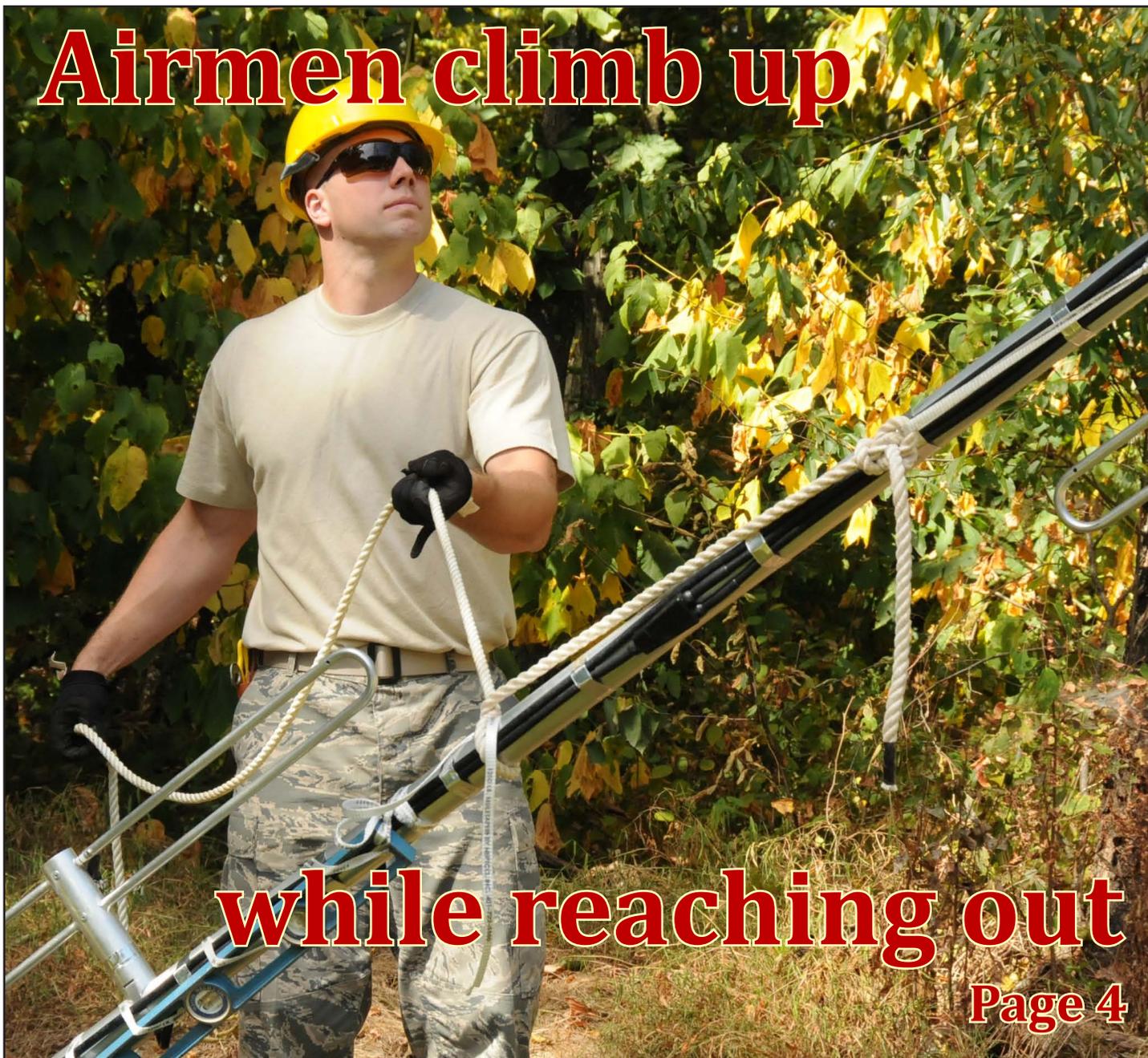


SCOPE

193rd Special Operations Wing - Pennsylvania Air National Guard - Middletown, Pa.

Airmen climb up



while reaching out

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Faces, voices from around the Wing

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SCOPE

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THE VOICE OF THE
QUIET PROFESSIONALS

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ON THE COVER



Staff Sgt. Alf Alexis, 211th Engineering Installation Squadron, cable and antenna installer prepares to guide the new VHF antenna as a motorized pulley system transports it up the tower where four Airmen wait to attach it to the mast they installed. The installation of this antenna allowed the Airmen of the 211th to get on the job training while also being able to provide for the local community at the same time. (Photo by Senior Airman Claire Behney)



State Command Chief Perspective

By Chief Master Sgt. Ralph Braden

State Command Chief

The Defense Department and National Guard Bureau recently announced that eight additional Homeland Response Force units will be established in fiscal year 2012.

So what is a HRF?

HRFs are regional forces that will cross state lines when needed. They are part of a restructuring of the nation's chemical, biological, radiological, nuclear and high-yield explosive consequence management enterprise. The first two HRFs, Ohio and Washington, are expected to be in place and validated no later than the end of FY11.

One unit will be based in each of the 10 Federal Emergency Management Agency regions. The units are scheduled to have 570 Guardsmen, and each will have a medical team, a search and extraction team, a decontamination team and very robust command and control capabilities.

Homeland Response Force Unit Composition

Medical Team	45
Search and Extraction Team	50
Decontamination Team	75
Security Team	200
Command and Control	200

Total Personnel **570**

Pennsylvania has been chosen to host one of the HRF units to be established in FY12. Press releases have made it sound like standing up a HRF unit will add headcount to the National Guard. Unfortunately, headcount will not increase as a result of the HRF unit being based in Pennsylvania. The unit will be manned by existing Airmen and Soldiers with expertise in the required fields as an additional duty.

Currently Pennsylvania is the home of a CBRNE Enhanced Response Force Package. CERFPs will evolve into HRF units over the next few years. CERFP units are trained to respond to weapons of mass destruction incidents.

HRF units will train and respond similar to the current CERFP units. The HRF will be manned similarly to the current CERFP that has a small core of full-time National Guard team members. The majority of the personnel assigned to the HRF will be traditional guardsmen that have a primary federal mission. HRF mission training, participation in exercises, and response to real world events will be in addition to their primary UTC tasking and training.

HRFs are arranged in such a way that they will be able to respond to the site of an event within 6-12 hours. This response time is a dramatic improvement in response time and life-saving capability over the present structure/location of the forces.

The units will be key elements of the new Defense Department chemical, biological, radiological, nuclear and high-yield explosive consequence management enterprise. The enterprise also will include a defense CBRNE Response Force, two consequence-management command and control elements, 57 weapons of mass destruction civil support teams and 17 CBRNE-enhanced response force packages.

This reorganization will ensure the DoD will have a robust ability to respond rapidly to domestic CBRNE incidents while recognizing the primary role that the governors play in controlling the response to incidents that occur in their states.



News In Brief

Airmen advised in using Facebook

Facebook has recently launched a new application called "Places I Checked Into," which is automatically active on all Facebook accounts until disabled. This application utilizes the IP address to identify where the user logs onto their Facebook profile. It then posts the status on the wall of the user's profile and includes a map of the location.

The main concern relating to the use of this application is that it may inadvertently compromise the locality of a military user. For example, users on operations in Antarctica are potentially putting themselves at risk by drawing attention to their exact location.

Social network sites already provide an extensive open source intelligence gathering tool. This application is almost creating a one-stop-shop targeting pack, which could potentially be used to target military personnel, family and friends.

The Wing Information Assurance Office and OPSEC manager advises Airmen, especially those deployed or deploying, to disable this Facebook application to ensure the safety of our Wing and Airmen. The application can be disabled by customizing the user's privacy settings.

If you have questions contact the Information Assurance Office at extension 2420 or the Wing OPSEC manager at extension 3287.

E-record procedures for Airmen

The Air Reserve Personnel Center has completed scanning all personnel records, now available through the Personnel Records Display Action.

The deadline has been extended and it is imperative for Airmen to review their e-records to check for any errors or missing documents before Oct. 18 to identify any missing authorized documents.

The following are procedures to follow if Airmen need to make corrections or find that there are documents missing:

1. Log onto the AF Portal
<https://www.my.af.mil/faf/FAF/fafHome.jsp>
2. Select vPC-GR Virtual Personnel Center – Guard Reserve
3. Select action requests
4. Select new request
5. Review your personal information and then go the request category and select e-records from the pull-down menu
6. Go to request subject and from the pull-down menu select the appropriate action
7. Make sure you use specific detail on the action you want them to take. You are also able to upload documents that would justify your action. Once complete, submit request

If you have questions or need assistance contact Master Sgt. Kristofer Gacono at extension 2575 or Senior Airman Kurt Shipkowski at extension 2578.

193rd Association election time

The 193 Special Operations Wing Association will be holding an election for three open director positions to serve on the board. The election will be held during the annual meeting in April 2011. We are accepting candidates for the positions. To be eligible you must be an active member of the Association and be able to attend the Board of Director meetings on the first Thursday of each month. We hold our meetings in the Wing conference room in the Headquarters building at Air station Middletown. Interested candidates must submit a one paragraph biography by December 31, to Senior Master Sgt. Rick Shirk at rkcshirk@yahoo.com. The biographies will be published in the January Scope for membership review and consideration.

If you have an interest and want to learn more, feel free to contact Sergeant Shirk to discuss this rewarding opportunity.



Promotion to Senior Master Sergeant

Donald R. Naumann	553 Band
Joel A. Wagner	112 AOS

Promotion to Master Sergeant

Richard J. Fanning	193 MXS
Kevin T. Chambers	193 SOW
Kenneth R. Brown	193 SFS
Charles R. Frohlich	112 AOS

Promoted to Technical Sergeant

Jamie R. Billet	193 CES
Victoria A. Lowery	193 MXS
Nicholas T. Bogaczyk	271 CBCS
Michele A. Pack	271 CBCS
Carl S. Longenecker	271 CBCS
David P. Smeal	271 CBCS

Promoted to Staff Sergeant

William B. Jackson Jr.	201 RHS
Leighvon S. Black III	193 SF/201 RHS
Troy D. Hoover	193 SOS

Promoted to Senior Airman

Adrienne M. Zanolini	193 MXS
Kimberly D. Galutia	201 RHS
Tyler C. Glass	271 CBCS
Claire E. Behney	193 SOW
Bryan R. Summy	193 MXS



211th goes to great heights for community, OJT

Story by Tech. Sgt. Erin Heiser

Public Affairs Specialist

On the morning of Sept. 11 as people around the world paused to reflect on the events that rattled our nation nine years prior, the members of the 211th Engineering Installation Squadron, Fort Indiantown Gap, Annville, Pa., were carrying on their mission, 140 feet up in the air.

The community-based initiative brought together men and women of the Pennsylvania Air National Guard and the Lebanon Valley Society of Radio Amateurs, to install a Very High Frequency antenna and repeater in the antenna shelter sitting on top of Blue Mountain, Annville, Pa.

The goal of the project was to provide an additional amateur radio communication link as part of an emergency service to Lebanon County Emergency Management Agency and area hospitals in the event of a major disaster. For the 211th this was right up their alley, as their mission is to engineer, install, and relocate fixed command, control, communications, and computer systems in facilities.

When the need for an additional antenna presented itself, Doug Lefever, president and member of LVSRA, reached out to the 211th for assistance.

“For liability reasons we’re sometimes limited in what we can do,” said Lefever. “Our members are not allowed to climb the towers and this was something that we couldn’t have pulled off on our own.”

LVSRA is a local non-profit organization, whose goal within the local community is to support the Federal Communications Commission in the event of an emergency situation. The use of amateur radio operators, otherwise referred to as hams, according to Lefever, is an effective rapid response tool for the FCC when systems are overloaded.

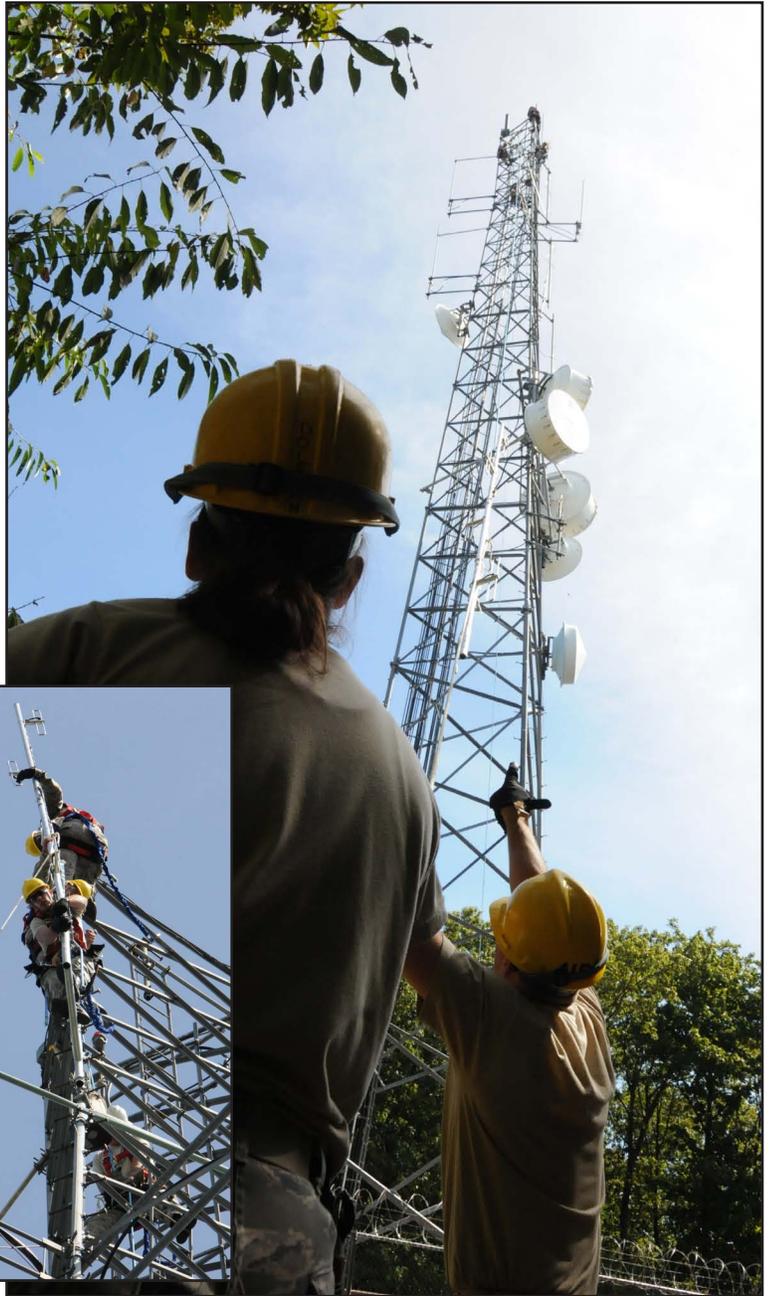
On hand to oversee the install was Master Sgt. Doug Killinger, Lightning Force Academy instructor and project manager.

“From an OJT perspective, this job helps us build the confidence of our climbers, specifically our traditional Airmen who don’t really get the opportunity to climb a lot,” said Sergeant Killinger. “This is an opportunity to climb, work on safety and the proper use and wear of equipment. On top of that, we get to work with the local community and that’s a great benefit for all.”

And the benefits are plentiful.

Maj. Michael Stateler, 211 EIS Detachment commander, emphasized the importance of this community service project, highlighting the much needed opportunity for on-the-job training.

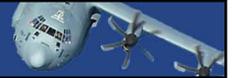
“This job provided essential tower climbing and electronics



Airman 1st Class Christian Dolbin and Staff Sgt. Alf Alexis, cable and antenna installers for the 211th, watch the new VHF antenna that’s being installed by Airmen of the 211th as a motorized pulley system transports it up the tower where four Airmen wait to attach it to the mast they installed. INSERT: Master Sgt. Stephen Coulburn, Senior Airman Kenneth Clouser, Airman 1st Class Andrew Bailey and Airman 1st Class Christopher Hall, cable and antenna installers for the 211th Engineering Installation Squadron, work 140 feet up the tower to install the new antenna. (Photo by Senior Airman Claire Behney)

training to our troops,” Major Stateler said. “It allowed us to better prepare for our real world mission, all the while giving back to the local community.”

(Continued on next page)



In addition to training, the partnership provided a hefty cost savings benefit.

According to Major Stateler, for a typical job of this magnitude it would have cost LVSRA approximately \$125 per hour, per contracted climber.

“For a team of five, it would have been well over \$6,800 and the installation of the radio repeater would have been another \$2,000,” Major Stateler said.

When it all adds up, the 211th helped LVSRA save more than \$8,000 and that’s a welcomed cost savings for all.

But the cost savings pales in comparison to the training and community outreach components of this effort.

“It’s more than just the use of the resources,” said Lefever. “It’s the opportunity to work side by side with these men and women in a joint, community effort. The 211th has provided us with the manpower, equipment and assets that we simply don’t have on hand. For that, we’re truly thankful.”

The members of the 211 EIS are “Above All Others” in providing C41 communications capabilities to our nation, state and community. In this case, they worked 140 feet in the air side by side with local hams, to provide a much needed community service, maintain mission readiness and carry on the legacy of the 193rd with style and grace.



Staff Sgt. Charles Murray and Airman 1st Class Christian Dolbin, both 211th Engineering Installation Squadron, cable and antenna installers, work to secure a line to the VHF antenna so that it can be transported up the tower where four Airmen wait to attached it to the mast they installed. The installation of this antenna allowed the Airmen to get valuable on the job training to ensure they’ll be mission ready. (Photo by Senior Airman Claire Behney)

Retired Airman receives highest PAANG honor

Story by Senior Airman Claire Behney

Public Affairs Specialist

One of the 193rd Special Operation Wing’s retired Airmen was inducted into the Pennsylvania Air National Guard Hall of Fame during the 22nd Annual Flight of Freedom Awards Ceremony at Willow Grove Reserve Station, Sept. 12.

Retired Brig. Gen. Donald E. McAuliffe, former Deputy Commander of the Pennsylvania Air National Guard and Assistant Adjutant General – Air, retired from the Pennsylvania Air National Guard in 1998 after 43 years of service to the Commonwealth and nation.

General McAuliffe enlisted and began his military career on May 2, 1955 and served in various personnel positions after graduating basic training. He progressed through the ranks of airman basic to master sergeant before he was commissioned as a second lieutenant July 26, 1969.

As an officer, Gen. McAuliffe served in numerous positions within the Pennsylvania Air National Guard including comptroller; commander, 193rd Resource Management Squadron; and deputy commander for Resources, 193rd Special Operations Group.

General McAuliffe was asked to serve on several national level initiatives including the merger of administration, data automation and communication, and as chairman of the Air National Guard workday planning/review committee. His performances during these assignments lead him to a full-time duty assignment at the National Guard Bureau in July 1985. His positions there included positions within the Chief, Manpower and Personnel Division; Chief, Directorate Staff; and as assistant vice chief, National Guard Bureau.

In March 1991 General McAuliffe returned to Headquarters, Pennsylvania Air National Guard where he served as deputy commander and assistant Adjutant General – Air.

General McAuliffe’s awards and decorations include, but aren’t limited to the Legion of Merit; Meritorious Service Medal, with one oak leaf cluster; Army Commendation Medal; Air Reserve Force Meritorious Service Ribbon; and the Republic of Vietnam Gallantry Cross, with device.

Gen. McAuliffe was promoted and federally recognized as a brigadier general Oct. 5, 1992.

Awards presented to 193rd during Flight of Freedom

Outstanding Airman of the Year:
Senior Non-Commissioned Officer of the Year - Senior Master Sgt. Scott Ball
Honor Guard Manager of the Year - Tech. Sgt. Timothy Greiner

Unit Awards:

Air Force Outstanding Unit Award
2009 ANG Financial Analysis Office
2009 ANG Logistic Readiness Award
2009 National Defense Transportation Award
2009 ANG Comm and Information Management Award
2009 ANG Theodore Marrs Award

Individual Awards:

ANG Financial Management Superintendent of the Year – Senior Master Sgt. Michelle Kerstetter
AF Outstanding Lv 2 ARC ISR Field Grade Officer of the Year – Maj. Christopher DiNote

Pa. Air National Guard

Scholarships:

Senior Airman Jeremy Scheibelhut
Airman 1st Class Alysandrey R. Lee
Airman 1st Class Ryan Mowen
Airman 1st Class Alyssa Zimmerman

Memorial Roll:

Master Sgt. Shawn Kovach
Staff Sgt. David Wozniak



Chief: Leadership, ‘followship’ needed to accomplish goals



Story by Chief Master Sgt. Barry Hein

NCOIC Operations Group, Stan/Eval

Throughout my career, both military and civilian, the emphasis for success centered on leadership. The military, businesses, universities and consultants all offer countless courses and books on leadership – how to be an effective leader, what are the traits of a leader, how to lead your organization successfully, etcetera. But, unless you are at the absolute top of the food chain, you will spend your entire career as a follower and only a portion as a leader, while also still being a follower. Even our commanders are followers. In truth, it takes both effective leadership and “followship” for an organization to accomplish its goals.

It is impossible to be a leader without a following. Leaders gain a following by clearly envisioning the future state of the organization and communicating it to all members. Effective followers understand that vision, ask questions about it, and know how their daily responsibilities fit

into accomplishing the common agenda. If some leaders aren’t good communicators, followers must ask questions and offer input that is helpful for moving the organization toward a defined vision.

Effective followers don’t just do their time – they spend their time doing. Rather than complaining about what’s not right, they get involved in helping the cause. They get engaged in new ideas and solutions. They maintain an active role and are clear about what they can do to make a difference. Instead of waiting for a leader to tell them what to do, a good follower will ask, “How can I learn how to do this?” “How can I make myself more valuable?”

It is the followers who are closest to operations, and who really know what’s working and what’s not. Effective followers aren’t afraid to tell the boss about major issues and they continually ask tough questions to learn what can be done to resolve them. They aren’t afraid to disagree and defend their position if they have information that backs up their point of view.

The following are concrete steps you can take to be an effective follower.

1. Keep your manager informed. We often complain that information does not reach us at the working level. Leaders and managers complain about the same thing. Leaders can make bad decisions based on a lack of information or bad information. Followers must keep their managers abreast of projects, even if they don’t ask.

2. Be good at what you do. When you consistently deliver extraordinary results, most supervisors will give you more trust and latitude. When managers don’t have to waste their time cleaning up after mistakes, they have more time to spend on vision, strategy, recognition, resource al-

location, and other good things that benefit the entire team. Do what you say you’re going to do, and do it well.

3. Admit your mistakes. Be accountable. Don’t make excuses, don’t point fingers, and don’t act like a victim. Tell your supervisor what happened, what you’re doing to fix it, and what you’ve learned so that it won’t happen again.

4. Don’t bring problems to your supervisor, bring solutions. It’s an old cliché, but true. Don’t delegate upwards.

5. Prioritize your work. Great followers always seem to know what’s important and urgent, and what can wait.

6. Be an optimist. Positive attitude and energy is contagious. Complainers and naysayers often tend to pull the entire team down.

7. Support your supervisors behind their backs. That means don’t criticize your supervisor behind his back. It’s unprofessional. It’s also safe to assume that whatever you say, good or bad, will get back to them.

8. Be a team player. Be an advocate for the team, even behind their backs.

9. Embrace change. A great follower can see the possibilities in someone else’s idea. Be the early adopter, not the laggard.

10. Love what you do. If you don’t like what you do, it will show up in your work and attitude. You’re not doing yourself, your manager, or your co-workers any favors by hanging on to what you consider a lousy job.

Our unit has great people. Every member is important to the organization and every member is relied upon to contribute to the success of the organization. By incorporating the above concepts in your day-to-day operations, you are ensuring the continued success of the 193rd Special Operations Wing.



Catholic Services:
Sundays of drill at 11:15 a.m.
Building 81, commander’s
conference room

Protestant Service:
Sundays of drill at 1 p.m.
Building 81, commander’s
conference room

Both services are available by VTC at Air Stations 1 and 2



Sounding Off

What you need to know to keep you flying...

Airmen advised in traveling to Mexico

Due to the current rise of violence in Mexico it is highly encouraged that Wing members traveling to Mexico AOR visit the Wing Intel office or Wing Antiterrorism Officer for a update on the current situation.

Please also visit www.travel.state.gov for information on travel warnings and alerts. Intel extension 2296, DSN:423-2296 Wing ATO Staff Sgt. Sherman extension 2451, DSN: 423-2452.

AFI does not allow disguised USB devices

The use of disguised USB storage devices designed to look like anything other than a USB storage device is not permitted in locations containing Department of Defense information systems, per IAW AFI 33-100 and AFSSI 8502. Examples of these disguised devices include watches, pens, pocket knives, flashlights and calculators.

Any questions or concerns, contact you IAO, CSA or the Wing IA office.

Discount Disney on Ice tickets available

Disney on Ice is featuring Toy Story Three at the Giant Center, Hershey. Tickets are \$20 for the shows on Friday Nov. 5 at 7:30 p.m. and Saturday Nov. 6 at 7 p.m. Children under the age of two are free.

To purchase tickets and reserve seats, please visit Sandy Scott in the Airman and Family Readiness Program Office.

Discount Bears tickets available

The Hershey Bears are hosting Hometown Heroes nights, Oct. 31, at 7 p.m. and Sunday, Jan. 23, 2011 at 5 p.m. Tickets are \$16.50 a seat both nights.

To purchase tickets and reserve seats, please visit Sandy Scott in the Airman and Family Readiness Program Office.

193rd Association dues announced

The 193rd Special Operations Wing Association's 2011 dues notices have recently been mailed to members. Please be sure to have your money in by Dec. 15.

Not sure if you want to renew your membership? Consider that in 2010 the Association gave \$5,667.50 in assistance to Wing members in need; including \$500 for Dining Out and \$360 to the softball team. The Association recently approved an associate membership which will allow family members, current or prior military and non-profit organizations to join the Association.

The board is currently collecting donations from local businesses to put together packages for the Outstanding Airmen of the Year, which in the past have averaged \$2,000. Be sure to check out www.193sow.org for more information or e-mail solo@193sow.org if you have any questions.

Have a story to tell? Contact the Public Affairs Office and share the good news!
Job vacancy? Scope advertising works for you to get the word out!



What's on the Menu

Constellation Cafe

Hours of operation 11:30 a.m. to 1:00 p.m.

SATURDAY

Main Line:

- Baked chicken
- Swedish meatballs
- Rice
- Garlic pasta
- Asparagus
- Yellow Squash
- Mixed vegetables
- Soup du jour

Snack Line:

- Hamburger/cheese burger
- Bacon ranch chicken wrap
- Baked beans
- French fries

Clancy's:

- Pepper steak with rice
- Hot dogs
- Baked beans
- Beverage
- Pastries

SUNDAY

Main Line:

- Sausage and kraut
- Sheppard's pie
- Roasted rosemary red skin potatoes
- Beef gravy
- Vegetable du jour
- Italian green beans
- Soup du jour

Snack Line:

- Hamburger/cheese burger
- Veal parmesan sandwich
- Baked beans
- French fries

Clancy's:

- Chicken fingers
- Corn dogs
- Baked beans
- Beverage
- Pastries



About Face

What are you looking forward to the most about the fall season?



Tech. Sgt. Ashley Roughsedge,
air space medical technician

"I'm excited to see my son, Jace, get dressed up and go trick-or-treating with his sisters for his first Halloween."

Tech. Sgt. Carlos Castiblanco,
traffic management specialist

"I'm looking forward to my vacation to Barcelona."

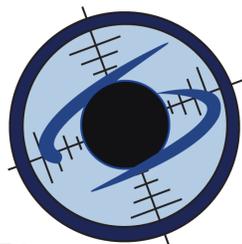


Master Sgt. John Killinger,
211 Engineering Installation Squadron
Lightning Force Academy instructor

"I'm looking forward to being outdoors, either hunting deer or attending Rod Run car shows."

Airman 1st Class Denien Oden,
food services technician

"I'm looking forward to boots, sweater dresses and other fall fashions."



Catch the latest broadcast of **Eye on Scope** during October drill by tuning into channels three and four throughout the weekend.

Please check your e-mail for a Help Desk message with the exact times of the broadcasts.

Featured stories on this month's broadcast include Generally Speaking, CCMSgt change of authority ceremony, the Medical Group's mission in Hawaii, the 148th's field training exercise and many more.