

the 102nd Intelligence Wing's

# Seagull

A stylized dark red silhouette of a seagull in flight, positioned to the right of the word "Seagull".

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I Am An American Airman - Brian Stutzman



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**About the Cover:** Mr. Brian Stutzman, a communications planner with the 102nd Communications Flight, is backed up by his fellow Airmen and teammates. Read his story on page 7.





## Sexual Assault Awareness and Prevention

By Lt. Col. Sean Riley  
102 ISRG/Commander

I am sure many of you read or listened to Senator Martha McSally's comments during the Senate Armed Services Committee (SASC) hearing March 7th. She explained to the committee that while she was serving in the Air Force, she had been raped by a superior officer. She told the SASC that "unlike so many brave survivors, I didn't report being sexually assaulted. Like so many women and men, I didn't trust the system at the time. I blamed myself. I was ashamed and confused. I thought I was strong but felt powerless." Senator McSally had clearly broke many barriers and showed a tremendous amount of strength in her career. She was not only the first female commander of a fighter squadron and had flown combat missions in Afghanistan, she was also a champion triathlete and holds a master's degree in public policy from Harvard. As a Major, and the senior ranking female fighter pilot in the Air Force, McSally took on the Secretary of Defense, Donald Rumsfeld, challenging the military policy requiring servicewomen stationed in Saudi Arabia to wear an abaya and abide by Muslim rules. She has numerous accomplishments to her name, and yet she still wasn't comfortable reporting the assault.

During her tenure in the Air Force, Senator McSally felt that leadership did not promote a culture that fostered sexual assault prevention and reporting. She said, "During my 26 years in uniform, I witnessed so many weaknesses in the processes involving sexual-assault prevention, investigation and adjudication." She expressed to the committee that change can't be solely directed from outside of the military; "We cannot command change from the outside alone; it must be deployed from within. It must be built and constantly maintained and expertly managed by commanders who are themselves educated, conditioned and given the tools to ensure that what you survived and I survived happens to no warrior under their command." The culture has and needs to continue to evolve from the time Senator McSally was assaulted.

April is recognized as Sexual Assault Awareness and Prevention Month (SAAPM) by the Department of Defense (DoD) as well as the civilian community. "The DoD observes SAAPM by focusing on creating the appropriate culture to eliminate sexual assault and requiring a personal commitment from all Service members at every level" (DoD Sexual Assault Prevent and Response Office). The month of April is an opportunity for everyone in the 102d Intelligence Wing to focus our attention on sexual assault awareness and what role we can play in building a culture that will not tolerate sexual assault in the armed forces.

These comments by Senator McSally are just one reason why we dedicate a month to focus on preventing and deterring sexual assault in our services. Accordingly, we all need to drive the change that creates and maintains a culture within the 102d Intelligence Wing and throughout the entire DoD, where survivors of sexual assault are taken care of and offenders are held accountable. We need to ensure we protect our people so that they can accomplish the mission. So what will the wing be doing during the April Drill, and beyond, in the spirit of SAAPM?

- On Friday 5 April, Col Gaglio will sign a Proclamation declaring April as 2019 SAAPM, with the theme "Protecting our People Protects our Mission". This will

bring awareness to the importance of the topic not only at a DoD level but here locally.

- Senior leadership will receive updated SAPR training during April RSD to reinforce their responsibility to prevent sexual assault and cultivate a culture that does not tolerate it.
- On Sunday 7 April, from 0900-1000, the wing will host a briefing by Lt Col Cynthia Thornton Landis, a Special Victims Counsel.

Future events are also planned such as a Self Defense Class for women and the SAAPM 5K walk/run, on Friday 7 June. Remember, sexual assault isn't just a problem for women or something that is dealt with in silence. It is incumbent on all of us, especially commanders and leadership, to foster a culture in our organizations where all are supported, all are valued and all are respected.

Individuals can report sexual assault by filing a Restricted or Unrestricted Report, and in either case, may opt for a Volunteer Victim Advocates (VVA) and/or a Special Victims Counsel (SVC).

- Restricted Reporting is a confidential option for victims to report a sexual assault where a limited number of individuals (SARC, VVA, SVC, Medical and/or Chaplain) may know about the report; the victim may access support services.
- Unrestricted Reporting allows the victim to report a sexual assault and access available support services; but it prompts a law enforcement investigation and potential legal action against the subject/offender. The victim's and the offender's Commands are aware of and involved and in the case.

For additional information please reach out our SARC, Ms. Jacquelyn Tellier, Building 170, Room 203. She can provide assistance in filing a Restricted or Unrestricted report and get victims the support services needed.



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

*As the DPH, I would say a large majority of members I see one on one, have sleep difficulties. Sleep problems can effect our mental health and our physical health. Please see me if you are having difficulty sleeping, I have various resources and check out the apps below that are helpful with sleep.*

*The below article comes from Health.mil at <https://health.mil/Military-Health-Topics/Conditions-and-Treatments/Mental-Health/Sleep>*

Good sleep is vital to good health. Sleep helps people cope with stress, solve problems, and recover from illness or injury. Lack of sleep can lead to drowsiness, irritability, lack of concentration, memory and physical problems. While the amount of sleep needed for good health and optimum performance mostly depends on the individual, experts suggest that adults function best when they get seven to nine hours of sleep each night. You should figure out how much sleep you need to feel well-rested. Ensuring that fatigue isn't a problem during the day is one way of determining how much sleep is needed.

Common sleep-wake disorders include insomnia, nightmares, sleep terrors, obstructive sleep apnea, narcolepsy and restless leg syndrome.

- 1. Insomnia** – Insomnia refers to having trouble falling or staying asleep. Sleep problems can often lead to experiences of anxiety and depression. Likewise, having anxiety and depression can contribute to sleep problems.
- 2. Nightmares** – Nightmares usually happen during Rapid Eye Movement sleep and bring up feelings of terror or distress related to a traumatic event. The nightmare is a reliving of that traumatic event with the same fear, rage, or helplessness that was felt during the actual event. They are so vivid and detailed that people often remember them after waking.
- 3. Sleep terrors** - Any sleep terror memories are single images – not like the story experience you get from a nightmare. Sleep terrors can be so frightening or terrifying that you may scream, shake, sweat, feel your heart race, feel confused, or have trouble calming down. When the sleep terror ends, you calm down and return to normal sleep. Most people don't remember sleep terrors when they wake up.
- 4. Others** – Obstructive sleep apnea, narcolepsy and restless legs syndromes.

Here are some steps you can take if you are concerned about having a sleep problem:

- 1. Meet with your primary care provider.** They can do a careful evaluation of your specific sleep concerns and recommend strategies to improve your sleep.
- 2. Learn about sleep hygiene and keep a sleep diary.** Sleep hygiene refers to setting up a sleep schedule, routine and environment to improve your chances for better sleep. A sleep diary helps to track when you go to sleep, how long you sleep and how well you sleep.The mobile app, CBT-I Coach, has information and a sleep diary.
- 3. Educate yourself on different aspects of sleep.** The podcast, “A Better Night’s Sleep” is a set of interviews with experts on all topics related to sleep such as sleepwalking, nightmares, parasomnias, etc.

How do you know if you have a sleep problem? When should you consider getting help from a health care professional? If you're concerned about experiences you've been having, consider taking the self-assessment for sleep. It's an anonymous tool that provides results and recommendations for next steps and includes some self-help materials, along with other resources.

For more questions or answers about sleep, please visit the Center for Disease Control and Prevention: <https://www.cdc.gov/sleep/index.html>

This listing was compiled to assist you in caring for your Wingman. Please use this page for your information and as guidance for referral.

## DIRECTOR OF PSYCHOLOGICAL HEALTH

The Psychological Health Program offers free of charge, confidential psychological assessments and brief solution focused coaching, consultations, referrals and case management. Contact Ms. Jill Garvin, [jill.a.garvin.civ@mail.mil](mailto:jill.a.garvin.civ@mail.mil), (P) 508.968.4827 (C) 508.237.6652

## SUICIDE PREVENTION

The Director of Psychological Health can be the first contact for individuals in suicidal crisis or those having thoughts of suicide. She can advise supervisors and peers regarding support for distressed coworkers, and is Point of Contact for Suicide Prevention Training and Education. Contact Ms. Jill Garvin, [jill.a.garvin.civ@mail.mil](mailto:jill.a.garvin.civ@mail.mil) (P) 508.968.4827 (C) 508.237.6652

## AIRMAN AND FAMILY READINESS

The Otis Airman and Family Readiness Office offers a wide variety of services and programs that contribute to the mission readiness, resiliency, and well-being of the Air Force community by taking care of people. A&FR programs are available free of charge to military personnel, DoD civilians, retired military and family members. Contact Ms. Erin Faye, [erin.k.faye.civ@mail.mil](mailto:erin.k.faye.civ@mail.mil) (P) 508.968.4855 (C) 774.313.8534

## CHAPEL OFFICE

The mission of the Chapel Team is to provide a holistic ministry of presence, care and hope to members of the Wing in a flexible, responsive, and competent way. Private conversations of those seeking the counsel of Chaplain Corps personnel as matters of faith or acts of conscience are strictly privileged communication. Contact the Chapel Office (P) 508.968.4508

## VETERAN'S CENTERS

We are the people in the U.S. Dept. of Veterans Affairs who welcome home the war veterans with honor by providing quality readjustment services in a caring manner. We assist veterans and their family members toward a successful postwar adjustment. 1.800.905.4675 (local - Hyannis 508.778.0124)

## SEXUAL ASSAULT RESPONSE COORDINATOR (SARC)

Providing private, confidential care for assault victims and assistance with reporting both unrestricted and restricted. Contact Jacquelyn Tellier at [jacquelyn.e.tellier.civ@mail.mil](mailto:jacquelyn.e.tellier.civ@mail.mil), (O) 508-968-SAPR (7277) (C) 774.454-4008 On-Call 102 IW SAPR Phone: 508-274-6839 DoD SAFE HELPLINE: 877-995-5247

## MEDICAL GROUP

A resource for both medical and psychological conditions affecting the wellness of airmen: Provider consultation can be arranged for discussion of these and other conditions by contacting the reception desk or via your Unit Health Monitor. Contact the Medical Group (P) 508.968.4091





By Master Sgt. Salaam Harris  
102 MSG/First Sergeant

The success of any team has always been dependent on how well its players work together toward a common goal. In the Air Force, this is certainly no different. One key aspect to a highly functional team is the professionalism of all members. Professionalism

in the Air Force must also extend to our lives beyond the uniform. How we conduct ourselves in our lives outside of the base should reflect the ideals that we strive to hold ourselves to. Being professional in our actions, attitudes and behaviors in all situations, big and small, promote respect among our fellow citizens and reflects back positively on the whole of the Air Force. In the end, the hallmark of being a consummate professional is to always follow through on your word, apply your best effort to all tasks, and treat those around you with respect and gratitude for their contributions to the team.

can seem like such a broad, intangible concept at first glance. But when you truly consider what it means to be a professional in all you do, the behaviors, attitudes and actions paint a clear picture and goal for us all.

Being a professional in your job can range from doing the task you’ve been assigned with your utmost effort and attention, to remembering a fellow Airman’s birthday. Professionalism is built over time, and builds trust and respect among other Airmen and teammates. When a member acts with professionalism, productivity, collaboration, and shows pride in his or her work, a healthy work environment will ensue. Imagine the success that is possible for a team where all members work with diligence, integrity and support of one another’s contributions!

I often hear Airmen complaining about millennials because “They’re different nowadays” or “Airmen are not the same as when I came in”. Well this may be true but professionalism starts with leadership. We must lead by example! We must demonstrate, maintain and enforce standards of professional behavior - and instill this into our Airmen.

Is it time to get your Common Access Card (CAC) renewed?

At the top right corner of your card there is an expiration date, a date what will make or break your drill weekend experience. We at Force Support Flight understand life can get away from you, but in the end it is your responsibility to make sure you are proactive and keeping your CAC current.

Have you had any new additions to your family?

If you do not add in your new family member within 60 days you could incur a debt.

Stop by Force Support Squadron to book your ID appointment or to add your new family members today! We can also be reached at 508-968-4180 and a member from our friendly staff can assist you.

Beginning the first week of March, the ID Card appointment days/hours will be as follows:

- Tuesdays: 0800-1400
- Thursdays: 0800-1400
- Saturday and Sunday of drill weekend: 0800-1400

\* Military members only appointments on RSDs

## AWARDS AND DECORATIONS Have you recognized an Airman lately?



Meritorious Service Medal      Air Force Commendation Medal      Air Force Achievement Medal      Military Outstanding Volunteer Service Medal

Recognition can be both formal and informal. Medals are an important way to formally recognize Airmen. There are many medals and ribbons an Airman may be eligible to receive during their career. The most commonly earned medals are those for achievement, commendation and meritorious service which an Airman may be eligible for.

There is also quarterly and annual awards - vital programs that provide deserved recognition and as a byproduct provide excellent material for medal packages. For more information on these programs, contact your supervisor, mentor, first sergeant, Commander’s Support Staff or the Force Support Flight. Recognize an Airman today!



# CHAPEL CALL: THE SUN RISES AND SETS NO MATTER WHAT



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

Every night when I go to bed I remind myself that the sun rises and sets no matter what I have done. It is my way of turning over to God the things I need to let go of for the day. I am not the master of the universe, I know the one who is. The most important thing at the end of the day is to get

a good night sleep. About 80% of what I see in the Chaplain Office is often connected to sleep deprivation. In general, we need at least seven hours of sleep a night to fully function. So having a bedtime routine is a good way to end the day.

The book of Ecclesiastes talks about the various seasons of life. The song “Turn, Turn, Turn” by the Byrds quotes Ecclesiastes with; “A time to be born, a time to die. A time to plant, a time to reap. A time to kill, a time to heal. A time to laugh, a time to weep. To everything (turn, turn, turn). There is a season (turn, turn, turn). And a time to every purpose, under heaven”. The sun rising and setting marks the days that turn into season by which we measure time. So when we go to sleep at night there is no need to worry, the sun rises and sets reminding us that no matter what we do there will always be a season for these things.

The book of Ecclesiastes also says “What do people gain from all their labors at which they toil under the sun? Generations come and generations go, but the earth remains forever. The sun rises and the sun sets, and hurries back to where it rises.” Ecc. 1:3-5. In essence the work we do is not as important as we often think it

is. A reminder to be humble in all things. At the end of the day the author of Ecclesiastes says this, “So I commend the enjoyment of life, because there is nothing better for a person under the sun than to eat and drink and be glad. Then joy will accompany them in their toil all the days of the life God has given them under the sun.” Ecc. 8:15

The wisdom to know our days are limited and not lose sleep over it is the greatest blessing of all. So often I hear about the jobs people want, the money they wish they had, the things they wish they owned. Honestly I believe what they are saying is that they wish they could sleep at night not without worrying. Again 80% of what I see in the Chaplain Office is connected to not sleeping well. Sleep patterns are the best way to measure stress.

If you are having trouble sleeping or have stress preventing you from getting a good night sleep come by the Chaplain Office. There are lots of good meditations, techniques, and practices that can help with getting a good night sleep. Breathing techniques and muscle relaxation methods can help. Prayer is a way of handing things over to God that get in the way of a good night sleep. Each new day is a gift from God to live an abundant life.

## WORSHIP OPPORTUNITIES FOR THE RSD

<b>Saturday</b>	
<b>1500 hrs</b>	Roman Catholic Mass, Army Chapel (the white chapel outside the Inner Gate) Building 1201
<b>Sunday</b>	
<b>1030 hrs</b>	Roman Catholic Mass, Building 158, third floor
<b>1100 hrs</b>	Christian Worship, Army Chapel, Building 1201
<b>Thursday</b>	
<b>1200 hrs</b>	Weekly Bible Study, Building 170, Room 129
<b>Good Friday</b>	April 19 at 1200, Army Chapel, Building 1201
<b>Protestant</b>	April 19 at 1500, Bldg 158, 3rd floor
<b>Services</b>	

If you need or want a worship experience other than these, contact us at 508-968-4508. We will be happy to help you.

## APRIL RELIGIOUS HOLIDAYS

<b>3</b>	Laylat al Miraj * - Islam
<b>9</b>	Mahavir Jayanti ** - Jain
<b>14</b>	Baisakhi (Vaisakhi) - Sikh
<b>14</b>	Palm Sunday - Christian
<b>17</b>	Orthodox Sunday - Orthodox Christian
<b>18</b>	Maundy Thursday - Christian
<b>19-21</b>	Theravadin New Year ** - Buddhist
<b>19</b>	Good Friday - Christian
<b>20-27</b>	Pesach * - Jewish
<b>20</b>	Lazarus Saturday - Orthodox Christian
<b>21</b>	Easter - Christian
<b>21</b>	First Day of Ridvan * - Baha'i
<b>21</b>	Lailat al Bara'ah * - Islam
<b>21</b>	Palm Sunday - Orthodox Christian
<b>23</b>	St. George's Day - Christian
<b>26</b>	Holy Friday - Orthodox Christian
<b>28</b>	Pascha - Easter - Orthodox Christian
<b>29</b>	Ninth Day of Ridvan - Baha'i
<b>30</b>	St. James the Great Day - Orthodox Christian



# I AM AN AMERICAN AIRMAN - BRIAN STUTZMAN

By Mr. Timothy Sandland, 102nd IW/ Public Affairs

Airmen of the Air National Guard come from all walks of life – bringing with them a great diversity of experience and knowledge. Some enlist straight out of high school, and what they lack in experience, they more than make up in their spirit of exuberance and wide-eyed curiosity. On the other end of the spectrum, some bring years, and in some cases, decades of experience to bear following their initial indoctrination into the force.

As diverse an experience base as this already represents – some of these key members of the team have never worn a uniform.

One such Airman is Brian Stutzman, a Communications Planner with the 102nd Communications Flight.

Stutzman, who grew up in the shadows of Joint Base Cape Cod as a resident of the town of Sandwich said, “I grew up here my whole life. Although we never cut through the base when we were able to, one thing we had was the dining room shaking once a month on Sundays,” referring to artillery detonations by the Army National Guard back in the 70’s and 80’s. “It would shake your house.”

Despite living in such close proximity to the base and having family members who served, Stutzman never pursued a career in the military, although he always had a love of it. “I miss the jets growing up as a little kid – having the jets flying around. It’s neat to come work here now, after living right next to the base for so many years.”

After a long and successful career in the family business, Stutzman was looking for a change. His brother, a retired Lt. Col. in the Marine Corps, told him he should check out the USAJobs website and pointed him in that direction.

After several months of searching, a communications plans position opened up in the 102nd IW that caught his eye. For Stutzman, who had majored in business and minored in Information Technology in college, the position was a perfect fit for his educational background and work experience.

As a communications planner, Stutzman is able to leverage his background in the performance of his duties. “We’re the point of contact for anything from a half-a-million dollar fiber run project, to the coordination of an office move (as it relates to communications requirements).” said Stutzman. “We keep track of all the stuff going on, project-wise, that affects communications – and almost everything does. Every new building, every new SIPR room, every office move – everything affects comm. If it affects your internet or your telephone, it affects communications.”

As an intelligence wing, with two distinct Intelligence,

Surveillance and Reconnaissance missions, the requirements for communications are vital and more complex than the typical baseline of most Air Force installations with more conventional missions. Stutzman says, “You put it all into perspective – we support the two [ISR] missions – if it weren’t for those missions, we wouldn’t be here – but other than that, the base needs to function, day to day. Security forces needs their radios, logistics readiness needs their alarm systems for their storage areas – so we need to make sure everything is always up and running.”

In addition to the support provided to wing missions by Stutzman and his fellow Airmen, the flight also manages communications-related requirements for the whole of Joint Base Cape Cod, including units from the Coast Guard, Army National Guard and the Air Force.

In stark contrast to the large-scale management projects, Stutzman also manages more user-centric programs. As the cell phone and iPad administrator for the wing, he is a familiar face to commanders and other managers around the base.

“One of the greatest things about my job is that the cellphone administration part allows me to meet everyone – the higher ups mostly – so I’ve got to personally meet most commanders, wing staff. I’m lucky – I’ve been in just about every building and gotten to meet everybody in about two and half years,” said Stutzman. “There’s always something to do – there’s never any sitting around.” His goal is to keep moving forward, helping the mission and the wing as much as he can.

For Maj. Richard Haddon, commander of the 102nd Communications Flight, Stutzman is an invaluable member of the team. “We are fortunate to work with Brian on a daily basis and witness the outstanding communications support he constantly provides the wing on and off-duty. Brian is our ‘one-stop-shop’ in terms of satisfying the needs of our customers while setting the standard for what a team player should be”.

Part of the ‘off-duty’ support that Haddon eludes to is Stutzman’s consistency and dedication to the wing’s volunteerism efforts. He regularly joins his fellow Airmen at charitable events designed to give back to the local community.

In regards to the differences between himself and his military co-workers, Stutzman said, “The military aspect of their responsibilities and the extra stuff required of military personnel – it’s a lot of training – there are so many things they need to get done in 16 hours a month. The Comm Flight has people deploying all the time – and that’s another thing about being a civilian – being able to support the deployers. In the Comm Flight we have at least one civilian in every shop – so being the

backup is important.”

Looking back at his two and a half years being part of the 102nd Intelligence Wing team, Stutzman reflected, “I’m a patriotic American – I’ve always followed the military so I kind of knew what to expect. What I didn’t expect here was the diversity. That’s one of the greatest things about it here – the people – the diversity of people who come from all over the country and the world.”

“The people I’ve met in the last two and a half years in this job are already lifelong friends.”

When asked if he considers himself a ‘civilian Airman’, Stutzman responds without hesitation, “Yes! – The wing makes me feel that way too. Especially everyone in the Comm Flight and Major Haddon – they have always considered me as part of the unit.”

Airmen like Brian Stutzman represent a part of the integrated Total Force—Guard, Reserve, Active Duty, and Civilians—strong, able, and ready.





# INSPECTION-READINESS VS. DAY-TO-DAY READINESS

By Mr. Scott Etler, 102nd IW/ Director of Inspections

In the past, thoughts and images of an inspector often conjured a sense of anxiety and panic. Armed with a checklist and a quota, the old “black-hat” inspectors would set out with one goal in mind; to find and report deficiencies. And if a deficiency was found, there was a good chance it would result in a bad performance report or the loss of a job. As a result, units often spent more time cleaning, polishing, and painting over any and all imperfections in hopes that inspectors would overlook a deficiency. This of course created two states of readiness; 1) day-to-day-readiness; and 2) inspection readiness. The black-hat inspection methodologies resulted in inefficiencies, the tendency to hide problems, high levels of stress, and a false sense of readiness.

The Secretary of the Air Force Inspector General (SAF/IG) recognized this problem, and in 2011 challenged the United States Air Forces in Europe Inspector General (USAFE/IG) to develop and be the test-bed for the new Air Force Inspection System (AFIS). In an effort to shrink the difference between mission readiness and inspection readiness, the USAFE IG team worked tirelessly to build a sustainable AFIS where all Airmen know they can safely report the truth with accuracy and integrity. Focused on mission readiness and building a culture of disciplined compliance, the USAFE IG team eventually came up with much of the inspection system we have today.

The evolution of the AFIS is ongoing. With the foundation of the USAFE/IG’s efforts firmly intact, the recently revised AFI 90-201 (the instruction that provides policy for inspections), places even more emphasis on facilitating each commanders’ ability to continuously evaluate and routinely monitor their state of readiness across all fronts. This is done by:

- Evaluating leadership effectiveness, management performance and command climate.
- Enabling and strengthening commanders’ mission effectiveness and efficiency through independent assessment and reporting of readiness, economy, efficiency, state of discipline and the ability to execute assigned missions.
- Identifying, reporting, and analyzing issues interfering with readiness.
- Reinforcing to commanders and Airmen at every level the equality of mission readiness and inspection readiness.
- Eliminating on-site inspections which aren’t mission relevant or detract from mission performance and readiness.
- Reducing the wasteful practice of inspection preparation.
- Fostering a culture of critical self-assessment, and continuous improvement.

To accomplish these goals, trust between commanders, Airmen, and the IG is paramount. The success of this “all-in” team concept hinges on that trust and our shared goal of improving our Wing’s mission effectiveness. How do we do this? By educating each other, maintaining healthy and productive communication, creating transparency, and most importantly developing, executing, and sustaining a grass-roots-type inspection process that highlights both our ability and inability to execute our unique mission set.

There is a two-pronged approach to help Wing Commanders achieve these objectives. The first is the self-assessment programs where individual Airmen evaluate their processes and report up the chain of command their compliance with guidance. The other is the independent verification (inspections and exercises) conducted by outside organizations (i.e., the IG). These independent verification processes provide commanders with additional confidence in their ability to execute the mission by evaluating and validating both the effectiveness of the Commander’s Inspection Program (CCIP) and the Wing’s state of readiness.

With this in mind, commanders and leaders rely on the CCIP to identify a unit’s ability to comply with policy and guidance by highlighting resource limitations and wasteful practices that prevent compliance or increase mission risk. If done correctly, the CCIP provides the Wing Commander, subordinate commanders, and Airmen the right information at the right time to assess risk, identify areas for improvement, determine root causes, and precisely focus limited resources to fix issues affecting readiness.

What does this all mean? Quite simply, it means Wing Commanders expect all Airmen at all levels and at all times to provide accurate and honest feedback so he/she can, with confidence, execute our very important mission. Therefore, we must continue to execute our inspections and self-assessments with the utmost honesty and integrity to ensure Wing Commanders hear what they needs to hear...not what we think they want to hear. The success of the mission greatly depends on it. It’s that simple.

If there is one thing to remember in this article, it is this....Units are inspection-ready when focused on mission readiness and building a culture of disciplined compliance.





# F-86H SABRE DEDICATION CEREMONY TO BE HELD ON JUNE 8, 2019

The 102nd Intelligence Wing is excited to announce a ceremony in honor of former 101st Tactical Fighter Squadron pilot, Captain Russell L. (Rusty) Schweickart on June 8, 2019, at Building 170 at Otis Air National Guard Base, Mass. *(time to be announced)*

The North American F-86H Sabre, decorated with the shamrock of the 101st TFS, was flown by Schweickart and his fellow Airmen during the late 1950's through the early 1960's. At the time, the 101st was based at Logan Airport in South Boston.

During Schweickart's tenure, the 101st deployed to Phalsbourg, France to provide close air support to NATO ground forces and performed air interdiction during the Berlin Wall Crisis.

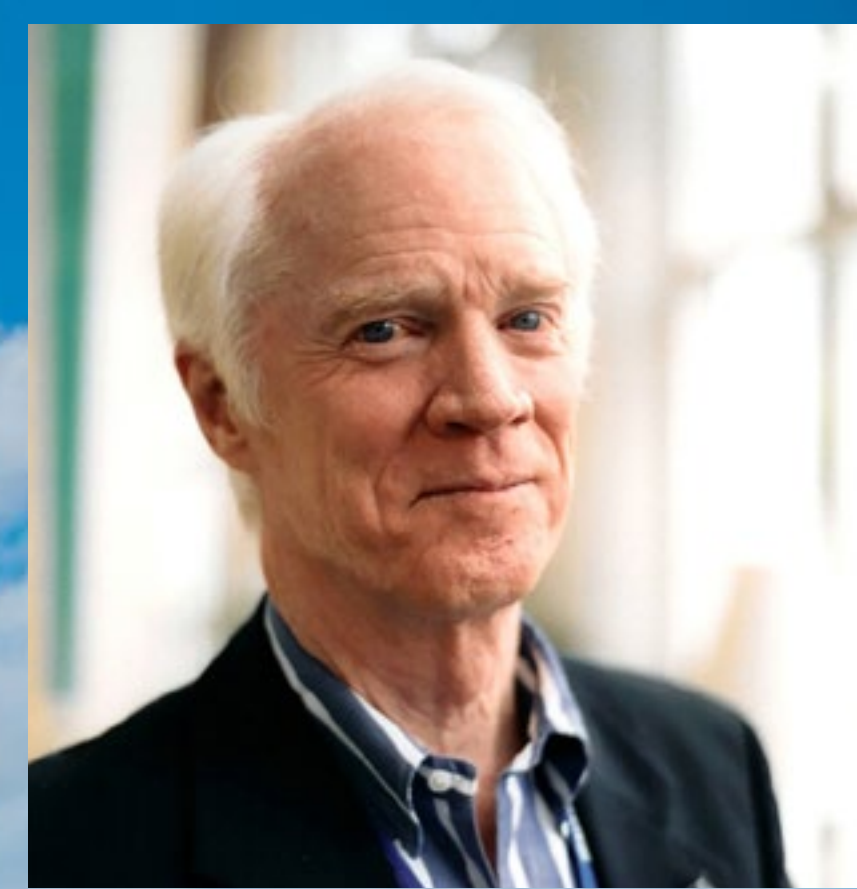
Following his service with the 101st, Schweickart joined NASA as one of 14 astronauts named in October 1963, the third group of astronauts selected. He served as lunar module pilot for Apollo 9, March 3-13, 1969, logging 241 hours in space. This was the third manned flight of the Apollo series and the first manned flight of the lunar module. During a 46 minute EVA, Schweickart

tested the portable life support backpack which was subsequently used on the lunar surface explorations. On the mission with Schweickart were commander James A. McDivitt and command module pilot David R. Scott.

Schweickart later served as backup commander for the first Skylab mission where his work in overcoming initial solar shield problems earned him NASA's Exceptional Service Medal. In 1974 Schweickart moved to NASA Headquarters in Washington, DC to assume an executive position in NASA's Space Applications Directorate.

Schweickart is a retired business and government executive. He co-founded the B612 Foundation, a non-profit private foundation that champions the development of spaceflight capability to protect Earth from future asteroid impacts.

Schweickart received his Bachelor of Science and Master of Science degrees from the Massachusetts Institute of Technology. He and his wife Nancy Ramsey live in Sonoma, CA. He has seven children, eleven grandchildren, and three great-grandchildren.





# WARRIOR FIT III EVENT TO BE HELD IN MAY

By Senior Master Sgt. Sean Sullivan  
102nd IW/First Sergeant

The 102nd Intelligence Wing will be holding it's second one-week Warrior Fit wellness camp centered around the four pillars of comprehensive Airmen fitness. The first two Warrior Fit events were a huge success and is once again being offered due to popular demand.

So what is the mission statement of the WWIII program? To improve the lives of our Airmen who are struggling to meet health and fitness goals by addressing the five pillars of wellness and providing program aftercare, motivation and program monitoring. This program is NOT just for those who have struggled to meet the AFPT requirements, this is for anyone who has not met fitness goals and is looking for a comprehensive education. Those goals may be to score a 95% or better on the AFPT, lose the last few pounds of body fat or address a recent APFT failure.

How will we do this? First we will provide quality education from subject matter experts on the five pillars of wellness; physical, spiritual, emotional, social and family and to tie them together for a holistic approach to better fitness. Next, we will address fitness needs by teaching, coaching and mentoring the students to self-improvement. By addressing the five pillars we can increase personal value through the balanced human concept therefore increasing productivity of the individual.

This is not a fat camp, this is an educational and motivational experience that will provide the student with vast knowledge on exercise and diet and reinforce that information by strengthening all the pillars of wellness. The synergistic approach is the key to success and will improve your resiliency.

If you're interested in attending please contact Senior Master Sgt. Sean R. Sullivan at [sean.r.sullivan3.mil@mail.mil](mailto:sean.r.sullivan3.mil@mail.mil) and start taking control of your destiny as a warrior in the Mass. Air National Guard.

**Check out this video from a previous event:** <https://dvidshub.net/r/p6ub9c>

**The Details:** This class is designed to provide students with extensive and practical education on fitness and the whole-wellness concept. Students will be exposed to advanced knowledge of diet, exercise and total force wellness. Subject matter experts in a variety of fitness fields will instruct along with a daily exercise session. Instruction is scaled so if you have been floundering in your fitness goals, would like to improve your AFPFT score or want to drop 10-50 pounds this is an opportunity to get the knowledge to accomplish your fitness goals.

**When? – May 6 through 10, 2019**

**Where? – Building 158 fitness area**

**Who? – Any 102 IW Airman who would like to break through physical barriers, learn more about the science of diet, exercise, fat loss, the nuances of diet for muscle building and improved quality of life.**

**How? – If you are interested, see your First Sergeant or contact SMSgt Sean Sullivan at [sean.r.sullivan3.mil@mail.mil](mailto:sean.r.sullivan3.mil@mail.mil) or call 774-836-0313. Class will be limited to sixteen participants so don't delay – sign up now!**





# RECRUITER SPEAKS AT LOCAL HIGH SCHOOL

Tech. Sergeant Jonathan Fiore spoke at the “On the spot information for seniors” event on March 21, 2019, at Upper Cape Cod Regional Technical High School in Bourne, Massachusetts.

The after school event organized by the school’s guidance department, provided an opportunity for students to meet with local military recruiters and college admissions representatives. (Air National Guard Photos by Staff Sgt. Thomas Swanson, 102nd IW/ Public Affairs)





# CAT ACTIVATED FOR EXERCISE

Members of the 102nd Intelligence Wing Crisis Action Team assembled during an Inspector General-driven exercise held on Otis Air National Guard Base, Mass. on February 28, 2019. Wing Airmen participate in simulations regularly in order to evaluate effectiveness, fine-tune processes and practice skills. (Air National Guard Photos by Mr. Timothy Sandland, 102nd IW/ Public Affairs)





# HIEN MAKES MAJOR

Captain Bethany Hien of the 102nd Intelligence, Surveillance and Reconnaissance Group was promoted to the rank of Major at a ceremony held at Otis Air National Guard Base on March 26, 2019 (Air National Guard Photos by Mr. Timothy Sandland, 102nd IW/ Public Affairs)





# IS IT SPRING YET?

Airmen from the 102nd Intelligence Wing at Otis Air National Guard Base, Massachusetts braved the wintry mix of wind, sleet and snow during the regularly scheduled drill on March 2, 2019. (Air National Guard Photos by Staff Sgt. Thomas Swanson, 102nd IW/ Public Affairs)





# VOLUNTEER SPIRIT GROWS IN THE WING

Airmen and family members of the 102nd Intelligence Wing descended on the Happy Hope Factory in Pocasset on Sat., Mar. 30, 2019, to assist with the assembly of therapeutic activity kits. These “Happy Hope Bags” were filled with simple gifts for hospitalized children in the local area. These gifts are intended for children with special needs, chronic illnesses and life threatening diseases. Enough kits for 500 children were assembled and are destined for 13 local hospitals. A total of 56 volunteer hours were contributed which equates to a week’s worth of work in the Happy Hope Factory. Well done all! (Photos provided by the 102nd Communications Flight)





# 202 ISRG AIRMEN VISIT SEABROOK

Twenty Airmen from the 267th and 203rd Intelligence Squadrons visited the Seabrook Nuclear Power Plant in Seabrook, New Hampshire on March 22, 2019.

The purpose of the visit was to further the group's understanding of nuclear power plants which are a key component of the nation's Critical Infrastructure and Key Resources (CIKR). The visit consisted of a facility tour and presentations about the plant's cyber security, physical security, the nuclear power generation process, and an overview of the plant's emergency action procedures. According to the Department of Homeland Security, nuclear power accounts for approximately 20 percent of the nation's electrical use, provided by 104 commercial nuclear reactors licensed to operate in the United States.





# AD CIVIL ENGINEERS PERFORM UPGRADES

Staff Sgt. Dexter Rea from Scott AFB and Senior Airman Christian Roberston from Travis AFB take down high voltage telephone poles on March 29, 2019 at Joint Base Cape Cod, Massachusetts.

The active duty Airmen specialized in electrical systems are part of a joint team in partnership with the Army working to bolster the electrical infrastructure on base. (Air National Guard Photos by Staff Sgt. Thomas Swanson, 102nd IW/ Public Affairs)





# APRIL IS SEXUAL ASSAULT AWARENESS AND PREVENTION MONTH

The Sexual Assault Prevention and Response Program reinforces the Air Force's commitment to eliminate incidents of sexual assault through awareness and prevention training, education, victim advocacy, response, reporting and accountability. The Air Force promotes sensitive care and confidential reporting for victims of sexual assault and accountability for those who commit these crimes.

Sexual assault is criminal conduct. It falls well short of the standards America expects of its men and women in uniform. Specifically, it violates Air Force Core Values. Inherent in our core values of Integrity First, Service before Self, and Excellence in All We Do is respect: self-respect, mutual respect and respect for our Air Force as an institution.

Our core values and respect are the foundation of our wingman culture -- a culture in which we look out for each other and take care of each other. Incidents of sexual assault corrode the very fabric of our wingman culture; therefore, we must strive for an environment where this type of behavior is not tolerated and where all Airmen are respected.

Secretary of Defense Sexual Assault Awareness and Prevention

Each April, the Department of Defense observes Sexual Assault Awareness and Prevention month and commits to raising awareness and promoting the prevention of sexual violence. This year's theme, "We own it... We'll solve it... Together," emphasizes our commitment to solving the problem of sexual assault in the many ways we work within each service, across the department and in our communities to combat this issue.

## WHAT OUR LEADERS HAVE TO SAY:

*"As Airmen, I ask you to be a part of the prevention of negative behaviors and develop a culture of respect and inclusion for our Airmen."*

Lt. Gen. L. Scott Rice  
Director, Air National Guard

*"When an Airman asks for help, we want to recognize and support their courageous behavior."*

Maj. Gen. Marc H. Sasseville  
Deputy Director, Air National Guard

*"Acts that demoralize units and degrade readiness, such as sexual assault and sexual harassment, will never be tolerated. We must ensure all victims receive our utmost support and care."*

Gen. Joseph Lengyel  
Chief, National Guard Bureau



## Protecting Our



## PEOPLE

## Protects Our



## MISSION

**Each of us has a role to ensure we live and work without the threat of sexual assault**



www.dodm.org



www.mtsuite.mil



www.safehelpline.org | 877-995-5247



www.sapr.mil



# 102nd Intelligence Wing Sexual Assault Prevention and Response Program



## SARC



Jacquelyn (Jackie) Tellier  
508.968.SAPR (office)  
774.454.4008 (cell)

Have you been sexually assaulted and want to talk about it?

Do you have questions about the Sexual Assault and Prevention Program (SAPR)?

Contact the SARC or reach out to a Volunteer Victim Advocate (VVA)

**102IW On Call SAPR Line: 508.274.6839**

For **Restricted Reporting**: maintain confidentiality by contacting SARC, VVA, Healthcare

For **Unrestricted Reporting**: to initiate an investigation, contact Command, SARC, VVA, Healthcare, OSI, JAG

(Chaplains offer support and will refer you to the SARC.)

DoD Safe Helpline  
[safehelpline.org](https://safehelpline.org)  
877-995-5247

## 102nd Intelligence Wing Volunteer Victim Advocates



Kim Brown



Erin Faye



Deb Hasley



Taylor Thomas



Marcy Garcia



# HOLOCAUST SURVIVOR: ‘YOU’RE THE LAST GENERATION THAT WILL HEAR FROM US’

By Amber Baillie, Academy Spirit staff writer / Published April 23, 2012

U.S. AIR FORCE ACADEMY, Colo. (AFNS) -- To this day, 77-year-old Marion Blumenthal Lazan feels a strong sense of fear when she sees a German shephard.

It takes her back to that cold, rainy night in 1944 when she arrived at Bergen-Belsen concentration camp as a 9-year-old, and was threatened along with thousands of other Jewish families by Nazi guards with vicious police dogs.

Although it's difficult for Lazan to revisit that dark period, she shared her story with 90 cadets at a luncheon April 17 in the Mitchell Hall Formal Dining Room for Holocaust Remembrance Week.

"Although I've spoken to upward of 1 million students and adults over the past 20 years, it still hasn't become easy," Lazan said. "I do recognize the importance of sharing that period of history because in a few short years, Holocaust survivors will no longer be able to give a first-hand account of it."

"You're the last generation that will hear from us, so I ask you to share my story, or any of the Holocaust stories that you have read and heard about," she added.

Lazan spoke about her experiences during World War II from Nazi concentration camps to liberation, and how she started her life anew in the United States.

"Mine is a story that Anne Frank might have told had she survived," Lazan said. "This is a story that could bring a message of preservance, determination, faith and above all, hope."

Lazan said she will never forget the night of Nov. 9, 1938. Often referred to as Kristallnacht, or Night of Broken Glass, Nazis and their followers destroyed Jewish stores, synagogues and books, and Lazan's father was sent to a concentration camp.

"This was the beginning of a massive physical and verbal assault against Jews in Germany," Lazan said. "In reality, this was the beginning of the Holocaust."

The Blumenthal family, Marion, her mother, Ruth, father, Walter and brother, Albert, had filed papers to immigrate to America but were trapped by the Germans in the

Netherlands. Eventually the family was shipped to a concentration camp.

"When we saw the cattle cars we were to travel in, our fears began to mount," Lazan said. "Adults suspected and they somehow knew what was in store for us."

Lazan said while at Bergen-Belsen, 600 people were crammed into crude, wooden barracks with two people per bunk.

"There was no privacy, no toilet paper, no soap and hardly any water to wash with," Lazan said. "In the almost year and a half we were there, never once were we able to brush our teeth."

Lazan said she never knew if she'd survive while being marched to the showers once a month.

"Watchful eyes of the guards ordered us to undress and because people had heard about exterminations and gas chambers, we were never quite sure what would come out when the faucets were turned on: Water or gas."

Lazan said death was an everyday occurrence often caused by malnutrition and dysentery. The dark living quarters would cause people to trip and fall over the dead, she said.

"We as children saw things that no one, no matter the age, should ever have to see," Lazan said. "I know that you've probably heard and seen movies and documentaries about the Holocaust, but the constant foul odor, filth and continuous horror and fear surrounded by death is indescribable. There is no way that this can actually be put into words or pictures."

Lazan said she would play make-believe games in her pastime, one in which became very important to her, and eventually became the title of her book, "Four Perfect Pebbles."

"I decided that if I was to find four pebbles of about the same size and shape, that it would mean my four family members would all survive," Lazan said. "I always found my four pebbles, and this game gave me some distant hope."

Lazon said her meager diet caused her stomach to shrink,

and hunger was no longer painful.

"By liberation, at age 10-and-a-half, I weighed 35 pounds and my mother, a mere 60," Lazan said. "There is no doubt in my mind that it was my mother's inner strength and fortitude that finally saw us through."

In April 1945, the Russian army liberated the Nazi train one which Lazan and her family were aboard. The train was headed to the extermination camp and gas chambers.

"It's truly remarkable how any of us were able to survive in such horrendous conditions," she said. "Five hundred people died on the route or shortly after."

Among the dead was Lazan's father, who succumbed to typhus six weeks after liberation.

Two years later, at age 13, Marion, alongside her mother and brother, immigrated to the United States.

"It's a wonderful story of how we gradually recuperated and started our lives anew," Lazan said.

Lazan graduated from high school on time, after a delayed education, and married her husband Nathaniel Lazan, who later became a B-25 Mitchell Bomber pilot in the Air Force.

"My relationship with the Air Force goes back to the 1950s," Lazan said. "It was a proud moment when I pinned the silver wings on my husband in 1955 at Reese Air Force Base in Lubbock, Texas."

Lazan said despite all of the terrible things that happened to her as a child, her life today is full and rewarding.

"I'm very grateful that I survived body, mind and spirit, and was able to perpetuate my heritage with my husband and family," Lazan said.

Holocaust Remembrance Day was April 19.

**Editors Note:** This story was originally published in 2012 in the Air Force Academy's weekly newspaper, the Academy Spirit.

## Days of Remembrance & Holocaust Remembrance Day April 28 to May 5, 2019

The U.S. Congress established Days of Remembrance as the nation's annual commemoration of the Holocaust.

Public Law 96-388 established the United States Holocaust Memorial Council and authorizes the actions of the council. Each year the President of the United States also issues a Presidential Proclamation for the observance.

The dates for Days of Remembrance and Holocaust Remembrance Day vary each year according to the Hebrew calendar.

For more details please see Days of Remembrance [Frequently Asked Questions](#).



PROMOTIONS

SENIOR AIRMAN

Vaness Miranda  
Nicholas Jerdee  
Shivam Sachdeva  
Chancellor Rosebrock  
John Granfield

STAFF SERGEANT

Marc George  
Tracy Gagliardi  
Brandon Hemenway

TECHNICAL SERGEANT

Christopher Barry  
Edgard Guerra  
Michael Silva  
Brian Vargas  
Daniel Sanchez  
Mikayla Charette  
Colin Larsson

MASTER SERGEANT

Bradley Chase

CHIEF MASTER SERGEANT

Michael Mortell

WING QUARTERLY AWARD WINNERS (2nd Qtr, FY19)

- **Airman:** Senior Airman Shawn Keene, 102 CES
- **NCO:** Tech. Sgt. Keith Robbins, 102 CF
- **SNCO:** Master Sgt. Martin Novello, 253 CEIG
- **CGO:** Capt. Bethany Hien, 102 OSS
- **Civilian:** Mr. Joel Ferguson, 253 CEIG

PRESCRIPTIONS REMINDER

IAW AFI 48-123 chap 10, each ANG member is responsible for promptly (within 72 hours) reporting an illness, injury, disease, operative procedure or hospitalization to include MEDICATIONS to the Medical Group. Members who refuse to comply with requests for medical information are considered medically unfit for continued military duty and are referred to their immediate commander for administrative discharge processing IAW AFI 36-3209. Documentation may be faxed to (508) 968-4061, emailed to MSgt Amy McNeill, amy.t.mcneill2.mil@mail.mil or hand carried on Saturday mornings of each RSD.

CHIEFS COUNCIL CORNER

102nd Intelligence Wing Outdoor Recreation offers the area’s best prices on boat, camper and trailer storage, with a secure on-base location to serve you. New customers are welcome now! Fees and charges are \$125.00 per calendar year. Please take a look at us, located inside the I-Gate next to Eagles Nest. We currently have nine slots open with plans to add additional spots this summer. E-mail Chief Walsh for terms and conditions at: michael.p.walsh6.mil@mail.mil or call 508-968-4380.

MASSACHUSETTS TUITION AND FEES WAIVER

Eligibility for the Massachusetts Tuition and Fees Waiver 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 are appointed with the Massachusetts Air National Guard. The benefit may be used at any point during your membership with the 102nd IW. Contact the Base Training Office for more information at 508-968-4189.

HONOR GUARD OPENINGS

The 102 IW Honor Guard is seeking motivated airman of any rank to fill volunteer rolls in the Base Honor Guard. This is a rewarding opportunity that will allow you to show your dedication the Air Force and your strong military bearing. Honor Guard members are required to participate in a minimum of four details per year. These details include military funeral honors as well as wing and community colors events. While the Honor Guard would be glad to have you participate anytime of the month, if you can only participate on drill weekends that is acceptable as we are currently working on having at least 2 members from each squadron train to do retirements and special occasion events . Please stop by or call 968-4431 and see an Honor Guard member and inquire about this rewarding all volunteer force opportunity.

DEFENSE TRAVEL MANAGEMENT OFFICE NEWSLETTER

The Defense Travel Management Office is pleased to publish the fall edition of our quarterly newsletter, The Dispatch. Recognizing the need for better communication between the Defense Travel Management Office and the travel community, The Dispatch aims to provide timely travel-related news and updates. To view, go to: [http://www.defensetravel.dod.mil/Docs/Dispatch/Defense\\_Travel\\_Dispatch\\_Fall\\_2017.pdf](http://www.defensetravel.dod.mil/Docs/Dispatch/Defense_Travel_Dispatch_Fall_2017.pdf)

MASSACHUSETTS AIR NATIONAL GUARD HISTORICAL ASSOCIATION

The Massachusetts Air National Guard Historical Association’s mission is to preserve the history of the Air National Guard in Massachusetts. Check out their Facebook page at <http://www.facebook.com/pg/MassANGHA>



The 102nd Intelligence Wing Public Affairs Office welcomes your feedback and submissions. Got a great story idea? Is your unit or shop doing something impressive? We welcome articles written by unit members on topics of interest to the wing and its personnel.

### WRITTEN STORY SUBMISSIONS

If you like to write and would like to submit a full article for publishing in the Seagull, we would be happy to take a look at it. Typically written stories are between 500-800 words and are formatted in the Associated Press (AP) format. Stories should have some relevance to the wing, its mission or its people. We reserve the right to review and edit your piece but will talk any edits over with you.

### TELL US YOUR STORY IDEA

If you aren't interested in writing your own story but would still like to call attention to someone or something great happening in the wing, contact wing PA. Give us some background details and we will take it from there!

### ANNOUNCEMENTS

Got something to say that doesn't warrant a full article? Send us your announcements and we will include them in the appropriate section of the Seagull. Please limit your message to a short paragraph or less.

### PHOTOGRAPHS

Did you capture some great shots while training on a cool piece of equipment at some obscure training site out in the woods? Maybe you went to a great going away luncheon or a promotion ceremony. Perhaps you snapped a picture of you and your team working hard and building camaraderie. Send us your shots! Public Affairs can't always be there but we still want to share those moments with the wing. For submissions, just give us a few lines about what was going on, where the photo was taken, who is in it and who took the photo. We might be able to get them in the Around Otis section of the Seagull and possibly on our Facebook page.

### FIND US

Public Affairs can be reached at x4516 or x7200, via email at [usaf.ma.102-iw.mbx.pa@mail.mil](mailto:usaf.ma.102-iw.mbx.pa@mail.mil) or by simply dropping by our office in Bldg 170, Room 219. For official portraits and studio photography, we take appointments for Tues-Thurs from 0730-1130 or walk-ins on RSD Sundays from 0800-0900.

Typically, 10 issues of the Seagull are published annually. Below you will find the deadlines for submission of content for each issue. The basic guidelines for submissions can be found on the left side of this page. Although Public Affairs makes every effort to accept your stories and images, we cannot guarantee content received after the submission deadline will make it in.

ISSUE SUBMISSION DEADLINE	
OCTOBER	1 Oct 2018
NOVEMBER	22 Oct 2018
DECEMBER	19 Nov 2018
JANUARY	24 Dec 2019
FEBRUARY	28 Jan 2019
MARCH	18 Feb 2019
APRIL	25 Mar 2019
MAY	22 Apr 2019
JUNE / JULY	20 May 2019
AUGUST / SEPTEMBER	12 Aug 2019



## THE USAF CONNECT SMART PHONE APP

Now available at an app store near you is the official smart phone app for the Air Force. This new app replaces our existing wing app (although the wing is incorporated in it). Head over to your app store of preference and search for 'USAF Connect', install it and then search it for the 102d. You will be able to add the wing module, as well as other wings you might have an interest in. With it, you will be able to access commonly used phone numbers, check on events happening in the wing, and find useful applications such as fitness, commonly used instructions and checklists, as well as the latest news from the wing.

# GET IT TODAY!





# Parting Shot

An Airman makes the long trek through near blizzard conditions to make his way to lunch. (Air National Guard Photos by Staff Sgt. Thomas Swanson, 102nd IW/ Public Affairs)





## JOINT FORCE HEADQUARTERS - MASSACHUSETTS AIR NATIONAL GUARD

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### MILITARY OPPORTUNITY ANNOUNCEMENT

**EXPIRES: 9 June 2019**

**DATED: 22 March 2019**

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**THE FOLLOWING CAREER BROADENING POSITIONS ARE AVAILABLE FOR ELIGIBLE ENLISTED MEMBERS OF THE MASSACHUSETTS AIR NATIONAL GUARD. THESE ARE TEMPORARY TOURS TO BEGIN IN AUGUST 2019 AND WILL CONCLUDE IN JUNE 2020.**

Packages must be received by e-mail to MSgt Rebecca Martin NLT **1500** on **9 June 2019**.

**POSITION(S):** ENLISTED FORCE DEVELOPMENT (EFD) (Drill Status Guardsmen positions)

**MINIMUM GRADE:** SSgt / **MAXIMUM GRADE:** MSgt

**STATUS:** Any enlisted Airman in grades above

**AFSC:** Any PAFSC; except A2 - Must hold a 1NX PAFSC

**DUTY LOCATION:** Joint Force Headquarters (JFHQ), 2 Randolph Road Hanscom AFB, MA 01731

**WORKCENTERS:** Seven (7) positions to assist the A1 (1), A2 (1), A3/Domestic Operations (1), A6 Communications, SPP (1), State CCM (1) and Director of Staff (1)

**POINT OF CONTACT:** MSgt Rebecca Martin, State Enlisted Force Development Manager

#### **MINIMUM QUALIFICATIONS/ADMINISTRATIVE NOTES:**

- The intent of this program is for Airmen in the grades of Staff Sergeant thru Master Sergeant to obtain JFHQ career broadening as outlined on the Air National Guard Enlisted Scorecard. Members selected for this program will perform Regular Scheduled Drills (RSD) and Annual Training (AT) at JFHQ starting on the JFHQ August 2019 RSD and concludes in June 2020 after the five day JFHQ AT.
- This is not a full-time program, however, current Active Guard Reserve (AGR) and Technicians are eligible to participate in this program. If a member is AGR/Technician, their supervisor must concur on their letter of intent in addition to the First Sergeant endorsement as outlined below.
- Previous program selectees are not allowed to re-apply; previous non-selectees may re-apply.
- Must be highly motivated, capable of fulfilling multiple duties with minimal supervision and possess exceptional communication, leadership and managerial skills.
- Must meet minimum USAF standards and overall image must exceed minimum standards; maintain a minimum score of 75 on the PT assessment.
- Selected personnel are loaned from their respective unit and as such their Operational Control (OPCON) will be JFHQ.
- Personnel selected for this program must agree to serve the entire tour tenure at JFHQ.
- Selected member(s) will have their AT orders processed by their unit and will be required to perform 15 days with JFHQ. Does not apply to AGRs.
- The EFD Manager will provide an initial performance feedback and the tour will conclude with an AF Form 77 (Letter of Evaluation) for the individual(s).

#### **APPLICATION PROCEDURES:**

Candidates must submit the following four items by e-mail to: [rebecca.l.martin4.mil@mail.mil](mailto:rebecca.l.martin4.mil@mail.mil) ; (1) a letter of intent with First Sergeant endorsement (same letter also requires supervisor endorsement if AGR/Technician), (2) resume (two-page limit – any format), (3) current passing fitness assessment, and (4) a copy of their vMPF Records printout (all pages). Applications must be received NLT **1500 hours on 9 June 2019**. No action will be taken on incomplete or late applications. All applicants will be notified of their selection/non-selection status.



**\*\*\*AMENDED\*\*\***

**102nd INTELLIGENCE WING - MASSACHUSETTS AIR NATIONAL GUARD**

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**MILITARY VACANCY ANNOUNCEMENT**

**EXPIRES: 10 May 2019**

**DATED: 26 March 2019**

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**THE FOLLOWING POSITION IS AVAILABLE IN THE MASSACHUSETTS AIR NATIONAL GUARD. THIS IS A TRADITIONAL (DRILL STATUS) GUARDSMAN POSITION WITH ASSIGNMENT IN THE 102<sup>d</sup> INTELLIGENCE WING, AT OTIS ANG BASE, MA. ALL ELIGIBLE AND QUALIFIED APPLICANTS MUST BE ELIGIBLE FOR IMMEDIATE MEMBERSHIP AND EMPLOYMENT IN THE MASSACHUSETTS AIR NATIONAL GUARD.**

**Submit completed application package by email to:** 102 IW Command Staff at: [usaf.ma.102-iw.mbx.executive-staff@mail.mil](mailto:usaf.ma.102-iw.mbx.executive-staff@mail.mil) by 1600 hours **10 May 2019**.

**POSITION TITLE:** 102d Intelligence Wing Human Resource Advisor

**MIN/MAX GRADE:** MSgt/ E-7(immediately promotable to SMSgt) – SMSgt/E-8

**AFSC:** ANY

**LOCATION:** 102 Intelligence Wing, Otis ANGB

**CLOSING DATE:** 10 May 2019

**LENGTH OF ASSIGNMENT:** **4 years**

**WHO MAY APPLY:** MSgt/ E-7, immediately promotable to SMSgt /E-8 and current SMSgt/E-8

**DUTIES AND RESPONSIBILITIES:**

Human Resource Advisor (HRA) will advise and assist ANG senior leadership on strategic initiatives directly affect organizational culture, compliance with DoD, AF, and ANG diversity & inclusion guidance, force development requirements, and on overall talent management of all Airmen in the ANG. HRA will also train commanders, educate base personnel on internal assessment issues and procedures, initiate and maintain direct communication with the following: Wing Commander, Vice Wing Commander, Executive Officer, Equal Opportunity, State and Wing Command Chief Master Sergeant, Chiefs Group, Unit Career Advisors, Wing First Sergeants, Recruiters & Retention Office Manager, Chaplains, Airmen Family Support Services, Yellow Ribbon Program Coordinator, Financial Management leaders, and CAB/CAT. Develop and maintain a HRA Continuity Book, Fiscal Year (FY) Goals and Objectives (GO) Plan, actively participate in the creation of the Wing Strategic Plan, analyze statistics, and DEOCS surveys for trends, administer 180/360 and inclusion assessment surveys, facilitate, and promote training events that are aligned with the following HRA focus areas: Four Lenses, Emotional Intelligence, Coaching, Diversity & Inclusion, and Unconscious Bias. HRA will be required to maintain the MICT Self-Assessment Communicator, submit monthly HRA activity reports for NGB/CFD, ANG HRA Program Manager, and Regional Representatives to review. Duties will also include other responsibilities as outlined in ANGI36-2110.



**QUALIFICATIONS:** Candidate must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel; meet current fitness standards as outlined in AFI 36-2905, Fitness Program. Members must have written and oral communication skills and be able to travel. Candidate must have 4 years retainability.

**APPLICATION AND CLOSING DATE:** Applicants will submit a cover letter with intent, resume (two- page limit), fitness assessment, a copy of their vMPF Records Review List (RIP), and a letter of reference/recommendation via email to the 102 Wing Command Staff Office. Submit completed applications to [usaf.ma.102-iw.mbx.executive-staff@mail.mil](mailto:usaf.ma.102-iw.mbx.executive-staff@mail.mil). Applications must arrive **NLT 1600** hours on **10 May 2019**. Late applications will be returned without action. The 102 IW/CC will notify non-qualified applicants as soon as possible after receipt. Personal or telephone interviews maybe required and applicants will be notified of the date/time/place of the selection board.