

THE PRAIRIE GUARDIAN



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Newsletter of the 155th Air Refueling Wing

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Nebraska Air National Guard Civil Engineers Practice Contingency Operations at Silver Flag

By Airman 1st Class Mary Thach
Staff Writer

Sixty-four Airmen from the 155th Civil Engineering Squadron traveled to Silver Flag, a military training site near Tyndall Air Force Base, Fla., July 9 through 16 to train with newly developed engineering equipment and operate in a contingent environment.

Silver Flag allowed the members of the CES to perform combat support training during a four-day course with another day of bare-base construction with war scenarios. They also participated in classroom instruction directed

specifically toward services, personnel support for contingency operations and Civil Engineering career fields.

The CES is required to train at Silver Flag every 45 months to ensure operational readiness and keep Airmen current on their knowledge of operating the latest equipment.

“We go there to prepare to operate in a contingent environment,” Tech. Sgt. Sarah A. Bredthauer, non commissioned officer in charge of the simulated deployment. “It’s as close as we can get to contingency operations. We are the first ones there setting up tents, generators, reverse



Photo by Senior Airman James Lieth

Civil Engineer firefighters work to put out a fire of a simulated aircraft during Silver Flag training on July 13, 2011 at Tyndall AFB, Fla. The fires are started using jet fuel for an accurate representation of what fireman could face in a real-life situation.

osmosis water purification units, and plumbing.”

Generally, civil engineers arrive early in the building or maintaining of a base in a real-world deployment.

Their job is to ensure the base is functional, complete with latrines, showers, electricity, roads, pure

see **SILVER FLAG** on page 5

Welcome to Airshow Weekend

By Col. Richard J. Evans III
155th ARW Commander

Years of planning and lots of hard work are about to pay dividends as we host the 2011 Guardians of Freedom Airshow. As we prepare to execute what will surely be one of the more memorable events in the history of the Nebraska Air Guard, let me offer a few things for you to keep in mind.

The Nebraska Air Guard hosts an airshow only once every five years. Our last event in 2006 drew over 200,000 visitors to the area. We ex-

pect similar, if not higher levels of interest this year, primarily due to the event being held on the tenth anniversary of the 9/11 attacks and the Blue Angels headlining the airshow. Adding to the picture is the Nebraska vs. Fresno State home game scheduled for Saturday evening. Whenever you have that many people and lots going on, you can predict with certainty that not everything will go exactly as planned. For that reason job one for each of us is to keep things safe and secure. No matter your

function at the airshow, make sure that is first and foremost in your mind at all times.

Along with the safety and security of our members, property and guests; comes hospitality. This is our chance to show and tell what we in the Air Guard and the other military services do for our state and nation. As you engage with our guests, be courteous and helpful. There is no such thing see **COMMANDER** on page 2



COMMANDER on page 1

as a stupid question. Think before you answer a question and if you don't know the answer, try and find someone who does.

Another area I want to touch on is personal and organizational accountability. With a large public event like this, there is always the possibility of something bad happening. With thousands of guests to take care of, we cannot afford to lose accountability of our own members. Please follow the guidance on checking-in/out and the duties and instructions provided to you for your work location, function and hours (see page 6 for more info). Not only is your pay affected by this, but the success of the airshow hinges upon each of us performing well. So pay attention and follow instructions. If you have a question, ask it. If you have information, share it. I expect our commanders and Senior NCOs to lead by example and to ensure their organization and members are positioned with the information and resources required to safely execute their assigned duties.

Finally, I want to remind everyone why we do these events. While there is no doubt putting on an event of this magnitude is difficult and demanding, it's not for us. It's for our families, friends, retirees, supporters and community to enjoy. It's their rare opportunity to see what we do and what their tax dollars are paying for. So keep that in mind as you think about how hot it is out there or answer



a question about where the nearest restroom is. We are showing off and at that moment you are the focus of attention for those around you. Look and act sharp and leave everyone you come across more impressed

and informed than they were before they came to the airshow. If we can succeed with that, it will pay dividends for us for a long time to come.

I am really looking forward to another great airshow. Thanks to the entire team who has been working on this event since 2009. It's now time to put their superb planning into action to help us pull off an amazing event, on a special weekend for our nation. Please do your part and also remember to take care of your own needs while helping others. Also try and spend a little time relaxing and enjoying the airshow yourself. Encourage your

family and friends to join you at the Friday BBQ and for the weekend activities.

Safe mission accomplishment remains our goal and this weekend's mission is to put on the best airshow this community has ever seen. Now let's go do it!



Prairie Guardian

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Upcoming Events

September 5, 2011 - LABOR DAY
September 9, 2011 - Airshow BBQ
September 2011 UTA: 9-12 Airshow Weekend
October 2011 UTA: 1 and 2
October 10, 2011 - COLUMBUS DAY
November 11, 2011 - VETERANS DAY
November 2011 UTA: 19 and 20
November 24, 2011 - THANKSGIVING
December 2011 UTA: 3 and 4 Unit Holiday Party
December 25, 2011 - CHRISTMAS
December 31, 2011 - NEW YEARS EVE



Senior Master Sgt. Scott Tontegode

Safety News

Mission First - Safety Always



Lt. Col. Jeff Briere

Air Show Safety

By Lt. Col. Jeff Briere
155 Air Refueling Wing Safety Office

With an expected attendance of 250,000 or more people coming to our base, we are about to host one of the greatest and most memorable events in Nebraska ANG history. While we expect the Blue Angels and other high-performance acts to leave our audience awe struck and proud to be an American, as members of the 155th, we are the heart of this air show and have to be prepared for every contingency.

Whatever task/job we are assigned, we are all Ambassador's of the Nebraska ANG. It is up to us to be gracious hosts to our guests and leave them with a favorable impression of our unit. So, as we rapidly approach the air show, I would like to take a few minutes to review some safety thoughts with everyone.

A quarter of a million pairs of eye's watching the sky and not where they are walking. Be on the lookout for tripping hazards, sharp corners and pointy metal rods (Pitot tubes to tent stakes). Either fix the problem on the spot, or identify the problem to show control so they can dispatch someone there who can fix

the problem. Bleachers and lawn chairs are not for standing on, kindly ask our guests to sit thus helping us keep everyone's visit here safe.

Trash. Everything from burger wrappers to water bottles are a hazard to jet engines. Prop wash can cause small items to be blown into your eyes. If you see FOD, pick it up and dispose of it properly. If there is a significant problem, notify show control.

Sunburns, heat exhaustion and dehydration. Pre-apply sunscreen, drink plenty of water, and seek shade or air conditioned areas if you start to feel over-heated. Watch our guests and direct them to the First Aid tent, a shaded hangar, or the appropriate concession stand for hydration. Bee and insect stings should be brought immediately to the First Aid tent.

Motorized vehicles. If you are one of the lucky one to be issued a vehicle, ensure that you are licensed and comfortable with the equipment you are operating. Drive at a slow, safe speed. Air show spectators are not watching out for you and your golf cart. Don't drive over power cords or close to aircraft.

These are just a few of the problems we can expect to encounter during air show, I'm sure there will be several I didn't mention. The most important point is to fix small problems on the spot, assist the crowd, and communicate with show control.

Nebraska National Guard members Brush up on Community Service

Annual Lincoln Paint-A-Thon gives National Guard members a chance to give back to the community

By Airman 1st Class Mary E. Thach
Staff Writer

Laughter filled the air as paint flowed from brushes and rollers onto the aged grey house. Painted fingers gripped and dipped their tools as more than a dozen volunteers from the Nebraska Army and Air National Guard surrounded the house with supplies while they prepped and painted the house.

The house belonged to World War II U.S. Navy Veteran, Norman Phillips and his wife Gloria of Lincoln, Neb., and was being painted Aug. 13 after it was selected by the Lincoln Action Program to be part of the Lincoln Paint-a-thon.

The Phillipses were thankful for the volunteers from the Nebraska National Guard, as they admired their freshly painted home.

"I was ecstatic, I didn't know what to think," said Gloria Phillips. "I knew we could not do this ourselves. Without you, we couldn't afford it."

The Lincoln Paint-a-thon, formerly known as Brush-Up Nebraska, is a non-profit organization that originated in Omaha, Neb., 23 years ago and was founded by Tom and Sheila Pettigrew. They started the program after gathering ideas from the Denver and Minneapolis Paint-a-thon programs then seeking out companies willing to sponsor the pro-



Photo by Airman 1st Class Mary Thach
Senior Airman Eva Dean applies paint to the back of the house during the Lincoln Paint-a-thon in Lincoln, Neb., on August 13, 2011. This year is Dean's first year to volunteer for the event.

See PAINT on page 4

PAINT from page 3

gram in different communities throughout Nebraska, Iowa, and South Dakota.

The Pettigrews said once the programs were established in communities, they handed over the responsibility of continuing the program to the surrounding towns and shifted their focus primarily onto the Lincoln and Omaha programs.

Their reason for starting Brush-Up Nebraska was to help low-income home owners who are disabled, over 60 years of age, or simply do not have the financial resources or physical ability to maintain and preserve their homes.

“It is a joy working with all of these people,” said Tom Pettigrew. “It’s a win-win situation. They love the young people, and the volunteer team can stand back and look at what they have done and see how good it is.”

Senior Airman Eva Dean, a knowledge operations manager at the 155th Air Refueling Wing’s Civil Engineering Squadron, said this was her first opportunity to participate in the Lincoln Paint-a-thon and felt everyone should volunteer to help the community at least once.

“It’s nice to do something for other people and I like to paint, so I’m enjoying it,” said Dean. “A coat of fresh paint

makes such a difference. It just makes their house look nicer.”

This is the fourth year Master Sgt. Sherri Bejvancesky, a knowledge operations manager at the 155th Operations Squadron, has participated in the Lincoln Paint-a-thon. She said volunteering is a great opportunity to get together with friends and family and get involved in helping the community. She also enjoys the ability to help get the Nebraska Air National Guard’s name into the public eye in a positive way.

Bejvancesky also brought her friend, Dawn Giles of Cedar Creek, Neb., to help paint the house. Giles said she vol-

unteers for Habitat for Humanity and decided this would be something fun to do with her friend.

“We were hanging out last night and Sherri told me about the Paint-a-thon she was helping with in the morning. I said I would go,” said Giles. “It’s all about helping each other.”

Army Sgt. 1st Class Pam Whisenhunt first participated in the Paint-a-thon in 1995. She said the day was beautiful, she met new people and enjoyed volunteering and helping the community.

“Find a cause that you feel good about and do it,” said Whisenhunt. “Painting is something anyone can do.”



Photo by Master Sgt. Vern Moore

Members from the Nebraska Air and Army National Guard paint a house during the National Paint-a-thon in Lincoln, Neb. on Aug. 13, 2011. The Paint-a-thon is a program through the Lincoln Action Program to assist disabled, elderly, or financially unstable homeowners to preserve their home with a fresh coat of paint.



Photo by Senior Airman James Lieth

Members of the Civil Engineer squadron prepare base material for compacting while demonstrating the proper procedures of digging up a damaged concrete slab and replacing it during a Silver Flag training exercise at Tyndall AFB, Fla. on July 12, 2011. The Civil Engineers are responsible for airfield maintenance so aircraft can safely take-off and land.

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water, air conditioning or heat, and many more modern conveniences to provide a comfortable environment for deployed troops. But their main priority is paramount for the mission.

“Our main priority is repairing the airfield, so if there is any kind of runway damage, that is our main priority before we bed down the base,” said Bredthauer.

If the training itself wasn’t difficult enough, the weather was a major challenge the entire week.

By the third day of training, so much rain had fallen that four tents housing the Airmen flooded forcing them to move to different living quarters. Along with the rain, heat and humidity were constant issues, but the Airmen continued their training, completed their classes, and learned new skills.

For many Airmen, this was their first trip to Silver Flag. Staff Sgt. Tyler Loos, a fireman from CES and first time traveler to Silver Flag said his favorite part of the training was working with live fires. The fires were started with jet fuel to be an accurate representation of what the firemen might deal with in a real-life situation.

Airman 1st Class Brandon J. Dejong, a member of the roads and grounds shop was also a first time participant and said he was prepared for the scenarios presented during the week because of the training the CES received in

November 2010, in North Dakota. Dejong was responsible for digging up and replacing a patch of concrete slab to demonstrate his ability to perform this task down range. He said he was glad to participate in the training because he was able to practice the detailed work his job requires.

According to Chief Master Sgt. Jeffrey A. Horne, fire chief in the CE Unit Control Center, team building among members of different units was the key for the training to be successful.

“One of the biggest challenges was trying to bring all of the firefighters from different bases together to make one team,” said Horne. “We had Guard, Reserve and active duty firefighters from four different bases.”

It didn’t take long for the units came together and successfully proved the mission came first.

“Silver Flag gave us the opportunity to practice our war skills at a location where there (were) no interruptions and we had the opportunity to train on equipment that we don’t currently have on base,” said Horne.

Horne said he was happy with the performance of the Airmen and pleased they were so highly motivated.

“They are performing well above standards,” he said. “Due to the ongoing deployment cycles, it is a must that Airmen are highly trained and ready to deploy.”

Air Show News and Notes

Check-In/Accountability Augmentee Duties and Responsibilities

DRESS AND APPEARANCE: Conform to AFI 36-2903. The ABU/BDU uniform will be the uniform of the day for the Air Show weekend. During the Air Show, hats are required to be worn except in the flightline area. You are permitted to take off your blouse ONLY in areas that are NOT interfacing with the public and only if you wear the tan Air Show T-shirt, or any other authorized AFI 36-2903 T-shirt. This means no pockets, no logos on the back of the shirt, except the 2011 Air Show T Shirt. If there is a logo on the front, it must be located on the upper left chest area and not exceed 5 inches in diameter.

On Monday, Sep. 12, ABU's and flightsuits will be the uniform of the day.

WHAT TO BRING: Bring your web belt and canteen or camel back, if applicable. Plan on bringing your own sunscreen and bug spray to protect yourself from the outside elements. If you work the early or late shift bring your safety reflective belt.

WHERE TO PARK: A military shuttle will be available to transport military personnel to the west side of the ramp. The bus stop is located on the east side of the Dining Hall. Buses will leave at the bottom of the hour starting at 0530 hours and return to the east side at the top of the hour. Personnel should plan on arriving at the bus stop 30-45 minutes prior to their scheduled shift time. The buses will run until all personnel have vacated the west ramp area. Military personnel may park in the general parking areas on the west side. No military parking will be designated and personnel must plan accordingly to ensure they report promptly for their assigned shift.

WHAT TO EXPECT: Shift starts - dependent upon functional area as indicated on the master manpower tab; Air Show core hours for Sept. 10 and 11, 2011 are 8 a.m. to 12:30 p.m. (A Shift) and noon to 6:30 p.m. (B Shift) Security Augmentees work 8 a.m. to 2:30 p.m. (A shift) and 2 p.m. to whenever traffic clears (B shift)

All military personnel reporting to the west ramp (Sept. 9 thru 11) are required to check in/out of the Danley Bldg. for accountability purposes. PERSCO will be available at 6 a.m. each duty day to check in personnel. If Airmen arrive/depart the west ramp multiple times, they are required to check in/out each time so that we have a more accurate depiction of who is/is not on the ramp in case of a major accident. PERSCO will provide units with rosters at the end of each duty day to reflect those individu-

als that reported for duty on the west ramp. Units will utilize that information to update their respective drill rosters for pay purposes. Personnel need to ensure they allow enough time for transportation to the west ramp, whether driving or taking the shuttle, and for in-processing to ensure that they can report to their assigned areas at their scheduled time.

Upon reporting for military in-check at the Danley Bldg., Airmen will sign an AF 79 and in

turn will be issued a meal ticket that they can exchange for a boxed lunch at the Danley Bldg. between the hours of 11 a.m. to 2 p.m. AGRs and Officers will be required to pay for the meals at the Danley Bldg. at the normal rate of \$4.25.

The Danley Bldg. will also be set up with tables and chairs so that Airmen will have a place to take a break, eat their lunch, get out of the sun, etc. There will also be bottled water available for augmentees/volunteers.

The bus schedule for the airshow will go as follows:

Friday & Monday	Saturday & Sunday
Sep 9 & 12	Sep 10 & 11
1030-1330	0600-0900
	1130-1430
	1600-1900

The buses will be running every half hour and will take approximately a half hour (depending on traffic) to get from the base to the west side so please have members plan accordingly. There will be 2 bus stops, one on the South side of the DFAC and the other at the Danley building at the end of the fence line.

Hot meals will be available at the DFAC on Friday, Sep. 9 and Monday, Sep. 12 from 11 a.m. to 1 p.m.

MAJOR INCIDENT PROCEDURES: In the case of a major incident, ambassadors will stay in their assigned areas. All other military members without a direct tasking will report to the Danley building for accountability and duty assignments. Listen to Air Show PA announcements or radio frequencies for any updates or changes.



NEW AIR FORCE LEGAL ASSISTANCE WEBSITE IS UP AND RUNNING

By: Maj Robert Schafer and
Master Sgt. Kristine Hoernemann (155th ARW/JA)

The Air Force Legal Assistance Website (<https://aflegalassistance.law.af.mil>) was conceived and developed to provide a means to expedite the process of obtaining various legal documents by active duty, reserve component, and retired military members, their family members, and others eligible for legal assistance through the military.

The website is a public World Wide Web portal that allows access by clients over unsecure networks without a CAC, allowing 24/7 access from home. Through the website, clients may review information in areas of law affecting military members, provide preliminary information for legal documents such as wills, living wills otherwise known as Advance Medical Directives, powers of attorney (POAs), as well as submit customer feedback about their legal office experience. The purposes of the website is to minimize the number of trips a client must make to a legal office to obtain common legal instruments, as well as reduce the amount of time a client must spend in a base legal office to obtain those instruments. The website is designed to be very user-friendly.

However, the website is *not* a substitute for competent legal advice from a designated judge advocate. Many clients who access the website will still need to discuss their situation with an Air Force legal assistance attorney. As a result, the website will not allow clients to print legal documents and they *must* visit their local legal office to execute and obtain legal documents.

HOW IT WORKS

Clients can visit <https://aflegalassistance.law.af.mil> and will arrive at the home page where they have the option to select either: (1) Legal Assistance Topics, (2) Legal Worksheets, or (3) Online Survey.

The Legal Assistance Topics: Includes various information papers, talking points, and links to outside sources of information for various areas of law of interest. *The*

information provided through this website is for educational and general information purposes only. Clients are strongly encouraged to make no legal decisions without first speaking to an attorney.

Legal Worksheets: Allows clients to enter information necessary to receive a POA, as well as complete standard Will and Advance Medical Directive questionnaires. The client will input their information in the appropriate online worksheet. Once all questions have been answered, the client will obtain a ticket number that the legal office personnel will use to access the data.

The client will have the ability to print out a summary of the answers, but will be unable to print the completed POA or other legal documents, ensuring the documents are reviewed by legal office personnel prior to execution. Clients can complete multiple requests for documents and will receive a *different* ticket number for each document. Clients may save their work and complete or edit their responses at a later date, but ***MUST RETAIN THEIR TICKET NUMBER. If the client loses their ticket number, they will have to resubmit their data. Ticket numbers and worksheet entries on the website will be automatically deleted 90-days after they are created.***

Online Survey: Online feedback survey with questions concerning wait time for appointments, quality of advice, and overall helpfulness.

WE'RE HERE TO HELP

While we highly encourage unit personnel and their families to utilize this efficient and time-saving tool, it is optional. Our primary mission is to have the 155th ARW prepared for its role in defending the nation and performing duties as assigned by the Governor of the state of Nebraska. Legal assistance is available to members on a walk-in basis on UTA Saturdays 1000-1200 and Sundays 0800-1200. Our telephone number is (402) 309-1122. We look forward to serving you!

News and Notes

Defense Travel System Starting Soon

The Defense Travel System will be implemented Nov. 1, 2011 for all National Guard personnel to include traditional guardsmen.

Your military pay order will still be completed in AROWS, but you will also complete a travel order and voucher in DTS rather than filing the paper travel voucher (DD 1351-2).

The first step in this process for you, the member, will be to complete your DTS self-registration. Below is a link to the instructions to assist you with your registration.

Link to a document '155 Self-Register Example'
<https://afkm.wpafb.af.mil/DocView.asp?DocID=10900184>.

Your options for training will be classroom instruction or computer based training (CBTs).

Registration is available at the following link:
<https://afkm.wpafb.af.mil/ASPs/Reg/RegisterSelect.asp?Filter=AN-FM-XF-03&Eve>

When registering in DTS, please ensure to include your financial institution (EFT) information and CSA (Controlled Spend Account) information. Many registrations are rejected if they do not contain this information.

The DTS CBTs are located at:

<https://www.defensetravel.dod.mil/Passport>

Each Squadron will have Organizational Defense Travel Administrators (ODTA) to assist you with any questions you have about DTS. Please ensure you know your ODTA and their phone number. We will send that list out as soon as the ODTAs are appointed.

When submitting travel vouchers, please provide the following: Travel voucher; signed by the member and reviewing official, all receipts, whether the member has a GTC or CSA card in the upper right corner, non-available slips, and all copies of orders (to include original and all amendments).

If you sign as a "Reviewing Official", please make sure to completely review the travel voucher and ensure the member has the required information attached/documented. That is YOUR responsibility as the Reviewing Official.

We want to provide the best possible customer service, but we spend a lot of time tracking down missing documentation or waiting for amendments on orders, which ultimately delays payments to individuals.

What's Cookin'...

FRIDAY MENU: Sliced Ham, *Savory Baked Chicken, Chicken/Turkey Gravy, Egg Noodles, Parsley Baked Potatoes, carrots, green beans w/mushrooms

FRIDAY SHORT: Hamburger, Cheeseburger, Garden burger, Grilled Cheese Sandwich, Hot Dogs, French Fries, Nachos

SATURDAY MENU: Services Made Sack Lunches 6" Hoagie Sub/assorted meats W/condiments, Assorted bag of chips, Potato or Pasta Salad, Fresh Fruit, Sports Drink/Water, Assorted Dessert, Napkin & Silverware

SUNDAY MENU: Blimpie Made Sack Lunches 6" Hoagie Sub/assorted meats, W/condiments, Assorted bag of chips, Potato or Pasta Salad, Fresh Fruit, Sports Drink/Water, Assorted Dessert, Napkin & Silverware

MONDAY MENU: *Baked Fish, Beef Stew, Chicken/Turkey Gravy, Mashed Potatoes, Steamed Rice, Corn, Broccoli, Cream of Mushroom Soup

MONDAY SHORT: PASTA BAR - Choice of Pasta, Choice of Sauce, Self Serve Pasta Toppings, Garlic Bread, Pizza, Nachos

Both Lines: Soups, Salads, Desserts, Fresh Fruit

The Dining Facility is open 11 a.m. to 1 p.m. Everyone using the facility must present a valid ID card.

SATURDAY AND SUNDAY MEALS SERVED ON THE WEST SIDE OF THE BASE AT THE AIR SHOW.

* Indicates Healthy Choice Item

First Five Forum



Effective Feedback and Why It's Important

The Air National Guard evaluation systems are designed to accurately appraise performance. Substantive, formal feedback is essential to the effectiveness of the evaluation systems. Performance evaluation systems are an integral part of mentoring and professional development. Performance feedback is designed to provide a realistic assessment of performance, career standing, future potential, and actions required to assist the ratee in reaching the next level of professional development. So what exactly is feedback?

Feedback is a form of communication. For our purpose, it is a formal communication between the rater (supervisor) and the ratee (subordinate) about military duties and responsibilities, written at regularly scheduled intervals. In general, feedback should explain duty performance requirements and responsibilities, establish expectations, and tell ratees if they are performing as expected. As with all other types of communication, to be effective, duty performance feedback must be clearly stated and received. Feedback forms (discussed in detail in chapters 2 and 3) help ensure private, face-to-face feedback sessions are beneficial to all enlisted personnel. However, scheduled feedback sessions do not take the place of day-to-day informal feedback (conversation), nor are they to be confused with formal counseling for problems that are more appropriately documented on records of counseling. Rather, the formal feedback session is to establish formal, private communication between ratees and their raters about expectations and actual performance. Why is this type of feedback necessary?

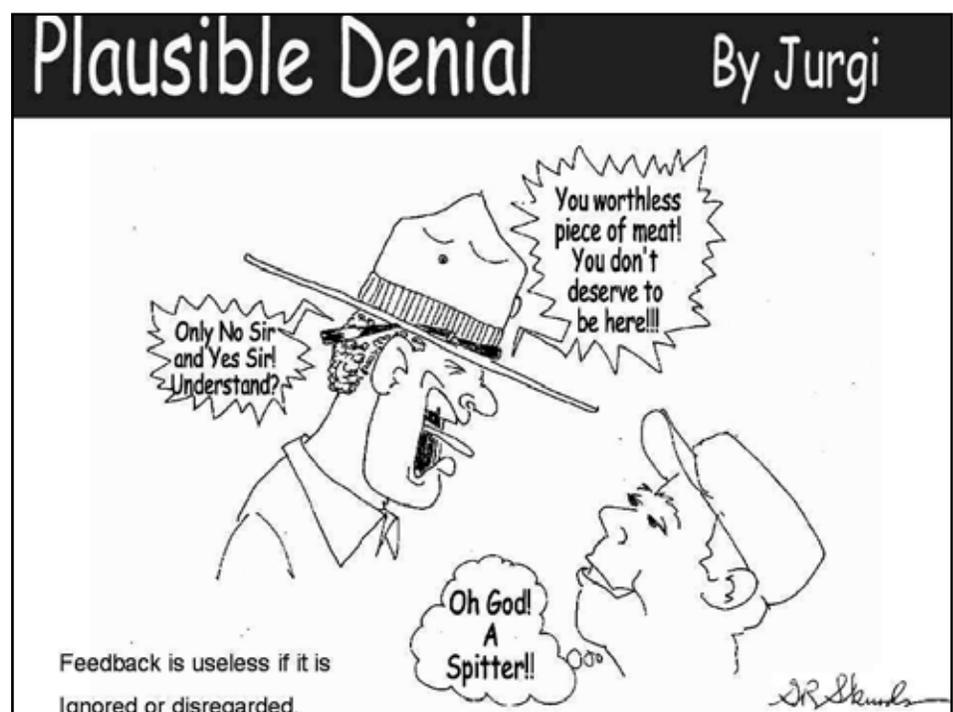
Quite simply, so people know what is expected of them and how they are performing. This information gives direction and also increases motivation. Airmen and NCOs generally perform better when raters explain what the requirements are, point out areas that need improvement, and keep them updated on their progress. Knowing what effective feedback is and why it is important, here are some tips to make it successful.

Ratees must first accept the rater before they can willingly accept feedback. The success of the rater does not rely on grade or position but the ability to develop ratee confidence in their competence, sincerity, and fairness before the feedback session. Perceptions and opinions should be pre-

sented as such, and not as facts. Feedback should be in terms of specific relevant behavior and not on generalities, the rater's attitudes, or personal feelings toward the individual. Feedback should be concerned with those areas over which a person can exercise some control. When feedback is mainly evaluative versus purely descriptive, feedback should be in terms of established criteria, probable outcomes, and means of improvement. While feedback is intended to disclose expectations, it should be based on accepted standards and needs of the Air National Guard versus mainly personal opinions, likes, dislikes, and biases. It is pointless unless a ratee benefits from it. Praise for the sake of praise has no value. It should motivate, build self-confidence, or reinforce top performance. Negative feedback that does not aid in improved performance or a higher level of performance should be omitted. Listen carefully, paraphrase what is heard to check perceptions and ask questions for clarification. Lastly, give feedback in a manner that communicates acceptance of the ratee as a worthwhile person.

In conclusion, effective feedback is a tool that supervisors can use to build a strong team and become a great leader. Feedback sessions are not effective unless you have first established common goals and tasks for each airman. Once that has been completed, consistent feedback is necessary, both positive and negative. Also, knowing why effective feedback is important can only motivate everyone to build and maintain a successful system in each unit.

Resources: My Development Plan located on the Air Force Portal and AFPAM 36-2627



ORGANIZATIONAL TRUST

I recently had a conversation with a coworker on organizational trust and the presence of it in the Nebraska Air National Guard. At first I laughed when they said "sometimes we are too busy being *busy bodies* to do effective work". But then it made me think, maybe there's some truth to this. After doing some research on the subject, this is what I found...trust is not a black-or-white issue. There are different types and degrees of trust. But the one common thread is ***trust in an organization is essential for success.***

Trust forms the foundation for effective communication, retention, motivation and contribution of discretionary energy, the extra effort that people voluntarily invest in work. I believe we must have three types of trust to be successful in our lives, including our workplace. After explaining each type of trust, I've included statements for you to think about and ask yourself and others in our unit.

Personal Trust – this is based on our faith in or reliance on a person's integrity. In the workplace, personal trust develops through shared experience, affiliation and bonding, as well as knowledge of what we believe about the other person's character.

This person is honest and ethical.
He will make good on his word.
She is basically well intentioned.



A
Chief Concern
State Command Chief



Barb Gossage

She will handle confidential information with care and discretion.

He will be straightforward about what he doesn't know.

Professional Trust – is when we rely on a person's competence in a specific subject area. In the military we commonly refer to them as SME's. Professional trust is developed by working with members who consistently demonstrate competence in their AFSC.

This person is an expert in their field.
Her knowledge is up-to-date.

He presents credible information to support his recommendations.

His expertise is applicable to our specific situation/mission.

Structural Trust – is when systems are created to compensate for a lack of a personal relationship or a lack of knowledge. In the military, I would consider our rank structure and positions of senior leadership within our organization as structural trust. People you may not know are in positions of authority and responsibility and it can be

difficult for you to trust them.

Given this member's role and responsibilities, they can offer comments or judgment untainted by their personal goals or interest.

They are in a position which makes it unlikely that they will spin or filter information.

I'd like you to think about your personal level of trust and the trust you have of your co-

workers and leaders. The common denominator in the three areas above is you. Ask yourself these questions:

What do I base my trust on?

Do people have to earn my trust?

Is trust like a bank account – when something happens you add or subtract a certain amount of trust? Is that really trust?

Under what circumstances do you downgrade or delete your trust of an individual or organization?

How different is your willingness to downgrade trust for people you know? People you don't know?

Trust is becoming a rare commodity in our world. The Air National Guard is changing at a rapid pace. We are in a fiscally constrained environment like we've never seen before. It is easy for us to mistrust when we are uncertain about things. I hope you trust your leadership and believe we have the best interest of the Nebraska Air National Guard at heart.

Catholic Mass



Catholic Mass will be held on Sunday, Sep. 11, 2011 at 7:15 a.m. in the Danley Bldg. and at 11:15 a.m. in the Family Programs Tent.

Mission Support Group needs 1st Sgt.



Mission Support Group is accepting applications for an E-7 1st Sgt. position. This position is at the group level. Applications will be due to Command Chief Clark by close of business October 7, 2011 with interviews planned for November 19-20, 2011.



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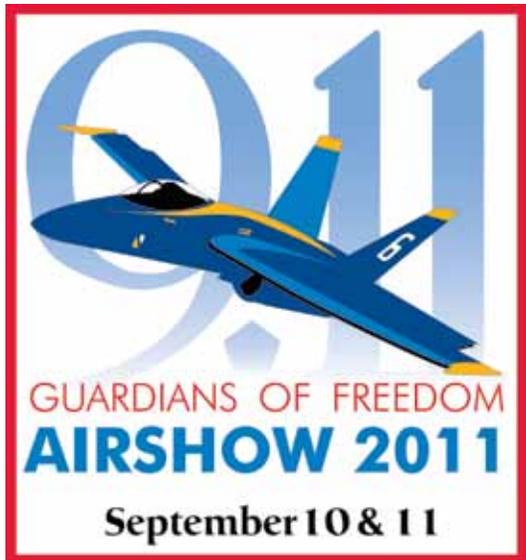
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NEBRASKA AIR NATIONAL GUARD VACANCIES

Career Field	Description	ASVAB	Rank	Squadron	Available	Additional Requirements
1C3X1	Command Post	A-55 & G-67	SSgt	ARW	2	Multiple, check classification
2A6X2	Aerospace Ground Equip	M-47 & E-28	SSgt	MXS	3	Normal CV
2A6X4	Aircraft Fuel Systems	M-47	SSgt	MXS	2	Normal CV
2A6X5	Hydraulics	M-56	SSgt	MXS	1	Normal CV
2F0X1	Fuels	M-47 & G-38	SSgt	LRS	1	Normal CV
3D1X4	Spectrum Operations	E-60	TSgt	CF	1	Must have a previous 3D0 AFSC
3E8X1	EOD	M-60 & G-64	TSgt	CES	2	Normal CV & DP

Congratulations and Welcome

ENLISTED PROMOTIONS

Master Sergeant

Joshua Robertson SFS

Technical Sergeant

Riki L. Foos Lynch 155CES, Frank J. Gagliano Jr 170OSS,
 Anthony Whitfield 170OSS,

Staff Sergeant

Kevin B. Zuver 155CES, Abby L. Ford 155FSS,
 Luis Zendejas-Garcia 155FSS

Senior Airman

Brandon Dejong 155CES

ENLISTMENTS

Tech. Sgt.

Michele Molstad ARS

Staff Sgt.

Patrick Lillis MDG, Kishan Ramadhin CES,
 Adam Tobias CES, Dustin Day OSF

Senior Airman

Daniel Maxwell CPTF, Lance Parra MXS, Kayla Lukert FSS
 Ryan Fling CES

Airman 1st Class

Brett Thorne MXS, Keegan Donahue OG

RETIREMENTS

Tech. Sgt. Jerry L. Derman, MDG