

The Coyote Log
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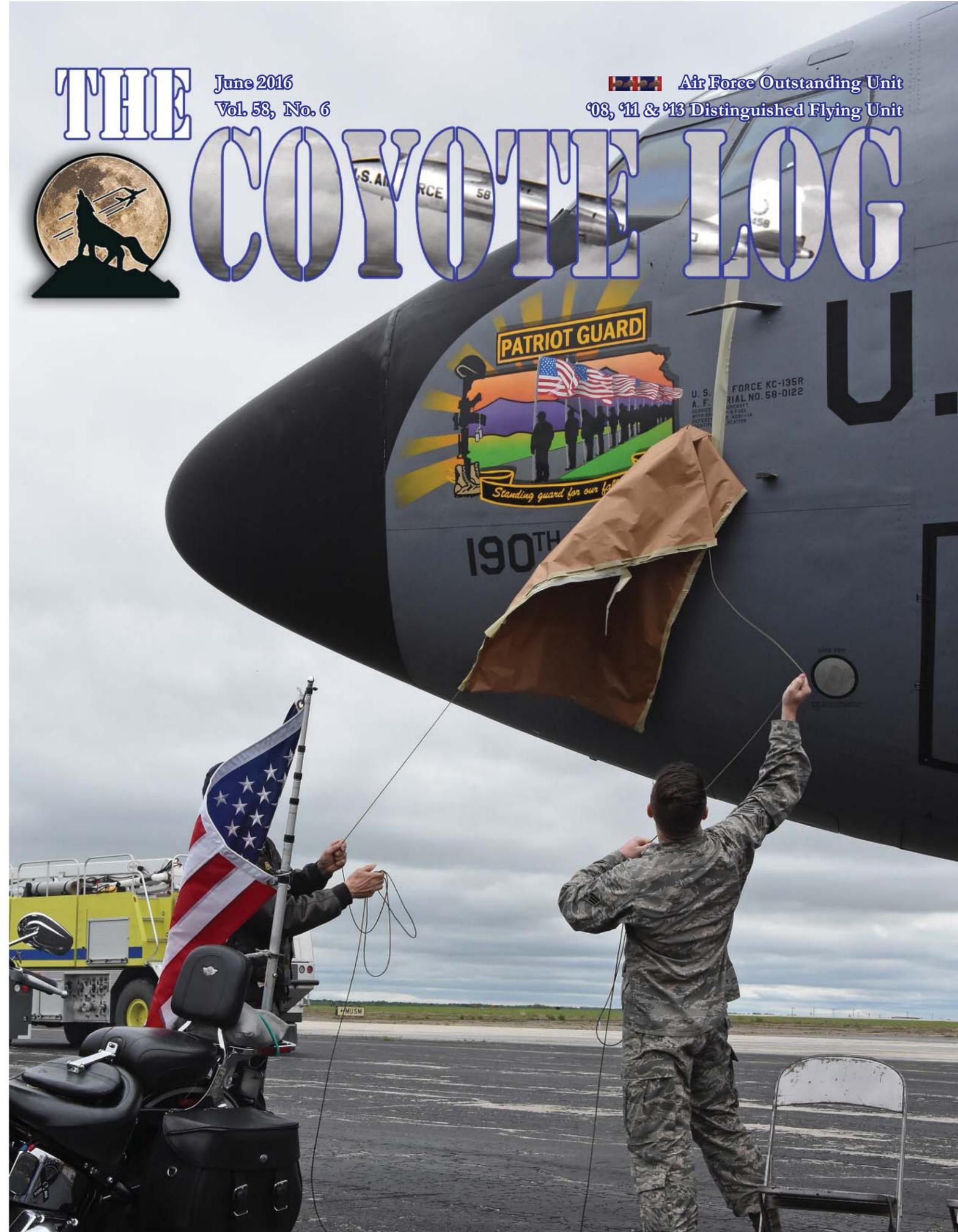
Coyote Heritage



The 190th's KC-135E Stratotankers returned home from the Saudi Arabian desert with a fly over of the Kansas Capitol building.



Please record your story and send it to the historian's office at: 190th Historian, 5920 SE Coyote Dr., Topeka, KS 66619-5370.



Maintaining the force one Airman at a time —

By Lt. Col. Brent Salmans

Commander, 190th Force Support Squadron



Greetings from Force Support. I want to take this opportunity to speak of one of the most important challenges facing the 190th Air Refueling Wing. The wing is currently undermanned by 32 personnel. This may not sound like a lot in a 976 member unit, however, I would like to articulate its important impact from the national level all the way down to the individual member. Then give some good news that there is something you and I can do about it.

Two things to bring to your attention as to why 100 percent manning is important at the national level. First, manning percentage is a metric used to gauge the health of an organization.

For instance, demographic shifts may make it impossible or impractical to sustain a given wing in a state or region. So as the military leadership determines when and where forces or missions need to be cut, the lower manned units are more vulnerable. Fortunately the 190th ARW is well-positioned within a suitable recruiting area. However, we are currently in the bottom half of the 89 Air National Guard wings for total manning.

The other important factor is that the Air National Guard funding and resources are earned based on manning. When manning drops, the National Guard funding allocation drops as well. We, as 1 of the 89 ANG wings, have to do our part.

Like any organization, a wing has a built-in expectation that not everyone is able to perform their duties. For example untrained (student flight, tech schools), or in transition (transfers, retirements), are expected normal variables that are managed by commanders and supervisors and constitute unit effective manning. So when a unit/shop is undermanned, it is less capable of

absorbing these variations in its effective manning. Fewer Airmen to do the same amount of work over long periods of time leads to high stress, low morale, and potential mission failure.

By not being 100 percent manned the 190th is more vulnerable to these consequences, especially during high ops tempo periods like we are experiencing now.

So you might be asking yourself “What can I do? I am not a trained recruiter.” Here would be my challenge to you:

1. Tell your Guard Story - People relate to a personal story, especially from someone they know and respect. Tell them why you joined the 190 ARW, and why are you still proud to be a member. Climate survey results indicate the wing is a special organization that fosters a high sense of belonging. Once we get people here they tend to stay.

2. Be creative - As you consider family, friends, neighbors, co-workers, etc., look at them with a fresh eye as potential members or key influencers of potential members. Some key influencers might include your child’s teacher or coach, your boss, and prior military acquaintances.

3. Take action- During Commander’s Call in January, Col. Frantz challenged his fellow Coyotes to provide one referral to our recruiting team. Last month he echoed his challenge and offered an event “Bring Your Friend to Work Day,” as a forum for you to show friends and influencers what we do and why it is important. 80 percent of our members are the direct result of a referral, usually from a fellow Coyote.

It is a true honor to be a member of 190th Air Refueling Wing family. Hopefully everyone has a better understanding of the concern facing us and what we can do about it. Returning to above 100 percent manning is an achievable goal but it will require us all to take ownership and do our part. It

starts with you, bringing that one person, who becomes that one Airmen at a time.

COYOTE LOG STAFF

- Col. Jarrod Frantz**
COMMANDER, 190TH AIR REFUELING WING
- Maj. Joe Blubaugh**
WING EXECUTIVE STAFF OFFICER
- 1st Lt. Angela Brees**
CHIEF OF PUBLIC AFFAIRS
- 1st Lt. Celeste Arnold**
HISTORIAN
- Master Sgt. Allen Pickert**
PUBLIC AFFAIRS MANAGER
- Tech. Sgt. Mandy Johnson**
PHOTOJOURNALIST
- Tech. Sgt. Jake Meyer**
BROADCAST JOURNALIST
- Staff Sgt. Kayla Kohn**
PHOTOJOURNALIST
- Senior Airman Emily Amyotte**
PHOTOJOURNALIST
- Airman 1st Class Erik Panches**
BROADCAST JOURNALIST



On the cover:

Patriot Guard nose art revealed during a ceremony Friday, April 29.

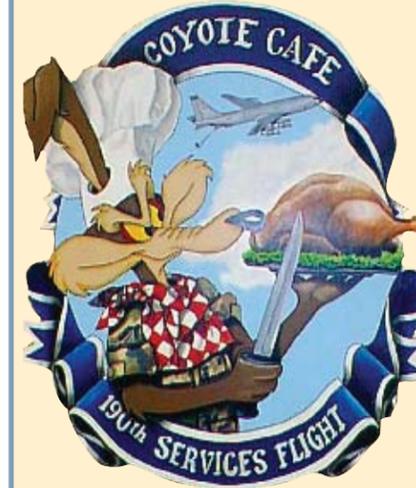
(Photo by Master Sgt. Allen Pickert)

190th Public Affairs/Coyote Log
190ARW.PA.CoyoteLog@ang.af.mil
POC: Maj. Joe Blubaugh
(785)861-4593
www.190arw.ang.af.mil

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FOR YOUR INFORMATION

Coyote Grill June 27A Menu



Saturday, June 4
Hamburgers
Garden Burgers
Hot Dogs
Baked Beans
Cheesy Potatoes
Corn on the Cob, Carrots
Cornbread/Rolls

Desserts
Apple Dump Cake
Brownies
Assorted Cookies

Sunday, June 5
Crispy Baked Chicken
Swedish Meatballs
Mashed Potatoes
Steamed Rice
Italian Blend Veggies, Peas

Desserts
Apple Dump Cake
Brownies
Assorted Cookies

Don't Drink & Drive!

For a free ride home call the 190th ARW Command Post @ 1 (785)861-HOME (4663)

190th LEGAL OFFICE

Need a power of attorney? How about a will? Did you know that these services are available to you for free? We are available by appointment and walk-in on drill weekends. Our office is located in building 662, second floor, in the finance office, room D202.

We also assist with landlord-tenant issues, USERRA issues, consumer/financial affairs, notaries and service members Civil Relief Act issues.

The Woman In This Car Was Killed By A Drunk Driver



She Had Two Children

FIRST SERGEANT POSITION

A traditional military position in the Logistics Readiness Squadron. Selectee must attend First Sergeant Academy no later than one year from date of assignment.

Submissions must be made to Command Chief Master Sgt. Von Burns by June 15, 2016. For general questions please contact Chief Burns at 785-861-4875, von.r.burns.mil@mail.mil.

EXERCISE FACTS

Regular exercise reduces the risk of getting heart disease, improves the functioning of your immune system. It helps to manage stress and relieve hypertension.

YET LESS THAN 5% OF ADULTS GET AT LEAST 30 MINUTES OF EXERCISE DAILY

1 HOUR OF EXERCISE AT LEAST EVERY OTHER DAY HAS BEEN PROVEN TO...

- Increase productivity at work
- reduce obesity
- relieve and prevent migraine headache attacks
- reduce joint pain

YET WITH ALL THESE BENEFITS LESS THAN 15% OF ADULT AMERICANS WORKOUT AT LEAST 3 TIMES PER WEEK

WHY?

- It's boring
- People don't know what to do
- People can't find the time

THE AMOUNT OF PEOPLE WHO ARE OBESE IN AMERICA HAS DOUBLED SINCE THE 1970'S

A Fit Force Fit for Life

Portrait of an AIRMAN

SENIOR AIRMAN ERICA DOSS



ORGANIZATION:
Communications Flight

JOB TITLE:
Network Administrator

MAIN RESPONSIBILITIES:
Performs Department of Defense system installation, management, and oversight for communication assets

CIVILIAN CAREER:
Information Technology Specialist (Technician)

EDUCATION:
Associates in Applied Science- Radiologic Technology
Associates in Information Systems Technology

GOALS AND AMBITIONS:
Get my IT certifications. Obtain a bachelors and masters in IT and make Chief Master Sgt. before retiring

MILITARY EXPERIENCE:
One year since graduating basic training and technical school

HOBBIES/ACTIVITIES:
Camping, fishing, hiking, or going to a Royals game

MOST MEMORABLE 190TH MOMENT:
The look on my dad's, Col. King, face when he found out I got a full-time position

ACHIEVEMENTS:
"Below the Zone" promotion 2014, Deployment - Warrior of the Month 2014, Rotary Club "Unsung Hero" award 2013, President of Airman's Council 2013

Council spotlight: Enlisted development

By Senior Master Sgt. Allen Ewell
190th Human Resources Advisor

The Enlisted Force Development Council is a voluntary council devoted to developing future leaders. The council is open to all ranks and anyone is welcome to join. The council is chaired by the Human Resource Advisor, Senior Master Sgt. Allen Ewell. It meets quarterly on the Friday before drill, with the next meeting planned for 1 p.m., June 3.

The key aspects of force development is professional military education and academic education, mentoring and coaching, and improving communication and feedback.

PME academic education enhance performance in each phase of professional development and build upon the foundation of leadership abilities shown during earlier stages of an individual's career. You always want to be ready when a position opens. Com-

petition is high for promotion so the earlier you complete your PME and academic education the better off you will be. PME opens doors for advancement in both military and civilian employment. Most supervisors are looking to promote leaders, and PME is an excellent source of leadership training.

Good leaders and supervisors are interested in their people and learn their strengths and weaknesses. Good leaders and supervisors then use coaching and mentoring to help their team members join together to use everyone's strengths, and mitigate the weaknesses in the team. This promotes an efficient and effective team with all members included and feeling

proud of the team's accomplishments.

There is always room to improve our communication skills. Knowing how to communicate and provide feedback is the key to improving your personal performance as well as your team's performance. The council is looking for ways to help all leaders and supervisors improve in this area.

The council plans to provide a trainer this fall to teach effective bullet statement writing and how to create good form 1206s to improve our member recognition. Other planned activities include lunch-and-learn meetings which will address force development concerns from our Airmen.



Nose art honoring Patriot Guard revealed

By Tech. Sgt. Jake Meyer
190th Public Affairs



The sound of roaring motorcycles drowned out the cheers of the crowd as Senior Airman Skylar Caldwell reveals his hard work to the audience Friday, April 29 at Forbes Field. The pounding engines calm as the crowd gives a round of applause for the new nose art that is dedicated to the Patriot Guard.

The nose art was chosen to show the 190th's appreciation for the Patriot Guard's loyalty to fallen heroes. The Patriot Guard stands firmly with the families of America's fallen military members, firefighters or police officers who are killed in the line of duty. Caldwell's nose art design is one of very few that has honored both military and civilian efforts under one banner.

Nose art isn't anything new and has been around since World War I. Nose art began for practical reasons as a way to identify friendly units but soon



Senior Airman Skylar Caldwell receives a coin from Terry Houck, a founder of the Patriot Guard, for his nose art creation. Master Sergeant Chris Dubois, aircraft crew chief, also received a coin for his efforts in making the tributary nose art a reality. (Photo by Master Sgt. Allen Pickert)

evolved into a way for units to express themselves from the constraints of military uniformity. It then went on to evolve into a tradition that is still honored today. The 190th has followed this tradition, creating its first nose art, the Iron Eagle, in 1988.

Caldwell's masterpiece wasn't just chosen on a whim. Master Sgt. Chris Dubois conceptualized the piece and got input from the Patriot Guard out of

American Legion Post 136. The project was then handed off to Senior Master Sgt. Mike Chandler who approached Caldwell about creating the design and painting the mural.

"I have done plenty of designs in the past, and I felt it was best for the younger Airmen to step up and show off their skills. I noticed that Skylar was always drawing in his free time and felt he would be able to design the nose art that would make the 190th and the Patriot Guard proud," Chandler said.

It started off as a challenge for Caldwell as this was the first time he had ever created a mural, but thanks to the advice of Chandler he was able to create a work of art.

"It is a huge honor to have been able to paint the nose art. It has always been a dream of mine to design and have a piece of my work on a plane. It was also a reward to create a portrait honoring the Patriot Guard who represents such a great cause," Caldwell beamed.



Members of the Patriot Guard and their nose art. (Photo by Master Sgt. Allen Pickert)

25 years after Desert Storm

By Senior Master Sgt. (Ret.) Kevin Drewelow
Former 190th Quality Assurance chief inspector

Twenty five years ago, the Kansas Coyotes who had deployed to Jeddah, Saudi Arabia as part of Operation Desert Storm in August 1990 were preparing to return to Forbes. The small group that began with Kansas Air National Guard tankers quickly grew to more than 4,000 Airmen and 110 regular Air Force, Air Force Reserve and other Guard tankers; 18 B-52s later joined the mix, all under the control of the 190 Air Refueling Group Commander Col. Mick Baier. This unit became the 1701st Strategic Wing (Provisional), the first time in Air Force history where an Air Guard colonel commanded such a total force fleet.

Coyotes quickly acclimated to the now familiar “Groundhog Day”-like existence of deployers: daily bus rides to and from walled compounds, repetitive 12 hour shifts, rare days off, and dining on meals featuring three-legged chickens, “mystery meat” and Meals-Ready-to-Eat. Restricted to the air base and housing compounds, Coyotes sometimes had to improvise to complete routine tasks, such as doing laundry and getting haircuts.



Hydraulic Shop chief Master Sgt. Merlin Arnold enjoys a flight line haircut. (Photo provided by Senior Master Sgt. (Ret.) Kevin Drewelow)



Technical Sgt. Chuck Hanna shares tea with some of the Saudi guards at the Lockheed compound, where Kansas aircrews lived. (Photo provided by Brig. Gen. (Ret.) Mick Baier)

The air war began in mid-January and made possible the four-day long ground war that expelled Iraqi forces from Kuwait. Redeployment was almost as rapid as the ground war. Coyotes quickly packed and loaded their equipment, said goodbye to their American and Saudi counterparts and then headed west. Colonel Baier managed to keep all 10 190th KC-135Es together; the aircraft formed over the Dairy Queen at Holton to fly over the

Capitol at 3 p.m. on March 14. The Coyotes arrived at Forbes to a happy crowd of 6,000 family and friends.

Operation Desert Storm was the first wartime mobilization for the 190th. Operation Desert Storm taught Kansas Coyotes many things about deploying, lessons we continue to use today. Very few Desert Storm veterans remain in the 190th today, but they'll share some interesting stories if you ask!



A view of the homecoming from a returning 190th KC-135E Stratotanker. (Photo provided by Senior Master Sgt. (Ret.) Kevin Drewelow)

A new view on Major Graded Areas

By Master Sgt. John Williams
190th Self-Assessment Program Manager

Management internal control tool-set or MICT... use it, love it, embrace it, dream it and own it! If you choose to do nothing, prepare to be held accountable for any non-compliance that could have been prevented.

When MICT became the primary tool for self-inspection it brought fear and loathing to many areas within the Air Force. The initial response was, “This is just another program the Air Force has created to prevent me from actually doing my job.” Many viewed it as “busy work” to be completed immediately prior to the Air Mobility Command inspectors showing up with their red pens. The time has come to rethink how we view MICT.

For those at the 190th who have been doing their jobs for several years, MICT is a measuring stick. Completing a “Valida-

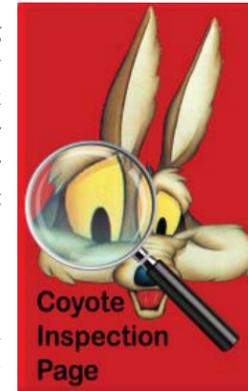
tion” once every year shows whether or not you are currently within Air Force standards. Subsequently it can also provide a history of what has been accomplished during your tenure. It could possibly tell the story of how you took a struggling program in your area, and built it into another standard of excellence here at the 190th.

To an individual who is new to a position, it provides some structure. It can be used as a guide to help avoid non-compliance pitfalls from the beginning. Self-Assessment Communicators outline training requirements, appointment letters, tracking spreadsheets, and numerous other necessary objectives to those who are not yet familiar with their Air Force Instructions. However,

you must bear in mind that MICT does not take the place of AFIs. Rather, it simply shines light on areas that are most at risk for undetected non-compliance.

Finally, MICT provides the structure and schedule to honestly identify shortfalls and build a corrective action plan to the program or section that may need improvement. A unit that self identifies its own issues and has a plan to bring them into compliance has nothing to fear in the new Air Force Inspection System.

That is why we say, “Embrace the red!” MICT is an integral part of the Commander’s Inspection Program. Viewing it as one of the tools in your kit for success will help make it a part of your normal battle rhythm.



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July
18-22



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Swimming
Horseback Riding
Archery
Rifle Shooting Range
Arts and Crafts
Trap Shooting Range
Fishing



“Bring a Friend
to Work Day”

June 4, 2016

1:00 pm - 4:00 pm Hangar 662 Bay 2

Register your guest by COB June 3
Submit Guest’s full name and your contact info to
usaf.ks.190-arw.list.fss-recruitret@mail.mil or
call (785) 861-4157 or text 785-220-6865

Share your Air Guard
Experience with a Friend