



THE DANG TRUTH

September 2020

COMMANDER'S PRIORITIES

OPERATION SEPTEMBER FURY – Full Spectrum Readiness 14-18 Sept.
Wing Commander Calls – see times below
Mandatory OPSEC Training – online completion or in-person
CHES Exemptions
Ordering OCP uniforms

WING / MAJOR EVENTS

7 September – Friday:

1400-1500, RSD Review/wing Staff Meeting – Loeffel Room
1500, CIMB – Loeffel Room

8 September – Saturday:

0730, Wing Commander Call (MXG) – Main Hangar
0800, Wing Commander Call (OG) – Main Hangar

9 September – Sunday:

0745, Wing Commander Call (MSG) – Main Hangar
0815, Wing Commander Call (AWMDG) – Main Hangar
0800-1500, Unit Cargo Prep
0800-1500, JI Cargo – Marshalling Yard
1500, Gen Haltom Promotion – JFHQ Multipurpose Room (live stream - see page 8)

ANCILLARY TRAINING

CC Talking Points: Suicide Prev. & SAPR TP #4
OPSEC Awareness Training
Force Protection Training

UPCOMING EVENTS

TRIAD Offsite: Loeffel Rm or Virtually/NCCA, Nov. (TBD)

PROMOTIONS

Barry Heuyard to CMSgt
James Anderson to TSgt
Ricardo Lopez to TSgt
Jeffrey Ruocco to TSgt
John Reimers to SSgt
Andrew Deascanis to SSgt
Nicholas Hynson to SSgt
Zoria Byers to SrA
Kaitlyn Rodriguez to SrA
Melvin Durham to SrA
Philip Magorry to SrA
James Rosa to SrA
Alicia Calderon to SrA

RETIREMENTS

SMSgt Daniel Pinkowski
MSgt Gerald Sheets



CONNECT TO PROTECT



SUICIDE PREVENTION MONTH SEPTEMBER 2020

Make it Your Mission to...
#BeThere



Social Media Links:

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

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



THE DANG TRUTH

Suicide Prevention Month

Don't Wait to Get Help!

Your CAF Care Team is here for you:



Delaware Air National Guard

COMPREHENSIVE AIRMAN FITNESS CARE TEAM

Mental · Social · Physical · Spiritual

USAF Mission: To Fly, Fight and Win in Air, Space and Cyberspace

Comprehensive Airmen Fitness (CAF) is a concept supporting a culture and community where *Airmen take care of Airmen and their families*. To access CAF resources is through your 166AW CAF Care Team which focus on four domains: mental, social, physical and spiritual wellness. Each member has an open

door to get you and your team to the resources needed. The CAF Care Team teaches adaptive skills that promote balanced comprehensive fitness and optimal readiness, resiliency, and performance. They encourage proactive self-help seeking behaviors. (AF190-506.1.4.1-5).

The 166th Airlift Wing CAF Care Team - Aim to Soar!



Rebecca Price
Program Manager
Airmen and Family Readiness (A&FRO)
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Cell: (302) 547-3519
rebecca.price.6@us.af.mil



Lakenya Baker
Director of Psychological Health (DPH)
Office: (302) 323-3382
Cell: (302) 299-9630
lakenya.baker@us.af.mil



Chaplain Susannah Tulloch and Gus
(Canine Therapy Team)
We are on base Wednesdays in the meditation room, Bldg. 2821 (Supply). Drop-ins are welcome. Specific visits to units upon request.
Chaplain Duty Phone: (302) 463-6883
susannah.tulloch@us.af.mil



Stephanie Davis
Sexual Assault Response Coordinator (SARC)
Office: (302) 323-3504
Cell: (302) 250-1802
DoD Safe Helpline 24/7: (877) 995-5247
stephanie.davis.13@us.af.mil



166th Airlift Wing Commander Col. Carla D. Riner welcomes attendees of a suicide awareness symposium, August 27, 2020 at New Castle Air National Guard Base, Del. This event allowed commanders, Airmen and civilian specialists to discuss how to recognize the signs that may lead to suicide. (USAF photo by Mr. Mitch Topal)



Lakenya Baker, 166th Airlift Wing Director of Psychological Health opens the floor for discussion during a suicide awareness symposium, August 27, 2020 at New Castle Air National Guard Base, Del. This event allowed commanders, Airmen and civilian specialists to discuss how to recognize the signs that may lead to suicide. (USAF photo by Mr. Mitch Topal)



166th Airlift Wing Commander Col. Carla D. Riner signs a Suicide Prevention Pledge with Lakenya Baker, Director of Psychological Health during a suicide awareness symposium, August 27, 2020 at New Castle Air National Guard Base, Del. This event allowed commanders, Airmen and civilian specialists to discuss how to recognize the signs that may lead to suicide. (USAF photo by Mr. Mitch Topal)



THE DANG TRUTH

Command CMSgt Robbin Moore hits the ground running

Armed with a new set of priorities for the Airmen of the 166th Airlift Wing, CMSgt Robbin Moore held the first “Chat ‘n’ Chew” roundtable at the Lt Col McAllister Memorial DFAC on August 27. CMSgt Moore plans to hold these forums monthly as she works to increase wing command chief visibility through team building, Airmen participation and mentorship. CMSgt Moore assumed the role of wing CCM in July.

“I firmly believe that our mission depends on continued force development coupled with self-improvement and the opportunities afforded our enlisted Airmen,” said Moore.

Chief Moore also plans to hold a review of Quarterly/Annual Enlisted Recognition Program, conduct peer events that include

speed mentoring, focus groups, and collaboration with Wing Councils regarding a plethora of programs. Her strategy for success also includes fostering Airman recognition at all levels, quarterly unit visits, and team building while working in concert with our group chiefs and first sergeants.

Also in attendance were Chaplains Giamello and Tulloch, Mrs. LaKenya Baker, and Mrs. Rebecca Price.

Through continued process improvement and positive engagement with 166th Airlift Wing leaders, Moore will work hard to keep our fighting force mission-ready.



Airmen listen to introductory remarks by CMSgt Robbin Moore at her first monthly “Chat n Chew” roundtable, August 27, 2020 at New Castle Air National Guard Base, Del. This was CMSgt Moore’s first monthly “Chat n Chew” event for 166th Airlift Wing NCOs. (USAF photo by Mr. Mitch Topal)



Airmen line up at the DFAC for a home made lunch provided by command CMSgt Robbin Moore, August 27, 2020 at New Castle Air National Guard Base, Del. This was CMSgt Moore’s first monthly “Chat n Chew” event for 166th Airlift Wing NCOs. (USAF photo by Mr. Mitch Topal)



Command Chief Master Sergeant Robbin Moore discusses Airman resiliency, August 27, 2020 at New Castle Air National Guard Base, Del. This was CMSgt Moore’s first monthly “Chat n Chew” event for 166th Airlift Wing NCOs. (USAF photo by Mr. Mitch Topal)



MSgt Kathaleen Cassidy, 166th Airlift Wing Safety and Occupational Health Manager, talks about safety issues during CMSgt Moore’s first monthly “Chat n Chew” event, August 27, 2020 at New Castle Air National Guard Base, Del. (USAF photo by Mr. Mitch Topal)



THE DANG TRUTH

KEEP IT SIMPLE

Master Sergeant Christopher Coarse

A few months ago, I had a meeting with Chief Horay. It was about a mentoring program that I had tried to start and it didn't work as I had intended. One small thing Chief had said resonated with me a little louder than anything else. Essentially, it was "keep it simple". That's one thing I constantly remind myself and others. Occasionally I need to hear it from someone else. Keep it simple.

Simple plans work the best.

For the most part, it doesn't matter what it's about; it's always a good guide. Grand plans usually fail in the first five minutes. Keep it simple.

Want to be a mentor? These days you can't take an airman to lunch due to COVID. However, you can take them to get lunch and shoot the breeze along the way. Get to know them. Keep it simple.

Are you the second-newest person in your shop? Walk the newest person around. Take an interest. Help them get in-processed. Build a rapport. Study your CDCs together. You'll learn from each other and have a better time. Perhaps you'll work together in twenty years. It's that easy.

Have a shop burger burn. It'll be great for morale and show you're motivated and want to get to know people. It doesn't matter what rank you are, this can be done easily. Maybe the two new people mentioned above want to organize a burger burn for the next drill weekend. Ask your supervisor for approval. Have everyone bring something- or have them contribute cash to pay for it. Make it happen. Keep it simple.

If you're that supervisor, give them a little guidance and encouragement. You'd be surprised how far it will go. It's great for team building. Keep it simple.

If you've just arrived from tech school, maybe there's a new process for how to do something or a new form that you learned in school that the rest of the shop doesn't know anything about. Volunteer to teach a class on it. Everyone will learn from that experience including you. Keep it simple.

Want to be mentored? Perhaps you want to learn something that you're having difficulty grasping. Turn the tables a little. Find a local subject matter expert and ask them to go get lunch with you. Along the way, ask "Why are you in the Delaware Air Guard?" The answer may surprise you and open some avenues you hadn't thought about; not just about what you want to learn either. That simple act can lead to a treasure trove of knowledge. It shows you're interested and want to learn. Keep it simple.

Last year, I was at a funeral with Chief Skilling for a long-retired Aerial Porter. At the celebration of life afterward, we struck up a conversation with a few of our old comrades that had also attended the funeral. MSgt



(Ret) Ralph White said the most simple and poignant statement about his leadership. "Two questions- Did I listen to you? Did I treat you fairly? - What more do you need than that?" Ralph was right on the money. It's still true today. Keep it simple.

If you take care of your airmen, your airmen will take care of you. This isn't 100% guaranteed, but it'll get you close. Do your airmen have the tools they need? Clothing? Training? Pay? Feedback? Time off? Rewards? Discipline? Incentives? Guidance? Encouragement? Work on one thing at a time if you have to. Keep it simple.

I was an Air Advisor in Afghanistan in 2015-16. The Afghans we were advising were taught English by contractors and we (USAF) taught them Loadmaster

ground school in addition to flying training. I found that by attending both the English and Loadmaster classes (even the ones I wasn't teaching), I was able to build a better rapport with the students. I learned how to better communicate with the students by using more simple words and phrases. Don't talk down to people; gauge your audience and tailor yourself accordingly. When speaking with a new-hire or someone outside your organization about how an airdrop works, you need to adapt what you say so you're not using 100 acronyms. Keep it simple.

Breaking down tasks will increase your chance of success. During that same deployment, there was a need for us to train the Afghans on a cargo delivery method called "Combat Offload, Method-A". We started by building a training plan. Next, we worked with the airport authority to figure out where on the airfield we could do the training. The required equipment was quickly located and training pallets were built up. We arranged for the Afghan version of Small Air Terminal to load and recover the pallets, which had previously been built for training, so even they received training.

In the end, this seemingly daunting task had involved members from five partner nations and more people were trained than intended. By breaking it down to simple tasks, it turned into something that was easily executable in a short time. Find ways to keep it simple. <https://www.dvidshub.net/news/200648/ang-air-advisors-building-afghanistan-air-force-one-flyer-time>

Take simple approaches to issues and turn negatives around. As a Loadmaster Instructor, I'll often fly with Loadmasters that are newly back from school. One technique I'll use after the flight is to ask the student to critique themselves. "How do you think you did?" Often, they'll be more critical of themselves than I would be with them. Sometimes, they'll be pretty rough on themselves. Be encouraging and offer advice with a brief explanation of what works versus what doesn't and why. People learn better when you keep it simple.



THE DANG TRUTH

A MESSAGE ABOUT DIVERSITY

SMSgt Joe Neisser, 166th Airlift Wing Human Resources Manager



I would like to take this time to introduce myself. I am SMSgt Joe Neisser, the wing Human Resource Manager (HRA). I would like to take a moment to talk about Diversity and Inclusion. Most of us associate Diversity with affirmative action. Diversity actually was introduced into congress in 1943. It wasn't until the 60's that diversity gained recognition in the form of affirmative action. Diversity is a result legislation intending to give equal opportunity to minority groups. Diversity sought to correct workforce imbalances. While diversity initiatives made strides in creating a diverse workplace, something was still missing.

Inclusion came about in the 1960's as a result of children with disabilities wanting access to neighborhood schools. Inclusion and its principals are have matured and have gained a strong footing in corporate industries. A key element to inclusion is it is voluntary, not mandated by law. Inclusion attracts a diverse group of people with a common goal but with varying paths on how to get there. This dynamic thinking has been proven to provide a well rounded approach to business strategy and planning, breaking up the old group think principles.



THE DANG TRUTH

September 2020

**EXTENDED DEADLINE:
OCP CHANGES**

09/01/20



T-SHIRT
will be coyote brown

SOCKS
will be DLA green or coyote brown



OFFICER RANK
will be embroidered with spice brown thread

BOOTS
will be coyote brown



DON'T
wait until the last minute

U.S. FLAG PATCH
will be embroidered using the spice brown color criteria



EFFECTIVE SEPT. 1, 2020...

The following items will be mandatory when wearing the OCP utility uniform: coyote brown boots, coyote brown T-Shirt, U.S. Flag spice brown color criteria, spice brown officer rank, and DLA green or coyote brown socks.

REMEMBER THAT THESE OCP CHANGES BECAME MANDATORY ON SEPTEMBER 1, 2020

OCP UNIFORM CHANGES BECOME MANDATORY BEGINNING SEPTEMBER 1

The changes for each uniform are detailed in Air Force Instruction 36-2903, Dress and Appearance of Air Force Personnel.



The U.S. flag patch will be Spice Brown. Airmen will wear the flag while in garrison and deployed. Infrared U.S. flags are not authorized.



The authorized T-shirt color will be Coyote Brown (Tan 499) only.



Rank insignia will be Spice Brown. Exception: First lieutenant and lieutenant colonel rank insignia will be black.



The authorized socks will be DLA-issued green socks or Coyote Brown only.



The authorized boot color will be Coyote Brown only. Exceptions: Airmen with a medical condition as determined by medical authorities at a civilian or military treatment facility and approved by the commander, and those who must wear black combat boots in industrial areas.





THE DANG TRUTH

September 2020



*The Adjutant General
Delaware National Guard*

*Requests the pleasure of your company
At a promotion ceremony*

Colonel Kenneth M. Haltom
*Will be promoted to
Brigadier General*

*On Sunday, the thirteenth of September
At three o'clock in the afternoon*

*Joint Force Headquarters, Delaware
MAJ Joseph R. "Beau" Biden III National Guard/Reserve Center
1 Vavala Way
New Castle, Delaware*

** For safety purposes due to COVID-19 the ceremony will be broadcasted live at the provided date and time on Facebook. No RSVP is required.*

Link is provided below:

www.facebook.com/delawarenationalguard

*** For those participating in the ceremony
Military Attire: Duty uniform
Civilian: Business casual*



THE DANG TRUTH

September 2020



Chaplains' Corner



Chaplain Susannah Tulloch and Gus - your canine resiliency team.

Greetings from the Chaplain Corps,

As we are adventuring through this time of pandemic, let us remember to be kind and patient with one another. Sometimes a kind thought or deed can make all the difference in another's day. Let us keep an eye out for each other.

We especially need to keep an eye out for one another because the researchers have discovered a new term as of late. It is called "caution fatigue". "Caution fatigue" is a term used by Jacqueline Gollan of Northwestern University Feinberg School of Medicine.

"With the pandemic, in general, I think it's that people are just not interested or don't have the energy to pay attention to the safety guidelines because they're tired," Gollan said. "They have mental or physical fatigue from continually dealing with the stressful situations around them. Our brains biologically adjust to alarms that are around us because it helps reduce our sense of stress, and so we will take longer to respond and we'll start to ignore warnings." This type of risk behavior and ignoring warning signs can lead us into circumstances that are not safe. Let us do what we are trained to do and mitigate the risk by remaining vigilant in the care of ourselves and others. Hug a dog!!

Source material: <https://www.pbs.org/newshour/health/caution-fatigue-and-the-stress-behind-living-through-a-pandemic>

BASE CHAPLAIN CORPS:

September Sunday of RSD, the following religious services are available and all are located in BLDG 2821, Supply BLDG

- Roman Catholic Mass (0830-0900), Meditation Room, BS-12
- Personal Meditation, Prayer, or Spiritual Reflection (0900-1000), Meditation Room, BS-12
- Protestant Service (1030-1100), LRS Training Room

At this time there are no Strong Bonds Training Events scheduled for 2020 due COVID-19. Please contact Chaplain William Guy with any questions, 323-3367.

Thank you.



Top 10 MOS Resources for Parents with school-aged children

1. Tutor.com (<https://military.tutor.com/home>) – Note: Due to COVID-19, DoD has expanded this benefit until 30 June 2021. TUTOR.COM for US Military Families offers on-demand, 24/7, academic help from expert tutors on test preparation in all core subjects for all skill, grade, and college levels. This program is FREE to all military service and family members. Tutor.com offers personalized help and is available from anywhere in the world. If you need a refresher on a specific skill or dust off the cobwebs on a subject, Tutor.com can help.
2. Armed Services YMCA (ASYMCA) Outreach Initiative - <https://www.asymca.org/ymca-dod-military-outreach-initiative> offers gym memberships and respite child care services for qualified military members and families nationwide. Through this initiative, active duty or deployed service members and families receive access to vital resources that promote youth development, healthy living, and social responsibility. Note: DoD has extended this initiative until March 2021.
3. Morale, Welfare, and Recreation Digital Library – <https://www.militaryonesourceconnect.org/achievesolutions/en/militaryonesource/mwrDigitalLibrarySearch.do?contentId=27777> offers access to over 50 many easy-to-use online resources for children, youth, and teens. You'll find eBooks and audiobooks for your child (parents and teachers, too) on virtually every topic, as well as databases, reference books, tutoring services, music, art, languages, and materials. This service is free of charge to military service members, veterans, and their families.
4. MOS Wellness Apps (<https://www.militaryonesource.mil/health-wellness/recommended-wellness-apps>) - provides access to self-care mobile applications developed within the Department of Defense, Veteran Affairs, and other partners. All mobile apps are free and for iOS and Android devices. Strengthen your body, mind, and relationships by boosting your resilience.
5. MOS Mobile Coach Hub (<https://coachhub.resilienceboost.com/>) - connects service and family members with a professional coaching expert who will motivate and help them set and track goals in areas such as exercise and physical fitness testing, nutrition, weight loss, and stress reduction. Eligible participants can browse and select different coaches, send messages, request appointments, and post questions.
6. MOS Confidential Non-Medical Counseling (<https://www.militaryonesource.mil/confidential-help/non-medical-counseling/non-medical-counseling-resources>) – service and family members have access to help when they need it. Our trained counselors are experienced in military life, holding many thousands of counseling sessions a year. This support is free, private, and confidential.
7. Exceptional Family Member Program (EFMP) Resources, Options, and Consultations (<https://www.militaryonesource.mil/confidential-help/specialty-consultations/efmp-roc>) – EFMP ROC is enhanced support for military families with special needs. Special needs consultants are available by phone or video to help service, and family members navigate the medical and educational needs of their family and connect them with military and community-based support.
8. Financial Counseling Services (<https://www.militaryonesource.mil/confidential-help/interactive-tools-services/financial-counseling/financial-counseling-services-for-a-secure-future>) - allows service and family members to talk to a trained professional who is familiar with the issues that affect service members and provide referrals to services and programs that meet their specific needs. All active-duty service members, National Guard, reserve members, and their families and survivors are eligible to receive this free service.
9. Thrive (<https://thrive.psu.edu/for-parents/resources/>) - is a free, online parenting-education course from a Department of Defense partnership with the Clearinghouse for Military Family Readiness at Penn State. It offers evidence-based, positive-parenting practices for children from birth to age 18. Check out its downloadable resources for stress reduction, healthy eating, and physical activities.
10. MOS Education Consultant Back To School Transitions (<https://www.militaryonesource.mil/confidential-help/specialty-consultations/education/plan-your-future-with-a-military-onesource-education-consultant>) - Whether you are considering going back to school, your 5-year-old is starting kindergarten, or your 20-year-old is heading back to college, an education consultant at Military OneSource can ease back-to-school transitions. These free and confidential one-on-one sessions with a professional knowledgeable about education resources can give both your child and you a shot of confidence 24/7/365.



*Mr. Jovy Juanillo
Delaware Military OneSource
Consultant*

For more information, please email me at: jovy.juanillo@militaryonesource.com



THE DANG TRUTH

Airmen and Family Readiness



DEFENSE FINANCE AND ACCOUNTING SERVICE
PROVIDING PAYMENT SERVICES FOR THE U.S. DEPARTMENT OF DEFENSE

Social Security Payroll Tax Deferral

In order to provide relief during the COVID-19 pandemic, a Presidential Memorandum was issued on August 8, 2020 and guidance followed by Internal Revenue Service on August 28, 2020, to temporarily defer Social Security (Old Age, Survivors, and Disability Insurance (OASDI) tax withholdings. This change is effective through the end of the 2020 calendar year.

Military Members - Effective for the September mid-month pay, DFAS will temporarily defer the withholding of your 6.2% Social Security tax if your monthly rate of basic pay is less than \$8,666.66. If your monthly rate of basic pay is at or above this threshold, your social security tax withholding will not be affected by the temporary deferral. Military members can use their August or prior LES as a good reference for their typical Social Security tax amount. The Social Security tax is labeled as "FICA-SOC SECURITY" on the LES and is calculated as 6.2% of basic pay.

Civilian Employees - Effective pay period ending September 12, 2020, DFAS will temporarily defer your 6.2% OASDI tax withholding if your wages, subject to OASDI are \$4,000 or less in any given pay period. Employees can use the "Taxable Wages" on the LES as a good reference for whether they will have OASDI tax deferred. The OASDI deduction is found on your LES under the deductions tab/section.

Military members are not eligible to opt-out of the deferral if their Social Security wages fall within the stated limits. The deferral will happen automatically.

Civilian employees are not eligible to opt-out of the deferral if their Social Security wages fall within the stated limits. The deferral will happen automatically.

Per IRS guidance, collection of the deferred taxes will be taken from your wages between January 1 and April 30, 2021 for both military members and civilian employees. Additional information on the collection process will be provided in the future.

If a military member or civilian employee separates or retires in 2020 before the Social Security tax can be collected in 2021, they are still

responsible for the Social Security tax repayment. Additional information on the collection process will be provided in the future.

For questions on the temporary deferral of the 6.2% OASDI withholding:

Visit the IRS page: <https://www.irs.gov/newsroom/guidance-issued-to-implement-presidential-memorandum-deferring-certain-employee-social-security-tax-withholding> (<https://www.irs.gov/newsroom/guidance-issued-to-implement-presidential-memorandum-deferring-certain-employee-social-security-tax-withholding>).

For more information on financial readiness:

Visit www.finred.usalearning.gov (<http://www.finred.usalearning.gov>).

Visit your installation Military and Family Support Center to speak with a Personal Financial Manager or Counselor, or contact Military OneSource at <https://www.militaryonesource.mil>

Still have questions? See the FAQs for more information.



(/taxes/Social-Security-Deferral/Military-FAQs/)



(/taxes/Social-Security-Deferral/Civilian-Employee-FAQs/)



THE DANG TRUTH

September 2020

Stay connected during the coronavirus crisis
WITH THE AIR FORCE CONNECT APP

Team DANG,

Have you downloaded the AF Connect app from the App Store or Google Play yet?

The need for up-to-date information in an instant is imperative during this time of constant change and frequent updates.

This app will keep you up-to-date with push notifications as well as accurate and timely information at the touch of a button.

Click the following links to download on your respective device and see the following screenshots on how to add the 166th Airlift Wing's tab as a favorite.

App Store (Apple Devices):

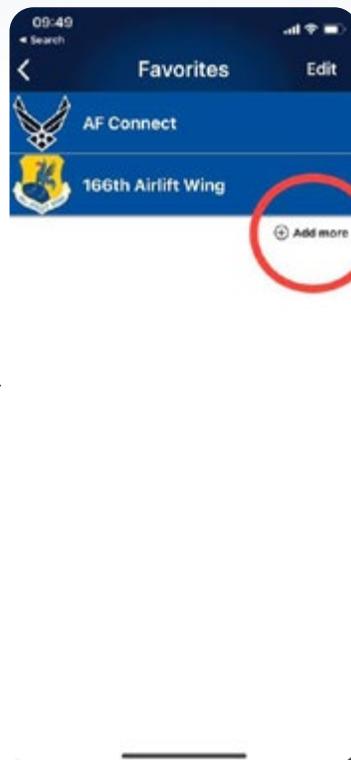
<https://apps.apple.com/us/app/usaf-connect/id1403806821>

Google Play (Android Devices):

<https://play.google.com/store/apps/details?id=com.m360connect.usaf>



1. Tap on "FAVORITES"



2. Tap on "Add more"
then select "166th
Airlift Wing"



3. See these tiles
appear that point to
important links