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Jan 2007

## HIANG celebrates 60 years with Open House

by Staff Sgt. Betty J. Squatrito-Martin

The Hawaii Air National Guard capped their 60th year anniversary celebrations with an Open House here Dec. 3.

The Open House was the third in a series of special events designed to celebrate and acknowledge the HIANG's past, present and future.

Three of the original Guard members and hundreds of current Guard members and their families attended the event.

"I want to thank you all for coming today and extend a special thanks to our retiree's and especially to your families who have come to celebrate our 60th Anniversary," said Brig. Gen. Peter S. Pawling,



photo by 1st Lt. Regina Berry

Master Sgt. Carl Reynolds serves Staff Sgt. Danny Ardo a spoonful of chili at the Open House held Dec. 3, celebrating the Hawaii Air National Guard's 60th anniversary.

154th Wing commander during the Open House opening remarks. "Our families are an essential piece in the success of this organization, as they give of themselves, their time

and energy in supporting us in carrying out our mission as one Guard 'ohana."

HIANG family members and friends began arriving at Hangar 35 around

noon. Most spent nearly three hours experiencing life in the HIANG. Attendees toured static displays of a C-17, KC-135, and an F-15 along with other mission support equipment.

In addition to the static displays of HIANG aircraft, the Open House attendees participated in a number of activities including, ring toss, fishing, sumo wrestling, rock climbing and a dunking booth.

A number of commanders, including Brig. Gen. Pawling, found themselves at the mercy of attendees with accurate throwing arms as they faced the "perils" of the dunking booth.

The dunking booth may

**see Open House page 5**

## 154th Wing gets new Command Chief Master Sergeant



photo by Tech. Sgt. Mysti Bicoy

Chief Master Sgt. Robert S. K. Lee's son, Brandon and Lt. Col. Dewey Arakawa, commander 169 ACWS, tacks stars to his chevrons as he takes on the role of Wing Command Chief.

by Staff Sgt. Betty J. Squatrito-Martin

The state of Hawaii and the 154th Wing ushered in a new Command Chief Master Sergeant in a change of authority ceremony here Dec. 3.

Command Chief Master Sgt. Denise Jelinski-Hall, leaves the Wing and takes over the reigns as the state Hawaii Air National Guard Command Chief as Command Chief Master Sgt. Robert S. K. Lee III takes over the duties and responsibilities of the 154th Wing Command Chief position.

I am really excited Rob is on our leadership team, said Brig. Gen.

Pawling during the change of authority ceremony.

Command Chief Master Sgt. Lee comes to his new duties with 26 years of experience under his belt. He enlisted into the Air Force in 1980 as a communications technician.

He found himself at McClellan Air Force Base, Calif., for his first duty assignment, transferred to Wheeler Army Air Field in 1982, and joined the Hawaii Air National Guard through the Palace Chase program

**see CCM page 5**



## Commander's Call: UCI, only four drills away

by Brig. Gen. Peter S. "Skipper" Pawling, Commander 154 WG

Now that it's finally 2007, I bet many of you are starting to feel a little anxious about the upcoming Unit Compliance Inspection in June. After this drill, you have only eight drill days to prepare. If you haven't started checking off items on your checklist you are already way behind. Get caught up. Don't be afraid to ask others to help you. We need to work together to get through this. The National Guard has always been known for the enormous amount of experience we bring to the fight. We, here in the 154th Wing are a prime example of that fact.

There are Airman within the Wing who have been through UCIs before and know what to expect. Sit down with them and ask them about their experiences, good or

bad. The lessons learned that the experienced airman can provide, can be the difference between an excellent and an outstanding rating.

Although the UCI is one of the most critical events this year, we've got to remember to maintain and prepare for all of the other events that will be happening. A large contingent of our members are currently preparing to deploy in support of the Cope Tiger exercise in Thailand, and later in the year, it'll be our turn to support the Air Expeditionary Forces during the 9 & 10 rotations. Not to mention, that just five months after our UCI we'll have a CERF, the first of many exercises needed to prepare us for the ORI to be held in the middle of 2008.

I know it seems like a lot, and many of you may be overwhelmed just thinking about all the things you'll need to do this year but remember...take time for yourselves.

Before I close, I want to welcome the new Wing Command Chief Master Sergeant, Rob Lee to our Headquarters Wing Ohana. I'm looking forward to having you aboard. At the same time, I feel that it's necessary to say farewell to Command Chief Master Sgt. Denise Jelinski-Hall. She's done a lot for us while here at the Wing and, although I'm sad to see her go, I know she'll do great things for the HIANG.

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***The lessons learned that experienced airman can provide, can be the difference between an excellent and an outstanding rating.***

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Brig. Gen. Peter S. Pawling  
Commander 154 Wing

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## Mentoring, when mentoring wasn't cool

by Col. Stan Osserman, 154 MSG/CC

On Friday, Dec. 22, I attended a memorial service for a retired HIANG colonel. I didn't realize till that evening that I was one of the lucky HIANG members still serving our great organization, who had the opportunity to work with this officer. I didn't fully realize how much he influenced me until he was gone. Most of his HIANG career was spent in the "radar" world, but I got to work with him at the State Headquarters when I was a first lieutenant. He was also the commander of the 150th Aircraft Control and Warning Squadron on Kauai when it had 180 members. His name, was Ray Moriguchi.

Back in the mid 1980's, I didn't really have an appreciation for "mentors." I was too busy honing my skills as a fighter Weapons Sys-

tems Officer, and all my role models were "fighter jocks." What was important to me at that point in my career was learning all I could about employing the fighter and getting the kill, but Ray Moriguchi opened my eyes to leadership and the difference that good leadership could make, over and above the technical proficiency I was working so hard to perfect. I now reflect on his lessons as validation of the great leadership I've seen in others I've admired. I see the tremendous impact that great leadership can have on any organization. Col. Ray Moriguchi was the Executive Support Staff Officer at Fort Rucker while Brig. Gen. Edward V. Richardson was the HIANG Commander. For those of us who were subjected to the challenges of work-

see mentor page 9

### Kuka'ilimoku

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# Preparation, one way to ensure success

by **Command Chief Master Sgt. Robert S. K. Lee III**

Let me put the importance of 2007, at least the first half of the year into perspective. Our Unit Compliance Inspection, slated for June, will be looked at as the key to the viability of the Hawaii Air National Guard's future. The results of this UCI will certainly be scrutinized by our active duty brethren as the measuring tool that will set the tone for our F-22 Raptor program.

There are tons of superlatives that can be used to describe our posture as we ramp up to the inspection. The word *preparation* is one that comes to my mind, assuming that the preparation process is a well thought out plan.

Our life is filled with things that require preparation in order for it to go as planned. From the way we put together our hurricane kits, to how we set up our shop environment and our test equipment so we can perform our preventive maintenance inspections. Preparation is an important aspects to success. Training, lessons learned, checklists, certifications, fitness, taking care of our financial personal affairs, exercises, being responsible, planning, focus groups, mentoring and the list goes on. Preparation seems to be something that would definitely be a key to success.

We should all take a moment from our life and as-

sess whether or not our plan of attack for whatever it is, will allow us to succeed to the level we set as our outcome or goal.

Review your preparation criteria for our upcoming UCI and see whether you are on track for success, you may find that you are, or perhaps some fine tuning may be required. There are so many positive things that are a derivative of preparation.

While growing up on the Windward side of Oahu in the 1960's, one of the most important things in my life was playing outside with my friends. The only way that would be possible according to my mother was if my homework was completed on a daily basis. Weighing the importance of being outside certainly made this a no-brainer and the preparation process began. I came to understand that success was determined by how well you were prepared. As one of my professor's once scribed on the blackboard, when opportunity and preparation intersect, success is in your favor and we all know that the more help we have, the better off we will be.

Let's all reflect and assess how prepared we are to succeed, consider every aspect of the meaning of preparation and bounce it against your life's checklist and adjust accordingly. It affects our selves, our families and our organization.....Let's Roll!

## WHAT ARE YOU WAITING FOR?

by **Master Sgt. Garrett Oshiro, 169 ACWS 1st Sergeant**

Too many good people are waiting to be promoted to begin leading, only to wonder why it's so hard to get the support they need.

You don't need a title to be a leader. Begin now through leading by example, do as you would want others to do when you're in the leadership role. Make use of your resources. The Guard is equipped with a diverse, multi-talented group of men and women that lead by example everyday, surround yourself with these folks during UTA instead of watching the clock tick away valuable opportunities. Interact with your peers, listen to their concerns and offer assistance or guidance, and be genuine.

As a promoted leader you will become proactively involved with your peers and supervisors, start now and be willing to step-up and help. People will remember how you cared for them before you were promoted and will support your efforts when your time comes to join the ranks as an NCO. Make a difference today and everyday here on to commit yourself to strengthening our HIANG leadership ranks.

I am confident that this year I will see a lot of new faces joining the NCO ranks, so I thank you all in advance for stepping up and really making a difference.....2007 THE BEGINNING.

## Honor Guard support in the desert



courtesy photo

Master Sgt. Steven Kau and Tech. Sgt. Lawrence Lee, both 201st Combat Communications Group and Hawaii Air National Guard Base Honor Guard members, retire the American flag at the end of the day while deployed to Sather Air Base, Iraq. The two, along with a handful of other 201st volunteers, practice twice a week and perform predominately flag flying and colors details as part of their deployed Honor Guard program.

# HIANG 60th Open House



## Open House

have seen “perils,” but the 154th Maintenance Group personnel fed the potential “perils” of hunger, while the Civil Air Patrol cadets staved off heat and thirst by providing shave ice to those present at the event.

The 154th maintainers solicited food donations and cooked 1,200 hamburgers, 2,000 hotdogs and 400 pounds of chili, said Lt. Col. Tim Fujino.

“The support we received from the entire 154 MXG was awe-inspiring,” said 1st Lt. Jason Matsuoka. “Whether working aircraft maintenance or supporting events like the Open House, members put the same effort, devotion, and sacrifice in all they do,” added 1st Lt. Matsuoka.

People could take home the “future” as posters and pins of the F-22 Rapture were distributed.

Open Houses don’t just happen by themselves. In this case, 1st Lt. Jason Matsuoka and Master Sgt. Nate Koide took on the yeoman’s work of coordinating the event.

1st Lt. Jason Matsuoka and Master Sgt. Nate Koide, made huge contributions to the success of the Open House, said Lt. Col. Fujino

The HIANG spent the year celebrating its inception in 1946 when there was no base, no headquarters and no hangars.

There was nothing but a group of members who would meet in an armory in an effort to establish what is now known today as Homeland Defense. Their actions set the wheels in motion and laid the foundation for what has become one of the largest Guard units in the nation and is slated to be the future home of the F-22 Raptor.

## CCM

in 1987.

Command Chief Master Sgt. Lee takes getting involved to new heights. He is engaged in a variety of activities including: the HIANG Base Honor Guard since 1998 and is currently the programs Superintendent; Royal Guard volunteer since 2002; and is the head coach of the Oahu Pop Warner Youth Football Peewee team, the Kahalu’u He’eia Broncos. He has volunteered with organizations such as MADD, DARE, Hawaii Special Olympics, Great Aloha Run, Hawaii Cancer Society, City and County Weed and Seed, and Adopt-A-Highway to name a few.

“I am humbled by this awesome opportunity,” said Command Chief Master Sgt. Lee.

“There is no finer Chief Master Sergeant than Chief Lee to represent the enlisted Men and women of the 154th Wing,” said Command Chief Jelinski-Hall. I am proud to pass the torch to Command Chief Master Sergeant Rob Lee, said Command Chief Master Sgt. Jelinski-Hall.

Command Chief Master Sgt. Jelinski-Hall leaves the 154th Wing after three years of service to the wing where she re-established the First Sergeants Council, the Top-3 Council, the Enlisted Council, and re-energized the Enlisted Performance Feedback process, the Unit Awards and Decorations programs, and the Family Care Program.

“It is truly rewarding when you can

walk away from a position and feel like you’ve made a difference,” said Command Chief Jelinski-Hall. “I am extremely proud to have been part of the wing leadership team that has taken the Hawaii Air National Guard into the 21st Century,” she added.

Command Chief Jelinski-Hall was the ultimate Wing Command Chief, said Brig. Gen. Peter S. Pawling.

She kept a constant vigilance on morale, welfare and the quality of life for our enlisted force, added Brig. Gen. Pawling.

While Command Chief Master Sgt. Jelinski-Hall and Command Chief Master Sgt. Rob Lee take on new responsibilities and open new chapters to their lives, out going state Command Chief Master Sgt. Billings prepares for a new chapter in his life, retirement.

Prior to the change of authority, Command Chief Master Sgt. Billings said aloha to the Guard after 30 years of service to the state and nation. He served in the Navy, from 1967-1971. After separating from the Navy he earned his degree at the University



photo by Tech. Sgt. Mysti Bicoy

Command Chief Master Sgt. Denise Jelinski-Hall passes on the Command Chief tiki, which represents the change of authority, to the new 154th Wing Command Chief Master Sgt. Robert S.K. Lee III, while Brig. Gen. Peter S. Pawling oversees the change of authority.

of Hawaii, and went on to work at Pearl Harbor shipyard where he retired in 2004.

Command Chief Master Sgt. Billings found his way to the HIANG in 1981 as a weapons systems operator at the Hawaii Region Operations Center, transferred to the Logistics Readiness Squadron in 2000. Eventually he became the 1st sergeant for the 154 LRS and the 169th Aircraft Control and Warning Squadron.

He spent the last three years as the state command chief master sergeant of the Hawaii Air National Guard.

## News Briefs

### Three more years



courtesy photo

Tech. Sgt. Edward Oga proudly reenlists for three more years in the Hawaii Air National Guard. The oath was conducted by Lt. Col. Stanley Sato. This was Lt. Col. Sato's first reenlistment since he became the new 154th Medical Group commander.

### Speeding penalties increase

There is a new speeding law for Hawaii. Hawaii's penalties for speeding have increased for repeat offenses beginning this year.

Drivers caught going more than 30 mph over the speed limit or 80 mph on any roadway in Hawaii will face the following penalties: the 1st offense is a \$500-\$1,000 fine, 15- to 30-day license suspension, mandatory driver education course, either 36 hours of community service or two to five days in jail; the \*2nd offense is \$750-\$1,000 fine, 30-day license suspension, mandatory driver education course, either 120 hours of community service or five to 14 days in jail; and the \*3rd offense is a \$1,000 fine, three-month to one-year license suspension, mandatory driver education course, and 10-30 days in jail. \*Offenses must occur within a five-year period.

### December Promotions

#### **Promoted to TSgt (E-6)**

HQ 201 CCG	Chun, Everett C.S.
154 CES	Gaurani, Simeon
204 AS	Montero, Dominic Jr.
154 SFS	Padilla, Mark G.
154 MXG	Tscha, Henry H.

#### **Promoted to SSgt (E-5)**

154 MOF	Brinkman, Mary L.
291 CBCS	Caballes, Francisco
154 AMXS	Casabar, Robin C.
203 ARS	Cordeiro, Callen A.
154 ACS	Gandeza, Joseph A.
154 CES	Kahaulelio, Jannett
169 ACWS	Lee, Gordon J.
292 CBCS	Meyer, Theodore T.
204 AS	Ogata, Stacie
154 CES	Ozaki, Brandon
154 CF	Pacpaco, Keanne A.
154 MXS	Saballa, Michael C.
154 MXS	Saguibo, Lolito O.
154 MXS	Santiago, Elray K.
154 MXS	Tsunezumi, Roddy T.

### Freedom Celebration

Military Appreciation Day, Saturday 6 Jan 07, 1100-2000. Come out for great fun & and opportunity for all Oahu military service members & families. A commercial partner, Ad-Ventures, is sponsoring this event on the lawn of our tower mall. It's FREE including entertainment, mini carnival, etc. Food and beverage will be available at a reasonable cost.

### Virtual Personnel Center Accounts

As Personnel Service Delivery Transformation (PSDT) takes hold of the personnel world, all members of the Air National Guard (ANG) are asked to go online and create a Virtual Personnel Center-Guard Reserve (vPC-GR) account on the Air Reserve Personnel Center's portal on the ARPC Web site. The process is relatively simple and can help speed up personnel actions for ANG members.

To create an account go to <https://arpc.afrc.af.mil/vPC-GR/newaccount.asp>. Fill out the electronic form to include member's social security number and date of birth. Members must include a valid e-mail address and phone number. The e-mail address will be used for service delivery and password management.

### 154 WG Drill Dates

**Feb. 10-11, 2007**  
**March 3-4, 2007**  
**April 14-15, 2007**  
**May 5-6, 2007**  
**UCI Jun 6-10, 2007**



**Toys for Tots campaign results:**  
**over 400 toys from HIANG members.**

**Senior Airman Matthew Higa and Master Sgt. Ray Duropan of the 154th Security Forces accept Toys for Tots donations with open arms.**

# Chaplain's Corner: Welcome the light...

by Maj. Daniel L. Leatherman, Chaplain

The winter holiday season is my favorite because it is a season of light and hope. The ancients believed that in the winter months, as the days grew shorter and the nights grew longer, the sun god would go away for a time. They would host festivals on or about the third week in December honoring the sun god beckoning the god's return.

Our science lessons teach us that the truth of this apparent phenomenon is not by the will of a sun god riding his chariot across the sky, but by the seasons, the diminishing and the lengthening of days is caused by our orbit around the sun. The longest night of the year in the Northern hemisphere is Dec. 21. After this date, the light returns and our days lengthen by about one minute per day.

It is no mistake that when the Roman Empire became Christian, the Church began to "baptize" many of their secular festivals. The Saturnalia festival, the date for the birth of Jesus Christ, and the celebration of the "Christ-mass" or Christmas which was finally set for

Dec. 25 by Pope Gregory, are all examples of secular festivals of the Church.

It is also the time of Hanukkah or the Festival of Lights. Hanukkah commemorates the rededication of the Temple of Jerusalem by Judas Maccabee in 165 BC after the Temple had been profaned by Antiochus IV Epiphanes, king of Syria and overlord of Palestine. The candles in the temple only had enough oil for one day, but the candles burned for eight days. By lighting candles in a menorah, Jews commemorate this miracle.

This is a season of light and hope. As we begin a new year, I look to the light that rises before me to illumine a path that will guide me through all that life will offer in the year ahead. At the same time, this journey is one that is filled with hope. Hope in the knowledge that God comes to us in miraculous ways. For some, this is in the incarnation of God in the Christ child. For others, the presence of God in the mystery of candles, the telling of story and of history. For others still, it will be different. But in all cases, God is there.

Looking back, as a Wing, and as individuals, we have endured our fair share of celebrations and sadness; of births and deaths; of deployments and the trials of military life. Through it all, I certainly believe that

God has remained faithful and ever present in our lives, even in those times of darkness in which we cannot see that very presence. Still, there is hope.

In the coming of the light, with the dawning of each new day, the hope that tomorrow brings something better is there, along with God, right beside us.

Happy New Year!

Please join the 154th Chapel Team in our General **Protestant** Worship Service every drill Sunday. It is located in Bldg. 3416, 2nd floor. Makai side in the Na Koa I Conference Room. Service begins at 12:30 p.m. and concludes at 1 p.m. If you are of another denomination, check the following schedule:

**Catholic** Services across base at Nelles Chapel Saturdays at 5 p.m. A Sunday Mass is also held at 10 a.m. at the Chapel Center.

**Jewish** Services are held Fridays at 7:30 p.m. at the Pearl Harbor Aloha Chapel on Makalapa Road.

Please call the Chapel Center at 449-1754 if you need directions or would like to know about **Buddhist, Muslim or any other faith group** not listed.

## New "Doc" now in charge

154th Wing welcomed a new commander in a change of command ceremony here Dec. 3.

I'm excited about the position and am looking forward to strengthening the great relationship between the Hawaii Air National Guard and the state of Hawaii through our CERF-P mission, said Lt. Col. Stan Sato as he takes the helm from Col. Brett Wyrick.

Lt. Col. Sato joined the 154th Medical Group in 1994 after a stint in the Army and Army Reserves.

He served as the acting commander for the 154 MDG while then commander Col. Wyrick was deployed to Iraq.

Lt. Col. Sato was awarded the 2004 Outstanding Optometry Officer of the Year.





Col. Ron Han, 154 MXG commander, gets down and dirty washing cars during the HIANG 60 car wash.



After getting a system down, washing cars was easy for Lt. Col. Erik Wong, and Senior Master Sgt. Gary Hema.

## Ringling in New Year at Sather Air Base, Iraq with 201 CCG...Hawaiian style



*courtesy photo*

*Despite the cold air and being thousands of miles from home, members of the 201st Combat Communications Group help to prepare a New Year's feast. The 201st members are two of approximately 75 from the 201 CCG deployed to areas in Southwest Asia.*

**by Staff Sgt. Darilyn Blancaflor/447th Expeditionary Communications Squadron**

**Sather Air Base, Iraq** – Imagine, turning a 35 pound pig over a hot grill at 7:00 a.m., when its 28 degrees outside with only a fire barrel near by to keep us warm. Well, that's what the 447th Expeditionary Communications Squadron in Baghdad, Iraq did on New Year's Eve. Since we couldn't be in Hawaii for New Year's we brought a Hawaii New Year's feast to Iraq. It was complete with Spam Musubi, Lomi Lomi Salmon, Chicken Long Rice, Fried Noodles, Kalbi, BBQ Chicken, Fried rice, Kim Chee and Haupia. Boy, let me tell you, after the pig was rotated for 10 hours over the coals, and the rest of the food was prepared, it was worth all the time and effort that everyone put in.

As people started to arrive, we had Hawaiian music playing over the stereo, with everything from Kapena to Fiji. To help everyone keep warm, fire barrels were set-up around our makeshift picnic

area.

When the food was ready, our base chaplain blessed the food and everyone got in line to partake in our Iraqi Hawaiian Feast. We invited approximately 125 people; from our Group Commander and his staff, to the ladies who work the BX (a couple of them are also from Hawaii) and we even managed to find some Hawaii boys in the army unit that live here on Sather Air Base with us.

While everyone was eating, our radio maintenance shop set-up the Karaoke system and the real party began. Everyone was a little bit shy at first but once the ice was broken, the microphone was hard to pry away from everyone's frozen hands. It's amazing, even without alcohol people still sang their hearts out!

When the Baghdad clock hit midnight, everyone toasted the New Year with bottles of sparkling grape juice and lots of non-alcohol beers! This was definitely one New Year's party that no one in attendance will ever forget! Way to go 201 CCG!

### mentor

ing for General “Rick”, you would understand that the ESSO at that time had to have thick skin and a tough mental outlook just to survive, let alone thrive. But, thrive he did.

I’d like to share with you some of the traits that made Ray Moriguchi such a great mentor for me, and even though you most likely didn’t know him, his examples are still valid and important today.

If Ray was born 500 years ago, in the land of his ancestors, he would undoubtedly have been Samurai. He was very critical, and demanded accuracy in all the work we did, but he was most critical of himself.

He was not afraid to put up a fierce fight for what was right, and

he would go toe-to-toe with generals and colonels and commanders, but he would only do so to protect those leaders from making serious mistakes, particularly mistakes that would hurt themselves, their own subordinates, or their mission.

He wasn’t concerned that others would be upset with his brashness, or even if they followed his advice, but he made sure that those leaders clearly understood the potential pitfalls that he could see from his objective vantage point before they made their decisions.

He was compassionate. When all was said and done, he did not have his ego attached to his work or his rank as a colonel, and he never put himself above others. He took care of junior officers and Airmen with the same passion he took care of

generals, and he took care of himself last...if at all.

Ray Moriguchi was an exceptional human being. He was a tough character, and a deep thinker. He was morally grounded, and a compassionate leader.

I wish more of us could have had the chance to know him. Over the years I’ve tried hard to be like him as a leader, and although I know I’ll fall short every time, I’ll always keep trying. I guess leaders like Ray Moriguchi may be the best kind of mentor, one who impresses you so profoundly that you didn’t even realize they were doing it at the time, and you don’t appreciate it fully until they’re gone.

Aloha, Colonel Raymond Jitsumi Moriguchi, it was an honor to have known you.

## Transforming Today’s Airmen into Tomorrow’s Leaders

by Senior Master Sgt. Raquel Ramos, HRA

Over the past year the Air National Guard has been presenting an initiative that will help members achieve new heights in their personal and professional lives. This new initiative is called *Mission Driven Mentoring*. MDM focuses on the 16 Leadership Competencies that the Air Force has been introducing. The nature of these principles is broken down into three continuums of leadership levels: Tactical – Operational – Strategic. Each leadership level offers competencies that focus on leadership and force development.

**Tactical** leadership level is generally developed early in ones career to create a personal foundation. Member’s personal leadership competencies are dominant and they have a growing interest in leading people/teams.

**Operational** leadership level is typically a member at mid-level management. Individuals still have a focus on personal competencies, but are now focusing on people/team growth with an interest in institutional competencies.

**Strategic** leadership levels are generally the highest level of rank and leadership. These members are more focused on the organizational growth; however, continue to take on new meaning to their people/team and personal competencies.

Now that you have a broad understanding of these leadership levels, let’s briefly discuss the roles of a mentor and mentee.

There are several roles a **mentor** can assume during a mentor/mentee relationship such as: counselor, coach, guide, motivator, teacher, sponsor, advisor, referral agent and role model. The role the mentor as-

sumes will depend on the needs of the mentee and on the relationship that is built between the two. The mentor role is always on a professional level and helps a mentee develop the plans and blue prints to solve their own problems or reach their goals. Mentor’s must be good at their job, respected in their organization, have professional skills, an inclusive and collaborative spirit, and organizational values.

A **mentee** is a person seeking the mentoring. They are under the guidance of someone influential who can help shape career and personal advancement and growth. Simply, a mentee is looking for someone with whom they can express fears, frustrations, and goals without fear of reprisal. A mentee is a person who wishes to learn from the experiences of another or is looking for a sounding board or someone with a different perspective. The mentee must have a desire and eagerness to learn and must be willing to venture into uncertainty. They must challenge themselves to grow. It is the responsibility of the mentee to decide the amount of dependence and guidance he/she needs. The mentee, as a student, desires to gain from the mentor’s knowledge and learns how to apply the knowledge that is gained. He/She will then practice and demonstrate what has been learned. Furthermore, a mentee learns how to interpret, as well as, apply rules and regulations.

Stay tuned for more articles on MDM and how you can become a mentor or mentee!



## MEO: Chronic Candy - latest drug trend

by Tech. Sgt. Alan Alejandro and Sgt. Linda Hesch, Joint Substance Abuse Program

There is an alarming new trend spreading across the United States, and it is very popular with the 21 and older crowd. The trend is Chronic Candy. Chronic Candy contains essential hemp oil and is ILLEGAL for all military members to ingest. In years past, other products containing Hemp have been marketed toward young adults such as "Dave," a drink produced by Jones Soda. The Air Force placed a ban on ALL hemp products in 1999 and all other military branches followed soon after.

There is nationwide movement to attempt to ban this product.

In the meantime mem-

bers of the Hawaii National Guard, both soldiers and airmen, need to be aware of what they are eating and drinking and the restrictions as they are outlined in our regulations. As stated in AFI 44-121 paragraph 3.5.5 and AR 600-85 paragraph 1-35d, "Studies have shown that products made with hemp seed and hemp seed oil may contain varying levels of tetrahydrocannabinol (THC), an active ingredient of marijuana, which is detectable under the Army and Air Force Drug Testing Programs.

In order to ensure military readiness, the ingestion of products containing or products derived from hemp seed or hemp seed oil is prohibited. Failure to comply with the prohibition on the ingestion of products containing or products derived from hemp seed or hemp seed oil is a violation of Article 92, UCMJ."

We have also found that

alcohol is a major contributing factor in positive drug cases. The use of alcohol may limit inhibitions and a soldier or airman under the influence of alcohol would have a more difficult time refraining from using marijuana or other drugs than a sober member.

Those who have tested positive for marijuana and other drugs have said that peer pressure and alcohol is what led them to use drugs even while knowing they may be tested. Often times, they are offered marijuana or other drugs at social gatherings and resist the temptation initially, but as the night progresses and alcohol starts to take affect, they end up taking a hit. Your true friends will take NO for an answer, do not allow yourself to be in a situation that could impact the rest of your life.

We ask our soldiers and airmen to be vigilant in their awareness of prod-

ucts being offered to them. What may seem like innocent candy, could contain Hemp. There may be a possibility that ingesting or using hemp products which include; shampoos, soaps, lotions, bracelets, etc., could lead to a positive test result. The Hemp ban was put in place in order to protect our military members as drug use is not compatible with military service and we will prosecute to the fullest extent possible – you could be discharged from the Hawaii National Guard and possibly face time in jail. Take the safe road and steer clear of anything that may contain hemp.



## Troops to Teachers passes 9,500 mark

**Pensacola, Fla.** – Troops to Teachers, the government program helping former military members become public school teachers, has broken the 9,500 mark in hires according to the program's latest status report.

Latest data shows that 9,502 teachers have been hired through the program since 1994, with Troops to Teachers represented in more than 3,000 school districts across the country.

Troops to Teachers ([www.ProudtoServeAgain.com](http://www.ProudtoServeAgain.com)) is administered by the Department of Defense and Department of Education and managed by the Defense Activity for Non-Traditional Education Support (DANTES). The program helps eligible military personnel begin second careers as public school teachers by providing referral assistance, placement services, and – for those electing to teach at high-need schools – financial stipends and bonuses.

Members of the National Guard and Reserves with 10 or more years of service are eligible for the program, provided they commit for an additional three years.

In addition to providing more teachers, the program is also providing the types of teachers that are in high-

est demand. The highlights of an August 2005 National Center for Educational Information report include:

- 82 percent of teachers entering through Troops to Teachers is male, compared to 18 percent of all teachers (2005 NCEI study).
- 37 percent of Troops teachers are persons of color, compared to 15 percent overall.
- 46 percent of Troops teachers teach sciences (biology, geology, physics, and chemistry), versus 18 percent overall
- 27 percent are teaching math, versus 7 percent overall.
- 44 percent of Troops teachers are teaching special education classes, compared to 19 percent overall.

For a general overview and brief history of the program, watch the PDF slide briefing which can be found here (note that the participation numbers are not up to date): [http://www.dantes.doded.mil/dantes\\_web/library/docs/TTTBrief.pdf](http://www.dantes.doded.mil/dantes_web/library/docs/TTTBrief.pdf); visit this link to see a 10-min video [http://www.dantes.doded.mil/dantes\\_web/library/multimedia/ttt/ProudToServeAgain.wmv](http://www.dantes.doded.mil/dantes_web/library/multimedia/ttt/ProudToServeAgain.wmv).