



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING, WI AIR NATIONAL GUARD







# NEWCOMERS' ORIENTATION BRIEFING

## COMMAND & LEADERSHIP TEAM



**Col Bart Van Roo**  
115 FW Commander



**CMSgt Brian Carroll**  
115 FW Command Chief



**SMSgt Sara Jensen**  
115 FW First Sergeant





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



## RECIPE FOR SUCCESS

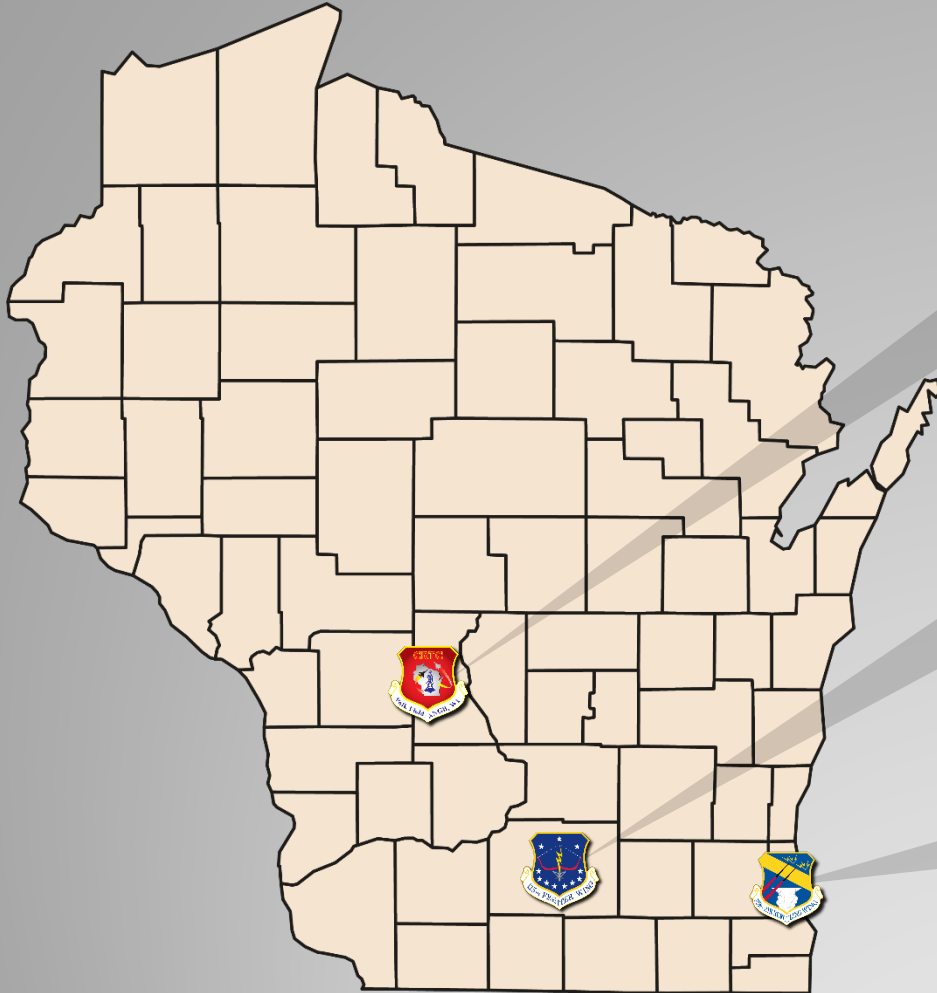
Teamwork +  
Commitment +  
Dedication +  
Excellence +  
Pride =

World Champions!



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



**Volk Field** - Camp Douglass, WI  
Combat Readiness Training Center  
128<sup>th</sup> Air Control Squadron  
Hardwood Range



**Truax Field** - Madison, WI  
115<sup>th</sup> Fighter Wing  
378<sup>th</sup> Fighter Squadron (USAF)



**Gen Mitchell Field** - Milwaukee, WI  
128<sup>th</sup> Air Refueling Wing





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



### MISSION & VISION STATEMENT

#### **Mission:**

- Deliver dominant combat airpower and provide agile support for domestic operations.

#### **Vision:**

- We will be the premier fighter wing.  
Outstanding Airmen who are trained, ready, and dedicated.





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



### 115TH FIGHTER WING MISSIONS

- Federal missions to execute USAF Core Functions
  - Global precision attack: AEF Aviation Package
  - Air superiority: AEF & ACA
  - Global integrated ISR: RC-26
  - Building partnerships: State Partnership Program
- State missions to respond to domestic emergencies by providing Defense Support of Civil Authorities
  - EOD (Explosive Ordnance Disposal): Support state/local bomb squads
  - DCRA Crash Rescue Services (Fire Department)
  - CERFP: Medical Element, FSRT (Fatality Recovery) & JISCC (Communications)
  - Counter-drug: RC-26 Incident Awareness Assessment operations
  - Personnel & equipment



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



### F-16C Fighting Falcon

- F-16C+ Block 30
- 18 Primary Aircraft Assigned
- Expected Service Life: 9000 hrs (2030+)
- Average Hours: 5800





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMANDER



### TEAMWORK

“The achievements of an organization are the results of the combined effort of each individual.”

~ *Coach Lombardi*

“Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.”

~ *Coach Lombardi*





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### COMMAND CHIEF RESPONSIBILITIES

- Senior Enlisted Advisor to the Wing Commander
- Personal career background
- Two-way liaison between the Wing Commander and the Enlisted Force - provide advice on enlisted issues and concerns
- Manage the First Sergeant Corps





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### U.S. AIR FORCE CORE VALUES

- May 1995 published
- Based on history - Accidents and poor decisions
- Integrity first - What are you doing when no one is watching?
- Service before self - What's in it for the organization vs. what's in it for me?  
Professional duties take precedence over personal desires.
- Excellence in all we do - The most important job for you is the one you have right now. Continuous improvement and innovation. Do your best!



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### PROFESSIONAL MILITARY EDUCATION (PME)

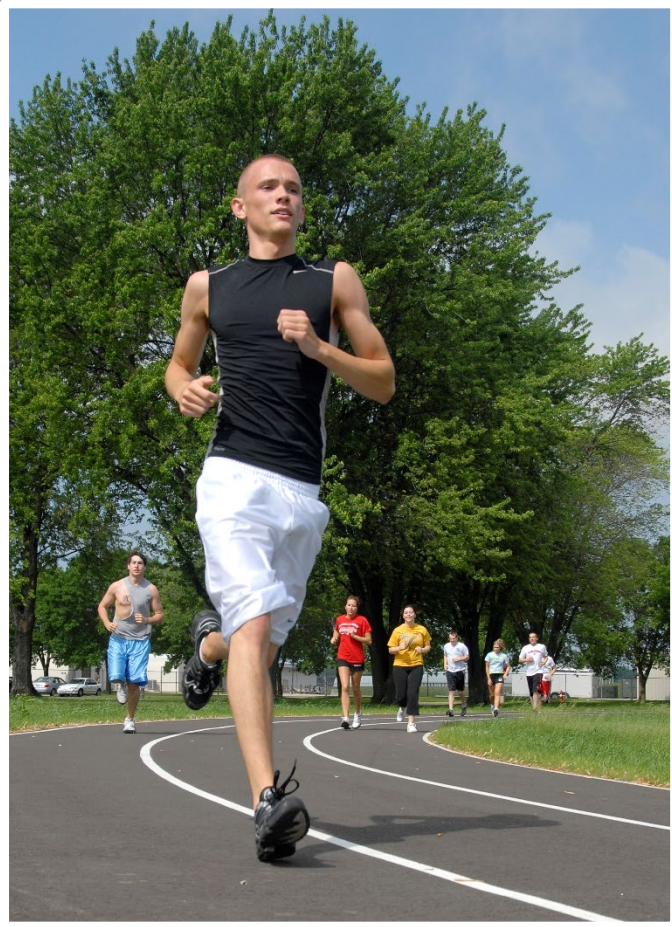
- **Airman Leadership School (ALS):** Development of leadership abilities, learning the profession of arms and effective communication - required for promotion to E-5
  - Distance learning, blended, or straight in residence
- **NCO Academy (NCOA):** Required for promotion to E-7
  - Distance learning
  - Intermediate Leadership Experience (ILE), DL is pre-requisite
- **Senior NCO Academy (SNCOA):** Required for promotion to E-8
  - Distance learning
  - Advanced Learning Experience (ALE), DL is pre-requisite
- Community College of the Air Force (CCAF) or equivalent civilian degree is required for promotion to SMSgt & CMSgt
- Ensure your military records reflect your civilian education





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### FITNESS

- Members are expected to maintain standards
- Supervisors will implement a course of action for members with substandard fitness.
- Fitness history will be considered for:
  - Promotion
  - Deployments
  - Career moves
- Excellence in all we do - Personal excellence and continuous improvement



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### ENLISTED COUNCILS

- Rising Six - E1 through E6 (RSD Sundays)
  - Top 3 - E7 through E9 (RSD Sundays)
  - First Sergeants
  - Chiefs
- 
- All councils are issue resolving and are linked to each other - attendance is highly encouraged





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## 115TH FIGHTER WING COMMAND CHIEF



### MILITARY MEMBERSHIPS

- As service members we cannot lobby congress!
- NCO Duties and responsibilities include memberships in local and national professional enlisted organizations.
- WNGEA - Wisconsin National Guard Enlisted Association
- AFSA - Air Force Sergeants' Association
- NCOA - NCO Association: Pays for school books - University of Phoenix
- AFA - Air Force Association
- American Legion
- VFW
- BENEFITS: *Tuition Assistance, Grants, Scholarships, Military Discounts, Insurance and Representation at the State and National level. Currently working on tax relief. Strength in numbers!*





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING COMMAND CHIEF



### What we as leaders owe you:

- Train and develop you as Airmen
- Your job (CDCs, OJT, etc)
- Your profession (PME)
- Recognize your achievements and your contributions
- Assure you have the resources available to be successful personally and professionally
- Provide you with timely and effective feedback

### What you as Airmen owe us:

- Show up ready to learn!
- Take care of yourself financially, physically, spiritually
- Be an active trainee
- Speak up if you see something you think is wrong
- Let your chain of command know if WE are not fulfilling our obligations
- Live the core values
- You are now a member of the profession of arms - thank you for serving!



# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING FIRST SERGEANT



### FIRST SERGEANT RESPONSIBILITIES

- Dedicated focal point for readiness, health, morale, welfare and quality of life (i.e. job satisfaction, lodging, DFAC, pay)
- Airmen's Advocate
- Enforce Standards
- Support / Enforce Commander's Policies, Goals & Objectives.
  - TAG Policies & ATAG Guidance (OWI)
- Work closely with various base agencies, to include:
  - Chaplains
  - Director of Psychological Health
  - Airman & Family Readiness
  - Other Internal & External Resources





# NEWCOMERS' ORIENTATION BRIEFING

## 115TH FIGHTER WING FIRST SERGEANT



### ADDITIONAL LEADERSHIP OPPORTUNITIES

#### Junior Enlisted Orientation Program

- First term Airmen SSgt & below
- Three day state tour at all three bases
- Learn about the different missions and the ANG big picture
- Nominated by supervisor
- First Sergeant conducts selection process

#### State Enlisted Leadership Development Program

- Open to SrA - TSgt
- Focused on developing NCO supervisory skills
- Managed by Top 3 and First Sergeants
- Four Phases: Classroom - CBT - Participation - In residence (Volk Field)
- Complete at own pace: accumulate required credits to attend in-residence.
- Member can enroll anytime





# NEWCOMERS' ORIENTATION BRIEFING

## HUMAN RESOURCE ADVISOR



### HRA Advisory Roles

- Diversity and Inclusion
  - Analyze data
  - Promote awareness (Briefings / Materials)
  - Coordinate and conduct diversity training (4 Lenses, LE)
- Force Development
  - Promote PME, CCAF, higher level of education
  - Leadership development training (SEDP)
  - Mentoring
- Force Management
  - Right people for the right jobs
  - Create opportunities
  - Retention interviews





# NEWCOMERS' ORIENTATION BRIEFING

## AIRMAN AND FAMILY READINESS



### Airman and Family Readiness Role:

Support you and your family, enabling you to maintain mission readiness. Assist service members and families adapt to the challenges and demands of expeditionary operations and the military lifestyle.

- Deployment Assistance - Assist Service Members and help their families meet deployment Ribbon Support Specialist
- Transition Assistance - VA Benefits, Education Benefits, required if activated for >180 days
- Employment Assistance - Resume, interview skills, job blasts, referrals
- Personal Financial Readiness - Establishing budgets, credit scores, financial assistance
- Information, Resource and Referral - MOS, VA, Heat for Heroes, Scholarship Info, USO and more

Jerry Hook, (608) 245-4654, [gerard.hook@us.af.mil](mailto:gerard.hook@us.af.mil), Bldg 307



# **NEWCOMERS' ORIENTATION BRIEFING**

## **PSYCHOLOGICAL HEALTH PROGRAM**



Welcome to the 115th FW and thank you for choosing to serve.

You are embarking on a journey that will be both thrilling and humbling, and both challenging and rewarding. Your leadership will insure you are 'mission ready' to perform your duties at the highest level here on base, throughout our state, across our nation, and around the world. We support your mission readiness by helping you develop and maintain the mental strength and resilience you will need throughout your service.

Each of you has unique needs and situations, and we encourage you to seek us out when problems seem unsolvable, concerns overwhelm, or life feels confusing and out of balance.

No judgment, no consequences, no stigma. We are committed to your privacy, success, and overall well-being. To initiate services, please call, email, or stop by our office in Bldg. 307.

**Patricia Weiner, LCSW**

Director of Psychological Health

608.234.8820

[patricia.weiner@us.af.mil](mailto:patricia.weiner@us.af.mil)

**Emily Barrett, LCSW**

Director of Psychological Health

608.400.5275

[emily.barrett.3@us.af.mil](mailto:emily.barrett.3@us.af.mil)





# NEWCOMERS' ORIENTATION BRIEFING

## EQUAL OPPORTUNITY



The primary objective of the EO program is to improve mission effectiveness by promoting an environment free from personal, social or institutional barriers that prevent ANG members from rising to the highest level of responsibility possible.

- The Civil Rights Act of 1964
- ANG Policy/115 FW Policy of zero tolerance for discrimination
- Unlawful Discrimination, Sexual Harassment, and Reprisal definitions
- Local Demographics
- Complaint Process (Informal vs. Formal)
- Member's must know their responsibility
- Report incidents to chain of command or Equal Opportunity Office

Capt Danielle Lawrence / MSgt Ross Templeton / TSgt David Brown

Building 503, Room 117 Phone: 245-4562

Email: [usaf.wi.115-fw.list.eo--equal-opportunity@mail.mil](mailto:usaf.wi.115-fw.list.eo--equal-opportunity@mail.mil)



# NEWCOMERS' ORIENTATION BRIEFING

## SEXUAL ASSAULT RESPONSE COORDINATOR



### SEXUAL ASSAULT RESPONSE RESOURCES

- 115 FW 24/7 Help Line: (608) 516-9087
- DoD Safe-Help Line: 1-877-995-5247 (Online Chat or Call - 24/7 assistance)

### OFF-BASE RESOURCES

- Wisconsin Coalition Against Sexual Assault (WCASA): (608) 257-1516
- Dane County Rape Crisis Center: (608) 251-5126
- Meriter Hospital - Madison, WI: (608) 417-6618
- Campus Services

115 FW SARCs: Carlos Mercado & Kelly Donner

115 FW Victim Advocates: Capt Natalie Huschka, SMSgt Shannon Yunk, MSgt Michael Schmidt,  
MSgt Crystal Maldonado & MSgt Nicholas Blucker



Safe-Help  
Line App



# **NEWCOMERS' ORIENTATION BRIEFING**

## **SEXUAL ASSAULT RESPONSE COORDINATOR**



### **SEXUAL ASSAULT REPORTING OPTIONS**

#### **RESTRICTED REPORT**

- Confidential (SARC, VVA or some health care providers ONLY)
- Not reported to chain of command
- SAPR services available
- No investigation
- Unrestricted option remains available

#### **UNRESTRICTED REPORT**

- Reported to commander
- SAPR services available
- Expedited transfer option
- Investigation conducted
- Eliminates restricted option





# NEWCOMERS' ORIENTATION BRIEFING

## PUBLIC AFFAIRS



### STAY INFORMED WITH THE USAF CONNECT APP

- Download USAF Connect through Google Play on Android phones or the App Store on IOS devices
- Select favorites in the menu bar
- Click on add more
- Select the 115 FW from the list of available organizations then press the back arrow
- Now select the 115 FW to display the wing home screen
  - The 115 FW will now be your default home screen
  - Use it to keep abreast of critical RSD information
  - Receive updates to base COVID-19 policies
  - Access a directory of base phone numbers

