



192d Fighter Wing

Virginia Air National Guard - Richmond IAP - Sandston, VA

#### Wing performs aggressor mission

## 192d heads for Red Flag at Nellis

The 192d FW deploys to Nellis AFB, Nev., for a realistic combat training exercise involving the air forces of the United States and its allies from October 3 to October 17.

Red Flag was established in 1975, to be conducted on the bombing and gunnery ranges around Nellis.

"Its purpose is to train pilots in a high threat, multi-aircraft, multi-national arena," said Capt William J. "Bill" Butz, exercise project officer. "Germany, Israel, France and England are

among the participants," he said. Aircraft involved will include EA6B and HH60 helicopters, A-10s, KC-135s, AWACS, C-130s, F-15s and F-16s.

"We are tasked to [Red Air] support," said Butz. "We simulate the bad guys. To do that well is critical to the good guys [Blue Air]. The mission is to attack." The unit plans to send 63 enlisted and 16 officers on this mission along with six aircraft. 80 sorties are scheduled.

by TSgt Michael Rawlings  
Public Affairs

## Wing returns successful Combat Archer

The man, the missile and the machine are all measured," said MSgt. Thomas R. Dean, who is scheduled to retire in Sept 98. "I couldn't have asked for a better deployment to end my career," he said.

Combat Archer, held at Tyndall AFB, Fla., from July 18 through August 1 is a tool designed by the Air Force to test how pilots launch missiles, how well aircraft avionics work and how the missiles perform, according to Dean, flight chief for the exercise.

Seventy enlisted and 14 officers from the 192d were sent on the deployment. 126 sorties were flown during the exercise adding over 169 hours to the Wing's flying year.

Weather conditions were harsh at times, according to Dean. "Temperatures hit 100 degrees with up to 80 percent humidity," he said. "I could not have hand picked a better group of people. We gave 110 percent effort and basically no complaints," said Dean. "The ultimate compliment was paid to us by an Air Force colonel who commented on how well we worked as a team."

Maj. Cynthia L. "Cindy Lee" Hall, exercise maintenance commander said, "The guys were pumped and they worked well together." Hall said the deployment wasn't all work. "Any time

**Continued on page 6**

Commander's Call

## Training vital; enables us to excel

Training is the cornerstone of our unit. Without well trained people we could not function and only with the best trained people can we excel.

Air Force training starts with basic training, which introduces us to the military. Following that we are assigned to a career field and begin training that will enable us to do our job. That training we call "tech school." It is formal "classroom" training and it is most important. Skill level training, which advances you to your three, five, seven and nine level follows tech school and is critically important to your advancement. It sometimes involves another tech school but most often it involves career developments courses (CDCs). I know you love them.

Few people are natural students. Studying is tedious. CDC courses require studying and sometimes we try to "wing" it. CDC courses can

be unforgiving. They allow for one failure. That seems fair. A second failure, however, can be devastating and could cost you your career in the unit. A second failure means you cannot continue in your career field. Often regulations prevent us from cross training you into another career field. Our only option is to discharge you from the unit.

Training is the cornerstone of our unit. Take your training seriously, it represents an opportunity for you and you are important to the unit.

We are fortunate to have SMSgt Mike Gates as our unit training manager. He is highly experienced and always has the right answer. You also have a training manager in your section. Get to know that person. He or she is important to your career.

*Col. Robert O. "Bob" Seifert*

Thoughts from the CMSgt of the AF

## Take time to learn, develop skills

*This is the final segment of an open letter to all Air Force members, written by CMSgt of the Air Force Eric W. Benken. Complete copies of the paper are available in the 192d Fighter Wing Public Affairs office, Wing Headquarters building, rm. 30. For more information about CMSAF Benken, visit his website at [www.af.mil/lib/cmsaf/](http://www.af.mil/lib/cmsaf/)*

### **Be a Student of History**

To look forward we must understand our past. Understanding our mistakes of the past helps us avoid making them in the future. The successful outcome of the Gulf War was possible because we studied the mistakes made during the Vietnam War. You need to know you Air Force. In our 50 years we have made tremendous progress in terms of technology and advances

for our people. It is history that says a lot about America. The Enlisted Professional Reading Program is an attempt to provide thought-provoking books that encourage thinking about leadership and military concepts. There are many modern-day comparisons to be made, even with events that took place in another era, like the Civil War (Read *Lincoln on Leadership* by Donald T. Phillips).

Know that our present situation in the Air Force is different than any other snapshot in history, yet in many ways the same in that we have very unique challenges to face. Merely understanding that fact is the first step in moving forward to meet those challenges.

*Continued on the next page*

## Thoughts from CMSAF Benken...

*Continued from page 2*

### **Develop the Whole Person**

For years we have told our troops that they should complete PME "so they could get promoted." We told them to get a CCAF degree "so they could get promoted." We told them that they should do community service, be a member of the Top 3, or be a member of a professional organization "so they could get promoted." Unfortunately, many times people do these things "so they can get promoted." Fact is, you should always do any PME available "because it gives you the tools to make you a better leader." You should get a CCAF degree "because going to school broadens your horizons, gives you more insight to the world around you."

You should do community service and be a member of the Top 3 "because you are a role model and you need to give back to your community and to your service." You should be a member of a professional organization "because they help preserve things dear to you, like benefits and compensation." People who do these things "just to get promoted" are square filler. They look real good on paper, but when it comes time to lead or make decisions, they often fall short because they never really grasp the true meaning of why we do these things.

The development of "the whole person" goes beyond filling the square - it's about developing the intangible qualities and characteristics that make one an outstanding leader. Counsel you troops on the meaning of personal development—the whole-person concept. If they do all these things well, then promotion will happen anyway.

### **Be a Visionary**

Technology is rapidly advancing and we will have to keep pace. When I came in the service in 1970, we were still using manual typewriters. That technology had not changed since 1947 when we became a separate service. Today,

information superiority is a core competency, and the associated technology is reinventing itself every minute. In the next century future warfare will be significantly different from what it is today, which will change the nature of what we in the Air Force do and how we do it. We will have to be flexible in our career paths. The enlisted force must help define what those career paths will be. It will be an exciting adventure for those who have drive and determination and who want a profession that goes beyond 8 to 5 mentality.

When it is all said and done, we need to count our blessings. We live in the greatest country in the world—a country that is full of opportunity—where you can dream and be anything you want to be. We have made tremendous improvements in quality of life in our Air Force—from a day when we had no child development centers; no health and wellness centers; no one- plus dormitories. And we continue to keep focus on our Quality of Life Strategy to continue to improve the readiness of our Air Force. One only has to watch CNN to see that there is a lot of misery in this world, and our living standard far exceeds that of other nations. We won the Cold War. Our military is in tact and out people are living well. Sometimes we need to put challenges in perspective.

Our Air Force is better than it has ever been. That's because of all of you—airmen, NCOs, officers and civilians—give your all everyday, and are the best at what you do. I spend a lot of time visiting the force where they work, live, and play. I have the deepest respect for everyone who wears the Air Force uniform. You have committed yourselves to a calling that is unlike any other.

Thanks for being a member of the greatest Air Force team ever assembled!

*Best Regards, CMSAF Eric W. Benken*



***Capt Ingo Philipps and Capt Arne Wulff, left & right of LtCol Johnny O. Haikey, are in the German Air Force Reserve, formally attached to Geschwader 71 (Richtofen Squadron). During their visit***

***here in June, both men received F-16 orientation flights. The Luftwaffe intelligence officers spent one week with the VaANG and a second with the 175th in Maryland. Photo by CVI staff.***

## British Army Corps troops visit VaNG

Contrary to popular belief, there was no recent change to AFI 36-2903 for Dress and Personal Appearance of AF Personnel. Our commander has not authorized change to our uniform.

What you saw during the August drill were visitors from the British Army Corps of Royal Engineers touring the base. Two members were sent to the U.S. on an exchange program with

the Virginia Army National Guard. Army Guardsman, Sgt Mario Farrow, 276th Engineer Battalion Combat Airborne led the Brits to the 192d where they were given the royal treatment.

Sgt. David T. Bird and Sgt. Derek J. Curtin both of the 101st Engineer Regiment EOD were thrilled with their visit with the Virginia National Guard. "Where do we sign up," Bird said to one recruiter they visited.

## Wing welcomes 2nd new chaplain

Chaplain (1stLt) David Kelley joined the 192d Fighter Wing chapel staff in April.

In 1987, Chaplain Kelley enlisted in the Army for three years; he then became a member of the Army National Guard and served with the Army Guard until April 1998. He served as a chaplain's assistant.

In April 1998, Kelley was commissioned as a first lieutenant and became a member of the 192d FW. The 192d FW Chaplain's office is now fully staffed with three chaplains and three assistants.

Chaplain Kelley has been the pastor of the Newville Baptist Church in Waverly, Va., for the past eight years. He lives in Waverly with his wife, Laurie, and their three children. They are expecting a fourth child in January 1999. His favorite pass times include reading, tennis, and spending time with his family. In the community, he coaches little league baseball.

Chaplain Kelley is formerly from Cincinnati, Ohio. He studied aeronautical engineering at

Ohio State University for three years. He received his Bachelor of Christian Education from Liberty University in 1989 and went on to seminary and

received his Masters of Art in Religion from Liberty Baptist Theological Seminary in 1991. He recently returned from completing a grueling four-week Commissioned Officer Training (COT) course at Maxwell AFB, AL. Chaplain Kelley told the Sunday UTA Worship Service congregation that his recently-completed officer training was reminiscent of Army basic training. Upon arriving, the first thing he had to do was cut off his mustache and get a haircut. "The last time I shaved my mustache was for Army basic training. Once they discovered I was

former Army," he continued, "I'm sure they were determined to change my blood from green to blue."

He is scheduled to attend additional Chaplancy officer training in the near future.

by TSgt Jerome K. Wade, Chaplain's office



## Pedrotty writes from Sarajevo

The 192d Chapel staff recently received a post card from LtCol Frank Pedrotty, 192d senior legal officer, on a six-month temporary duty assignment to Sarajevo to oversee the first democratic elections there. In the note, he writes:

*Zravo—Hello in SerbCroat!*

*Arrived safely in Sarajevo. It is an interesting city which has been ravaged by war. It is where East meets West and three very different cultures collide to make a very volatile mixture.*

*Everyday I cross the bridge where a Serb*

*anarchist shot Archduke Ferdinand to start World War I. Killing is a national pastime here. I do, however, sincerely believe in the mission we are doing here. There are many wonderful people working extremely hard to keep peace and make democracy take hold here.*

*I enjoy working on the election appeals. I work with a variety of judges, lawyers and investigators from all over Europe.*

*Keep me in your prayers!*

*Frank Pedrotty*



**High Flight! MSgt Mike Bouley, Propulsion Section engine shop chief, received an F-16 incentive flight June 18. Photo by Combat Visual Information staff.**

## VaANG StHq announce HRA position vacancy

The VaANG State Headquarters is seeking applicants for the StHq Human Resource Advisor (HRA) position.

The job may be filled by a traditional E-9 Guardmember or a promotable E-8.

The HRA works on behalf of the Adjutant General with Commanders, Senior Enlisted Advisors, the Wing HRA and all state strength management functions by monitoring, coordinating and implementing programs as required to assist the state with meeting ANG human resource management goals. Human resource management goals must incorporate accession, development, utilization, sustainment and replacement of the state workforce with emphasis on meeting ANG diversity objectives.

The HRA works in concert with the Human Resources Quality Board and the ANG HRA to develop and implement national program objectives. The person serves as the state focal point to interpret and implement aspects of the Quality Air Force Assessment criteria for human resource planning and management. This

**Continued on page 14**

## Wing returns from Combat Archer...

**Continued from page 1**

you mix jets, alligators and beaches, it's going to be an interesting trip."

Team performance was the highlight of the deployment according to Dean. "It was a great deployment," Dean said. "All the small things which are important to morale were handled exceptionally well. This allowed the guys to concentrate on their work. We expect some maintenance problems, that's why we are there. Machinery breaks down. How we react is how I judge the success and we overcame all obstacles.

The active duty Air Force pilots who flew our aircraft were impressed and very complimentary of how we performed," he added.

Maj Charles L. "Gorilla" Smith, detachment commander said, "the results were extremely successful. The pilot and maintenance information is very beneficial and is used Air Force wide."

The best part Smith said, "was the great attitude everyone had—resulted in success. Everyone's hard work made my job easy and I appreciate it."

by TSgt Michael Rawlings, Public Affairs

## Social Actions gears up for EO 2000

I have been asked by many unit members, who are overdue for Social Actions Training, about the status of that education program.

The former four-year requirement for Social Actions Training no longer exists; therefore, the education program was suspended. It has been replaced by the EO 2000—a one time training requirement that is a four-hour block of instruction. All VaANG members will be required to attend this training by the year 2000. EO 2000 has been

mandated by the USAF Chief of Staff and the Secretary of the Air Force.

The Social Actions staff has been working to acquire the EO 2000 training materials. Sessions will begin during the October drill weekend and will be limited to 30 people per training block. For more information about the training and the class schedule, call Social Actions at ext. 6389.

by Maj Darrick A. Seale  
Chief of Social Actions

## AF emphasizes equal opportunity

For discrimination and sexual harassment, the Air Force has "zero tolerance." In fact, Air Force officials deem equal opportunity a readiness issue because unless workers feel their environment is free from discrimination and harassment, cohesion and effectiveness will break down.

The Air Force emphasizes equal opportunity through education programs and open lines of communication at all levels of command.

During a 20-year career, an enlisted person averages 13 hours of equal opportunity training, while officers average 25 hours. In 1995, the Air Force chief of staff directed Equal Opportunity 2000 Awareness training to teach all airmen about Air Force policy, the impact of inappropriate behavior on the mission, individual roles and responsibilities in combating discrimination, and expected behavior.

By June 1, more than 377,000 people had been trained. This includes 289,303 on active duty, 87,151 civilians, 523 reservists and 145 guard members. Equal opportunity education starts in basic training and continues at every

level of professional military education.

There are several ways to file an equal opportunity complaint or concern. Avenues include the chain of command, social actions, senior enlisted adviser, chaplain, the inspector general and security police. Airmen's complaints go through social actions; civilians complaints are channeled through the Equal Employment Opportunity Commission.

An Air Force hotline established in 1995 collects information on harassment and discrimination and is available to report possible incidents. The hotline received 554 complaints, of which 322 were referred to another agency such as the Air Force Office of Special Investigations, inspector general and security police. The hotline logged an average of three to five calls per month in the last year. The hotline is staffed during duty hours and can be reached by calling (800) 558-1404 or DSN 487-7849.

The VaANG 24-hour Hotline number is (800)643-7458 and select option 9 on your keypad, or locally to Richmond, dial 236-6503.  
(Air Force News Service)





**DEPARTMENT OF THE AIR FORCE**  
Headquarters, 192d Fighter Wing (ACC)  
50 Falcon Road Suite 30  
Sandston Virginia 23150-2524

10 September 1998

**MEMORANDUM FOR ALL UNIT PERSONNEL**

**FROM:** 192d FW/CC

**SUBJECT:** Unprofessional Conduct

It is important for you to remember that the military has strict rules regarding fraternization and adultery and that these acts are punishable under the Uniform Military Code of Justice. Relationships between officers and enlisted personnel are strictly prohibited under AFI 36-2909 and are punishable under the Uniform Code of Military Justice.

Relationships are unprofessional, whether pursued on or off-duty, when they detract from the authority of superiors or result in or reasonably create the appearance of favoritism, misuse of office or position, or the abandonment of organization goals for personal interest. Unprofessional relationships can exist between military members and members of the civilian employee work force, between officers, between enlisted members, and between officers and enlisted members. Fraternization is an aggravated form of unprofessional relationship and a crime under the Uniform Code of Military Justice. It is a personal relationship between an officer and an enlisted member which violates the "customary bounds" of acceptable behavior in the Air Force and prejudices good behavior and discipline, discredits the armed service, or operates to the personal disgrace or dishonor of the officer involved. The custom recognizes that officers will not form personal relationships with enlisted members on terms of military equality, whether on or off-duty. Disciplinary action can be initiated against an officer for fraternization. One element of the offense of fraternization includes violating the custom that has been in the U.S. armed forces for over 200 years.

You should also be aware that it is an obstruction of justice to have knowledge of such improper conduct and not report it. You have a duty to the Air Force to report any acts of improper conduct to the First Sergeant or Commander.

**ROBERT O. SEIFERT, COL, VaANG**  
Commander, 192d FW



Guidance on good order, discipline

## Cohen standardizes military policies

Good order and discipline will be enforced more uniformly throughout the military, based on new Department of Defense guidelines.

Secretary of Defense William S. Cohen recently directed actions to standardize good order and discipline policies among the services and to clarify guidance on the offense of adultery under the Uniform Code of Military Justice.

"My goal is to maintain the high standards of the U.S. armed forces," Cohen said. "There have been no changes in the code, and there will be no lowering of standards. The measures I am taking will clarify the Manual for Courts-Martial provisions relating to adultery and establish uniform service policies and regulations governing fraternization."

The secretary noted that breaches of good order and discipline in the all-volunteer force are not widespread, but added that "perceived and actual inconsistencies in policies and practices addressing those breaches must be remedied. The actions I am directing address those inconsistencies and strengthen the maintenance of good order and discipline essential in our military services."

On the good order and discipline issue, Cohen directed the service secretaries to produce draft plans to ensure that service policies and regulations are more uniform, clear and fair, and enhance force effectiveness and readiness. Good order and discipline issues involve interpersonal relationships both on and off duty among service members. The training materials drafted by the services will address how the policies will be applied and will be written in language understandable to all. Cohen also approved additional guidance clarifying that adulterous conduct is unacceptable and remains, as it always has, an offense under the UCMJ when the conduct is prejudicial to good order and

discipline or is service-discrediting. The proposed guidance is based on military justice practice and appellate court decisions. Consistent with established practice, this guidance will be published in the Federal Register for public comment.

Cohen announced three initiatives to ensure that military policies governing good order and discipline are fair. He said the actions were designed to "assure our training remains superb and our rules are well understood at all levels of command." The first of these initiatives was fulfilled when the Kassebaum Baker Panel recommendations pertaining to gender-integrated training were implemented. The second was a review to determine whether current policies and practices for maintaining good order and discipline in the all-volunteer force are fair, effective and clearly understood. The third was a review of the clarity of published guidance on the offense of adultery under the Uniform Code of Military Justice. The objective of this third review, was "not to change the language of the code, but to examine the instructions for applying Article 134 as it pertains to adultery."

The information gathered by the task force indicated breaches of good order and discipline in the military are not widespread but that the services defined, regulated and responded to unprofessional relationships between services members differently. These differences result in the same conduct being punished by some services and permitted under some circumstances by other services. As the military has become smaller, and more experienced and efficient in the conduct of joint task force deployments, members of different services are

*Continued on page 10*

**Suicide major cause of death in military****New program raises awareness**

Suicide is a significant cause of death within the military today, and that includes the Air National Guard.

Suicide can be prevented, but for this to happen, an environment of concern and "buddy care" must develop to a point where no one has to "go it alone." We must create a web that extends to every individual, and links individuals, supervisors, first sergeants, commanders, the community and the medical professionals in circles of concern.

Those in the helping professions can't help if they are not aware of the need. Most of the individuals who committed suicide in the Air Force over the past 10 years were not known to the medical community; yet, they gave warning

signals. The best resource to turn this problem around is the powerful concept of "buddy care." Buddies can help friends and coworkers in their time of need by "linking" them to helping resources. This is what the ANG LINK is all about, and it must start with each of us choosing to make a difference through life events intervention.

***Look for possible concerns***

***Inquire about concerns***

***Note level of risk***

***Know referral resources and strategies***

**Be aware of the facts:**

Suicide is preventable. Most suicidal persons

***Continued on the next page***

**Guidance on good order, discipline...**

***Continued from page 9***

now often stationed together and serve side-by-side in joint operations.

While some differences in service policies are appropriate, according to the task force, other significant differences are antithetical to good order and discipline, create confusion and are corrosive to morale. Cohen said emphasis on professional relationships is warranted because even the perception that members in positions of authority may have abused that authority or made decisions based upon favoritism adversely affects morale and can degrade readiness. Responsive to this environment, Cohen directed the services to produce similarly worded policies and training materials that:

— Address how the policies are applied and enforced, and the possible consequences for noncompliance in language clearly understandable to all;

— Prohibit personal relationships such as dating, sharing living accommodations, engaging in intimate or sexual relations, business enterprises, commercial solicitations, gambling and borrowing between officer and enlisted people, regardless of the member's service. This change will not affect existing marriages;

— Prohibit personal relationships between recruiter and recruit; and

— During initial entry training, prohibit instructors and staff from having personal relationships with students and trainees.

Should inappropriate relationships occur, according to the new guidance, commanders must carefully consider all facts and circumstances in reaching a disposition that is warranted, appropriate and fair, and is addressed at the lowest appropriate level, in accordance with the general policy of the Manual for Courts-Martial for all offenses.

(Air Force News Service)

## Program raises awareness of suicide...

**Continued from page 10**

want to live; they are just unable to see alternatives to their problems. They often view their situation as hopeless.

Most often, suicidal persons are temporarily overwhelmed with real life events. Some of the most commonly experienced are relationship difficulties, separation, divorce, financial problems, pending legal actions, work problems, loss of a loved one, illness, etc.

Most suicidal persons give definite warnings of their suicidal intentions, but we are often unaware of their significance or do not know how to respond.

Suicide cuts across all ranks, ages, and economic, social, religious, and ethnic boundaries. It is the eighth leading cause of death in the U.S. and the third leading cause among 15-24 year-olds, behind accidents and homicide.

Suicide rates among males are 3 to 4 times those for females. While there are no official U.S. statistics on attempts, it is estimated there are 8-20 attempts for each death by suicide. Females make 3 to 4 times as many attempts as males.

Feelings of hopelessness (e.g., There are no solutions to my problems.) are more predictive of suicide than diagnosed depression. The socially isolated are at higher risk for suicide.

Suicide intimately affects at least six other people. Those with a behavioral or mental health diagnosis are generally associated with higher risk of suicide. Groups at particular risk are the depressed, schizophrenics, alcoholics and panic disorder sufferers.

There are more than 30,000 suicides each year nationwide (83 per day, one every 17 minutes), with 12 of every 100,000 Americans killing themselves. Suicide accounted for 13% of all ANG deaths from 1990 - 1995; on average, 13 Air Guardsmen die by suicide each year.

### Be aware of the warning signs

There is no "typical" suicidal person, but there are some common warning signs. When you act on these warning signs, you can save a life. A suicidal person may:

- Talk about committing suicide
- Have trouble eating or sleeping
- Experience drastic changes in behavior
- Withdraw from friends or social activities
- Lose interest in hobbies, work, school, etc.
- Prepare for death by making final arrangements
- Give away prized possessions
- Have attempted suicide before
- Take unnecessary risks
- Have had a recent or severe loss
- Be preoccupied with death and dying
- Lose interest in personal appearance
- Increase his or her use of alcohol or drugs

*Editor's note: This is the first segment of a two-part article from the 192d Medical Squadron. The second part, to be printed in the November Vanguard, will cover the types of feelings people may experience when they could be suicidal, what to do and not to do if someone you know is feeling depressed and where to seek help for people in emotional or psychological distress.*

### Gulf vets get medical records

The office of the Secretary of Defense for Gulf War Illnesses is providing a new service to help Gulf War vets get copies of their inpatient records from hospitals deployed to the Persian Gulf. Health records of former members are archived in two locations: the VA, 1-800-827-1000, maintains records for Army veterans discharged after 1992 and the Air Force, Marine and Navy vets discharged after 1994. For all other records, vets can write the National Personnel Records Center, 9700 Page Ave., St. Louis, MO 63132. For more information on Gulf War illness see the GULFLINK web site at <http://www.gulflinkosd.mil>.

## **News you can use...**

### **Enter design contest**

How would you like to win a \$100 U.S. Savings Bond? The Chief's Council is sponsoring a design contest commemorating 1999—Year of the Enlisted.

The winning design will be turned into a 14X14-inch quilt square and added to a quilt representing all 54 U.S. states and territories. The quilt will be displayed at the Enlisted heritage Museum, Gunter, AFB, Ala.

The winning design should be submitted in a 14X14-inch format, or sized so it can easily be sized for the 14X14-inch quilt square. The design should include representations of Virginia, the State Headquarters, the 192d Fighter Wing, 203d Red Horse Flight and the 200th Weather Flight. The deadline for contest entries is close of business Sunday, of the October drill. All entries should be submitted to CMSgt Ray Bassetti, VaANG Senior Enlisted Advisor. For more information, call the chief at ext. 6754 during the week or at ext. 6014 on drill weekends.

Chief Bassetti is also looking for volunteers

with sewing or quilting experience to take the winning design and turn it into the required 14X14-inch quilt square. Anyone wishing to help with sewing please call the chief.

### **Wing SEA slot opens**

CMSgt Jim Stanley has announced his impending departure from the Wing Senior Enlisted Advisor position. The position will become vacant at the end of the year. Chief Stanley asks E-9s and all promotion-eligible E-8s, interested in the job, to start updating their military resumes. The chief will have an article in the November Vanguard outlining qualifications.

Applications for the job will be due to him during the December drill.

### **Groups sponsor food drive**

The First Sergeants' Council will begin a food drive during the October drill. Boxes will be placed in each squadron to collect non-perishable

***Continued on the next page***



## **On the menu...**

	<b>Saturday October 3</b>	<b>Sunday October 4</b>
<b>The Short Order Line will be open.</b>	Spaghetti w/Meat Sauce	Knockwurst w/Sauerkraut
	Italian Veal Steaks	Braised Beef w/Noodles
	Rice Pilaf	Lima Beans
	Corn O'Brien	Salad Bar w/Assorted Dressings
	Salad Bar w/Assorted Dressings	Breads & Butter
	Breads & Butter	Assorted Beverages
	Assorted Beverages	Vanilla & Chocolate Pudding
	Bread Pudding	Ice Cream
	Ice Cream	

## ***More news you can use...***

### ***Continued from page 12***

food items. "There are many people less fortunate than us," the council points out. "With the upcoming holiday season, we are looking for an overwhelming response from Virginia Air Guard members. Please support this effort."

The point of contact for the food drive is each squadron's First Sergeant. Only non-perishable food should be dropped off—preferably dry, boxed food items or canned foods (e.g., boxed crackers, pastas, rice, dehydrated potatoes, cereals; canned fruits, meats, gravy, vegetables, soups; or stable food items packed in non-breakable plastics, like peanut butter).

Wing Operations is also conducting a food drive. If every Guard member brings just a couple food items to the October or November drill, the VaANG could help hundreds of families over the coming winter.

### **Get tuition assist forms in**

A reminder for anyone taking college classes: The deadline for submitting spring semester VaANG tuition assistance requests is close of business of the November drill.

"Remember that the form needs to be signed by your commander," said MSgt Bob Roza, Wing Retention manager. "Requests may be turned in before the deadline." The completed forms must be turned in to Roza, Wing Headquarters building, Military Personnel Flight (MPF). He also has the blank forms available for pick up. For more information about tuition assistance, call him at ext. 6710.

### **Top 3 meetings begin**

There will be a Top Three meeting Sunday morning during the November drill. Time and location will be published in the November Vanguard. This is a new group forming within

the VaANG. It is open to all master sergeants, senior master sergeants and chiefs. More information will be forthcoming.

### **YES volunteers needed**

The Richmond Public School system runs a program for at-risk students called, Youth Experiencing Success, or YES. The VaANG is entering its third year of participating in YES, by providing groups of students with mentors/drill instructors for after-school meetings.

If you would like to volunteer or find out more about this program, call Col Bill Schwartz at the State Headquarters, ext. 6014; or SSgt Lori Wells, Wing Finance, ext. 6166.

### **Af-Am banquet meeting**

Plans are in the works for the next African-American Banquet. A banquet committee planning meeting is set for Saturday, Oct. 3 at 1:30 p.m. in the TMO breakroom. All committee members are asked to attend.

Forward any questions to MSgt Albert L. Harrison, Sr., ext. 6356.

### **Check out pay hotline**

In addition to the Denver, Co., Pay Hotline (1-800-755-7413), you may now call the base for pay information.

The 192d FW Finance section recently set the base pay hotline into action. Information available on the VaANG Pay Hotline includes UTA pay date, weekly pay dates and the Pay Supervisor's phone number.

To access the local Pay Hotline: call DSN 864-6000, commercial 1-804-236-6000 or 1-800-643-7458. Then, using the keypad, punch the pound key and 2 (#2) for the current UTA pay date, pound key and 3 (#3) for weekly pay dates,

***Continued on page 15***

## StHq announces E-9 vacancy...

### *Continued from page 6*

position does not supervise the Wing HRA, but has line authority to manage State Human Resource Force Management programs, resources, objectives and issues that directly affect the Wing HRA position.

Candidates may represent any career field; however, they must have a minimum three

years retainability in the VaANG upon selection for this position.

Anyone interested must submit a one-page letter requesting consideration for the position and the reason for their interest in the job, to LtCol William A. Prosise, Jr., Executive Support Staff Officer; 5505 Corsair Drive; Sandston, VA 23150-2520 no later than October 15, 1998.

## Personnel actions

### **Promotions: July - August 1998**

CMSgt Catherine A. Desper, MDS  
 MSgt Michael R. Godfrey, MDS  
 MSgt Anthony A. White, MSF  
 MSgt William M. Benson, Jr., 203 RHF  
 MSgt Carlos J. Claudio, Comm Flt  
 MSgt Ryland Y. Bailey, Jr., AGS  
 MSgt Barry L. Edds, AGS  
 TSgt Lori W. Flinn, 200th WF  
 TSgt Michael A. Powell, AGS  
 TSgt Shannon K. Vittone, LGS  
 TSgt Donald L. Wold, Jr., AGS  
 TSgt David W. Newhart, SVF  
 TSgt Terry L. Ellis, SFS  
 TSgt Claiborne R. Cobb, AGS  
 SSgt Russell D. Smith, AGS  
 SSgt Morris S. Winston, 203d RHF  
 SSgt Melissa D. Spangler, 203d RHF  
 SSgt Cheryl L. Smith, FW  
 SSgt Glennis L. Lightburn, LSF  
 SrA Stacey R. Watson, AGS  
 SrA Phillip R. Hunt, SFS  
 SrA Rebecca E. Woodcock, MDS  
 SrA Mary E. Richardson, 203d RHF

### **Accessions: July - August 1998**

A1C Paula M. Owen, 203d RHF  
 SrA Amy C. Spence, MDS

SSgt Glen L. Morreale, CES  
 A1C Randy W. Martin, Maint  
 SrA Rhonda L. Becker, SFS  
 A1C Eric L. Lewis, AGS  
 TSgt Tony J. Gurganus, MDS  
 SrA Suber Jones, III, AGS  
 SrA Randy L. Thompson, AGS  
 SrA George J. Becker, III, SFS  
 SSgt Jessie B. Frazier, Maint  
 A1C Russell R. L. Rigg, Jr., Maint  
 SrA Guy E. Lilly, Maint  
 SrA James J. Jarrell, Maint  
 SSgt Chuck L. Ellison, LGS  
 SrA Michael C. Soderburg, AGS  
 A1C Harold L. Converse, AGS  
 SrA Andre C. Smith, 203d RHF  
 A1C Cody W. Ratcliff, CES  
 SrA William H. Rackley, Jr., AGS  
 A1C Robert H. McCormick, III, Maint

### **Announced Retirements**

TSgt John A. Tipton, MDS  
 TSgt Erwin A. Hightower, MDS  
 MSgt Wayne T. Vanstaten, CES  
 MSgt Denise C. Jones, LGS  
 MSgt Russell G. Tilley, Sr, AGS  
 MSgt Donald G. Clark, FW  
 MSgt Nelson W. Bryant, AGS  
 TSgt Anna B. Vereen, LGS  
 MSgt David F. Doane, CES

## **News you can use...**

**Continued from page 13**

and pound key and 6 (#6) for the pay supervisor's phone number.

### **Last call for VaANG**

#### **Directory submissions**

Last call for submissions to the VaANG Directory! It is a new way to advertise your business, hobbies talents.

Format for submissions:

- Type of business, hobby, talent, service
- Name of business, hobby, talent, service
- Brief Description
- Your Name
- Telephone Number(s)
- Address
- E-mail, if applicable

We need your support for this project. Share with and support the Guard Family.

Submissions for the Directory include: T-shirts, Engraving, Plaques, Computer, Car Care, Appliance Repair, Photography, Stump Grinding, Painting, Skating, Typing, Graphics and Telephone Service. Call or e-mail your information to SMSgt Bob Walton, ext. 6541.

### **Club holds membership meeting, elections**

The Club had a meeting and election of Board Officers during the September drill. Over the next few months, Board Officers and Club members will be evaluating the club and club programs. If you have suggestions or ideas for Club events, talk with one of the new Board members.

On the Board until elections in January 1999: TSgt Ray Dawson, TSgt Beth Martin, MSgt Chris Hodge, SrA Shanna Matthews and TSgt Carolyn Fleischer.

On the Board until elections in January

2000: SMSgt Bobby Weis, SSgt Tom Carter, MSgt Bob Roza, MSgt Rick Lewis and Maj Jim Watkins. In addition to elected Board members, Col Robert Seifert, Club president and Wing Commander, appointed SrA Brian Penn, SSgt Sheila Buckingham and TSgt Alyse Ford to the Board.

The Club's new vice president is MSgt Lawson Osborne; secretary, MSgt Jackie Atkins and treasurer, MSgt Rick Anderson.

Any member of the VaANG may join this all-ranks club. It is open on drill weekends and on specific evenings throughout the week. Contact TSgt Shirley Cooper, ext. 6428, for more information on membership.

The Club will hold a Halloween Party on Friday, Oct. 30.

### **Women's Council to meet**

The Women's Advisory Council will meet Saturday, Oct. 3 at 1:30 p.m. in the Operations building Pilots' Lounge.

All council members are asked to attend. If you can't attend, send your alternate. If you or your alternate can't attend the meetings, call TSgt Cheryl Stimpson, ext. 6309, or MSgt Brenda Kirby, ext. 6387, so they can assign council duty to someone who can attend meetings.

### **StHq announces E-9 slot**

The State Headquarters announces an E-9 vacancy. This position may be filled by a traditional E-9 or a promotable E-8. Anyone interested in the slot must send a one-page letter requesting consideration for the position and their reason for interest to LtCol William A. Prosise, Jr., ESSO, 5505 Corsair Dr., Sandston, VA 23150-2520 no later than Oct. 15.

Qualified candidates from any career field may apply; however, he or she must have at least two years retainability in the VaANG.



## 50th Anniversary Souvenirs on Sale!

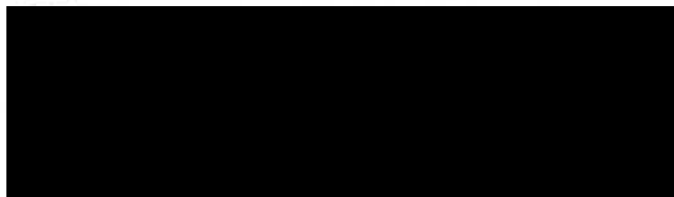
*in Wing Operations*  
**Black or White Sweatshirts**  
**Grey or Dark Blue T-Shirts**  
**Lapel Pins**  
**Stickers**  
**Commemorative Watches**  
**Air Show posters and**  
**Commemorative Lithographs**  
**50th Anniversary Coins**

**See TSgt Shirley Cooper**  
**Ops, room 5**  
**Call her at ext. 6428**

### What's Inside

*the Vanguard...*  
*for October 1998*

Wing prepares for Red Flag; Combat Archer highlights.....	1
Commander's comments.....	2
Thoughts from CMSAF Benken.....	2&3
Base welcomes European visitors.....	4
New chaplain joins unit; Pedrotty writes from Sarejevo.....	5
StHq announces E-9 vacancies.....	6
EO 2000 training starts in October .....	7
AF conduct issues.....	8-10
Clinic provides suicide prevention tips...	10-11
Dining Hall menu.....	12
News you can use.....	12, 13, 15
Personnel Actions.....	14



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