



# ANGEL'S WINGS



Volume 3, No. 12

920th Rescue Wing, Patrick AFB, Fla.

December 2005



## Angel's Wings

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If you'd like to contribute to our magazine, please contact:

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Photo by Master Sgt. Raymond Padgett

**Col. Joseph Trippy**, 920th Rescue Wing vice commander, participates in ATSO training during the November UTA.

# "In the arena"

*By Col. Michael Shook*  
943rd Rescue Group  
Commander

I've started to clean things out of my office as my time in the Air Force draws nearer to the end and I prepare to move on.

Some of the old things I find to throw out were left to me from those who were here before, some things are mine... But when I can, I clean a little. I'm trying to leave it better than I found it.

Just the other day I stumbled onto something I've had for a long time. Some may have seen it, and I'll share it here...

"It is not the critic who counts, not the man who points out how the strong man stumbled, or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes short again and again, who knows the great enthusiasms, the great devotions, and spends himself in a worthy cause, who at best knows achievement and who at the worst, if he fails, at least fails while daring greatly so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

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***"...what I do know is that if it weren't for those 'daring greatly', we couldn't do what we do."***

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**Col. Michael Shook**  
943rd Rescue Group  
Commander

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This famous quote from Theodore Roosevelt causes me to think about you: The men and



**Col. Michael Shook**

women stationed at Patrick, Davis-Monthan, and Portland. All of you who work so hard to get ready, and stay ready to deploy to carry out the combat rescue mission that has been assigned to us.

I hope you think a little bit about what you've done as 2005 draws to an end. From the combat saves in Afghanistan, to the hope you provided for over a thousand people who called Louisiana home, you have been "in the arena."

I've heard smart folks say that our units' accomplishments in 2005 had never been done before.

I'm not sure, but what I do know is that if it weren't for those "daring greatly", we couldn't do what we do. From the folks on the flight line, the back shops, those behind the scenes, the men under the silk and in the muck comforting the injured, to the men and women at the controls of the Pave Hawks and the Hercs and even their loved ones and families who have sacrificed so much... they are all "in the arena" in my book, and it feels good knowing it...

So, I will think about you as I move on... and it feels good!

## UTA Schedule 2006

January 14,15

February 4,5

March 4,5

April 8,9

May 6,7

June 3,4

July 8,9

August 5,6

September 9,10



# Don't miss the 920th Rescue Wing Holiday Party!

When: December 3

Where: Chevron Park

Time: 12:00 p.m.

Cost: \$3 for singles, \$5 for families

Dress:

Hawaiian shirts and hula skirts  
will be the party attire!

Note: Parents bring a gift for your children with their  
name on it for Santa to hand out!



# 'Tis' the season for safety!

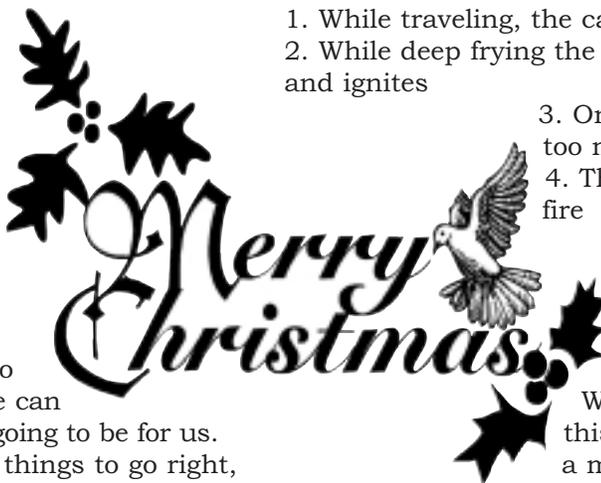
Every year during the holiday season, we plan to have wonderful times with family and friends. This time of year can be very stressful.

Normal routines are cast aside as we plunge head first into making our plans happen just as we have envisioned them. Even though we have heard about the horror stories of other's holiday season misfortunes, we tend not to dwell on those things. After all, we can only imagine how great things are going to be for us.

But as thorough as we plan for things to go right, we need to plan for the things that may go wrong. Some of these things may include:

1. While traveling, the car breaks down
2. While deep frying the turkey, hot oil spills all over and ignites
3. One of the guests has a little too much to drink
4. The Christmas tree catches on fire
5. You lose track of one of the kids
6. You fail to prepare for any one of these things and more

While you are making plans this holiday season, please take a moment to consider and prepare for all that may go wrong, in addition to all that we hope goes right!



# Take a little OPSEC home for the holidays

By George Poovey  
Department of Energy OPSEC  
Program Manager

It's that time of year-shopping time! This is the time of year that I get to write the annual "take a little OPSEC home" article.

This is the time of year that we think we have to spend a lot of money that we don't have, be nice to people we really don't care for, and attend functions we would rather not. It's the holiday season.

Remember to take a little OPSEC home for the holidays.

I know you have heard this before, but if folks like me (security guy) didn't remind you (normal folks) someone might think we didn't care. So here goes.

OPSEC is the process whereby you protect valuable information and stuff from the bad guys by not telegraphing your intentions and actions.

If you are going to be gone from your home, stop paper and mail deliveries. Have someone stop by your home and pick up wind blown trash and other stuff in the yard. If you live in snow country, have someone shovel your walks or at least

make tracks in it. Let someone know if UPS or Fed Ex might leave a package on your doorstep.

When you go to the mall consider carrying your own shopping bag. A large bag without a store logo printed on the side, will hold all of your little purchases and not telegraph to the bad guy watching for stuff to steal that you have items from a high-end store.

Never ever set your purse down. Use that long shoulder strap. Or you could do like my wife does, hand it to me.

When you get to your vehicle, put your purchases in the trunk where they're not visible. If you drive a van or SUV, carry a dark colored blanket and

throw it over your purchases. Then, after the holiday don't pile up the empty boxes on the sidewalk for garbage pick up. The bad guys can drive around and go shopping just from the boxes on the sidewalk. Hmm--new computer there, new table saw there, new x box there. You get the idea.

It's the season for identity theft. Watch



what you sign. Do as much of your business in person as you can, at least you know who you are dealing with.

Mail bills and catalog orders with checks in them at the post office. Don't leave them in your mailbox. They are too easy to steal.

Don't give out your credit card numbers over the phone to someone you never heard of. Consider getting a separate credit card for all phone or internet purchases, one that has a limited dollar amount available or needs a PIN or password to use every time. I picked that one up from e-Bay traders.

Watch for double swiping clerks; if a credit card receipt has a carbon, ask for it. If the computer prints out an extra copy or one that the clerk says "that's not right" and does it again, don't let them drop it in their trash--you get it and you take care of it!

Have a safe and protected holiday season!

(Article courtesy of Kathy Smith, 920th Rescue Wing OPSEC Manager)



# Civilian personnel system allows employees control over advancement

**By Master Sgt. Mitch Gettle**  
**Air Force Print News**

The National Security Personnel System, which will go on line soon, will provide a more performance- and market-based system of hiring, pay and evaluation.

With NSPS, Department of Defense civilians can influence the amount of money they will receive by their performance, their value to the organization and their mission accomplishment contributions, said Sharon Seymour, the Air Force associate director of personnel plans and integration for NSPS.

She said NSPS is a positive change because employees will have more control over their advancement and pay, versus being tied to a time-based system.

Currently, a 30-day congressional notification period is underway, which ends in late November.

After the 30-day notification period, the NSPS labor system

becomes effective and DOD employees will fall under the new labor law.

DOD will request input from union representatives regarding the details of pay banding, staffing, performance management and other aspects of the new system.

This period is called continuing collaboration and is expected to end in January 2006, Ms. Seymour said.

Implementation of the NSPS will then begin and continue throughout the year.

On-site training for supervisors and employees is part of the NSPS implementation plan.

By March 2006, the Air Force expects 50,000 employees to be covered under the new NSPS, Ms. Seymour said.

"Under the current system, employees receive incremental pay raises annually and within-grade pay raises after a certain number of years," Ms. Seymour said.

"One of the best things NSPS will

do for the Air Force is allow good employees to flourish under this system."

Under NSPS, classification will be simplified and streamlined and will include broad groupings of occupations based on the nature of work, career patterns and market factors. These groupings are called "pay bands."

These pay schedules will replace the current GS and, eventually, the wage system pay schedule.

"As we move toward implementation, civilians will receive more information about where they fit in the pay schedules under NSPS," Ms. Seymour said.

Civilian employees moved under NSPS will not take a pay cut and most will receive an increase in pay when the implementation takes place, she said.

"Many employees will receive a pay increase equal to the amount they have earned towards their next within-grade-increase," Ms. Seymour said.

## Online process simplifies tuition assistance

Airmen are only a few mouse clicks away from financial support for their college education, thanks to the tuition assistance feature on the Air Force's virtual education center.

Online since early 2003, the center helps active-duty, Guard and reserve Airmen pursue their off-duty education from a computer.

"It's a continual process to make [the site] a one-stop shop for an Airman's educational needs," said Kendall McAree, the Air Force's education systems manager at the Pentagon. "We're very excited to be able to now make tuition assistance available online."

Air Force tuition assistance is a quality of life program that provides tuition assistance and fees for college courses taken by active duty Airmen during off-duty hours. It's capped at \$250 per semester hour -- \$166 per quarter hour -- and is one of the most frequent reasons Airmen give for enlisting and reenlisting in the Air Force, according to the Web site.

Now that all application paperwork is online, Mrs.

McAree hopes more Airmen will take advantage of the program.

"Airmen can now access the information anywhere at any time, whether they are at home or deployed somewhere," she said.

"With the online signature, all the paperwork can be routed through the appropriate channels faster and more efficiently."

That means Airmen do not visit an education center, which is good, "because some Airmen are in places where there are no education centers," she said.

Along with tuition assistance, Airmen can use the Web site to check their Community College of the Air Force progress, request transcript and civilian course conversion tables, distance learning information, DANTES and CLEP test results and more.

The Air Force Virtual Education Center link is available through the Air Force Portal at [www.my.af.mil](http://www.my.af.mil).

# Recruiters sprint into new year



**Col. Franklin Dolcater (left), 920th Maintenance Group commander, administers the oath of enlistment to two new 920th Rescue Wing recruits during the November UTA.**

**A**ir Force Reserve Command recruiters launched a full-court press the first week of October, enlisting 496 people. Many units held mass enlistments.

By comparison, recruiters brought in 9,942 people during the recruiting year that ended Sept. 30, averaging 191 per week.

They achieved 113 percent of their goal, making the command one of two reserve components in the Department of Defense to meet its recruiting target.

AFRC recruited 5,700 prior-service Airmen during the year. Some of them joined because of

active-duty force shaping initiatives.

More than three-fifths of all recruits were partially or fully qualified. This not only saved the command training dollars but added to its skill base and combat readiness.

"This impressive recruiting year culminates five straight years of overachievement, and yet future success is not assured," said Col. Mike Mungavin, director of AFRC Recruiting Service.

Congress lowered the end-strength ceiling this year from 76,100 to 74,000, but the command faces future end-strength

jumps and shell-game challenges because of Base Realignment and Closure changes.

Next year the end strength increases 900 positions, and BRAC changes could realign as many as 6,000 positions throughout the country.

Another concern is the shrinking pool of people with military experience.

In 1991, about 50,000 Airmen got off active duty, and many of them joined the Reserve.

AFRC recruiters say that number will dwindle to just over 10,000 in the coming years.

*(AFRC News Service)*

# Greetings from the new OG commander

**By Lt. Col. Jeffrey Macrander**  
**920th Rescue Wing**  
**Operations Group Commander**

A change in leadership brings with it some apprehension as to what the new commander's expectations are for the future. I wish to share a few thoughts on what you can expect from me and what I expect from you.

To understand me you need to know what motivates me: I came into the Air Force over 20 years ago, specifically to be a combat rescue pilot. Saving lives is by far the greatest mission in the Air Force. With that in mind, you can expect me to keep my eye on the mission. This mission requires flexibility and people who can think on their feet, and that ability comes from experience gained through realistic training. You can expect me to emphasize the demanding training required to accomplish our mission.

This group has answered the nation's call, time and time again. You should be extremely proud of your past accomplishments, but we also need to look toward the future.

The Reserves have changed from being a "back up force" to being a partner with the active duty deployed all over the world. We will continue to need volunteers to deploy for the next Aerospace Expeditionary Force, and while preparing for that, we will be conducting Phase II of our Operational Readiness Inspection. That's a lot to ask of any organization, but we will be successful, because of you.

Secondly, you can expect me to take care of you. Interacting with people is the fun part of this job, so expect to see me and my coffee mug out and about. I see my job as removing obstacles that prevent you from doing what you know needs to be done and providing resources, be it equipment, manpower or funding. I need your help doing that. You are the experts. You all know best what needs to be done and what it takes to get it done. Don't just identify problems, go to the next step and recommend a solution. I need you to tell me what you need, and I'll go out and fight for it.

Now I'd like to turn to what I expect from each of you. This can be captured from the Air Force values, "Integrity First, Service Before Self, and Excellence In All We Do."

**Integrity:** Integrity equals trust. A combat organization requires each of us to trust each other. I trust each of you and will back you up until you give me a reason not to. Also you need to trust each other to do the right thing. I expect each of you to act with integrity toward others and to also be honest with yourself. It means doing the right thing, even when no one is watching. Trust, once lost, is often impossible to regain.



**Col. Jeffrey Macrander (right) assumed command of the 920th Rescue Wing Operations Group in November.**

**Service Before Self:** Reservists completely understand and are, in my opinion, the epitome of this value. Juggling a civilian job, family and reserve duty, you know when you have achieved the right balance between all three of these when they are all equally mad at you! Only someone who truly wants to serve this country could make the sacrifices that each of you do; all the weekends, all the temporary duty and long deployments. It takes a true patriot to answer the call as you have--selflessly.

**Excellence In All We Do:** This doesn't mean being perfect in all you do, but doing your best. It means setting the example, and that to me, equates to leadership. I expect each of you to set the example. If you are aware of a problem--fix it. If it's not in your power to fix it, elevate it! It also means taking pride and ownership in everything you do and leaving everything better than when you found it.

As a long time Florida resident and University of Florida graduate, I know how important football is here and that you must stake your claim on a team so...Go Gators! I look forward to spending time getting to know each of you. Stop by anytime for a cup of coffee and a chat. If you don't visit me, you can bet I'll visit you!

# AFRC Chaplain visits unit, revisits past

**Story and photo by  
Senior Airman Heather L. Kelly  
920th Rescue Wing  
Public Affairs**

The call from a higher power led him from civilian life to the military ministry, but the call from higher headquarters led him from the 920th to Air Force Reserve Command.

Col. Donald Smith, Deputy Command Chaplain for Air Force Reserve Command, visited the 920th Rescue Wing during the November UTA.

The colonel and two active duty counterparts were performing a functional assistance visit.

“We conduct these visits to see how well our Reserve chaplains are prepared to perform their duties in a deployed environment and to see how they are providing for the unit members,” said Colonel Smith.

No stranger to the unit, Colonel Smith served as a chaplain with the 920th throughout its transition from the 301st Rescue Squadron to the 920th Rescue Group.

“It’s amazing to see how the unit has grown,” Colonel Smith said. “One thing that hasn’t

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***“Whether it’s the flight line or the shot line, there is always an opportunity to be there for someone”***

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***Col. Donald Smith  
Deputy Command Chaplain  
AFRC***

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changed though is the pride that people take in the mission and their jobs.”

Although the demands of deploying at a moments notice and supporting the rescue mission come with the territory, stress or signs of depression can often go unnoticed until they



**Col. Donald Smith (left), Deputy Command Chaplain at Air Force Reserve Command, and Maj. John Weller (center), 920th Rescue Wing Chaplain, speak with a helicopter maintainer during the colonel’s visit to the wing.**

begin affecting work or home life, said Colonel Smith.

“That’s why I like to practice a ‘ministry of presence’, he said. “It means getting out there and availing yourself to people, especially during UTAs. Whether it’s the flight line or the shot line, there is always an opportunity to be there for someone,” he explained.

After receiving a brief at the 301st Rescue Squadron, the colonel took a moment to do just that, walking through the wing’s facilities and meeting unit members.

“Even though I am no longer with the unit, being a Baptist minister I still identify with the mission because we are all in the ‘saving’ business,” Colonel Smith remarked.

“There is nothing more rewarding or satisfying to do as to be a chaplain in a Reserve rescue unit,” he added.

Chaplains Maj. John Weller and

Capt. Calvin Gittner agreed.

“It was both humbling and rewarding to be able to show Colonel Smith the finest rescue unit in the Armed Forces,” Chaplain Gittner said.

“Out of all of the Reserve units, ours was the one chosen to illustrate the dedication and professionalism of Reserve members to his active duty counterparts at AFRC,” he said.

While Capt. Gittner and Maj. Weller are both traditional reservists, both chaplains stressed that their availability doesn’t end when they leave the base at the end of UTAs.

“We’re here for everyone; even those who don’t fly planes, don’t fix planes and don’t give shots,” Captain Gittner said.

“We hope all 920th members take the time to be with their families and friends during the holidays, and if not, the chaplain staff is here for your support.”

# MXS Group wins AFRC Effectiveness Award

*By Master Sgt. Raymond Padgett  
920th Rescue Wing  
Public Affairs*

The 920th Maintenance Group won the Headquarters Air Force Reserve Command Maintenance Effectiveness Award in the consolidated aircraft maintenance category for the fourth consecutive year. The results were announced in November.

The yearly award is based on mission accomplishments, effective use of maintenance resources, innovation, management accomplishments and personnel quality of life programs.

“Our maintainers provided exceptional support throughout high-altitude training, AEF deployments, Phase I of the ORI, rocket and space shuttle support and most notably aircraft support during Hurricane Rita and Katrina efforts,” said Col. Tim Tarchick, 920th Rescue Wing commander.

“The challenges keep coming and maintenance keeps giving the wing what it needs to get the mission done and done well. I am proud of the recognition they continue to receive and to be associated with such a fine group of people,” added Colonel Tarchick.

Col. Franklin Dolcater, 920th Maintenance Group commander, attributed the award to the professionalism, integrity and safety of the group's maintainers.

“Headquarters recognized what I get a chance to see everyday,” Colonel Dolcater said.

“You look at the stuff that these guys did and it's absolutely amazing. All we did was take their accomplishments and put them in writing,” he added.

The group advances to the Air Force level competition in December. Award winners are expected to be announced in March 2006.



Photo by Senior Airman Heather L. Kelly

**920th Maintenance Group maintainers apply their skills to an HH-60G Pave Hawk helicopter. The group received the Headquarters Air Force Reserve Command Maintenance Effectiveness Award in the consolidated aircraft maintenance category in November.**

*Around  
the  
pattern*



Photo by Senior Airman Heather L. Kelly

**Col. Joseph Trippy (left) congratulates Senior Master Sgt. Rene Rubiella (right) for his community achievements during the 2005 Military Affairs Council Community Service Awards banquet in November.**



Photo by Tech. Sgt. Robert Grande



Photo by Senior Airman Heather L. Kelly

**Above: Master Sgts. Carolyn and James Coxon retired from the Air Force Reserve in November. The 920th Rescue Wing wishes them well on their journeys!**

**Left: A closer look at this aerial photo of a corn maze reveals the outline of a soldier's helmet, rifle and Purple Heart medal created in honor of Veterans Day.**

# BRIEFS

## Military Pay

The 920th RQW Military Pay office is located on the second floor of building 559 on O'Malley Road. Please visit on Saturday of the UTA during normal duty hours, 7:30 a.m. to 4:00 p.m.

## Riverside Dining Facility

To obtain the lunch and dinner menu at the Riverside Dining Facility, call "Dial-a-Menu" at (321) 494-2845.

## NASCAR fans

Military discounts are available through Dec. 15 for the Daytona 500 with savings up to \$59 off the regular admission price. Three different packages are available: **Great American Race Weekend** includes one Superstretch ticket to the Daytona 500 and one ticket to Hershey's Kissables 300, \$103.28/person. **All-American Offer** includes Superstretch seat to the Daytona 500 and a Daytona 500 hat, \$102.25. **Nextel Fanzine**, pre-race pass, \$75. Visit ITT in building 415 or call (321) 494-5158 for more information.

**Career Concerns?**  
Talk to Your Career Advisor

Wing Career Assistance Advisor  
920th Rescue Wing  
**MSgt Clayton Henry**  
(321) 494-9016  
clayton.henry@rescue920.patrick.af.mil

## The Air Force Reserve Bonus Program Pays Extra Cash!

The following AFSC's are bonus qualified for the period Oct. 1, 2005 through March 31, 2006 at the 920th Rescue Wing:

1A2X1	Loadmaster
1C0X2	Avionics Resource Management
1T0X1	SERE
1T2X1	Pararescue
2A5X2	Helicopter Maintenance
2A5X3C	Electronic Warfare
2A5X4	Survival Equipment
2A6X4	Aircraft Fuel Systems
2A7X3	Aircraft Structural Maintenance
2G0X1	Logistics Plans
2R0X1	Maintenance Management Analysis
2R1X1	Maintenance Management Production
3P0X1	Security Forces
3S2X1	Education and Training

Payment is based on three or six year enlistment/reenlistment:

Three years	\$4,000
Six years	\$8,000

--Member must reenlist in a bonus Duty AFSC in effect on the date of reenlistment.

--Member can not have previously received an Enlisted Incentive for reenlistment or retraining for service in any Reserve component.

--Member may have no more than 14 years total service (exactly), based on pay date at the time of reenlistment.

--Member must be a satisfactory participant (cannot have more than four unexcused absences) in the Air Force Reserve and has performed three consecutive authorized four period UTAs.

Contact your Wing Career Assistance Advisor, Master Sgt. Clay Henry, Building 313, Room 102 or call (321) 494-9016 for additional information.



Photo by Master Sgt. Raymond Padgett

**Col. Tim Tarchick, 920th Rescue Wing Commander, waves to community members during the Satellite Beach Founders Day parade. The event was held during the November UTA weekend.**

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