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VANGUARD

192d Fighter Wing
Virginia Air National Guard - Richmond IAP - Sandston, VA

Metz retires; Rose new deputy AG

Brigadier General John Metz, Virginia's deputy adjutant general for air, retired effective the December drill. BrigGen Bill Rose has been selected to succeed Metz.

The entire Virginia Air Guard population is invited to an informal retirement ceremony being held for Metz at 3:30 p.m. Saturday, Jan. 6 in the 192d Fighter Wing dining hall. The retirement

ceremony will be followed immediately by a reception Metz is hosting to honor Rose as the new deputy AG. All current and retired members of the Virginia Air Guard are invited to attend the reception and bid farewell to Metz and congratulations to Rose.

An article about Metz and highlights from his military career is on page 4.

Logistics members visit local VA hospital patients

What started out as an idea for Logistics' MSgt Vince Harris during his recent stint at the Air Force First Sergeant Academy, turned into an intense, meaningful, insightful reality for himself and 22 other squadron members recently.

The group visited with nearly 150 patients at the McGuire Veterans Administration Hospital in Richmond on Saturday morning of the December UTA.

"It was an incredibly inspirational experience for me," Harris said shortly after the visit. Visiting these guys instilled in me a special appreciation for what



SMILES ALL AROUND--Logistics members, SSgt Melissa Lindsay and SrA Ann Bey visit with patients in the VA hospital. Photo by TSgt Carlos Claudio.

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Commander's Call

Do our appearances meet standards?

Air Force Instruction (AFI) 36-2903, Dress and Appearance of Air Force Personnel—I'm not sure I'll ever learn the new number—it's still 35-10 to me. But the purpose remains the same—to implement Department of Defense Directives on uniform wear and appearance for military members in the Air Force.

Special Interest Review

I want to remind unit members that in 1993, our "military appearance" earned a poor inspection rating. It was the first time that ever happened here during a formal inspection! It didn't reflect our capability. I consider it my failure on what should have been a "freebie."

Have we made a mistake by choosing **NOT TO TAKE** drastic measures to change our unit culture on military appearance. LtCol Ed Grogan, our first executive officer, was tasked with educating and evaluating our unit in such a manner that a paradigm shift (couldn't wait to use that phrase!) would come from within. The "Standing Tall" segment of our Video Vanguard, as well as articles in our base newspaper, are intended to provide education and encourage proper uniform wear.

Our vice commander, Col William E. Haymes Jr., monitors and reports to the staff on the status of this and other special interest items. I hoped for grass roots support to improve our image. I think it's important for people to **WANT** to project a proper military image. While I can say that we have made progress, we still have some members who follow a culture that says image is not important. Quite frankly, I have not found the support I wanted. I won't debate this issue. **IMAGE IS IMPORTANT!** It is also a self discipline matter.

Basics!

The basic problem areas (specifically noted in our last Quality Air Force Assessment) are hair and

moustache length, and wear of the hat while outdoors. We became comfortable about not noticing violations of 35-10 (AFI 36-2903). That became our culture. It showed then, didn't it? In some cases (right in front of the 9th Air Force Inspector General on a recent visit!) it is still showing.

Some Changes

The Air National Guard has not yet published a supplement to AFI 36-2903, but we are going ahead with our update. The biggest change will be to eliminate some "no hat" areas. Our Chief Master Sergeants are taking the lead to educate unit members about these changes. I have challenged them to correct me if they **EVER** find me in violation. I issue that same challenge to each of you!

Expectations

I want our first line supervisors and mid-level NCO's to be the ones to insure compliance with the directives. That means setting the standard and enforcing the rules. Our visibility is increasing all the time. Visitors to our unit need to see the image they expect. Marginal does not meet Air Force standards. It certainly does not meet ours.

Perspective

We should keep this subject in proper perspective. The best image in the world does not substitute for capability. You all know how proud I am of our performance as a team and the culture of achievement that we share. That's a tradition we want to maintain and nourish. I would like to hear your comments. This is a team effort. Thanks for your support.

BILL JONES, Colonel
192d Fighter Wing Commander

Logistics members visit VA hospital

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they have done for our country, and the personal price they paid while defending our nation." Harris returned from the AF First Sergeant Academy in October with the idea that such a visit might be a nice community service activity, but he credits SSgts Adrienne Smith and Cassie Tucker with bringing the idea to fruition. "Without their efforts, the idea never would've gotten off the ground," he said.

Smith said her call to the hospital about planning the visit was very positive. "Everyone was so helpful and informative. The information they gave us helped us make our visit the best possible for the patients. They told us the patients enjoy being visited with and they like receiving fresh fruits and pastries."

Logistics Commander LtCol Gary Wood was behind the project from the start and said he was



SHARING HAPPY THOUGHTS--SSgt Terry Haswell, Logistics, visits with Bill Lepley in the VA hospital nursing center. Photo by TSgt Carlos Claudio.

very happy with the number of people interested in visiting the ailing and aged veterans. He was also quite pleased with the cash contributions and food donations that allowed the group to buy cases of apples, bananas and oranges for the patients

Many pies and cakes were donated and a few more were bought. When the group arrived at the hospital, staff helped them set up refreshment carts with coffee, the fresh fruit and the desserts. Logistics members then broke up into two groups and visited with nearly 150 patients in the hospital's nursing home and hospice unit, drug and alcohol recovery unit and psychiatry unit.

"Our visit brought such happiness to so many faces," Harris said, "Their smiles told us how much they appreciated what we were doing. Some patients are there for years and have no family. They really enjoy seeing new faces."

Tucker (a former employee at the hospital) agreed saying, "Their faces just lit up when we walked through the door. They see the same people day-after-day and they enjoy talking with someone new. The staff enjoys these types of visits as well. They like to see new faces too, and to know there are other people who care about our veterans. They know how very much these visits mean to the patients."

"We talked with vets from World War I through Operation Just Cause—it was like being in a living history book. Many of these folks don't often have much to smile about; I'm happy we were able to give them a few minutes of joy."

The visit was such a positive experience for the Logistics members and the patients, Wood hopes his unit will decide to plan future visits.

Retiring after 34 years service**General Metz, first non-rated deputy AG**

Brigadier General John R. Metz will be honored this month in a ceremony recognizing his 34 years of contributions to the Virginia Air National Guard.

Metz, 57, is the only non-rated officer to have become Virginia's deputy adjutant general for air, the highest position in the Virginia ANG.

In an interview during the December drill—his last official UTA weekend—Metz reflected on the state of the Air Guard today.

Despite the downsizing of the Armed Forces, "I think the Air Force is in good hands," Metz said, referring to the quality of young people currently entering the service.

His own rise from enlisted recruit to deputy adjutant general should serve as a signal to all Guardsmen—flying and non-flying—that the Guard puts no limits on what a person can achieve if they apply themselves, he said.

Metz' appointment as deputy adjutant general, he told a group of officers months ago, shattered some previously held assumptions. He told them, "You don't have to have wings to make brigadier general. You don't have to play golf, and you don't have to have hair."

Metz praised the volunteer spirit of the 192d Fighter Wing and said that attitude is the reason the Guard Bureau has entrusted the unit with additional missions such as armed reconnaissance and serving as a regional repair facility for F-16 engines.

He calls for a "return to a militia nation, where we have a much less fortified active force but build up the Guard and Reserve, much as we've done in the past during peacetime."

He said the unit's authorized complement of F-16s would probably "stabilize at current levels," and predicted the Guard would continue to find itself deployed more in support of the Air Force missions.

He enlisted in the VaANG in May 1961 at the age of 23. He was called up during the Berlin Crisis



Brig Gen John R. Metz
Photo by TSgt Carlos Claudio

later that year and served as a medical services specialist. After his discharge from the Air Force in 1962, he continued to serve in the VaANG.

Metz received his bachelor of science degree in pharmacy from the Medical College of Virginia in Richmond during 1964. Three years later he was commissioned a second lieutenant and assigned as an administrative officer. He earned a master of business administration degree from James Madison University in Harrisonburg during 1980.

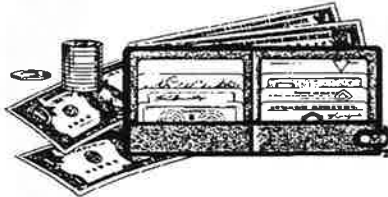
Before being named to the Virginia Air Guard's top post in March 1994, Metz was the VaANG's director of resource management and then chief of staff for resources.

He has served as the director of pharmacy services and director of resource management at Martha Jefferson Hospital in Charlottesville and continues to practice hospital pharmacy there. The general is married to the former Theresa Golderos of Richmond. They have a daughter, Jennifer, and live in Charlottesville.

by TSgt Ed Kelleher, 192d FW Historian

Don't let card misuse ruin your career

Maj. Mike Woody, 192d FW Finance, reminds unit members, "Misuse of the American Express



Government travel card is serious business. Don't let it ruin your career. Remember, the card can only be used on reimbursible, temporary duty expenses." This means you must be on TDY orders when you use the card, and you can only use it to cover expenses that you will file and be reimbursed for on your travel voucher. You cannot use the card to make any personal or retail purchases. You cannot use the card during any form of drill status; don't use the card on UTA weekends!

State Headquarters sponsors Prom Party

In mid-January, the State Headquarters will be hosting a Prom Party for the 82 students currently attending the Virginia Challenge Academy.

These students are part of a pilot program called Operation Youth Challenge, which grew out of a 1989 Congressional study of the feasibility of "military oriented" youth camps for high school drop outs. The study concluded that the National Guard, with its traditional military training and service to the community, was best suited to carry out this program. The State Military Reservation in Virginia Beach was one of several test sites chosen across the country.

All students enrolled in the program must meet and maintain rigid moral, mental and physical requirements for the grueling 22-week program. Students stay at camp 24-hours-a-day, seven-days-a-week. During this time they learn discipline, teamwork, life-coping skills, work ethics, physical fitness and financial responsibility. A major part of the curriculum provides students the opportunity to earn their General Equivalency Diploma. The goals of the program are to enable the students to complete their GED and to become responsible citizens through job training or continued education. After the in-residence program is completed, follow-on mentoring and adult education or job training help provide for their

continued integration into the workforce.

According to BrigGen Wilbur "Bill" Rose, deputy adjutant general for air, the current class is nearing completion of the in-residence program. To celebrate their success, the students are planning a Prom Party for Saturday, Jan. 13. The



State Headquarters is sponsoring the event and is seeking a variety of donations or cash contributions to help make the student's party a memorable event. "These students have worked very hard to get this far," Rose said. "Showing

these young people that you care and support their efforts will mean a great deal to them."

A variety of snack foods and decorations are needed to make the event a success. Cash contributions may be made out to: Challenge Youth Fund. If you would like to donate your time, money or a purchase toward this event, please contact LtCol Cecil Modlin, ext. 6505 or any other fulltime member of the State Headquarters

Staff will hold an event planning meeting at 9 a.m. Saturday, Jan. 6 in the ST HQ conference room.

192d FW Goals

Culture:

Foster an environment where continuous improvement is a way of life.
Recognize exceptional teamwork and individual performance.

Readiness:

Maintain the highest possible state of readiness (C status) in unit controlled areas.

Complete a unit self assessment (USA) for the Fighter Wing.

Opportunity:

ABSOLUTE equal opportunity for selection, advancement and treatment.
Foster individual responsibility for career progression and job performance.

Safety:

Maintain a ZERO Class A and Class B mishap rate.
Promote safety as an individual responsibility.

Environment:

Exceed the requirements of all federal, state and local statutes.
Foster environmental awareness.

Community:

Promote public awareness and support of the Air National Guard.
Encourage unit involvement in community activities.

Employer support:

Foster a full partner relationship with employers.
Encourage unit members to recognize employers.

Family support:

Sponsor and support family program activities.
encourage family support of unit activities.

Teamwork:

Involve ALL MEMBERS in solving unit challenges.
Inspire a team culture throughout the entire FIGHTER WING!

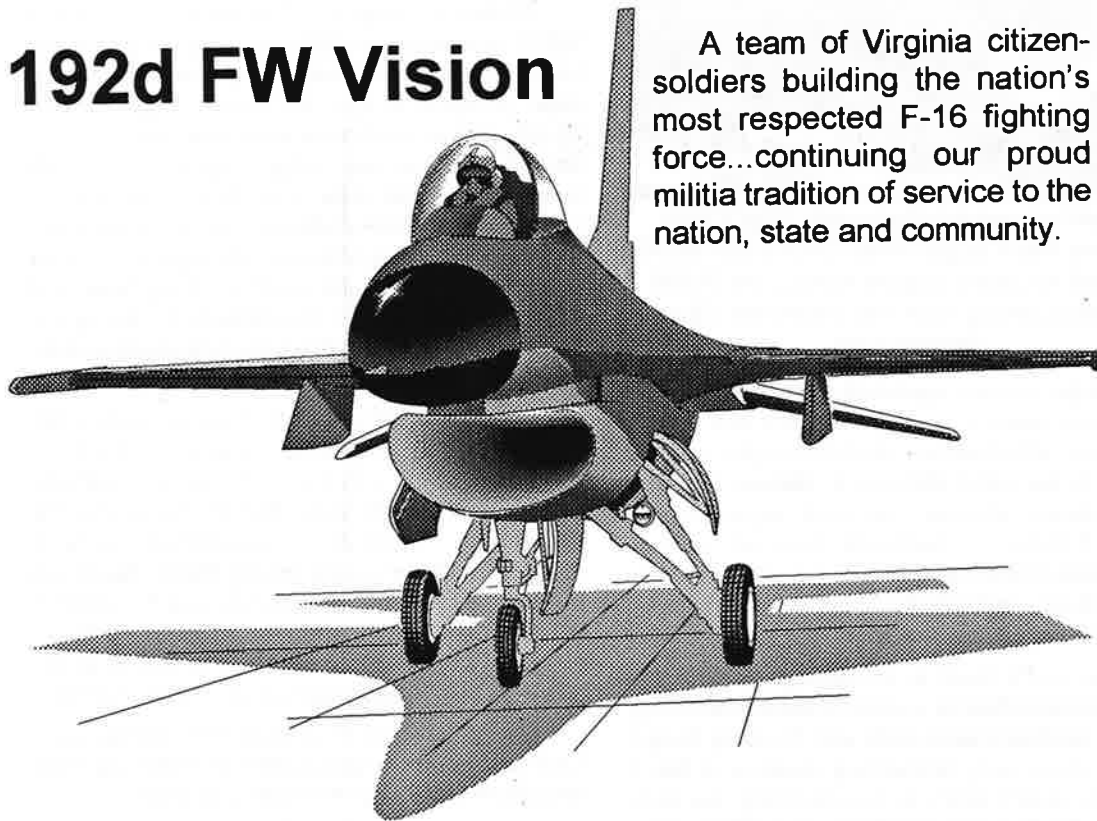
192d FW Mission

The mission of the 192d Fighter Wing is to provide a fully-trained organization of volunteers dedicated to protect and defend the vital interests of our nation, state and community.

Combat-ready personnel and equipment will be provided to:

- Support U.S. national security objectives — our federal role.
- Protect life and property, and to preserve peace, order and public safety — our state role.
- Participate in local, state and national programs that add value to America — our community role.

192d FW Vision



A team of Virginia citizen-soldiers building the nation's most respected F-16 fighting force...continuing our proud militia tradition of service to the nation, state and community.

Winston P. Wilson Championships

Pistol Team rewarded for excellence



Counting points--From left, SSgt Krag-Stevens Cash helps Army Guard Sgt Scott Wenshaw score targets during the WPW marksmanship tourney. Photo by TSgt Cheryl Zorn.

The extra hours, hard work and commitment of our combat pistol team was rewarded with a 15th place finish after five days of combat pistol and rifle events at the 1995 Winston P. Wilson National Guard Championships. The event, held at Camp Joseph T. Robinson, North Little Rock, Ark., hosted teams from 49 states and territories and Washington D.C. All teams invited to the event were champions from their respective states.

This year's finish is an average one for the 192d., and excellent for any Air Guard unit matching combat marksmanship skills with 33 Army Guard units in some very demanding courses of fire. I think this year's finish is extraordinary, not only because it was made possible by the efforts of the youngest (coaching/shooting experience) team

fielded by the unit in at least 12 years, but also because of obstacles overcome in the process. Challenges included competing at the state championships in a two-day event against odds of 9 to 1 (Army Guard to Air Guard competitors) this year, versus 3 to 1 and 2 to 1 odds during the previous two years. A lack of resources (ammo, targets, etc.) restricted team preparations for the national championships. In spite of it all, the team's enthusiasm and desire to do well never faltered and was rewarded with a finish among the top National Guard teams in the country.

While our "new crew" paved the way to the WPW matches, our 15th place finish would not have been possible without the marksmanship skills of some of the "old guys." Capt Michael Michie (state marksmanship coordinator/Army Guard) and our own SSgt Krag-Stevens Cash teamed up with new shooters TSgt Elaine Houghtalen and SrA Kathryn Kahlson for the team matches. Michie and Cash are among the very best combat shooters in the country. Houghtalen and Kahlson distinguished themselves by being the first female duo to hold down the new shooter spots for us at the WPW matches.

Individual achievements added yet more luster to our unit's shining record. Cash earned three individual awards and Michie won two. The highlight of individual awards was when Cash became the second ever, unit member to receive the Chief's 50 Award. The first one was won by SMSgt Raymond Bassetti in 1993. This prestigious award is given at the end of the match, to the top 50 shooters. There were more than 800 competitors for the 20 pistol, 20 rifle, 6 light machine gun, and 4 sniper matches.

Congratulations to all pistol team members on a job well done! And special thanks to all the people who have supported the team this year!

by TSgt Phil Thomas
192d Maintenance Squadron

News you can use:

Catholic Mass changes to 9 a.m. beginning in January

Saturday morning Mass attendance was up during December drill. After a hand vote it was decided to change the drill weekend (Saturday) Mass from 9:30 to 9 a.m.

Beginning with the January UTA, Mass will begin at 9 a.m. Saturday.

Confession will be available before Mass.

VaANG retirees meet monthly

Retirees of the Virginia Air National Guard meet on the second Thursday of each month. Meetings convene at 7 p.m. at Club 149.

Annual dues are \$12. Anyone with 20 or more years of service may join the group.

For more information, call SMSgt Robert Walton at ext. 6541.

WELCOME ABOARD November Accessions

SrA Arthur L. Franks, 192d Spt Gp
SSG Brian D. Newman, 192d Maint Sq
A1C Virgil J. Dedrick, III, 192d Maint Sq
SSG Richard E. Yenke, 192d Med Sq
SSG Darrell W. Wright, 192d Med Sq
SGT Deborah G. Stanley, 192d Med Sq
A1C Phillip R. Hunt, 192d SPS
SrA David D. Grubbs, 192d SVF
SSG Michael T. Harris, 203d RHF
A1C Richard S. Ansbro, 203d RHF
SrA Richard J. Morrow, 203d RHF



Deployment slide briefing; Potluck dinner for families

The Family Support Group is hosting a slide briefing and potluck dinner for unit members deploying to Turkey, and their spouses. The dinner will be at Club 149 on Jan. 20, beginning at 6:30 p.m. Bring a favorite dish to pass. The slide presentation will include slides from the previous Turkey deployment. Call MSgt Bob Roza at 236-6710 to make reservations.

CONGRATULATIONS November Promotions

MSgt Donald M. Davis, 203d RHF
MSgt Jacqueline J. Atkins, 192d MSS
MSgt Robert A. Roza, Jr, 192d MSF
SSgt Clifford B. Hixson, 192d Maint Sq
SSgt Robert R. Keeton, 192d OPS
SSgt Sherry C. Lee, 192d Maint Sq
SSgt Toni Vanderspiegel, 149th FS
SrA Christie Jenkins, 192d MSF
SrA Steven Sadler, 192d Comm Flt
A1C Ann M. Bey, 192d Log Sq
A1C Christopher Thomas, 192d Maint Sq

December Retirements

MSgt Robert W. Mathias, 192d Maint Sq
TSgt Thurman Farmer, 149 FS

Banquet date set for March 30

The Fifth African-American Banquet is set for Saturday, March 30, at the Richmond Marriott Hotel (500 E. Broad St., Richmond).

Tickets are \$28 per person and can be purchased through any banquet committee member. Dress for enlisted attendees is the semi-formal uniform or mess dress; officers wear the mess dress uniform.

Guest speaker for the event will be Carl Brashear of Virginia Beach. He was the first African-American master diver in the U.S. Navy. Brashear has been featured on several television shows, including 20/20, Real People and James Whitmore's Come-Back. Bill Cosby has plans underway to make a movie about the Navy diver.

For more information about the event, call MSgt Dorothy Tatem, ext. 6367, or TSgt Veronica Sargeant, ext. 6475.



DINING FACILITY MENU

Saturday UTA

Glazed Ham
Meat Loaf
Sweet Potatoes
Mashed Potatoe w/ gravy
Blackeyed Peas
Turnip greens
Corn Bread
Devil's Food Cake

Sunday UTA

Baked Chicken
Swiss Steak
Mashed Potatoes w/ gravy
Steamed Rice
Lima Beans
Stewed Tomatoes
Chocolate & Vanilla Pudding

Club 149

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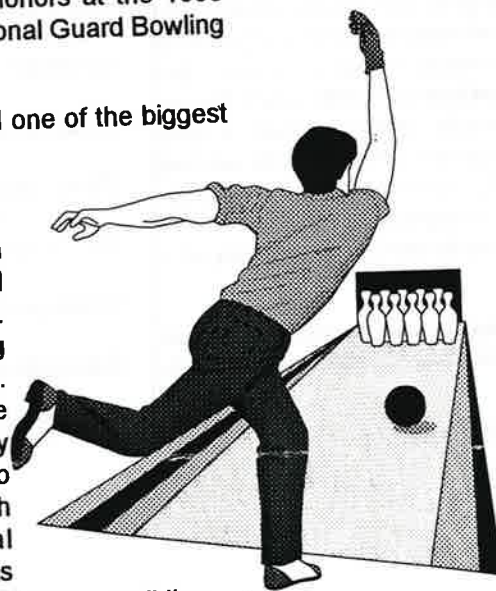
Club 149 is hosting a general membership meeting Saturday, Jan. 6. The meeting will include elections for some board member positions, and at least one agenda item proposing a change to the club's bylaws. The proposal would allow retirees to become voting members and also allow them to become board members. Retirees are currently associate members. After the meeting, stick around and enjoy hot dogs, hamburgers, beverages, and music.

During 1996, club officials are encouraging each squadron to pick a drill weekend and provide an activity at the club for that UTA. These squadron-sponsored activities will start with the April drill. At this time, the Logistics Support Flight has volunteered to plan an activity during the June drill weekend and the 149th Fighter Squadron will sponsor a function during the October drill. There are plenty of months left, club officials point out. If your unit would like to participate, call Rick Lewis, ext. 6329; Valeria Murphy, ext. 6646; or Shirley Cooper, ext 6428.

Northeast Regional at Atlantic City**Unit bowlers compete in tourney**

Bowlers from 14 states and the District of Columbia convened in Atlantic City, N.J., Oct. 7 and 8 to compete for top honors at the 1995 Northeast Regional Air National Guard Bowling Tournament.

This year's tourney had one of the biggest turnouts with 88 teams entered; Virginia fielded eight of those teams. This year's winning team was from a New York Air National Guard unit based in Rosalyn, N.Y. Virginia's highest scoring team finished in 19th place. The team's name will be engraved in a traveling trophy that is awarded to the top finishing Virginia team each year after this annual tournament. The trophy is displayed in the Wing Headquarters building.



Columbus Day weekend. The host for each year's event rotates among units in the northeast region. This year's tournament was hosted by the 177th Fighter Wing, New Jersey Air National Guard.

The 1996 tourney will be hosted by the 158th Fighter Wing, Vermont Air National Guard, and will be held in Burlington, Vermont. Virginia hosted the event in 1991 and 1993.

Anyone interested in bowling in the 1996 tournament may call TSgt Shirley Cooper, ext. 6428, for more information.

This tournament is held each year over

by TSgt Michael Coleman, 192d Maintenance Squadron

Schedule of upcoming UTAs, events

UTA Schedule Through December '96:

6-7 Jan 96 UTA;

3-4 Feb 96 UTA

(4 Feb/AM, Major Accident Response Exercise; 1-28 Feb/Provide Comfort II, Deployment to Turkey);

9-10 Mar 96 UTA;

30-31 Mar 96 UTA;

20 Apr-4 May 96 AFT (Annual Field Training, Savannah, GA; Operational Readiness Exercise, 22-23-24 Apr);

18-19 May 96 UTA (19 May/AM, Major

Accident Response Exercise);

8-9 Jun 96 UTA;

13-14 Jul 96 UTA;

10-11 Aug 96 UTA (8-14 Aug/9th AFQAFA; 25-31 Aug/Exercise-Silver Flag, CE FD DP SVCS);

14-15 Sep 96 UTA (CE Bivouac/Major Accident Response Exercise);

5-6 Oct 96 UTA (Mobility);

2-3 November 96 UTA (Attack Response Exercise);

7-8 Dec 96 UTA.

Meeting today's personnel, mission challenges

As the Human Resource Force Manager for the Virginia ANG, one of my main concerns is ensuring that people in the Guard are not being held back because of their background (e.g., socio-economic, cultural) or their appearance.

I see my challenge as helping the Guard provide an environment where people from all walks of life work together to get to successfully perform our military mission. Indeed, the HRFM position was created in part because of the belief that an organization will be most successful when it fosters a work environment that is open and receptive, where people can feel safe being who they are. In short, I see my foremost challenge as helping Guard members to recognize the harm of false assumptions and stereotypes, and to see the opportunity of a broader perspective.

After all, people are our most important asset. If you would like to talk with me about such issues, call me at State Headquarters, ext. 6513.

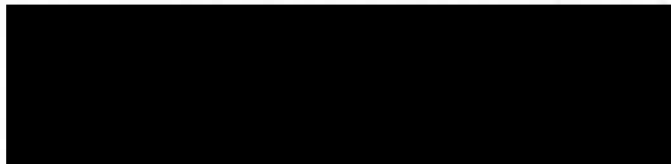
by CMSgt Ed Shaw, VaANG HRFM

Vanguard

January 1996

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