

Officer Gamboa
Wichita cop is an
aircraft technician.
Page 4

Picnic photo gallery
Page 5

50-1 Dining Out
Page 8



Air Force Reserve's first Associate KC-135 Unit

ROPMA IS HERE:

Effective Oct. 1, the Reserve Officer Personnel Management Act will take effect. It changes the way officers are appointed, promoted and separated.

IMA CAREER PATH WIDENS:

Reserve IMA's now have more career opportunities. Once limited to augment active duty units during wartime, contingency operations and pre- and post mobilization, IMA's can be assigned to positions that support operations other than war as well as other specialized or technical missions.

REGISTER TO VOTE:

During this presidential election year, exercise one of your liberties. Vote! Your vote and others do count. It's what our forefathers died for and a reason the Reserve exists. Be sure to register before November.

Engineers mobilize, train for deployment



Story and photos by Senior
Ann Barbara Davis
Group Public Affairs

While most of the 931st Air Refueling Group slept, 52 members of the Civil Engineer Squadron prepared for a deployment to an unknown location. Their day would be full of scheduled stops and goes.

Starting at 4:30 a.m. last July UTA., 931st engineers arrived on McConnell and began their training. It would be a day where they would receive a series of predeployment briefings, load pallets with their personal baggage, equipment, weapons and ammunition and would experience McConnell's mobility processing center.

Meeting them at the center were 931st Military Personnel Flight and active duty members who discussed the mobility line process.

"I am going to try to make this as painless as possible," said 1st Lt. Kenn Dodd, 931st MPF commander. According to witnesses, it short, simple and to the point.

Next, Tech. Sgt. Felix Soto, Non-



931st civil engineers process through McConnell's mobility center during last months pre-deployment training. (left) An engineer reviews his shot card record. (above, center) Tech. Sgt. Victoria Wilson briefs CE airmen about Family Readiness forms.

Commissioned Officer-in-Charge of the 22nd Transportation Squadron briefed the engineers about prohibited items that can't be taken on an aircraft and use of the 'amnesty box' system.

"This is the time to get rid of any of the prohibited items," warned Soto. "After you leave this briefing, you will be subject to the law and will be prosecuted if these items are found on your person," he said.

Moving through the line, engineers also met Tech. Sgt's. Victoria Wilson, Chief of 931st Family Readiness, Mackey Housman, 931st Personnel Systems Management, Angela Chapman and Senior Master Sgt. David Malenky, NCOIC, Mili-

tary Personnel Flight. They checked DD Form 93-emergency data cards, dog tags, and ID cards for accuracy and discrepancies.

Their next stop was immunizations where Staff Sgt. Chris Melcher from the 22nd Medical Group reviewed shot records.

After immunizations, the final phase of the processing began. The engineers were given their deployment location which involves tent set ups and move ins this month, somewhere on McConnell.

Even though the 931st CE didn't really deploy from McConnell last month, the simulated training exercise prepared them and our support personnel for the real thing.



COMMENTS

Everyone is a recruiter in the 931st

We are all unit recruiters. Recently, 4th Air Force Commander, Brig. Gen. Wallace Whaley paid us a visit in early July and left us with a clear message that stressed the importance of manning, manning, manning. And he is right.

Without qualified people to fill our vacant positions, our 931st team is certainly less effective to fly, maintain and support our Global Reach for America mission. Since Gen. Whaley's visit, we've increased our unit focus to provide mission-ready reservists to do just that.

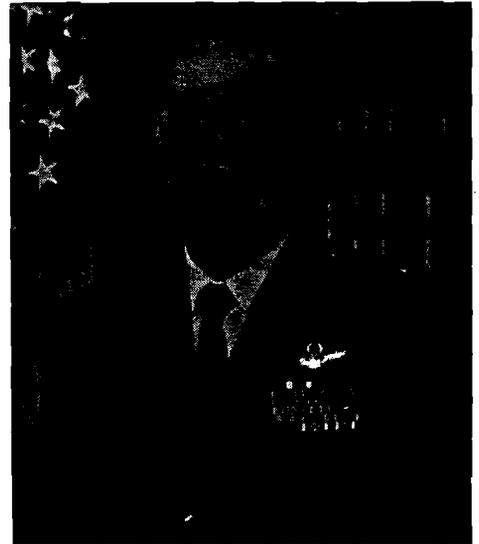
As the commander, I am the unit's number one recruiter. However, all of you are also recruiters as well. I need your help to accelerate our current manning level of 85 percent to the 100 to 102 percent range. We can't rely solely on Master Sgt. Lester Shaw, our unit recruiter, to fill our remaining vacancies. There just isn't enough hours in the day for him to reach that goal alone.

We have approximately 70 positions open

and have begun a recruiting surge to fill these positions with most of the vacant specialties being in maintenance. Our civil engineers also have vacancies in Electrical Power Production, Disaster Preparedness, Carpentry, and Liquid Fuels. Other remaining operational support openings are in Combat Arms, Radio Communications and Intelligence.

And for those who recruit, there is more than personal gratification. I'm offering a free trip to Hawaii in January 1997 for the reservist who submits the greatest number of recruits between now and December 31, 1996. The winner will get to deploy with us on an overseas training mission to include air refueling. I'll be the winner's personal pilot and even buy and cook dinner for the recipient at the Shore Bird Hotel on Waikiki.

I thank you in advance for your efforts in getting the unit fully manned. I have no doubt that we will reach 100 percent goal soon. It is already happening. Ever since July, a multitude of recruiting ideas have come forward and we



Col. Vik Malling

are putting them to use.

A special thanks to the Aircraft Generation Squadron for their extra effort in exploring many new methods to "beat the bushes" and increase their maintenance manning.

Kanza Spirit

Volume 1, No. 2

Monday, September 2, is the deadline for articles in the September issue of the **Kanza Spirit**. All articles and photographs must be turned in to the 931st Public Affairs office, Bldg. 1218, Room 221 by 4 p.m.

Group Commander
Col. Vik Malling

Chief, Public Affairs
Capt. Phil Blahut

Public Affairs Specialists
Senior Airman Barbara Davis
Senior Airman David Brumley

Administrative Assistant
Vacant

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Letters:

Citizen Airman article circles and returns

Dear Sir,

July 12, 1996

I read your article in the June 1995 edition of the *Citizen Airman*. It was very heart warming and I can't express to you in words how much this means to Native Americans as a whole.

I am a full blood from the Colville Indian Reservation in the state of Washington and I set on the board of Virginia Council on Indians. I PCS'd to Virginia in 1991 and joined the Virginia Air National Guard. I am the only Native American Woman on this base and a full time technician. It has not been easy.

I have started awareness programs to help others understand Native Americans, and have tried to break down the stereotypes that we are faced with every day. I wish there were more leaders like yourself but we can only hope they will follow your lead. You have a very compassionate heart and I wish you peace for all the days you walk on our mother earth.

I have enclosed a gift for you and plan to take your article to a conference that I will be attending in New Mexico on Native American Awareness. Thank you and may the Creature always walk with you. *Mish-its-wak-wa laisa'khswi* (From the People of the Eagle Cry).

Sincerely,

Lawnikwa Spotted-Eagle, SSGT, VaANG
192d Logistics Squadron

Dear Col. Malling,

June 16, 1996

I am an IMA Reservist assigned to the Civil Air Patrol program here in Kentucky. I read the latest issue of *Citizen Airman*, and noted with interest the back-page story on the 931st and its effort to preserve the heritage of the Kanza nation.

I spent the first two years of my active-duty service at McConnell, assigned to the 381st Strategic Missile Wing and saw the rich heritage of the Kanza and the other nations who share Kansas with the other non-Native American people. The Kanza are indeed a proud people, and it saddens the heart to see such a rich heritage pass away. As a person whose great-grandfather was a Cherokee, I also feel this loss.

I wanted to thank you, and the men and women of the 931st, for seeking to preserve that heritage, and to enable your aircraft and their mission with the symbols of the Kanza. This is a fitting tribute to their people, and serves a higher purpose than city names or other aircraft art, for it uplifts and celebrates the human spirit.

I hope your submission is approved, and that the Air Force can assist in this worthy effort. Please accept my thanks, as a fellow Air Force Reserve officer, for the efforts of your unit.

With best wishes for the future,

Mark W. Clark
Captain, USAFR



Photos by Senior Amn Barbara Davis

At July's Family Day picnic, teamwork, determination and bulk won the tug-of-war contests. (Right) 18th Air Refueling Squadron was out-tugged by the 931st Maintenance Squadron (left). In the end the rope was broken when 931st Civil Engineers attempted to beat the maintenance winners. The real winner will have to wait until next year.

Empowerment happens one retirement at a time

Reprinted Quality feature by Lt. Col. James Rubeor

Employees of the Aggressive Organization had all assembled by 7:30 a.m. They were standing quietly one behind the other in a neat line that stretched almost the entire length of the workplace. Fred, the most senior member of the organization was at the head of the line while Barbara, hired just last week, was all the way at the back. A hush fell over the group as Max Rating, the organization commander, came out of his office and addressed the group.

"As many of you know, Bob, our most senior member, retired from the organization last week. We're sure going to miss him. Fred is our most senior member now, and he is in charge," said Max.

With that, Max turned on his heel and walked back into his office. Fred hesitated a moment and then he took one step forward and turned around so he was now facing the group.

"Okay, people" said Fred, his voice gaining confidence, "I'm in charge now. I've worked in this organization for 25 years and I know everything there is to know. Starting today, we're going to do things my way. As Bob

used to say, "My way or the highway. Okay, here are your assignments."

So, Fred went down the line, telling each person what they were supposed to do and how he had accomplished that task when he was in that position. About halfway down the line, he came to Jeff. "Okay, Jeff, you're in Scheduling. Over there, you'll find a big plexiglass board and three different colored grease markers. The red marker is for each person's name, the blue marker is for tasks assigned, the green marker is for completion dates. Any questions?" said Fred.

"You know Fred." Jeff began slowly, "I could put all that information on a computer. In fact, I could make a spreadsheet that would track that information on a daily basis. The efficiencies would lead to increased productivity and allow us to expand into new areas."

Now it was Fred's turn to look at Jeff in stunned silence. "I don't think you understand how things work here in the Aggressive Organization," said Fred. "To help you focus a little better, I want you to go clean out the latrines."

Jeff's shoulders slumped noticeably as he lowered his head and shuffled off to his new duty

assignment.

Donna was next in line. She'd been thinking about how she was going to tie into Jeff's computer and use the data to increase productivity in her section. But, as Fred was again going over the purpose of the three colored markers, it occurred to her that no one had yet been assigned to clean the ladies latrine. "Got it, Fred," she said as she headed off to the grease board.

And so, Fred continued on down the line telling each person what to do and exactly how to do it.

When he was done, he looked around in apparent satisfaction as everyone methodically went about their business. He made his way over to the big desk where Bob used to sit, leaned back in the big leather chair, put his feet up, and adjusted his new favorite sign. It read:

The are two rules around here.

1. The boss is always right.
2. If the boss is wrong, see rule No. 1.

Fred had finally worked himself to the top position and he was in that position when the end came. No one was really sure what caused the massive coronary. It may have been all the stress from taking responsibility

for knowing what everyone did but also how they did it.

The day after the funeral the employees of the Aggressive Organization were again all assembled in line. Once again, Max Rating addressed them.

"Were sure gonna miss Fred. Joe is our most senior member now and he is in charge." Max left, everyone took one step forward and Joe turned around and faced the group.

"Okay people," said Joe, "I'm in charge now. But I don't have the memory that Bob or Fred had, and I can't remember how to do everyone's job. I figure you guys know how to do your job better than I do so I'm tasking you to figure out how best to do it. In fact, I'm empowering you to do that. Yeah, that's it, I'm empowering you to do your job in the most efficient manner possible.

There was some stirring in the line. In fact, some people got out of the line to get up a little closer to hear what was going on. "There's just one thing,"

Joe went on, "you have to figure out what it is you do and for whom you do it. Then, you have to go talk to that person." One of the people who had gotten out of line and was now clustered around Joe asked, "you mean, See Empower, Pg. 7



Weekend aircraft specialist protects Wichita at night



Photo by Senior Amn David Brumley



Photo by Senior Amn Barbara Davis

Kids observe Wichita Police Officer Odilia Gamboa write a traffic ticket during an her evening patrol. Above, Senior Amn Gamboa prepares to check out an aircraft hydraulic system.

**by Senior Amn. David Brumley
Group Public Affairs**

When Odilia Gamboa isn't solving aircraft hydraulics problems, she is fighting crime in Wichita's toughest crime district. She can be tough, yet she can draw a smile from a young kid who has been hardened from the gang scene.

For those who know her, she is called 'Odi,' (O-Dee) a name she was given from a red-haired fifth grade classmate.

Born in New York City, her family moved to Miami when she was a child. After her 1991 High School graduation, she enlisted into the Air Force, completed basic training and technical schools, and later was assigned to McConnell.

In June 1995, she chose to get out and applied to and was accepted into Wichita's Police force. That same month, she joined the 931st Air Refueling Group as a qualified aircraft maintenance hydraulic specialist.

After a year of being with the Police Department's North District, Gamboa rose steadily through the ranks and earned the respect of her peers.

When asked about her police career, Gamboa smiled with satisfaction. "Wichita has just enough action to be fun but not too much to be crazy like Miami," she said.

Wichita's night action has its touching moments. A Reserve co-worker overheard Odi say, "It's the little kids that gets to my heart. They try to act so tough in their street gang. I buy a candy bar, give it to them, and a once tough kid bears a smile," said Gamboa.

"It's the little kids that get to my heart. They try to act tough in their street gang. I buy a candy bar, give it to them, and a once tough kid bears a smile"

Odilia Gamboa

When asked what was the toughest thing she had to do as a police officer, she talked of when she had to take away a deceased two-month old baby from a grieving family. The baby had died from respiratory problems and the coroner hadn't seen the child yet to determine the cause of death. Gamboa

had to inspect the child for injuries even though the family convinced her that the child died from respiratory problems.

Gamboa's self confidence and keen sense that detects trouble was evident during a recent police ride-along. In just a few short hours, Officer Gamboa and her partner Keith Lane apprehended three people, two on outstanding warrants and one for possession of illegal narcotics.

The tension was always evident whenever they stopped in a known high crime area. People would run when Gamboa and her partner stopped and got out of their car.

Unlike Wichita's crime areas, Gamboa arrives at McConnell for Reserve duty and is welcomed by her teammates.

"Odi is very enjoyable to work with. She takes her work seriously and will spend the extra hour needed to get the job done," said Staff Sgt Robert Torrez.

"We love to see her show up for UTA's," said Torrez. "She always has a new, crazy and interesting police story to share."

"Odi is very knowledgeable of her job and aircraft," said Staff Sgt. Rober Torrez, a 931st Aircraft Technician. "She has deployed to Piza, Italy and other places and performed well."

"Last May, one KC-135 developed hydraulic strut problem and was grounded in Germany. Odi sought active duty support and worked with them to get the plane mission ready to fly home," said Staff Sgt. Charles Hoover, a hydraulic specialist.

But when Gamboa isn't TDY, she fixes aircraft that she once worked on during active duty.

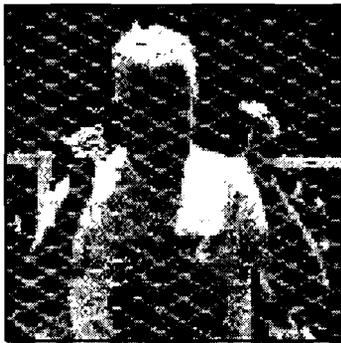
Odi has left a positive impact on more than the 931st. "We get our work done a lot easier by having former active duty McConnell people in our unit," said Hoover.

"We mention Odi's name to our active duty counterparts, we get service and better support because they know her," he said.

Along with her career as a police officer and hydraulic specialists, Gamboa also juggles four college courses at Butler County Community College. Her goals are to get a degree in either criminal justice or journalism. As for her career goals, she's keeping her options open.



Family Day picnic highlights



Photos by Senior Amn
Barbara Davis



Last month, an estimated 400 reservists and their families attended the first annual 931st Family Day picnic. One of the more popular attraction, the dunk tank, raised over \$100. Those who attended competed for door prizes, food, tug-a-war and shade. McConnell fire department's, Sparky, entertained kids while firemen cooled fun seekers with water cannon spray.



Accrued leave use spelled out

If you snooze you loose. So says Master Sgt. Jerry Wright, a military pay specialist assigned to the 931st ARG finance office. Because we have a number of reservist away on Temporary Duty, Wright has outlined some of the not so well known information about accrued military leave in order to answer the question: What do I do with my accrued leave?

According to Wright, when a member is on an active duty tour that exceeds 30 days, they accrue leave at 2.5 days per month. Now that you have it, what do you do with it?

In most instances a members leave will be sold for them when they return from the tour. This will take place if a member has not already sold 60 days of leave during their career. If you have already sold back 60 days of leave then you are in a use or lose situation. However, if you want to use your leave, it must be taken between the report date and release date of the order.

According to Air Force guidelines, military leave cannot be taken after the release date of the order. Leave must be granted by the commander or first line supervisor at the TDY location. If you are unable to take leave due to duty requirements and you have already sold back 60 days of leave, then you lose the leave.

There is no provision for leave carry over from one active duty order to the next. Leave cannot be built into the inclusive dates of the order nor can an order be extended to accommodate leave requests.

And finally, Wright's adds, "If you have sold 60 days of leave and accrue leave while in support of a Secretary of Defense declared contingency operation (i.e. Desert Storm), then you are allowed to sell your leave even though it exceeds the 60 day leave sell-back limitation."

If you believe that you may have leave coming to you or if you will be going TDY for more than 30 days, Wright recommends that you call the 931st Finance Office at 316-652-3629 to get advice.

"The last thing we want is to have someone lose this benefit because of lack of information," he said. "We want to be of service to our TDY reservists."

Commuters need to keep receipts for travel, food reimbursement

As reservists, driving your vehicle to McConnell AFB or to other locations is a fact of life. If and when this happens, you now are considered a commuter and sometimes how you get reimbursed is not really clear. How you get paid and what you have to do is spelled out in the following examples and guidelines provided by the 931st Finance Office.

If you are a commuter, meaning if block 9c of AF Form 938 (the form that calls you to active duty) is marked "yes," then you are still required to file a travel voucher. You are entitled to one round trip mileage for each order submitted. What you may not know, is that you are entitled to receive reimbursement for one occasional meal on your inbound trip and one occasional meal on your outbound trip.

For example, let's say that you live in Derby, Kans. and are ordered to active duty for five days at McConnell AFB. If the report time was 7:30 a.m. on the first day of duty, you would be entitled to mileage from their home to the base and reimbursement for a breakfast meal, if it was purchased. If this happened, you would need to claim the breakfast meal on the travel voucher by iden-

tifying the meal, where it was purchased and provide the receipt.

On the 5th day of duty, you would be entitled to mileage from the base to your home and an evening meal. Again, if the meal was purchased, you must identify where it was purchased and provide a receipt on the travel voucher.

Remember, you are only entitled to this type of reimbursement when you commute and perform the duty at McConnell. If McConnell is used as the terminal or departure location for further TDY to another location, then you would be in a per diem status and entitled to the mileage and not the occasional meals.

Please note, you are not entitled to round trip mileage for each day you are on orders.

When you do not file a travel voucher for mileage reimbursement, the money that was obligated for your orders remains tied up and becomes unusable. It is required that you file your travel vouchers within five days after performed duty. This permits your unit to manage and use this money for other orders. Overall, this helps the unit accomplish its mission and reduce monetary shortfalls.

Plan ahead to retire

The day has finally arrived. You have completed 20 satisfactory years of service. Or maybe you were surprised when HQ ARPC sent you your "20 year letter" to notify you of *Eligibility for Retirement Pay at Age 60*. Needless to say, you have now probably started thinking about retirement.

To answer your questions, Tech. Sgt. Alise Talley, Chief of Personnel Relocations, says that to apply for retirement, a reservist must submit an AF Form 131 or Application for Transfer to the Retired Reserve, between 60 - 90 days prior to retirement.

When a member outprocesses from the unit, they have to clear several offices before heading toward their favorite fishing hole.

First, they will need to go to the 931st Military Personnel Flight, the the Individual Equipment Unit at the base supply and last, the hospital.

It is also important that you review your personnel records to make sure that all your earned retirement points are recorded accurately. The total number of points you have

accrued will be the basis for determining your Reserve retirement income.

Additionally, for your last day you will not receive pay or any additional retirement points. Contact the 931st Personnel Relocations at 652-3627 and properly prepare yourself.

Reserve mobilization insurance authorized

The Ready Reserve mobilization income insurance was recently authorized by the 1996 Defense Authorization Act and becomes effective October 1, 1996.

As a benefit, the new insurance protection provides income protection for reserve members who are "involuntarily" ordered to active duty for other than for training for 31 days or more.

The new insurance is a product developed due to reservist lost income when they were called to active duty during Operation Desert Storm.

Eligible individuals will be notified prior to the October 1 effective date. More details from AFRES headquarters is expected soon.



BDU tip of the month

Subdued MAJCOM patch is worn on the BDU shirt/jacket configured with the USAF name tapes.

*Patch will be attached to the right breast pocket, centered between left and right edges, between bottom of flap and bottom of pocket.

*Wear is mandatory on BDUs with USAF name tapes.

*Do not wear the MAJCOM patch on BDUs configured with the aircrew styled name tag. Subdued wing/unit patches are not authorized.

If you have any questions call 931st Customer Service at 652-3595 or refer to AFI 36-2903.

Empower from Pg. 3

we actually have to sit down and talk with them?"

"Yeah", said Joe "Find out what it is they want and make sure you're delivering it. If your not, figure out what it is they really need and then deliver it.

And, just like that, Joe was gone. This was all very sudden and the loyal employees of the Aggressive Organization were initially confused. For some of them the light bulb went on and they got to work. They figured out what they did and who did it for and they went and talked to them. It was amazing what you could find out when you talked to people.

Other people didn't get it so quickly. They stood around and griped and complained and talked about the good old days and how it used to be. They wrote Memos for Record when there was a problem. They compared seniority dates.

The empire builders were especially nervous. They knew that knowledge was power and the ultimate goal was to be like the black hole of information. All this communication was dangerous. They knew that true power lies in manpower slots and office space and most especially in regulations. Why, if you had a regulation you didn't really have to know the reg.

Of course the reg was 600 pages long and you never ever actually showed someone the reg because knowledge is power and the game is zero sum: If someone gets some, you lose.

Soon Joe came back from a meeting with Max. Everyone got together and looked at what they did and made sure it supported the customers requirements. In some cases

Time in grade, education, eligibility, command approval are promotion factors

All Reserve enlisted members who meet eligibility requirements for promotion to the next higher grade and are in a valid position for that grade, may be selected for promotion. Are you an eligible candidate?

Here is how our program works. Unit vacancy promotions for Reserve airmen are effective on January 1, March 1, May 1, July 1, September 1 or November 1.

In order to get promoted, the 931st Career Enhancement manager provides promotion eligibility rosters to unit commanders prior to each unit training assembly that falls between published promotion periods.

If a member is selected from the list and the position is validated, the eligible candidate is projected for promotion on the next promotion cycle. Example:

Senior Airman John Doe's name appears on the eligibility list in August. He is recommended by his supervisor for promotion and selected by his commander. The roster is returned to Career Enhancement which schedules John to be promoted on or there after September 1. John is happy and the extra income rolls in.

An often asked question by reservists is 'Who promotes me?' The approval authority for Master Sgt.'s and below is the unit commander, but for Senior Master Sgt.'s and above, it is the group commander.

Why is the date and timing of the promotion important? Let's relate your promotion time to a traffic signal. If you were to drive at the right speed, you wouldn't have to stop at a red light. Although military promotions don't happen at the same speed of a car, they are similar in nature.

Promotion updates affect training data for possible 7-level upgrade training for promotion to SSgt and for Professional Military Education eligibility. To be promoted in a Reserve unit, be aware of your position's authorized grade. The table below may help you see the needed criteria.

Like promotions, awards and decorations only play an important part if you are your recommended for the Promotion Enhancement Program. PEP cycles occur twice a year, and has unit allocations based on the group's unit manning document. For those who do well, it could be the fast lane for achievers.

ELIGIBILITY CRITERIA FOR UNIT VACANCY PROMOTION

For promotion when you meet the following criteria:

	AMN	A1C	SRA	SSG	TSG	MSG	SMS	CMS
PAFSC SKILL LEVEL:			3	5	7	7	7	9
MONTHS TIME-IN-GRADE:	6	6	6	12	18	24	24	24
SAT YEARS FOR RETIREMENT:			1	3	5	8	11	14
PME:					NOTE A	NOTE B		

NOTE: (A). Airman must complete the Non-Commissioned Officer Preparatory Course, or the NCO Leadership School, or the Airman Leadership School, or the NCO Orientation Course.

(B). Airman must complete the Command NCO Academy. A Senior Master Sgt must complete the Senior NCO Academy. Airman must complete basic training. Time-in-Grade or TIG for a non-prior service member in the grade of Airman Basic, Airman, or Airman 1st Class will begin on the date entered initial active duty training (IADT). Members must be IAW AFI 40-502/AFRES Supplement standards before processing for promotion. Individuals must be weighed or if appropriate, measured. Local policy does not allow members with less than 90 days supervision to be recommended for promotion.

they found things that didn't support those customers so they quit doing them.

They found other areas where there was duplication of effort, so they combined some things. They started to flow chart stuff out and figure out who did what for whom and why. They started to make plans for improvement. Pretty soon, everyone knew what was expected of them and how it contributed to satisfying the customer

Things sure were a lot easier when you knew who you were doing them for and what they wanted.

There were problems of course. But don't you know those empowered employees just worked them all out and the Aggressive Organization became the Robust Organization.

This story was reprinted from *Take 10*, the 916th ARW publication at Seymour Johnson.



TAKE TWO

July 1996 - Quality Training Graduates

Quality Metrics:

Scott Fletcher	Phil Blahut
Noah Ordoyne	Eric Smith
Diane Hiebert	Steve Parscale
Wade Jones	Victoria Wilson
Alise Talley	Fred DeLosSantos
Ken Dodd	Alex Clemena'
Charles Peters	Milton Willhight
Miriam Carlson	Mac Houseman
Larry Shippy	Steve Marshall
John France	Shannon Wrango
Rick Sage	Dee Melvin
Corinna Seitz	Rick Fischer
Thelma Herrera	Clarence Slater

Facilitation:

Alex Clemena	Susan Chamberlain
Sheila Croninger	Fred DeLosSantos
Randy Foster	Ken Dodd
Terri Kett	Jeff Leong

September, 931st hosts 50-1 Dining-Out

For those who haven't been to a dining-out in a while, or have never been to one—here's your chance.

**Saturday, September 14, 6:00 p.m.
Emerald City Ballroom, McConnell AFB**

'Dining-out' is a formal military dinner that includes spouses and guests and is an Air Force custom that began in the 1930s with General H. Hap Arnold's 'wing-dings.'

According to Capt. Teri Kett, 931st Executive Officer, "A dining-out enhances a unit's esprit-de-corps, gives the commander an opportunity to meet socially with his or her subordinates. It enables military members of all ranks to create bonds of friendship and better working relations through an atmosphere of good fellowship. The bottom line is to enjoy yourself, the entertainment and the company of teammates."

Reservations should be made during this unit training assembly. Each functional area will have a ticket sales representative whose names will be available during this UTA.

Methods of payment will be accepted by club card, checks made out to the 931 ARG, Mastercard, or Visa. The menu and meal prices weren't available at publication time but are estimated to be between \$13-16 dollars per person. Final date for making reservations is Sept. 6.

50-1 Dining-Out uniform

It time to either purchase or look over that formal military uniform before September's Dining-Out. 931st officers will be required to wear the Mess Dress uniform, while enlisted members may wear the Mess



Ms. Vickie Hayden of the 931st Aircraft Generation Squadron is the July, Information Management Award recipient. The award is presented quarterly to information managers who promote quality management habits within the 931st ARG.

Dress or the Semi-Formal garments. Either style of the current service uniform, coat and trousers or maternity, if applicable, or appropriate 'black tie' attire is permitted. Guests should also wear appropriate attire for the occasion.

Please review AFI 36-2903, Dress and Personal Appearance of Air Force Personnel, for proper wear and accouterment placement for each uniform worn.

Upcoming UTA dates

Sept. 14-15

Oct. 19-20

Nov. 16-17



Dec. 7-8

Jan. 11-12

Feb 8-9

Refer a Friend to the 931st

Name _____

Age _____ M/F

Address: _____

Work Phone: _____

Home Phone: _____

Best Time to Call: _____

Prior Service: Yes/No _____

What Branch: _____

AFSC/MOS _____ Rank: _____

Type of Discharge: _____

Referred by and phone no: _____

There are still positions available within the 931st. Help your recruiters by providing the above information on potential recruits or have them contact Master Sgt. Lester Shaw at 316-652-4350 or you may drop this off at the Air Force Reserve Recruiting Office, Bldg 1218, Rm 124. Written inquiries send to: 931 ARG/RS, 53447 Kansas Court, McConnell AFB, Ks 67221.

Kanza Spirit

**931st Air Refueling Group/PA
53447 Kansas Court, Suite 221
McConnell AFB, KS 67221-3723**

**To our 931st
family member:**

**931st AIR REFUELING GROUP
Master Training Schedule
Unit Training Assembly (UTA)
Bulletin**

Friday, 16 AUG 96

TIME	SUBJECT	LOCATION	PARTICIPANTS
1630-Until	Pre-UTA Staff Meeting	1218, Rm 214	Command Direct

SATURDAY, 17 AUG 96

0700-0730	SIGN-IN	1218	All Personnel
0730-0930	Newcomers Inprocessing	1218 (Rm 214)	All Newcomers
0930-1100	IMCERT Training	1218 (Rm 214)	All Unit IMs (3A0X1)
1230-Until	Testing	750 (Rm 210)	Scheduled Personnel
1330-1430	UPAR Meeting	1218 (Rm 214)	All UPAR Reps
1530-1615	Officer's Call	E-City, Signatures	All Officers
1615-1645	ROA Meeting / IMA Brief	E-City, Signatures	ROA Members
1630-1700	SIGN OUT	Unit Designated Location	All Personnel

SUNDAY, 18 AUG 96

0700-0730	SIGN-IN	1218	All Personnel
1300-1400	Records Review	1218 (Rm 211)	Scheduled Personnel
1400-1500	Unit Trng Mgr Meeting	1218 (Room 211)	Training Managers
1630-1700	SIGN OUT	Unit Designated Location	All Personnel
TBD	Executive Steering Mtg	1218, Rm TBD	Command Directed

UTA SCHEDULES

17 - 18 Aug 96	08 - 09 Mar 97
14 - 15 Sep 96	12 - 13 Apr 97
19 - 20 Oct 96	17 - 18 May 97
16 - 17 Nov 96	21 - 22 Jun 97
07 - 08 Dec 96	19 - 20 Jul 97
11 - 12 Jan 97	09 - 10 Aug 97
08 - 09 Feb 97	06 - 07 Sep 97

18 ARS AUGUST UTA SCHEDULE

<u>Saturday 17 Aug 96</u>	<u>Event</u>	<u>Who</u>	<u>Location</u>
0730-0800	SQ Commanders Call	All	Bldg 1218
0800-0900	Section Mtg/Chalk Talk	As Scheduled	Bldg 1218
0900-1630	Initial CRM Training G231	"	"
0900-1000	Haz Cargo G182	"	" Bldg 1169
1000-1600	Cargo Tng	"	TBA
1400-1500	Hangar Fly	"	Bldg 1169
1500-1530	Safety	"	Bldg 1218
1530-1600	Intel	"	Bldg 1218
1600-1630	Isoprep Review	All fliers	Bldg 1218

<u>Sunday 18 Aug 96</u>	<u>Event</u>	<u>Who</u>	<u>Location</u>
0700 -0730	Sign-In	All	Bldg 1218
0730-1500	Initial CRM, G231	As Scheduled	Bldg 1218
1500-1600	Squadron Staff Mtg	"	Bldg 1218

Free time for aircrew members should be used for CBTs, 60-1 testing, mission planning, or individual projects. **USE IT EFFECTIVELY!**

All aircrew members will be scheduled for the two day Flight Safety Initial CRM class during the Aug or Sep UTA. The only exceptions are those who took the two day course at Altus in conjunction with initial qual, requal academics, PUP, of CFIC. If you plan on missing either the Aug or the Sep UTA, notify scheduling so we can schedule you on the opposite UTA.
