



The **DANG TRUTH**



166th Airlift Wing, Delaware Air National Guard - New Castle ANG Base, Delaware



U.S. Air National Guard photo by Tech. Sgt. Robin Meredith

Delaware Air National Guard State Command Chief Master Sgt. Steven Stinsky (left), congratulates Master Sgt. Bryan Florian (center), 142nd Aeromedical Evacuation Squadron, Delaware Air National Guard 2013 Outstanding Noncommissioned Officer of the Year, as Assistant Adjutant General for Air Brig. Gen. Carol Timmons and Adjutant General Maj. Gen. Frank Vavala look on during the Enlisted Recognition Banquet held March 1, 2014. See inside for more photos.

UTA events

May 2, Friday:

- PT testing, 7:30 a.m., Base Fitness Area
- Immunizations, 1:30 p.m.-2:30 p.m., Clinic

May 3, Saturday:

- PT testing, 7:30 a.m., Base Fitness Area
- Immunizations, 8:00 a.m.-3:30 p.m., Clinic

May 4, Sunday:

- PT testing, 7:30 a.m., Base Fitness Area
- Protestant Services, 7:45 a.m., Bldg 2815, SAT
- Immunizations, 8-10 a.m., Clinic
- Catholic Mass, 8:30 a.m., Bldg. 2815, SAT
- Retirement ceremony: Chief Master Sergeant Stephan M. Leshner, 166th Maintenance Group, 3 p.m., New Main Hangar, Bldg 2902.

Coming events

May 14: The Kiwanis Club of Wilmington 54th Annual Armed Forces Day Luncheon, Hotel DuPont, 11th & Market Sts, Wilmington, Del. 19801, Noon to 1:30 p.m. Military personnel (duty uniform) or appropriate civilian attire. \$28 per person. RSVP by May 9, 2014. POC: Major Ira Crowe (302) 323-3084.

May 17: Delaware National Guard All Ranks Military Ball, 4:30 p.m., Dover Downs. RSVP deadline: May 6. POC: Delaware Army Guard Sgt. Garrett, 326-7715.

May 22: Delaware National Guard Fifth Annual Unity Day, 1401 Newport Gap Pike, Wilmington, DE, from 11 a.m. to 3 p.m. POC: Master Sgt. Bonnie Webb, 326-7117.

June 5-7: Special Olympics Delaware Summer Games. Held Friday-Sunday (two weeks before our June 21-22 drill). Location: University of Delaware, Newark, Del. Various time slots available early A.M. to late P.M. Join with fellow Airmen to help in a non-duty, all volunteer status. POC: Senior Master Sgt. Bryan Krams, (302) 752-6190, bryan.krams@ang.af.mil.

June 19-25: CAPSTONE visit to 166th Airlift Wing from 70 AMC inspectors.

UTA schedule 2013-14

| | | |
|--------|----------|-------------------|
| 03-04 | May 2014 | *Note the revised |
| *21-22 | Jun 2014 | June UTA dates. |
| 12-13 | Jul 2014 | Also, the AMC |
| 02-03 | Aug 2014 | Capstone visit is |
| 06-07 | Sep 2014 | 19-25 June. |

Career News April 2014

Enlistments:

- Clark, Craig, Staff Sgt., 166 OSS
- Flores, Amy, Tech. Sgt., 166 AW
- Johnson, Jeremy, Senior Airman, 166 CFT
- Kranz, Robert, Airman 1st Class, 166 CES
- Phasavath, Phonevila, Senior Airman, 166 AW
- Reeves, Jared, Airman 1st Class, 166 SFS

Promotions:

To Captain:

- Abel, Frederic, 166 AW
- Alexis, Bernard, 166 MXS
- Otto, James, 142 AS
- Revit, Shannon, 166 MDG
- Schuh, Michael, 166 MDG

To Technical Sergeant:

- Fletcher, Sanford, 166 CFT

To Staff Sergeant:

- Pruitt, Mallory, 166 LRS

To Senior Airman:

- Johnson, John, 166 CFT
- King, Colin, 142 AS

To Airman 1st Class:

- Hall, Alvin, 166 SFS

To Airman:

- Pizzo, Dominic, 166 CES

Retirements:

- Carpenter, Glenda, Chief Master Sgt., 166 LRS

Operation Full Strength

Operation Full Strength meets weekly to plan, execute and evaluate initiatives to support recruiting. They welcome your ideas. Email to: 166aw.fullstrength@ang.af.mil.

DE ANG Recruiting:

1-800-742-6713, 1-866-NOW-DANG,
or Local (302) 323-3444

DE ANG Retention:

(302) 323-3413

166AW Air Force Public Web site:

www.166aw.af.mil

166AW Facebook page:

www.facebook.com/166thAirliftWing

166AW YouTube page:

<http://www.youtube.com/channel/UCBthSguwq9CkPF-CbsXENAQ>

DE Air Guard Recruiting Facebook page:

www.facebook.com/DEAirGuardRecruiting

Go ANG Delaware Recruiting page:

www.goang.com/de

DE National Guard web site:

www.DelawareNationalGuard.com

DE National Guard Facebook page:

www.facebook.com/DelawareNationalGuard

Medical openings

Hiring for officers in traditional positions; no closeout dates apply unless indicated:

www.delawarenationalguard.com/join/air/air_officer/

142nd Aeromedical Evacuation Squadron:

- Flight Nurse

142nd Airlift Squadron:

- GMO Flight Surgeon

166th Medical Group:

- Aerospace Medical Specialist, Bioenvironmental Engineer, Family Physician, Flight Surgeon, Internist.

Enlisted jobs

Visit:

www.delawarenationalguard.com/join/air/air_enlisted/

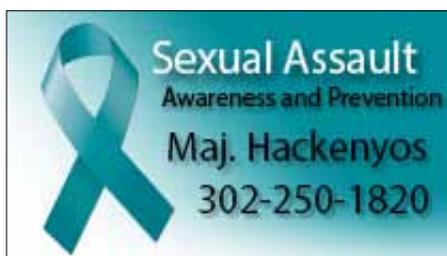
For career descriptions: www.goang.com.

CHILD CARE

All Delaware National Guard members can obtain low-cost (\$10/weekend maximum), high-quality and state licensed drill weekend child care in Newark, Del., just 10 miles southwest of the New Castle Air National Guard Base. Tender Loving Kare Child Care & Learning Center (TLK) is located off state routes 896 and 40, at 22 Peoples Plaza Shopping Center, Newark (Glasgow), Del., 19702. Register by calling Jill Foster, assistant director, TLK, directly at (302) 836-1411. Website: www.tenderlovingkare.com.

Immunize

(the flu vaccine is in)



Wing vice commander selected; marks return of prior group commander

By Tech. Sgt. Benjamin Matwey
Wing Public Affairs

Wing Commander Col. Mike Feeley announced to all base personnel on April 25 that a new wing vice commander has been selected.

In his message, Col. Feeley wrote, "I am extremely pleased to tell you that Col. Don Bevis has been selected as our 166 AW Vice Commander. It is with great anticipation that I look forward to his arrival. Don is committed to continuing the proud traditions of excellence you have all worked so hard to establish. It is great to have him back as part of our team and family."

Colonel Bevis served as the 166th Mission Support Group commander from July 2011 to July 2012.

He then attended Senior Developmental Education in-residence at the Army War College in Carlisle, Pa. Col. Bevis is currently the



Colonel Don Bevis

ANG Senior Policy Advisor, OSD Reserve Forces Policy Board.

Colonel Bevis's arrival date will be in late July or early August. In the interim, Col. Rob Culcasi will continue wear two hats as both the 166th Operations Group Commander and the 166th Vice Commander.

166th Airlift Wing

Mission Statement:

The mission of the 166th Airlift Wing is to provide tactical airlift and airdrop of troops, cargo and passengers using C-130 aircraft, plus aeromedical evacuation, civil engineer and network warfare functions.

Vision Statement:

To be ready, relevant, and reliable Airmen who are highly trained and motivated to aid the state and nation.

The DANG Truth

166th Airlift Wing Leadership

Col. Mike Feeley

Commander

Col. Rob Culcasi

Vice Commander (acting)

Chief Master Sgt. Hank Rome

Wing Command Chief

DANG Truth Editorial Staff

166AW/Public Affairs (302) 323-3369

2nd Lt. Valerie Harwood

Public Affairs Officer

Tech. Sgt. Benjamin Matwey

Editor/Photojournalist

Tech. Sgt. Rob Meredith

Photojournalist

Staff Sgt. Nathan Bright

Multimedia Specialist

Staff Sgt. Andrew Horgan

Photojournalist

Staff Sgt. Alonzo Chapman

Photojournalist



The DANG Truth is an authorized Air Force publication for the members of the 166th Airlift Wing, Delaware Air National Guard. Contents of *The DANG Truth* are not necessarily the official views of, or endorsed by the U.S. Government, Department of Defense, or the Department of the Air Force. The editorial content is prepared, edited and provided by the Public Affairs Office, 166th AW, Delaware ANG, New Castle, DE 19720-1615.

Email comments to:

166AW.PA@ANG.AF.MIL

Delaware ANG 2013 Annual Enlisted Recognition Banquet honorees

Event held March 1, 2014, at the Deerfield Golf & Tennis Club in Newark, Del.



Master Sgt. Michael Fernandez, 166th Maintenance Squadron, is the Delaware ANG Outstanding Honor Guard Member of the Year.



Tech. Sgt. Joel Miller, 166th Maintenance Squadron, is the Delaware ANG Honor Guard Program Manager of the Year.



Staff Sgt. Jason Duricek, 166th Security Forces Squadron, is the Delaware ANG Outstanding Airman of the Year.

RIGHT: Master Sgt. Shane Hummel, front center, 166th Civil Engineer Squadron, is the Delaware ANG Outstanding First Sergeant of the Year.



BELOW: Master Sgt. Gregory Walsh, 166th Aircraft Maintenance Squadron, is the Delaware ANG Outstanding Senior Noncommissioned Officer of the Year.



LEFT: Master Sgt. Bryan Florian, 142nd Aero-medical Evacuation Squadron, is the Delaware ANG Outstanding Noncommissioned Officer of the Year.



U.S. Air National Guard photos by Tech. Sgt. Robin Meredith



U.S. Air National Guard photos by Tech. Sgt. Benjamin Matwey

Newark Mayor Polly Sierer receives her "I got your back" T-shirt from Tech. Sgt. Terrence Parker and Staff Sgt. Desmond Overton.

Delaware Air Guard cuts ribbon on first community-based recruiting office

By Tech. Sgt. Benjamin Matwey
Wing Public Affairs

On Friday, April 4, leaders of the Delaware National Guard joined civilian leaders from Newark, Del. to cut the ceremonial ribbon on the first Delaware ANG Career Center and Recruiting Office in the state.

The new facility is located at 250 South Main St., Suite 108, Newark, Del. (Rittenhouse Station).

Newark Mayor Polly Sierer and Newark city council member Margrit Hadden joined with Delaware National Guard Adjutant General Maj. Gen. Frank Vavala, Assistant Adjutant General for Air Brig. Gen. Carol Timmons, 166th Airlift Wing Commander Col. Mike Feeley, and other senior leaders to cut the ceremonial ribbon.

This is the first such facility located in the community since the New Castle Air Guard Base was founded in 1946. The National Guard Bureau has provided approximately \$250,000 in fed-

eral funding to stand up the facility.

"The Newark location allows us to strengthen our historically close ties with the greater Newark area and makes us more accessible to residents of the Eastern Shore of Md. and southeastern Pa.," said **Senior Master Sgt. Mike Davis**, recruiting and retention superintendent, Delaware ANG. "We want to be part of the new development underway on South Main St. and capitalize on the proximity to the University of Delaware campus."

The facility will be staffed during regular business hours by the Delaware ANG Recruiting and Retention Team. The team consists of recruiting office supervisor Master Sgt. Tanya Harris, retention office manager Master Sgt. Sam Lewis, and recruiters Tech. Sgt. Terrence Parker, Tech. Sgt. Kristin Favors, and Staff Sgt. Desmond Overton.

"We're excited about having a footprint in the community that allows us to reach more people who might know very little about the Delaware Air National Guard and the training and benefits available to them," said **Master Sgt. Harris**.

The Delaware Air Guard recruiting team is actively taking calls from the public at (302) 323-3444.



Brigadier Gen. Carol Timmons, right, introduces the Delaware Air Guard Recruiting and Retention Team to the attendees.

Why we recruit

And keeping the rock of recruiting success rolling

By Col. Mike Feeley
Wing commander

Fact: Our wing manning level stands at an all-time high of 105 percent as of April 2014.

We've had a steep climb of over 14 percent in our manning level in the past two-and-a-half years.

In 2012 the Delaware ANG was 4th from the BOTTOM for all 54 states and territories for ANG unit manning levels. In January 2014, we were listed as 3rd from the TOP in the same category. We've achieved a manning increase many times over the norm of a typical well-functioning unit.

You have continually heard me say that no task is more important to this wing than raising our manning level.

As the Air Force downsizes, units that are not fully manned are more vulnerable to cuts than fully manned units. Effective manning is another key indicator the AF looks at when determining which units or missions to keep or cut.

Effective manning is the number of fully qualified and deployable personnel. Although our end strength is well above 100%, our effective manning is not.

We must continue to recruit to well beyond 100 percent in order to get ahead of the number of qualified personnel we lose through normal attrition. As personnel attend technical schools and complete upgrade training, we will eventually get close to the goal of be-

ing 100 percent effectively manned.

Our manning numbers compare very favorably with other ANG units. Leaders at the Air National Guard, the National Guard Bureau and the Air Mobility Command have taken note. The numbers are also noticed within Delaware by our adjutant general and by our local, state and federal elected officials.

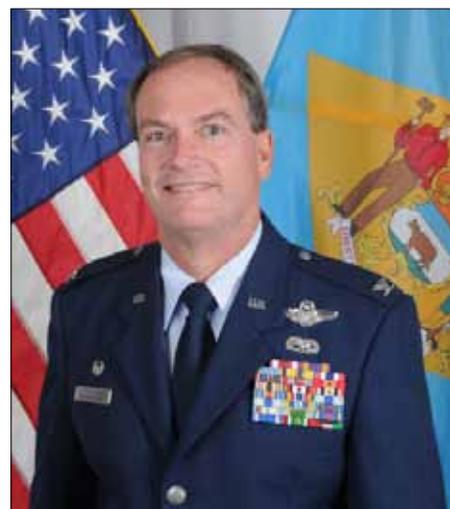
In short, our manning strength helps to justify the existence of the unit.

This rise in manning is due to several factors, and I'll touch on a few.

A lot of people have pulled together to obtain notable success in our manning levels, making us a healthy unit.

Our Operation Full Strength team has tasked senior NCOs across all units and fields to assist with our recruiting initiatives. They have given our Recruiting and Retention Team some additional resources so R&R can focus on what they do best, and they have performed in a Herculean manner.

We've increased the volume of new enlistees processing through the Military Entrance Processing Station. We've improved our student flight to better prepare our new enlistees for basic and technical training. And we've improved how new recruits are integrated into work centers, where on-the-job training puts their recently acquired Air Force skills to use. Our Airmen then begin to feel a real sense of accomplishment and start to flourish in their career.



Colonel Mike Feeley

If we, the experienced hands of the Delaware ANG, do our jobs right, our new members will help to attract future waves of recruits and thus help balance the recruiting load.

Question: Do we now "level off" and put the wing's recruiting and retention focus on autopilot, or do we keep up our successful recruiting efforts?

My answer: We need to sustain our efforts, and maintain our drive to recruit and retain quality people.

Why do we require additional focus on improving our manning strength? We still have openings we need to fill. For example, we have over three dozen vacancies for officer and enlisted positions. And recurring separations, transfers and retirements open up additional slots.

Plus, there is a demand for our Airmen

See *Why we recruit*, pg. 7



U.S. Air National Guard photo by Staff Sgt. Nathan Bright

Making the cut

Staff Sgt. Desmond Overton, Brig. Gen. Carol Timmons, Newark Mayor Polly Sierer, Maj. Gen. Frank Vavala and Master Sgt. Sam Lewis cut the ribbon on the new Delaware ANG Career Center and Recruiting Office in Newark, Del. on April 4.

Why we recruit, cont. from pg. 6

to be mission ready.

Remember that each Air Force Specialty Code has a mandatory wartime tasking. In order to fulfill our part of the Air Force mission to “Fly, Fight and Win ... in Air, Space and Cyberspace,” we need strength across the board in all of our AFSCs and work centers.

If every one of our approximately 1,170 members was ready to go to war tomorrow, our capability to go to war would be at 100 percent.

Two factors combine to reduce the percentage of members deemed capable of going to war.

First, there is 18 to 24 months’ time between when a newly enlisted person has raised his or her hand to enlist, and when they finish military entrance requirements, basic and technical training, and get signed off to be mission ready.

Second, in the typical 20-year career

of any Airman, there are times when a person’s medical status changes, preventing them from deploying. While all of their other training requirements may be “green”, their medical profile now prevents them from being fully mission capable and able to deploy.

These factors explain why are presently short of having 100 percent of our members ready to deploy, and why there is still room for improvement.

In addition to fulfilling our federal mission to be ready to go to war when called up and mobilized by presidential directive, we must be prepared to fulfill our second and equally important mission – to serve our state and assist Delaware citizens, or to help another state in a disaster response.

Sustaining our 105 percent manning level is our next major challenge.

Recall Newton’s first law of motion: “An object at rest stays at rest and an object in motion stays in motion with the same speed and in the same direction unless acted upon by an unbal-

anced force.”

Now, how we operate is hardly a perfect match for Newtonian physics. The friction of day-to-day base operations can slow us, and as a human institution our focus can easily be redirected or misdirected.

My point: Let’s keep our individual and collective motions going in a unified manner in order to maintain our present manning levels. Focus on making improvements in the quality of our Airmen; the payoff will be to the long-term benefit of our wing.

Going forward, we have the population and demographics locally to support the manning required for the mission because our location in northern Delaware puts us close to thousands of potential recruits.

Together, we can keep the rock of recruiting success rolling.

I will remain your Wingman to help ensure full strength in our manning.