



COMMAND COMMENTARY

Final Thoughts

By Col. Kevin J. Heer

Commander, 132d Wing

I have had the unique perspective as Wing Commander to observe and ponder why we consistently generate excellent results and exceed expectations. Every single guest we have hosted during my tenure as commander -- Governor, Chief NGB, Director ANG, TAG, Chief Master Sergeant of the ANG, ACC/IG team -- has commented that there is something special about this wing. It is palpable, you can feel it when you talk to our Airmen and see what they do. This is a truly unique place to work and I am convinced the best team I will ever be a part of. My final article will attempt to explain why I believe this is so.

We take the oath we swear seriously and we understand what it means to be a Profession of Arms.

Each of us understands we are freely making a commitment to those we have sworn to protect because we wear this uniform.

We live the core values and hold each other accountable at every level in the organization. We recognize a sign on the wall means nothing if we don't live these values day-to-day. Our wing has internalized these values and Airmen who join our organization know that we live them out.

We are accountable. We continually ask, "What more can we do?" We are too busy getting the job done and looking for things we can do to waste time making excuses. We are a "can do" organization.

We are interested in WHAT is right, not WHO is right. We ask how we could do things better and keep our egos in check. After Action Reviews and articulating Lessons Learned are part of our DNA; we always consider how we could have done something better -- no matter how well we did.

We mentor each other at every level and in every direction. I have been mentored by all ranks of officers and enlisted. We have commanders, chiefs, first shirts and supervisors that understand the most important resource they have is their Airmen and they continuously invest in them. We understand that part of mentoring is allowing mistakes and pushing Airmen out of their comfort zones.

We are not afraid of change. We have done whatever it takes to add value to our nation and state when our mission changed. We continually look for new ways to do things better and faster.

We lead. Airmen at every level step up both within the organization and outside to provide leadership. We are engaged nationally and within our communities. We never push our way into these responsibilities; we fill the need when others watch.

We communicate transparently. We aren't perfect, but we share information and seek out opportunities to keep every Airman in the loop -- we don't keep secrets and we aren't afraid to talk about tough issues.

We balance military responsibilities with our civilian employment and personal/family life. Our fitness directly contributes to our performance: Physical, Mental, Social, and Spiritual. We push hard when mission requires, but pace ourselves for a marathon not a sprint.

We respect each other and value what every Airman brings to the team. We understand the value of every single individual in the organization. We know that it takes every part of the body for it to work as it should and that each one brings different strengths. We have the humility to admit that we depend on others and couldn't do our job without them. We always share success with the team.

Continue to invest in these strengths and take pride in the reputation of this organization. We have each been blessed to claim membership on this amazing team. I leave the 132d with confidence that the next 74 years will be even better than the last!

Humbled to have led you,

Hook



CHAPLAIN'S CORNER



And it got me thinking, Who am I?

By Maj. Gabriel Casciato

Chaplain, 132d Wing

Catholic Mass – Saturday UTA @ 1500

Protestant Worship – Sunday UTA @ 1100

Last month I wrote about identity: who are we when we take the uniform off. I wanted to continue that line of thought. I found myself thinking about a father who was disciplining his child. Dad had caught his son in a lie. Perhaps not the greatest of sins, but one that concerned the dad deeply. He got down on one knee, looks his son in eyes, and said (names changed to protect the guilty), "Steve, you are a Smith. And Smith's don't lie."

It was a powerful illustration to me of the power of identity. He didn't tell his son some abstract ethics of honesty. Instead he was offering him something. He was offering an identity. He was offering a lifelong anchor that would forever define his son as a man of integrity. However, to claim that identity was to turn his back on dishonesty and only speak the truth... Even if it hurt.

What we do is primarily driven by who we are. Contrary to the busted athletes who universally claim, "that's not who I am..." That IS who you are. What we do is driven by who we are. Sometimes we get caught in who we are.

So what does our lifestyle say about who we are? Are we trustworthy, honest, honorable people? And if so, why? Why bother being those things? What motivates you to be those things? Is it fear of getting caught? Or is it because you have an anchor? Because you are a Smith... And Smith's don't lie.

If you're looking for help with your anchor, your Chapel staff is here to help. If your anchor is solid, make sure that you spend some time tying in to it. Be who you are.

What is the Environmental Impact of 4 Wheel Drive?

Over the last 20 years the ownership of SUVs, light trucks, and minivans has climbed. The average vehicle on American roads today is almost 20% heavier than in the 1980s.

For those that choose these classes of vehicle, how does selecting that vehicle in 4-wheel or all-wheel drive impact the environment? Source 2015 models www.fueleconomy.gov

Light trucks,

Chevrolet Silverado 2WD 5.3 L V8	Combined MPG 19
Chevrolet Silverado 4WD 5.3 L V8	Combined MPG 18
Chevrolet Silverado 2WD 4.3 L V6	Combined MPG 20
Chevrolet Silverado 4WD 4.3 L V6	Combined MPG 19

Small SUVs

Ford Escape FWD 2.0 L	Combined MPG 25
Ford Escape AWD 2.0 L	Combined MPG 23

Based on published statistics, two wheel drive vehicles are more efficient but perhaps not as much as you imagined. The environmentally preferable choice is not in the drivetrain but in considering a smaller class of vehicle that still meets your needs.

LEGAL

Third Quarter Status of Discipline

By Lt Col Brian C. Bowman

JA, 132d Wing



Below are the administrative actions served by commanders during the third quarter of CY 2015:

- ◆ Two Senior Airmen were administratively discharged for drug abuse.
- ◆ An Airman First Class received an entry level separation for failure to adapt.
- ◆ A Senior Master Sergeant received a Letter of Reprimand following a civilian conviction for OWI.
- ◆ An Airman First Class received a Letter of Reprimand following a civilian conviction for OWI.
- ◆ A Major received a Letter of Counseling for unacceptable performance and disobeying an order.
- ◆ A Staff Sergeant received a Letter of Reprimand for Fitness Test failure.
- ◆ A Master Sergeant, a Technical Sergeant, three Staff Sergeants, and an Airman First Class received Letters of Counseling for Fitness Test failure.

Riding on the Line

As we come closer to an end of another riding season, I wish to point out some things regarding 132nd motorcycle riders. Those who ride know the independent feeling of freedom and exhilaration it brings, but with that it also brings a greater responsibility. Remember, in or out of uniform, we are ambassadors to Iowa Air Guard. As riders, we should set the standards of safety – it doesn't matter if you are an Airman or SNCO, people are watching us. Those standards apply to us all – being a new Airman doesn't give you an excuse just like being a SNCO doesn't mean you're above the rules or laws. As a motorcycle safety rep, I am more tuned in to those riders who follow the rules; and those who wish to adhere to their own rules,



on or off base. Off base you are subject to Iowa law but coming on base you are subject to a different set of rules – it is your responsibility to know and follow those rules. On base, the minimum safety gear required includes: helmet/eye protection (windshield does not count as eye protection); long sleeve shirt/jacket and pants (abrasion resistant encouraged); abrasion resistant full-fingered gloves/mittens; and sturdy and over-the-ankle foot protection (NO tennis shoes). A little common sense goes a long way when selecting riding gear – all it takes is one spill to know the importance of protective gear. For off-base riding the rules are less restrictive and you are free to choose how you will follow them; and subject to any consequences of your decisions. Since speeding and losing control are big factors in motorcycle deaths; some may be interested to know, for Iowa: "A motorcycle or motorized bicycle shall not be operated between lanes of traffic or between adjacent lines or rows of vehicles. The operator of a motorcycle or motorized bicycle shall not overtake and pass in the same lane occupied by the vehicle being overtaken unless the vehicle being overtaken is a motorcycle or motorized bicycle." If I can prevent someone from getting in trouble, hurt, or killed; I have done my job. However, it is up to you how you will carry that out. Be the example for others, be safe, and enjoy the ride.

SMSgt Corey Wade

ISRG Motorcycle Safety Rep.

AFI 36-2903 Quick Reference List

3.1.2. Hair-Male. Tapered appearance on both sides and the back of the head, both with and without headgear. A block-cut is permitted with tapered appearance.

3.1.3. Hair-Female. If worn, hairpins, combs, headbands, elastic bands and barrettes must match the hair color.

3.1.3.1. The intent is for pinned-up hair to be styled in a manner that prevents loose ends from extending upward on the head. For example, when using a clip or hairpins, hair will not present the appearance of a "rooster tail" when hair is in a bun, all loose ends must be tucked in. Pony tail should not extend below the bottom of the collar (except while in the PTU).

3.1.3.3. Hair color, highlights, and frosting will not be faddish and will be natural looking hair color for human beings, similar to the individual's hair color.

3.2. Fingernails. If worn by females, nail polish will be a single color that does not distinctly contrast with the Airman's complexion, detract from the uniform, or be extreme colors (purple, cold, blue, black, fire engine red and florescent colors). White-tip French manicures are authorized.

5.1.8.1 The sleep shirt may be worn under the ABU coat. The sleep shirt will not be worn as an outer garment. The sleep shirt will not be visible under the ABU coat except at the neck.



6.3.2.1. Eyeglasses and sunglasses may have conservative ornamentation on non-prescription sunglasses or eyeglasses, frames may be black or brown material or gold or silver wire. Faddish styles and mirrored lenses are prohibited.

5.1.10. Cold weather accessories will only be worn when wearing authorized outer garments (Exception: gloves worn solely with ABUs).

6.3.4. Attaché Cases/Gym Bags/Back Packs/Handbags

6.3.4.2. Gym Bags. Gym bags will be solid dark-blue or black in color with matching stitching and carried in the left hand. When wearing ABUs, Airmen can also use olive drab, Air Force sage green or ABU patterned gym bags. Small logos are authorized.

6.3.4.3. Back Packs. Black back packs may be worn with any uniform combination. Only solid-color black backpacks will be worn with the blue uniform combinations. ABU-patterned back packs, olive drab and Air Force sage green may be worn with the ABU. Small logos are authorized. Airmen may wear a back pack on the **left shoulder or both shoulders**.

6.3.4.4. Handbags. Handbags for all uniform combinations will be solid black leather or vinyl without ornamentation. Handbags will not exceed 13(W) x 9(H) x 4 1/2 in bulk.

6.3.1.1. Earrings. Female Airmen may wear small (not exceeding 6 mm in diameter) spherical, conservative round white diamond, gold, white pearl, or silver earrings as a set with any uniform combination. Only one set of earrings are authorized to be worn in uniform and will be worn in the lower earlobes.

Salute to Life

C.W. Bill Young Department of Defense Marrow Donor Program

Every civilian, Airman, Soldier, Sailor and Marine understands the importance of blood donations. Blood donations are an important part of saving lives in today's world, but advancements in medical technology have changed the way we save lives, so have the requirements for donors.

The C.W. Bill Young Department of Defense Marrow Donor Recruitment and Research Program, also known as Salute to Life, works with military personnel, their dependents, DoD civilian employees, Reservists, Coast Guard and National Guard members to facilitate marrow and stem cell donations. Since their inception in 1991, they have recruited more than 800,000 individuals in the fight against blood cancer and other fatal diseases.



Each year, more than 12,000 individuals are diagnosed with a disease that requires a stem cell transplant (NMDP, 2013). Since 1991, Salute to Life has coordinated more than 6,000 marrow and stem cell donations. Key to the success of transplantation is the ability to “match” the Human Leukocyte Antigen (HLA) profiles of donor and recipient – aligning the types as closely as possible so that the recipient's immune system does not recognize the donor's cells as foreign invaders and attack. Matches are more likely found among family members, but approximately 70% of people in need of transplant are unable to find an appropriate match within their families and require an unrelated donor (NMDP, 2013).

So how can you help? You can join the national registry of volunteer donors. It is a simple process you can do in about 5 minutes at home or in your office. You will receive a packet from Salute to Life that will include four swab packets, an envelope with instructions and a general health questionnaire. Take an oral swab sample according to the directions, fill out information, place in envelope and return to your Salute for Life representative. That's it. You will be placed in a national registry and when a patient or recipient requires a stem cell transplant you will be contacted to begin full matching.

Whether you are donating blood or bone marrow, it is a truly selfless act that is both thrilling to experience and awe-inspiring to witness. The gifts of hope and health given by donors affect their recipients' entire lives. Marrow donors are heroes of the highest order.

The Chiefs Group is sponsoring a Marrow Donor Drive and will have a table set up during November's Frequent Deployer Processing. Please stop by and check out the information and see how you can help. If you have questions contact CMSgt Jim Holwegner@261-8375 or james.m.holwegner.mil@mail.mil

Air Force Symbol Meaning

We see it on tie tacks, PT gear, recruiting paraphernalia and even in commercials. It is the eye catching symbol of our Air Force. Do you really know what the symbol means? In our "Little Brown Book" it states in all Three Enlisted Force Structure Tiers that we should, "Know and understand the Air Force Symbol".

The U.S. Air Force symbol honors the heritage of our past and represents the promise of our future. It retains the core elements of our Air Corps heritage -- the "Arnold" wings and star with circle -- and modernizes them to reflect our air and space force of today and tomorrow.

The symbol has two main parts. In the upper half, the stylized wings represent the stripes of our strength -- the enlisted men and women of our force. They are drawn with great angularity to emphasize our swiftness and power, and they are divided into six sections which represent our distinctive capabilities -- air and space superiority, global attack, rapid global mobility, precision engagement, information superiority, and agile combat support.

In the lower half are a sphere, a star and three diamonds. The sphere within the star represents the globe. It reminds us of our obligation to secure our nation's freedom with Global Vigilance, Reach and Power. The globe also reminds us of our challenge as an expeditionary force to respond rapidly to crises and to provide decisive aerospace power, worldwide.

The area surrounding the sphere takes the shape of a star. The star has many meanings. Its five points represent the components of our nation's air and space force. The rallying symbol in all our wars, the star also represents our officer corps, central to our combat leadership.

The star is framed with three diamonds, which represent our core values -- integrity first, service before self and excellence in all we do. The elements come together to form one symbol that presents two powerful images -- at once it is an eagle, the emblem of our nation, Total Force and family -- our active duty, civilians, Guard, Reserve and retirees. The star symbolizes space as the high ground of our and a medal, representing valor in service to our nation.

I encourage you to go out to the below link as they have a series of five posters representing the interpretation of the Air Force Symbol. Print them off and post them in your area and help renew our Commitment to the Profession of Arms!

http://www.trademark.af.mil/factsheets/factsheet_print.asp?fsID=13404&page=1



FITNESS

The Principal Financial Group 5k + Kids Run

The DSM IMT Marathon leadership has come to the Iowa National Guard to offer up a special for an Iowa Air and Army National Guard flight, along with a couple of other flights to include a 14 and younger flight and a High School flight. Details are below:



Iowa National Guard Special:

The Principal Financial Group 5K + Kids Run

Date: Saturday, October 17, 2015

Iowa National Guard Retirees or Active/Inactive Members in the same household save \$5 per Kid Run participant. Also, \$25 for any retiree or active member of the National Guard; Select your category on step 2.

****This special is good through 10/16 at 6:00 PM US/Central.****

Please visit the DSM Marathon website to register ([link](#)).

Neither the Air Force nor the 132d Wing endorses the product(s) or organizational entity at the above hyperlink destination. The Air Force and the 132d Wing do not exercise any responsibility or oversight of the content at said destination. This is a non-Air Force and non-132d Wing sponsored event/article/advertisement.

PEOPLE

Promotions

MSgt	Kalar, Tina	1-Oct-15
SSgt	Bartlett, Andrea R	1-Oct-15



Moving In

Maj	Jennings, Scott	DTOC	31-Aug-15
MSgt	Hanson, Erik L.	CES	1-Aug-15
SSgt	Smith, Michael S.	DTOC	4-Sep-15
SrA	Botsford, Josiah	ISRG	19-Sep-15
SrA	Hamilton, Jacob	ISGR	27-Sep-15
A1C	Davis, Ryan	ISRG	1-Sep-15
AB	McDonald, Dalton	ISRG	28-Sep-15

Moving On

TSgt	SURBER, RAYMOND	CES	22-Sep-15
------	-----------------	-----	-----------

The Airman's Creed:

*I am an American Airman.
I am a Warrior.
I have answered my Nation's call.*

*I am an American Airman.
My mission is to Fly, Fight, and Win.
I am faithful to a proud heritage,
A tradition of honor,
And a legacy of valor.*

*I am an American Airman.
Guardian of freedom and justice,
My Nation's sword and shield,
Its Sentry and avenger.
I defend my Country with my life.*

*I am an American Airman,
Wingman, Leader, Warrior.
I will never leave an Airman behind,
I will never falter,
And I will not fail.*



Members that have achieved a 90% or above on their CDC/PME test:

MSgt Lennie Ross
SSgt Tanner Klinge
A1C Dawn Dawson
A1C John Todsén
A1C Isaac Schwab
A1C Matthew Umphleet

Congratulations!



25 September 2015

The end of another training year is winding down, and I would like to thank each and every one of you for your efforts towards our success. The dedication and support each of you contribute to ensure the Iowa National Guard is mission ready continues to make our team one of the strongest in the nation.

We have continued to provide the best possible service to our warriors and execute our programs in the best interests of our Soldiers and Airmen within a fiscally constrained environment. We have maintained our focus on the core missions while ensuring we advance the readiness of our units. The participation and support of the 2nd Brigade during their rotation to the Joint Readiness Training Center was an outstanding example. There were over 2,600 Soldiers who participated or supported this mission. The 132nd Wing is "initial" operational in two of their new missions: Remote Piloted Aircraft (RPA) and Intelligence Surveillance Reconnaissance (ISR), and will be fully mission capable to support state and federal requirements when construction is complete. These challenges were truly a successful team effort creating a model for those that follow-on.

The Home Base Iowa Program continues to grow as more of our Iowa cities and towns join to become a Home Base Iowa community. Within this effort is the opportunity for those veterans to become citizen Soldiers with the Iowa National Guard as the "Service of Choice" offering more job options than any other branch of service. Our State Partnership Program with Kosovo continues to mature and develop supporting "The Whole of Iowa for the Whole of Kosovo." I appreciate all of you as well as your Families who have volunteered to support this mission.

As always, together we will continue to face the challenges that await us. The Iowa National Guard team is one of professionalism, pride, tactical proficiency, and fitness. We will continue to execute our missions with dedication, strength, motivation, and strong leadership. Please remember to take care of yourself and your family.

Thank you for a job well done!

Sincerely,

Timothy E. Orr
Major General, Iowa National Guard
The Adjutant General

"WARRIOR READY"

6th Annual

TRUNK OR TREAT!

For Military Families



OCTOBER 24TH

1:00-4:00 PM

**FREEDOM
CENTER (S70)**

**PARKING LOT
CAMP DODGE, IA**

EMPLOYER DAY AT THE WING

What: Employer Day at the Wing

Date: 16 October 2015

Time: 8:00 AM - 12:00PM

Location: 132d Wing

3100 McKinley Avenue

Des Moines, Iowa ([map](#))

**Thanks for what you do, and please help us thank your employer
for what they do for us each and every day!**

Colonel Kevin Heer, members of the unit and Employer Support of the Guard and Reserve (ESGR) invite you to participate in an Employer Day event at the Air National Guard 132d Wing in Des Moines.

In addition to the support we get from our families, our employers share in the burdens that we leave as we train and execute our missions. We need to take the time to recognize them for this invaluable contribution to our team.

Colonel Heer and his staff will provide an opportunity for your employer to become acquainted with the new mission requirements, how they affect them as the employer and how they affect you as the military employee. This will include an overview of 4 primary components: Intelligence Surveillance and Reconnaissance, Operations, Cyber Operations, and Mission Support. There will also be a review of training requirements and what deployments look like in today's new environment. We would love to have them here for a few hours to learn more about what we do, what they really mean to our mission success, and to answer all questions and concerns they have.

Refreshments and lunch will be provided at no cost. Courtesy of ESGR.

Please register using the attached [registration form](#) to reserve your seat for the event. The registration form will provide for base access, venues and meals, as well as opportunities for formal recognition through the ESGR. You can also find the forms in your orderly room.

If you would like to recognize your employer during this event, let us know so we can coordinate the award submission and presentation (see above).



We All Serve...