

# AFTERBURNER

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**Commander's Corner**  
Page 2

**TSP Deployment**  
Page 4

**Mental Health Awareness**  
Page 6

# AFTERBURNER

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## Command Chief

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### Cover Photograph



Members of the California Air National Guard's 144th Fighter Wing wore purple for Purple Up Day on Friday, April 26, 2019 as a visible way to show support and thank military children for their strength and sacrifices. (Air National Guard photo by Master Sgt. Charles Vaughn)

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## Commander's Comments

Col. Jeremiah Cruz

144th Fighter Wing Commander



## Eat the Tadpole

A squadron commander once told me solving problems is a lot like eating a Bullfrog. To paraphrase; If life has forced you to eat a live Bullfrog, recommend you chow down while it's still just a tadpole. As commanders and supervisors, we are responsible for safeguarding the morale of our unit and ensuring the successful execution of our Wing's mission. A large part of safeguarding morale includes assisting our Airmen with the problems they face. Below are nine Bullfrog eating techniques I've learned during my career that may also prove helpful to you.

- **Listen:** Some problems can be solved just by listening, my Wife taught me this lesson years ago. When someone brings you a problem, do more listening than talking. By listening, you will secure far more valuable information and you may uncover the root-cause of their problem sooner. Also, consider bringing someone else in to listen with you. Take good notes. Begin the documentation process now.
- **Expectation Management Up-Front:** Tell them up front what your plan is, what you think the timeline will be, and what the possible outcomes are. Do not string them along, give false hope, or make promises you are not 100% sure can be kept. Setting expectations early better serves the Airman in the long run. If they are asking for the moon, now is the time to let them know they probably won't get the moon, but you still want to help in any way that is legal and within regulation. Again, document your discussions.
- **Help the Member:** Regardless of whether or not this person is telling the whole truth, it is their truth, and they took the time to come to you, therefore they probably need your help. You should feel honored your members trust you enough to ask for your help. Is there something, within regulation, that can be done for them now? Is there someone else they should also speak with? Remember to document what was done for the Airman, what you recommended, and follow up with them to ensure things are moving in a positive direction.
- **Ask What They Want:** Do not allow the Airman to walk away without finding out what they really wanted or needed from you. Ask them what they think success looks like in the end, then document their response. It is impossible to set goals and objectives without first having a vision for success.
- **Gather Data:** Remember, you have only heard one side of a multi-sided story. It is easy to become

(continued on pg. 3)

emotionally invested in the first version of the story you hear. Ask them who they have already spoken with and who they think you should speak with. Also, make sure to let them know that if they want your help, then you will need to speak with other experts about this issue. Confirm you have permission to use their name, if required, and document your actions.

**Utilize your Resources:**

Commanders and supervisors have a multitude of resources available, use them all. Trying to solve problems alone can easily overwhelm you and ultimately underwhelm the person you are trying to help. Give the Airmen the best support the Air National Guard has to give; this can only be done by utilizing all available resources. Remember to document who you spoke with, when you spoke, and what the results were. For example, "On 25 May 2019, I spoke with the SJA, Lt. Col. J. Judy, together, we concluded the best course of action for Airman K. D. Frog is to submit a memo addressed to the wing commander highlighting additional justification for retaining Airman Frog for at least one more year."

**Continuous Communication:** Never leave an Airmen in the dark, tadpoles grow quickest in muddy waters. Make sure to regularly communicate your actions and the progress

you've made. If you've tasked them with deliverables, encourage them to complete their part. Regular communication will also allow them to pass you valuable updates, changes, and new information you might not have learned otherwise.

**Closure:** Bring the issue to an end. Write the member a short MFR summarizing their issue, include a brief timeline, list every resource utilized, what you did, and what the final resolution of the issue was. Make sure to state somewhere in the MFR that this matter is closed or has been referred to the appropriate agency and you (the supervisor) will take no further action. This MFR will assist the member in summarizing their issue to other agencies and will also assist you when faced with similar problems in the future.

**Clean Your Plate:** Attack small problems before they become big ones. Consider yourself lucky if someone brings you a newly hatched tadpole to eat. Never forget, no matter how small a problem may seem at first, if left unresolved it could grow to frogzilla-like proportions and ultimately consume you or your organization. Eating the tadpole today saves everyone time in the long run and also clears your plate for whatever new dish gets served tomorrow.



# Chief's Corner

By Chief Master Sgt. Diana Foster  
144th Logistics Readiness Squadron



## Leading in the Air Force with Cultural Competency

Cultural competency is having awareness and being accepting of everyone's unique backgrounds and cultural differences. Culturally skilled individuals are aware of their own upbringing, biases, and stereotypes that shape their world view.

They have an understanding that in order to grow and develop as leaders within an organization they must put their own biases and stereotypes aside. These skills are not easily acquired and do require a high degree of reflection and self-assessment to become truly proficient. This process does not happen overnight; in fact, it is an ongoing process throughout one's lifetime.

As the Air Force's cultural diversity continues to grow, we as leaders we must educate ourselves, so we can effectively communicate with our Airmen. Acknowledging that we were not all born with the same privileges, from the same cultural backgrounds or the same socio-economic status is part of the process of being culturally competent.

All want to be treated equally and given the same opportunities regardless of color, gender, religion, sexual preference, etc. Restricting our members based on differences limits team cohesion and individual development.

Cultural competence is one of my priorities because as a leader I want to know my Airmen. Their identity is so much more than their military career.

An Airman's identity is their personal attributes/qualities, cultural background and life experiences. This is what makes them unique and contributes to the whole Airmen concept. It is motivating to hear about the obstacles and struggles Airmen had to overcome to accomplish their goals.

An effective leader views Airmen as individuals and is interested in their overall development. Understanding self-awareness and cultural differences is knowledge that translates into action, allowing us to communicate and work effectively.



Senior Airman Funk, a maintainer from 144th Maintenance Squadron carries a ladder after performing maintenance at the Fresno Air National Guard Base March 11, 2019. In the background, F-15 Eagles from the 144th Fighter Wing and the 159th Fighter Wing prepare to fly to Kunsan Air Base, Republic of Korea as part of a U.S. Pacific Command Theater Security Package, March 11, 2019. (Air National Guard photos by Master Sgt. Charles Vaughn)

## 2019 Airmen of the First Quarter

Please join us in congratulating our outstanding Airmen of the Quarter for the first quarter of 2019!

Senior Airman Samantha Bourbon  
Comptroller Flight

Technical Sgt. Brandon Johnston  
Fighter Wing Headquarters

Senior Master Sgt. Chris Miles  
Aircraft Maintenance Squadron

Capt. Johnathan Pavan  
Operations Group

Lt. Col. Kees Allamandola  
Operations Group



The U.S. Indo-Pacific Command has the largest geographic area of responsibility of the U.S. Combatant Commands. With allies and partners, USINDOPACOM is committed to enhancing stability in the Asia-Pacific region.

## 144th FW Continues Deployed Mission in the Pacific for TSP

By Capt. Jason Sanchez

FRESNO AIR NATIONAL GUARD BASE, Calif.— Over 225 Airmen and a dozen F-15C Eagles from California Air National Guard's 144th Fighter Wing and Louisiana Air National Guard's 159th Fighter Wing continue their deployed mission in the Pacific, supporting the U.S. Indo-Pacific Command Theater Security Package. They departed from the Fresno Air National Guard Base March 11, 2019.

For the duration of the deployment, the 144th FW will conduct training alongside our Pacific allies and partners to strengthen interoperability and to demonstrate U.S. commitment to the region as a whole. Soon, the TSP will participate in Exercise Diamond Storm 2019 in Australia. The exercise is lead by the Royal Australian Air Force and focuses on tactical counter air operations for their pilots. Multiple Airframes from the U.S. Military and the RAAF will participate in the large scale exercise.

# May is Mental Health Awareness Month

By Dr. Stephanie Grant, Director of Psychological Health

May is Mental Health Awareness Month and a great time of year to bring awareness to mental health issues and available resources. Mental health affects all of us. It has a big influence on our thoughts, feelings, and actions. Creating a culture where seeking help is brave will reduce stigma and increase resilience. Paying attention to early warning signs in our own lives and with our fellow wingman is essential to maintaining a ready force.

Is your friend going through a tough time? Everybody experiences mental health issues in different ways. Some common signs of distress may include not acting like they normally do, talking about feelings of hopelessness, a loss of interest in the things they used to enjoy, being more reckless, or isolating from family and friends.

Talking to your friend about mental health can be scary— but reaching out when you're feeling down or when you see a friend struggling can make a huge difference. Don't know what to say? Sometimes mental health discussions can be awkward. Try one of these opening lines to get the conversation started:

- Maybe it's me, but I was wondering if you are all right?
- I've noticed you've been down lately. What's going on?
- Hey, we haven't talked in a while. How are you?
- Seems like you haven't been yourself lately. What's up?
- I know you are going through some stuff; I'm here for you.

You do not need to be an expert. Just be a friend. It's hard to know what to say to someone who is struggling with depression, anxiety, or another mental health issues. These tips should make it easier to talk about mental health.

- Keep it casual
- Relax: think of it as a chat, not a therapy session
- Listen up and let them take the lead
- Avoid offering advice or trying to fix their problems
- Make yourself available
- Be the friend they can rely on

Don't give up! Maybe the first attempt didn't go so well or maybe they just weren't ready to talk. Show your friend that you're there for them no matter what. Stay available and keep checking in. There are many resource specialists here at the Wing available to provide support, including the DPH, Chaplain, Family Readiness Program manager, and SARC. Working together we can foster a culture where seeking help is brave and wingman do not suffer alone!



courtesy photo

## Airman Runs in Boston Marathon

U.S. Air Force Technical Sgt. Matthew Klundt, 144th Security Forces Squadron specialist, competed in the 123rd Boston Marathon as a member of the Air Force team in the team competition, April 15, 2019. He finished at two hours, 49 minutes 19 seconds and placed 1,024th overall out of 26,632 participants, 798th out of 5,089 for his age group, and 960th out of 14,662 men.



**SUNDAY, MAY 5, 2019**

10:00 A.M. - 2:00 P.M.  
5323 E. McKinley Ave, Fresno

The California Air National Guards 144th Maintenance Group will be hosting a Career and Job fair for individuals interested in being part of something bigger, making a difference, and serving their local community.

Come and apply for the opportunities we have to offer aspiring individuals within our mechanical and technical fields at the 144th Maintenance Group's Career and Job Fair. Please contact our Recruiting office to attend as space is limited.

**For More Information or to Join Our Team  
Contact 144th Fighter Wing's Recruiting Office at  
(559) 454-5286 or text (559) 392-4748.**

Check us out on the web at <http://www.144fw.af.mil/Resources/Careers/> on Facebook at <https://www.facebook.com/144thFighterWing>

**June 3, 2019**

Monday

Grizzly Golf Association's

## GRIZZLY GOLF CLASSIC

Morongo Golf Club at Tukwet Canyon  
36211 Champions Drive  
Beaumont, CA 92223  
(951) 845-0014

Online Registration Opens: March 1st  
Registration Deadline: May 31st

[www.GrizzlyGolf.org](http://www.GrizzlyGolf.org)

Contacts: [info@grizzlygolf.org](mailto:info@grizzlygolf.org)  
Ryan Williams (909) 553-0356  
Kristy Williams (951) 318-9493  
Jim Blucher (951) 318-9469  
Mike Lenahan (951) 312-8859

In addition to providing Family Support to March ARB, we proudly partner with other non-profit veteran support organizations to give back to those who served.

VETERANS  
SUPPORTING  
VETERANS

June 3, 2019

## GRIZZLY GOLF CLASSIC

### SCHEDULE

08:00 AM Check-in & Breakfast  
08:45 AM Range Opens  
08:45 AM Putting Contest  
10:00 AM Shotgun Start  
4:30 PM Dinner/Awards Banquet

### COST

**HONOR** level sponsor\* \$1500.00  
**COURAGE** level sponsor\* \$1000.00  
**COMMITMENT** level sponsor \$500.00

\*Sponsors include sponsorship level recognition and tournament foursome package

Foursome \$400.00  
Single \$100.00  
Team Super Ticket\*\* \$40.00

\*\*Includes all of the following for your team

Closest to Pin & Long Drive \$5.00  
Putting Contest \$5.00  
Mulligans (2) \$5.00

Closest to Pin, Long Drive, and other contest fees can be collected at registration

The Grizzly Golf Association is a 501(c)(3) organization founded by volunteer members of the 163rd and has been part of the Inland Empire community since 1946. 100% of contributions go directly to the cause, as we are an all-volunteer organization. EIN 20-0960837

# Upcoming Events & Announcements

## Legal

Legal assistance is available on UTA weekends at the following times:

- Walk-ins available Sun. 9 a.m. to 11 a.m.
- Article 137 held in the Chapel at Sat. 3 p.m.
- Deploying before next UTA? - Come in anytime
- For Power of Attorney assistance, see Master Sgt. Garcia, Mon. thru Fri. 7 a.m. to 4:30 p.m.
- Call 454-5153 ahead of time to ensure someone is available
- Visit our website for your "Ticket Number" to bring with you at: <https://aflegalassistance.law.af.mil/lass/lass.html>

## Customer Service

### DEERS/ ID Cards

- Mon. thru Fri. 8 a.m. to 11 a.m., Walk in Hours
- Mon. thru Fri. 11:30 a.m. to 3:30 p.m., Appointments Only
- UTA Saturday: 12:30 p.m. to 3 p.m.
- UTA Sunday: 8 a.m. to 11 a.m. and 12 p.m. to 3 p.m.
- Note: ID card actions over UTA weekends are limited to wing members only. The Friday before every UTA we offer walk-ins from 8 a.m. to 11 a.m. and 11:30 a.m. to 3:30 p.m. for wing members and their dependents.

### Reenlistments, Extensions, Separations

- Mon., Tue., Thu. and Fri: 8:30 a.m. to 11 a.m. and 12 p.m. to 3 p.m. and Wed 1 p.m. to 3:30 p.m.
- To schedule ID card appointments visit RAPIDS at: <https://rapids-appointments.dmdc.osd.mil/appointment/building.aspx?BuildingId=605>
- Please direct any questions to Customer Service at 454-5274

## Airman and Family Readiness

- Please let your family and friends know that the 144th Airman and Family Readiness Office is here for them upon your absence! If there is anything they need or have questions about, please refer them to our office.
- Ms. Dorene Vierra, 144th Fighter Wing Airman and Family Readiness: Work: (559) 454-5383 Cell: (559) 530-7807. Please call me any time!
- For after hours assistance, contact the Command Post: (559) 454-5155. They are an important contact to relay information to commanders, chaplains or anyone else in the Wing.

## Medical Group

### UTA Weekends Hours:

- Saturdays: 6 a.m. to 6:45 a.m. for physical training exemptions
- Sundays: 8 a.m. to 12 p.m. for due or overdue PHA items

### Customer Service Hours:

- Mon., Tue., Thu. and Fri: 9 a.m. to 11 a.m. and 1 p.m. to 3 p.m.

### Provider Schedule and Audiograms:

- Tue. 8 a.m. to 11 a.m.
- Thur. 1 p.m. to 4 p.m.
- By appointment only
- MGD Appointment Line: (559) 454-5247
- Closed every Wednesday

## Public Affairs Shared Image Drive

- Images taken by Public Affairs are now available on base through a shared drive. Any one interested in these images can map your base computer to \\144fw-fs-v7\publicmedia.

## Other

- Sat., May 4, Enlisted Mock Board, 3 p.m. at the dining facility
- Sun., May 5, Enlisted All Call, 3 p.m., at the Pavilion

## The Rising Six Council Presents:



## An Enlisted Mock Board

Saturday, May 4, 2019 at 1500 in the DFAC



## UTA Menu

Dining Facility open 11 a.m. to 12:30 p.m.  
Meals are \$5.60 for AGR, officers, and members on orders.

### Saturday

Potato with bacon soup, BBQ ribs, baked chicken quarters, rice pilaf, mashed potatoes, zucchini, mixed vegetables, chicken gravy, dinner rolls

Short Line: Hamburger, turkey burger, tater tots, onion rings, pizza, salad bar, chocolate chip cookies, lemon meringue pie, watermelon, grapes

### Sunday

Menudo, chicken enchiladas casserole, chili verde, refried beans, mexican rice, corn-on-the-cob, fiesta blend vegetables, flour tortillas

Short Line: Four tortillas, chili verde, carne asada, mexican rice, corn-on-the-cob, refried beans, salad bar, macaroni salad, churros, parfaits, watermelon, grapes

# IT'S OK TO SAY "NO"

By Lt. Col. David Jaurique, 144TH Mission Support Group



Preparing for our Midpoint in September 2019 comes with many questions. Are we on track to lock and validate our Self-Inspection Checklists? Are we following the 144 FW Business Rules? Have we replaced outdated documentation with current products or procedures? WOW, so much to do in 4 months! I have had the honor to review the Mission Support Groups SAC's over the last month and have found that personnel are afraid to say "NO" when answering questions. Why? Here are some of the comments: "I will get in trouble if I'm not doing my job," "we don't have the manning," "we don't have the funding," "it's not our job, and "we are waiting on AF or NGB to tell us what to do."


While we focus on our mission, we must ensure we are following the Directives, AFI's and Procedures sent to us from AF and NGB. These is were Management Internal

Control Toolset (MICT) can help you achieve the Wing Commanders goals and ensure we are using the Unit Self-Assessment Program (USAP). How? By answering the questions truthfully and providing solid procedures to accomplish your mission. Remember, MICT is just one part of the puzzle in ensuring your squadron is prepared for the midpoint and capstone.

## HOW TO CREATE OBSERVATIONS

An observation must be created for all answers assessed No/Non-Comply during the Self-Assessment process. To create an observations User must be a Checklist POC assigned to the applicable checklist, assigned as an Observations POC or have the necessary administrative permissions.

User can create multiple observations against a single item, or against an entire checklist. Closed observations will attach to the assessment that they are closed against and will change the score to Yes if they are the last observation against the item. If there are multiple observations against an item, the score of the item will stay No until the final observation is closed.

From an assessment select an item in non-compliance and click on  icon to view assessment questions in which a non-compliance item exists. During the scoring process if an answer is No, a generated statement by the system notifies User that an observation must be created.

Below the Action column, the  icon will appear within the row of the non-compliance item. Clicking the icon

directs User to the Manage Observations page.






Enter the applicable information in the corresponding text boxes associated to the non-compliance item.

Enter required data indicated by red asterisks into the Description, Reference, and Paragraph text boxes. Include Observation Comments, Corrective Action Plan, Observation Level, Observation Cause Code and Suspense Date. Once all required areas are completed and any of the optional areas as applicable, click Save.

## NOTE

Do not enter any classified information on the observations page.

Click Return to be redirected to the Manage Related Self Assessments page.

Notice that under the Action column, the  is now a . The number indicates how many observations exist. The color of the icon indicates if the observations are closed, open or include both. Once complete, scroll down to bottom of page and click Lock for Validation button. Confirmation message generates. User will see the previous  icon now has an image of a lock next to it . Click on  icon, and on refreshed screen click Validate button (pending User has permission to validate assigned checklist). Confirmation message generates.

Now you have the tools to create an observation, don't be afraid! NO is good!



# AFTERBURNER



## Mission Statement

Federal Mission - The 144th Fighter Wing is to provide Air Superiority in support of worldwide joint operations as well as Air Defense of the United States. Additionally, the Wing provides agile combat support, and intelligence, surveillance and reconnaissance to combatant commanders around the globe. The Wing also provides a variety of homeland defense capabilities to U.S. NORTHCOM.

State Mission - The 144th Fighter Wing provides a variety of Defense Support of Civil Authorities (DSCA) capabilities to the Governor of California. Primary contributions include Ready manpower, reconnaissance assets, response to chemical, biological and radiological attacks, security, medical, civil engineering and command and control.



Congratulations to Cali Montellano, daughter of Capt. Max Montellano, 144th Civil Engineering Squadron, who recently won the Month of the Military Child essay writing contest for age group 7-12 for the state of California. Her essay was about cleaning up oceans and stopping the use of plastics, and won first place out of all Air and Army child entries in her age category in the state of California. (Air National Guard photo by: Master Sgt. Charles Vaughn)

## Top 3 Priorities

1. BE READY TO DEPLOY AT A MOMENT'S NOTICE.

All 144th Fighter Wing Airmen will be combat ready whenever the Combatant Commander calls or a deployment tasking is assigned.

2. BE READY TO PERFORM OUR STATE MISSION.

All Airmen must be ready when the Governor calls and needs the support of the 144th Fighter Wing.

3. CONTINUE ALERT OPERATIONS.

We have a 24/7/365 alert mission -- we must flawlessly continue to execute that mission.