

Kūkā'ilimoku



photo by Tech. Sgt. Michelle Thomas

WINNING TEAM OF THE YEAR

The Services 9-member deployed team was recognized last month as the Winning Team during the awards ceremony held in the C-17 Hangar. The team was cited for “representing the Hawaii Air National Guard in an exceptional manner while deployed to Al Dhafra Air Base by advancing key processes and making direct contributions to improving morale at their deployed location. The services team had a hand in almost every aspect of the Force Support arena while at Al Dhafra Air Base, from producing 132,000 DFAC meals and 13,000 flight meals, to managing all five fitness facilities and serving approximately 69,000 patrons at the community activity center and learning resource center.”

...winners and nominees pages 5-8

Commander's Call

by Col. Braden Sakai, Deputy Commander 154 WG

Warriors of the 154th Wing, Aloha! Mahalo to all of you for what you do for our state and country. With the new leadership and what faces us in the future, we are definitely in for exciting and challenging times. Through the hard work and dedication of our HIANG leaders (past and present), our partners at PACAF, NGB and our senior elected officials we are able to welcome the C-17 Classic Association, the KC-135 and F-22 Active Associate units on Joint Base Pearl Harbor-Hickam (JBPHH). The combination of our location in the Pacific and the hard work and dedication of our past and present work force, brought these accomplishments to fruition. At a recent Safety Summit Conference the statement was made that we are at war with the budget and it's only going to get worse. Linking up with the National Defense Strategy and Quadrennial Defense Review, we need to fall in line and 'Reform How We Do Business'.

It's going to take each and every one of us to be good stewards with the taxpayers money while ensuring mission readiness is our top priority. The time is now to rise to the occasion and do what is best for our Nation and HIANG as a whole (154th, 201st, 109th and State HQ's). We cannot be unit centric focused. We will not allow any unit in the HIANG to fail their mission. In order for us to ensure success, we will build upon and sustain the strong trusting partnership within our Wing as well as with our sister units, active duty and civilian workforce. We will find ways to either share or reallocate resources that will allow all of us to succeed in our missions. I will be challenging the commanders to scrub their budgets, understand their budgets and learn to survive with less but not at the cost of mission failure. I will also challenge and work with our partners outside of our Wing to do the same. We will hold one another accountable while simultaneously building trust amongst the groups. One Force, One Fight!

Embracing and living the Core Values of Integrity first, Service before self and Excellence in all we do will definitely help us persevere through these challenging budget days. Without these Core Values we cannot succeed. Similarly, we proudly live by and routinely use words such as 'Aloha, Ohana, Kokua, Malama Pono and Mahalo', in our everyday interaction with each other. Our Hawaiian culture and the Air Force Core Values complement each other, so much so, I know it will see us through. We have strong

and very competent people in our Wing who do great things for their Groups and units. I am calling on them to bring their expertise and talent to help the HIANG succeed as a whole into the future.

"Cooperation is not optional" will be the mantra you will hear me speak to over and over again. Two great leaders, Gen Petraeus and Ambassador Crocker used that phrase and together, literally turned Iraq around during the 2007-2008 timeframe. While there are numerous reasons for their success, I want to focus on one very important area they emphasized — communication with individuals of diverse backgrounds and culture... 'Cooperation is not optional', we will communicate, we will cooperate, we will stay in a meeting until we find common grounds with each other, we will achieve Unity of Purpose and Unity of Effort across the spectrum of the different military services and civil-military relationships. Failure was not an option for both Gen Patraeus and Ambassador Crocker. They both believed and lived it. As a result, the people of Iraq believed and trusted in them and the country started to move forward. As a Wing, we will do the same. The challenge is that some of us either forgot or misplaced some valuable communication skill sets and 'table manners' taught to us while growing up: common courtesy, respect for others, discipline and self control. In other words, our Core Values.

I challenge all of you to join me in sharpening those skill sets so we can tear down barriers within our own organization and start building bridges. We will take these sharpened skill sets and extend them to our partners outside of our Wing as well as to our civilian sector. We will be both warriors and ambassadors of good will. Don't take the easy road out by saying or thinking 'no' thereby shutting someone down...we can't afford to be parochial, thus, we need to look at the big picture. This War on the Budget is real! This is one of the reasons why we have the Classic/Active Associates and JBPHH — our nation is looking for cost efficiency and is counting on you to find better ways to do business. If one unit fails, we all fail.

"...it is the unemotional, reserved, calm, detached warrior who wins, not the hothead seeking vengeance and not the ambitious seeker of fortune."-- Sun Tzu



Recognition important for professional growth

by Command Chief Master Sgt. Willie Rafael, 154 WG



The HIANG Annual Awards Recognition Ceremony was last month. In this venue, we recognized the best of the best our organization has to offer. A few will go on and compete for the Outstanding Airman of the Year Awards. Our organization is full of outstanding performers, however, not everyone will be recognized at the annual

recognition ceremony, but they must be recognized some other way.

Industrial Psychologist, Abraham Maslow, who researched human motivation and determined that needs drives motivation. From our most basic needs of food, clothing, shelter, safety, and security, to our more sophisticated needs of ego satisfaction and self-actualization, we are driven to fulfill these needs. And we will usually undergo some internal tension (for example, the tension of hunger when we need to eat) until the need is satisfied.

This tension, then, prods (or motivates) us constantly until the need is met.

The need for recognition, as one of our more sophisticated needs, is one of the most difficult to achieve. It is the only one of which we are wholly dependent upon others to respond appropriately. In other words, recognition, by definition, must come from others. I wondered for years why so many recipients would experience an emotional response when receiving some recognition. What I came to understand was that they were finally breaking through a barrier (need fulfillment) that they had spent years striving for. Someone had finally thanked them for their good work.

I think at times we have a tendency to overestimate the importance of recognition. We just

don't seem to thank people enough. Recognition is important because it sends a powerful message that the recipient is important. It says that the organization cares about good performance. When this message is lacking, overall performance may drift in search of a direction. If low performers are treated the same as high performers, the message will be translated that high performance gets you nowhere. Eventually, many in the organization will settle at some minimal acceptable level of performance. Recognition doesn't always have to end up as a huge celebrations, a simple thank you will go a long way.

There are some things that we must consider when recognizing our personnel. First, we must keep a clear distinction between recognition and incentives. An incentive is an enticement advertised in advance to get people to do something. Recognition is a "thank you" given after the fact. Second, make the recognition special, not expensive. In the past, people felt that an expensive award sent a more powerful "thank you." However, as the dollar amounts climbed, the "thank you" became lost somewhere. The recognition process became more like an incentive program or contest. Lastly, Include family in presentations when possible. This extends the recognition and resulting "good feeling" to the entire family.

Use good judgment when it comes to performing meaningful recognitions, nothing replaces good judgment. People seem to know when recognition is deserved and how much is appropriate. We established a formal recognition program whereby anyone could nominate another for recognition. However, a simple "thank you for a job well done" goes a long way.

Everyone from our youngest airmen to the top of our leadership ladder deserves recognition. A recognition award should be a "token" of appreciation.

Kuka'ilimoku

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Integrity important value in all of life's journeys

by Lt. Col. Robert K. Nagamine,
Chaplain, 154th Wing

This year the USAF encourages us to go back to the basics—particularly, to our Core Values. For this month's article, I have chosen to focus on the first value: Integrity First. While integrity affects many different aspects of our lives, I want to specifically talk about this value in the context of marriage. Why? Well, we are once again offering another Strong Bonds Marriage Retreat-- a great opportunity to enhance your marriage.

The Air Force's Little Blue Book explains: "Integrity is a character trait. It is the willingness to do what is right even when no one is looking. It is the 'moral compass'--the inner voice; the voice of self-control; the basis for the trust imperative in today's military." It also adds that "Integrity is the ability to hold together and properly regulate all of the elements of a personality. A person of integrity, for example, is capable of acting on conviction. A person of integrity can control impulses and appetites."

I believe this statement applies to us not only in our jobs in the Guard, but also in our relationships with our family, friends, co-workers, etc. It should go without saying marriage is included on that list.

Looking at the recent divorce rates can help us put things in perspective. Fifty percent of first, 67% of second, and 74% of third marriages end in divorce, according to Jennifer Baker of the Forest Institute of Professional Psychology in Springfield, MS. According to the Enrichment Journal, the divorce rates are a little different: 41% for first marriages, 60% for second marriages; and 73% for third marriages. Though the numbers vary slightly,

the percentages are still alarming. I don't have a lot of space in this newsletter to get into details of why certain marriages are more successful than others. However, I do believe lack of integrity is very high on the list of why some marriages fail. As a chaplain, I've counseled several of our married service members who are struggling in their marriages and one prevailing factor is clear-- the occurrence of extra-marital affairs. I fully understand temptation is around us, but if we live Integrity First (a trait each of us possesses), I believe we can make our marriages work. If every married couple will do what is right, even when their partner is not around, even when no one is looking, I believe our marriages would be significantly stronger and more secure.

The Holy Scriptures have a lot to say about integrity and marriage. The Book of Proverbs is inundated with wisdom on this topic. Proverbs 10:9 says "He who walks in integrity walks securely, but he who perverts his ways will be found out." "The integrity of the upright guides them, but the crookedness of the treacherous destroys them", Proverbs 11:3. And finally, Proverbs 12:22 says, "Lying lips are an abomination to the Lord, but those who act faithfully are his delight."

I encourage and challenge every married service member in the 154 Wing to start thinking about integrity as it applies to your marriage, if you haven't done so. Also, if you haven't been to one, please try and sign up to attend a Strong Bonds Marriage Retreat. While it is a great opportunity to enhance your marriage, it also doesn't hurt that it is free and is hosted in a very nice hotel.

WORSHIP SERVICES

Non-Denominational Service

10 a.m., UTA Sundays,
C-17 Combined
Maintenance Complex,
Bldg. 2133 main break room

Protestant

Traditional Style: Sundays

8:30 a.m. Nelles Chapel

Gospel Style: Sundays

10:30 a.m. Nelles Chapel

Contemporary Style

Sundays 8:30 a.m.

Chapel Center

Catholic Services:

5:00 p.m.,

Saturdays

Nelles Chapel

10:30 a.m., Sundays,

Chapel Center

Jewish Services:

7:30 p.m., Fridays,

Aloha Chapel

on Makalapa Road.

Buddhist, Muslim or other

Drill weekend: Call the Wing

Chaplain's office 448-7275

Other times: Call the Chapel

Center 449-1754

HIANG'S TOP PERFORMERS FOR 2010



Traditional Airman of the Year
SrA Mary Rochelle Small, 154 LRS



Fulltime Senior NCO of the Year
SMSgt Ricardo Namoca, 154 SFS



Traditional FieldGrade Officer of the Year
Maj Erik Mars, 203 ARS



Fulltime Airman of the Year
SrA Evan Kurosu, 154 AMXS



Traditional NCO of the Year
SSgt Jamey Powell, 201 IS



Outstanding Unit of the Year
203 ARS



Fulltime Field Grade Officer of the Year
Lt Col Kyle Yanagisawa, 150 AOS



Fulltime NCO of the Year
SSgt Frederick Okura, 154 LRS



First Sergeant of the Year
MSgt Marcus Della Sala



Traditional Company Grade Officer of the Year
Capt Matthew Masuyama, 154 FSS



Outstanding 'Services' Team Award
E Malama Kakou (Medical Innovative Readiness Training Team)

Annual Award Nominees and Winners

AIRMAN OF THE YEAR (FULL-TIME AND TRADITIONALS):

A1C Shawna Pascua, 154 MDG

SrA Paquito Jardinaso, 154 MSG

SrA Evan Kurosu, 154 AMXS

SrA Mary Rochelle Small, 154 LRS

NCO OF THE YEAR (FULL-TIME AND TRADITIONALS):

SSgt John Bolton, 154 MDG

SSgt Jason Labra, 109 AOG

SSgt Frederick Okura, 154 LRS (F)

SSgt Preston Souza, 154 AMXS

SSgt Melissa York, 109 AOG

TSgt Loreto, Bartolome, 154 MXS

TSgt Sophia Hensz, 203 ARS

TSgt Terilyn Madrona, 154 FSS

TSgt Jamey Powell, 201 IS (T)

TSgt Debra Prebor, 154 OSS

TSgt Sandra Serrano, 201 CCG

SNCO OF THE YEAR (FULL-TIME AND TRADITIONALS):

MSgt Stephanie Durham, 202 AMOS

MSgt Eric Faurot, 203 ARS

MSgt Ricardo Namoca, 154 SFS (F)

MSgt Jermaine Speed, 201 IS

MSgt Dawn Tafaoa, 154 SFS (T)

MSgt Alan Yoneshige, 154 MDG

SMSgt Lori Herrera, 202 AMOS

SMSgt Arthur Kaai, 154 AMXS

CMSgt Paul Kamakawiwoole, 154 MXG

FIRST SERGEANT OF THE YEAR:

MSgt Marcus Della Sala

**** Winners in bold print

COMPANY GRADE OFFICER OF THE YEAR:

1Lt Barry Bicoy, 297 ATCS

1Lt Richard Cline, 154 LRS (F)

Capt Nathaniel Duff, 154 MDG

Capt Carrie Hironaka, 203 ARS

Capt Matthew Masuyama, 154 FSS (T)

Capt Mons Morris, 154 MXG

Capt Cheryl Owens, 150 AOS

Capt Larin Wong, 109 AOG

FIELD GRADE OFFICER OF THE YEAR:

Maj Jason Palmeira-Yen, 203 ARS

Maj James Wornall, 297 ATCS

Lt Col Kyle Yanagisawa, 150 AOS (F)

Maj Erik Mars, 203 ARS (T)

Maj Mark Liu, 154 MDG

Maj Jamielyn Thompson, 202 AMOS

WINNING TEAM AWARD:

Services 9-member Deployed Team

202nd Air Mobility Operations Squadron

SERVICES TEAM:

154 Security Forces Airman Committed to Community Excellence

E Malama Kakou (Medical Innovative Readiness Training Team)

OUTSTANDING UNIT AWARD:

154 SFS

203 ARS

297 ATCS

Did you know?

DoD is removing Social Security Numbers
from ID cards

SSN Removal

To protect your privacy and personal identity information, your Social Security Number (SSN) is being replaced with a DoD ID Number on all ID cards.

ID Card Changes:

- As of June 2011, SSNs will no longer be printed on any new ID card.
- SSN removal will occur in three phases.
- Your new ID card will have a **DoD ID Number** in place of your SSN.
- Your DoD ID Number will be used as the Geneva Conventions serial number.
- If you are eligible for DoD benefits, there will also be a **DoD Benefits Number** printed on your new ID card.



For more information about Social Security Number removal, please visit www.dmdc.osd.mil/smartcard.