



THE DANG TRUTH

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UPCOMING EVENTS

3 June	State of the State: ANGRC, JBA
4 -6 June	RSD Weekend

166 MDG Into The "PHAST" Lane

By Col. Lisa Davis, 166th Medical Group

With the advancement in technology and geopolitical uncertainty, the world is ever changing. In these times it is paramount for the Air Force to adapt to these changes to maintain air superiority. Adaptability sometimes requires thinking outside the box. The concept of the Deployed Combat Wing (DCW) and Air Force Generation (the way we deploy) are fundamental changes in how the Air Force executes its mission. The 166th Airlift Wing is the vanguard of the DCW concept for the Air National Guard. Over the past several months, the wing has begun the process of standing up the first ANG DCW, while also continuing to ensure our members are trained and prepared to succeed in our mission at any time and any place in the world.



To guarantee members across the wing have maximum training and preparation time, the 166th Medical Group has revised our approach to accomplish individual medical readiness requirements, through PHASTrack. What probably comes to mind when one hears "fast track" are Formula 1 or NASCAR races with cars zipping around a track at 200mph. While our PHASTrack does not involve high speed vehicles, it does involve a bit of zipping around. Many wings across both the...

Social Media Links:

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

See "PHAST Lane" continued on page 2

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



"PHAST Lane" continued from page 1

...guard and reserves use this concept with great success. PHASTrack is the mass processing of Individual Medical Readiness (IMR) requirements, including those for Flight and Occupational Health. In 2023, members of the 166th MDG visited the 158th Fighter Wing in Vermont to study how they conduct PHASTrack.

Since that time, the MDG has been planning how to best implement this concept at the 166th. In April of this year, the 166th MDG conducted its first ever PHASTrack and the Maintenance Group was chosen as the pilot for the newly established process. During the April drill weekend, MDG members were able to staff and stand-up multiple clinical areas at Joint Force Headquarters. In one day, the MDG was able to process over 200 members' IMR and Occupational Health requirements. From April 2025 to April 2026, every member of the Maintenance Group will be able to focus on their mission and readiness training.

The long-term goal is to conduct PHASTrack in April and November of each year. Syncing each group's medical requirements will allow them to strategically plan and execute group training and mission requirements. Training will not be missed



or rushed due to a handful of a unit's members "going red" for their IMR requirements. The time given back is important for the Medical Group. Our deployed capabilities include inpatient hospital care, aeromedical evacuation, and emergency medical services. All these services require various highly skilled medical personnel. By conducting PHASTracks twice a year, more time can be devoted to honing our skill sets and training in a team concept. This ensures when deployed down range, every member of the 166th Airlift Wing can be confident they will receive the best medical care from us.

Change can be challenging but we are asking our airmen to step into the unknown and the unfamiliar. It stands to reason the overall implementation of phastrack may be a big adjustment for some. The 166th MDG's mission is to "support state and federal operations in line with the wing's mission to provide medically qualified airmen and deployable medical personnel and assets." PHASTrack is how the medical group can ensure we provide medically qualified and highly skilled airmen who support the Air Force mission at home and abroad.





AIRMAN SPOTLIGHT

Staff Sgt. Tommy Zheng

166th Maintenance Squadron

I was born in New York and raised in Delaware, where I was shaped by the values instilled by my single mother. Her resilience and work ethic continue to inspire my approach to life and work. After high school, I enrolled at the University of Delaware to study mechanical engineering. Seeking more purpose, I enlisted in the Delaware Air National Guard on January 20, 2020. Drawn to challenge and growth, I chose aerospace propulsion, a field that aligned with my passion for mechanical systems and hands-on problem solving. Working in aircraft maintenance has been both challenging and rewarding. I've been fortunate to learn from exceptional NCOs whose mentorship has shaped my professional development and leadership style. Their continuous encouragement, challenges, and high standards have pushed me to succeed and evolve, teaching me the importance of accountability and personal growth.

After earning my B.S. in Mechanical Engineering in 2023, I served as an augmentee with the 109th Airlift Wing during the 2024 season of Operation Deep Freeze. This experience allowed me to apply my technical skills in a unique and demanding environment, working alongside members from various units. Following ODF, I began working as an In-Service Engineering Agent on the Waterjet Propulsion team at the Naval Surface Warfare Center in Philadelphia, supporting Littoral Combat Ships and Navy Lighterage System Crafts. This role has helped me bridge the gap between field maintenance and technical engineering support, giving me a deeper understanding of lifecycle sustainment and the importance

of communication between engineers and the end-users.

I've found that the lessons learned in the Guard continue to complement and strengthen my civilian engineering career.



Currently, I am taking advantage of the tuition reimbursement benefit to obtain my M.S. in organizational leadership from Wilmington University. I plan to continue developing my technical skills in my career field while also paying it forward by passing on the knowledge and expertise I've gained from my mentors and trainers. Outside of work, I enjoy traveling throughout the United States and abroad. I also tutor math at Wilmington University. It's a rewarding way for me to give back while connecting with new people and helping them succeed academically. My plan for the future is to continue learning and growing in both my military and professional careers. Ultimately, I aim to leave a lasting, positive impact on my organization and inspire others to follow suit, fostering a culture of growth and excellence.

A message I would like to share with others comes from Malcolm X: "Education is the passport to the future, for tomorrow belongs to those who prepare for it today." This quote resonates with me deeply because I believe education goes beyond formal schooling. It encompasses everything we learn in life, whether it's technical skills, personal growth, or academic knowledge. Education is a lifelong journey, and it's crucial to remain a continuous learner, always seeking ways to improve and adapt. By preparing today, through both formal and informal learning, we set ourselves up for success and make a meaningful impact on our futures. The more we invest in our growth, the more we can contribute to the world around us.



May is Mental Health Awareness Month!

SHARE YOUR STRUGGLES TO SHOW YOUR STRENGTH

Mental Health Awareness month is a time of year where we bring to light the unique challenges faced by millions of Americans living with mental health each year. It is a time for education, applauding and supporting those who struggle with mental health illness in our homes, communities and organizations. Since 1949, **May** has been the month dedicated to this campaign. Although Mental health awareness has come a long way since 1949, a lot more work is needed to bridge the gap of how we see and treat our mental wellness verses our physical wellness. Most people will naturally seek professional help when they feel sick, however, very few will follow up on their mental health even when there is strong indication of mental illness.

Mental Health Care

MATTERS

Mental health treatment — therapy, medication, self-care — have made recovery a reality for most people experiencing mental illness. Although taking the first steps can be confusing or difficult, it's important to start exploring options.



Research has shown that every year less than 50% of the people who suffer from mental illness actually seek treatment. We do not have to wait to experience a crisis before we seek help. **Prevention is key**, we may not always be able to control the things that affect our mental health but, we can be proactive in taking steps to address how it impacts us. Yes, mental health treatment has its unique challenges; however, there are many success stories that have come out of treatment. Everyone's journeys can be different, but the strength found within them is universal.

This **May**, I challenge you to turn your awareness into an action plan to support the mental health awareness campaign. By sharing our stories we can break the stigma, normalize mental health seeking and ignite hope but most importantly, sharing your journey may be what someone needs to hear to find their own path to recovery.

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FY 2025_0/3/3_FEEDBACK



March 2025_Town Hall Q & A



Promotions & Retirements

May 2025

Promotions

Maria Ramirez-Gonzalez to Senior Airman

Elian Marquezlira to Senior Airman

Aaron Cathey to Technical Sgt.

James Rosa to Technical Sgt.

Jonathan Stanley to Technical Sgt.

Kaitlyn Taylor to Technical Sgt.

Retirements

Senior Master Sgt. Andrew Klabunde, 166th OSS

Senior Master Sgt. Matthew Benko, 166th OSS





OPERATION FULL STRENGTH

PRESENCE & PUBLICITY

- PURPOSEFUL MESSAGING
- EFFECTIVE MARKETING
- INCREASED VISIBILITY



PARTNERSHIPS

- COMMUNITY OUTREACH
- TARGETED PARTNERS
- SUSTAINABLE RELATIONSHIPS

COMPETITIVE POSITIONING

- IMPROVE BENEFITS
- COMPETITIVE ADVANTAGES



PROCESS IMPROVEMENT

- VACANCY MANAGEMENT
- RETENTION EFFORTS
- NEW MEMBER INTEGRATION



REFERRALS

- IMPROVED INCENTIVES
- INCREASE LEAD GENERATION

END STRENGTH
GOAL

95% +



HAVE AN IDEA?
SEND IT OVER!

