

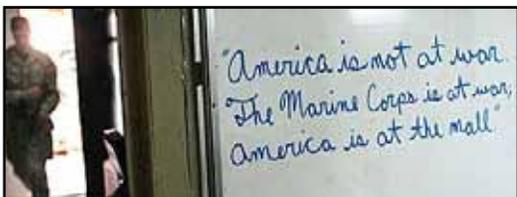
# SCOPE

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



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## SCOPE

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### THE VOICE OF THE QUIET PROFESSIONALS

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*By Chief Master Sgt. Steven Hile*

Wing Command Chief Master Sgt.

Change is upon us everywhere. Change in missions, change in benefits, change in leadership positions, and change in the size of our military force and its structure.

How well are you dealing with it? Have you embraced the change or are you one who believes the only individual who likes change is a “wet baby?” Change does bring out many different emotions. Some who like change get excited and energized while others will feel like crawling into a hole until it is over. No matter your attitude or feelings change will continue. It will change what you know as the routine or the “normal.” It will create anxiousness, confusion, pressure, and stress; however, it will also remove stagnation, specific ways of thinking, and repetitive actions. It brings new thoughts, new ways to achieve the mission, new ideas of the correct mission sets, and of course new policies or procedures. Change offers opportunity for leadership, followership, feedback, projects, development, and eventually establishes the new “normal.” Who is ready to lead through change? My experience and research tells me it is the “Change agent.”

Change agents, each squadron or flight has one or two. Today in our Air Force, Air National Guard, and Wing you are being called into action. You are needed. It is you who will help each and every Airman through the changes. It is you who can see the bigger picture, deal with

## Wing Command Chief Perspective



change, and do the things needed to ensure the proper implementation of change is executed. Change agents see change for what it is and can help the confused, appearance of disorganization, and frustration disappear once actively involved. Individuals who are not change agents immediately look at change as to how it affects them. They draw conclusions about the change because of “how it affects them” personally. Change agents remove themselves from the personal and see change for what it is. They know change is continual and each change goes through it many steps, steps that take time before the change can be fully implemented or become clear. Those steps begin at the thought or discussion and travel through the process until you reach the measurement of the implemented change phase; the “how’s the change working phase.”

I call on the change agents to know over the next year in our service to this great nation we will experience change. If you are listening you know many things are on the table; our “normal” is no longer “normal.” Our professional organizations are fighting for benefits, rights, and more while our leadership is fighting for budgets, missions, and force structure. In the Wing we are reorganizing. The departure of Brig Gen. Weller brings new leadership, new thoughts, and new ideas; in other words change. Change agents must spring into action by making themselves known within their organization, and actively begin helping those who need help with change. Change agents should follow these simple steps:

**Be accessible:** Whenever there is a change in the workplace, employee anxiety can run high. Make sure employees know that your door is open. Since you’re a change agent you have less anxiety and can see the change in a bigger picture. You are the one Airman can come to for questions because you are not opinionated. You base your conversation on facts and objectivity. Allow them to share as

*See Wing, Page 8*

### ON THE COVER



*The 193rd Special Operations Wing hosted a change of command ceremony, Feb. 12. Col. Gerald E. Otterbein accepts command from Maj. Gen. Stephen Sischo, commander of the Pennsylvania Air National Guard during the ceremony. (Photo by TSgt Mariko Bender)*



# Promotions

For the month of February

### Promotion to Chief Master Sergeant

Michelle L. Kerstetter 193 CF

### Promotion to Senior Master Sergeant

Randall J. Williamson 193 RSG

Kevin G. Eisenhauer 211 EIS

### Promotion to Master Sergeant

Terry A. Dobbs 193 CF

Jeremy A. Fisher 193 SFS

Jason A. Murray 193 OSF

### Promoted to Technical Sergeant

Nathan P. Teats 193 MOF

Gary A. Bipat 193 SFS

Ryan B. Roberts 193 SFS

Justin A. Gardner 193 SFS

David A. Hodorovic 193 LRS

Raymond E. Oakley 193 LRS

Brent A. Beckner 148 ASOS

Patrick V. Coleman 201 RHS

Josh C. Moore 112 AOS

Jack W. Munda 112 AOS

### Promoted to Staff Sergeant

Laniel D. Vazquez 193 CS

Jeffrey E. Davidson 193 SFS

Tanya M. Brant 148 ASOS

Derrick A. Jazwinski 211 EIS

Mark A. Miltenberger 211 EIS

Jesse L. Mitchell 201 RHS

### Promoted to Senior Airman

Brandon A. Phillippy 193 LRS

Nicholas S. Murray 193 MXS

Tarra A. Love 193 FSS

Adrianna L. Frey 193 FSS

Corey D. Leggett 193 SFS

Joshua B. Evans 193 SFS

Cynthia V. Lose 211 EIS

Ryan F. Cleaver 148 ASOS

Seth A. Shaffer 201 RHS

Kevin Foy 201 RHS

Dylan Hughes 201 RHS

Christopher L. Gates 112 AOS

Heather N. Rakers 112 AOS

### Promoted to Airman First Class

Cody C. Spangler 193 FSS

# News In Brief

## Outstanding Airmen announced

The selection of the 2012 Outstanding Pennsylvania Air National Guard Airmen of the Year have been announced:

The winners of each category are:

- Company Grade Officer: Capt. Matthew Knouse, 112th Air Operations Squadron
- First Sgt: Master Sgt. Richard Panzar, 193rd Special Operations Wing
- Senior NCO: Master Sgt. Jason Hummel, 193rd Special Operations Wing
- NCO: Staff Sgt. Matthew Spittler, 193rd Special Operations Wing
- Airman: Senior Airman Lawrence Morris, 171st Air Refueling Wing
- Honor Guard Member: Master Sgt. Matthew Kauffman, Joint Force Headquarters

These individuals will now go forward and compete at the Air National Guard level. Those selected from this group will represent the Air National Guard in competition at the Air Force level.

## AF officials announce manpower force structure changes

Air Force officials released force structure changes and resulting manpower impacts from the new DoD strategic guidance and fiscal 2013 President's Budget Mar. 6.

The fiscal 2013 President's Budget adjusts Air Force military end strength to 501,000, with net reductions of 3,900 Active Duty, 5,100 Air National Guard and 900 Air Force Reserve billets.

According to the Air Force Chief of Staff, the Air Force's strategy is to apply resources to the people, programs, and systems that will best contribute to the new DoD strategic guidance.

"Working with our Guard and Reserve leaders, we used a balanced approach to adjust our Total Force end strength while maintaining the ability to execute strategic guidance," Air Force Chief of Staff Gen. Norton Schwartz said. "Our Total Force programmed reductions follow detailed assessments of future conflict scenarios and rotational requirements consistent with the new strategic guidance."

The Air Force is also announcing manpower changes on unit manpower documents resulting from the previously announced force structure reduction of 227 aircraft as well as additional adjustments not tied to aircraft. These changes primarily include the inactivation of a combat communications group and several air control squadrons, as well as right-sizing Air Force bands.

To read the rest of this article please visit <http://www.af.mil/news/story.asp?id=123292694>.



# Otterbein: Wing in state of transformation

*Commentary by Col. Gerald Otterbein*

193rd Special Operations Wing Commander

The longer your military career, the more you realize the incredible amount of change that has taken place at the 193rd Special Operations Wing. When I first went off to training in 1984, the Wing was much different than it is today. The culture was different as was the type of flying we did. We weren't even a Wing at the time, we were a Group. Cell phones had not been invented yet and most of what we did was with pen and paper or a typewriter. Some things have not changed though, like the work ethic and volunteerism. As we look to the future, it seems the pace of change is accelerating and our Wing is in a state of transformation.

The flying mission is moving away from the "hard wired" Commando Solo aircraft to an electronic "roll on/roll off" package. This will free up three additional aircraft to perform the SOFFLEX mission, which includes airlift, airdrop and assault mission, while saving Air Force Special Operations Command millions of dollars in sustainment costs. With the budget challenges facing this nation, we are being good stewards of taxpayer dollars, while remaining relevant to the needs of our Command.



*The 193rd Special Operations Wing hosted a change of command ceremony, Feb. 12, where Col. Gerald E. Otterbein accepted command of the Wing. Colonel Otterbein addresses the Airmen of the Wing during his first speech as Commander. (Photo by TSgt Mariko Bender)*

SOFFLEX involves many varied and challenging mission sets that would never have been given to a Guard unit in the 1980s. It would have been considered too difficult. Likewise, the thought of a Guard unit training active duty crews and maintainers to fly the newest generation of C-130s, MCRECAP, would simply have been unheard of then; not to mention a Guard unit getting new aircraft before an active duty unit. These changes though, come with the responsibility of remaining ready, reliable, and relevant to our state and to the nation.

The 193rd Group became a Wing in 1998, when the geographi-

cally separated combat and combat support units located at Fort Indiantown Gap and State College were formed under the 193rd Regional Support Group. Supporting two air stations, the RSG consists of seven units, an Air to Ground Range, a Schoolhouse, and nearly 750 personnel. The RSG has undergone many changes as well to include the addition of the 148th Air Support Operation Squadron, the mission change for the 112 ACS to the 112 Air Operations Squadron, and a massive MILCON project that provided new buildings for Air Stations 1 and 2, replacing old wooden WWII barracks.

The RSG has also become a key component supporting Domestic Operations on a national and local level. They, along with the Medical Group and other personnel within the Wing, support key functions of the Homeland Response Force and the Pennsylvania Task Force-North. The HRF will respond in the event of a Chemical, Biological, Radiological, Nuclear or High Explosive type of event while the Pa TF-N will focus regionally and responds to natural disasters, Pennsylvania state emergencies and National Secret Service Events, etc. Changing DoD and state mission requirements have resulted in a high operations tempo for the RSG.

The road ahead is full of challenges and opportunities for our Wing. This year we have an ORI scheduled for AS-3; HSI for the Medical Group; UCIs for the 201 RHS and the 148th ASOS. The 271st CBCS will have a combined ORI/UCI. We also have numerous individual and unit deployments. This will be another incredibly busy year, but together we will face these challenges and succeed. I need everyone focused on your mission and be prepared for the upcoming inspections. Make safety and good risk management principles a priority when performing your job every day; not just during inspections. Our Headquarters staff is ready to support you and I am committed to making sure you have what you need to accomplish the mission.

New commanders have been selected for the Mission Support Group and Operations Group Commander positions. Col. Chris Dutton will become the new Mission Support Group Commander upon his return from deployment. Lt. Col. Scott Federico will take command of the Operations Group. In addition, Lt. Col. Kevin Derickson will be the new Operations Squadron Commander. There will be more changes coming as retirements create vacancies. I need motivated officers with completed PME to compete for these vacancies and lead our airmen into the future.

Colonel Dickinson and I look forward to visiting all three air stations and continuing to build on the great relationship fostered by Brig. Gen. Weller. I will be attending Commander's Calls at AS 3 during the March UTA and AS 1 and 2 during the April UTA where I will lay out Wing priorities as well as expectations and opportunities for each of you. As I said during the change of command, I am very proud to command this great Wing and together we will take on the challenges of 2012 together.



# Are the real 1-percenters going it alone?

*Commentary by Capt. Jay Ostrich*

Chief of Public Affairs

With 10 consecutive years of combat deployment in the rearview mirror, those of us still willing to sacrifice in uniform for America's freedom and our way of life might be wondering soon if we are going it alone.

No doubt en vogue is a growing sentiment within the American fabric that searches for ways to silo status and exploit perceived inequities found in income and lifestyle. After all, the now popularized and highly polarizing 1-percent movement is founded upon the notion that it "us" versus "them."

Enter a recently released Pew Research Center survey that polled the American public on the way they view the military. In it, they found more than 83 percent of civilians say that members of the military and their families have had to make a lot of sacrifices since 9/11, while only 43 percent say so about the American public.

While perhaps a "no-duh" moment for veterans and military families, it is within the follow up question we find a disturbing new trend. There, 70 percent of civilians see absolutely nothing unfair in this disparity. According to Pew, they agree that "it's just part of being in the military." Similarly, a USA Today/Gallup Poll last year found the wars in Iraq and Afghani-

stan had little or no effect on nearly two-thirds of citizens.

Moreover, despite a 24-hour news cycle and endless in-depth coverage of the wars, less than half of Americans say the public understands the benefits and rewards of military service. Perhaps also telling of the divide was a handwritten sign outside a U.S. military facility in Ramadi, Iraq, which read, "America is not at war. The

public's confidence in most key national institutions has sagged, confidence in the military is at or near its highest level in many decades."

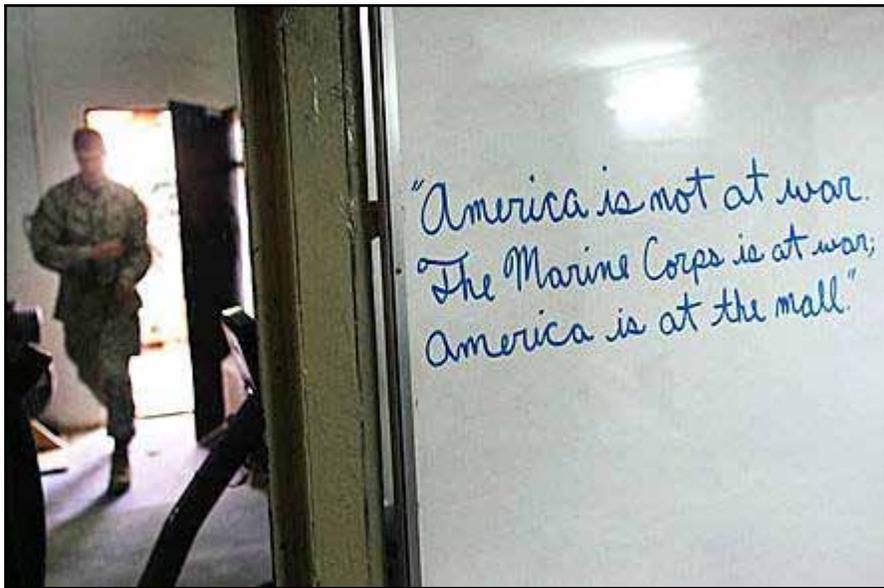
While true that a high operations tempo and security concerns have rightly trumped community education and outreach programs, public opinion and proactive partnerships are undeniable casualties. Though painful as it may be to hear that

public doesn't "get it," it's now important for the military and its members to recognize that perception is reality and do everything possible to bridge this cultural gap.

In doing so, the military must endeavor to change this perception through more robust and consistent community outreach, including in-depth and entertaining employer education days, show-and-tell media availabilities, local legislative programs and interaction with tomorrow's warriors and taxpayers – our youth.

At a time when units are resetting equipment and adjusting for post-war, austere budgets, we must also reset our mentality in public affairs by conspicuously thanking the taxpayers for their support and re-proving our worth to the American people.

If we fail to do so, not only will this chasm in culture and understanding widen, it will fail to fuel a prosperous future for our military that will now be left with fewer dollars and even fewer patriots willing to answer our nation's call.



*The handwritten sign on a white-board of a Marine's facility in Ramadi, Iraq. The photograph was in the Kansas City Star and is a Getty Images photo. (Photo by John Moore)*

Marine Corps is at war; America is at the mall."

For a nation that over the last decade saw less than one-half of 1 percent of the American people serve in uniform, these signs should sound a serious call to public affairs battle stations.

Potentially mitigating this disconnect though is that throughout all national polling, Americans still hold a very favorable opinion of the military and those in uniform. As Pew noted, "At a time when the

Have a story to tell, job vacancy or an announcement?  
Scope can work for you! contact the public affairs office.

**All Scope submissions must be received by  
the Sunday of the UTA prior to the desired run date.**



# 193rd retires, honors two-time Purple Heart recipient

Story by Tech. Sgt. Erin Heiser

Public Affairs Specialist

Feb. 12 members from the 193rd Special Operations Wing gathered to honor one of their own – a hero amongst the ranks who served his country, epitomized teamwork, and was known by his fellow Airmen as one of the “coolest, most down-to-earth guys around.”

Master Sgt. Philip J. Myers retired as a Vehicle Maintenance Craftsman assigned to the Logistics Readiness Squadron, Vehicle Management Section of the Wing. His retirement brings to end a most distinguished and decorated career.

Born in Mechanicsburg, Pa., Sergeant Myers enlisted in the active duty Air Force in 1986 as an Inventory Management Specialist. After four years of service, he was honorably discharged from active duty and assigned to the inactive reserve. In May 1995 Sergeant Myers enlisted in the Pennsylvania Army National Guard where he served four years as an Aircraft Supply Technician. Upon his discharge from the Army National Guard, he enlisted in the Pennsylvania Air National Guard, 193rd SOW and built a career upon the foundations of teamwork, leadership, and uncompromising commitment.

Though his resume is an impressive read and overrun with well-deserved awards and accomplishments, both personal and professional, it was his action during a 2004 tour of duty in Iraq that highlights the true measure of his character and how he has always embodied the core value of service before self.

During 220+ days of deployment, then Tech. Sgt. Myers and team supplied convey security with the 1058th Air Expeditionary Force Transportation Company and were tasked with transporting Army soldiers, coalition forces, food, ammunition, fuel and equipment from Turkey to Kuwait.

On June 22, while running a typical convey outside of Mosul, Myers' team came under attack when an improvised explosive device planted five feet from them struck their truck. Sustaining shrapnel wounds to his face and suffering from a blown eardrum, Myers immediately looked for his partner and discovered he too had sustained injuries.

“We looked at each other, saw we were still breathing and then our thoughts instantly turned away from ourselves and to the others,” said Myers, whose actions in combat have also earned him a Bronze Star.

His wounds were treated in Tikrit and after five weeks of recuperation, Myers returned to the field and during his second convey into hostile territory after the blast, an IED exploded near Myers' vehicle. Sustaining yet another blown eardrum and shrapnel wounds to his hands and face, Myers, who was convey commander for the mission, kept his composure and called in a strike force to secure the area and helped pull a driver to safety. He was later taken to medial facilities to treat his wounds and did not return to convoy duty for the remainder of his tour.

When asked about the meaning of his awards, Sergeant Myers remains humble.

“I am [just] proud of being able to serve... I am thankful every day that I was able to return with only minor wounds, but am

most proud that everyone in our group came home alive and no serious injuries incurred.”

While his record of military awards is long and impressive, it is his respect and genuine appreciation for his fellow Airmen that is what truly defines Myers' career.

“I've been influenced and inspired by so many on this base... the first day I walked in, it was then Senior Master Sgt. Starnowski, Master Sgt. Cunningham and all the boys in the motor pool that taught me so many things,” said Sergeant Myers. “I have been fortunate to learn so much, no matter how small, from each and every one I have come into contact with.”



*Then, Tech. Sgt. Myers, is pictured during his 2004 deployment to Iraq. During this deployment Sergeant Myers and his team supplied convey security with the 1058th Air Expeditionary Force Transportation Company. (Photo archive of Public Affairs Office)*

When asked for his final thoughts about retirement, Myers once again turned the attention to those among which he has served.

“I will mostly miss the people here,” he said. “I am simply thankful to have been able to contribute to our mission and to have been able to work side by side with the many different people of this fine military. I have been blessed and fulfilled by the many accomplishments I have made and in which I would not have been able to fulfill without their help.”

With more than 25 years of honorable service behind him, Sergeant Myers keeps his focus on today and encourages others to seek out the most from every opportunity.

“Every day is a learning day, you will never be through learning no matter how old you become, always take the time to stop and listen and take in everything you see, do and wish to do,” Sergeant Myers said. “Keep dreaming and keep your eyes, ears and thoughts open. Everyone here has something to teach or to pass onto you and they have either done what your trying to do or they are doing it with you, so always listen and pay close attention to your heart, it will lead you in the direction that is most correct.”

*Capt Jay Ostrich contributed to this article.*



# Sounding Off

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

## Maintenance Group officer opening

The 193rd Maintenance Group is accepting applications for a traditional guard Maintenance officer. Current commissioned applicants must be captain or below. Qualified individuals seeking a commission opportunity as a Maintenance officer will also be considered. Please submit a cover letter and resume to Maj. Angela Stateler, 193 MXG/CCE, [angela.stateler@ang.af.mil](mailto:angela.stateler@ang.af.mil) no later than Sunday.

## 193rd hosts WHM event

The Wing welcomes Brig. Gen. Allyson R. Solomon as the guest speaker for the Women's History Month event, Sat., in the Blue Room of the Operations Building at 10 a.m.

General Solomon is the Assistant Adjutant General of the Maryland Air National Guard, Baltimore, Md. She is also dual-hatted as A-1, assistant to the director of the Air National Guard.

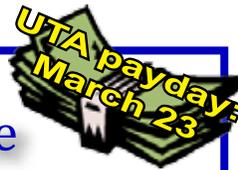
## Annual Bunny Run scheduled

The Psycho Warriors Motorcycle Riding Club presents the 8th annual Bunny Run to be held April 07.

New stuffed animals that are Easter related are being accepted to be donated to children in area hospitals to include the Ronald McDonald House in Hershey. The animals must be bought specifically for this event for the health of the children who will be receiving them. Boxes will be placed in Building 74 to drop off your donations.

Those participating in the ride will meet at the Hummelstown Fire Department. A hot breakfast will be offered starting at 7 a.m. for \$7. The ride will depart at 10 a.m.

If you have any questions please contact Rich Fanning at [richard.fanning.1@ang.af.mil](mailto:richard.fanning.1@ang.af.mil) or Timothy Greiner [timothy.greiner.1@ang.af.mil](mailto:timothy.greiner.1@ang.af.mil).



## What's on the Menu

### Constellation Cafe

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

The 2012 rates for the dining facility are \$4.55 for lunch and \$7.50 for holiday meals

#### SATURDAY

##### Main Line:

Corned beef and cabbage  
Baked chicken  
Red skinned potatoes  
Brown rice  
Mixed vegetables

##### Snack Line:

Hamburgers  
Cheeseburgers  
Hot Dogs  
Baked Beans  
French Fries

#### SUNDAY

##### Main Line:

Scrambled Eggs  
Ham  
Sausage  
Hash browns  
Chipped beef over biscuits

##### Snack Line:

Hamburgers  
Cheeseburgers  
Chicken steak sandwiches  
Baked beans  
French fries

#### Clancys:

Open from April - June and August - September



# ATARS charity event big success

*Story provided by Mathew Verghese*

The ATARS group, along with the members of the 193rd Special Operations Wing family held its third annual bowling tournament at ABC Bowling in Harrisburg, Feb. 6, with all proceeds going to the Fisher House Foundation. The Fisher House offers shelter and support for Military and Veteran's families' during a medical crisis. Since our nation has been at war, facilities such as the Fisher House offer an immeasurable amount of care, compassion and support for the returning wounded and their families.

The winning team, "The Beach Bums," took home the trophy with an overall score of 2803. The high series score of 617 was garnered by Bill Johnson of the "Us & Them" team. Maintenance Squadron retiree Denny Brillhart, had the high game with a score of 234. The winning trophy will be displayed in the Lockheed/ATARS office in Building 79.

The event brought in more than \$1,400 from participants and donors. The participants' overwhelming support for this worthwhile cause will likely extend well beyond this single event. Thanks to another successful event, the Lockheed Martin ATARS group is already making plans to host this event next year, with even wider participation.



*Pictured are all the teams that participated in this year's ATARS Bowling Tournament held at ABC Bowling, Harrisburg, Feb. 6. All proceeds from the tournament went to the Fisher House. (Photo illustration provided by Mathew Verghese)*

## Wing command Chief Perspective (continued from Page 2)

you know the correct followership rules to push their opinions up the chain of command. Note: the draw back is you may have constant questions, which can disrupt your work schedule, so you may need to come in a little earlier or stay later to concentrate on your own tasks.

**Explain the basis for change:** Help your Airmen understand the reasons for change. Sometimes just an explanation is all that is needed so the Airman can feel less threatened. The needs of each Airman will vary with the type of change. Some changes may just be procedural and require no more than a brief explanation. Major events such as mergers and reorganizations will take more time. You must remain informed to be effective!

**Never undermine leadership decision:**

Ensure you fully understand the facts, not rumors, and be a good follower. Now being a good follower does not mean you cannot challenge decisions or thoughts but understanding good followership means you also know the rules when challenging thoughts, ideas, and process changes. When working with your Airmen be as forthright as possible. Avoid conveying a negative attitude.

**"Advertise" or show results:** Point out the positive results after a change takes place. This makes it easier to convince employees to accept other changes in the future. Refer to a successful change if you meet resistance when introducing something new.

Helping Airmen adapt to any and all changes that affects them on the job is a

major part of the change agent's job. By doing this effectively, you will minimize the unproductive time spent in adapting to new organizational structure, technology, techniques and workplace strategies. Also you will notice no where in this message I have spoken about supervisors or managers. It is because your change agent may not yet have this title; however, I do expect our leaders at all levels to lead by example and to be open to other's ideas about how to improve and change the organization. Leading means an open, positive attitude to change and helping guide others on how to make, implement, and enforce positive change that makes the organization better. Leaders should determine who their change agents are and encourage them to step up.

**Catch the latest Eye On Scope this UTA weekend!** Featured in this edition: the Ravens Demonstration and tour with the 201st Airmen from DC, Generally Speaking with Brig. Gen. Eric Weller, CATM M9 training, 9/11 ceremony, recovery exercise with Services, a visit from General Craig at the 211th, 201st flood cleanup efforts, and the Holiday awards ceremony.

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