



THE **DANG** TRUTH

Volume 4 | Issue 5

July 2023

The Official Newsletter of the 166th Airlift Wing | Delaware Air National Guard

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2023 UPCOMING EVENTS

10-July	New Fuel Cell Hangar Groundbreaking Ceremony
13-16 Aug	EANGUS Conference
17-23 Aug	UEI Capstone NCCA
18-21 August	NGAUS Conference

DEVELOPMENTAL EVENTS:

10-Sept	FSS 0800-1000 at DFAC POC: SMSgt Fernandez
4-Nov	MXG 0900-1030 at Main Hangar POC: CMSgt Heuyard

AIR DEFENDER 2023

Aircraft from 42 states rapidly descended on western Europe to train with 24 allied nations as part of Air Defender 23

Alongside Allies and Partners from various locations in the U.S. European Command area of responsibility, the Air National Guard 166th Airlift Wing participated in Air Defender 23. The United States values the relationship we've built with our German Air Force

Allies over the past seven decades. This German-led exercise Air Defender 23 offers another opportunity for our

partners who value freedom and democracy to exercise collective defense. We stand shoulder-to-shoulder with Allies and collectively we are ready, postured and well-prepared to deter threats and respond to aggression, if needed.

Air Defender 23, which began June 12 and concluded June 23, was designed to integrate U.S. and allied air power to defend shared values while leveraging and strengthening vital partnerships to deter aggression around the world.

Enhanced interoperability with forces across NATO was a key goal of Air Defender, said U.S. Air Force Maj. Loren Miller, a pilot assigned to the Kentucky Air Guard's 165th Airlift Squadron.



A U.S. Air Force C-130 Hercules aircraft, operated by the 166th Airlift Wing, Delaware National Guard, lands on the runway at Wunstorf Air Base, Germany, during exercise Air Defender 2023 (AD23) June 20, 2023. Exercise AD23 integrates both U.S. and Allied air-power to defend shared values, while leveraging and strengthening vital partnerships to deter aggression around the world. (U.S. Air National Guard photo by Master Sgt. Caila Arahood)

See "AD 2023" continued on page 2

Social Media Links:

Facebook:166th Airlift Wing Instagram:@166thAirliftWing Flickr: delawareairnationalguard

...And *that's* the DANG Truth!

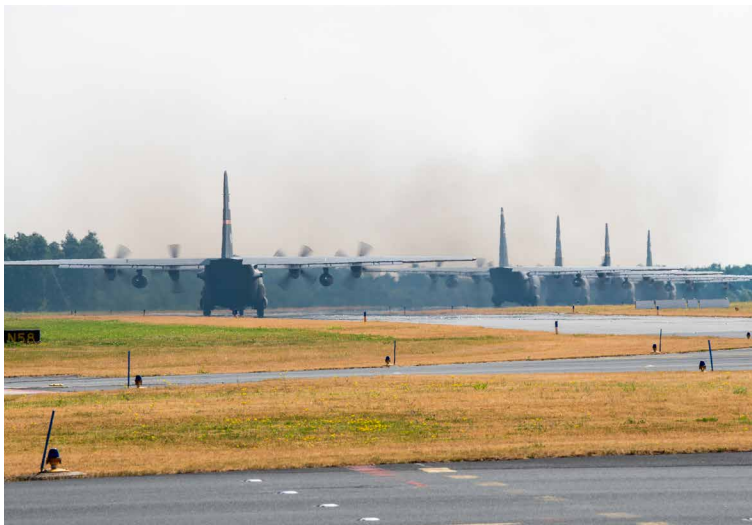
“AD 2023” continued from page 1



A U.S. Air Force C-130 Hercules aircraft, operated by the 166th Airlift Wing, Delaware National Guard, flies over Wunstorf Air Base, Germany, during exercise Air Defender 2023 (AD23) June 20, 2023. Exercise AD23 integrates both U.S. and Allied air-power to defend shared values, while leveraging and strengthening vital partnerships to deter aggression around the world. (U.S. Air National Guard photo by Master Sgt. Caila Arahood)



Two German A400 Atlas aircraft taxi at Wunstorf Air Base during exercise Air Defender 2023 (AD23) in Wunstorf, Germany, June 21, 2023. Exercise AD23 integrates both U.S. and allied air-power to defend shared values, while leveraging and strengthening vital partnerships to deter aggression around the world. (U.S. Air National Guard photo by Master Sgt. Phil Speck)



Five U.S. Air Force C-130 Hercules aircraft prepare to takeoff at Wunstorf Air Base during exercise Air Defender 2023 (AD23) in Wunstorf, Germany, June 21, 2023. Exercise AD23 integrates both U.S. and allied air-power to defend shared values, while leveraging and strengthening vital partnerships to deter aggression around the world. (U.S. Air National Guard photo by Master Sgt. Phil Speck)



“Exercising with our allies builds strong bonds and deep trust,” Miller said. “Personal connections are established, not just when operating, but also during any down time. We find that we have more in common than we have differences, and one of the most important is the shared value of promoting peace through strength.”

According to the National Guard Bureau, approximately 2,600 U.S. Air Guardsmen and 100 Guard aircraft from 42 states rapidly descended on western Europe to train with 24 allied nations as part of Air Defender, enhancing joint capabilities across the globe.

This exercise undoubtedly strengthened our deployed maintenance force by increasing our interoperability with allied partners as we melded well with our German and Romanian counterparts. AD23 also showcased the Multi-Capable Airman concept as our maintainers worked across their primary specialties to leverage maximum capability and increase functionality during a high operations tempo. The daily aircraft utilization rate was upwards of 90 percent overall.

Mobilizing Today's Air Force with AFFORGEN



In 2018 the National Defense Strategy shifted defense priorities to align with mission readiness requirements. The mobilization model the ANG has been accustomed to cannot sustain the challenges the US may face against our closest competing threats. To better integrate into this shift, the Chief of Staff of the Air Force implemented the AFFORGEN cycle. Under the AFFORGEN umbrella, new concepts like Agile Combat Employment (ACE), Ready Airmen Training (RAT), and Multiple Capable Airmen (MCA), are foundational components within AFFORGEN. While the pivot to AFFORGEN has already begun, much of the details on training, certification, and overall implementation are still in development.

Air Force Force Generation (AFFORGEN)

To prepare for and stand ready to face near peer threats at home and abroad, the way the AF will deploy and employ the force requires a quicker, more robust, and integrated solution. AFFORGEN will be the road map for how the AF will organize, train, and equip to better align for future operating environments. This is a major shift from the construct used for over a decade, identifying specific UTCs to meet global engagements, historically employed at main operating bases.

To better synchronize with the Joint Force, AFFORGEN is designed using Force Elements (FEs). The FE is essentially a building block with specified mission capability to present to Joint Force and Combatant Commanders. These tailor-made FEs allow for more strategic implementation in environments that necessitate rapid global engagement, in dynamic areas of operation.

The AFFORGEN model will be carried out in four phases: Reset, Prepare, Certify, and Available to Commit. The Active

Duty construct is a 24-month cycle for all four phases while the Reserve Component will maintain a 1:5 Mob to Dwell ratio (48-month cycle). The respective phases for the ANG will be Reset (reintegration/reconstitution): 6 months; Prepare (training to achieve peak readiness): 12 months; Certify (collective exercise to demonstrate capability): 12 months; and Available to Commit (deployment): 6 months.

Despite the longer duration within each phase, the ANG has the unique challenge to continue supporting their enduring home state mission and remain postured to support domestic operations throughout all the AFFORGEN cycles.

Agile Combat Employment (ACE)

Agile Combat Employment, by definition, is an operational scheme of maneuver executed within threat timelines to increase survivability while generating combat power. An example of this was the 166th AW exercise in June, Operation GEMINI II, which focused on the ACE concept, forward deploying a pre-determined force package to carry out a specified mission.

"AFFORGEN" continued from page 3

The force was tailored to meet the requirements at a Forward Operation Site (FOS) to project combat power closer to enemy territory. When implemented correctly, ACE challenges the enemy targeting process, creates operational dilemmas for the enemy, and enhances maneuver advantages for friendly forces.

Ready Airmen Training (RAT) & Multi-Capable Airmen (MCA)

Replacing the legacy "just in time" expeditionary training concept, is RAT. The goal is to create a more lethal and resilient force of "Ready Airman" who are postured to support deployed and home station operations. There are 12 Ready Training Areas (RTAs) that focus on baseline skills required of all Airmen. The RTAs are divided into three categories: Reduced Risk (CAT 1), Inexperienced (CAT 2), and Experienced (CAT 3). For CAT 1 Airmen, MAJCOMs will

determine who falls into this category, and Unit Commanders will determine Airmen who fall into CAT 2 and CAT 3. For the ANG, RAT is scheduled to go into full implementation in FY24.

Multi-capable Airmen was designed to enhance mission generation at small, austere contingency locations. The theory is that Airmen will train on specific tasks outside their core AFSC to reduce overall Airmen footprint at the most forward line of execution while ensuring robust capability to meet mission requirements. Depending on the tasks required by AFSC to be MCA capable, some Airmen may need to undergo Cross-utilization Training (CUT) to get certified on a specific task or skill.

Going Forward

AFFORGEN is underway and the legacy deployment process we know has started

to fade into the background. Terms like "RCP" and "AEF" are becoming terms of the past despite much of how we deploy will look and feel the same, for now. The ANG continues to stay plugged-in with Active Duty planning cells to ensure integration with training and equipping to support the new ACE, RAT, and MCA concepts under AFFORGEN. More information on AFFORGEN and specifics on RAT and MCA is available on the AFFORGEN Connect website.

AFFORGEN Connect Link: <https://tmis.us.af.mil/afforgengconnect>

Reference: ANGRC/A3/A10/XP "Air National Guard White Paper, Air Force Force Generation", 6 March 2023.

DELAWARE AEROSPACE EDUCATION FOUNDATION VISITS THE 166TH AIRLIFT WING

For the second year in a row, students from the Delaware AeroSpace Education Foundation (DASEF) visited the Delaware Air National Guard. Enrolled in a summer program focused on teaching the basics of aerospace technology, these middle school students toured the Operations Group facilities and a static C-130H2.5 Aircraft. Demonstrations by the 166th Security Forces Squad-

ron, flight equipment section, Aerialport and 142d Aeromedicalmedical Evacuation Squadron were included in the day's program.

The day ended at Station 33 firehouse where they were given demonstrations of the base's life saving and firefighting equipment. The students also witnessed the landing of the 166th Airlift Wing's very first C-130H3 aircraft.



NEW CASTLE AIR NATIONAL GUARD BASE, Del. -- Middle school students from the Delaware AeroSpace Education Foundation were on a base tour when the first of the C-130H3 aircraft arrived, 28-June-2023. They had the rare opportunity to witness the arrival of a new aircraft. (U.S. Air National Guard photo by Mr. Mitch Topal)



NEW CASTLE AIR NATIONAL GUARD BASE, Del. -- Middle school students from the Delaware AeroSpace Education Foundation receive a briefing in the 142d Airlift Squadron flight equipment room, 28-June-2023. The students visited several different sections before climbing aboard a static C-130H2.5 aircraft. (U.S. Air National Guard photo by Mr. Mitch Topal)



NEW CASTLE AIR NATIONAL GUARD BASE, Del. -- Middle school students from the Delaware AeroSpace Education Foundation stand for a group photo in front of the Station 33 crash truck, 28-June-2023. The students visited several different sections before climbing aboard a static C-130H2.5 aircraft. (U.S. Air National Guard photo by Mr. Mitch Topal)

AIRMAN SPOTLIGHT

A1C Layee Sanoe

166th Airlift Wing Commander Support Staff Specialist

We want to introduce our newest 166th Airlift Wing Staff, A1C Layee Sanoe!

In a remarkable story of resilience and determination, A1C Sanoe has overcome the hardships of civil war and refugee life to achieve his dreams. Born in Liberia, a country founded by freed slaves from the United States and the Caribbean, Sanoe's early years were marked by the devastating civil war that gripped his homeland. Forced to flee as a refugee, he found hope and a new beginning in the United States. Today, as a member of the Wing Commander's Support Staff, Sanoe's journey serves as a testament to the power of education, perseverance, and the pursuit of serving one's country.

Liberia, located on the West coast of Africa, is a nation with a rich cultural heritage. A1C Sanoe hails from a country known for its diverse population comprising 16 tribes, each with its own unique culture, traditions, language, and cuisine. Sadly, the early 1990s marked a period of brutal civil war in Liberia, which claimed the lives of many and displaced thousands, including A1C Sanoe and his family.

Forced to seek refuge in neighboring Guinea, A1C Sanoe and his family found themselves living in a crowded refugee camp alongside thousands of other Liberians. The conditions were desperate until the United Nations intervened to provide much-needed assistance. Recognizing the importance of education, the United Nations worked to establish schools within the camp, where A1C Sanoe began his educational journey. Learning his alphabet at a young age empowered him and laid the foundation for a brighter future.

After spending fifteen years in the refugee camp, A1C Sanoe's family was granted asylum in the United States. Their arrival on September 18, 2005, marked a turning point in his life. Although apprehensive about the unknown,



A1C Sanoe felt fortunate to have been given the opportunity to start anew in the land of the free. Grateful for the support and guidance of people like Ms. Martin, a retired schoolteacher who volunteered to assist refugee families, A1C Sanoe quickly adapted to his new home and began embracing what it means to be an American.

A1C Sanoe's journey in the United States opened doors to educational opportunities that were previously unimaginable in Liberia. He attended prestigious schools, including Salem Community College, and is currently pursuing his undergraduate degree at Wilmington University. A1C Sanoe recognizes the stark contrast between educational opportunities in his native country, where only the wealthy can afford quality education, and the United States, where education is accessible to all.

Inspired by the opportunities he received, and the values instilled in him, A1C Sanoe made the decision to serve his adoptive country. Joining the Air Force became a proud and defining moment in his life. After taking his oath on June 15, 2022, he completed Basic Military Training on March 29, 2023, followed by graduation from tech school on May 17, 2023. Wearing his uniform with pride, A1C Sanoe now serves as a member of the Commander Support Staff at the 166th Airlift Wing.

A1C Sanoe's journey has been motivated by his desire to create a better life for his family. Living with his fiancée, Eliza, and their three children, A1C Sanoe finds immeasurable satisfaction in witnessing the pride in his children's eyes when they see him in uniform. With unwavering determination, he strives to make a positive impact both in the Air Force and within his community, embracing the opportunity to contribute to something greater than himself.



Promotions*

July 2023

Promotions

Kareem S. Ali to TSgt
William R. Brown IV to TSgt
Marc C. Zimmerman to TSgt
Matthew R. Nixon to SSgt
Howard A. Weir Jr to SSgt
Robert J. Bailor III to SrA
Bret T. C. Hillman to SrA
Mallory W. Zappa to SrA
Gian L. Disa to A1C

*July retirements appeared in the June issue.

Managing Stress and Resiliency

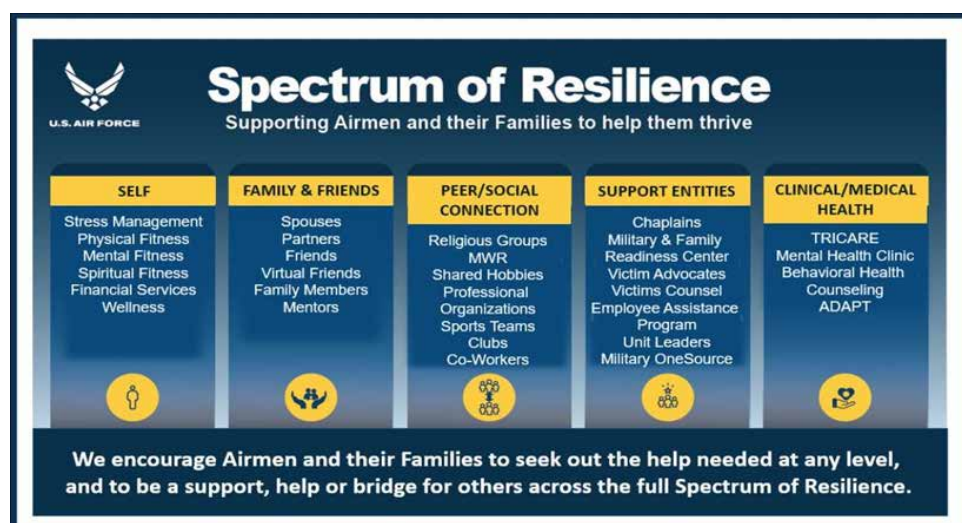
By Senior Master Sergeant Faith C. Fleischman
166 AW Human Resource Advisor



SMSgt Faith C. Fleischman
Human Resource Advisor
Phone: (254) 702-7260
Email: faith.fleischman@us.af.mil
Office – Located in the LRS Command Staff area

Resilience is the capacity to withstand or to recover quickly from difficulties. It's the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands. How resilient are you? How well do you manage stress in your workplace and at home?

By developing effective strategies for reducing vulnerability to stress and the impact of adversity, it is possible to strengthen and develop personal resilience. The Spectrum of Resilience has five pillars and balancing these pillars helps to strengthen your life.



If you'd like to learn more about the topic of resilience, stress management, upcoming events, how the HRA can assist you, or would like to schedule training for your Section, Squadron, or Group please swing by my office or send me an email. Also, don't forget the HRA Diversity & Inclusion series courses are offered to the Wing every Saturday or Sunday of RSD. Check the RSD Plan and monthly email for locations. See you there!

Human Resource Advisor: Diversity & Inclusion Wing-wide Courses

Times TBD		Times TBD
FY23	Saturday	Sunday
July	NO RSD	
August	Managing Stress in the Workplace & Resiliency (NEW)	
September		Coaching/Mentoring Methods 101 (NEW)
POC:	Human Resource Advisor (HRA)	SMSgt Faith C. Fleischman
Email/Phone	faith.fleischman@us.af.mil	254-702-7260

Feathers of the Wing

A historical perspective by BG (Ret.) Kennard Wiggins, Curator of the Delaware Military Museum

Air Guard Old-Timers

When I enlisted in the Delaware Air Guard in 1966 many of the first line supervisors were World War II or Korean War veterans. The April 1959 issue of the DANG Truth took a look at some of the old veterans among the cadre on base and provided the following capsule profiles with a combined 101 years of service:



MSgt Joe Manion

MSgt Joseph L. Manion lives with his father Major Fred Manion (DE ARNG Ret.) on Maple Street in Wilmington. A veteran since 1941 Joe saw duty during World War II taking part in the European Air Offensive. He is an original charter member of the Delaware Air Guard. Joe serves as the Vehicle Maintenance Supervisor. He is well known for his one-arm push-ups and his ability to tackle low. He was a standout on the Wilmington High football team and the semi-pro "Tonies".

MSgt Paul "Jake" Powell and his family reside in Smyrna. His line of duty dates to September 1941 where he served on B-29s in 'World War II. His exploits in the Pacific earned him an Air medal for outstanding service. A Delaware Air Guardsman since 1947, Jake is another old-timer and key person in "keeping them flying". He was a former semi-pro baseball player (many years ago).

A1C Rogers "Smiley" Hargis and his family reside in Elsmere. Smiley, whose principle duty is "bearer of mails," pursues his duty while allowing neither rain, nor snow, nor sleet to hamper the safe transmittal of the squadron's correspondence. One of the squadron's old-timers, Smiley saw extensive duty (from 1940-1946) with the US Navy during World War II. His well-known pastime has earned him the title of "Ambassador without Portfolio" - mainly rumors.

TSgt Ezekiel "Zeke" Cooper and his family reside in Bear. An old-timer to "old timers" Zeke's military affiliation dates back to 1923. A former 2nd Lieutenant in the Army Reserve he saw duty with the Air Corps during World War II. A learned individual, Zeke spent four years at the University of Delaware. A "professional debater" and a man with a wealth of experience "Pappy" is the beloved "Old man of the Squadron".

MSgt Lawrence "Sabre Sam" Vieth and his family reside in Kiamenski Gardens. Larry holds the distinction of having been the only Air Guardsman prior to 1946. Duty with the New Jersey Air Guard during 1937-1939 and the Army Air Corps 1940-1945, this is only a small part of this man's veteran story. For his accomplishments in the skies over Italy, Germany, France and the Balkans he was awarded the Bronze Star and Distinguished Unit Badge. A dependable individual who misses the 'prop' driven planes ... Larry is remembered for often disputing the props ability to rotate!



TSgt Zeke Cooper



Airman & Family Readiness Program
302-323-3327

Check out this month's financial webinar on Student Loan Repayment offered by the Employee Assistance Program! With so many new seniors headed out into the adventure of the freshman year, this is a great topic to help plan and be prepared for what the next few year will bring.

FINANCIAL WELL-BEING MONTHLY WEBINARS

- Student Loan Repayment Strategies | July 11 register here: [9 am PT](#) | [12 pm PT](#) (Copy weblink into browser)
- Investing: Risk Considerations & Taxes | July 27 register here: [9 am PT](#) | [12 pm PT](#) (Copy weblink into browser)

NOTE: When registering for the above webinars, we recommend using a personal email account to insure you receive calendar reminders and access webinar links. Additionally, webinars are best viewed on a personal device.

WEEKLY WEBINARS:

- No Webinar | July 4
- Well-being for a Healthier Body and Mind | July 11 | 3pm EDT
- Challenging People | July 18 | 3pm EDT
- Supporting New Parent Employees' Transition to Working Parent | July 25 | 3pm EDT

NOTE: No pre-registration required for weekly webinars. Attendance is limited to 100 participants. Log on to start: <https://magellanhealth.adobeconnect.com/afdonwhs/>

Webinars last approximately 1 hour and will be recorded for on demand viewing approximately 7-10 days after initial presentation.



Want to catch up on a missed AF EAP webinar? Find this quarter's webinars [here](#).

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"The Air Force Employee Assistance Program provides non-clinical, short-term support, information and counseling for work/life balance concerns. Use of the Air Force Employee Assistance Program does not constitute a court or administrative agency ordered "Mental Health Condition" of incompetency or directed use of a "Mental Health Professional" as reportable on a Security Clearance Questionnaire (SF-86)."



Stephanie Davis
Sexual Assault Response Coordinator
166 Airlift Wing
24/7 Response: (302) 250-1802

We Want You!

The 166AW is looking for
Volunteer Victim Advocates!

Are you interested in joining the
Sexual Assault Prevention and Response (SAPR) team?
Please reach out to the SARC to discuss the process:

(302) 250-1802

stephanie.davis.13@us.af.mil

Not sure if your position may be prohibited?
Give me a call so we can discuss.

UPDATE



D.E.E.P.

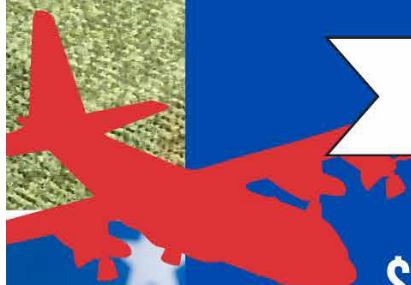
-- Joint Enlistment Enhancement Program --

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5 EASY STEPS!

1. FIND AN APPLICANT & SCAN THE QR CODE
2. THEY ENTER THEIR CONTACT INFORMATION
3. YOU ENTER YOUR UNIQUE ID CODE
4. RECRUITERS CONTACT AND PROCESS THE LEAD
5. YOU EARN IF THEY JOIN!

CONTACT A RECRUITER FOR MORE INFORMATION



**Army
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