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

Wing announces leadership changes

Nineteen ninety-seven—truly a year of changes and challenges. Somewhat overshadowed by the 50th anniversary and preparations for the Operational Readiness Inspection were several key assignment changes that took place within the 192d Fighter Wing over the last few months.

LtCol John "Dave" Dornan is assuming the vice wing commander position, and Col William E. "Bill" Haymes Jr., becomes the Wing's new special projects officer. LtCol Stephen R. Hicks has taken command of the 192d Operations Group, and LtCol Johnny O. Haikey accepted the reins of the 192d Logistics Group.

The officers said they are ready to take on the challenges their new positions will bring them. Dornan, who had taken a two-year leave of absence from his pilot position with Northwest Airlines to hold the duties of Fighter Squadron commander and Operations Group commander, has returned to his traditional Guardsman role and has resumed his civilian job.

"I will miss being involved in day-to-day operations," Dornan said. "We accomplished a lot over the last two years. I firmly believe we have the best unit in the country and I want to continue working to prove that."

Dornan said his move to the vice wing

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From left: LtCols Johnny O. Haikey, John "Dave" Dornan and Stephen R. Hicks have recently moved into new positions with the Wing. Photo by Combat Visual Information staff.

Commander's Call

Let's excel during ORE, ORI!

I trust you enjoyed the Christmas season! We have much to be thankful for and Christmas is a wonderful time to remember that.

In 1998 we will take on new challenges. The first half of the year will include the final countdown to our Operational Readiness Inspection. January is a good month to go south and we plan to do that. Savannah, Georgia, is our destination and the last step in preparation for our ORI. Our goal is to conduct an Operational Readiness Exercise in January as much like the April ORI as we possibly can.

It will start with a notification of our mobilization and a generation of our jets and equipment. It is called the initial response and will test our ability to move from a peacetime environment to deployment for war. It is called mobility and to many of you it means tedious work (packing) and standing in line (processing). But, it is important. Mobilizing 750 people is not easy. Be patient, helpful and cooperative. Don't come to the war needing an ID card, shot or personal

mobility items you should have picked up last month.

We will move a lot of people and equipment to Savannah. The trip will be by truck, bus, C-130 and privately-owned vehicle (POV). Everyone needs to get to Savannah the way they said they would and everyone needs to go through mobility processing here before heading south. Don't be creative. Enjoy the ride and be careful. The jets will deploy on Monday, Jan. 12.

Tuesday, Wednesday and Thursday we fight the war. That will be filled with excitement, hard work and accomplishment. It will mean long days. Our priorities are simple; be safe, accomplish the mission and learn for April.

When we are tested in April the most important thing the Inspector General (IG) will consider is our attitude. Are we committed to the mission, to this unit and to each other. We need at least a 95% positive attitude to succeed. When it is over, all we can do is look back. We want to feel we did our best. You can't claim the championship unless you win.

Col. Robert O. "Bob" Seifert

VANGUARD

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VaANG reps attend enlisted symposium

During November, three members of the Virginia Air National Guard set out on the trip of a lifetime. CMSgt Tom Dameron, VaANG senior enlisted advisor; MSgt Vince Harris, 192d Logistics Group first sergeant; and A1C Tiffany Greene, 200th Weather Flight, traveled to Phoenix, Ariz., to attend the ANG Enlisted Leadership Symposium.

Nearly 550 representatives from Air Guard units across the country met Nov. 2-6, 1997, to discuss accomplishments and future challenges.

The theme for this year's event was "Shaping the Leaders of the 21st Century." The annual symposium allows representatives to discuss concerns and observations and offer suggestions on how improve the overall quality and leadership of the Air National Guard.

The Air Force and Air Guard are seeking ways to prepare for the 21st century. During the symposium, representatives were briefed on the Total Force and what is expected of everyone in the total Air Force.

According to the Virginia representatives,

the best part of event was all of the constructive input given for the many concerns that were addressed. A short list of the topics covered included retention, communication, mentoring, benefits and family programs.

The highlight of the conference was the bestowing of The Order of the Sword on MajGen Donald W. Shepperd, director of the Air National Guard.

The Order of the Sword custom was established in 1522 when King Gustavus asked his commissioned noblemen to entrust and delegate responsibilities to noncommissioned officers. These noncommissioned officers were usually craftsmen, teachers, scribes, builders and other people who maintained significant skills and responsibilities. In turn, these noncommissioned officers would present a sword to a person in leadership to illustrate their appreciation.

Since 1967, the Air Force has adopted the Order of the Sword as the highest honor and tribute that noncommissioned officers can bestow upon an individual.

by TSgt J. Wade, 192d FW chapel administration



GREAT TRIP & WONDERFUL OPPORTUNITY!--From left: CMSgt Tom Dameron, VaANG Senior Enlisted Advisor; A1C Tiffany Greene, 200th Weather Flight; and MSgt Vince Harris, 192d Logistics Group first sergeant, pose for a photo after the Order of the Sword banquet.

192d FW Goals

Culture:

Foster an environment where continuous improvement is a way of life.

Recognizes exceptional teamwork and individual performance.

Readiness:

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

Excel on our upcoming Operational Readiness Inspection (ORI).

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:

Poster 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 Fighter Wing 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.

192d Fighter Wing

Chain of Command

Commander.....	Col Robert O. Seifert
Vice Commander.....	LtCol John D. Dornan
Wing Executive Officer.....	LtCol Robert H. Pemberton
Wing Senior Enlisted Advisor.....	CMSgt James W. Stanley
Wing First Sergeant.....	Currently Vacant
Medical Squadron Commander.....	Col (Dr) James E. Jones Jr.
Medical Squadron First Sergeant.....	MSgt James Johnson
Support Group Commander.....	Col William J. Schwartz
Support Group First Sergeant.....	Currently Vacant
Mission Support Flight Commander.....	LtCol Ralph Barker
Services Flight Commander.....	Maj Freddie W. Baylor Jr.
Security Forces Commander.....	Maj L.J. Cerritelli
Security Forces First Sergeant.....	MSgt Toni Vincent
Communications Flight Commander.....	Maj Robert L. Dyke
192d Student Flight.....	LtCol Ralph Barker
Civil Engineer Squadron Commander.....	LtCol Thomas P. Herbert
Civil Engineer Squadron First Sergeant.....	MSgt Doug Price
Operations Group Commander.....	LtCol Stephen R. Hicks
149th Fighter Squadron Commander.....	LtCol Anthony R. Haynes
Operations Support Flight Commander.....	LtCol Hugh T. Cole III
Logistics Group Commander.....	LtCol Johnny O. Haikey
Logistics Squadron Commander.....	LtCol Gary A. Wood
Logistics Squadron First Sergeant.....	MSgt Vincent Harris
Logistics Support Flight Commander.....	Maj Cynthia L. Hall
Maintenance Squadron Commander.....	Maj Richard Middleton
Maintenance Squadron First Sergeant.....	MSgt Anthony Harris
Aircraft Generation Sqdn Commander.....	Maj Raymond Fleischer
Aircraft Generation Squadron First Sergeant.....	Currently Vacant

Wing announces leadership changes...

Continued from page 1

commander's job becomes effective Jan. 1, 1998, and he will be moving into room 28 of the Wing Headquarters building, with several projects already in hand.

Hicks, who was heavily tasked with 50th anniversary activities and events over the last year, said, "It's an honor to be in charge of flying operations. It is a marvelous opportunity. The people will continue to do a great job as usual. I'll coach, encourage and do the taskings needed of me.

"Focus now is on the ORE and ORI," Hicks said. "Ultimately our mission is to be in war. We practice very hard for a mission we hope we'll never have to do. It is important that everyone does their best. Your life and the life of a co-worker may depend on it."

Hicks' goals and priorities for Operations

are to achieve the safest flying operation possible, continue building a strong team—not just in Ops, but across the entire base, and setting and achieving the highest standards possible for Ops and the Wing. Reaching these goals won't be easy, and Hicks says communication is the first and most essential step in achieving them.

Haikey, a history professor at Paul D. Camp in Franklin and Suffolk, Va., and former unit Life Support officer and Flight commander, recently made the transition from traditional Guardsman to full-timer when he became the new Logistics Group commander. He and his team are busy preparing for the ORE and ORI. He continues to fly the F-16, and is currently working out of the Logistics building until remodeling is completed in the hangar.

By TSgt Ike Rawlings
192d FW public affairs

News you can use...

Dept. Military Affairs moves

The Virginia National Guard Department of Military Affairs, located at 600 E. Broad St., Richmond is moving to Fort Picket, Va.

Several offices and activities have already moved to Ft Picket. However, the move won't be finished until late in 1998. Some staff offices currently have people at both locations.

For mail going to 600 E. Broad, use the letter "A" after the PRN. Example: VACS-DOIM (PRN:155 A). For mail going to Ft Picket, use the letter B after the PRN. Fourth floor offices are moving into the vacated third floor offices at 600 Broad.

Short delays in mail delivery can be expected until the move is completed and a new system is in place for mailing correspondence to Ft Picket. For more information, contact TSgt Hutt Williams, mail manager, at ext. 6305.

Renegades host military night

Military Appreciation Night is set for Feb. 6, 1998, at the Coliseum. Bring family and friends and

come out for an exciting evening of Renegades Hockey! Action begins at 7:30 p.m.

Tickets are \$6 each. Anyone interested in attending the game is asked to call TSgt Shirley Cooper as soon as possible to determine VaANG members' level of interest in hockey. Call Cooper at (804)236-6428 to reserve your hockey tickets today!

Get ready for Bass Tourney

The Third Annual Air National Guard Bass Tournament is being hosted by the 123d Air Wing. Official practice days are June 9 & 10, with competition days following on June 11 & 12. The event will be held at the Kentucky Dam Village State Resort Park in western Kentucky.

This is an Air National Guard sanctioned event, so participation is limited to Guard members and their family members, retirees and federal employees of the Air Guard. For an information packet, contact Jackie Atkins via e-mail at Jackie@CF.

1997 VIRGINIA AIR NATIONAL GUARD STATE TAX DEDUCTION TABLE						
GRADE/YEAR FOR PAY	PAY PER UTA	MAX UTAS PER YEAR	TOTAL PAY	ANNUAL TNG DAYS	TOTAL PAY	MAX DEDUCTION FOR 39 DAYS
E-1<4 MONTHS	\$ 27.78	48	\$1,333.44	15	\$ 416.70	\$ 1,750.14
E-1>4 MONTHS	\$ 30.03	48	\$1,441.44	15	\$ 450.45	\$ 1,891.89
E-2 ANY YEAR	\$ 33.67	48	\$1,616.16	15	\$ 505.05	\$ 2,121.21
E-3<2 YEARS	\$ 34.99	48	\$1,679.52	15	\$ 524.85	\$ 2,204.37
E-3<3 YEARS	\$ 36.90	48	\$1,771.20	15	\$ 553.50	\$ 2,324.70
E-3>3 YEARS	\$ 38.37	48	\$1,841.76	15	\$ 575.55	\$ 2,417.31
E-3>4 YEARS	\$ 39.89	48	\$1,914.72	15	\$ 598.35	\$ 2,513.07
E-4<2 YEARS	\$ 37.12	48	\$1,781.76	15	\$ 556.80	\$ 2,338.56
E-4>2 YEARS	\$ 39.21	48	\$1,882.08	15	\$ 588.15	\$ 2,470.23
E-4>3 YEARS	\$ 41.52	48	\$1,992.96	15	\$ 622.80	\$ 2,615.76
E-4>4 YEARS	\$ 44.72	48	\$2,146.56	15	\$ 670.80	\$ 2,817.36
E-4>6 YEARS	\$ 46.49	48	\$2,231.52	15	\$ 697.35	\$ 2,928.87
E-5>2 YEARS	\$ 39.81	48	\$1,910.88	15	\$ 597.15	\$ 2,508.03
E-5>3 YEARS	\$ 43.33	48	\$2,079.84	15	\$ 649.95	\$ 2,729.79
E-5>4 YEARS	\$ 45.43	48	\$2,180.64	15	\$ 681.45	\$ 2,862.09
E-5>6 YEARS	\$ 47.41	48	\$2,275.68	15	\$ 711.15	\$ 2,986.83
E-5>8 YEARS	\$ 50.53	48	\$2,425.44	15	\$ 757.95	\$ 3,000.00
E-5>10 YEARS	\$ 52.59	48	\$2,524.32	15	\$ 788.85	\$ 3,000.00
E-5>12 YEARS	\$ 54.66	48	\$2,623.68	15	\$ 819.90	\$ 3,000.00
E-5>14 YEARS	\$ 56.68	48	\$2,720.64	15	\$ 850.20	\$ 3,000.00
E-6<2 YEARS	\$ 45.36	48	\$2,177.28	15	\$ 680.40	\$ 2,857.68
E-6>2 YEARS	\$ 49.45	48	\$2,373.60	15	\$ 741.75	\$ 3,000.00
E-6>3+ YEARS	\$ 51.50	48	\$2,472.00	15	\$ 772.50	\$ 3,000.00
E-7 THRU 0-3		48		15	\$	\$ 3,000.00

THE MAXIMUM ALLOWABLE DEDUCTION FOR 39 DAYS OF ACTIVE AND INACTIVE DUTY TRAINING IS \$ 3000.00 PER YEAR.

THIS DEDUCTION IS ONLY APPLICABLE TO VIRGINIA STATE TAX. YOU CAN NOT USE THIS DEDUCTION FOR YOUR FEDERAL TAX OR ANY OTHER STATE'S TAX.

DETACH HERE

"I CERTIFY THAT I EARNED _____ DOLLARS FOR 39 DAYS OF ACTIVE AND INACTIVE SERVICE WITH THE VIRGINIA AIR NATIONAL GUARD FOR 1997.

(MEMBER'S RANK AND SIGNATURE

Use your VaNG state tax deduction

All enlisted and officers (O-3 and below) in the Virginia National Guard are reminded of the Guard pay deduction you may take when filing your 1997 state income tax form.

The money you earn for your 12 drill weekends and 15 annual training days is deductible (up to \$3,000) on the deduction line of the Standard Deduction section of Form 760 Virginia Resident Individual Income Tax Return (long form).

The permitted deductions for all pay grades E-1 through O-3 are presented on the facing page.

If you wish to calculate your deduction, follow these steps:

1. Take your gross pay for a full Unit Training Assembly (UTA) (Be sure to use a 1997 pay stub or pay chart.);
2. Divide that number by 4 to get your daily rate;
3. Take your daily rate and multiply it by 48 to get your total earnings for drill days.
4. Multiply your daily rate by 15 to get your earnings for your 15 days of annual training.
5. Add together your earnings from line 3 and line 4.
6. If the total is less than \$3,000 you may take the entire sum as a deduction on your Virginia income tax form. If the total is more than \$3,000, you may take the maximum allowed deduction of \$3,000.

This deduction is only applicable to Virginia state income tax, and the deduction can only be made on the Virginia income tax long form. Also, when sending in your long form with the Virginia National Guard income tax deduction,

you must include a sheet of paper with the following statement written on it:

"I certify that I earned _____ for 39 days of active and inactive service with the Virginia Air National Guard for 1997."

(Member's rank & signature)

Also, if you have dependents and are claiming the Earned Income Tax Credit (on your federal income tax form), remember that all non-taxable income listed in block 13 on your W-2 form must be added to block 1 to determine your Adjusted Gross Income.

Finance plans base-wide BAQ recertification at Club

Finance representatives will be set up in Club 149 during the January and February drill weekends to accommodate the number of Virginia Air Guard members who must take care of their annual Basic Allowance for Quarters (BAQ) recertification.

All Guard members with a spouse, dependent children or dependent senior family member, must recertify to continue their BAQ benefits. Don't chance losing your benefits or going through the lengthy process of reapplying for them—get recertified, urge Finance officials.

Recertification will run from 9 a.m.-4 p.m. on Saturdays and from 8 a.m.-noon on Sundays of the January and February drill weekends.

Grade	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned officers															
O-10	252.21	261.08	261.08	261.08	261.08	271.10	271.10	286.12	286.12	306.59	306.59	327.12	327.12	327.12	347.49
O-9	233.52	234.27	234.27	234.27	234.27	240.22	240.22	250.22	250.22	271.10	271.10	286.12	286.12	286.12	306.59
O-8	202.45	208.53	213.47	213.47	213.47	229.38	229.38	240.22	240.22	250.22	261.08	271.10	277.79	277.79	277.79
O-7	189.22	179.66	179.66	179.66	187.72	187.72	198.60	198.60	208.53	229.38	245.16	245.16	245.16	245.16	245.16
O-6	124.68	136.98	145.97	145.97	145.97	145.97	145.97	135.92	150.93	174.79	183.71	187.72	198.60	205.31	215.39
O-5	94.73	117.09	125.19	125.19	125.19	125.19	128.96	135.92	145.03	155.89	164.81	169.82	175.75	175.75	175.75
O-4	84.05	102.36	109.18	109.18	111.21	116.11	124.04	131.01	136.98	143.01	146.93	146.93	146.93	146.93	146.93
O-3	78.11	87.33	93.37	103.30	108.25	112.12	118.20	124.04	127.08	127.08	127.08	127.08	127.08	127.08	127.08
O-2	68.12	74.39	89.37	92.38	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29
O-1	59.14	61.55	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39
Officers with three or more years as enlisted or warrant															
O-3E	0	0	0	103.30	108.25	112.12	118.20	124.04	128.96	128.96	128.96	128.96	128.96	128.96	128.96
O-2E	0	0	0	92.38	94.29	97.28	102.36	106.27	109.18	109.18	109.18	109.18	109.18	109.18	109.18
O-1E	0	0	0	74.39	79.47	82.39	85.39	88.35	92.38	92.38	92.38	92.38	92.38	92.38	92.38
Warrant Officers															
W-5	0	0	0	0	0	0	0	0	0	0	0	135.82	140.96	145.04	151.15
W-4	79.58	85.39	85.39	87.33	91.31	95.33	99.33	106.27	111.21	115.12	118.20	122.01	126.09	130.02	135.92
W-3	72.33	78.46	78.46	79.47	80.40	86.28	91.31	94.29	97.28	100.19	103.30	107.33	111.21	115.12	119.19
W-2	63.35	68.54	68.54	70.53	74.39	78.46	81.44	84.42	87.33	90.40	93.37	96.30	100.19	100.19	100.19
W-1	52.78	60.51	60.51	65.57	68.54	71.48	74.39	77.45	80.40	83.39	86.28	89.37	89.37	89.37	89.37
Enlisted members															
E-9	0	0	0	0	0	0	92.58	94.66	96.80	99.03	101.25	103.20	108.62	112.85	119.20
E-8	0	0	0	0	0	77.63	79.87	81.96	84.09	86.32	88.28	90.45	95.77	100.03	106.45
E-7	54.21	58.52	60.67	62.81	64.95	67.02	69.16	71.32	74.54	76.66	78.78	79.81	85.17	89.41	95.77
E-6	46.63	52.94	55.19	57.27	59.33	61.51	64.67	66.71	68.86	69.90	69.90	69.90	69.90	69.90	69.90
E-5	40.92	44.54	46.70	48.74	51.94	54.06	56.19	58.27	59.33	59.33	59.33	59.33	59.33	59.33	59.33
E-4	35.16	40.31	42.68	45.97	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79
E-3	35.97	37.93	39.44	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
E-2	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61
E-1	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87

Source: Times News Service calculations

1998 Single Day Pay Chart

Editor's note: Here is a copy of the 1998 single drill period (one day) pay chart. Please clip and save this chart for reference during 1998. This chart reflects the Department of Defense 2.8 percent pay raise. Don't use these figures when calculating your 1997 Virginia income tax deduction. See pages 8&9 for guidance on figuring your deduction.

Reserve recruiter helps new 192d FW troops

That hat! That stance! Could it be? Not at the 192d FW, you say. Well, you saw correctly. TSgt Henry "Hank" Smith, master military training instructor (TI) assigned to the 433rd Training Squadron at Lackland AFB, Texas, was here working with 192d FW recruits.

Smith, an Air Force reservist, flies regularly to Lackland to perform his training obligations. Generally he performs several days of duty during each trip.

During the summer of 1997, Smith performed several drill weekends at the 192d. His mission: Give new recruits a heads up on what to expect in basic training. Primarily, he worked with them on facing movements and marching.

"People have been staring at me a lot," said Smith. "Everyone has been nice, but quite a few people here have come up to me just to make sure I was real. I've recognized a couple of airmen here, who were in my last training flight at

Lackland." TSgt Lloyd Meredith, Virginia Air Guard recruiter, said "I've known Hank for 10 years. He was always a military-minded person; he even served with the local Civil Air Patrol.

"His presence here gives new recruits an opportunity to interact with a training instructor before basic training, enlightening them and making that experience more real and useful. This is very beneficial for us and the Air Force," Meredith added.

Smith, a recent graduate of the Henrico County Police Academy, said he had always wanted to be a training instructor. He was a reservist at Andrews AFB, Md., when he got the chance to become a reserve TI. He grabbed it.

Smith said he enjoyed his stint with the 192d and one day he hopes to join the Virginia Air Guard if the right opportunity presents itself. "The recruiters have been after me since I was a kid," he said, "and this is home."

by TSgt Ike Rawlings, public affairs



That's Right!--TSgt Henry "Hank" Smith evaluates new recruit, Kevin Kroll's salute. Smith assisted Student Flight members before they left for basic training.

Photo by Combat Visual Information staff.

Fitness, community work & hobby all in one

Skating: long-time passion for Halapatz

Many of us in the 192d Fighter Wing know MSgt Mary Ruth Halapatz—for many years a traditional Guard member and graphic artist in the visual information section and now a fulltime telecommunications specialist. But few of us know Mary Ruth the figure skater.

Halapatz began ice skating as a youth in her hometown, Pittsburgh, Penn. She skated avidly until age 17, when she got busy doing other things like going off to college where she earned a bachelor's degree in German and a master's degree in Library Science.

After college she became a librarian and joined the Air National Guard. She is married to traditional Guardmember TSgt Jerry Moore.

As busy as this kept Halapatz, her passion for ice skating was as strong as ever and after a 26-year break she got back on the ice. Mary Ruth the skater enjoys all types of free style skating. The woman practices nearly every day. She has skated regularly for the last few years and in 1997 she added a few skating competitions to her workout schedule. This year she is planning to attend some larger contests outside the state.

Usually Halapatz practices at the rink in South

Cont. on page 13



PICTURE PERFECT--MSgt Mary Ruth Halapatz comes to a graceful pose at the end of a figure skating routine she is developing.

Skating...

Continued from page 12

Richmond, which for years was the only local, public skating rink. However, the popularity of ice skating has brought a second rink to Short Pump in the far West End of Richmond.

When asked why she skates, Mary Ruth replied, "It's great exercise, it's easy on the joints and I have a blast doing it." Not only does she have a blast skating, she shares her fun and passion for the ice with those around her. Currently, she is helping to train three special needs youth who are preparing to skate in the upcoming winter Special Olympics set for the weekend of Jan. 24, in Newport News, Va.

She describes her work with the youth as very worthwhile. "Skating makes them so happy. It's great to be there as see them progress. Even the smallest accomplishments can be great victories. Getting up on skates gives many of the youth added confidence which helps them with other life skills and social skills."

by TSgt J. Wade, 192d FW chapel administration



UP, UP & AWAY!--Mary Ruth prepares to land after making a jump.

FormFlow used in AF, ANG

The Air Force, Air National Guard and Reserve is adopting one form standard that lets people be creative while saving the service millions of dollars.

The FormFlow program is replacing PerForm as the tool to bring up or create all kinds of Air Force forms, and almost any computer system can use the program.

Unlike the PerForm software, which was end-user funded, the Air Force has bought enough FormFlow site licenses to cover the total force—every active duty, Guard and Reserve officer, enlisted person and civilian. Estimated savings by centrally funding FormFlow are well over \$10 million, which could increase as more people download the new program.

LtCol Jeff Traczyk, chief of the Multimedia Information Branch at the Air Force Communications and Information Center, said, "FormFlow allows for increased automation of business functions. It supports more types of data bases, and more intelligence can be built into forms."

The colonel noted that since FormFlow can be used on any model 486 or better computer, "forms used across organizational boundaries can be developed without concern about user software capabilities. We all have access."

For more information about FormFlow within the Virginia Air Guard, contact TSgt Hutt Williams, 192d publications manager, at ext. 6305.

203d teams finish high in marathon

The Virginia Air National Guard made a great showing with second and fourth place finishes at the Inaugural Air Force Marathon held Sept. 20, 1997, at Wright Patterson AFB, Ohio. The VaANG filled out two teams with members of the 203d Red Horse Flight. The two teams of four raced against 220 other teams in the marathon relay event. There was a lot of interest from the 192d and 200th Weather Flight, but mission requirements and the September Operational Readiness Exercise precluded their participation this year. Next year we hope to include more people from the various units. The next race is set for Sept. 19, 1998, at Wright Patterson. VaANG Marathon Teams included:

Open Women Category

Maj M. Colleen Chipper (team captain)

2dLt Jennifer Glasgow

SrA Rhonda Montrose

A1C Wendy Bryant

All-Service Category

SSgt Richard Green (team captain)

2dLt J. Stock Dinsmore

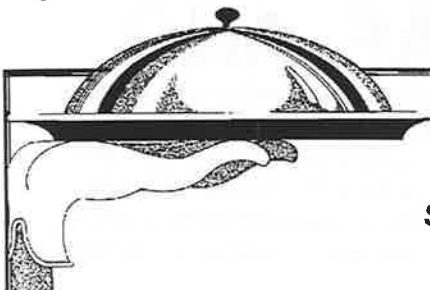
2dLt Francis Buser

SrA Andre Davis

The race was led by former Secretary of the Air Force Sheila Widnall who biked the 26.2 miles. Nearly 2,000 runners followed her. The relay team participants were required to run one of the following legs of the 26.2 mile course: 5, 7, 8, or 6.2 miles.

The women's team placed fourth out of 12 teams in their category and the all-service team placed second. The team event was truly enjoyable and promoted esprit de corps among the participants. The 203d fully support the personnel representing the Virginia Air Guard in this Air Force competition. It was worth the 12-hour drive to Ohio.

Anyone interested in being part of the next VaANG Marathon Team may call Chipper at DSN 864-6172 or commercial (757)437-4681. by Maj M. Colleen Chipper
203d RHF Logistics officer



On the menu...

Saturday

Jan. 24

Ham

Meat Loaf

Mashed Potatoes/w brown gravy

Sweet Potatoes

Black-eyed Peas/Stewed

Tomatoes

Turnip Greens

Corn Bread

Yellow Cake

Sunday

Jan. 25

Roast Beef

Baked Chicken

Steamed Rice

Mashed Potatoes/w brown gravy

Mixed Vegetables

Brownies

Assorted Breads & Butter

Full Salad Bar

Variety of Beverages

Ice Cream

Editor's note: Below is the updated official order of the 192d Fighter Wing's 1998 Unit Training Assembly (UTA) schedule. It also includes the wing's annual training dates. Please note that the June and September drill dates have changed. The drill order is now being made on a Fiscal Year schedule.

VIRGINIA AIR NATIONAL GUARD
192d Fighter Wing (ACC)
50 Falcon Road, Suite 1
Sandston, VA 23150-2524

Special Order MX - 1

23 OCT 97

1. The following is the Unit Training Assembly (UTA) Schedule for the 192d Fighter Wing, Virginia Air National Guard, for the period of 1 January 1998 through 30 September 1998. All members of the 192d Fighter Wing, VAANG, are hereby ordered to attend all Unit Training Assemblies as shown below.

SCHEDULED UTAS:	24 - 25 January 1998	11 - 12 July 1998
	07 - 08 February 1998	08 - 09 August 1998
	14 - 15 March 1998	19-20 September 1998
	04 - 05 April 1998	
	16 - 17 May 1998	
	13-14 June 1998	

ANNUAL FIELD TRAINING: 10-17 Jan 1998 and 18-25 April 1998

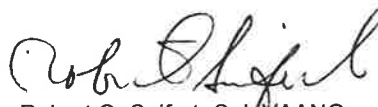
2. AM assemblies will be 0800-1200 (Sat) 0700-1100 (Sun) and PM assemblies will be 1300-1700 (Sat) 1200-1600 (Sun), with the following exceptions: Assembly for one flight of Food Services Personnel: AM 0630-1030 (Sat) 0530-0930 (Sun), PM 1100-1530 (Sat) 1000-1430 (Sun). Additional duty hours to cover special work requirements such as pre-flight, post-flight, etc. will be scheduled by each unit as required. Each UTA will be no less than four hours duration excluding lunch periods.

3. Excused absences from UTAs must be for a reasonable cause and must be arranged in advance by the individual and his/her supervisor. To be excused, an absence must be made up through equivalent training (EQT). EQTs with pay must be performed within 30 days of the missed UTA and within the same fiscal year. EQTs without pay (retirement points only) can be performed any time during the member's anniversary year. Only four (4) EQTs with pay are permitted each fiscal year.

4. Commanders may utilize Rescheduled Unit Training Assemblies (RUTAs) to achieve training objectives using maximum availability of equipment and full-time personnel resources that cannot be achieved during UTAs and SUTAs. A RUTA must be requested, approved and documented in advance of the missed UTA.

BY ORDER OF THE GOVERNOR

DISTRIBUTION
1 HQS ANG-CG
1 EA MEMBER
VAANG


Robert O. Seifert, Col VAANG
Commander, 192D FW

ORE checklist

Pack your soft-sided luggage or duffel bag with uniforms, personal hygiene products and civilian clothes to last a week. You might want to pack your field jacket and a pair of long underwear. Bring light and heavyweight civilian clothes as the temperature fluctuates a great deal in Savannah this time of year. Bed sheets, a pillow and a blanket are provided; you must bring anything else that you'll need.

Be sure to bring the backpack or bag with your complete chemical warfare ensemble. Include your white safety booklet, the light blue Falcon Warrior Guide and your Ability To Survive and Operate (ATSO) kit.

Carry a copy of your orders with you and bring your military ID card and your flightline badge. Be sure to include the plastic arm band and the small scanner card that was passed out to each person during the September ORE.

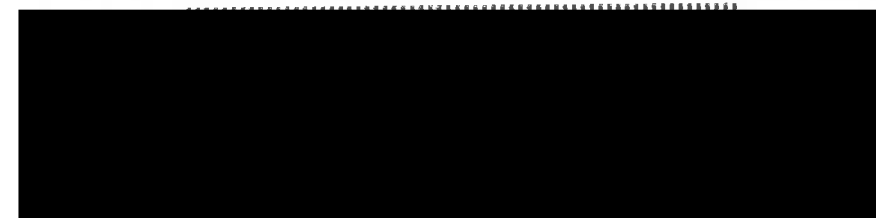
If you are driving down in a privately-own vehicle (POS), be sure to bring proof of insurance.

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Virginia Air National Guard
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Sandston, VA 23150-2524

Vol. 42/No. 2
Feb. 1998



VANGUARD

192d Fighter Wing

Virginia Air National Guard - Richmond IAP - Sandston, VA

ORE goes very well

Wing readies for inspection

"I was extremely pleased with our Operational Readiness Exercise in Savannah," said Col Robert Seifert, 192d Fighter Wing commander, just before leaving Georgia. "Unfortunately, the weather didn't cooperate as much as we hoped, but we got a lot of great training in and we learned a lot. This ORE gave us the opportunity to put into action many lessons we learned during the September exercise.

"We are in great shape as we head into the Operational Readiness Inspection scheduled for April. Now we must work on staying focused on the upcoming inspection and tying up the loose ends we identified during the two OREs. We need to get pumped up for April; the inspectors will expect us to do everything right 100% of the time.

"It is important that we use this opportunity (the ORI) to show the Inspector General who we are and what we can do. This is a critical inspection for the unit; it is important we do well. What we're doing now will affect this unit well into our future. Being well prepared and having a good attitude will make us winners.

"We had nearly 650 people in Savannah and we'll have even more in April. We need to think in terms of command, control and communication. The secret of success is 750 people who know what to do as soon as they get

to Savannah in April.

"During the January ORE we had great aircraft generation and a real sense of urgency for both exercise and real-world responses. The exercise evaluation team said the buddy system was used well, but we need to pay a little more attention to Buddy Care. We had good decontamination and battle damage assessment activities. We had a lot of heroes in Savannah—people dedicated to working together to accomplish a tough goal.

According to Maj Bobby Sandford, ORE/ORI project officer, the practice has really paid off; people knew more of what to do this time. "People prepared and played as a team," he said. "The education process takes some time, but it has a great payoff. We all perform better when we know what to do and what's expected of us. We have very talented people in this unit; we can do well; and it's great seeing people do the best they can do."

Send a note today!

A member of the 200th Weather Flt is on a 4 month tour in Bosnia. E-mail him at tpolesnak@hotmail.com or snail mail him:

TSgt Thomas Polesnak
401 EABG/WEATHER Operation Joint Guard
APO AE 09788

Commander's Call

Change defines today's military

For many years the U.S. military remained stable—stable in focus and in size. This was because we had a clearly defined threat—the Soviet Union, and an accurate assessment of their capability. Much has changed. Even our keenest national minds are unsure of our present and future threats. As a result, there is much debate over the current size and focus of our forces. This is important to us because we are part of the U.S. military. We are doing an important and necessary job and we want and need some sense of stability and security. Because of the uncertainty there is also unpredictability.

While I do not feel people in the military should decide the size and focus of the force, I do feel we need to defend our best interests at times. We do have a sense of the threat and it would be our lives that are on the line.

Who looks after our interests? The National Guard Association does. The Guard Association is people like us, joined together to help influence important decisions that affect us. The primary focus of the association is to assist with recruiting, retention and force

modernization. The best people with the best equipment are a winning combination. We have been successful on both fronts and many of the benefits we enjoy (tuition assistance, a break on state taxes, reduced-cost license plates, better equipment, etc.) are the results of these efforts.

Our support of the officer and enlisted associations in the state is weak. It needs to be stronger and for that we need your help. You need to be a member of the Guard Association and you need to be active. It isn't a big commitment, but it is very worthwhile.

For starters, we need to know you feel it is important enough to be a member. This spring each association will hold its annual convention. You need to be there. You may even find it fun. If you leave it to someone else it may not get done.

Check with your squadron's membership representatives to get more information.

Col. Robert O. "Bob" Seifert

Wing SEA Comments

Praise people for accomplishments

One of the most positive aspects of leadership and supervision is the opportunity to extend praise or give recognition to assigned personnel.

As leaders, we must realize the power of motivation in praising our followers for successful accomplishments. Each of us is constantly in search of approval from our leaders. Praise affects our own self-esteem and how we view the

organization. A follower's job satisfaction is directly linked to individual recognition and positive reinforcement for a task well done. Followers tend to relate and build upon behaviors for which they receive positive and constructive recognition and reinforcement. Many leaders do not regularly make praise a part of their daily

Continued on next page

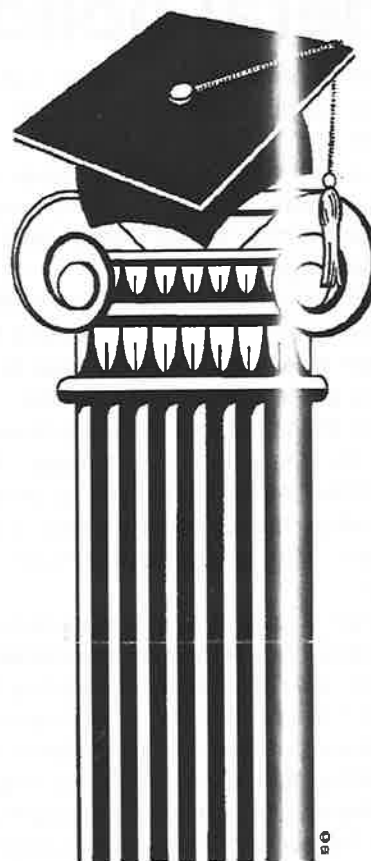
Make effort to keep Va. National Guard education benefits

Recently, most of you received a letter from then-Governor George Allen concerning Virginia Air National Guard state tuition assistance. His proposed biennial budget includes nearly \$720,000 each year for tuition assistance.

Allen is pursuing this budget even under the new governor, James Gilmore. Tuition assistance is an important benefit and Guard members should take the time to call, write or e-mail their state delegates to pursue the successful passage of this legislation.

As a footnote, the suspense for tuition assistance applications for the summer semester is no later than close of business of the April '98 Unit Training Assembly. Call me if you have questions on any of these issues.

by MSgt Bob Roza, ANG Retention manager, ext. 6710



Praise your people...

Continued from page 2

activities. Each work day, we as leaders and noncommissioned officers should find something positive to praise one or more of our followers. Often leaders feel praise or recognition must be in the form of documentation.

The fear of this added paperwork can cause praise to be low on the priority list. A simple note, a verbal thank you, or recognition in the presence of one's peers will go a long way in developing pride, esteem, motivation and team work within the organization.

If you are one of those leaders who have not

found the need or reason to praise one of your unit members lately, I urge you to get out of the office and search out your followers who continue to make this unit the best in the Air National Guard. by CMSgt Jim Stanley 192d FW Senior Enlisted Advisor

Editor's Note: Effective March 1 the Wing Senior Enlisted Advisor and the new 192d FW Human Resources Force Management NCO will move to room 31 in the Wing Headquarters building. The Wing Executive Officer and the new Wing First Sergeant will be in room 4, Wing Headquarters.

Federal holiday honors King

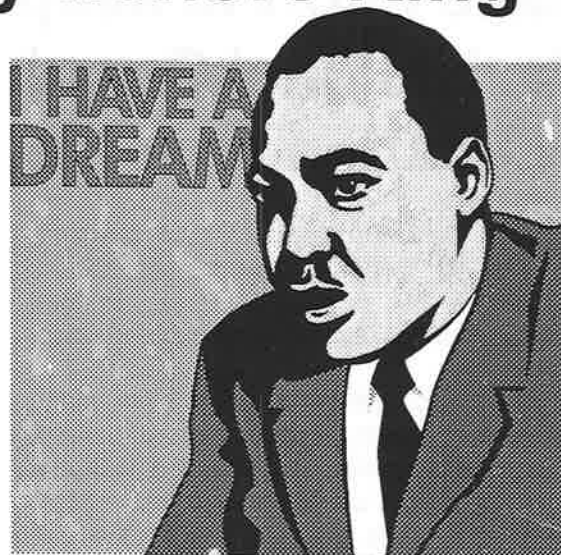
This is an excerpt from Dr. Martin Luther King's famous speech in Washington D.C. on Aug. 28, 1963:

I have a dream that one day this nation will rise up and live out the true meaning of its creed: "We hold these truths to be self evident; that all men are created equal."

I have a dream that one day in the red hills of Georgia the sons of former slaves and the sons of former slaveholders will be able to sit down together at the table of brotherhood....

This will be the day when all of God's children will be able to sing with new meaning, "My country 'tis of thee, sweet land of liberty, of thee I sing. Land where my fathers died, land of the pilgrims' pride, from every mountainside, let freedom ring...."

When we let freedom ring, when we let it ring from every village and hamlet, from every state and every city, we will be able to speed up the day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of the old (African-American) spiritual: "Free at last! Free at last! Thank God Almighty, we are free at last!"



Martin Luther King, Jr.

In 1964 he became the youngest recipient of the Nobel Peace Prize. To commemorate Martin Luther King, Jr., and his work to bring equality and civil rights to the poor, disadvantaged and racially oppressed, in 1986 the U.S. Congress made King unique among 20th century Americans by designating his birthday (Jan. 19) a federal holiday.

Advisory council meets, seeks reps

The Commander's Advisory Council meets at 3:30p.m. Saturday, Feb. 7, in the Wing Headquarters conference room.

The council is a combination of the former Human Relations Council and the Drug & Alcohol Abuse & Control Committee. The council needs representatives who really want to serve--including members of the junior enlisted grades. The names of all primary and alternate unit representatives should be sent to Maj Darrick Seale, Social Actions.

For more information about the council or

how to become a representative, call Social Actions at ext 6582.

Celebrate Black History month at worship service

The African-American Banquet Committee has tentatively scheduled a morning worship service at Club 149 on Sun., Feb. 8 at 8a.m., in honor of Black History month. Light refreshments will be served afterward. All VaANG members and their families are welcome.

203d member wins VaANG award

Spangler picked top airman for '96

A 203d Red Horse engineer assistant from Hampton, Va., won the Virginia ANG Outstanding Airman of the Year award for 1996.

SrA Melissa D. Spangler, an engineering journeyman, has served with the 203d Red Horse Flight in Virginia Beach 4 1/2 years.

As an engineering assistant her job taskings are varied, which she enjoys. "I went on my first overseas deployment last summer," she said during a recent interview. "Going to Aviano (Italy) was great! We were there with Red Horse units from Pennsylvania, Ohio and Florida. The base is being upgraded so there's a lot of engineering and construction activity going on. I helped with many different projects. I learned so much! I'm interested in engineering and I've gotten to look into many different possibilities.

"I like my job and I'm with a great unit," she continued. "Everyone is very accepting and ready to pitch in to get a job done."

When asked about winning the 1996 Outstanding Airman award, Spangler said, "I was surprised—elated! It was incredibly exciting. I enjoyed going to the convention for the award presentation. I believe that if you work hard it pays off."

Spangler has been commended by her superiors for always demonstrating a "can do" attitude, teamwork, knowing her job and maintaining excellent military bearing and appearance.

She graduated on the Dean's List with an associate's degree in Math from Thomas Nelson Community College during 1997, and is already into her second semester at Christopher Newport University—working toward a bachelor's in Math. In addition to college, the airman has a full-time job as a parts specialist for Western Auto, where she has been recognized as an employee of the month.



**TAKING JUST A MINUTE TO RELAX--
SrA Melissa Spangler enjoys relaxing
at the end of a busy day with her two
lab-mix puppies.**

She does volunteer work for several community organizations, is an advocate for organ donation, is active in Chesapeake Bay pollution prevention programs, and volunteers her services at local election polls.

In addition to all that, she finds time for her favorite leisure activities: softball, bowling, swimming, outdoor activities and visiting art museums.

Editor's note: The Vanguard apologizes for this article being run so late. The staff sends a belated congratulations to SrA Spangler for her outstanding accomplishments and wishes her the best of luck with all her aspirations.



Predicting the weather here this winter will be a bit more challenging due to the large El Nino in the Pacific Ocean. Overall weather conditions may be more mild than usual or we could see heavy nor'easter storms bringing heavy rains, snow, ice, heavy winds and low temperatures. Therefore, it's best to be prepared for the worst: power outages, hazardous roadways, flooding, beach erosion and the potential for hypothermia.

Winter preparedness at home

Stock an emergency supply of water and non-perishable foods.

Keep an adequate supply of fuel at your home. Have an alternate heat source such as a wood stove, fireplace or space heater in case you lose electrical power.

Make sure you have a flashlight, battery-powered radio, extra batteries, first-aid kit and extra prescription medications you might need.

To keep water pipes from freezing, wrap them in pipe insulation. During sustained cold weather, let each faucet drip a little to avoid freezing.

Winter preparedness for travel

Be sure your car is in good running order. Have a mechanic check your battery, antifreeze, wipers, ignition and thermostat. Good tires are very important!

Keep basic items in your car like a windshield scraper, battery booster cables, tow chain or rope, bag of sand, blanket, flashlight with extra

batteries, road map and some non-perishable food.

If the roads are treacherous due to ice or snow, stay at home unless you absolutely have to go somewhere.

If you get caught on the road during a winter storm, stay in the car. Don't seek shelter or a telephone unless you can see one close by. For heat, turn on the car engine and dashboard heater for brief periods. Make sure the tail pipe doesn't get plugged with snow.

Avoid Overexposure and overexertion

To prevent hypothermia, dress warmly, both during the day and while sleeping. Several layers of lighter-weight clothing or blankets are better than a single, heavy layer. Be sure to wear a hat and gloves when going outside. Nearly half of a person's body heat can be lost when their head is uncovered. If clothes should become wet, remove it and put dry clothing on immediately. Wet clothes and outer garments can speed hypothermia and cause frostbite in people of any age.

Check elderly neighbors and relatives. They are especially susceptible to hypothermia—even inside their homes. Icy & slippery surfaces can cause dangerous falls. Cold weather puts a strain on the heart, even without exercise. Be careful and pace yourself when shoveling snow, pushing a car or during any other type of exertion. (Courtesy of Va. Dept. of Emergency Services)

News you can use...

Attend Valentine's Day dance

The Association of Civilian Technicians (ACT) is hosting a Valentine's Day dance at Club 149 on Feb. 14 from 8p.m.—midnight.

Mixers and hors d'oeuvres will be provided. Entertainment will be by Tony James Duet. For non-ACT members the dance is \$15 per couple.

For more information, call MSgt Lawson Osborne, ext. 6003; TSgt Ray Dawson, ext. 6452; SSgt John Reisigl; or MSgt Frank Helander, ext. 6385.

Expect deployment pay soon

Military pay for the Savannah deployment will take 10 days to two weeks from the date Military Pay received a signed/certified copy of your annual training orders.

Your order for Military Pay must be kept separate from the two copies of your orders submitted for Travel Pay.

Get '98 club membership now

Pay your 1998 Club 149 membership dues now. See TSgt Shirley Cooper in Ops, Rm 5, for application forms; or call her at ext. 6428 for more information.

W-2 Form update...

All W-2 Forms were mailed from Denver by Jan. 27. If you haven't received your W-2 by Feb. 15, call SSgt Lori Wells, Finance, and request a re-mail of your W-2.

The Post Office won't forward your LES or W-2s. If your address is incorrect in the military pay system, your W-2 will be returned to Denver. From there the W-2 or LES will be forwarded to Wing Finance. Any W-2 or LES forms received by Finance will be forwarded to your duty section.

If you aren't getting your LES at home, go to

the Military Personnel Flight customer service desk to update your address. This will ensure your mail getting to you and save the Wing return postage costs.

For more information, call Wells at (804)236-6314, DSN 864-6314 or fax (804)236-6933 or e-mail: LWELLS@VARIC.ANG.AF.MIL

Access new military pay info...

Current military pay information including pay charts, drill pay, BAS, BAH, taxes and military retirement is now available through a new link to our Wing Intranet Home Page. Or you can go directly to the site using the address: <http://www.dfas.mil/money/milpay/index.htm>

Complete BAQ recertification

Finance representatives will be at Club 149 during the February drill weekend to assist VaANG members who must complete their Basic Allowance for Quarters (BAQ) recertification.

All Guard members with a spouse, dependent children or dependent senior family member, must recertify to continue their BAQ benefits. Don't chance losing your benefits or going through the lengthy process of reapplying for them—get recertified, urge Finance officials.

Recertification runs from 9a.m.-4p.m. Saturday and from 8a.m.-noon Sunday.

Go, win Security Forces!

The 192d Security Forces Squadron deploys to Ft Picket, Va., for the February drill weekend. The unit will undergo an Operational Readiness Exercise in preparation for its Operational Readiness Inspection in April.

Because of the ORE, Security Forces will provide minimal support on base during the February drill.

VaANG 50th anniversary

The Virginia Air Guard celebrated its 50th birthday in a big way Oct. 10-12, 1997. The event included a banquet, memorial dedication, hangar dance, time capsule loading ceremony and a two-day air show!

More than 60,000 people turned out for The Big Richmond Airshow, Saturday and Sunday. The air show commemorated the VaANG's 50th anniversary, Richmond International Airport's 70th and the Virginia Aviation Museum's 10th. The formal reunion banquet held at the Richmond Marriott kicked off the celebration for Air Guard members. Nearly 600 former and current members and their guests attended the event. The Fife & Drum Corps of Colonial Williamsburg escorted the base Color Guard. The Henrico high school choir sang the National Anthem and provided musical entertainment.

BrigGen Weaver, the new director of NGB, was guest speaker.

The heart of the celebration took place next morning with the dedication of the newly-constructed memorial honoring those VaANG members who died in the line of duty over the last 50 years, and recognizing the sacrifice all Air Guard members and their families have made over the years. The memorial was built through the effort of CMSgt Gary Brooks, Maj Bobby Sandford, the 192d Civil Engineer Sq and the contributions and volunteer labor of countless Air Guard members and volunteer members from a local Vietnam Veterans group.

"...this is the first occasion of its kind in more than 50 years."

Continued on page 1



Hundreds of air show visitors attended the VaANG Memorial dedication ceremony.



All Photos by the 1st Combat Visual Information

y: Celebration for all!

At right, the Base Color Guard Posts the Colors at the reunion banquet.

Below center, before being put out to pasture (retiring) SMSgt Lewis Phillips and the rest of the Wing Safety staff spruced up the Wing Headquarters front lawn in preparation for the 50th events.



d
staff

SMSgt Ray Bassetti leads the Rifle Team away from the VaANG Memorial after the dedication ceremony.

50th celebration...

Continued from page 8&9

"...this is the first occasion of its kind in more than 25 years. The last time people gathered here for a celebration such as this was in 1972 when the Virginia Air Guard celebrated its 25th anniversary," 192d Fighter Wing Senior Chaplain (LtCol) Charles W. Woods said during the dedication ceremony. "Today, on our 50th anniversary, we honor all its members, and dedicate this monument to the 11 members who died in the line of duty. For years, no memorial seemed necessary—for two reasons: First, the unit they built is a memorial all around us. From Beulah Road to the runway, a unit that has remained an indispensable part of our nation's military force. Their shared convictions of duty,

honor, country, fidelity, bravery and integrity are all around us.

"Second, though many of us never lived under their leadership, many who did are still here, and the rest of us have heard about them from our co-workers, and some from our parents or grandparents—some of us, as we passed through work sections; some of us as we looked at old photographs on the wall, and some of us as we heard stories about them... Today they are still very real to us, inspiring us, urging us on. But the world turns and memories fade. And now, more than a half-century after our meager beginnings, it is right that we dedicate this memorial as a tribute to them, and to the remarkable triumphs of their faith.

"This memorial will be the embodiment of

Continued on page 11



TSgt Mark Sturman bikes across the ramp as part of the air show crowd control team. Security Forces personnel protected base resources and visiting aircraft via foot patrol, bikes, all-terrain vehicles and at stationary posts during the air

50th celebration...

Continued from page 10

America's rendezvous with destiny... as we stand at the dawn of a bright new century, this memorial will encourage us, reminding us that whenever we act with faith, certainty of purpose and flexibility of mind, we have always been more than equal to whatever challenge we face... That faith is alive in our unit...and we are grateful beyond measure for the unprecedented prosperity it has brought us. But we must remember the source of that faith. We have faith that people are measured for what they are and what they have achieved, not for what they have lost. We urge all who face their difficulties and overcome them not to give in to fear, but to believe in their possibilities... To you, the family members of those who gave their lives—we share tears of pride with you this day. Yours has not been an easy journey. Your sacrifice and dedication will never be forgotten. We are honored by your presence and pray that God's loving arms will continue to give you strength and comfort..."

Virginia's Adjutant General, MajGen Carroll Thackston said, "We recognize that service to our country is not without a price. Today we honor those who made the ultimate sacrifice... They lost their life in service to this unit, their state and their nation. They must not be forgotten... With this ceremony we pay tribute, we thank and remember. Let us never forget that freedom is not free."

The moving tribute concluded with music by the Fifes & Drums Corps of Colonial Williamsburg and a Missing Man Fly-By of four 192d Fighter Wing F-16s.

The Saturday evening hangar dance provided nearly 470 Guard members and their guests time for relaxation and dancing. Live music and a number of door prizes kept guests until late into the evening!

Air show activities ended Sunday afternoon

Continued on page 12



Above, SMSgt James Monroe, Aircraft Generation Sq, checks out one of the Wing's display F-16s. Also enjoying the jet is Dylan, son of TSgt Karen Long, Finance. Below, F-16 pilot, Capt Keith Wark, talks to air show visitors.



50th celebration...

Continued from page 11

with the loading and dedication of the time capsule—be opened by the VaANG of 2047A.D. More than a dozen youth—children and grandchildren of current Guard members participated in the capsule loading. Assisting the youth with time capsule items were project officer MSgt MaryRuth Halapatz and SSgt Karen Lindsey. Col Bob Seifert, 192d FW commander, and MSgt Mike Duke, senior recruiter, provided light-hearted commentary on the many items going into the capsule. The capsule was filled with documents, computer items and tools currently used by Guard members to carry out their jobs; personal items such as ID cards, letters, patches and uniforms; and some humorous additions such as a bedpan from the Medical Sq. BrigGen Wilbur Rose, then deputy adjutant general for air, remarked on the meaning of the time capsule—to those witnessing the ceremony and those who will open the capsule in 50 years. He described the time capsule dedication as a fitting ending to the weekend's events.



Above, Jerel Smith, son of TSgt Karen Mealy, Logistics, introduces himself while Col Bob Seifert, 192d FW commander, looks on at the beginning of the time capsule ceremony. Below, SSgt Karen Lindsey and MSgt MaryRuth Halapatz discuss the time capsule's contents with the children.



AAFES reminds Guard of BX benefits

Army and Air Force Exchange Service reminds all National Guard and Reserve members that they have unlimited shopping privileges at all AAFES facilities in the continental United States. Prior to the 1991 National Defense Authorization Act, Guard and Reserve members had limited use of AAFES facilities.

Guard and Reserve members may use stateside AAFES facilities at any time. With a valid military identification card, Guard and Reserve members may use all AAFES retail stores, Military Clothing Sales stores, food facilities, barber and beauty shops, laundry and dry cleaning, florists, gas stations and auto

repair, Class Six package stores, video rental, movie theaters and the exchange mail-order catalog. Other benefits include check cashing and eligibility for credit services like the Deferred Payment Plan.

When deployed, members of the Guard and Reserve need both a copy of their active-duty orders and their ID card to shop in AAFES facilities overseas. The orders must indicate the service member's duty or overseas training status and be shown to an AAFES ID checker or cashier before making purchases.

Family members (with ID) of reservists in the United States have the same privileges as family members of active-duty personnel.

Play it safe!

Check for these recalled products

The Army and Air Force Exchange Service in conjunction with the Consumer Product Safety Commission and product manufacturers, announce the following product recalls:

Guess? Inc. is voluntarily recalling its woman's "Polar Fuzz" jacket. The Consumer Product Safety Commission has found the jackets may be in violation of flammability standards for clothing textiles. The recall affects style #57809T. Customers should stop wearing the jackets and return them to their nearest AAFES Base Exchange or Post Exchange for a full refund.

Creative Technologies Corp., of Brooklyn, N.Y., is voluntarily recalling about 50,000 pasta machines to replace some of their lids. When the safety cutoff switch on the lid does not activate, consumers could injure their fingers. The lid replacement program involves the TAKKA Pasta and Dough Machine, Model # X1000 and the Pasta Express machine, Model # X2000, X3000 and X4000. Customers should stop using the pasta machines immediately and call Creative Technologies at (800)449-3040. The machines sold from June 1989 to August 1997.

Black & Decker is voluntarily recalling its Spacemaker Under-the-Cabinet Toaster. The recall affects on Black & Decker Spacemaker toasters, Model # T1000, Type I (not the Type II or III models). The recalled toasters have an "open" button in the upper right corner of the control panel. The "date code" is a number between 405 and 504 stamped on the outside of one of the metal plug blades. All customers should stop using the toaster immediately and call Black & Decker at (800)746-2159.

On the menu...

Saturday, Feb. 7

Spaghetti & Meatsauce, Pork Roast
Mashed Potatoes & Gravy, Lima Beans
Bread Pudding

Sunday, Feb. 8

Swiss Steak, Knockwurst & Sour Kraut
Steamed Rice, Whole Potatoes
Buttered Corn
Spice Cake
Complete Salad Bar, Breads & Butter and
Assorted Beverages both days.

Voice concerns through AFA council

How do you voice concerns and ideas from your base to Capitol Hill? It may be easier than you think.

The Air Force Association's Junior Officer Advisory Council (AFA JOAC), which includes lieutenants and captains representing major commands, the Air National Guard, Air Force Reserve and other Air Force organizations, meets several times a year to discuss the concerns of their peers. The council prioritizes key quality of life issues and provides them to AFA each fall for its annual personnel policy paper to Congress.

In 1997, the council's top five issues were: affordable, accessible military healthcare; pay increases to match private sector growth and keep up with inflation; restoration of military retirement; increase BAQ/VHA (quarters & variable housing allowances) to keep down "out of pocket" expenses for housing and an increase in the family separation allowance. These issues,

and several others are included in AFA's policy paper for 1998 which can be viewed on the AFA web site: www.afa.org Also, AFA JOAC members provide input and ideas to senior Air Force leadership.

"It's an opportunity for junior officers to voice opinions—their views about what the Air Force needs to look at to improve the entire organization," said BrigGen John Regni, director of Military Personnel Policy for the Air Force and the AFA JOAC advisor. "We don't have all the answers in Washington," he said. "It's good to get grass roots input across the Air Force and pull that information up."

The first AFA JOAC meeting for 1998 is Feb. 25-27 with the focus on issues affected by legislation. Company grade officers with input may contact the ANG representative, 1stLt Jamie Baggstrom, at DSN 278-7065 or e-mail baggstromj@ang.af.mil no later than Feb. 20.



20+ YEAR RETIREMENTS--From left:
TSgt Curtis L. Paige, Aircraft Generation
Sq; MSgt Russell G. Acors, Civil
Engineer Sq; MSgt Edward W. Lawhorn,
CES and CMSgt Thomas Dameron,

VaANG Senior Enlisted Advisor (St Hq),
pose for a photo with Col Bill Haymes,
Wing special projects officer, after he
congratulated them on their upcoming
retirements. Photo by 192d CVI.

Full-timers move to new jobs

Over the last several months, a number of full-time folks have departed the unit. Some left due to program cuts and others headed out to take on new career challenges.

During the summer of '97, the Air Guard C-26 aircraft budget was cut. When the 192d Fighter Wing lost its C-26, it lost the people associated with that program. The long-time C-26 site manager was Jean-Guy Legouffe. For eight years he managed the wing's C-26 maintenance and quality assurance programs.

He was applauded by co-workers and Lockheed Martin representatives for keeping the wing's C-26 in top flying condition—even in the most demanding situations. He is now part of the C-23 maintenance program at Ft Eustis. "Janelle and I really enjoyed being here and all the support the unit has given us," Legouffe said before leaving. "Everyone made us feel like we belonged here—like family. Our children, Guy and Danaire, grew up here; we have so many great friends here.

Likewise, Air Force Capt Bob Grey and C-26 pilot found himself without a job when the C-26 left. He joined the 192d FW in August 1994 for a three-year tour. His next permanent change of station took him and wife, Francine, and their infant son to McGuire AFB, N.J., flying C-141 Starlifters. "I enjoyed the entire time I was stationed here. We felt so very welcomed; I felt like a Guard member, not an outsider," Grey said before departing.

The 192d environmental engineer, Genevieve "Jenny" Walker, joined ICF Kaiser, Inc. (Fairfax, Va.), as a program manager in September 1997. She is currently overseeing a satellite system program for NASA and the FAA (Federal Aviation Administration). "It was very hard leaving the base; it's become so much a part of me. I had a great time here and I learned so much. The knowledge and experience I gained here put me on a strong foundation for the



"WE'VE REALLY ENJOYED BEING PART OF THE UNIT--Thank you for making us feel like family," say Jean-Guy and Janelle. Photo by 192d Combat Visual Information.

challenges I have in my new job," she said when she came back for the 50th Anniversary in October.

She had been with the 192d since November 1992. She developed a full-range of environmental awareness, protection and remediation programs; provided advice and guidance on hazardous materials issues; and launched highly-successful recycling and waste minimization and pollution prevention programs. She earned Air Combat Command accolades and recognition for several of her programs.

Recruiter TSgt Lloyd Meredith has left his position with the 192d and moved down the interstate to fill the full-time recruiter vacancy at the 203d Red Horse Flight, Virginia Beach.



SSgt Karen Lindsey, Mission Support Flight, makes name tags for her son, Mathew, and Darrell Atkins, son of MSgt Jackie Atkins, Communications Flt, before the 50th anniversary time capsule dedication. All 50th anniversary photos by Combat Visual Information staff.

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Vol. 42/No. 3
March 1998



VANGUARD

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

Gospel Service honors African-Americans

Base celebrates Black History

The February Sunday drill worship service celebrated African-American Gospel and Black History Month.

The speaker for the special event was Rev. Ronnie Lee Fleming, pastor of Mt. Vernon Baptist Church. He is also an English instructor at Richmond's George Wythe High School. The soft-spoken yet resonant Rev. Fleming's message, entitled "Expectation Follows Deliverance," urged his listeners to work together regardless of racial labels, to eagerly rebound from adversities and to prayerfully believe that God can deliver you out of all situations. "But, don't expect his deliverance to always be free or without expectations... God has the highest expectations of his children, and He knows we are able to meet them—if only we try," Rev. Fleming said.

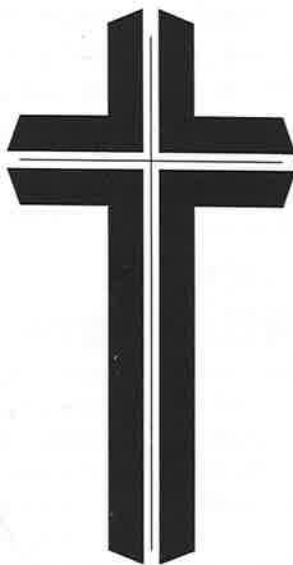
A number of wing members were also part of the program. Chap. Charles Woods, senior wing chaplain, officiated the ceremony. SrA Avis Bennett, 192d Civil Engineer Sq, inspired everyone with the song "His Eye on

the Sparrow." Words from MSgt Al Harrison, 192d Logistics Sq; TSgts Larry Harris, 192d Fighter Wing; Ike Rawlings, FW; and Fred Amy, 192d Mission Support Flt; and SSgt Natasha Upshaw, state headquarters, added special meaning to the celebration.

Col. Robert Seifert, 192d Fighter Wing commander, gave a closing reading—a stirring account of the brave and gallant service of the Tuskegee Airman of World War II—the first commissioned African-American military pilots. He then announced that the wing will soon have its second African-American pilot, 1stLt Tommy Smith, who will join the unit after completing pilot training. Smith is a graduate of Tuskegee Institute University in Alabama, home of the Tuskegee Airman.

The special service was held at Club 149 to accommodate the always large turnout. A special thanks goes out to MSgt Dorothy Tatum, 192d Logistics Sq, for her work in coordinating and planning the event.

by TSgt Jerome Wade, chapel staff



Commander's Call

You are valued team member

Our recruiting office is one of the finest in the Air National Guard. It is led by MSgt Mike Duke and ably supported by TSgt Paul Stimpson and our newest recruiter, TSgt Josh Costen. Each year they recruit nearly 100 people. They recruited many of us. They are courteous, professional and are our representatives in the Richmond area and across the state. At the rate they recruit we should be more than 100 percent staffed.

While our manning level is always high, near 100 percent, I too frequently receive letters of resignation from members who have previously committed to further service with the unit. Being a member of the Guard can be very demanding. Your priorities have to be family first, your full-time job next, then the Guard. It can be difficult to do all of that.

Joining the military is voluntary. Because our military missions are unique, basic training and job training is required to orient

us and prepare us for our military specialty. Because many of our jobs are complex, they require a great deal of formal training. In exchange for that training we require a commitment; initially it is eight years. When you reenlist you are agreeing to further extend that commitment. We also make a commitment to you; we will not terminate you except for cause.

If you have difficulty meeting your commitment to the Guard talk with your supervisor. We can be very flexible with your drill schedule. We can work with you to make your participation easier. My authority to approve a resignation is very limited. Make sure you have exhausted all other possibilities before you write that letter. You are a valuable member of our team. I want to keep you and so do the recruiters.

Col. Robert O. "Bob" Seifert

Senior Enlisted Advisors' thoughts & notes

Stanley, Bassetti share CMSAF ideas

The new VaANG State Headquarters Senior Enlisted Advisor, CMSgt Ray Bassetti, and the 192d Fighter Wing SEA, CMSgt Jim Stanley, have a copy of a document entitled: Views of the Chief Master Sergeant of the Air Force (CMSgt Eric W. Benken).

The article discusses several topics that Bassetti and Stanley feel are important to airmen of all ranks. The article is several pages long, so the Vanguard will run segments of the document in a serial format over the next several months.

Some of the topics to be covered will include fundamental discipline, standards, followership,

being optimistic, morale, aspects on professionalism, leadership. The topics are intended to provoke thought and provide advice and guidance for the enlisted force.

Benken writes: Being the best enlisted force in the world take a lot of work. It takes a lot of commitment and dedication, courage, tenacity and innovation. We live in complicated times but we must remember that our success is rooted in fundamentals.

Anyone wanting a complete paper copy of the document may call public affairs, ext. 6388 and request a copy.

Keep focus on ORI; lead learn, communicate

It is and has been a real pleasure for me to be the ORI Project Officer for a group of professionals so totally dedicated to continuously improving what we have, what we do, and who we are!

The thoughts I am about to share may or may not be shared by the Adjutant General or the Wing Commander. They are strictly my own. But I bet if I took a poll of ya'll, the majority would confirm that it is getting increasingly more difficult to get all of the training done prior to April. And to add to the difficulties, we do not have enough money to buy everything we need.

However, our unit remains focused on doing the very best job possible in spite of frustrations, because each of us realizes the importance of the task. I feel the same way!!

Let me offer some feedback from the OREs: I was greatly impressed watching a multi-talented group of airmen working together, with a noticeable attitude shift from the September ORE to the January ORE; all in a positive direction. We are getting ready to enter the fourth quarter of the ORI and I think we are on the right course. So, maybe it is time to make some mid-course corrections to insure we stay on track during the final leg of this important journey.

As important as the ORI is to us individually and as a unit, one would think everyone would jump right in and eagerly apply his/her talents. True for the most part, but too much of the ORI program is still in the ether area – **WE need to simplify and clarify everything to make sure everyone understands the basics.** Hey old-timers, it's been four years since we did this--and stuff is always changing. Don't rely on your memory for everything--check the regs and talk

with your co-workers and troops. And remember, we have lots of new folks that may not have the knowledge base and experience you have! Don't misconstrue what I'm saying: our training is great, but let's not train only for training's sake. We each must feel that this is a corporate venture, and everything we do can either help or hurt not just our own section, but other sections as well.

In other words, a write up in any section is a write up for the 192 FW. I strongly believe, that no matter what our task is, we all have an inherent desire to please others, and often we need directional support to make it happen. If you are a supervisor or a leader in your section, remember that leadership comes with a moral obligation to create an environment that gives our people a vision and the tools to get the job done. There are many challenges we must accept if we are going to do our best in April, but then, surely there's no argument that we have the right people to do a great job in April.

I hope you take my comments for what they are intended – constructive criticism. YOU are an integral part of the leadership in your Unit and you, more than any other group, hold the key to making the ORI a success. The bottom line, in my opinion, is that we have the talent to do great during the ORI. We still have much refining to do. We still need to educate each other and communicate with each other; effort in these two areas will pay big dividends in the end. I leave you with one parting comment – be visionary, and keep continuous improvement as your personal *modus operandi*!!

Bobby

Maj. Robert Sandford, ORE/ORI project officer

Know packing rules before ORI

You **MUST** be aware of the following information before packing your bags for a deployment. Air Passenger Terminal (APT) personnel will enforce these guidelines and will have the final word on interpretation. You will not be allowed to check baggage and/or board aircraft if in violation of these guidelines. Failure to abide may force you to perform hasty adjustments to your personal baggage. Any adverse impact on the deployment process may result in disciplinary action.

Checked Baggage

Checked baggage is baggage you will turn over to APT personnel to be palletized, floor-loaded or belly-loaded aboard aircraft. Unless otherwise directed, you are entitled to 2 pieces of checked baggage not to exceed 70 pounds each--for a total of 140 pounds. This does not mean 3 or more pieces whose total weight stays less than 140 pounds. Two is the limit. Neither piece will exceed 62 linear inches (length + width + height). Checked baggage may be soft luggage such as duffel bags, B-4 bags, etc., or commercial luggage with rounded corners. Footlockers or trunks will not be used. If any issued mobility bags (cold weather, training, chem gear, etc.) are deployed, they will not count against your 2-piece entitlement.

ALL checked baggage (including mobility bags) requires an AF94 baggage tag and also must be identified with the owner's name. The AF94 does not have a designated location for a name. Your name must be entered on the reverse side of the tag under the pre-punched hole and above the "TO" block. Other required information will be briefed at time of deployment. If your baggage is not properly tagged, it will not be loaded and you will find yourself at the deployed location without baggage.

Checked baggage is subject to inspection. Passengers refusing checked baggage

inspections will not be transported or deployed, and are subject to disciplinary action.

Carry-on Baggage

Carry-on baggage is baggage you intend to hand-carry aboard aircraft. Carry-on baggage is limited to items that can be conveniently stowed under your seat or in an approved storage compartment. Items that cannot meet this requirement must be checked as regular baggage (2 total bags of checked baggage is still the limit). You may be required to hand-carry a mobility bag with chemical gear, web belt, etc. This will not prevent you from hand-carrying your own personal carry-on but remember, you will be required to hand-carry all items until the final destination, so you may want to keep it small and light.

Federal Guidelines

Federal law forbids the carriage of hazardous materials aboard aircraft in your checked or hand carried baggage. Hazardous materials include explosives, compressed gases, flammable liquids and solids, oxidizers, poisons, corrosives, and radioactive materials. There are special exceptions for small quantities (up to 75 ounces total) of medical and toilet articles carried in your baggage and certain smoking materials (lighters) carried on your person. (Smoking is not permitted on military aircraft).

Special note: Alcoholic beverages of greater than 140 proof may not be transported by passengers. Alcohol less than 140 proof and packed in containers of less than 5 liters may be carried in checked or carry-on baggage (this does not mean you can consume alcohol during the flight). If you have any questions regarding hazardous materials, please contact the Transportation Management Office.

Federal law prohibits the transfer, use or

Continued on page 5

Be ready, keep sense of urgency, good attitude

ORI: Tips on what to expect

To help you better understand what will be expected of you on our upcoming Operational Readiness Inspection, here are a number of explanations and tips.

INITIAL RESPONSE

- We will be graded on our response to a mobilization. Here is what that means to you:

You will receive a call notifying you of a recall. This is how we would contact you in the event of mobilization. Expect it in April. We will practice it in March. If you are a primary caller on the recall roster know your responsibilities.

Expect our security posture to be increased --perhaps ID checks at the front gate. Be conscious of potential threats to our mobilization. Sometimes it is not a friendly world.

DEPLOYMENT

Be ready to process. Have your personal readiness folder (PRF) in good shape. Make sure you do not need a shot, an update to your ID card or other personnel actions. Have your complete chemical warfare ensemble ready. Pack adequate uniforms, clothes and personal hygiene gear to last a week.

Be where you should be on time. Process on time. Know what your orders say and have a copy of them. Know how you said you would get to Savannah and follow through on it. If you plan to drive to Savannah and your plans change at

the last minute you will most likely be on a bus.

EMPLOYMENT

Employment is a test of our ability to put jets in the air and ordnance on target. It will test the quality of our equipment (reliability of the jets and support equipment) and the capability of each of you. Are you trained to do the job? Our pilots must fly successful missions. Their job is demanding and complex. Support them.

ABILITY TO SURVIVE AND OPERATE

Can we continue to accomplish our mission under adverse conditions? Attacks will be conventional and chemical. Chemical attacks are the most complex. They require an understanding of the equipment you are provided and how it can protect you. Read the "blue book" provided by DP. Help each other. Know how to treat injuries. The Buddy System helps tremendously in both these areas.

The impression we leave with the inspectors will depend on "attitude and sense of urgency". The inspectors keep saying that and here is what they mean when they say it: Do we want to be the best? Do we view this as an opportunity to demonstrate how good we are? Do we take our job of being a combat ready fighter unit seriously or are we just here because it's a cool job. They will be the judges.

Know packing rules before ORI...

Continued from page 4

possession of narcotics, including marijuana, aboard aircraft.

Passengers are prohibited from having a firearm, explosive, or incendiary device on or about their person while aboard an aircraft.

Weapons required for deployment purposes are the exception. All passengers and hand-carried articles are subject to inspection. Once aboard an aircraft, refusal is a federal offense. Passengers refusing inspection prior to boarding will not be transported or deployed, and are subject to disciplinary action.

Women's Forum meets; discusses issues, concerns

The 192d Fighter Wing is re-activating the Women's Forum in order to represent the interests and issues unique to female members. The group will meet monthly to discuss issues, concerns or items of interest.

Col Robert Seifert, 192d FW commander, will meet periodically with the group to discuss issues and gain the group members' perspectives when necessary.

The group is made up of representatives from across the base. Anyone wishing to have an issue brought up at a meeting may bring their issue or concern to any representative. If you wish to have an issue addressed anonymously, please let the representative know. The representative will get back in touch with any unit member bringing her an issue. Topics or issues of a base-wide interest will be published in the Vanguard.

Women's Forum Representatives:

Capt Debbie Magaldi, public affairs, ext. 6388

Lt Jackie Minter, civil engineer, ext. 6864

MSgt Lisa Hernandez, Fighter Wing, ext. 6421

MSgt Brenda Kirby, chapel staff, ext. 6387



TSgt Shirley Cooper, operations, ext. 6428

TSgt Karen Mealy, logistics, ext. 6764

TSgt Cheryl Stimpson, MPF, ext. 6309

TSgt Tracey Yetter, Medical Sq, ext. 6570

SSgt Pamela Bowman, ext. 6398

SSgt Kristin Cowperthwait, Log Sq, ext. 6358

SSgt Martha Craig, Medical Sq, ext. 6307

SSgt Shiela Gallacher, Munitions, ext. 6371

SrA Abigail Gonzalez, Comm Flt, ext. 6305

The next meeting is set for Sat., March 14 at 2:30 p.m. in the Wing Headquarters conference room. Contact Kirby or Stimpson for more information about the Women's Forum.

Female military appearance summary

DRESS AND PERSONAL APPEARANCE

With the upcoming ORI, this article will provide a little refresher training on Women's standards of Dress and Personal Appearance. Please keep these in mind when preparing for UTAs, active duty tours and the upcoming deployment. This information was taken from AFI 36-2903, dated April 1996.

The overall standard for women's hair is that it will be neat, clean and well groomed. Hair will be styled to present a professional appearance. If hair is colored it will look natural. When wearing pins, combs, headbands, elastic bands and barrettes, they will be worn to keep hair in

place and be similar to member's hair color.

Ribbons and jeweled pins will not be worn. Hairstyles will not be worn in an extreme or faddish style or violate any safety requirements. The issue of women wearing hair weaves is at the Wing Commander's discretion, and a wing policy on this issue will be forthcoming. Hair will not extend in length on all sides below an imaginary line drawn parallel to the ground at the bottom edge of the shirt collar at the back of the neck. Hair will not touch the eyebrows when groomed and will not protrude below the front

Continued on page 7

Female military appearance summary...

Continued from page 6

band of properly worn headgear (exception: hair may be visible in front of women's flight cap). Hair will not exceed three inches in bulk, or prevent proper wear of headgear.

The policy implemented with AFI 36-2903 regarding religious headgear and apparel is as follows: At the Wing Commander's discretion, and chaplain's discretion, religious head coverings may be worn. The headgear must be plain, dark blue, or black. When wearing headgear outdoors, it must be concealed under military headgear.

Clothing should be neat, clean, pressed, fit properly, be in good condition and be properly snapped, zipped or buttoned.

ACCESSORIES

Accessories include watches, earrings, rings, etc. The following is the current policy regarding these items: Footwear will be shined and in good repair. Watches will be conservative. A bracelet can be worn, but must be conservative, no wider than one inch, and not present a safety hazard. No more than three rings will be worn at any time.

Earrings must be small, spherical, conservative diamond, gold, white pearl, or silver pierced or clip. Earrings should fit tightly without extending below the earlobes. (exception: connecting band on clip earrings). If ears are pierced more than once, earrings will be worn centered on earlobe, or as close as possible without extending below the earlobe. **ONLY ONE EARRING PER EARLOBE.** Necklaces will be concealed under collar or undershirt.

Eyeglasses or sunglasses must be free of ornamentation on frames and lenses. Lenses, when worn indoors or in formation must be conservative, clear, slightly tinted, or photosensitive. When worn outdoors, lenses must be conservative. Faddish and mirrored lenses are prohibited. Sunglasses will not be

worn in formation or around the neck.

A few other things to be considered that, while are not part of the uniform, are carried by many people: There are three different types of purses currently being used. The handbag is the AF issue plain black, vinyl with fold over flap and plain silver-colored clasp fastener. The leather bag is currently optional. The leather bag will be black leather or vinyl without ornamentation and can be with or without fold over flap, with or without single silver or gold colored clasp. Purses may have an adjustable shoulder strap with or without buckles.

Purses may be patent leather or high gloss, and can not exceed 13 x 9 x 4 ½ inches deep. The clutch style purse will be plain black smooth or scotch-grain leather, patent leather, or high gloss or man-made material without ornamentation. Clutch purses will be no larger than 6 ½ x 11 inches or smaller than 5 x 9 inches. It must have a concealed closure, and may have a wrist strap. Beepers and cellular phones are to be clipped to the wristband or purse, or be carried in the left hand. They are not to be worn or carried unless required to perform duties.

Attaches cases, gym bags, or back packs will be carried in the left hand or over the left shoulder (exception: members may wear back pack using both shoulder straps when riding two wheeled vehicles, or using crutches). Umbrellas must be plain black or dark blue and carried in the left hand.

If you have any questions regarding this article, please check Air Force Instruction 36-2903.

Check out federal scholarships

The Federal Employee & Assistance Fund is a private group helping federal employees and their families. It sponsors annual scholarships. For more information about the scholarships call the education office at ext. 6436. Applications must be postmarked no later than May 8.

News you can use...

MPF sets new ID card hours

Individuals needing a new military or family member identification card please take note: The Military Personnel Flight customer service desk has new ID card hours.

Military and family ID cards are now available from 8 a.m.-1 p.m. Tuesday through Friday. They are also available on drill weekends at the following times: 8:30 a.m.-4:30 p.m. on Saturdays and from 9:30 a.m.-3:30 p.m. on Sundays. Please get your ID cards during these hours.

Reserve ID cards to go green

Don't be surprised if you look a little green the next time you get your military ID updated! Identification cards for all active status service members will soon share the green color of the cards carried by active duty members. Defense Secretary William S. Cohen said the change will be phased in for Guard and Reserve members over the next two to five years.

The modifications include changing the reserve active status forced ID card (DD Form 2) from red to green. Reserve active status forces include members of the Selected Reserve, the Individual Ready Reserve and the active Standby Reserve. Only the color of the card will change. Current service benefits, privileges and entitlements will stay the same, unless an individual's status should change.

The red identification cards (DD Form 2—reserve retired) will continue to be issued to "gray-area retirees"—members of the retired reserve who have not reached age 60. Family members of reservists will also continue receiving the red (DD Form 1173-1) ID card.

Remember, an ID card alone does not authorize access to medical benefits or commissary privileges; both will continue to require additional documentation to allow Guard and Reserve members to use them.

The 192d MPF will probably start receiving the new ID card forms by mid-1998 and will issue the new-color cards as unit members have their ID cards updated.

Military to get anthrax shots

The systematic vaccination of all U.S. military personnel against the biological warfare agent anthrax will start in mid-1998.

The Department of Defense announced the program recently, after completing a three-year study. The Secretary of Defense William S. Cohen concluded that vaccination is the safest way to protect highly mobile U.S. military forces against a potential threat that is 99 percent lethal to unprotected people.

Anthrax vaccine will initially be administered to about 100,000 military people assigned or deployed to the high-threat areas of southwest Asia. Within the next several years it will be given to all active-duty, Guard and Reserve members.

Anthrax is a disease that normally afflicts animals, especially cattle and sheep. Anthrax spores can be produced in a dry form than can be incorporated into weapons. When inhaled by humans, these particles cause severe pneumonia and death within a week. At least 10 countries have or are suspected of developing biological warfare capabilities.

The 192d Medical Sq will announce when VaANG members will start receiving the vaccine.

Tuition assistance deadline nears

Virginia National Guard tuition assistance application deadline for the summer semester is close of business of the April '98 Unit Training Assembly (April 5).

Call MSgt Bob Roza, ANG Retention

Continued on next page

News you can use...

Continued from previous page

manager, ext. 6710 for more information or to get your blank form. The completed forms must be returned to Roza, in the Military Personnel Flight, before the deadline.

College fund for Nick Lamb

Retiree Bobby Lamb has terminal cancer. Donations are being collected for his son's college scholarship fund (Nick Lamb). Anyone wishing to make a donation may make checks payable to VaANG Contingency Fund. Donations may be given to Karen Lindsey, ext. 6310; Karol Crane, ext. 6434; or LtCol Ralph Barker, ext. 6318.

New ANG boss promoted

Three days after he took over as director of the Air National Guard, BrigGen Paul Weaver was promoted to major general during a ceremony at Bolling AFB, Washington, D.C.

Weaver became the new ANG director on Jan. 27 and received his promotion Jan. 30.

Weaver, the former deputy director of the Air Guard, was approved in November by the Senate to succeed retiring MajGen Donald Shepperd as the head of the Air Guard.

Cohen creates new general slots

Secretary of Defense William S. Cohen recently established the positions of Assistants to the Chairman of the Joint Chiefs of Staff for National Guard matters and Reserve matters. The two positions, each to be held by a major general or rear admiral, were required by the Fiscal Year 98 National Defense Authorization Act.

Chairman of the Joint Chiefs of Staff Gen Henry H. Shelton has requested nominations for the positions through the Service Secretaries. The chairman will select the assistants for terms of two years, which may



TSgt Wayne Harlow, 192d Civil Engineer Sq, earned an F-16 incentive flight in 1997. The F-16D was away the last few months for a major inspection. Incentive flights will resume after the ORI. Photo by Combat Visual Information staff.

be extended for one additional term.

This addition was made to give the Guard and Reserve a stronger voice within the military hierarchy. (Air Force News Service)

AF seeks world-class athletes

The Air Force is accepting applications for the World Class Athlete Program for the 2000 Olympics, set for Sydney, Australia. The program, established in 1995, is designed to assist military athletes, active duty, Guard and Reserve, who have the athletic ability to compete at the Olympic level.

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News you can use...

Continued from page 9

Selected athletes are assigned to the program for up to 24 months before the summer Olympics. During that time, they concentrate on preparing for the Olympics and making the team. Relocated to ensure access to adequate athletic training facilities and to be closer to their sport's national coaching staff.

Prospective candidates may send their completed Air Force Form 303, Request for Specialized Sports Training, to HQ AFSVA/SVP, 10100 Reunion Place, Suite 4, San Antonio TX 78216-4138. (Air Force News Service)

Tax info available on-line

This year's tax packages carry familiar forms and an expanded schedule of IRS telephone assistance, to help taxpayers.

Although the Taxpayer Relief Act of 1997 made many changes in the tax laws, most of them do not begin until 1998, so this year's tax forms look very much like last year's. For

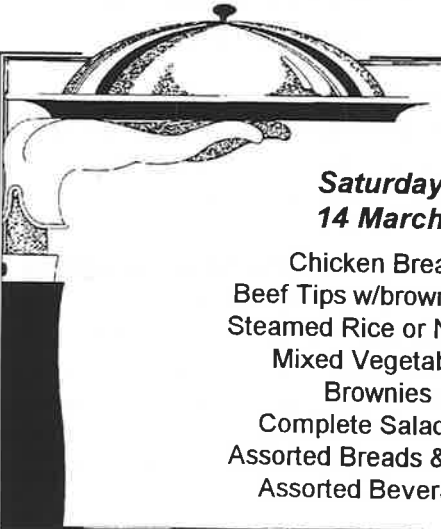
example, for form 1040 has just two new lines—one for the medical savings account deduction and the other for the adoption credit, both provisions resulting from 1996 legislation.

Most taxpayers will be able to use last year's tax return as a guide when doing their 1997 return, according to IRS Commissioner Charles Rossotti.

Forms and publications are available by calling 1-800-TAX-FORM (1-800-829-3676). The IRS also has forms and publications available to computer users through its web site at <http://www.irs.ustreas.gov/>

Officer association dues needed

Officers: It is Guard National and State Association dues time again. Maj Michael Woody, wing budget analyst and VaANG National and State Association membership project officer, reminds all officers that it is time to pay annual dues. He can provide you with annual fee and life time membership costs and information on the many benefits these two associations provide.



On the menu...

<p style="text-align: center;">Saturday 14 March</p> <p>Chicken Breast Beef Tips w/brown gravy Steamed Rice or Noodles Mixed Vegetables Brownies Complete Salad Bar Assorted Breads & Butter Assorted Beverages</p>	<p style="text-align: center;">Sunday 15 March</p> <p>Ribs Salisbury Steak Parsley Potatoes Steamed Rice Peas w/mushrooms Velvet Chocolate Pudding Complete Salad Bar Assorted Breads & Butter Assorted Beverages</p>
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Officer pool candidates...

Applications due by June UTA

The Military Personnel Flight is currently accepting applications from individuals interested in becoming an officer in the Virginia Air National Guard. The VaANG policy for filling vacant non-rated/non-professional officer positions within the state is to establish a pool of qualified applicants at the beginning of each fiscal year.

The pool will consist of individuals selected from all applications received, that meet the qualification requirements. People placed in the pool are reminded that should they not be selected for a vacant position during the year, they must reapply the following year. Applications are not automatically retained in the pool at the beginning of the new fiscal year. Some of the commissioning requirements are as follows:

AGE: Individuals must be commissioned by age 35. No age waivers will be considered.

EDUCATION: a bachelor's degree is desired. Waivers of education will be considered. Applicants must have a minimum of 90 semester hours for consideration of a waiver. **TEST REQUIREMENTS:** All applicants must take the Air Force Officer Qualification Test (AFOQT). If a person tests and qualifies, their scores won't expire. Required qualifying scores can be explained by an MPF representative.

The application submission deadline for the coming fiscal year is June 14, 1998. Applications submitted after that date will not be considered. Also, failure to furnish the required information within the specified date will result in the application not being considered. For more information about becoming an officer in the VaANG, call MSgt John Rollings at ext. 6708, or stop by rm. 37G in the MPF.

Donations to VNGF helps our own

As in past years, members of the Virginia Air Guard have the opportunity to help their fellow airmen including VaANG members—by making a contribution to the Air Force Assistance Fund.

The AFAF was established to provide an annual effort to raise funds for the charitable groups that support the Air Force family (Air National Guard, Reserve, active duty, retirees, and their family members including surviving spouses) in times of crisis and special need.

Organizational affiliates within the AFAF at the national level include: the Air Force Aid Society, the Gen & Mrs Curtis E. LeMay Foundation and the Air Force Foundation. To provide assistance to Virginia Air National Guard members in times of special need, donations may be made to the VaNG Foundation. All contributions are tax deductible. Donations may be made by cash, check or payroll deduction.

All of these organizations help Air Force, Guard & Reserve people in emergency situations, with educational needs, or to offer a secure retirement home for widows and widowers of Air Force members in need of financial assistance.

This marks the 25th year of the annual campaign which carries the permanent theme "Commitment To Caring." The 1998 campaign runs through March and April at the Guard base.

The program coordinator is Capt David Biggs, Military Personnel Flt, ext. 6589. "The national programs are very worthwhile and help many people," Biggs said. "The local program has helped a number of VaANG members in times of severe crisis. When you are approached for a donation, please consider how important your contribution could be in helping a co-worker or a widowed Air Force spouse get back on their feet. All contributions will be greatly appreciated."

Personnel actions

Accessions – Aug-Dec 1997

SSgt David L. Williams, Comm Flt
 SSgt David W. Newhart, Log Sq
 SrA Shawna M. Potaczek, 203d RHF
 A1C Jed S. Reilly, 203d RHF
 SSgt Henry J. Nova, Maint Sq
 A1C Darnell A. Everett, CES
 A1C Andrea L. Taylor, Log Sq
 SrA Peter L. Schlipp, 203d RHF
 SrA Matthew T. Mosteller, AGS
 A1C Codie L. Ferguson, Med Sq
 SSgt Donald L. Wold, Jr., AGS
 SSgt Jennifer L. Malcom, Log Sq
 SSgt Anita N. Clark, Comm Flt
 A1C Tesha S. Thornton, Med Sq
 AB Crystal M. Parker, 203d RHF
 AB Jermaine T. May, 203d RHF
 SrA Michael E. Fitzpatrick, 203d RHF
 SrA Emily J. Goicoechea, 203d RHF
 A1C Christine L. Wilson, Med Sq
 A1C Sheneida L. Curry, Maint Sq
 A1C Kevin D. Kroll, CES
 SrA Jennifer M. Lake, AGS
 A1C Anita D. Foy, 200th WF
 SSgt Mark J. Aguiar, Med Sq
 A1C Nickolas E. Reed, AGS
 SSgt Thomas M. Kantor, 203d RHF
 A1C Duriel S. Smith, Maint Sq
 SSgt Martha L. Craig, Med Sq
 A1C William L. Nearhood, SPS
 SrA Daniel W. O'Dell, CES
 SrA Wendy A. Bryant, 203d RHF
 A1C Jonathon R. Cavitt, Maint Sq
 SSgt David J. Riddle, Med Sq
 SSgt Dennis M. Potter, AGS
 SSgt Jeffrey W. Beale, Maint Sq
 SSgt Tureana G. Dash, 203d RHF
 SSgt Jewell D. Brown, 203d RHF
 SSgt Tyrell L. Scott, 203d RHF
 A1C Ryan E. Osborne, Maint Sq
 SSgt Sean D. Rogers, SFS
 SrA Todd G. Garrett, CES

A1C James J. Hartwell, Jr., CES
 SrA Walter H. Holland, Jr., AGS
 SSgt Johnnie K. Pope, AGS
 SSgt Theresa A. Wolfe, FW
 SSgt Jerry S. Wynn, Maint Sq
 SSgt Errick B. Holton, Comm Flt
 SSgt Stephen D. Olive, Maint Sq
 SSgt Nicolos M. Dimaggio, 203d RHF

Retirements - Aug-Dec 1997

CMSgt Ronald W. Haley, HQ, Log Gp
 MSgt Thomas J. Wallace, AGS
 CMSgt Charles R. Sparks, AGS
 TSgt Euell D. Tittle, Log Spt Flt
 CMSgt John G. Nance, Med Sq
 MSgt Rohn E. Grammer, AGS
 MSgt Michael J. Childrey, Log Sq
 TSgt Ralph W. Self, AGS
 SMSgt Lewis M. Phillips, III, FW
 TSgt Charles E. Sorrell, 203d RHF
 TSgt Richard N. Cokes, Maint Sq
 MSgt John T. Foege, AGS
 MSgt Edward W. Lawhorn, CES
 MSgt Salvatore Marciante, Jr., Med Sq

Promotions – Aug-Dec 1997

CMSgt Charles H. Martin, Jr., AGS
 SMSgt Kenneth L. Hill, Comm Flt
 MSgt John M. Maximovich, Comm Flt
 MSgt Donald G. Fowler, Log Spt Flt
 MSgt David L. Kimmick, Maint Sq
 MSgt Robert J. Laws, 203d RHF
 MSgt James A. Venable, HQ, Log Gp
 MSgt John L. Hughes, Jr., AGS
 MSgt Michael G. Pittman, Comm Flt
 MSgt Michael D. Guest, Log Spt Flt
 MSgt Robert C. Hughes, Maint Sq
 MSgt Robert S. McGhee, Comm Flt
 TSgt Michelle L. Lindsay, MSG
 TSgt David R. Shelton, Maint Sq
 TSgt Geoff Miltenberger, SFS

Continued on page 13

Members want Guard services guide

Several current members and retirees of the Virginia Air National Guard are interested in putting together a VaANG Business/Services Directory. And now they hope to hear from retired and current VaANG members interested in listing their business/services in the directory.

"Guard members have always depended on each other for assistance, and a listing like this may prove very helpful," said SMSgt Bob Walton, directory coordinator. "This is strictly voluntary. If you or your company has a product or service that you would like to tell other Virginia Air Guard members about, we'd like to hear from you. If your business offers any special deals or services, discounts, coupons or rebates to Guard members, we'd like to hear from you.

"We will take your input and print a directory

and make it available to all retired and current VaANG members. We're also happy to list you if you have a talent or hobby you're willing to share," Walton added. "This will be for the benefit of you and your family—the chance to use the talents and knowledge within the Air Guard. We plan to list by trade/service headings. Please include your name, phone number and a brief description of what you have to offer. We can't use advertisements or endorsements. There will be no charge for submitting a listing, nor for the completed directory. The directory would serve as an easy reference for you and possibly help us get to know each other better."

Anyone interested in being listed in the directory, or wanting more information, may call Walton at ext. 6541/6373.

Personnel actions

Promotions cont. from page 12

TSgt Richard E. Yenke, Med Sq
 TSgt Kelly L. Young, AGS
 TSgt Elwood B. Wooden, Jr., AGS
 TSgt Dennis W. Richards, AGS
 TSgt Michael E. East, 203d RHF
 TSgt Stephen L. Elliott, 203d RHF
 TSgt Arnold H. Robinson, Maint Sq
 TSgt Steven L. Pasco, Comm Flt
 TSgt Joe C. Bailey, Jr., Maint Sq
 TSgt John J. Reisigl, III, Maint Sq
 SSgt Conrad C. Dunn, CES
 SSgt Donald W. Morris, CES
 SSgt Thomas W. Stout, Maint Sq
 SSgt Alton Coston, Jr., Maint Sq
 SSgt Winona R. Bayne, Op Spt Flt
 SSgt Benjamin Anderson, Log Sq
 SSgt Jamison L. Toro, 203 RHF
 SSgt Steven D. Zettlemoyer, Maint Sq
 SSgt John M. Powers, AGS
 SSgt David J. Kromkowski, 203d RHF
 SSgt Louis M. D'Angelo, 203d RHF
 SSgt Brian P. Judy, AGS

SSgt Thomas R. Farleigh, Maint Sq
 SSgt Michael J. Martin, Comm Flt
 SSgt Jeffrey L. Williams, AGS
 SSgt Gerald L. Hunt, 149th FS
 SSgt Rodney W. Freeman, Log Sq
 SSgt Ronald L. Chipper, 203d RHF
 SSgt Dwight P. Carson, 203d RHF
 SSgt Glenda M. Smith, Comm Flt
 SSgt Barry A. Ivey, Maint Sq
 SrA Rodney A. Hathaway, Log Spt Flt
 SrA Marco D. Worsham, Log Spt Flt
 SrA Gerald T. Meade, Maint Sq
 SrA Travis D. Dillard, Log Sq
 SrA Lakeisha J. Hathaway, Maint Sq
 SrA Franklin D. Cabashier, AGS
 SrA Tiffany Y. B. Greene, 200th WF
 SrA Jakia N. Bowers, SVF
 SrA Keisha Y. Townes, SVF
 SrA Edward P. Scherzer, 200th WF
 SrA Christopher D. Toler, AGS
 A1C Jason B. Reese, MSF
 A1C Charmeen S. Coleman, Comm Flt
 A1C Lloyd W. Bishop, III, Med Sq

Security vital to electronic information

As the battle for information superiority continues, the Air Force held its second Computer Security Day on Feb. 27.

This war pits military electronic information resources against attackers—on a digital level. Security experts say the fierceness of the attacks grows as hackers try to outwit the Air Force's electronic defenses.

The Air Force's primary weapon of choice against attacks is knowledge, according to Lt. Gen. William Donahue, commander of the Air Force Communications and Information Center. That's why the service established Computer Security Day as an annual event to heighten computer security awareness Air Force-wide.

USAF goals for Computer Security Day are to capitalize on the theme "Protecting and Empowering the User" by correcting known network vulnerabilities, providing continual information protection education to the total force and measuring improvements.

"We're realizing more and more that while information is power to us, it's also a target," Donahue said. "We're working hard to develop the cultural mindset that says electronic information needs to be protected with the same rigor and vigor we have always protected paper information."

Computer security activities were conducted throughout the Air Force in February. During the first week, the USAF focused on correcting vulnerabilities to help keep intruders out of networks. The second week focused on certifying and accrediting network systems, helping to ensure networks are "licensed" to operate. The third week, the USAF concentrated on user training and password changes. Training people on information protection and frequent password

changes, according to Donahue, provides a crucial stepping stone toward preventing network intrusions.

On Computer Security Day, the Air Force held a media "blitz" to heighten computer security awareness and emphasize information protection.

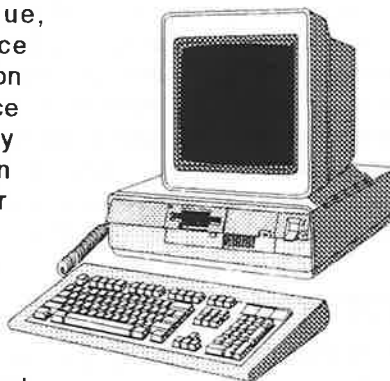
Computer Security Day 1998 is another step toward one of the Air Force's larger goals called "operationalizing network services." Improving overall service to the customer on the network, Donahue said, will increase computer security. To achieve this, the Air Force is moving its Network Control Center operations toward common guidance and standards. It will also focus on providing a service, not just equipment to the customer.

An Air Force information protection specialist said that operationalizing network services balances customer demands for information services with institutional requirements for information protection.

If done right, he explained, the Air Force furthers its information superiority competencies—freedom to operate in the information domain while protecting its information from real and potential adversaries. The ultimate vision of operationalizing network services includes desktop encryption, secure and assured worldwide messaging, virus protection, automatic password changes and intrusion detection.

For more about information protection, visit the Air Force's information protection web site at <http://infosphere.safb.af.mil/~sysi/>

by SSgt Gerald Sonnenberg, HQ AFCA/XPPA, Scott AFB IL



Security Forces practice for ORI

The 192d Security Forces Squadron took aim at their readiness during their Operational Readiness Exercise held recently at Ft Pickett, Va.

Approximately 50 members braved the wet and cold Feb. 6-7 to train for their Operational Readiness Inspection set for Ft Pickett in April.

The unit's main responsibility during the exercise was to simulate defending a runway. According to Maj. L.J. Cerritelli, SF squadron commander, "In wartime, our mission is to defend inside an airbase so the aircraft can continue flying. At Ft Pickett we got a chance to practice by an airstrip we could see and use."

As part of their ORE training, SF members set up a mock "war" area. This site included their living area, a command post and a look-out tower, all complete with sections full of traps, foxholes and barbed wire.

Troops survived in less than ideal conditions, ate MREs (meals, ready to eat) and patrolled their assigned areas around the clock in rain, wind and mud. They were responsible for checking ID cards, controlling entry to secured areas, responding to a variety of security threats and maintaining security logs. Flares went off frequently to signal various security threat scenarios. Chemical and biological attacks were

staged to familiarize the troops with the proper responses for these types of attacks and getting in and out of the chemical warfare ensemble.

Training sessions were scheduled throughout the weekend. One training highlight was a Marine Corps Reserve unit from Norfolk, Va., being on hand to give amphibious vehicle training. "That training was very helpful," Cerritelli said, "We were glad to have the Marines here to help us."

According to MSgt Robert Hartnett, SF First Squad leader, morale stayed very high throughout the exercise. "Everything went well and we learned a lot," he said.

"We train hard because that's what our job requires," Cerritelli said. "We were in pretty rugged conditions, but we got to test our skills. The exercise proved we are properly trained," he added. "We suffered no 'casualties,' so I feel we won!"

Cerritelli stressed the importance of teamwork to the unit's success during their February ORE and to future success during their ORI in April. "A great attitude can pull us through almost anything," he concluded. "If everyone does their job and does it well, then I know we'll do great in April as well as with any other taskings in the future."

by SrA Ann Martin, public affairs

Deploys to SMR for RRR evaluation

192d CE begins ORI activities

The 192d Civil Engineer Sq will be at the State Military Reservation, Virginia Beach, from Feb. 27 through March 1 for a pre-ORI evaluation and official timing by members of the 9th Air Force Inspector General Team.

Nearly 30 CE members will deploy to the SMR to take part in a Rapid Runway Repair evaluation. The CE team will perform three RRR exercises: the first for practice, the second for an

official time by the evaluators and the third in full chemical warfare gear, also for an official time. The time set during the evaluation will determine how quickly CE heavy equipment operators and structural specialists can fill bomb craters and repair a runway with fiberglass matting--allowing wing jets to get back into the air. The base time from the RRR evaluation will be used during the upcoming Operational Readiness Inspection in April.



Go Team--Lt David A. Schlager, 192d Logistics Gp, and his family enjoyed last year's Guard Night at the Diamond. This year's event will be at the Diamond, 7 p.m. Sat., May 16. Don't miss this great unit/family event. For more information or tickets, call Shirley Cooper, ext. 6428. Photo by CVI staff.

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