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
128th Air Control Squadron
Hardwood Range

Truax Field - Madison, WI
115th Fighter Wing
378th Fighter Squadron (USAF)

Gen Mitchell Field - Milwaukee, WI
128th Air Refueling Wing
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.
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
F-16C Fighting Falcon
- F-16C+ Block 30
- 18 Primary Aircraft Assigned
- Expected Service Life: 9000 hrs (2030+)
- Average Hours: 5800
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
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
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!
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
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
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
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!
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!
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
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
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
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, Bldg 307
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  
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Emily Barrett, LCSW  
Director of Psychological Health  
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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
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 SARC: Carlos Mercado & Kelly Donner

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