthur Wunder, 102 IW/WOOT

05

### ANG COMMAND CHIEF VISITS 102 IW

By Tech Sgt. Kerri Spero, 102/IW Public Affairs

06

### OTIS HOSTS AUTONOMOUS UAV TESTING

By Mr. Timothy Sandland, 102/IW Public Affairs

07

### I AM AN HONOR GUARDSMAN

By Master Sgt. Erica Griffin, 102 MDG

08

### 202D ISRG SEEKS NEW EMBLEM DESIGNS

By Tech Sgt. Kerri Spero, 102/IW Public Affairs

09

### THE BEST MANAGERS ARE THE BEST COMMUNICATORS

By Ms. Jill Garvin, 102 WDPH

### CHAPEL CALL

*Right Attitude for Gratitude*  
By Chaplain (Capt.) Derek White

11

### WINTER SNOWMELT EQUALS STORM WATER RUNOFF

By Mr. Daniel Morisset, 102 IW/Environmental

### WEATHER AWARENESS: ICE SAFETY

By Lt. Col. Christopher Plonka, 202 Weather Flight

13

### AROUND OTIS

16

### PROMOTIONS/ANNOUNCEMENTS

## COMMANDER'S COMMENTS



# How does the Strategic Planning Process affect you?

By Col. Virginia Doonan  
102 IW/Vice Commander

What exactly is a Strategic Plan and who has one? A Strategic Plan provides the high-level actions to be taken by an organization over a length of time to turn a vision into a reality. Multiple levels of command at the DOD, Air Force, MAJCOM, Joint Force HQ and Wing level will typically have a strategic plan.

As a state, the MA Air National Guard meets quarterly to discuss the wing's strategic plans to include our future designs for military construction, large building renovations and designs, future ideas for missions within the state and in general our state MA ANG initiatives. It's an open conversation about the direction our state leadership is taking the two wings in the future and helps the wings develop their strategic plans. This team is comprised of the MA ANG Commander, Chief of Staff and the two Vice Wing Commanders.

The 102nd Intelligence Wing has a Strategic Plan for the next 5 years. We have a committee represented by each group on base along with other areas of expertise that work together to ensure that the Wing Commander's intent is met and efforts are unified across the unit.

We take the mission of our wing and develop a vision for the future. We develop goals, objectives and metrics that measure our success for meeting that vision. This is updated annually at a minimum and looked at several times a year. From there, each group and squadron should have smaller goals that use the wing goals as a starting point to develop their own initiatives and vision on where the commander wants to go.

That's where each member comes in. Each goal of our wing has smaller goals, objectives and metrics at the

unit level that each member is a part of achieving. We all have a vested interest in reaching the goals of our organization.

In addition, now that the Air Force Inspection System is a part of AF culture, we ensure that the goals developed by the wing are identified by major graded areas for the Inspector General and are used as a guide by the Wing IGI shop to develop the inspections they will conduct that year. Likewise, our team incorporates many areas into our measured objectives such as our Community Action Plan developed by our Community Action Information Board (CAIB) and Integrated Delivery System (IDS), our inspection cycle, our safety program and the list goes on and on. I invite you to take a look at the 102IW Strategic Plan. It's on the 102 IW Sharepoint under "About Us" Category.

The goals for the 102IW are as follows:

**GOAL 1:** Precise and reliable execution of wing federal missions in support of our nation's wars and CONUS/OCONUS contingency operations.

**GOAL 2:** Provide trained and ready Airmen for immediate response to our Nation's call.

**GOAL 3:** Precise and reliable execution of our state missions, domestic operations, and contingency response.

**Goal 4:** Complete the transition to new Cyber ISR mission

**Goal 5:** Increase our relevance through partnerships, resource stewardship, and community outreach

**Goal 6:** Provide Airmen and their families with high quality, consistent support and development

A Strategic Plan is meant to be long

range in nature and the goals are often far reaching. I've seen our wing members work at the tactical, operational and strategic level whether in operations or our mind set on issues at hand. Regardless, you have performed superbly. Thank you for all that you have done and continue to do to make our organization one that I am proud to be a part.

## COMMENTARY



# What is Cyber ISR?

By Col. Arthur Wunder  
102 IW/Wing Office of Transformation

*You're on a dark desert highway; cool wind in your hair...Up ahead in the distance you see some shimmering lights...\**

...and then they all go dark...

What happened, did someone take out a utility pole? Was the generating capacity of the local electrical power plant exceeded? Or, perhaps, did something more nefarious occur? How would you know? How would government authorities or plant officials know? Who is capable of causing an effect like this on our power grid? What if the decision is made to respond non-kinetically to that action? What information would we need to prepare for such an event?

If only there were units with subject matter experts whose mission it is determine the answers to questions like that. Well, good news, there is!

Cyber intelligence surveillance and reconnaissance, or cyber intelligence, helps answer those questions. The cyber ISR mission area is fairly new to the intelligence community, first coming on-line in the last six or seven years in the Air National Guard. While cyber intelligence is new, it's not a new intelligence discipline. There's no new CYBINT, instead cyber ISR is all-source intelligence that encompasses and fuses traditional intelligence disciplines through the cyberspace domain.

Now that you know what cyber ISR *isn't*, let's discuss what cyber ISR *is*. According to the 2014 United States National Intelligence Strategy, "Cyber intelligence is the collection, processing, analysis, and dissemination of information from all sources of intelligence on...

- Foreign actors' cyber programs, intentions, capabilities, research and development, tactics, and operational activities and indicators;

- Their impact or potential effects on national security, information systems, infrastructure, and data;

- Network characterization, or insight into the components, structures, use, and vulnerabilities of foreign information systems."

Similarly, cyber intelligence is part of the 2015 Department of Defense Cyber Strategy:

"On matters of intelligence, attribution, and warning, DoD and the intelligence community have invested significantly in all source collection, analysis, and dissemination capabilities, all of which reduce the anonymity of state and non-state actor activity in cyberspace. Intelligence and attribution capabilities help to unmask an actor's cyber persona, identify the attack's point of origin, and determine tactics, techniques, and procedures. Attribution enables the Defense Department or other agencies to conduct response and denial operations against an incoming cyber-attack."

Cyber intelligence is not cyber security, but cyber intelligence analysts must understand offense and defensive cyber operations to be a successful cyber intelligence analyst. Every action in cyberspace has a human behind it, whether it's driving a specific switch action or initiating an automated denial of service attack; someone, somewhere is initiating and directing that action. Cyber intelligence involves trying to connect the dots and identify all the different touch points between the various layers in cyberspace. Determining the connections and

connection points lets the analyst draw a multidimensional picture of where potential cyber vulnerabilities may exist, or identify the actors behind an action.

According to the organizational change request, the 202 ISRG will have three subordinate squadrons: 267th Intelligence Squadron, 203rd Intelligence Squadron and 202nd Intelligence Support Squadron.

Whether you have an affinity for computers and networks or not doesn't matter; we'll teach you what you need to know...and it's not ALL about ones and zeros. What you do need to bring to the table is the ability to learn, and the passion, curiosity and problem solving mindset of an intelligence analyst. Cyber ISR is intelligence at the strategic level with all-source input and long-term problem sets; searching for a specific needle in a pile of needles to enable future cyber operations.

There's plenty of room for you at the 202nd and we are ready to receive, you can check us out anytime you like, but you may never leave!

*\*Hotel California, Eagles, 1977*

# OTIS AIRMEN WELCOME ANG COMMAND CHIEF HOTALING

By Tech. Sgt. Kerri Spero  
102 IW/Public Affairs

The Air National Guard's top enlisted advisor spent the day with Airmen from the 102nd Intelligence Wing, Massachusetts Air National Guard, sharing key messages from his Aim Points and listening to their concerns during his visit here, February 7.

Chief Master Sgt. James W. Hotaling made it a priority during his visit to speak with wing's senior and junior enlisted Airmen during two town hall style meetings. During the all-calls, Airmen candidly presented issues important to them such as how ANG restructuring could impact them, and Professional Military Education changes.

According to Hotaling, "While we may operate at times under different statutes, every Air National Guard member meets the same standards of professionalism and proficiency that our reserve and active duty counterparts must meet."

During his visit, Hotaling's time with Airmen focused on sharing his message of a renewed commitment to the profession of arms, health of the force, and recognition of our Airmen and accomplishments.

Hotaling said that the ANG is no longer a strategic reserve, but rather, an operational force and is "never going back." Using a football analogy about the changing of helmet-to-helmet contact rules in recent years and how NFL players had to adapt to these changes, he said Airmen are the players in the new operational ANG and as our own rules and requirements change, Airmen have to adapt as well.

Hotaling focused on personal interactions and took the opportunity to recognize six Airmen by presenting them with his personal challenge coin for their contributions to intelligence and Air National Guard missions.

Hotaling took the opportunity to attend the Otis ANGB Chief Master Sergeant Advisory Council and Junior Enlisted Council meetings. During the Junior Enlisted Council meeting, he talked about developing Airmen's depth of knowledge and breadth of experience.

"I encourage Airmen's development needs in terms of depth and breadth. That is, how deep an assignment gets, or how wide it spreads them," said Hotaling, "The more you expand yourself, the better leader you will be. If you broaden yourself, you deepen your experiences."

Hotaling suggested readings such as "The 360 Degree Leader" by John C. Maxwell and "Start With Why" by Simon Sinek.

Chief Hotaling also met with the base Chaplain Corps, Airman and Family Readiness, and the Director of Psychological Health and discussed the importance of the Integrated Delivery System. The IDS is made up by individuals who have a primary responsibility of providing family services and prevention and education activities related to individual, family, and community concerns.



*(U.S. Air National Guard photos by Staff Sgt. Nikoletta Kanakis/Released)*

U.S. Air Force Chief Master Sgt. James Hotaling, command chief, Air National Guard, conducted a town hall meeting with enlisted members during his visit to Otis Air National Guard Base, Mass., Feb. 7, 2016. Hotaling discussed current issues facing the Air National Guard and answered questions from wing members.

# OTIS ANGB HOSTS AUTONOMOUS UAV TESTING

By Timothy D. Sandland  
102 IW/Public Affairs

Things were all abuzz at the 102nd Intelligence Wing, January 18-22. The wing hosted a team of robotics experts and support personnel from the Defense Advanced Research Projects Agency on the Building 158 hangar floor to test the capabilities of the latest autonomous UAVs and sensors as part of its Fast Lightweight Autonomy program.

Created in 1958, DARPA is an agency of the DoD responsible for making pivotal investments in breakthrough technologies for national security.

The hangar provides a large enough open space to facilitate the first phase of testing of the program, which strives to achieve the capability for small, autonomous UAVs to operate in cluttered environments without the need for external communication such as GPS or human control. The DARPA team stacked cardboard boxes on the hangar floor and created a complex obstacle course in order to test the capabilities of the UAV and their human operators.

The platform that the team is using is virtually off-the-shelf. That isn't to say you could get these UAVs at any hobby or big-box store, but the key to success of this program doesn't sit with the airframe - it comes from the technology added to it - the advanced algorithms that enable it to navigate complicated obstacles without external influence. The key goal is to develop and test algorithms that could enable UAVs to avoid obstacles on their own, so human operators can focus on larger tasks such as supervising a group of UAVs integrated with manned aircraft as well. To achieve that end goal, FLA is developing a dexterous UAV that can move through and within disaster zones and to perform search and recovery tasks, for example, with minimal guidance from human operators while the operators remain safely out of harm's way.

Speed is also one of the major objectives of the program. Even in the initial stages of development, these UAVs travel at quite a clip. The goal is to reach speeds of up to 45 miles per hour. Straight-line speeds of this nature are possible. But when walls, doors, and windows are factored in, it becomes far more of a challenge. The ability of these UAVs to successfully navigate, at speed, represents a major leap forward in the technology of these devices.

The primary focus of the program is of course, autonomy. That is where the team's hard work will really pay dividends. Autonomous systems are not new. As



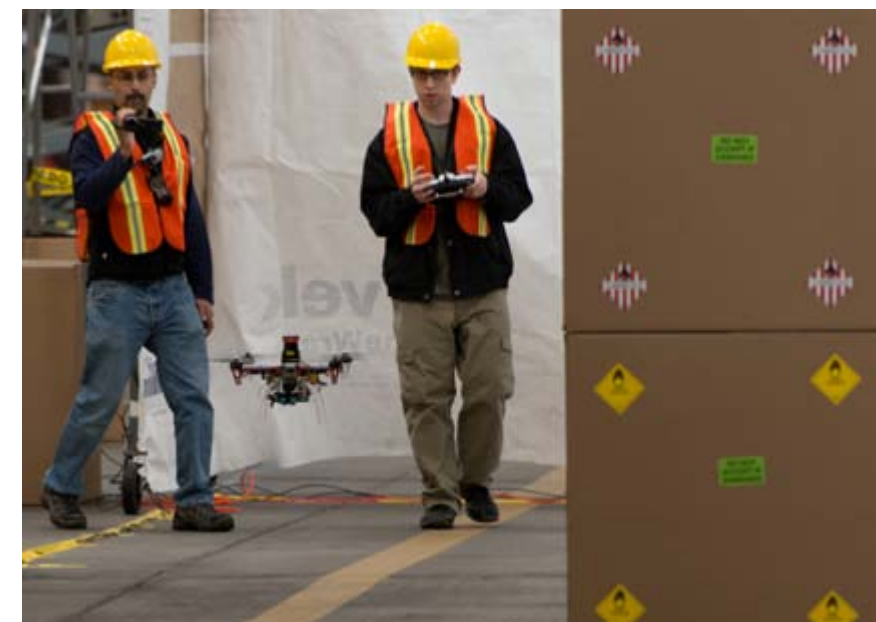
*Members of Defense Advanced Research Projects Agency's (DARPA) Fast Lightweight Autonomy (FLA) program used the 102nd Intelligence Wing's hangar to test small UAVs in an indoor, controlled environment. (U.S. Air National Guard photos by Mr. Timothy Sandland/Released)*

far back as the 2004 DARPA sponsored its historic "Grand Challenge", the first long distance competition for driverless cars in the world. Just as that program laid the groundwork for today's driverless cars, so FLA aims to accelerate progress towards increasingly autonomous small airborne systems. As Dr. Mark Micire, Program Manager for the FLA program, points out, the first autonomous vehicles needed rack-mounted servers and big heavy sensors to make the technology work. With FLA, all that technology, used for sensing and control, needs to be light enough to be carried by small UAVs. Despite the drones' autonomy, DARPA says there will always be a human monitoring any mission who can take over control if need be.

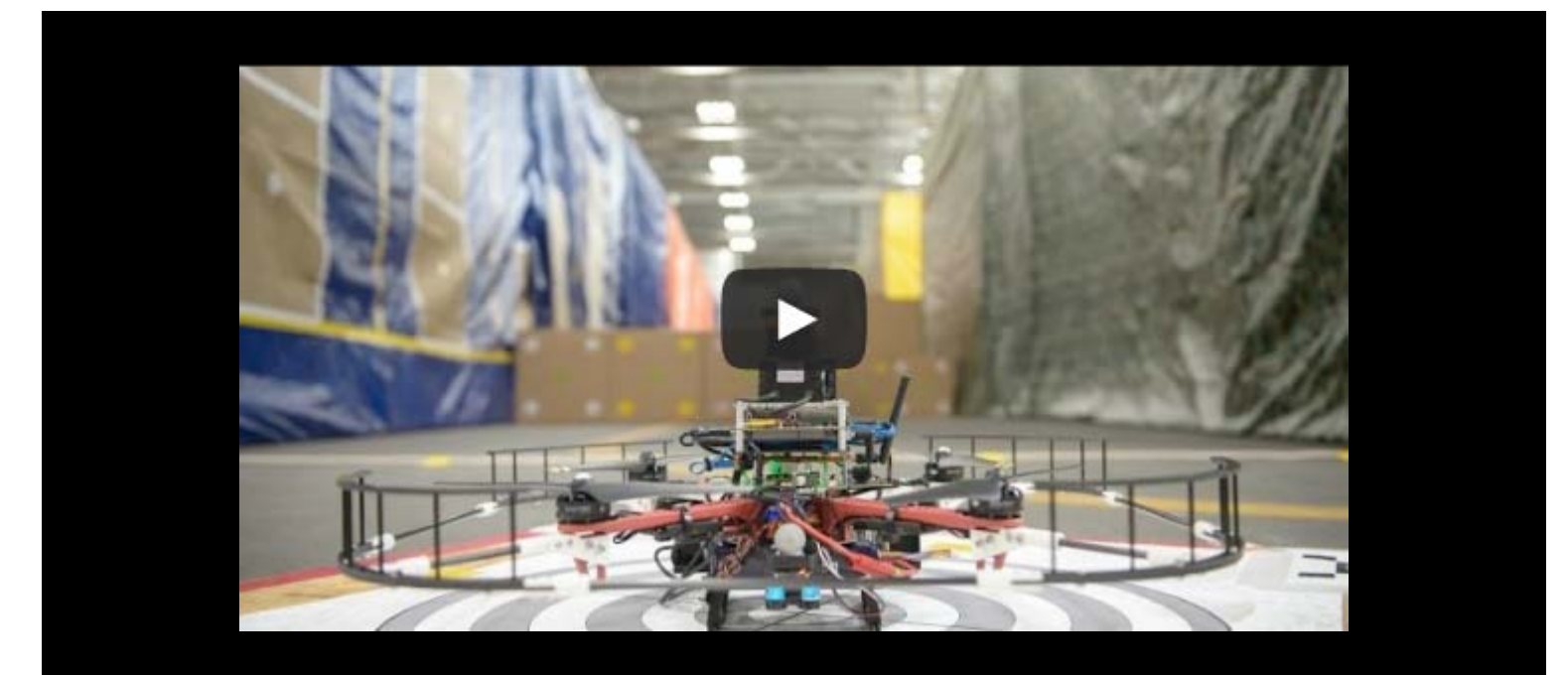
It is a Herculean task, but the team is up to the challenge.

Advances in commercial and military technologies are rapidly increasing the capabilities of low-cost micro and small UAVs, enabling them to carry out missions at considerably less cost and risk. And DARPA's record is good: the Agency's previous unmanned aircraft innovations and technology transitions have revolutionized ISR missions, ensuring not only air dominance for the DoD but also information dominance for the DoD and other agencies.

Cooperation with agencies like DARPA reinforces the forward-leaning and technology-driven



persona that has grown within the 102nd Intelligence Wing in recent years. [Learn more about DARPA's FLA Program here.](#)



# I AM AN HONOR GUARDSMAN

By Master Sgt. Erica Griffin  
102 IW/Honor Guard

I do not let the weather stop me. The cold when I can't feel my fingers, the heat that makes me sweat, the piercing winds, and the rain pouring down on me as the hearse pulls around that corner. I still hold my ground and render that salute. I don't get to enjoy that nice weekend, instead of being with my friends and family, I'm in a cemetery with someone who's far more important than friends and family.... Saying their final goodbyes. I can go home to family, hug them and say I love you. These families can no longer do that so I forego all my weekends, holidays, days, and nights. I sacrifice all these with pride because I serve a higher purpose. I am the last farewell to the fallen airmen that have come before me. The great men and women who have made it my privilege, my HONOR to call myself an Airmen today. It is that honor and privilege that drives me to do my job. To make sure that their years of sacrifice and duty do not go unnoticed, that they get the farewell they deserve, that their loved ones deserve.

I have heard the Lord's Prayer in

several languages, but it all sounds the same in my mind. I have been to almost every denominational funeral, even the unconventional. I've been in the National Cemetery, countless private cemeteries, harbors, docks, funeral homes, parks, churches, even a boat once. The countless faces at each funeral, I will remember all of them. The tears of sorrow and mourning, the sniffles, the weeping of a loved one as the committal takes place, the poems and words that are sometimes too painful to fully get out as a loved one speaks of the Airmen no longer there. The tears of happiness as a family shares an intimate joke about their lost loved one, the laughter, the sobbing, the children playing in the background. All this I hear as I stand guard over the flag draped over the casket or folded in my arms in front of that urn.

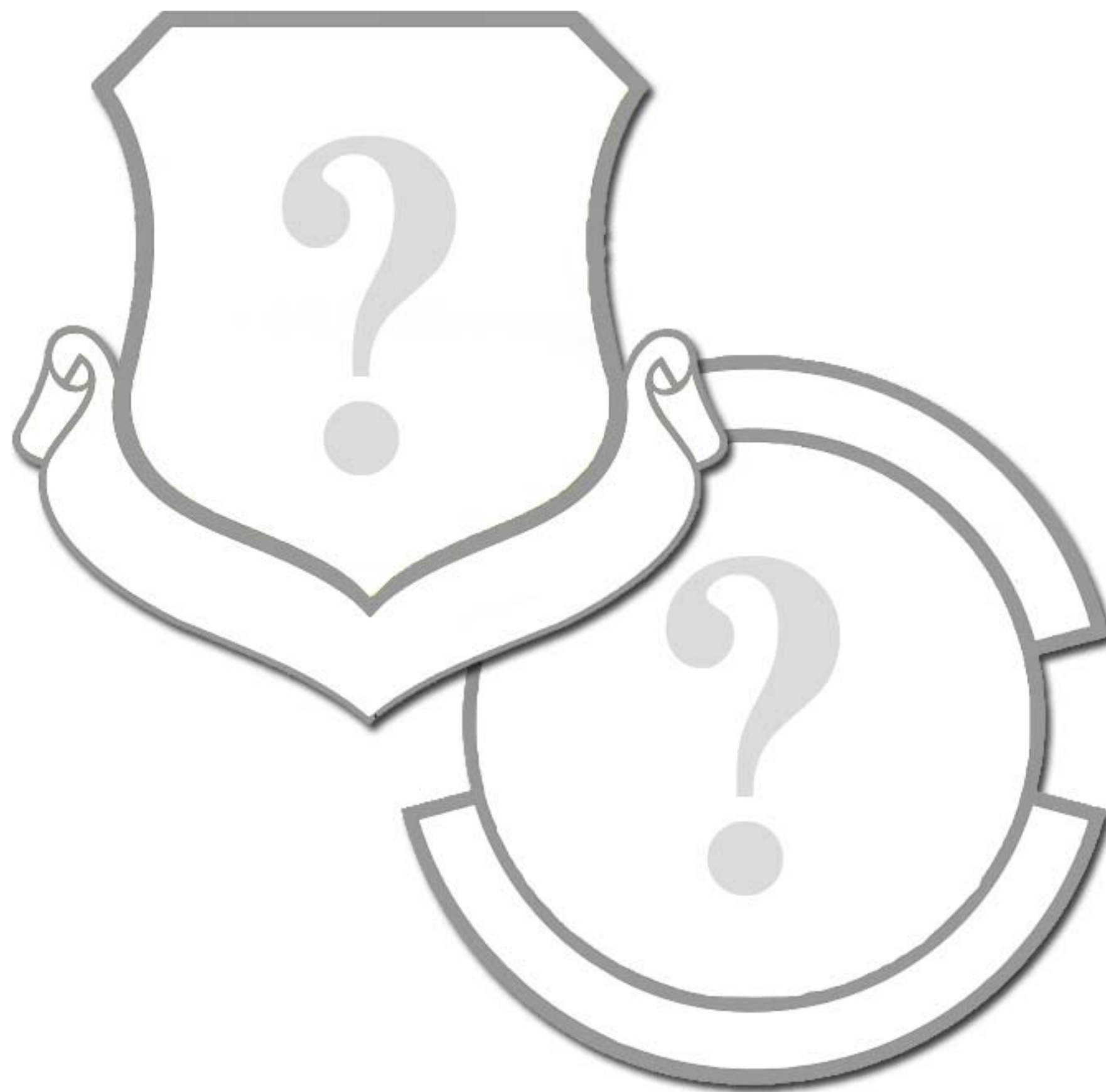
I stand like stone, waiting, waiting for the committal to be over. Waiting for the signal to come to attention and the sound of taps. I have done hundreds of these funerals, but every time I hear taps, every time I nod my head to go to attention, my heart races as

if it was the first. I feel it in my soul as I fold that flag, I feel it in my heart as I say "On behalf of the president of the United States, the department of the Air Force and a grateful nation..." I look into the eyes of these people that are mourning, the tears a man tries to hold back, the look on a widows face as I say I'm sorry for your loss. Some say thank you, some say nothing. I have looked into the eyes of fathers, mothers, sisters, brothers, sons, daughters and yes, even children. Each and every time, I hold back my own feelings, stone faced and solemn. Mine are not the tears to be shed in this hallowed ground they about to enter into.

I am an Honor Guardsmen and mine is a selfless job. I do my duty with pride. I do my duty with honor. I do my duty because someday, another honor guardsmen will be there, standing solemn and stone faced, holding that flag in their hands, bent down on one knee, saying those words that have such a wonderfully sad and yet prideful meaning to my family and I know they will think the same way I do.

*(U.S. Air National Guard photos by Staff Sgt. Jeremy Bowcock/Released)*





# ATTENTION ARTISTS!

## 202ND ISRG SEEKS OFFICIAL GROUP AND SQUADRON EMBLEM DESIGNS

By Tech. Sgt. Kerri Spero  
102 IW/Public Affairs

The wing's newest operational group, the 202nd Intelligence, Surveillance, Reconnaissance Group, needs your creativity!

With the new cyber ISR mission now official, part of the new mission process is to design organizational emblems for the new units. According to the organizational change request, the 202 ISRG will have three subordinate squadrons: 267th Intelligence Squadron, 203rd Intelligence Squadron and 202nd Intelligence Support Squadron.

While the intent for the 267 IS is to retain the heraldry and lineage of the 267th Combat Communications Squadron, the remaining units are open to all ideas.

What should the new group and squadron emblems look like? This is where you, the members and friends of the 102nd Intelligence Wing, come in. You have a golden opportunity to design unit emblems that will be representative of the new mission and will be forever preserved in the lineage and heraldry of the U.S. Air Force.

Symbols have distinguished friend from foe in warfare throughout recorded history. Organizations of the United States Air Force, like other military organizations, employ heraldic emblems as a means of identification and for esprit de corps. A heraldic design involves the emblem, an optional unit motto and symbolism that identifies and represents a unit. The

symbols and colors incorporated into each unit's emblem convey the meaning and symbology of the unit's heritage and mission.

In accordance with AFI 84-105 Organizational Lineage, Honors and Heraldry, official group and squadron emblems must adhere to specific guidelines and go through a strict approval process with the Air Force Historical Research Agency at Maxwell AFB, Ala. The 102 IW public affairs office is happy to assist with review, questions or guidance on the design and can be reached at (508) 968-4516/4697.

Use your creativity and your talent, or the talent of someone you know, and help design a new emblem! The design can be a hand-drawn sketch or a digital design. All designs must be submitted with [THIS FORM](#) to Col. Arthur Wunder by 8 May, 2016 ([arthur.p.wunder.mil@mail.mil](mailto:arthur.p.wunder.mil@mail.mil)).

Useful links:

[What is Cyber ISR? By Col. Arthur Wunder, 102 IW/WOOT](#)

[Guide to Air Force Heraldry](#)

[Massachusetts Air National Guard History \(Lineage\)](#)

[The Institute of Heraldry](#)

[AFI 84-105 Organizational Lineage, Honors and Heraldry](#)

### FUN FACT

*The Seagull insignia was designed by famed artist Paul F. Seavey and was approved for use in 1924. Currently used by our 101st Intelligence Squadron, it is the oldest patch still in use in the entire U.S. Air Force.*





# THE BEST MANAGERS ARE THE BEST COMMUNICATORS

By Ms. Jill Garvin  
102 IW/Director of Psychological Health

I found the following from a Forbes article I read. I often have people come into my office with work difficulties and most often, it has to do with communication. We also talk about this in our Frontline Supervisor's Training. Know your people! The story is about a young manager that felt management was plenty difficult. He was attending an in-house management seminar on "employee attitudes" - a precursor to employee engagement. During a break the HR executive who had organized the seminar and was far more experienced than the new manager said the following:

"Well, you don't have to worry too much," she said to me. "You're a good manager." Her comment surprised the new manager. At that stage of his career he was still learning to deal more directly with conflict and performance-related issues, and didn't feel at all competent at it. "Why do you say that?" he asked - not fishing for a compliment so much as curious to understand what she considered the elements of good management. To this day, decades later, he stills remember her five-word answer.

"You talk to your people," she said.

When asked what exactly she meant by that, she added: "I've seen how you relate to them - you communicate with them, you have some idea what's going on with them."

"You mean a lot of managers don't?" I asked.

"You'd be surprised," she said.

It was only much later that he came to understand her comments more fully. He realized: Over the years I never met a manager who wasn't a good communicator. It's a foundational management skill. But of course, you might say, that's just common sense. Indeed it is. But as I often

say when it comes to management, just because something is common sense doesn't mean it's commonly practiced.

Don't just take it from me - there's a nice concise description from an article last year in Harvard Business Review that gets at the core importance of basic nuts-and-bolts everyday communication. The piece is titled What Great Managers Do To Engage Employees (link is external) , by James Harter and Amy Adkins.

Extensive Gallup research, they write, finds "that engagement is highest among employees who have some form (face-to-face, phone, or digital) of daily communication with their managers. Managers who use a combination of face-to-face, phone, and electronic communication are the most successful in engaging employees. And when employees attempt to contact their manager, engaged employees report their manager returns their calls or messages within 24 hours."

In short, it's nothing fancy, just reliable normal communication. Be available to talk and provide guidance when needed, and return messages efficiently and respectfully.

In the inherently stressful world of employee-manager relations and the military, small things make a big difference. Simple communication one can count on goes a long way to building manager-employee rapport. And rapport builds trust... trust builds engagement... and engagement yields productivity.

The best managers - always - communicate.



# CHAPEL CALL RIGHT ATTITUDE FOR GRATITUDE

By Chaplain (Capt.) Derek White  
102 IW/Chaplain

Several months ago Maj. Gen. L Scott Rice spoke with Army and Air National Guard Chaplains out at Joint Force Headquarters in Hanscom AFB. He recommended a great book titled

"Switch: How to Change Things When Change is Hard" by Chip and Dan Heath.

Change can often be perceived as hard. Yet change is not bad. Kennedy said, "We choose to go to the moon in this decade and do the other things, not because they are easy, but because they are hard, because the goal will serve to organize and measure the best of our energies and skills". So while change may be hard, it also serves to organize and measure the best of our energies and skills.

Lent begins February 10, 2016. Many of you will be weighing what to fast from during Lent. It requires hard self-discipline to change ones pattern. Yet there is hope through the discipline of fasting that something good will come out of it. It is called resiliency and it is core to our well-being.

The Chaplain Corps is here to serve you through hard times as well as to help you be spiritually resilient. We are here to listen to changes in your life as well as offer support and resources for your spiritual well-being. If you need religious accommodation the Chaplains' Office is here to serve you.

A word of encouragement for all. Be challenged by change and look for the opportunity to grow from the experience. You might be surprised by how resilient you actually are. When we choose to affect change and accept the effects of change we organize and measure the best of our energies and skills. Never be afraid to do the right thing no matter how hard it may seem.

## UTA WORSHIP TIMES AND RELIGIOUS SERVICES

### SATURDAY

Contemporary Christian Worship, 1130, Building 158, 3d floor

### SUNDAY

Roman Catholic Mass, 0900, JBCC Chapel, South Inner Road

Liturgical Christian Worship, 1100, Building 330

Roman Catholic Mass, 1100, Building 158, 3d floor

Interdenominational Protestant Worship, 1130, Building 158, 3d floor

*Contact the Chaplain's Office for information on other faith groups or other times of worship (968-4508)*

# HEALTH AND WELFARE

## THE GREEN DOT PROGRAM

By Maj. Erik J. Anker  
102 IW/Director, Equal Opportunity

“A green dot is a moment in time, a single action, a single decision.” - Dorothy Edwards, founder of The Green Dot etc.

Here are some stunning statistics about interpersonal violence in the US. From the American Medical Association and the National Coalition Against Domestic Violence: 1 in 3 women and 1 in 4 men have been victims of physical violence by an intimate partner. Intimate partner violence accounts for 15% of all violent crime. 85% of domestic violence victims are women, and women are 15x more likely to be killed in a violent domestic dispute. 1 in 5 women and 1 in 71 men have been raped in their lifetime and about half involved an acquaintance or intimate partner. The list goes on.

Needless to say, these statistics paint a picture of a situation that is unacceptable. This is where Green Dot comes in. The new anti-violence training strategy has been deployed in hundreds of schools across the country from junior highs up through universities. Several hundred more statewide and military organizations have also engaged in Green Dot, and even an entire town in Alaska was trained. Half a dozen research institutions are currently conducting studies on the effects of the training, and the results are hopeful.

The Center for Disease Control reported that schools where Green Dot training has been implemented have a greater than 50% reduction in the frequency of self-reported sexual violence perpetration. Further still, these schools also report a 40% drop in total violence perpetration.

So what is it? What sets it apart from other anti-violence training like Sexual Assault Prevention and Response (SAPR)? Green Dot training is a reflection of the problem with violence. Like red dots on a map illustrating the spread of an epidemic disease, acts of violence are singular occurrences that, left unchecked, can form clusters to create the kind

of ugly statistics mentioned at the beginning of this article, until the entire map is glowing from countless red dots. To counter this, we create green dots.

A green dot is any action, decision or effort that prevents violence or seeks to establish intolerance of violence as the norm. It can be whatever a supporter of interpersonal nonviolence wants it to be. This is different from other, similar training in that it does not focus so much on the victim and the perpetrator, but rather on anyone who wants to make their environment safer. Additionally, it is comprehensive in its approach, not singling out one kind of violence but addressing all interpersonal violence, which includes everything from rape to elder and child abuse to bullying and stalking.

Similar to SAPR, Green Dot specifically addresses bystanders to violence, but it provides more details. Bystanders are informed how to intercede to protect someone, how to prevent a situation from turning violent. I'll not spoil the details here, but guidance for bystanders is clear, concise and realistic. Empowered, proactive bystanders are a key element of Green Dot.

Green Dot is replacing SAPR training in 2016 with a 90 minute training session and 2 awareness events. The 102 IW will have 2 Green Dot coordinators and 3 implementers. There is still a Sexual Assault Response Coordinator.

The prospect of decreasing instances of interpersonal violence in our country and our Service is exciting, and it's great to have a straightforward program that's making a real impact. Green Dot has already spread across the country, and given the results so far, more and more red dots are disappearing or becoming green. It's going to be informative and encouraging to get involved! #livethegreendot ●

# FIRST SERGEANT'S CORNER

## MEDIATION

By Master Sgt. Jeffrey D. Luke  
267th Combat Communications Squadron

Almost everyone can recall a time where we didn't agree with a supervisor or teammate about how to get a job done or an aspect of our work, but the job still needs to get done. Talking it out, sometimes leads to tension, it's in that moment that we need to step back and evaluate if it's our feelings that are hurt and we accept the situation, or do we need to call in a mediator, a First Sergeant.

We can disagree with one another, with supervisors, with team mates and subordinates. It happens because we all have unique experiences, diverse backgrounds and have smart ideas. We want to get the job done in the best way but there is often more than one way to do it.

A mediator is someone trained to be objective, listen to opinions and facts of the conflict, hear all sides and ideas and lead a discussion where the parties then determine the best course of action for themselves that leads to mission success. The mediator doesn't solve the problem, they allow the problem to be solved by reducing the emotion, helping parties identify and negotiate their own course of action. Mediation should happen early in the conflict to be most effective. Parties that wait days or weeks only degrade the ability to reach agreement.

How does mediation work? The mediator brings the parties together, educates the parties about the process and rules of discussion, ensures communication of parties occurs including rephrasing or translating ideas and emotions, clarifies and asks questions, then acts with the parties to bring discussions to a useful, agreeable and usually a compromise conclusion.

Why would we use mediation, isn't the supervisor going to be right in the end anyway? This may seem like a foregone conclusion but it's not always about the one right answer for a problem. Many times, the parties aren't appreciating each other's point of view, history, or vision of a mutual

future together. Long experience with doing a job can lead to “the way it's always been done” thinking and new ideas aren't truly heard. Alternatively, new ideas may have safety oversights or regulations that aren't considered. The point of the mediation is then to allow both parties to communicate better and begin the process of considering points of view. While the issue at hand may not change anyone's opinion, simply exercising the communication can lead to much better future decisions where more ideas are considered or more participation in the decision process.

Can all conflicts be resolved with mediation? Simply, no. Not everyone gets their way all the time for good reasons. This doesn't mean that mediation process didn't work. When we communicate better, resolve conflict earlier and with adult behavior and build relationships between supervisors and team members, we are successful. Other decisions are time based and don't allow time to compromise or discuss alternatives and we need to remember the mission comes first. When mediation works, all parties are heard, conflict emotion is reduced, alternatives are considered, and actions are based on diverse ideas.

# WINTER SNOWMELT EQUALS STORM WATER RUNOFF

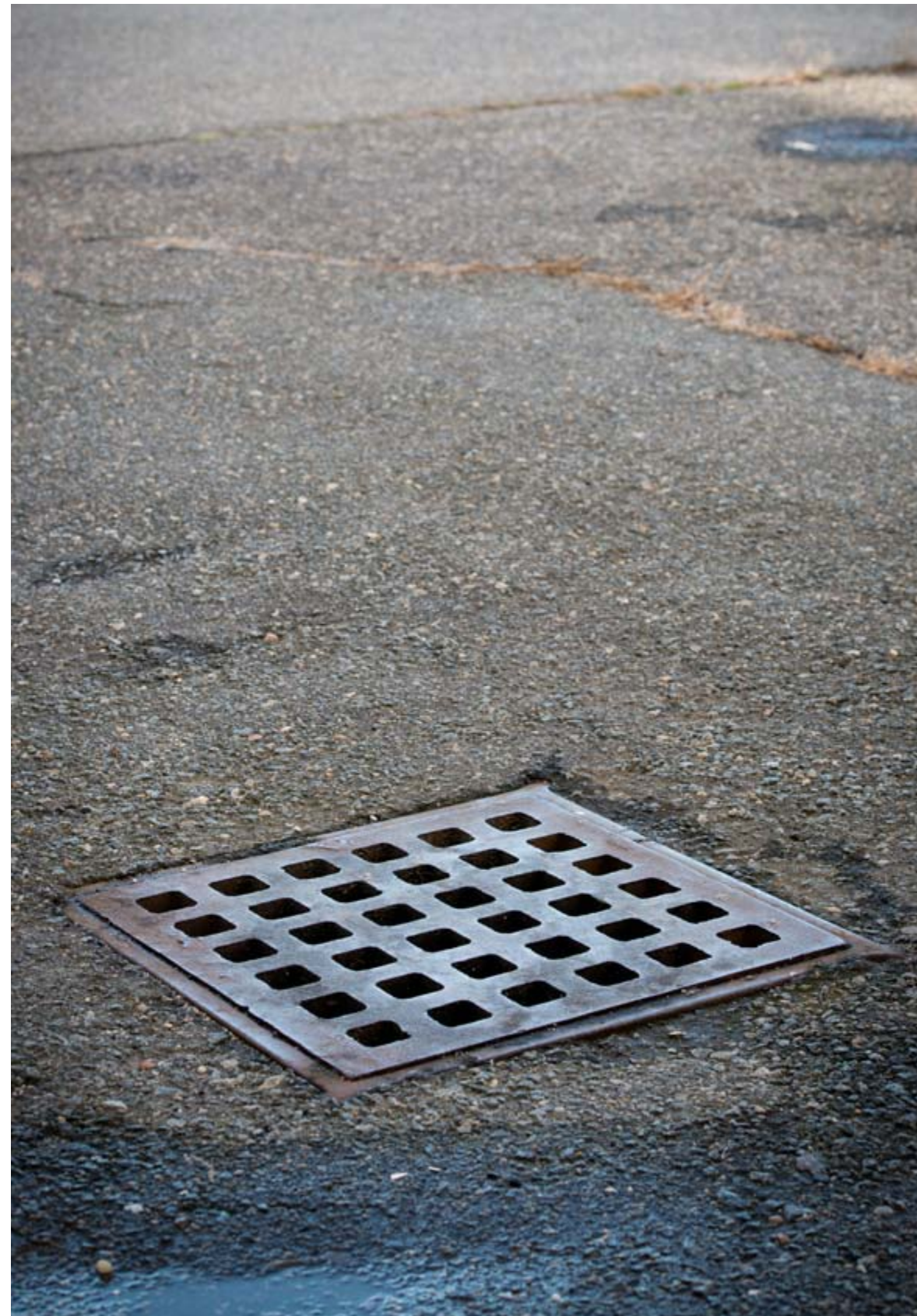
By Daniel Morisset  
102 IW/Environmental Management

It's the season for snow. That being said, some thawing will occur which requires us to rely on storm drains to move water off of streets. Have you seen drain grates at the curb, in the street, and in parking lots? Why are those drains there, and what do they do? We have been taught that those drains are "the sewer" and over time, we may have come to think of them as a place to dump unwanted materials. We think that in the end, whatever is dumped will go to a treatment plant and be "cleaned." Unfortunately this is not the case and what is incidentally introduced or dumped down those drain grates has the ability to pollute our environment.

Storm drains are placed strategically to remove rainfall and snowmelt which prevents street flooding. Storm drains are not open sewers used to pour or toss unwanted materials down. Storm drains should be kept clear of obstruction and allowed to drain naturally.

As snow melts this winter season, and storm water is created quickly, it often carries whatever trash and windblown materials are left behind. This trash and windblown material can go into the storm water system with the flow of runoff. Trash and debris often creates clogs and backups in the storm drain system which in turn creates flooded areas along streets. If you see this happening in and around Base, check to see if the drain grate is littered with debris. If it is, please contact 102nd IW/CE work control at 508-968-4249 and report the storm drain location of concern. Reporting clogged storm drains reduces the chances of standing water freezing up on the roadway and becoming a potential hazard to vehicle and pedestrian traffic.

Remember: ONLY RAIN IN THE STORM DRAIN - anything else is a pollutant. Be a friend to the environment and keep it clean and healthy for future generations.



# WEATHER AWARENESS ICE SAFETY

By Lt. Col. Christopher Plonka  
202nd Weather Flight

As temperatures drop, and bodies of water throughout the area begin to freeze over, the Massachusetts Emergency Management Agency has issued information regarding safety precautions to be taken on our frozen lakes, rivers and ponds.

"Before we experience a tragedy that is unfortunately too common this time of year, it is important that we remind everyone, particularly children, of the dangers of unsafe ice," said MEMA Director Kurt Schwartz. "As lakes, ponds, streams and rivers throughout the Commonwealth freeze over, ice conditions may be very uncertain. People may be a bit impatient to venture out on the ice for skating, hockey, ice fishing and other winter sports. We highly recommend the use of recreational skating areas provided by the Commonwealth and your local communities. It is very important to exercise precaution and common sense."

Always check with your local police, fire or park department to ensure that safe ice conditions exist. However, due to the uncertainty and constant changing of ice conditions and the dangers presented, many departments will not endorse the safety of lakes, ponds, streams or rivers. The strength and thickness of ice should be known before any activity takes place.

Never go onto the ice alone. A friend may be able to rescue you or go for help if you fall through the ice.

Always keep your pets on a leash. If a pet falls through the ice do not attempt to rescue your pet, call 9-1-1 or go for help.

New ice is usually stronger than old ice. As ice ages, the bond between the crystals decays, making it weaker, even if melting has not occurred.

Beware of ice covered with snow. Snow can insulate ice

and keep it strong, but can also insulate it to keep it from freezing. Snow can also hide cracks, weak and open ice.

Slush is a danger sign, indicating that ice is no longer freezing from the bottom and can be weak or deteriorating.

Ice formed over flowing water (rivers or lakes containing a large number of springs) is generally 15% weaker.

Ice seldom freezes or thaws at a uniform rate. It can be one foot thick in one spot and be only a few inches thick 10 feet away.

Reach-Throw-Go. If a companion falls through the ice and you are unable to reach that person from shore, throw them something (rope, jumper cables, tree branch, etc.). If this does not work, go for help or call 9-1-1, before you also become a victim. Get medical assistance for the victim immediately.

If you fall in, try not to panic. Turn toward the direction from which you came. Place your hands and arms on the unbroken surface, working forward by kicking your feet. Once out, remain lying on the ice (do not stand) and roll away from the hole. Crawl back to your tracks, keeping your weight distributed until you return to solid ice.

By following these safety procedures, you can be safe and enjoy the many winter activities offered by the great outdoors.

# 102D INTELLIGENCE WING PUBLIC SPEAKER'S BUREAU

Timothy D. Sandland  
102 IW/Public Affairs

The wing often receives requests from civilian organizations for guest speakers for events such as club meetings, career days and patriotic celebrations. We attempt to match the needs of the requestor with a potential speaker's background to ensure a successful presentation for all involved.

The communities we service are great supporters of the wing. Participating in the program is an opportunity to return that support. One of the most important ways we can project a positive image of the wing and military to surrounding communities, is through the Speakers Bureau.

It is important that our fellow citizens have a positive feeling that we are fulfilling our commitment to provide for their security. Support of this program is very important in meeting our obligations.

There are two primary audiences that members of the public speaker's bureau addresses.

"Non-choir" audiences are those that are not knowledgeable of Air National Guard particulars or not predisposed to accept an Air National Guard position on an issue. Audiences include the Chamber of Commerce, non-defense business/industry groups and civic clubs, student and faculty forums, city/state government officials, non-military organizations, media organizations and religious groups.

"Choir" audiences include veteran and retiree groups, defense-related associations, or other gatherings in which 51 percent of the attendees have a personal or professional stake in defense. Choir audiences include the Air Force Association, Chamber of Commerce Military Affairs Councils, base community councils, Veterans of Foreign Wars, American Legion, Air Force ROTC, U.S. Air Force Academy and their parents clubs.

As a member of the wing, you have the ability to positively influence a great number of people who are curious about and

interested in what their military neighbors do on a daily basis. In addition to providing a community service, there are also many benefits to you and the unit.

Benefits to you:

- Builds confidence, develops public speaking and improves communications skills
- Enhances career goals
- Gives back to the community
- Opportunities to express pride in what you do

Benefits to the wing:

- Promotes community support
- Recruiting possibilities
- Showcases the high caliber of unit members
- Keeps the community informed about important unit activities

How does it work?

The Public Affairs office provides training to improve speaking skills, information to include in speeches, matches with preferred audiences, and official portrait and biography support.

Speakers provide speeches that are thought provoking, enhance the awareness and create excitement about the wing and its mission, and present a positive impression of the Air National Guard.

Some Requested Topics:

- Military history
- Career opportunities in the guard
- Disaster/Emergency preparedness
- Environmental protection
- Leadership

If you are interested in contributing to our community relations program, all you need to get started is send an email to the Public Affairs office at [usaf.ma.102-iw.mbx.pa@mail.mil](mailto:usaf.ma.102-iw.mbx.pa@mail.mil).

Tell us a little about yourself like where you work, some of your military background, and some of your areas of expertise. Once you are signed up, we will start providing opportunities to speak as they become available. We will also provide the support that you need to take advantage of these opportunities.

Thank you for supporting this important community outreach program!





Master Sgt. Jason W. Cambra receives the U.S. flag at his retirement ceremony on January 10, 2016. Master Sgt. Cambra was a Combat Operations Technician for the 102nd Air Operations Group. (U.S. Air National Guard photo by Staff Sgt. Nikoletta Kanakis/Released)



Senior Master Sgt. Edwin "Chopper" Lynds, II, receives the U.S. flag at his retirement ceremony on February 6, 2016. Chopper was the 102 Force Support Flight Sustainment Services Superintendent and served **42 years** with the Massachusetts Air National Guard. (U.S. Air National Guard photo by Senior Master Sgt. Matthew Jackson/Released)



Airmen of the 267th Combat Communication Squadron, disassembles and clean M4 rifles during the Unit Training Assembly, January 9, 2016. (U.S. Air National Guard photo by Staff Sgt. Veuril McDavid/Released)



Master Sgt. Stephen Portentoso, 102nd Logistics Readiness Flight, inventories M9 handguns after they have been cleaned during the Unit Training Assembly, January 9, 2016. (U.S. Air National Guard photo by Staff Sgt. Veuril McDavid/Released)



Senior Master Sgt. Daniel Ahaesy pins on the rank of Chief Master Sergeant with the help of his three daughters during a promotion ceremony on February 7, 2016. Ahaesy is the 102nd Mission Support Group Superintendent. (U.S. Air National Guard photo by Staff Sgt. Nikoletta Kanakis/Released)



*Maj. Glenn “Chugs” Milliken, Jr.*  
**1978-2016**

*“Here’s a toast to the host of those who  
love the vastness of the sky...”*

— Excerpt from “The U.S. Air Force Song” written by Robert MacArthur Crawford

Maj. Glenn “Chugs” Milliken, Jr. died February 23, 2016 after a battle with pancreatic cancer at Massachusetts General Hospital in Boston. He was 38.

Maj. Milliken was a 1996 graduate of Barnstable High School. He then graduated from Massachusetts Maritime Academy with a degree in marine engineering as one of only seven company commanders.

He served in the Air National Guard as an enlisted crew chief on an F-15 fighter jet. His outstanding capabilities and leadership qualities resulted in his selection to become a commissioned Air Force officer and thereafter, a fighter pilot.

Maj. Milliken was based both at Otis Air National Guard Base on Cape Cod and Barnes Air National Guard Base in Westfield. He flew the F-15 throughout the United States and the world with deployments to Japan, Malaysia and the Middle East. He was most recently assigned to Joint Base Andrews, Md., where he worked as a fighter aircraft requirements officer in the Air National Guard’s national level Requirements Directorate.

*Obituary courtesy of Chapman, Cole & Gleason Funeral Home, Mashpee*

*Photo courtesy of Scott Bellone Photography*



## SEXUAL ASSAULT PREVENTION AND RESPONSE SAPR 5K FUN RUN, SATURDAY, APRIL 2

April is Sexual Assault Awareness Month (SAAM). The goal of SAAM is to raise public awareness about sexual violence and to educate communities on how to prevent it.

The second annual road race will begin at the Eagle's Nest promptly at 1400 hours. Individual and team awards will be given.

For this year's race we will be joined by the 164th Transportation Battalion of the Massachusetts Army

National Guard. Our JBCC and USCG neighbors are also invited to run.

Please show your support by participating. If you choose not to run, we can still use your help as a volunteer.

Contact Senior Master Sgt. John Noland at 508-968-4110 to sign up!

Thank you for your support of this important program!

# PROMOTIONS

## SENIOR AIRMAN

Asare Agyeman  
Derek Botelho  
Bryan Roberts  
Timothy Thorpe  
Joseph Shaw  
Gary Roberts  
Cory Jacques  
Aaron Stande  
Patrick Flanagan

## STAFF SERGEANT

Morgan Marconi  
Brian Mcquinn  
Jennifer Bussum  
Katie O'neil  
Matthew Penney

## TECHNICAL SERGEANT

Nicholas Hebert  
Jill Mccloud  
Joshua Gue  
Thomas McNabb  
Morgan Matney  
Stephanie Harkins  
Anthony D'Angelo

## CHIEF MASTER SERGEANT

James J. Mcneill Jr  
Daniel J. Ahaesy

## FIRST LIEUTENANT

Craig Schoeck  
Tobias Conn

# ANNOUNCEMENTS

## FINANCIAL PLANNING MEETINGS

*Mr. Alan Melanson, a Personal Financial Counselor, will be visiting on Thursday, 10 March. He will be available to provide one-on-one meetings to discuss your budget and help you to develop a financial profile and plan. Meetings with Mr. Melanson are confidential. This is a free service that he volunteers to do. Meetings are one hour from 0930 until 1630. If you are interested in reserving time with Mr. Melanson, please contact the Airman & Family Readiness Group.*

## TOUGH RUCK - OTIS UNSTOPPABLE FORCE

*On April 16th, a wing sponsored team, Otis Unstoppable Force, will be putting on ruck sacks and walking 26.2 miles in honor of Fallen Servicemembers and First Responders. Please help support their efforts to raise funds to honor our Fallen Servicemembers and veterans in need. The process is fast, easy and secure. Any amount is appreciated. Find the team's page at: <https://www.classy.org/fundraise/team?ftid=67106>*

## THE MASSACHUSETTS TUITION AND FEES REIMBURSEMENT

*Eligibility for the Massachusetts Tuition and Fees Reimbursement Certificate for state schools is determined by your status as a member of the 102nd Intelligence Wing. Members are eligible for the benefit the day they enlist or appoint with the Massachusetts Air National Guard. The benefit may be used at any point during your membership with the 102nd IW. Contact Senior Master Sgt. Shvonski for more information at [douglas.j.shvonski.mil@mail.mil](mailto:douglas.j.shvonski.mil@mail.mil) or 508-968-4189*

## BASIC MOTORCYCLE RIDERS COURSE

*Motorcycle Safety Training is required for all military and civilian personnel who operate a motorcycle on military installations. DoD and Air Force policy can be satisfied by successfully completing a Motorcycle Safety Foundation approved Basic Rider Course. Tuition is free and motorcycles are provided for the training. Contact the Base Safety Office at 508-968-4007 to sign up!*

## COMMISSIONING OPPORTUNITY AT THE 104TH FIGHTER WING

*The 104th Maintenance Squadron, Barnes ANGB, has a vacancy for a DSG as the Component Maintenance Flight OIC. If you are interested, check your email for an all-staff message sent by the Force Support Flight.*

## 102 IW VOTER ASSISTANCE

*With the 2016 presidential election just nine months away, your Installation Voter Assistance Office is here to help you exercise the very right you protect- your right to vote! We can help you register to vote, request an absentee ballot and notify your local election officials back home of a change of address. The 102IW Installation Voting Assistance Officers are the following individuals:  
Capt Jennifer O'Connell: DSN 557-4609, Commercial 508-968-4609, email: [Jennifer.oconnell1.mil@mail.mil](mailto:Jennifer.oconnell1.mil@mail.mil)  
SMSgt Michael Dorsey: DSN 557-4538, Commercial 508-968-4538, email: [michael.d.dorsey.mil@mail.mil](mailto:michael.d.dorsey.mil@mail.mil)*

## EAGLE'S NEST BOARD OF DIRECTORS ELECTION

*The BOD is currently comprised of a president, vice president, recorder/secretary and six general members. All military (active, guard, reserve and retired), DoD civilian employees and sponsored civilians who are members of the Eagles Nest are encouraged to apply. this is a chance for energetic, creative and motivated people to make a difference in what the club has to offer the Otis community. Nomination forms can be obtained from: Julie Santos (xt 7232), Chuck Burns (xt 4267), and Bartender (xt 4539). Nominations close at COB on 8 March 2016.*

## SEAGULL IDEAS?

*Do you have an idea for a Seagull article? Is your unit or shop doing something impressive? Is there something on base you don't think gets enough attention? Or do you simply have an announcement? Stories and ideas are always welcome. Email us at [102iw.pa@gmail.com](mailto:102iw.pa@gmail.com) (Please limit articles to 500 words)*