

VANGUARD

192d Fighter Wing

Virginia Air National Guard - Richmond IAP - Sandston, VA

Black history banquet March 6

The annual African-American Banquet is set for Sat., March 6 at the Richmond Omni.

Tickets are \$30 per person and may be purchased during the February drill weekend. Contact MSgt Al Harrison, ext. 6356 for tickets or more information. Dress for the event is formal-Mess Dress or the Combination I uniform worn in the formal mode (white shirt and black neck tie

or tab). If you would like guidance on wearing the Combination I uniform in the formal mode, stop by the Public Affairs office, Wing Headquarters building, room 30.

The evening will include dinner, entertainment, a guest speaker and a memento.

The Worship Service is set for Sunday, March 7 at the Club.

1999: Year of the Enlisted

Weaver applauds enlisted contributions

"It's an essential task to give credit where credit is due. And that's why I've designated 1999 as The Year of the Enlisted Force, YOTEF.

We've just culminated a very energetic year, The Year of Transition. In this first year of my tenure, we put the structures and processes in place for the Air National Guard to launch several initiatives that will bring us into our own. These initiatives are aligned by theme years to demonstrate the appropriate focus we believe these initiatives merit.

"After celebrating our Enlisted Force in 1999, we'll concentrate on The Year of the Family in 2000 followed by focusing on The Year of the Employer in 2001 and capping off our efforts by spotlighting The Year of Diversity in 2002. "The reason we've singled out key people and aspects

of our force is because their recognition is long overdue. The ANG is 108,000 strong with more than 85% of these men and women comprising our enlisted corps. America recognizes these distinguished citizens as their sons, daughters, brothers, sisters, co-workers, friends and neighbors. Total Force recognizes this elite cadre as it's foundational backbone and the key to maximizing the capabilities-based performance required to sustain the world's premier air and space force.

"You recognize this dedicated corps as the bedrock of your communities, educating your children, building your homes, managing your banks and repairing your utilities. And just as

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Commander's Call

Comm. works long, hard hours to run, modernize base LAN

In our lifetime nothing has changed our ability to communicate like the computer. We live at a unique time in history; the computer age and the computer is reinventing how we communicate. The computer is changing and will continue to change how we do many things.

No section on our base has been more affected by this revolution than our Communications Flight. From the days of maintaining a class B telephone system they have grown to maintaining a complex communications system to include our complicated and demanding local area network (LAN). The term, "modernization of the Guard," is most applicable to the communication flights within the Guard.

However, with this modernization has come significant demands. Our communications folks work in an ever-changing environment. Systems and

software are always changing — new requirements are endless. To be knowledgeable of all that is happening, education is a must. Air Force technical courses can no longer keep up, therefore, civilian courses are required to master these new technologies. Communications is also a customer service organization. They need to meet your demands. They work long hours and on weekends so you do not have to work long hours and on weekends.

We are fortunate. We have a communications flight staffed by hard working, knowledgeable professionals. They do a superb job ensuring our systems are reliable and up-to-date. It is an exciting career field and the most futuristic of any career field in the unit. It is also just plain hard work. Help them when they ask; helping them is helping all of us.

Col. Robert O. "Bob" Seifert

Vanguard

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The Vanguard is printed monthly and the deadline for submitting stories and photos is Sunday noon of the drill weekend of the month before you would like to see the item in print.

Weaver applauds enlisted contributions...

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often they selflessly serve our nation as members of the Air National Guard.

"CMSgt Gary R. Broadbent, our new Command Chief Master Sergeant (formerly known as Senior Enlisted Advisor), is responsible for advising me on all issues affecting ANG enlisted members and their families. He tells me it's something you can't do without getting to personally know airmen and women and their issues. He's got to reach out to people first-hand and then bring their concerns back to me. Accomplishing this job will keep him on the road nearly 250 days a year.

Little time has been wasted in setting YOTEF goals in motion. The goals fall under two broad categories: recording enlisted heritage and promoting enlisted pride. Some key initiatives include:

- Painting YOTEF decals on ANG planes to symbolize the selfless pride and topnotch expertise involved in maintaining and sustaining the world's premier flying capability.

- Filming documentaries of enlisted veterans, a long blue line of service stretching from the pioneering days into the 21st Century.

- Spearheading Quality of Life issues (i.e., health care, family support, compensation, and childcare) that directly impact readiness.

- Exceptional Performance Promotion and similar professional development initiatives to prioritize career progression and leadership opportunities for our deserving force.

The bottom line for us is something we call leadership diversity. Our Air National Guard enlisted corps brings something singularly unique to the Total Force. And I'll sum it up by highlighting these three skills they bring to the table: maturity, experience and a smarter way of doing business. Taken together, they provide a sense of stability greatly needed in these turbulent times. I hear

these three things most often from our active duty counterparts; they tell me this is why they want the Air Guard in the Total Force!

When we grow leaders we grow diverse leaders. And because we come from America's communities we are often cited as a model for the rest of the country since we have a long-standing tradition of knowing how to live together and how to work together. It's a proven model that communicates a sense of continuity in the sea of change in which we now wade. Also, keep in mind: diversity does not mean special treatment. It means that we ensure equal access for each individual to attain personal and organizational goals. All this taken together makes for a diverse leader.

Re-establishing the ANG Enlisted Force to a place of preeminence is more than just a year-long project for us. YOTEF initiatives will continue to evolve, addressing a vision of people, capabilities and support structures that will not only encompass the ANG but impact our Total Force partners as well. In the end, I believe success in implementing this vision will depend on the outstanding men and women who make up the nation's Air National Guard.

by BrigGen Paul Weaver, Director, ANG

**A Year of the Enlisted
celebration is being planned
for Saturday night of the
October UTA. If you would like
to help with any part of the
party or recognition program,
please contact any First
Sergeant.**

1999 brings special promotions

On Jan. 1, the Air National Guard started a 12-month celebration of the Year of the Enlisted. To highlight this event, BrigGen Paul Weaver, ANG Director, announced a special promotion program for traditional ANG members, called the Exceptional Promotion Program.

EPP will be a competitive process for selection, and is not to be considered a deserving airman promotion. Promotions under this program will be based on core competency.

The goal of EPP is to provide promotion opportunity for traditional guard members by allowing those exceptional individuals to attain senior NCO rank when unit manning document authorizations may not exist. "The objective of EPP is to make a conscious effort to fill the gap and increase retention rates and morale among our traditional guard members," Weaver said.

Currently, Virginia has been allocated one E-8 and one E-9 promotion opportunity under this program. EPP is a state controlled program, and the following criteria will be used in Virginia to determine eligibility for promotion consideration:

- Nominee must be a traditional guard member.

- Nominee must not be excess to unit requirements or become excess within the

subsequent two years following promotion.

- Nominee must meet the minimum time in grade, time in service and AFSC requirements of the promotion grade.

- Nominee must have completed Senior NCO Academy. (in-residence highly desirable)

- Nominee must be within 3 years of qualifying for a reserve retirement (completed at least 17 years of satisfactory service).

- Nominee must have 3 years of retainability prior to mandatory separation and must agree to remain in the ANG for the 3 years after promotion, unless sooner relieved by competent authority as authorized by other policies.

- Nominee must agree to be transferred to the retired reserves or be discharged on the third anniversary of the promotion unless reassigned to a position that supports the member's grade.

Commander's procedures:

- Nominations will only be accepted on an AF Form 1206, Nomination for Award.

- Nominations will be submitted to the Virginia Air National Guard State Headquarters: HQ VaANG/DP, 5505 Corsair Dr. Sandston, VA 23150-2520 no later than June 1, 1999. Call CMSgt Ray Bassetti, ext. 6510 during UTA, ext. 6754 during the week for more information.

USAA expands membership

As of January 1, enlisted and some retired and separated Guard personnel in the Commonwealth of Virginia became eligible to join USAA and participate in its member services.

USAA is the United Services Automobile Association, which was started several years ago by a group of active duty officers. USAA offers members very competitive rates on vehicle insurance, homeowner and renter insurance, life insurance, banking services and investments. Membership in USAA also includes the monthly USAA Magazine and other benefits.

All enlisted personnel currently serving in the

Virginia Army and Air National Guard may join USAA. And anyone who retired or honorably separated from the Virginia Army or Air Guard after November 1996 is also eligible to join.

For more information on these services, call the following numbers:

- Membership enrollment and services: 1-800-531-5742;

- Home owner/renter insurance: 1-800-531-8080;

- Banking services: 1-800-531-2265;

- Live Insurance: 1-800-531-8000; and

- Investments: 1-800-531-8181.



GLAD GRADS!--TSgts Paul Wayne, 192d Aircraft Generation Sq (from left to right); Shannon Vittone, 192d Logistics Sq; Darryl Hart, AGS; Christine Bayma, 203d RHF; John Latoski, 192d Maintenance Sq; and David Lands, AGS, pose for a photo after completing NCO Academy recently. TSgt Lands received the Commandant's Trophy and completed the in-residence program with Distinguished Graduate honors.



GREAT JOB!--TSgt Keith Zehender receives a plaque from LtCol Johnny O. Haikey, 192d Logistics Group commander. Zehender, from the 372d Training Flight, Moody AFB, Ga., instructed flightline personnel on a number of F-16 systems between October and December.

Wing must learn to fight info war

The Air Force Information Assurance Awareness Month for 1999 runs from February 1-28.

"A Risk Accepted by One is a Risk Imposed on All" is the overarching theme for this year's Information Assurance Awareness Month.

Stressing that actions taken by a single individual can threaten the entire infrastructure, it emphasizes the importance of users and their interdependence on one another in the overall Information Assurance effort. Educating the total Air Force population of the significance of computer and network security is our goal, according to TSgt W. Hutt Williams, the Wing's new Information Assurance Manager.

Recognizing that even small networks are integrated into larger networks, we must all be aware that each of us has a role — as well as a legal and ethical responsibility — in protecting the Air Force's information technology infrastructure and the data

contained within it, Williams explains. While Information Assurance professionals shoulder a larger share of the security burden, there is no more important than each individual user. Each of us is a cyber warrior. The themes for each week in February are:

Week One: Are You the Weak Link?

Week Two: Down-loadable Software and Files -- Friend or Foe?

Week Three: The Cyber Challenge

Week Four: Desktop Defender -- Media Blitz -- Web Security

"I will be sending out information and training based on each week's theme," Williams said. Each section's CSSOs, GPAs and SATE Managers will play a vital role in this year's IA Month. Williams urges everyone to make sure they know who these people are in his/her section. Any questions about IA Month may be sent to Williams, ext. 6119.

NGB mandates higher drug testing rates

More people will be selected for urinalysis

The Urinalysis Drug Testing Program is generally not a priority on our conversation list; however, it is a necessity and occasionally discussing it answers questions you may have.

Equipment, safety and mission readiness are all affected when individuals are under the influence of illegal or even prescribed substances. Often, life-threatening injuries in the workplace can also stem from drug use and abuse.

This fiscal year (FY99), the Drug Testing Program has gone through several changes. Guard units will now be required to test all AGR personnel every fiscal year (testing time hasn't been set, yet). AGR personnel will take mandatory urinalysis each fiscal year until NGB changes this policy. In addition, overall urinalysis numbers have gone up. Now 30% of each unit's strength must be tested each fiscal year. This means 50 people will be selected for urinalysis every drill weekend.

Recently, concern has been raised about the selection process. The process is completely random and the number of people selected for urinalysis is no more than are needed to meet the increased (30%)

unit strength testing requirement. And, yes, because of the increased requirement, the chance for each of us being selected has increased.

According to the Drug Abuse Testing Program, individuals absent during UTA will be tested upon their return to the base. If you were selected for drug testing on Saturday, but weren't present for duty, you will report to the Club for urinalysis on Sunday morning. If you were selected for urinalysis in February, but missed that drill (UTA), you will report to the Club for testing on Saturday morning of the March drill. If you are selected for drug testing, you must go to the Club at 9 that morning. Urinalysis takes precedence over all meetings, training activities or other scheduled events. Staff will stay at the Club as long as necessary to secure specimens.

Every effort has been made to ensure the security of this program. If you have questions regarding regulations, drug testing, or for a demonstration of the random selection process, contact the 192d FW Social Actions office in the Wing Headquarters building, room 7, or call ext. 6389 or 6582.

by Lt Lonnie Davis, Social Actions

AF tests new fitness program...

Twelve bases have been selected to serve as test sites as the Air Force prepares to add muscular fitness and flexibility tests to its annual physical fitness assessment.

Bases selected are: Grand Forks AFB, N.D.; Bolling AFB, D.C.; Randolph AFB, Texas; Davis-Monthan AFB, Ariz.; Shaw AFB, S.C.; F.E. Warren AFB, Wyo.; Hickam AFB, Hawaii; Incirlik AB, Turkey; Tinker AFB, Okla.; U.S. Air Force Academy, Colo.; Des Moines Air National Guard Base, Iowa, and Hurlburt Field, Fla.

More bases may join the test program later this year.

Members at the test bases will do push-ups, sit-ups and the sit-and-reach flexibility tests in conjunction with their annual cycle ergometry testing. According to Maj. Jayne Stetto, chief of health promotion, Air Force Medical Operations Agency, results of the test phase will be used to evaluate fitness data.

"We will ask members to do as many sit-ups and push-ups as they can in a specified time period," said Stetto. "There will be no passing standard during the test phase."

The data will be used by the Force Enhancement and Fitness Division of the School of Aerospace Medicine and the Air Force Fitness Program Office at Brooks AFB, Texas, to both evaluate the testing procedure and further define standards that will be used when the Air Force expands the testing program to include specific measures of muscular fitness and flexibility force-wide in January 2000.

Stetto explained the Air Force currently assesses cardiorespiratory fitness via the cycle ergometry test, and body composition via the tape measure when a member exceeds maximum allowable weight standards. The addition of muscular fitness, including both strength and endurance, and flexibility, will enhance the program and ensure our people are even more

healthy and ready to deploy, she said.

"The goal of the Air Force Fitness Program is to motivate all members to participate in a year round physical conditioning program, emphasizing fitness," Stetto added. "We hope this encourages our people to participate in a program to improve their overall fitness level."

by SMSgt Anita Bailey

Office of the Surgeon General Public Affairs

...Guard will get new standards

What does the Air Force's new fitness program mean for the Guard? One hint is the fact that an Air Guard base is currently testing the Air Force's new program!

According to 192d Medical Squadron Preventative Health Assessment program manager, there are going to be changes and Guard members will see a substantial increase in the minimum requirements of our current fitness program.

PHA program manager, TSgt Robert Brotten, says we should take seriously the Air Force's message that it wants its airmen and women in better shape. "Everyone should start now," Brotten said. "Work walking and jogging into your fitness activities, bike, do sit-ups and push-ups. And don't forget flexibility--do stretches before and after exercising. Many people will need to improve their fitness level in order to pass the new test"

The Army has recently toughened its fitness test and made those requirements mandatory for active duty, Guard and Reserve soldiers. The Navy is also currently revamping its fitness testing requirements.

The Air Force has learned that all of its people need to be in better shape to deal with the current operations tempo.

Personnel Actions

Accessions: Sept. - Nov. 1998

A1C Renard A. Freeman, 203d RHF
A1C Silvanus Thrower, 203d RHF
SrA Stephen W. Ragland, 192d Maint
SrA John H. Feild, Jr, 192d Maint
TSgt Stacey A. Short, 192d MDS
SSgt Christopher Lockhart, 192d AGS
SSgt Leon Y. Chimenz, 192d Comm Flt
SrA Latrice Gordon, 192d MSF
SrA Shelly K. Holguin, 192d LGS
SrA Marsha L. Johnson, 149th FS
SrA Christopher Deatherage, 192d FW
SSgt Steve Volosevich, 192d AGS
SrA Patricia Carrasquillo, 192d MDS
SSgt Nicholas J. Menez, 192d Maint
A1C Thomas W. Harper, 192d St Flt
A1C Roger S. Perdue, 192d Maint
SSgt Jennie S. McQuay, 192d Comm Flt
SSgt Samuel T. McMinn, 192d AGS
SrA Gerald P. McKendry, 192d SFS
MSgt Robert C. Thomas II, 192d Comm Flt
TSgt Kim B. Lengel, 192d Maint
MSgt Donna R.B. Maloney, 192d MSF
TSgt Christine J. Cunningham, 192d MDS
SSgt Tobee D. Smith, 192d AGS
SSgt Earl Dantzler II, 203d RHF
SSgt Leroy Walker, 203d RHF
A1C William A. Donghia, 192d AGS
SSgt Kevin B. Moos, 192d SFS
SrA Ronald L. Swinton, 192d MDS
A1C Kevin M. Patterson, 192d LogGp
SrA Michael L. Dopler, 192d Maint
SrA Dwayne D. Wyatt, 192d AGS
SrA Sean P. Slayton, 192d Maint
A1C Tiffany N. Graves, 203d RHF
SrA Anthony A. Trader Jr, 203d RHF
SrA Lisa M. Arsenault, 192d MSF
A1C Aaron E. Garber, 192d Comm Flt
A1C Hugh D. Price, 192d AGS
A1C Joshua T. Parkhurst, 192d AGS

SrA Jezmon A. Lewis, 192d St Flt
SrA Johnny E. Deloach, 192d Maint
SSgt Alicia P. Taitano, 192d SVS
TSgt Mary I. Moyer, 192d FW
SrA Gregory K. Watts, 203d RHF
SrA Byron L. Bessman, 192d Maint
A1C Reid A. Saul, 192d AGS
SrA Clint W. Ogden, 192d MDS

Promotions: Sept. - Nov. 1998

MSgt Robert F. Gray, 192d FW
MSgt Roger L. Cox, 203d RHF
MSgt Deborah S. Elam, 192d CES
MSgt Angus A. Garner, 192d AGS
MSgt James E. McCartney, 192d AGS
MSgt Veda H. Wilson, 192d LSQ
MSgt Wayne H. Harlow, 192d CES
TSgt Charles H. Davis, 192d MS
TSgt David H. Dolan, 192d CES
TSgt Darryl M. Hart, 192d AGS
TSgt Kevin S. McNamee, 192d CES
TSgt Coris Throckmorton, 192d CES
TSgt Keith A. Wilson, 203d RHF
TSgt William T. Carter, 192d MSF
TSgt Shawn R. Ware, 203d RHF
TSgt David R. Lands, 192d AGS
TSgt Joseph W. Reid, 203d RHF
TSgt Adrienne D. Smith, 192d LSQ
TSgt Michael J. Foley, 192d CES
SSgt Arnold L. Roots, 192d CES
SSgt Michael J. Mingo, 192d MS
SSgt Ian S. Phillips, 200th WF
SSgt Suzanne L. Drobeno, 192d LSQ
SSgt Robert W. Mayo, 192d LSQ
SSgt Lisa M. Davis, 192d MASQ
SSgt David L. Mozee, 192d MASQ
SSgt Stanley E. Thompson, 192d MASQ
SSgt Leon A. Jackson, 192d MASQ
SrA April D. Lee, 192d LSQ
SrA Jonathon R. Cavitt, 192d STF
SrA Codie L. Ferguson, 192d MS

Commissary benefit expands

Late last year Congress passed the 1999 Defense Authorization Act, which approved an increase in the number of commissary visits Ready Reserve members can make each year.

Guard and Reserve members may now use military commissaries up to 24 times each calendar year in which they satisfactorily complete 50 or more retirement points for their military service. The expanded commissary benefit is also available to Reserve retirees eligible for retired pay at age 60, but who have not yet attained the age of 60. The benefit also applies to the family members (dependents) of these Reserve and retired Reserve personnel.

The DD Form 2529, DoD Reserve Component Commissary Privilege Card, each Virginia Air Guard member is receiving right now (through your squadron orderly room) is good for 12 visits. In July a second commissary privilege card will be issued to each person—providing the 12 additional commissary visits.

For calendar year 2000, the commissary privilege card will be revised to contain 24 blocks for recording the dates of all 24 visits.

The new policy also says National Guard members on state active duty for federally declared disaster operations and their dependents will be permitted to use commissary stores during the period of their state service. The required documentation will be a military order stating that the National Guard member is serving in support of a federally declared disaster. Reservists called to active duty enjoy unlimited shopping privileges while they are on orders.

Commissary privileges are part of the non-pay compensation to which active and Reserve forces are entitled. According to the Defense Commissary Agency, a Reserve component member with a family of four could save approximately \$2,000 each year on grocery purchases, using the 24 commissary shopping visits. Unused visits do not carry over from one calendar year to the next.

The Fort Lee has the commissary closest to the 192d Fighter Wing. Commissaries are also located at Ft. Eustis, Langley AFB and Norfolk Navy Base. (AFPS)

Personnel Actions

Continued from previous page

SrA Christine L. Mary, 192d MS
SrA Andrea L. Taylor, 192d LSQ
SrA Tesha S. Thorton, 192d MS
SrA Billy J. Scott, 203d RHF
SrA Joshua R. Mann, 203d RHF

Announced Retirements -- Jan. 99

Col James E Jones, Jr., 192d MDS
LtCol Lawrence M. Fuccella, 192d FW
LtCol Andrew Willis, VaANG ST HQS
Maj Paul Kitchen, 192d OSF
CMSgt Daniel M. Hoskins, 192d COMM

CMSgt Robert W. Mantlo, VaANG ST HQS
CMSgt Jerome G. Marshall, VaANG ST HQS
CMSgt Orner W. Pugh, Jr., VaANG ST HQS
CMSgt Edwin B. Shaw, VaANG ST HQS
SMSgt Robert K. Carlton, 192d LGS
MSgt Charles W. Collier, 192d LGS
MSgt Thomas R. Dean, 192d AGS
MSgt Paul D. Peterson, 192d SFS
TSgt Recardo Bush, 192d AGS
TSgt Richard R. Turnbull, 192d CES
TSgt Larry J. Harris, 192d FW
TSgt Clarence W. Helms, 192d AGS
TSgt William B. Walker, 192d OSF
TSgt Nathan L. Burton, 192d LSF
TSgt Steven Rito, 203d RHF

Manage risks to meet your goals

Last year we had the Big, Hairy, Audacious Goal (BHAGs) of getting an outstanding on the Operational Readiness Inspection and I think we can all say we did great and the hard work did inspire a variety of victories in our lives. Now I'll tell you about the magical events you can expect to occur when you are truly committed to a BHAG.

For some people an obsession might be a new car or a particular new outfit. It could even be a relationship with another person. Let's take a new car as an example. Perhaps you never thought of having a new Chevy pickup truck. Suddenly a friend tells you about the features of a Chevy truck, and you decide you want one in the worst way.

As you save your money, read the classified ads and visit auto dealers, you begin to see the pickup everywhere. While you are driving to work, your head will snap around at the sight of a Chevy pickup. A mile later you'll see another one. At the office break room you'll grab a magazine and open it, only to find an ad for Chevy pickups staring at you. You'll overhear a conversation in the hallway between two people discussing, of all things, pickup trucks.

The magical significance of a goal is that it can turn your brain into a magnet. This magnet works through all your senses to bring any and all relevant material to your attention.

During this time, the degree of your obsession will determine the degree of your focus. To be truly focused is a concept foreign to some people but critical to reaching significant BHAGs.

When a lion tamer walks into the center circle at the circus, the gate closes behind him, and he faces the lion with a whip and a stool. Why a stool? Wouldn't a machine gun make more sense? The lion tamer holds up the stool so the lion is confronted with the four pointed ends of the legs. The lion is then faced with a dilemma. Which of

the four legs should get his attention from one leg to the other, and then the other, and then the other, he becomes confused, complacent and even apathetic.

The tamer now has control. This is what happens when we try to focus on too many things at once. Certainly we must balance our family, work, church and community activities. But we can only be truly focused on two or three goals for maximum results. After the threshold is reached, our effectiveness goes downhill fast.

What does this mean? To be truly focused on our BHAG, we must be willing to let some things go out of focus. Try this exercise. (Don't imagine this exercise; you must actually do it!) Pretend you are holding a sewing needle in your left hand between your thumb and your index finger. As you hold up your imaginary sewing needle, pretend you have thread between the index finger and thumb of the right hand. The end of the thread is approximately 3 inches from the eye of the needle as if you are about to thread the needle...you're almost there...now stop and quickly refocus your eyes on whatever lies in your field of vision beyond your needle.

What were those objects like before you refocused your eyes? They were blurry, right? They were out of focus as you tried to thread the needle. By the way, as you refocused on those items you missed threading the needle. So it will be with your goals unless you can stay focused on the task at hand.

My bottom line or the "take to work" part of my ramblings is we have to manage many risks while at work and even at home. Managing risk and living is part of life. If we pay appropriate attention we can do it and work toward our dreams. Stay focused and look after each other — that is risk management in a nutshell.

Maj. Bobby Sandford

Wing brings Christmas to family

If only you could have seen her smile. When a family in need is assisted, the smile you receive in return and the heartfelt thanks does wonders for mind and soul. The First Sergeant's Council sponsored Deborah Hodges, a City of Richmond Department of Social Services recipient for the Christmas season.

Ms. Hodges was truly happy and gracious as she received the two boxes of food, two \$25 gift certificates to Toys-R-Us.

"I think is very nice that people do things for people they don't even know," Hodges said. "I didn't know much about the Air National Guard until I was told I was being sponsored and had a chance to come to your base. I just want to tell everyone thank you very much. My kids will really appreciate this."

Through fundraising efforts Hodges also receives \$100 gift certificates to Footlocker,

J.C.Penny's and Burlington Coat Factory.

"A special thank you to all of the individuals who helped with the fundraiser to assist those who are less fortunate than ourselves," said Security Forces First Sgt. Antonia Vincent. "We did very well." In addition to sponsoring a family for the holidays, and providing several others with food boxes, Guard members filled and donated 107 Christmas stockings to the Salvation Army. The stockings were given to area children in need over the holiday season.

The food drive was very successful in spite of a slow start. Seven families were given a variety of non-perishable food items, according to TSgt Michael T. Rawlings, VaANG public affairs NCOIC and Richmond Social Services caseworker. A very special thanks to Security Forces who were particularly gung-ho in filling their food drop boxes.

ChalleNGe program seeks applicants

WANTED: High School Dropouts with the desire and motivation to turn their lives around!

Who wants high school dropouts these days? The Virginia Commonwealth ChalleNGe program, that's who. ChalleNGe is an alternative military school run by the Virginia National Guard.

To qualify for the 5 1/2-month, live-in program applicants must: be between 16 and 18 years old and be Virginia residents; pass a physical exam, an interview and urinalysis (drug test) and can't have any felony charges or convictions.

The program is designed to give "at risk youth" a second chance at improving their lives, their future and their education. It offers them a fresh start in a highly disciplined atmosphere.

In addition to earning their GED (General Equivalency Diploma) during the program ChalleNGe cadets learn and develop self-

discipline, life skills (everything from managing money to personal hygiene), job skills, and a sense of work ethic through community service.

Cadets live in Virginia Beach at Camp Pendleton (State Military Reservation). The program accepts male and female applicants from across the state. The Commonwealth ChalleNGe program started its 10th class January 21; the next class starts in July.

If you or anyone you know is interested in receiving information about the program or an application packet, contact SrA Abigail Gonzalez, Juvenile Corrections officer, ext. 6306 during drill, or SSgt Chanelle Young, Program Recruiter, ext. 6389 during drill, or call 1-800-796-6472 ext. 235 Monday-Friday, 8 a.m.-4:30 p.m. If you are within the Virginia Beach local calling district, dial 491-5932 ext. 235.

Don't spend money until its deposited

MilPay gives TDY reminders

Finance would like to pass along some reminders to individuals filing paperwork for temporary duty assignment pay.

Military Pay (MilPay) processes all documents received before 2 p.m. that day. Any documents received after 2 p.m. are processed on the next business day.

Unit Training Assembly pay is MilPay's priority during UTA weekends. UTA pay is processed on Sunday of drill weekends. All other pay and benefit documents received during drill will be processed after UTA pay processing is completed.

Denver usually has two pay runs each week. Whatever is keyed will be on the Leave and Earning Statement for that pay run. Paydays are usually 8 days after the run. So, if Denver's pay run was on Tuesday, LES deposits will probably be made the following Wednesday.

MilPay staff asks that you wait for your LES and call your bank for deposit information prior to spending your money. The pay date given is not a guarantee of payment (deposit). Please call 1-

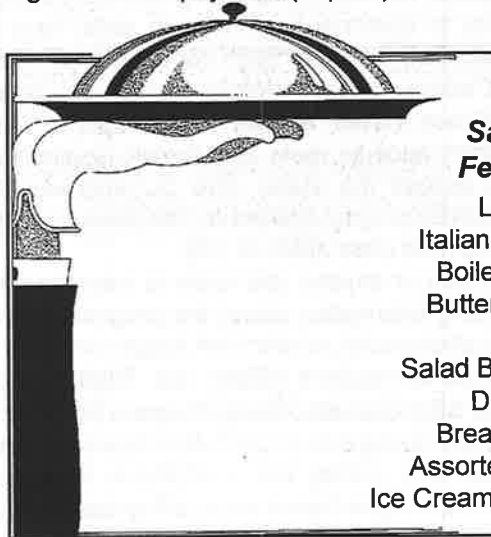
800-755-7413 to check your LES. "We try to pay all documents within 14 days," says SSgt Lori Wall, Pay Technician.

"If you're going on a TDY lasting more than 30 days, you must stop by Finance for a MilPay briefing before your departure," Wells reminds base personnel. "And you must report back to MilPay upon completion of duty."

Unit member, family, baby struggle with medical crisis

A member of the Virginia Air Guard is struggling to keep family and home together after enduring many months of family medical crisis.

A1C Yvette Eaton went into premature labor last August, which resulted in her baby being born 3 months early. The Eaton's newborn was kept in the hospital about 3 months and has had to return to the hospital for severe emergencies since going home to her family. The medical expenses have overwhelmed Eaton and her husband. Anyone wishing to make a donation to the family may give it to MSgts Dorothy Tatem, ext. 6367 or Nikita Jones, ext. 6310.



On the menu...

Saturday February 6

Lasagna
Italian Veal Steaks
Boiled Potatoes
Buttered Noodles
Peas
Salad Bar w/Assorted
Dressings
Breads & Butter
Assorted Beverages
Ice Cream & Assorted Pies

Sunday February 7

Fried Chicken
BBQ Ribs
Baked Beans
Bakes Macaroni & Cheese
Broccoli
Salad Bar w/Assorted Dressings
Breads & Butter
Assorted Beverages
Ice Cream &
Spice Cake

1999 Military Pay Rates

RANK	<4MO	>2 YRS	2YRS	3YRS	4YRS	6YRS	8YRS	10YRS	12YRS	14YRS	16YRS	18YRS	20YRS	22YRS	24YRS	26YRS	28YRS
E1	29.59	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98
E2	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86	35.86
E3	37.26	37.26	39.30	40.86	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49	42.49
E4	39.53	39.53	41.76	44.22	47.62	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51
E5	42.39	42.39	46.14	48.38	50.49	53.81	56.01	58.21	60.37	61.47	61.47	61.47	61.47	61.47	61.47	61.47	61.47
E6	48.31	48.31	52.66	54.85	57.18	59.33	61.47	63.72	67.00	69.11	71.34	72.42	72.42	72.42	72.42	72.42	72.42
E7	56.16	56.16	60.63	62.85	65.07	67.29	69.43	71.65	73.89	77.22	79.42	81.62	82.68	88.24	92.63	99.22	99.22
E8	80.42	80.42	80.42	80.42	80.42	80.42	80.42	82.75	84.91	87.12	89.43	91.46	93.71	99.22	103.63	110.28	110.28
E9	95.91	95.91	95.91	95.91	95.91	95.91	95.91	95.91	98.07	100.28	102.60	104.90	106.92	112.53	116.91	123.49	123.49
O1	61.27	61.27	63.77	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07	77.07
O1E	77.07	77.07	77.07	77.07	77.07	82.33	85.36	88.46	91.53	95.71	95.71	95.71	95.71	95.71	95.71	95.71	95.71
O2	70.57	70.57	77.07	92.59	95.71	97.68	97.68	97.68	97.68	97.68	97.68	97.68	97.68	97.68	97.68	97.68	97.68
O2E	95.71	95.71	95.71	95.71	95.71	97.68	100.78	106.04	110.10	113.11	113.11	113.11	113.11	113.11	113.11	113.11	113.11
O3	80.92	80.92	90.47	96.73	107.02	112.15	116.16	122.46	128.51	131.65	131.65	131.65	131.65	131.65	131.65	131.65	131.65
O3E	107.02	107.02	107.02	107.02	107.02	112.15	116.16	122.46	128.51	133.60	133.60	133.60	133.60	133.60	133.60	133.60	133.60
O4	87.08	87.08	106.04	113.11	113.11	115.21	120.29	128.51	135.73	141.91	148.16	152.22	152.22	152.22	152.22	152.22	152.22
O5	103.32	103.32	121.31	129.70	129.70	129.70	129.70	133.60	140.81	150.25	161.50	170.74	175.93	182.08	182.08	182.08	182.08
O6	129.17	129.17	141.91	151.22	151.22	151.22	151.22	151.22	151.22	156.36	161.08	180.32	194.48	205.75	212.70	223.14	223.14
O7	174.28	174.28	186.13	186.13	186.13	194.48	194.48	205.75	205.75	216.04	237.64	253.99	253.99	253.99	253.99	253.99	253.99
O8	209.74	209.74	216.04	221.15	221.15	221.15	237.64	237.64	248.87	248.87	259.23	270.48	280.86	287.79	287.79	287.79	287.79
O9	231.57	231.57	237.64	242.70	242.70	242.70	248.87	248.87	259.23	259.23	280.86	280.86	296.42	296.42	296.42	307.50	307.50

This pay chart reflects the Jan. 1, 1999, military pay increase. This chart is broken down by military pay grade and years of service. The dollar amount in each block indicates the single day/single UTA period pay rate. To calculate your drill weekend pay, multiply the single day rate by four.

News you can use...

Women's council meets in Feb.

The Women's Advisory Council will meet at 1:30 p.m. Sat., Feb. 6 in the Ops building, pilots' lounge. All council members are asked to attend or send their alternate. State Headquarters senior staff are scheduled to meet with council members.

In addition, the list of primary and alternate council members will be finalized for reproduction on fliers that will be distributed throughout the VaANG and posted on bulletin boards.

MPF offers new year reminders

The Military Personnel Flight customer service staff offers base members several reminders as we enter a new year:

— If you moved to a new residence, married or divorced, added a child to your household or taken on full responsibility for an aging parent during 1998, stop by the MPF to update your personal records. You'll also want to update your Finance record (next door to the MPF). Be sure to bring marriage certificate, divorce decree, birth certificates, etc.

— Make sure your DD Form 93, Emergency Data Form, is current and accurate.

— Check the name of the recipient on your Servicemembers Group Life Insurance (SGLI) policy.

— Remember: Your children (dependents) stay in your MPF personal record until they turn 21. When you are sent your Yearly Independent Data Review form, don't mark off your dependents under 21. (MPF has noticed forms where 18-year-old dependents have been marked off. Don't take them off the form too soon, advise MPF staff.) In addition, if your children are full-time students, they may stay in your Personal Record until age 23. If your child is a full-time college student, bring enrollment verification from the college or university

indicating your child's full-time student status.

If you have any questions about these issues, drop by the MPF customer service counter during drill weekend.

Officers: Pay association dues

All Virginia Air Guard officers are reminded that state and National Guard association membership fees are due. Also due at this time is the state association conference hospitality room fee. Please see Maj Michael Woody, Finance no later than the end of the February drill to pay your dues and the hospitality fee.

Nat'l Guard Bureau in the news

Recently, the Senate confirmed the nomination and promotion of LtGen Russell C. Davis, to his new job as Chief of the National Guard Bureau and his new rank of lieutenant general.

Also CMSgt Gary Broadbent recently replaced CMSgt Edwin Brown as the National Guard Bureau Command Chief Master Sergeant. Brown retired in July 1998. Chief Broadbent joins NGB from the SEA position at 1st Air Force.

Effective Nov. 1, 1998, senior enlisted advisors at the wing, state and major command levels now hold the title of command chief master sergeant, and a star has been added to their rank insignia.

Top III Council sets elections

The TOP III Council is moving along at a steady pace. The following NCOs have volunteered to serve on an interim executive committee until election of officers can be held: CMSgt Sam Meador, SMSgt Wayne Keene, SMSgt Robert Barnette, MSgt Jacqueline Atkins

Continued on the next page

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and MSgt Kim Evans. Information concerning the nomination and election of council officers will be distributed to all TOP III NCOs.

Be thinking about whom you would like to serve in one of the positions. The election should take place during the March or April drill. Anyone interested in a council officer position may contact one of the interim executive committee members listed above.

Chiefs sponsor night at Club

The Chief's Council is sponsoring Chiefs Night at the Club, Saturday, May 1.

The evening will feature dinner, special drawings & give-aways, and a yard sale. The dinner menu includes: deep fried fish or grilled chicken, cole slaw and potato salad. The chiefs are currently accepting donations for the yard sale. Start cleaning out your attic, garage, basement and closets today!

For more information call CMSgt Frank Stanley, ext. 6725.

Vanguard editor apologizes...

I apologize for problems with the Vanguard over the last couple months. We are on the verge of bringing you a larger, nicer looking newsletter.

Unfortunately, we've had some "growing pains" and equipment glitches. We are currently getting ready to take the next step in bringing you a better newsletter.

In the next month or two you should start receiving a larger newsletter with more photos and more stories.

The center section missing from the January newsletter included directions on how to take your Virginia National Guard deduction when filing your Virginia state taxes. If you need that information, stop by Finance or Public Affairs, both located in the Wing Headquarters building.

VaANG Calendar of Events**February**

6-7: UTA

Blood drive 9 a.m.-1 p.m. Register in room 8, Wing Headquarters building. Bloodmobile in parking lot next to building. Give blood before getting any scheduled vaccinations.

March

6-7: UTA

6: VaANG Black History Month Banquet at the Richmond Omni. Tickets \$30/person, formal attire. Call MSgt Al Harrison, ext. 6356 for tickets.

7: Black History Month Worship Service
20 March - 3 April: Annual Field Training, Combat Readiness Training Center, Garden City, Ga.

26-28: Virginia National Guard Enlisted Assoc. state conference, Virginia Beach.

April

17-18: UTA

23-25: Virginia National Guard Officer Assoc. conference, Virginia Beach.

May

1-2: UTA

June

12-13: UTA

July

10-11: UTA

12-23: Cope Thunder Exercise, Alaska.

August

14-15: UTA

21-25: Enlisted Assoc. (EANGUS) national conference, Des Moines, Iowa

September

18-19: UTA

3-6: National Guard Assoc. (NGAUS) 120th General Conference, Atlanta, Ga.

CES seeks 1stSgt candidates

The Civil Engineer Squadron needs a new First Sergeant. Anyone interested in, and eligible to become a First Sergeant is asked to send or hand carry a copy of their resume and a cover letter to LtCol Thomas P. Herbert, CE commander by close of business of the February drill weekend.

Minimum qualifications include: Completion of high school or GED and meets all requirements in AFI 36-2108. Aptitude scores must be at least 45 in Administrative or 58 in General.

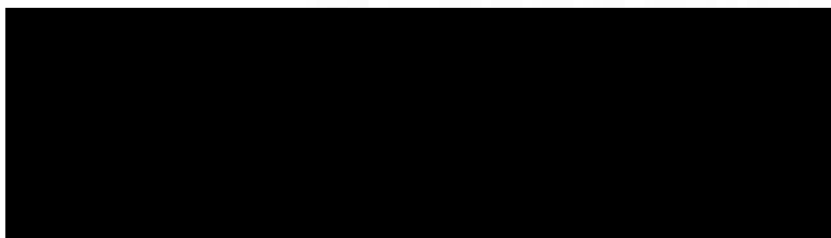
Must be master sergeant (E-7) or promotable. Prior qualification at the 7 or 9 skill level in any AF Specialty Code. Within 12 months of selection, MUST complete the First Sergeant's Academy in residence.

Candidates must have exceptional leadership and managerial skills, and meet weight and body fat standard and overall image should exceed minimum standards. Applicants must have completed PME Course 6 in residence or by correspondence prior to application. Upon promotion to master sergeant, completion of PME Course 8 is mandatory.

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