



The Intake

132d Fighter Wing, Des Moines, IA

COMMAND COMMENTARY

New Year – Same Mission: Conversion Success!

By Col. Kevin Heer

Vice Commander, 132nd Fighter Wing

At the end of each year, like many of you, I reflect on what has been accomplished since the last turning of the calendar year. While some years I find myself asking the question, “Just what did happen last year?” having a difficult time differentiating one year from the next – this has NOT been one of those years!

It boggles my mind to look at the progress we have made as a Wing toward combat capability in our new missions. I thought that it might be useful to review how far we have progressed toward Col DeHaes’s #1 Emphasis Item, “**Conversion Progress:**”



- Construction design is under way for buildings 440, 430, 124 – over \$16 Million in new facilities!
- Our \$10 million RPA Squadron Operations Center equipment has been budgeted for installation
- Site Surveys have been performed at: Springfield, Nashville, Syracuse, Washington State, Offutt and Albuquerque
- 120 Full Time positions have been filled
- 211 Drill Status Guardsman positions have been filled
- Hundreds of “one-on-one” counseling sessions to help displaced Airmen determine where they fit in the organization
- Dozens of trips to NGB by Wing senior leaders, Brig Gen Hill and MG Orr to secure support and resources for a successful conversion
- Continued engagement with our congressional delegation keeping them abreast our progress and required support

Bottom Line: 10 years of activity has taken place in 6 months! What an amazing effort from everyone on this base to care for our displaced Airmen and make phenomenal progress towards Initial Operating Capability in our new missions. Although we have made significant progress, we have work to do as we continue to move forward placing Transition Flight Airmen in new mission positions. We also will transition to supporting our deployed Airmen off-station training in these new skills.

The largest frustration for leadership to date has been the lack of progress on programmatic changes from Air Operations to Network Warfare. After nearly 9 months of waiting, we have decided to move forward as we wait on the programmatics to catch up. We are analyzing both Full Time and Drill Status positions that are redundant in both organizations and plan to hire a portion of the Network Warfare Squadron over the next few months. This will allow Wing Airmen to train to this new mission as we stand up even more capability. Look to see Cyber mission hiring in the next few months!

We are all privileged to be a part of this amazing team. Let’s press ahead into 2014 as we continue toward our Wing’s vision:

Serve Our Nation, State and Community as a Unified Total Force Wing!

Proud to serve with you,

Hook

CHAPLAIN'S CORNER

Stroke of Genius

By Chaplain Maj Gabriel Casciato

132nd Fighter Wing Chaplain

Catholic Mass – Saturday UTA @ 1500

Protestant Worship – Sunday UTA @ 1100



By the time you read this it will be a new year. It's amazing to think about how busy the last year was. Between the mission change and any personal changes you may have had, it was definitely a year for change. I saw a story this week but it wasn't about change...it was about dollars.

You see, a couple in Hermitage, TN drove through a McDonalds drive through and was handed a sack of what they thought was food. However, when they got home, they realized that in truth, it was a bag full of money. It seems that the bank deposit (thousands of dollars) was placed in a sack that, for some reason, was placed by the drive through. The employee mistakenly handed the wrong bag to the couple. I'm glad to say that the couple happily returned the money.

This got me thinking about perception. So many times, we judge things by how they appear at first glance. We see a McDonald's sack and think food, never even considering that there might be thousands of dollars in cash in the bag. We do the same thing with people. We judge them at first glance, maybe by how they talk, how the dress, what religion they affiliate themselves with... any number of factors can cause us to pre-judge people. We do the same thing with circumstances. We see or hear about a situation and we immediately size it up, often without taking the time to really analyze the situation, and decide if it's good or catastrophic.

In the book of 1 Samuel, God confronts his prophet for exactly these kinds of snap judgments. God tells Samuel, "Man looks at the outside, but God looks at the heart." I think there are a couple of lessons for us in this lesson. First and foremost, be comforted. Even prophets are prone to this mistake. So it's only a character defect if you let it continue now that you know about it. Secondly, there is much in life and people that is unseen. We often don't know the circumstances that drove people to respond the way they did. We rarely know the full story behind situations. We never know the future. And so we need to get comfortable with our limited perception and begin to allow that new found comfort to adjust the process for how we view people and situations. We can begin to hold our assessments with a little less confidence and perhaps be open to correction; maybe take the time to get to know people and what they really think/feel/believe without assuming we already know.

Here is a new year's resolution for all of us to consider. This year, I'm not going to assume that the McDonald's bag of life has food in it. I'm going to take the time to look in the bag before I come to snap judgments.

Besides, who doesn't check the bag to make sure they got the order right anyway?

JOB OPENINGS

Do you have the voice skills for anchoring television news and performing as a disc jockey. Maybe even the skills in writing news, features and sports copy for radio, television and websites. Or maybe you know how to develop that quality photograph or video that is telling the stories of America's heroes. Then we are looking for you!

[3 DSG positions](#) open in the Public Affairs, so please contact [MSgt Bobby Shepherd](#) if you have questions. 515-261-8290



MENTAL HEALTH & WELLNESS

Breaking Bad Habits

By David N. Brown Ph.D., LMFT

Wing Director of Psychological Health

If you know something's bad for you, why can't you just stop? About 70% of smokers say they would like to quit. Many of us have excess weight that we could lose if only we would eat right and exercise more. So why don't we do it?

Habits arise through repetition. We wake up every morning, shower, comb our hair or brush our teeth without being aware of it. When behaviors become automatic the brain does not have to use conscious thought to perform the activity. This frees up our brain to focus on different things.

Habits can also develop when good or enjoyable events trigger the brain's "pleasure" centers. This can set up potentially harmful routines, such as overeating, smoking, alcohol abuse, and even compulsive use of social media.

Unfortunately, these pleasure-based habits are much harder to break. Enjoyable behaviors prompt your brain to release a pleasure producing chemical called dopamine. If you do something over and over, dopamine release can strengthen the habit even more.

The good news is humans are not simply creatures of habit. We have the means to help us do what's best for us. Here are some ways to break such habits.

- **Avoid tempting situations.** If you always stop for a donut on your way to work, try a different route. Keep fatty foods, cigarettes, alcohol and other tempting items out of your home.
- **Replace unhealthy behaviors with healthy ones.** Try exercise, a favorite hobby or spending time with family.
- **Prepare mentally.** If you can't avoid a tempting situation, prepare yourself in advance. Think about how you want to handle it and mentally practice what you plan.
- **Enlist support.** Ask friends, family and co-workers to support your efforts to change.
- **Reward yourself for small steps.** Give yourself a healthy treat when you've achieved a small goal.

For questions or assistance contact David Brown, Director Psychological Health at 515-306-8015 or david.brown_ctr@ang.af.mil.

Source: *NIH News in Health*



WHAT'S FOR LUNCH?

Saturday 11 January		Saturday 12 January	
1100-1300		1030-1230	
Saturday Main Line	Saturday Short Line	Sunday Main Line	Sunday Short Line
Pork Chops Mexicana	Walking Taco	Chinese Five Spice Chicken	Chili Dogs (2 each)
Jaeger schnitzel	Spanish Rice	Yakisoba	Spiral Fries
Mashed Potatoes w/Gravy	Corn	Mashed Potatoes w/ Gravy	Carrots
Corn, Spanish Rice, Mixed Veggies	Brownies	Green Beans / Carrots	Sweet Rolls
Brownies		Sweet Rolls	
Entrée comes with side, dessert, salad bar and beverage. Non-AGR Enlisted meals are at no cost. Officer/AGR/Civilian meal cost is \$4.60			

PEOPLE

Moving On

COL	MARTIN, ROBERT S	JFHQ
COL	SCHOCHENMAIER, GREGG A	JFHQ
CPT	JOHNSON, BRADLEY R	FSS
CPT	SICKLER, DONNA L	MDG
SMS	HUGHES, CHRIS H	TRNS FLT
MSG	KING, DENVER A	TRNS FLT
MSG	RILEY, CINDY A	MDG
TSG	BUGG, BENJAMIN B	TRNS FLT
TSG	GARBERS, WILLIAM A	TRNS FLT
TSG	HELPERT, GEORGE M	LRS
TSG	LOGSDON, PAUL L	JFHQ
SSG	BREUNER, BRIAN W	CF
SSG	DAVID, ANDREW M	TRNS FLT
SSG	HAVERMAN, AARON L	TRNS FLT
SSG	KEELER, WAYNE W	TRNS FLT
SSG	WILLIAMS, ASHLEY L	FSS
SRA	HEIDEMANN, MATTHEW D	TRNS FLT
SRA	KEELER, WAYNE W	MX
SRA	MILLEDGE, CARI B	LRS

Promotions

Ford, Shawn D.	Col	20-Dec-13
Miller, Todd D.	Lt Col	25-Nov-13
Vierkant, James L.	Maj	22-Nov-13
Christian, Adam J.	1st Lt	16-Dec-13
KHAN, JOSHUA P	2LT	13-Dec-13
RHODE, JUSTIN J	2LT	13-Dec-13
WIEBBECKE, JUSTIN J	2LT	13-Dec-13
WILLIAMS, SCOTT A	2LT	13-Dec-13
NOYES, RICHARD O.	E-8	15-Dec-13

Moving In

CAPT	BORKE, PAUL M	DTOC
CAPT	WILLIAMS, JENNIFER H.	124 AS
SMSgt	WAGNER, DANE W.	JFHQ
1LT	PIEPHO, BENJAMIN J	124 AS
1LT	SCHUMACHER, CHARLES E	DTOC
1LT	PIEPHO, BENJAMIN J.	124 AS
TSG	HORNE, JOSEPH B III	124 AS
SSG	CHRISTENSEN, CLARISSA J	IG
A1C	SCHWAB, ISAAC R	233 IS
A1C	WAGNER, DENIS M III	233 IS
A1C	TODSEN, JOHN P	232 IS
AB	CRISMAN, BENJAMIN C.	IG



MSgt Cindy A. Riley

*Will Be Held Saturday, 11 January
2014, 1500 Hours*

In The 132FW DFAC



SMSgt Chris H. Hughes

*Will Be Held Sunday, 12 January
2014, 1430 Hours*

In The 132FW Wing Classroom



MSgt Denver A. King

*Will Be Held Saturday, 11 January
2014, 1500 Hours*

In The 132FW Wing Classroom

EQUAL OPPORTUNITY

Can You Hear me now?

By TSgt Jonathan Burkhart

132nd Fighter Wing Equal Opportunity Office



Have you ever had a time when you didn't think the person you were talking to was on the same page as you? One of the first skills in effective communication is to realize that a positive approach and a "win-win" mentality will serve you well. Having positive regard for those you work with is an important step. Each person brings with them a style of communication that has been shaped by their family background, life experiences and personality. One person is also more or less likely to be the one to bring up an issue. Become familiar with your own communication style. EO advisors have training in mediation for these situations. Please take an opportunity to use us as this resource.

We want to take a moment to thank you for communicating with us on the Unit Climate Assessment. We are listening and want you to know that you are heard. Thanks again for taking the time to let us know your thoughts.

With regard to leadership, with the Spring 2013 base-wide Unit Climate Assessment, the 659 respondents answered the question "I am satisfied with the communication flow in my unit." as follows: 201 respondents Totally Agree (31%), 260 Moderately Agree (39%), 102 Neither Agree/Disagree (15%), 68 Moderately Disagree (10%), and 28 Totally Disagree (4%).

If you have questions or need information please call e-mail one of the EO team members, and we will gladly respond to your inquiry as soon as possible. It is our goal to provide excellent customer service and support for all of our valued unit members. Our door is always open and we're here to help!

Resources (24/7/365) (NEW local phone number!)

132nd FW EO team – 132FW.EO@ang.af.mil; 515-261-8276; State Equal Employment Manager (SEEM) – 515-252-4539/4488; National Hotline – 1-800-371-0617



DES MOINES
EXCHANGE

**You asked...
and we *listened!***

**Expanded hours,
better service!**



New Des Moines Exchange Hours Starting January 6th, 2014

Monday.....	1000 - 1400
Tuesday.....	0900 - 1500
Wednesday.....	0900 - 1500
Thursday.....	0900 - 1500
Friday.....	0900 - 1500
Saturday.....	Closed
Sunday.....	Closed



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Provided by the Department of Defense at no cost to service members (active duty, Guard, and Reserve) and their family members.

LEGAL

Fourth Quarter Status of Discipline

By Maj. Brian C. Bowman

132nd FW Legal Office



Below are the administrative actions served by commanders during the fourth quarter of CY 2013:

- A TSgt from MSG received nonjudicial punishment consisting of a reduction to the rank of SSgt for two specification of disrespect of a superior commissioned officer.
- A SSgt from MXS administratively discharged for unsatisfactory participation
- A SSgt from MXA administratively discharged for fitness failure
- A SrA from FSS administratively discharged for unsatisfactory participation
- An Amn from MXA administratively discharged for unsatisfactory participation
- A SSgt from MSG received a Letter of Counseling for failure to adhere to physical fitness plan.



COMMUNITY ACTIVITIES

132 FW Silver Squadron 2014 Events Schedule

Jan. 15 Regular Meeting, Viper Lounge at 7 p.m.

Mar. 19 Regular Meeting, Viper Lounge at 7 p.m.

May 21 Spring Social at the Machine Shed
Restaurant. Please arrive by 6 p.m.
and be seated for the program which
will start at 7 p.m.

May 24 Place American flags on Veteran's
Graves, Glendale Cemetery. Gather
At 8 a.m.

Jul. 16 Regular Meeting, Viper Lounge at 7 p.m.

Sep. 17 Regular Meeting, Viper Lounge at 7 p.m.

Nov. 19 Fall Social at the Machine Shed
Restaurant. Please arrive at 6 p.m.
and be seated for the program which
will start at 7 p.m.

Please contact one of the following Silver Squadron Board
Members with suggestions for Guest Speakers at the Spring
& Fall socials, or other activities:

A Flight (Bill Crouse at 537-7350).

C Flight (Marv Mick at 285-0258).

D Flight (James Cade at 323-7534).

E Flight (Mike Vandelune at 276-7890).

Additionally, if you know of someone who would like to be added to the Silver Squadron e-mail list, Please send their e-mail information to Michael Knight at cmsgtknight1946@msn.com

Michael B. Knight CMSGT Ret.

Silver Squadron Commander



COMMUNITY ACTIVITIES

Date: Wednesday, January 22, 2014

Where: Wellness Center

Time: 1500 - 1600

TAG's Monthly Wellness Activity



"Fitness is a Beach"



Come show off your
Hawaiian shirt and
workout with friends
and co-workers.



**Tropical Refreshments
afterwards!**



Rotate thru Three Stations



- **Beach Volleyball**
- **Spinning/Fitness Activity**
- **Jogging /Walking Track**

*Each event will last 12 minutes then you
will rotate to the next activity.*

INFORMATION:

"Employees will either use authorized physical fitness
time or be in an authorized leave status."

***"Family members will be required to sign a
waiver to participate"***

COMMUNITY ACTIVITIES



NOMINATE YOUR OUTSTANDING EMPLOYER



2014 SECRETARY OF DEFENSE EMPLOYER SUPPORT **FREEDOM AWARD**



Attention, Guard and Reserve members:

Has your employer gone above and beyond the call of duty to support your military service?
Nominate your employer for the Secretary of Defense Employer Support Freedom Award,
the Nation's highest honor for exceptional support of Guard and Reserve employees.

SUBMIT YOUR NOMINATION NOW!

November 1, 2013 - January 20, 2014

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ESGR, a Department of Defense office established in 1972, develops and promotes employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws and resolving conflict between employers and service members.