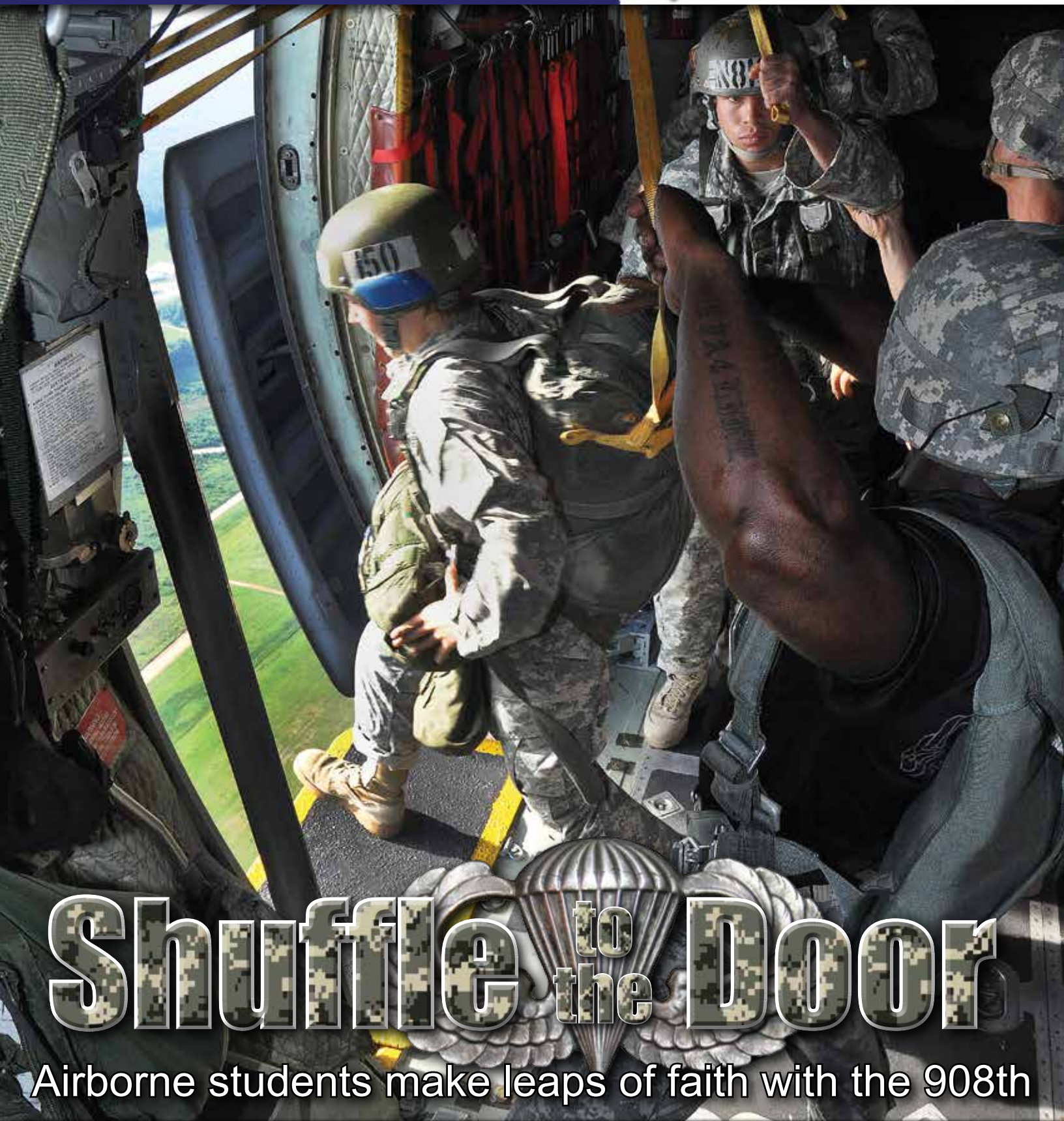


SOUTHERN FLYER



Shuffle to the DOOR

Airborne students make leaps of faith with the 908th

SOUTHERN
FLYER

Vol. 51 Issue 11
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Kindergarten: Success basics

We all learned in kindergarten the basic elements of successful teamwork:

Treat others how you would like to be treated, take turns and share. Yep, that simple. During our entire educational journeys, elementary, middle and high school, we've been subliminally programmed to be successful teammates and contribute to something bigger than ourselves. For each of us, that something bigger is the team we've all volunteered to be a part of, the United States Air Force.

The ingredients of any successful team aren't found in some fancy book, or quotes from a motivational speaker. They were introduced in kindergarten and we exercise them daily. These basic teamwork principles were evident during my recent deployment to the AOR. For six months I was the deputy commander for the 379th Expeditionary Maintenance Group. This group was comprised of more than 1,100 maintainers, from 87 different units across the Reserve, Guard and active duty. With that, many people from vastly

different units and backgrounds, trying to execute the Air Tasking Order was no small feat, but the successes couldn't

be understated. It wasn't the leadership, a small group of superstars, the best equipment or even ideal conditions that made it successful.

It was the kindergarten basics of teamwork that were the core of success. Treating everyone with respect and a zero tolerance

for anything less was pivotal. Taking turns to split the workload in the searing

120-degree-plus heat on the flightline was critical. Those recognized for their outstanding achievements were always quick to share their accolades with their teammates.

You don't have to deploy to be part of a successful team, nor do you have to go back to kindergarten to experience these principles. Our very own wing exemplifies them. Look to 2015 and catapult to a successful CAPSTONE inspection in January, where our execution of these principles will be on full display as we, like we always do, show the command and the entire Air Force, what a successful team looks like in the 908th AW! Kindergarten basics, they're all we need!



LT. COL. JAMES HARTLE
Deputy Commander, 908th MXG

A MOMENT WITH THE
CHAPLAIN

CH. (LT. COL.) LANCE HOGGATT

Fellow Citizen Airmen, have you noticed that every commander's call and mandatory briefing covers the topic of resilience at some point? Resilience is not just the latest buzz word, but a vital element of mission readiness.

Each of us encounter work stress, relationship issues, tragic loss, or financial set-backs. These impact not only physical and emotional health, but also mission effectiveness.

But have you considered that November and Thanksgiving Day are opportunities to look at resilience from another perspective? The background of Thanksgiving is connected to tragedies the Pilgrims experienced. For example, of the original 102 Mayflower passengers, only 53 survived to enjoy the first Thanksgiving celebration.

Similarly, Governor John Winthrop officially declared the first Thanksgiving celebration on July 8, 1630, only a week after his son had drowned. Despite living this parent's nightmare, his resilience led him to value the importance of Thanksgiving spent with family and friends. What tragedies are you experiencing today?

The Psalmist said, "the Lord is my strength and shield. I trust him with all my heart. He helps me, and my heart is filled with joy. I burst out in songs of thanksgiving."

Citizen Airmen, let us be resilient by offering thanksgiving to our God.



BAH: Don't be late!

Dec. 31 is deadline for application/recertification

By Debbie Smith
908th Finance

Summer is coming to a close and so is the deadline for getting your Basic Housing Allowance (BAH) recertified. We all know that over Unit Training Assembly weekends, our focus on mission readiness takes the forefront of our thoughts and actions.

However, readiness also includes you, the individual Airman and your family. This includes making sure you are applying/recertifying for all the entitlements you and your family qualify to receive.

Air Force-level finance dictates all military personnel receiving BAH at the "with-dependent" rate must recertify their dependents no later than Dec. 31. To assist you with this, please ensure you have the original documentation pertaining to the primary dependent with you — i.e., marriage certificates, birth certificates, etc. — for finance personnel to validate. Failure to recertify prior to the deadline will result in your BAH being changed to the "without-depen-

dent" rate on Jan. 1, 2015 and you will not be paid retroactively once the certification window has passed. So don't delay on the recertification.

Ensure that you continue to receive the correct BAH entitlement prior to the deadline and give yourself the financial peace of mind that allows you to focus on other mission-critical needs during the UTA.

As always, your financial management office is here to assist you with any questions should they arise.

The BAH is getting media attention. A number of Army soldiers are now caught up in fraudulent marriages. As a result, they face potential administrative and punitive actions, or even dishonorable discharge and prison time.

This is why BAH entitlements are a hot topic in the military due to the fraud that has been disclosed over the last few years. If you have changed your marital status you need to come to the Military Pay Office in Bldg. 1056, Room 207, and report these changes.

SOUTHERN FLYER

COVER PHOTO:

A U.S. Army Airborne School student prepares to make a jump from a 908th Airlift Wing C-130. The wing assists the Fort Benning, Ga. school by providing mission-critical airlift.



U.S. Air Force Photo/
Tech. Sgt. Jay Ponder

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We solicit articles, drawings and photographs and reserve the right to edit materials to conform to "Southern Flyer" editorial policies. Because of the printing and mail-out schedule the newspaper goes to press on Friday, two weeks prior to the unit training assembly.

The submission deadline for articles or information is the Monday two weeks prior to the UTA. Send inquiries and submissions to 908AW/PA, 401 W. Maxwell Blvd., Maxwell AFB, AL 36112 or e-mail them to 908aw.pa@maxwell.af.mil. Our phone number is (334) 953-6804 or DSN 493-6804; our fax number is (334) 953-2202 or DSN 493-2202. For information about this schedule, call this office at (334) 953-7874.

SECURITY FORCES' FAMILY FEUD

Squadron members, teams utilize non-lethal paint rounds ... on each other

By TSgt Wesley Carnes
908th SFS

Anyone can aim down the sights and shoot at a fixed-paper target 40 meters away. However, it becomes much more difficult when the targets are fellow airmen acting as hostile adversaries.

During the October UTA, the men and women of the 908th Security Forces Squadron went to the M203 grenade launcher firing range for "a little fun." Once a year, SFS members are afforded the opportunity of taking a little aggression out on one other with the use of their weapons, accompanied with — if precisely aimed — very painful Simunitions (non-lethal training rounds).

"This is the most realistic training available to SFS at this time," said Technical Sgt. Donahue. "If you make a mistake, you feel it and you push through. If you don't push through, you continue feeling those tiny projectiles slamming against your body until you get it right. And eventually, you will get it right."

These training scenarios, implemented by SNCOs and NCOs, help to prepare Airmen for real-world situations they might face one day.

Simunitions are a type of training round used by all branches of the military for exercise purposes. Traveling at an impressive 325 feet per second, the round's paint-filled projectile tip leaves a luminous mark when it collides with another object. Simunitions are capable of being fired by every small-arm weapon in the United



A member of the 908th SFS engages a target downrange.

States Air Force arsenal.

Because there is a risk of injury when utilizing Simunitions, Airmen wear the proper personal protective equipment to cover the head, face, throat, chest, hands and groin areas. All other body parts are fair game!

These rounds come in extremely handy while SF units fulfill the annually required Shoot, Move, and Communicate (SMC) course.

The course was implemented across the Air Force in March of 2010 in a crawl-walk-run format. It starts with dry firing weapons while communicating and conducting team movements, then members fire as individuals on the move. Next, members move as a team and engage targets down range.

Finally, using team tactics, members attempt to accurately and efficiently engage targets that are returning fire.

"Through the use of Simunition rounds, members are provided realistic training where they must move and communicate as a team while engaging targets," said Master Sgt. Christopher Foote. "It replaces the old sustainment firing where SF members would shoot live ammunition on the range. The course provides members with the chance to fire while moving — much like we would in real-world situations — as opposed to laying down on a line and firing from a static position."

During the intense simunition training, the brothers and sisters of the 908th SFS family took on the appearance of other fueding families, the Hatfield's and McCoy's. But the abrupt interruption in unit camaraderie was short-lived. At the end of the day, the SFS family was back together joking, laughing, and comparing the day's trophies — the size of each other's welts.



Senior Airmen Cody James and Justin Sasser are observed and instructed by Technical Sgt. Kevin Cole.

By Gene H. Hughes
908th AW Public Affairs

From delivering beneficial flies to much-needed supplies, from Puerto Rico to Pakistan, the 908th Airlift Wing has assisted with numerous humanitarian relief operations around the world during the past 50-plus years.

Recently, the Airmen of the 25th Aerial Port Squadron wrote another chapter in that history, assisting in palletizing cargo bound for Central America, collected by Global Impact, a nonprofit international humanitarian relief organization based in Prattville.

Global Impact regularly sends shipments to impoverished areas where missionaries are serving overseas, such as the recent shipment to an orphanage in Puerta Lempira, located on the Mosquito Coast in northeastern Honduras.

"Global Impact helped collect desperately needed items from individual donations and from other relief organizations, like Christian Service Mission," said Angie Hayden of Global Impact. "Currently there are over \$30,000 worth of aid supplies (medical supplies, hospital bedding, children's shoes, etc) on its way to Honduras thanks to the men and women of our amazing Air Force."

When this type of help is needed, the Airmen of 25th APS receives the request from the Denton program manager and contacts the user.

"We then receive the cargo, check it and palletize it for shipment on a military aircraft," said Chief Master Sgt. Harold Whited. "We take care of all the paperwork, weighing, marking load plans, staging and loading. This shipment, consisting of medical and school supplies, was made up of four pallets weighing 6,400 pounds."

Once the cargo arrived and was palletized, Hayden was given the opportunity to come out to Maxwell and meet some of the men there as they loaded the shipment.

"I was so impressed with Chief Master Sergeant Whited and his men," she said. "Not only were they professional, welcoming to me personally and eager to help, but many asked questions about our organization and showed a sincere caring and interest in what we do. I could not have been more proud and grateful of our servicemen and women."

"This is a two-fold plus for the 25th," Whited said. "We have the opportunity to handle and process cargo as well as do something that will better a third-world country."

In addition to sending humanitarian relief to missionaries all over the world, Global Impact also serves at a local level, including delivering juice and snacks to an Autaugaville school which didn't have the necessary funds. They also keep an emergency response trailer ready for natural disaster relief.

Port Dawgs' Global Impact

APS Airmen pack shipment for Central American orphanage



Above, 908th Airmen load a C-130 with humanitarian supplies, ultimately bound for Honduras. Below, Staff Sgt. Gary Broaden gives ground guidance to fork lift driver Tech. Sgt. Jason Martin.



Providing a much-needed lift

908th a valuable mission partner for U.S. Army's Airborne School

The following is the first in a two-part series on the 908th's support of the U.S. Army Airborne School.

By Tech. Sgt. Jay Ponder
908th AW Public Affairs

LAWSON AIRFIELD, FORT BENNING, Ga. -- The U.S. Army Airborne students lined up behind the C-130 Hercules, its four engines running, and marched into the prop blast, up the ramp and into the plane. Their three-week course was almost over; five jumps and finally, graduation.

But without a ride, soldiers and sailors in the airborne course can't graduate, and often that's where the 908th Airlift Wing comes in.

The 908th works closely with the Airborne School at Fort Benning, Ga., coordinating airdrops of student classes, which can tally between 300 to 450 students.

"We've always had a great relationship with the 908th," said Lt. Col. Korey E. Brown, who presides over the school and is battalion commander for the 1st Battalion, 507th Parachute Infantry Regiment. "Every time they come here,



Mission Commander Capt. Don Huber, right, briefs aircrew on the coming airdrop mission while airborne instructors look on.



An Airborne instructor briefs the 908th aircrews on safety, procedures and conditions.

they always pull their share — and more — of the tasks. Their timing is also very critical to us to get our young paratroopers through the training, and to their airborne assignment, on-time. So the 908th is a critical piece of that."

Providing airlift support for the school, attended by members of all services, is one of the missions undertaken by the 357th Airlift Squadron, explained Chief Master Sgt. James Rickels, loadmaster superintendent.

"Anyone who jumps has to go here, Army, Navy, Air Force or Marine. A class may not only be Army, but consist of Air Force Pararescuers or combat controllers," he said, "If you're in the military and you jump out of an airplane, you'll go here."

The three-week basic course trains paratroopers in order to provide the United States military with members capable of conducting airborne operations. Every student is a volunteer and can be from any branch of service.

The course consists of academics,

Airborne students make their way up the ramp into the C-130 prepared to begin their cycle of five jumps leading up to graduation.



A Marine student receives last-minute details from an Army Airborne School instructor.

physical activity and practicing various phases of jumping. It all culminates in the third, or 'jump week', where students make their five jumps to receive the coveted jump wings.

"When we see them, they're getting onto the airplane to jump out," said Capt. Donald Huber, the 357th Airlift Squadron's mission commander on this particular evolution.

The airborne students are not the only ones benefiting from the 908th's participation. Aircrews get to hone their skills as well.

"It's good for us, especially for a young Airman because it's a lot of repetition," said Lt. Col. Craig W. Drescher, deputy commander of the 908th Operations Group. "My first experience in a C-130 was with this unit so I went over there and did it over and over, so the light bulbs came on because of the repetition."

Huber said the experience is even more beneficial for the aircrew because

the drop zone is so close to the airfield.

"We take off and in a matter of minutes, the doors are open and we're dropping troopers out of the back," he said. "It's a very fast-paced mission. You take off, drop the guys, land, pick up more. It's a unique experience for the aircrew in that you're running a lot of checklists, doing things happening really, really fast. There's nothing boring about it."

Captain Bryan Powell, who's flown the airborne mission several times, said flying the airborne students is one of the most important missions for the 908th and that he is always excited to have the opportunity to be part of it.

"We do this mission on a monthly basis, so to be asked continually to always come back is huge," he said. "Everyone is incredibly good at what they do. We come here, take care of business, have fun at the end of the day, we always end up on top."

"The 908th has been great support," said Lt. Col. Korey E. Brown, who presides over the school and is battalion commander for the 1st Battalion, 507th Parachute Infantry Regiment. "There have been many air wings that support us, but when the 908th lands, we're always happy to see them!"



Staff Sgt. Ricky 'Bobby' Davis prepares to open the jump door as the C-130 approaches the drop zone.

Safety: Monkey business and human error

By Lt. Col. Travis Zimmer
908th Safety Office

In last month's installment, we covered psychologist James Reason's "Swiss Cheese" model to understand how most accidents can be traced to human error. In every safety investigation, we investigate unsafe acts as well as latent (existing but lying dormant until circumstances are suitable for manifestation) conditions or failures that lead to mishaps.

Let's consider one of the more common areas where investigations have found latent human factor failures – Organizational Culture. This is found to be a factor when explicit or implicit actions, statements, or attitudes set a culture that allows an environment where unsafe demands or pressures exist. I can't count how many times during our investigations I have heard the phrase, "That is how we

have always done it around here". That attitude reminds me of another famous psychologist named Harry Harlow and his experiment using monkeys to explain the creation of organizational culture.

In Harlow's experiment, five monkeys were put into a regular monkeys' cage, with a banana hanging from the roof of the cage (outside the reach of the monkeys). The researcher then put up a step ladder enabling the monkeys to reach the banana. Whenever one of the monkeys attempted to climb and reach for the banana, ALL monkeys were sprayed with freezing ice cold water. After a few attempts, they all learned the association between reaching for the banana and the group collec-

tive punishment of being sprayed with freezing ice cold water. From then on, none of the five monkeys tried to reach for the banana anymore. There was no need for the water treatment from that point on.

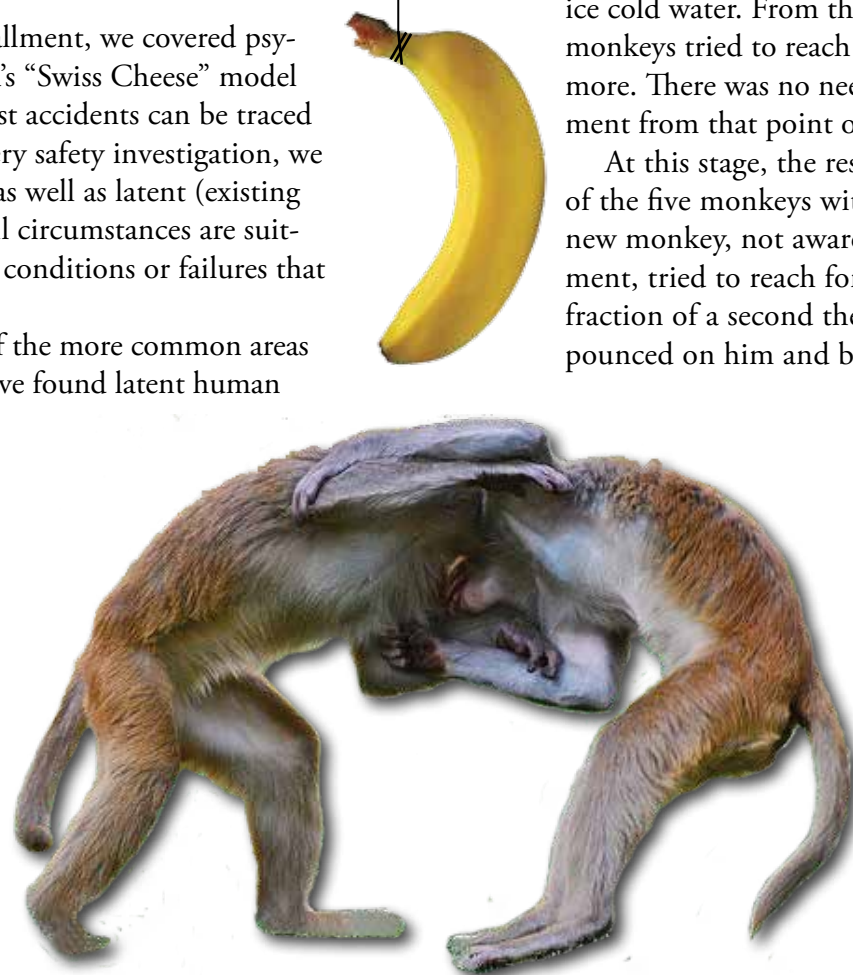
At this stage, the researcher replaced one of the five monkeys with a new monkey. The new monkey, not aware of the icy water treatment, tried to reach for the banana. Within a fraction of a second the other four monkeys pounced on him and beat the hell out of him

– again and again, until he stopped and did not try anymore. Note, that icy water treatment was not used anymore. The same process was repeated; one of the four monkeys who experienced the original icy water treatment was replaced by a new one, and again all the monkeys beat the new monkey to submission.

Finally, the cage was populated by five monkeys of whom none have experienced the icy water treatment. The experimenter then introduced a

new monkey to the cage. When this monkey tried to reach for the banana, all five monkeys jumped on him and beat the hell out of him. None of these monkeys knew about the collective punishment of icy water, none knew why they are not allowed to get the banana, but somewhere along the way they learned that reaching for the banana is not allowed. They become the guardians of this rule without knowing its purpose.

Food for thought: Swiss Cheese to bananas.



"Analysis indicates that human error is identified as a causal factor in 80-90 percent of mishaps, and is present but not causal in another 50-60 percent of all mishaps, and is therefore the single greatest mishap hazard. Yet, simply writing off mishaps to 'operator error,' (or dismissing high accident potential conditions as something we just have to live with), is a simplistic, if not naïve, approach to mishap causation and hazard identification. Mishaps are the end result of a myriad of latent, failures or conditions that precede active failures." -- *DoD HFACS Guide*

Not another @\$# checklist!

Let's check how checkers are checking your checks

By Master Sgt. Sean Kassebaum
908th AES/IGI

It seems every time I turn around, the evil Unit Self-Assessment Program Monitor (SAPM) is hovering behind me, badgering me to run my checklists! Or, worse yet, assigning a new checklist that needs to be run ... yesterday! I am too busy to waste time doing a checklist in the Manager's Internal Control Toolset (the REALLY evil MICT).

Why do we have to do these checklists anyway?

I am so glad you asked! The Air Force is changing the way we do inspections. Air Force Instruction 90-201, The Air Force Inspection System (March 2014) is the first big change to the system since 1947, and it is a really BIG change. This AFI lays out the groundwork for the new concept of "self-reporting." I highly encourage everyone to read all 261 pages of this document. You should read it several times to truly grasp all of the new ideas.

OK. You should really stop laughing. I know you probably won't read it, so let me break it down for you.

You're out there doing the job. The checklists are a guide to help you police your area in respect to all of the compliance directives (60,000+ and counting) the Air Force requires. The Unit Self-Assessment Program Monitor (SAPM) will sometimes sit with you and verify that you are doing all of the items on the checklist. They are there to inform your Commander that your program really is running the way you say it does.

Every so often, someone from the wing will come in and check to see if the SAPM is doing their job to help you. These people are members of the Wing Inspection Team (WIT).

Every two years, folks from the Air Force Inspection Agency (AFIA) Inspector General (IG) office visit to see how well WITs are checking to see how well the SAPMs are checking to see how well you are checking your area.

For many decades those of us "in the trenches" have been saying we know how to do our jobs. We know what is and what isn't working. The MICT is the way we tell the Air Force how well we are doing. We are writing our own report card! The SAPMs, WITs, and IG inspectors are simply confirming that our report card is correct.

It's going to take all of us to ensure we have the best unit, squadron, group, and wing, but that is not possible without the help of each and every one of us. So get out there and make a difference!



Significant others invited to join Key Spouse program

When most spouses and family members hear the phrase "Key Spouse Program," their first reaction is to think of another phrase – "Run Forrest! Run!" We know, as we've heard from a number of former Key Spouses just how difficult it is. Overworked. Underappreciated. Isolated. These are the very principles Key Spouses hope to overcome for their fellow spouses and families. That's why we are revamping, revitalizing, reforming the program and we invite you to join us.

As a Key Spouse, you will help bring families together during times of deployments and TDYs by providing personal, peer-to-peer support. Don't worry, we'll train you how to do this (and there is a one-time training session you can do in-person or online). We'll learn about the various programs, events and other resources available during periods of separation, and also how to be there for each other and to support our Air Force family – together.

So join us! This program is entirely made up of volunteers – and we'd love you to be one. Our first training is Sunday Dec. 7, from 8 a.m. to noon at the Active Duty Airman and Family Readiness Center, located at 55 S. Mitchell St., Bldg. 677. Reserve your slot with Senior Master Sgt. Roy at martha.roy@us.af.mil or call (334) 953-3873 if you have questions.

Childcare is being worked on at this time. If interested, please contact Roy with number of children and their ages.

This is our program and our time to support each other. We are so grateful to you – and look forward to meeting you personally.

See You There!

Elyse Willis,
Wing Commander Key Spouse Mentor
Cheryl Duke,
Chief Master Sergeant Key Spouse Mentor

BRIEFS

Wing to host awards dinner

The 908th is planning an awards banquet in March 2015 to honor all award winners over the last year. More details coming soon. The event will include a formal sit-down meal, award presentations, and social gathering. As soon as the CFC drive is complete, fundraising to keep the cost down will commence.

When: Saturday, Mar. 7, 2015.

Where: TBD

What (to wear): Mess Dress and civilian equivalent.

All 908th groups (Chief's group, 5/6ers, ACE, etc.) will be contacted for ideas soon. This is for everyone. Stand by for more details!!!

The POC is Chief Master Sgt. James Rickels, 357th AS Loadmaster Superintendent. He can be reached at 953-6477.

New to the 908th

Maj. Emory Dueitt, 357 AS
Senior Master Sgt. Alexander Pelaez, CES
Tech. Sgt. Todd Hines, CES
Staff Sgt. Darrin Seward, CES
Senior Airman Christopher Mathews, ASTS

Airman 1st Class Kyle Clark, AES
Airman Emily Bryant, AES
Airman Basic Jennifer Murphy, ASTS
Airman Basic Cameron Rosenhoover, ASTS

Preparing to Disembark

Lt. Col. Mark E. Harrison, 357 AS
Lt. Col. Robert D. Rosedt, ASTS
Capt. Steven D. Hardin, AES

Senior Master Sgt. Don J. Johnson, AES
Senior Master Sgt. Cathi D. Bradford, AW
Master Sgt. John B. Hughes, FSS

* The next Reserve Retirement Briefing is set to take place Dec. 6 at 9 a.m. at Building 903, the MSG Conference Room.*

MENTORING BREAKFAST

Sponsored by 908th CGO & HRDC

Date/Time: Sunday, December 7th 0830-0930
Location: Riverfront Inn Dining Facility
Cost: Enlisted Free/ Officers Approx. \$5 (Dependent on order)
Come Out and Enjoy Quality Mentorship From



Our Panel of Experts: various career fields/multiple ranks

Gaining Altitude



Master Sergeant



Kevin Summersil (PEP)
Angela Oden (PEP)
Christopher S. Moore (PEP)
Ralph L. Roy III (PEP)
Wendy J. Corbett
William J. Little

Technical Sergeant



Mark S. Hill (PEP)
Joseph A. Cates
Earl Dickerson II
Jon T. Feazell

Staff Sergeant



Robert E. Shufford
Dennis M. Williams

Senior Airman



Carl R. Cooper
Johnna R. Davenport
Zachary N. Gantt
Victoria L. Garnes
Rickney B. Hunter
Daniel P. Johnson
Ulysses S. Petty
Corinna M. Stoddard

Airman First Class



Soliel K. Albright
Marius L. Davis
Nicholas A. Johnson
Trevon D. Mingo
Justen T. Sims

908th Airlift Wing
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TO THE FAMILY OF:

Santa Claus will make his annual pre-Christmas visit to the 908th Airlift Wing on Saturday, Dec. 6, at 10 a.m.

Plan now to bring your children (and for some) grandchildren, out to see the jolly old elf, give him their Christmas wish lists and have their photo taken with him.

Since Santa's staff will be busy preparing toys for good girls and boys... a few local elves are needed. If you are willing to help Santa out for a couple of hours that morning, respond via e-mail at: 908aw.pa@maxwell.af.mil or by calling 953-6804.

Santa Claus is coming to town!

