

Hawaii Air National Guard 154th Wing

Joint Base Pearl Harbor-Hickam

# Kūkā'ilimoku

Vol. 58 No.3

December 2011



**SUNSET RETURN-** A U.S. Air Force C-17 Globemaster III loaded with 25th Infantry Division Headquarters soldiers taxis in at Joint Base Pearl Harbor-Hickam, Hawaii, Dec. 18. The 25th ID Headquarters was the last division headquarters under U.S. forces to leave Iraq and was brought home by the 204th Airlift Squadron of the Hawaii Air National Guard.

**RIGHT:** The Adjutant General of the State of Hawaii and Commander of the Hawaii National Guard, Maj. Gen. Darryll Wong, greets Maj. Gen. Bernard Champoux, 25th Infantry Division commander, with a traditional Hawaiian lei on the flightline at Joint Base Pearl Harbor-Hickam, Hawaii Dec. 18. Champoux and other 25th Infantry Division Headquarters soldiers returned home after serving a year deployment in Iraq.



(Photos by Tech. Sgt. Michael Holzworth, Defense Media Activity)

# Commander's Call

by Col. Braden Sakai, Commander 154 WG

Well, here we are...the last month of the year. It's the Holiday Season and I want to wish all of you a Mele Kalikimaka me ka Hau'oli Makahiki Hou!

This year, to say the least, has sure been challenging and next year will be more interesting as the budget reveals itself over the next few months. With all the challenges and stress, do you sometimes just feel like, Bah, Humbug? I know it's hard not to feel that way as we are in the midst of change. Change is inevitable and if shaped correctly, it's good---Embrace it and let's move forward together as a Team. The train is moving and I ask for all of you to climb on board. We need you!

As Master Po said in Kung Fu Panda, "Yesterday is history, Tomorrow is a mystery. But today, is a gift, and that is why it's called present." A simple, yet, powerful saying. Be thankful for the wonderful gift you have today- you're alive and hopefully sharing your life with your love ones. You're also living in one of the most beautiful places in the world and working for a great organization: The Hawaii Air National Guard. Now, what do you do with this wonderful gift you have today? The choices are endless, but, I will offer you this-- if you're in the Bah Humbug mode, try going out and giving to others that are less fortunate than you. We have many people in the HIANG who do this year round. Helping and giving to others is one of the best ways to lift your spirits and feel good about yourself.

But, while you reach out to others, make sure you do not neglect yourself. Take care of yourself, your whole self; spiritually, physically and mentally. Remember, tomorrow is a mystery...things could change fast, so, prepare yourself for tomorrow today and posture yourself in being ready for bigger and better things when they present themselves. Learn from yesterday, but leave yesterday in the past. The Guard is evolving and we will not go backwards. We can, however, shape our future and our new TFI culture together as a team.

We pride ourselves on being resilient. But, remember...you are not expected to do this by yourself. Use your Wingman to lean on and the numerous other resources that we have available if required. We have great Chaplains as well as Betty Chao (our Wing Director of Psychological Health), who are here to help you.

With the Holidays upon us, there will be a lot of parties to attend and traveling to be done. Safety never takes a holiday. Be on guard, don't drink and



drive, have a designated driver, watch over your family and others. Be the ultimate Wingman! I look forward to seeing all of you during January 2012 drill weekend.

Below is a small excerpt from the SECAF, CSAF and CMSAF on the importance of safety during the holidays:

Safety never takes a holiday is the theme of this year's Holiday Safety Campaign. This year's Holiday Safety Campaign focuses on stress management, winter driving, winter sports, responsible drinking, and preventing complacency.

We urge all Airmen, uniformed and civilian, to take a few extra minutes to thoroughly think through your holiday plans and use sound risk management when traveling and participating in winter activities. All Airmen have a responsibility to ensure a safe holiday for themselves, their fellow Airmen, and their families by being alert to safety risks, both on- and off-duty.

In the coming year we will roll out a "Quest for Zero" initiative to reduce preventable on-duty fatal mishaps.

Whether you are deployed or serving at home, your dedication and sacrifice are profoundly appreciated. Happy holidays to you and your families. Travel and celebrate with care, and remember that safety never takes a holiday.

In closing, a special Aloha to Chaplain Nagamine and his family for his 40 years in the military service in which 32 years were served in the Guard and also to MSgt August Sena and his family for his 28 years in Services. These two gentlemen epitomize the true guardsman of Hawaii, always giving back and serving where needed.

# Mentorship: A good practice for life

by **Command Chief Master Sgt. Willie Rafael, 154 WG**

I've had the opportunity to be a part of a Senior NCO promotion and a First Sergeants recommendation boards this past month. Each time the topic of mentorship came up on several occasions.

I had several conversations with the candidates about some of the negative and positive experiences they have had with mentoring (both as a mentor and as the 'protege, as it were). I believe this is an important topic to explore in depth.

In a military organization, mentors are an important part in the development of our future leaders. Mentors are individuals with advanced experience and knowledge who take a personal interest in helping the careers and advancement of their leaders, their peers, and their subordinates.

Mentors may or may not be in the chain of command, be employed in the same organization, or even be in the same field of work. Mentoring relationships may range from focusing exclusively on their job functions to simply being a close and trusted friend.

Most mentoring relationships are informal, and develop on the basis of mutual identification and the fulfillment of career needs.

The mentor may see the protégé as a "diamond in the rough" or a younger version of him or herself, while the protégé, may view the mentor as a competent role model with valued knowledge,

skills and abilities.

Mentors provide two primary types of roles. First, they provide career development roles, which involve coaching, sponsoring advancement, providing challenging assignments, protecting protégés from adverse forces, and fostering positive visibility. Second, mentors provide psychosocial roles, which involve personal support, friendship, counseling, acceptance, and role modeling.

A given mentor may engage in some or all of these roles and these roles may vary from relationship to relationship and also vary over time.

Positive outcomes of mentoring relationships are related to a variety of positive organizational and career outcomes.

A number of different research studies indicate that mentored individuals have higher levels of mobility on the job, recognition, promotion, and



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## **Kuka'ilimoku**

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**The Kuka'ilimoku can be seen on the 154th Wing internet web page at [www.154wg.ang.af.mil](http://www.154wg.ang.af.mil)**

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**All photos are United States Air Force photos unless otherwise noted.**

## **COMMANDEER**

**Col. Braden Sakai  
PAO**

**Capt. Daniel Garcia  
NCOIC PA**

**Tech. Sgt. Betty J. Squatrito-Martin  
STAFF**

**Tech. Sgt. Michelle Thomas  
Tech Sgt. Andrew Jackson  
Staff Sgt. Lee Tucker  
A1C Orlando Corpuz**

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Chaplain for the 154th Wing, Lt. Col. Robert Nagamine poses for a final photo with 154th Wing Commander, Col. Braden Sakai. Nagamine retires from the Hawaii Air National Guard after more than 33 years of service. (U.S. Air Force photo by Tech. Sgt. Andrew Jackson)

## WORSHIP SERVICES

### Non-Denominational Service

10 a.m., UTA Sundays,  
Consolidated Maintenance Complex Bldg 2037

### Protestant

**Traditional Style:** Sundays

8:30 a.m. Nelles Chapel

**Gospel Style:** Sundays

10:30 a.m. Nelles Chapel

**Contemporary Style**

Sundays 8:30 a.m.  
Chapel Center

### Catholic Services:

5:00 p.m.,

Saturdays

Nelles Chapel

10:30 a.m., Sundays,

Chapel Center

### Jewish Services:

7:30 p.m., Fridays,

Aloha Chapel

on Makalapa Road.

### Buddhist, Muslim or other

Drill weekend: Call the Wing

Chaplain's office 448-7275

Other times: Call the Chapel

Center 449-1754

## News Briefs

# Virtual Diversity Conference

**January 18, 2012**  
**Time: 1400-1500 EST**  
**(0900-1000 Local)**

The Virtual Diversity Conference will provide the National Guard Soldiers, Airmen, and civilians the opportunity to receive the vision, strategy, and direction of the National Guard Leadership. Diversity and Inclusion is a leadership and performance force multiplier.

The conference is broadcasted on the Warrior Network and Defense Connect Online and hosted by NGB Joint Diversity Executive Council

## Promotions

### Promoted to Major

*Montatip Morris* 154MSG

### Promoted to TSgt. (E-6)

*Noel Lorenzo* 154CES  
*Jose Lujan* 203ARS  
*Eugene O. Mariano* 203ARS  
*Roy T. Moriyasu* 292CBCS  
*Kalumaika Mukawa* 169ACWS  
*Sue Musrasrik-Quiles* 154CPTF  
*Rosemarie Tagura* 154MDG

### Promoted to SSgt. (E-5)

*Christian Kamelo* 154CES  
*Brenden Villa-Hashimoto* 169ACWS

## Spouse Flight Coming in January

During the month of January, the Hawaii Air National Guard Spouse and Family Association will be hosting a Spouses Orientation flight for approximately 30 spouses on either the KC-135 or C-17.

If you would like to participate please send an email expressing your interest to 154wgs1s@gmail.com to reserve your seat. This opportunity is open to the first 30 interested.

This flight is open to spouses of militarymembers of HIANG only.

Lunch will be served following the completion of the flight. Time and dates are to be determined but will be during January drill (UTA) weekend.

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compensation.

Also, employees with mentors report higher levels of learning on the job than those without mentors. Additionally, research indicates that employees with positive mentoring experiences typically feel higher levels of pay satisfaction, career satisfaction, and organizational commitment. Finally, research indicates that the lower levels of turnover that occur with mentored individuals are due, in part, to their higher levels of organizational commitment that may be brought about by the mentoring relationship.

Mentoring relationships may also be beneficial for the mentor. Mentors have reported more benefits than costs to being a mentor, research indicates that key benefits to mentors included a sense of satisfaction and fulfillment, recognition from others, career and job renewal, and

support from their protégés.

Researchers have identified dysfunctional mentoring relationships in which the needs of either the mentor or protégé are not being met, or the relationship is causing some distress to either of the parties. Some of the negative experiences that have been identified:

- Mentor delegates too much work to the protégé
- Mentor abuses his/her power over the protégé
- Mentor inappropriately takes credit for the protégé's work
- Mentor attempts to sabotage the protégé
- Mentor neglects protégé's career, or does not provide support
- Mentor is too preoccupied with his/her own career progress

- Mentor lacks technical competence and cannot guide protégé

- Mentor lacks interpersonal competence and cannot interact with protégé

- Mentor cannot mentor effectively due to problems in his/her personal life

- Mentor sexually harasses protégé

Despite occasional negative experiences, mentoring relationships are beneficial for most any organization, including the HIANG. Mentoring relationships are a powerful tool for socializing our airmen, for our ever increasing organizational commitments. Mentoring relationships can foster innovation and revitalize mentors who have reached career plateaus. Because members of the relationship may share different insights





Led by Col. Braden Sakai, Commander 145th Wing, members of the Hawaii Air National Guard march in a parade Dec. 17 in Honolulu honoring hundreds of Japanese-American veterans of World War II who received the Congressional Gold Medal last month. The medal recognizes the 442nd Regimental Combat Team and the 100th Infantry Battalion which together saw some of the most brutal fighting in the war as the soldiers pushed their way through Italy, France and Germany. (U.S. Air Force photo by Staff Sgt. Lee O. Tucker)



A citizen extends an appreciative handshake to an honoree during the parade Dec. 17 in Honolulu to honor hundreds of Japanese-American veterans of World War II who received the Congressional Gold Medal last month. (U.S. Air Force photo by Staff Sgt. Lee O. Tucker)

# Free and confidential program for HIANG/ families now available

*By Betty Chao, Wing Director of Psychological Health*

As I meet the members of the HIANG. I'm consistently impressed with your strength, commitment intelligence, and dedication to mission readiness. You are all accustomed to do so much more with less. However even strong, high functioning, healthy and normal people sometimes can still be affected due to fatigue coping with life -- managing family/relationship conflicts, parenting, finances, employment and so on.

Who among us has not experienced some kind of problem coping with day to day life? We all can use some support, willing ears and a helping hand at times. Stress can often be resolved over time. Some issues may be temporary ignored. Others may not and continue to reoccur, getting worse and interfering with relationship and life in general.

In addition, due to the high tempo of the deployment cycle: You are no longer the weekend only citizen warriors. Many have been deployed repeatedly, resulting in much accumulated combat/ deployment related stresses- continuously dealing with pre/ post deployment and reintegration.

The Psychological Health Program (PHP) is designed to help Service Members de-stress to enhance mission readiness. It is not intended to increase stress and pressure, or to disqualify nor provide a line of duty determination. Asking for assistance should not affect promotion and security clearance.

Many situations and presenting problems are exempted from reporting "yes" on Q21 of the questionnaire for national security positions. The exemption includes family, marital, grief counseling or adjustment from service in a military combat environment. Mental health counseling in and of itself is not a reason to revoke or deny a clearance.

With this program, you now have free, convenient and confidential access to a licensed behavioral health professional. Services from WDPH are voluntary. This is a civilian embedded program funded by NGB exclusively for HIANG and their families. It is similar to a civilian Employee Assistance Program (EAP). Any identifiable records are kept completely, independently and separately from the MDG medical charts.

Anything you share is considered health information to be protected by HIPPA. It will only be released as required by law such as if you

allow a release of information in writing; a real threat for harming self or others, child abuse or by order of a judge.

I can provide casual, first name only, informal consultation and info (no records kept) though e-mail, land line/ cell phone, in person such as a hall way chat or even via private IM. Face to face individual, couple, family consultation/ counseling is by appointment. Early morning, during normal duty hours, late afternoon, evening, weekend, holiday & UTA appointments are available. Some folks may prefer to seek help in the civilian community instead.

There is also a wealth of community resources/ providers are available to help with a wide range of concerns. In any case, the most important thing is that you talk to someone about your stress, concern or issues.

I also offer psycho-social educational classes and program brief for groups on topics such as stress management, communication, conflict resolution and many other subjects including deployment related topics during normal duty hours or UTA. One other role function of WDPH is providing behavioral health consultation to supervisors, commanders and leadership as a mental health subject matter expert.

Counseling can help to enhance your career by getting objective and neutral input, and enhance quality of life achieving a higher emotional intelligence. Our Wing leadership is highly supportive of the program and also wants you to utilize my services. As I truly believe that the definition of resiliency includes the idea that - "it is okay to be not okay but asking for help to rebound."

My hope is that more folks will consider and seek behavioral health care just as common and acceptable as getting a flu shot or physical exam. However, I think many of us take better care of our POVs than we do of ourselves.

But just like routine oil changes, safety checks and tune ups are an important part of maintaining a car, you should consider a behavior health check as part of your personal wellness checklist.

I consider myself a very caring, shock proof, open minded, non judgmental, seasoned clinician and life coach with over 30 years of professional experience. Please feel free to ask me if you have questions or want to get a better sense of what service options are available before committing first.

Please join me and let's talk story! I look forward to the opportunity serving you.



# Hawaii National Guard supports APEC Summit

HONOLULU, Hawaii - While leaders from 21 Pacific Rim countries met in Hawaii to hash out economic growth, trade issues and disaster response, Hawaii National Guard citizen Soldiers and Airmen were on hand to support the Asia-Pacific Economic Cooperation summit.

Soldiers and Airmen with the Hawaii Army and Air National Guard were called to duty as part of the APEC designation as a National Special Security Event in anticipation of more than 20,000 delegates and 2,000 media scheduled to attend from Nov. 7-14.

When an event is given an NSSE designation by the secretary of Homeland Security, the U.S. Secret Service creates a security plan that includes law enforcement and public safety at the local, state and federal levels. State Civil Defense was staffed at a higher level to coordinate consequence management.

The Hawaii National Guard had been ramping up for the event for the last several months. The joint active duty/National Guard effort to provide security and other support to civil authorities was designated Joint Task Force Kupa'a.

"The preparation for any National Security event is truly a cooperative effort among civil authorities at every level. The commitment we received from U.S. Pacific Command and U.S. Army Pacific supporting the dual status command structure was tremendous," said the commander of Joint Task Force Kupa'a, Brig. Gen. Gary M. Hara. "It

has been an extraordinary process for us; from the training hours our Army and air guardsman have put in preparing, to the actual execution. It has been a smooth process, and we are truly proud of the efforts of our citizen soldiers and airmen during this highly visible and important venture."

Working with the Honolulu Police Department, guardsmen manned humvees that blocked off streets near Waikiki, and provided traffic control on some routes heading towards the summit venue in west Oahu, where President Barack Obama hosted the other heads of state. Airmen also provided key support for the U.S. State Department as liaison officers and drivers for the different member economies of APEC. Other Hawaii guardsmen aided in several areas to include media relations at the Hawaii Convention Center and at the Hotel in Waikiki, where the White House press corps was set up to file stories and stream live feeds.

Guardsmen from other states including Alaska and Colorado were flown in to join forces with their Hawaii counterparts providing CBRNE (chemical, biological, radiological, nuclear and high-yield explosive) preparedness support.

"The theme we tried to stick to going into this was 'one team working together'," said Capt. Cezar Cuadros, commander of Troop A, 1-299th Cavalry. "Regardless of where we are from, guardsmen are going to do what needs to be done and that's what they did."

