

VANGUARD



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Get ready for Family Day picnic, fun on Nov. 4

As many of you are aware, the Virginia Air National Guard has had a very busy year. In honoring the accomplishments and sacrifices of unit members and their families, the unit is sponsoring "The VaANG Year of the Family Celebration," Saturday, Nov. 4. The invitation is extended to all VaANG Headquarters, 192d Fighter

Wing and 200th Weather Flight members and their immediate family members. Retirees are also welcome to attend.

The event will start with an important Benefits and Entitlements briefing which will take place from 9-11 a.m. in the base dining facility, Building 3654, located behind the

Wing Headquarters Building. This is particularly important for spouses who may not be aware of the many entitlements offered to Guard members and their spouses. Presentations will include Wills & Power of Attorney for both members and spouses, Identification Cards and Medical Benefits (DEERS), Commissary and Base Exchange privileges, Service Group Life Insurance, Chaplain Support, Family Care and much more!

Following the benefits briefing, there will be a picnic-style lunch served in the hanger between 11 a.m. and 1 p.m. The menu will include barbecue, hot dogs, Brunswick stew, baked beans, coleslaw and iced tea. Also, look forward to cookies, ice cream and cotton candy!

The rest of the afternoon will include family fun, music and games for all ages, which will be hosted by a professional Disc Jockey/Master of Ceremonies. Activities will include hayrides, F-16 fighter displays, Fire & Crash-Crew displays, an F-16 Pull competition, Bungie Run, Human Foosball, Rocket Moonwalk, Canopy Shuffle and 15-Person Twister.

Much planning and effort have gone into this event. Come out and join your fellow Air Guard members and their families in a day of fellowship and fun. I'm sure you won't be disappointed! If you have any questions about the event, call the base at (804) 236-6763.

Respectfully,
Col. Stephen R. Hicks
Commander, 192d Fighter Wing



VaANG Family Day Saturday, Nov. 4

**Fun & games for kids all
afternoon;
Picnic lunch in the
maintenance hangar;
Family benefits briefings in
morning.
Mark your calendar now!**

Commander's Call

UCI is here; you'll do well!

Have you ever noticed how some words strike fear in even the bravest hearts... words like shots, root canals and tests! To a military member, the word "inspection" may evoke an uneasy feeling. I'm no exception. Inspections are not fun but they are necessary. In fact, inspections make the unit stronger and better prepared to accomplish our mission.

On Thursday, October 12, a team of Air Combat Command Inspectors led by Colonel Jim Wessler will arrive at our base to conduct the Unit Compliance Inspection. The team will start the UCI on Friday and continue through the Unit Training Assembly (drill weekend). On Monday they will prepare the report, then conduct an out-brief on Tuesday, October 17.

Every member on this base has worked hard over

the past year preparing for this inspection. You've studied other inspection reports, reviewed best practices, worked your functional area's C&SRL (Compliance and Standardization Requirements List), emphasized special interest items, traveled to other units to witness inspections, obtained staff assistance from outside agencies and coordinated closely with the ACC Inspectors. In short, you know the requirements, you know your job and you're prepared.

I'm proud of your efforts and am confident that we will do well.



Col. Stephen R. Hicks

Commander thanks unit for 352nd reunion's success



The November Vanguard will include a story and photos of the 352nd Fighter Group reunion, hosted by the Wing on Sept. 23.

Ladies and Gentlemen,

I'm the luckiest Commander on earth to be associated with such caring and professional people. I believe this was the Virginia Air National Guards' "Finest Hour". I am so proud of each of you for making this possible. I will never forget the expressions on the faces of our guests and their tears of joy. I will also never forget the tears of joy on the faces of our people. From the bottom of my heart, thank you for all you did to make this possible. This will be a memory that I will cherish for the rest of my life. I am so proud of each of you.

Steve Hicks

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. Check out the electronic Vanguard on the base Intranet Web page and visit the VaANG on its Web site at www.varich.ang.af.mil.



Moment of Reflection

A DEPENDENT CHILD...

Every month John found himself groaning over the same questions and agonizing over the same problems — “How are the bills going to get paid?” he wondered. “It always seems that

the money runs out before the month does. Why can’t this month be different?” he thought, scratching his forehead.

As John gazed from the kitchen he noticed his children playing in the living room. They seemed content and carefree as they pretended to be policemen in search of a lost dog with black spots. John was mesmerized. “What do they possess that gives such peace,” he thought. Quickly he tried to recall a time when his children questioned him about their next meal or if they would have clothes to wear the next day, but his mind could recall no such a time. Instead the children continued to play, and John sat there analyzing their carefree attitudes.

The simple trust of children provides an important lesson for those that follow God. As children of God we have been adopted into the care of a loving Father. He has promised to provide for us far beyond the care expressed by an earthly father for his children. Dependence upon a human father is natural, even as dependence upon the spiritual Father should be natural.

When John came to his senses, admitting his futile anxiety over the month’s bills and realizing that every month the bills were somehow paid, he paused to ask his Heavenly Father for the simple trust of a dependent child.

Your Chapel Staff

AEF improves, prepares to enter 2nd cycle

As Aerospace Expeditionary Forces 9 and 10 enter the last phase of the first 15-month cycle under the Expeditionary Aerospace Force, Air Force officials are taking stock of the process and making a few adjustments where needed to ensure a smooth transition for the second cycle.

The Air Force launched the EAF Oct. 1, 1999, as a means to bring predictability and stability to Air Force members and their families. The AEFs are essentially a force management tool that helps the Air Force spread its capability more evenly across the total force: active duty, Guard and Reserve.

“My general impression is that the aerospace expeditionary force is going very well,” said Brig.Gen. Dennis Larsen, commander of the AEF Center, Langley AFB, Va.

“There are some growing pains, but any time you make a transition that is this major and involves an organization as big as the Air Force, there are bound to be some problem areas, but we’re solving them,” Larsen said.

He said one of the biggest successes so far is in the notification process. “AEFs 5 and 6 were the first full-up pair where we used unit type codes to task all the combat support forces and no longer used the PAL-

ACE Tenure system where everybody was tasked individually,” Larsen said.

Before AEFs 5 and 6, notifications went out 15 days before people actually deployed. But, for the second cycle beginning Dec. 1, Larsen said the notification went out 120 days prior. “We gained about a 10-fold improvement in our ability to get that information to our airmen; just from AEFs 5 and 6 in the first cycle, to AEFs 1 and 2 in the second cycle,” he said.

“The 120-day advance notification is what they are shooting for. We’re very pleased we were able to meet that goal,” the general said. “That equates directly to people knowing well ahead of time if they are going to deploy or not, so it’s a big plus.”

Another area in which the Air Force is making improvements is in shortfall rates, Larsen said. “This is where a unit is tasked for a requirement in the area of responsibility and can’t fill it,” he said. “We have to go back out and find someone else in the Air Force who can fill it.

“We started out with about 3.2 percent of our taskings coming back as shortfalls in AEFs 5 and 6, but, so far, we’re down to 0.5 percent for AEFs 1 and 2 for the second cycle. This is a significant improvement and certainly a

lot more promising than what we had earlier.”

Larsen attributes this improvement to two factors. One is the earlier notification process. “The units have time to check and double-check to make sure they have the right person for the tasking,” he said. “The other reason is that we have grown the number of people we have inside the AEF construct. When we first started Cycle 1, we only had about 90,000 people, which is obviously a very small part of our Air Force.

He added that the reserve components are contributing greatly to the total force effort, with the Guard and Reserve continuing to fill 10 percent of the combat support taskings and 24 percent of the aviation units’ forward deployed commitments for the second cycle. “The Reserve and Guard are really standing up; it’s a success story,” Larsen said. (AFPN)

Anyone deploying to Curaçao or an AEF/ECS deployment in the coming months, should check with their supervisor for their deployment briefing schedule, and make sure to get their required uniform items early!

SMSgt. Barnette wins national awards

In the three short years he's been in his new position, SMSgt. Robert N. Barnette Jr., has helped improve the 192nd Fighter Wing's retention rate, and his diversity program has been complimented by Guard Bureau. Because of his efforts, he was recently awarded two of his career field's top honors: the Region 4 Human Resources Advisor of the Year, and the National HRA of the Year.

Winning both awards is quite an accomplishment considering the sergeant took over the newly created position in 1997. "I was very honored to be selected for these awards," Barnette said. "I love my job and to be honored for what I love to do is very encouraging."

In his job as the Wing's Human Resources Advisor, Barnette is responsible for helping to make the unit more broad based or diverse. He helps the commander with these issues and helps to ensure all Guard members are treated fairly. According to Sergeant Barnette, the program is intended to create within Guard units an environment where people's differences are valued. The unit can be made stronger as it learns to value each person's differences. Diversity offers a chance to look at a problem or issue from many sides, which helps to make the Guard a better, more effective team.

Other areas he is responsible for includes assisting the recruiters, developing pro-active relationships with large civilian employers in the area, developing mentoring opportunities for enlisted members and enhancing recognition programs. His former position as Support Group first sergeant helped prepare Barnette for his current duties.

"This job is a never ending challenge," he said "and rewarding too. I enjoy seeing people promoted to leadership positions. I help motivate and prepare people for these positions. It's also a challenge getting people to

realize opportunities do exist whether they see them or not."

The mentoring program is one area that Sergeant Barnette is especially proud of. "Our mentoring program is getting ready to be launched in Virginia," he noted. "We're using a computerized system that the National Guard Bureau is looking at to be a model for the entire Guard!" (For more information about the VaANG Mentoring Program, see page 14.)

What makes this mentoring program so successful according to Barnette, is its simplicity. It uses a computer system to help match people with their mentors. Simply by filling out a questionnaire, the system helps people figure out which people are the best to put together.

In the area of changes and improvements in Human Resources, Barnette sees leadership doing more for fairness. "Leadership can get people to address fairness issues," he said. "I believe everyone wants to work in a respectful environment." He spends a lot of time visiting the units on drill weekends making sure of just that—that everyone is given a chance to express their views.

It is not a surprise that Sergeant Barnette was chosen for his job's top



SMSgt. Robert N. Barnette Jr., the Wing's Human Resource Advisor, goes over paperwork with TSgt. Carol Harris, from the 192d Fighter Wing headquarters section orderly room.

honors. He's received a plaque for both awards and several coins which were presented to him at an awards luncheon at the National Recruiting, Retention, and HRA Conference on July 31-Aug.4 in Salt Lake City, Utah.

In the future, Barnette sees the HRA program taking off to higher heights. "I see diversity as being the key to the VaANG as well as the National Guard's continued success," he said. "Diversity helps the ANG survive. It's not only smart, it's the right thing to do for everybody."

by SrA Ann Martin, Public Affairs

Important Reminder

Are you a single parent with custody of your children? Are you married to another military member and have children? Are you responsible for a spouse or parent (not capable of self-care and depending on you to provide over half of their support, and living in your household)?

If any of these apply to you, you must enroll in the Family Care Plan. Visit the MPF Customer Service Section, with all supporting documents, and begin enrollment today. You may have to deploy at any time. Are you prepared?

Gamache takes top VaANG honors for 1999

His personality once landed him a job as a host on a morning show on Armed Forces Radio. That was quite unusual too, because MSgt. Stephen Gamache was not a trained broadcaster, but rather a military weather observer by trade. But, upon meeting Gamache, it is plain to see why his personality has taken him many places during his 15-year military career, and helped him become the 1999 VaANG Outstanding Member of the Year.

"When I found I'd received this award, my first reaction was 'I did not win this award!'" Gamache said. "The accomplishments of this unit [the 200th Weather Flight] won the award. I try to give people a job and hope they'll take the initiative. I try to aim them in the right direction and then let them stand back and take pride in their work. That's why our unit is where it's at today!"

According to Gamache, when he arrived at the 200th Weather Flight in July 1993, the office was still struggling to get organized from its move from Langley AFB to its current home at the Guard base. "The first thing I asked everyone was if they liked the way their furniture was arranged," he recalled. "They really didn't. So the next day when they came into work, I had rearranged the office, and that was just the start!"

He took the "bull by the horns" so to speak and helped the unit establish a base line from where to work. Because the Weather Flight works closely with the Army's 29th Infantry Division, he helped research their missions to help prioritize weather activities using limited resources. Gamache used his ingenuity to get the resources needed to provide the best possible support for the 29th Infantry Division so as to provide superior tactical, logistical and personnel support to their unique missions.

"We helped make the vehicles operable in the field with minimal funding," explained the sergeant.

"People used to laugh at our mobile weather vehicles. Now we have modernized them to where they are very functional and you could almost live in them!"

The New Hampshire born native



began his military career on active duty in 1985 after two years of college at the University of Wisconsin. During his Air Force service, he decided weather is what he wanted to do and he attended the Weather Observing School in Illinois. Upon graduation, Gamache forecasted from many locations, including Nebraska, Honduras and Alaska to name a few.

"It's interesting in itself that I'm a weather forecaster at all," explained the sergeant. "I took a class in weather in college and got a 'D' in it! Even though my grade wasn't great, it was really the only class I enjoyed. When I went in the military and I had the opportunity to go to weather school, I just went for it!"

He calls his job exciting too. "We get to go in the field a lot," he said. "The best time I had in the field was

getting to rappel out of helicopters!" Besides the action from the air, Gamache finds the managerial part of his job exciting as well. He said it is very rewarding to watch younger airman figure out their job.

When he is not busy with 200th Weather Flight duties, the sergeant can be found at the office working on his computer. "You can call me a techno-geek," he claimed. "I love all the newer gadgets and I have almost all of them." Because of this "obsession," the VaANG Headquarters and the 192d FW have recognized him as a valuable resource on computer software and modifications. He has been requested by 192d units to create graphic designs for their Web homepages. "I can't help it," he said, "I'm a web junkie!"

The sergeant is also very involved in the National Boy Scout Jamboree every year at Fort A.P. Hill, Va. According to Gamache, this event is the largest event the Weather Flight does each year. They provide 24-hour weather support to more than 35,000 Scouts and Weather Merit Badge training to more than 600 Scouts. "The potential at this jamboree is amazing," he said. "Who knows. Maybe one day one of these Scouts will come into the Guard or another military service!"

Sergeant Gamache is also excited about the jamboree because of the potential it gives the Weather Flight. "The National Weather Service has handed off forecast rites to us solely during the event," he said. "And all of the forecasting is done right out of the back of our truck! Local TV stations have even forecasted from our sites."

The future is bright for the newest Outstanding VaANG Member of the Year. Besides the satisfaction of doing the jamboree every year, the sergeant looks forward to a possible promotion as well as prepping his unit for new air missions with the Army. He also hopes that his career may take him to

Continued on page 6

Worley is wing, state outstanding NCO

All TSgt. Crystal Worley was hoping for was a promotion. What she got was more than that! Both the 192d Fighter Wing and the VaANG State Headquarters recognized her as the Outstanding Noncommissioned Officer of the Year for 1999.

"I was very surprised to hear about the awards!" admitted a humble Sergeant Worley. "All I hoped for was a promotion, so this was just the icing on the cake!"

According to Maj. Cynthia Hall, unit commander of the Logistics Support Flight, Sergeant Worley is very deserving of this award. "She has made invaluable contributions to the Maintenance Training Flight during her time here. Not only does she excel in her duties during drill weekends, but it is not unusual for Sergeant Worley to perform extra training days — when needed — to get the job done. Sergeant Worley is responsible and dedicated to the Air National Guard as is shown in her 100 percent drill attendance and the extra time she spends helping the Training Flight during the summer months," Major Hall said. "Her military bearing is exceptional and she also takes her professional military education seriously."

During her 16 years with the unit,

Worley has spent most of her time in administration. Her last two years have been in education and training in the Logistics Support Flight. "I'm a firm believer in education," said the sergeant, who is a middle school teacher in the Louisa County school system in her civilian life. And to top it off, she is currently pursuing a Master's Degree in Special Education.

When asked what it takes to be a top NCO, Sergeant Worley said she feels successful leaders are willing to assist their coworkers when needed. "It is important to stress a cooperative spirit and teamwork," she added. "It takes everyone pulling together to make things work." She also encourages NCOs to practice effective time management and to stress its importance to their personnel.

Worley's time management skills are apparent in her daily life. Not only does she perform her military and civilian job duties in a timely fashion, she juggles a number of additional activities. She coaches girl's basketball at Louisa High School. She sponsors a running club at school, teaches after school Driver Education, and is a mentor for a special education student. She also finds time to enjoy running, kayaking, and mountain biking.

The sergeant sees herself retiring



from the Guard at the 20-year mark. She wants to continue mentoring teenagers from all walks of life. She strives to continue being an inspiration to her students.

And here at the Guard base, she doesn't plan to rest on her laurels; and intends to continue working hard and setting a good example.

by SrA Ann Martin
192d FW public affairs

Gamache takes top VaANG honors for 1999...

Continued from page 5

the National Guard Bureau as a field manager. He also makes sure to note that he would not be where he's at today if not for the love and support from his bride of three years, SMSgt. Mary Gamache.

"MSgt. Gamache is well deserving of this award," complimented his commander Lt.Col. Debra Carroll. "With his unlimited amount of energy, he is so resourceful and focused. His work helps make what I do run a lot smoother. The weather flight has prospered because of his enthusiasm. He's a great communicator."

"I'm just a weather guy," said the sergeant. "It's what I am. It's what I do." Obviously, he knows how to do it right.

by SrA. Ann Martin, Public Affairs office

Use Legal worksheet to start preparing your Will now

The Base Legal Office has included their Will Worksheet in this newsletter. If you need a Simple Will, go over the Work-sheet, fill it out and drop it off at the Legal Office (room 10, Wing Head-quarters bldg.) during this drill weekend or Saturday of the November drill. (The finished Wills will be ready to sign on Nov. 5.) The Legal Office does Simple Wills for Guard members, as well as Powers of Attorney documents. For more information call SSgt. Tonya King, ext. 6494 during drill.

WHAT EVERY MILITARY FAMILY SHOULD KNOW ABOUT WILLS



192 FW LEGAL OFFICE
DSN 864-6494

This handout has been prepared to assist you in making the basic decisions about what your will should contain. Reading this handout is not a substitute for consulting with an attorney.

A will is a legal document which directs how and to whom some or all of your property shall be distributed upon your death. A will also names the person you wish to designate as the distributor of your expenses and property. With very few exceptions, any attempt to direct the disposition of your property after your death must meet the formal requirements of a will to be legally binding.

Will worksheets are available at the legal office or on our website. Each person wanting a will must complete a worksheet prior to consulting with an attorney. Once you have completed the worksheet, call our office at extension 6494 to schedule an appointment. If you and your spouse are preparing a will, both of you must be present to complete the will execution.

INSTRUCTIONS AND EXPLANATION FOR COMPLETING THE WORKSHEET

SECTION 1: PERSONAL INFORMATION

Fill in all the information as completely as possible. **Use full legal names (no nicknames).**

SECTION 2: ASSET INFORMATION

To properly distribute your property by a will, it is important that you be aware of all your assets and their values. More importantly, adverse tax consequences can occur if your estate is greater than \$675,000 in value. For federal estate tax purposes, this amount includes everything you own, including real estate and life insurance. The Legal Office recommends that if your estate is over \$675,000 you should see a civilian

attorney who is an estate planning specialist. The little time and money spent now will be well worth the tax savings later.

SECTION 3: DISPOSITION OF PROPERTY

The most important provisions of your will are those directing to whom your property will go. The persons who take under your will are called beneficiaries. The worksheet in this handout provides for alternate beneficiaries in the event that your primary beneficiary should die before you.

If you choose to divide your property among a group of people (e.g., your children), there are various ways to provide for the distribution. The following example is designed to explain the difference through a comparison:

<u>Per Stirpes</u>			<u>Surviving Children</u>		
You			You		
↓ Sue	↓ Sam		↓ Sue	↓ Sam	
50%	↓	↓	100%	↓	↓
	Dave	Don		Dave	Don
	25%	25%		0%	0%

In the above example you divide your property equally between your two children, Sue and Sam. During your lifetime Sam has two children, Dave and Don. Sam then dies before you do. Under per stirpes, Sue would still receive her 1/2 interest in your estate (the same amount she would have received had Sam lived), and Dave and Don would split Sam's 1/2 interest (that he would have received if he lived), giving each 1/4 interest. Ending at your surviving children leaves your grandchildren, Dave and Don, nothing.

There is no requirement that you divide your property evenly among your descendants. You can divide your property any way you wish.

SECTION 4: EXECUTOR/EXECUTRIX

An Executor (Executrix if a female) is the person who sees to it that the wishes expressed in your will are properly carried out. Some of the responsibilities of an Executor are: gather and perform an inventory of your assets; pay your debts, funeral expenses and taxes; sell property if necessary for distribution; and distribute the

remainder of your assets according to the terms of your will.

The Executor/Executrix may be the surviving spouse, any other relative, friend or professional. It is wise to appoint an alternate in case your first choice is unwilling or unable to act as an Executor/Executrix.

Some states require that the Executor be a resident of that state in order to serve as Executor. Virginia requires that if the Executor is not a resident, then a resident must be appointed to assist the nonresident. There are exceptions for Executors who are close relatives.

In addition, some states require that the Executor post a bond. Bonding is a way of assuring that your Executor performs the duties required by law. Since posting a bond can be a financial burden on the estate, our standard will exempts the Executor from this requirement.

SECTION 5: GUARDIANS

If you currently have minor children, you should provide for a guardian in your will. The guardianship provision will normally take effect only if the child's other natural/adoptive parent predeceases you. Your designation of a guardian is not legally binding on the courts, but they will appoint that person if they feel the person is qualified and it is in the best interest of the child.

There are two types of guardian: guardian of the person and guardian of the property. The same person usually serves as both, but this is not mandatory. The guardian of the person is charged with the legal responsibility of raising your children in the event of the death of both you and your spouse. The guardian of the property plays a role similar to that of a Trustee (see explanation under Section 6).

SECTION 6: TRUSTS

A trust is a mechanism by which you give legal title to property to a Trustee to manage for the benefit of a Beneficiary. A Trustee can be a relative, friend, banking institution or any other qualified person. Commonly, trusts are set up to ensure that minor children will have money

available for their education and to protect the assets from being used unwisely. Our office will only create simple trusts for the benefit of children. The trust will not limit the powers of the Trustee, will require the termination of the trust to be based upon a specified age, and will be created for the entire estate.

A trust can be an expensive undertaking, and should not be considered unless the estate has at least \$50,000 in assets. Life insurance policies should be considered assets when determining whether a trust is needed. Note, however, you will need to coordinate with your insurance company to ensure that the proceeds will go to the trust and not directly to the minor children.

The trust will terminate at the age specified in the will, and the Trustee must convey the trust property to the beneficiary(ies). It can be terminated, that is, the property can be conveyed, to each child when they reach the specified age, or to all when the youngest child reaches the specified age.

SECTION 7: OTHER IMPORTANT INFO

Will's Effect on Life Insurance and Joint Tenancy: A will has no effect on your life insurance policy. A life insurance policy is a contract between you and the insurance company. You must contact the company to make changes.

Property titled in the form of a joint tenancy with "right of survivorship" (e.g., homes, cars, bank accounts) passes automatically to the surviving owner(s). Except in the case of property owned jointly by spouses, if the title does not explicitly state "right of survivorship" Virginia law will assume no right of survivorship was intended. In that case, the deceased's share will pass into the estate and not to the surviving owner(s).

Final pay and allowances: Federal law provides that final pay and allowances, and other monies which may be owed on account of military service, will be paid to the beneficiaries designated on DD Form 93 (available at MPF). It is important that this record accurately reflects your desires.

WILL WORKSHEET

ATTORNEY _____

DATE _____

1. PERSONAL INFORMATION

Name _____ Rank _____

Mailing Address _____

Telephone (home & duty) _____

City & State of Legal Residence _____

Do you currently have a Will? _____ Yes _____ No

Military Status: _____ ANG _____ Dependent

Spouse's name _____

Is your spouse a U.S. citizen? _____ Yes _____ No

Have you been married before? _____ Former Spouse's Name _____

Full names of ALL children; Indicate if not from current marriage; Circle choices and list ages:

_____ Natural / Step / Adopted / M / F / Age _____

_____ Natural / Step / Adopted / M / F / Age _____

_____ Natural / Step / Adopted / M / F / Age _____

_____ Natural / Step / Adopted / M / F / Age _____

_____ Natural / Step / Adopted / M / F / Age _____

Do you wish to provide for children born or adopted after your Will is executed?

___ Yes ___ No

2. ASSET INFORMATION

Approximate value of all assets (Please include value of all real estate, stocks, Bonds, life insurance; etc.) _____ (NOTE: If value of assets exceeds \$675,000 you should consult with a civilian attorney who is an estate planning specialist.)

3. DISPOSITION OF PROPERTY

Who should get your property when you die (i.e., spouse)? _____

If the person named above dies before you, who should get your property (i.e., children)? _____

_____ If your children will receive your property, how would you like the distribution (see instructions):

(a) _____ Per stirpes (b) _____ Surviving children (leaves out grandchildren)

At what age should assets be distributed to children? _____ (NOTE: If you wish the assets to be distribute beyond age 18, an express trust will be created - See Section 6)

If all the above named beneficiaries die before you, who should get your property?

4. EXECUTOR/EXECUTRIX

Who should serve as Executor/Executrix?

Name _____ Relationship to you _____
City & State of Residence _____

Who should serve as alternate?

Name _____ Relationship to you _____
City & State of Residence _____

5. GUARDIANSHIP

Who should serve as guardian of your minor children if your spouse does not survive you?

Name _____ Relationship to you _____
City, State of Residence _____

Who should serve as alternate? Name _____
Relationship to you _____ City, State of Residence _____

6. TRUSTS

Who should serve as Trustee? _____

Who should serve as alternate? _____

Is the trust for only one child? _____ If yes, child's name _____

If the trust is for more than one child, or you and your spouse may have more children:

Present children's names _____

_____ When should the trust terminate? (a) When each child reaches age _____ (b) When youngest child reaches age _____

OTHER

Note any special circumstances that apply to your estate or any questions you have for the attorney _____

192d CES honors three members

Much to their surprise, three members of the 192d Civil Engineer Squadron were honored during the Sept. 9-10 drill weekend for outstanding performance while stationed recently at Prince Sultan Air Base. Those honored with superior performer awards were MSgt. Chris Hodge, TSgt. Charlie Washington, and SrA. Carrie Smith. None of them knew they were getting the awards until they were presented with them.

According to MSgt. Hodge, the assignment at PSAB was just part of doing the job. The full time 192d CE facility manager was at PSAB from Feb. 23-June 26. He thought he was going there to be the electrical shop supervisor in charge of five people. He ended up being the facility manager for the entire housing facility which comprised 200 buildings, and supervising approximately 30 people!

"I was in charge of the maintenance and repair," explained Hodge. "Also, once a month I brought all the dorm chiefs and the first sergeant together so we could discuss any problems. That had never been done over there. Just communicating with one another is all that needed to be done to make things work their best."

The sergeant was awarded an Air Force Commendation Medal for his exemplary work. According to Maj. Dave Kolmer, 192d Base Civil Engineer, Sergeant Hodge was the only CE Air Force member to receive this medal in all of Aerospace Expeditionary Force (AEF) 5 & 6. "This medal exemplifies everything you want to see in an Air National Guard member," Major Kolmer boasted.

"It was a good experience at PSAB," noted Hodge. "What I was proud of the most while I was there was getting an active duty person the Airman of the Month award. Also a lot of Guard units praised our work. But, what I learned was that the Guard can hold its own with our active duty counterparts. No one looked down at the Guard after that," he finished.

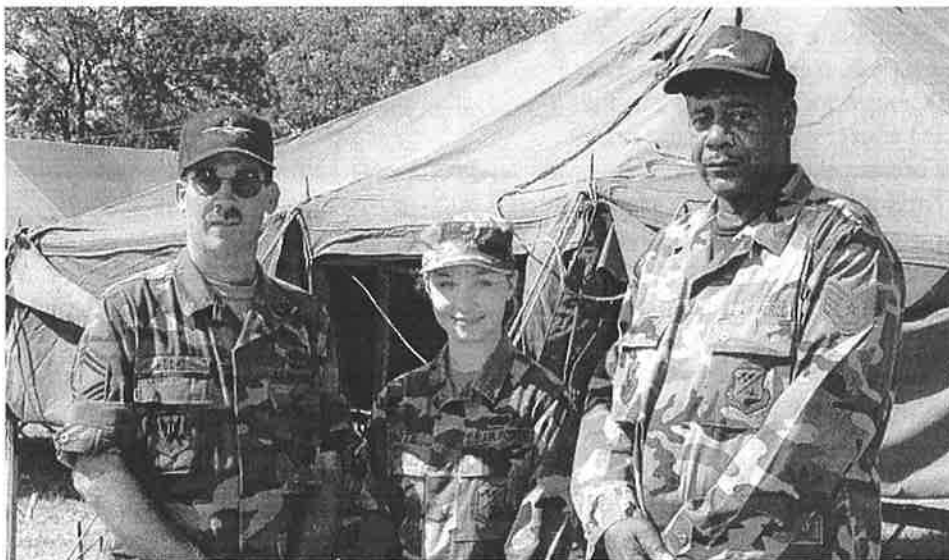


Image by MSgt. Carlos Claudio, 192CF/Multimedia

MSgt. Chris Hodge (left to right), SrA. Carrie Smith and TSgt. Charlie Washington, of the 192d Civil Engineering Squadron, were recently recognized for their outstanding performance at Prince Sultan Air Base.

SrA. Carrie Smith was at PSAB from May 20-July 17. She also had a great time and said she learned a lot. "It was a good opportunity to learn more about leadership," said the traditional CE member who can be found on drill weekends as a carpenter, steelworker and mason apprentice. "I was a shop supervisor for a little while. That was a lot of valuable training in itself." She says she will always value the leadership skills she received.

According to the airman, they earned their recognition by fulfilling all of the many job orders they were given. "We had 65 job orders ranging from building a stage for the band and comedy show, to rekeying hundreds of locks and doorknobs," she said. "We were given the job and we just did it!" she concluded.

For TSgt. Charlie Washington, 192d heavy equipment operator, the reward was a job well done. During his Feb. 26-June 26 deployment, he was responsible for running the sweeper on the flightline and keeping all the areas clean. He said he learned how to use the equipment better and also a lot more about authorized areas. He didn't think anything of working there 45

days straight without a day off — to help keep everything running smooth.

"I loved the work," said Sergeant Washington. "And, I also enjoyed the country, especially the food! I saw a sandstorm. I swept approximately 100,000 tons of sand!"

When not busy at work, Major Kolmer said Sgt. Washington could be found walking the perimeter of the entire coalition compound. During his stay, he was awarded a 1,500 mile T-shirt. The sergeant said the walking helped him to stay busy when not at work.

When asked to sum up the accomplishments of the three superior performers, Major Kolmer said what made them stand out is what the active duty people thought of them. "All three of them demonstrated wholehearted commitment to the mission," he complimented. "They emulated all the positive qualities that you see in the Guard — excellent work skills, teamwork, service-oriented attitude, and above all, professionalism. Every one of them has an awesome attitude and it shows!"

by SrA. Ann Martin
Public Affairs office

October marks cancer awareness month

October is Breast Cancer Awareness month. According to the American Cancer Society, early detection of breast cancer improves the chances that breast cancer can be diagnosed at an early stage and treated successfully.

Recommendations for frequency and type of examinations vary by age. All women age 20 and older should perform monthly breast self-examinations. Self-examinations should be performed at the same time each month, approximately one week following menstruation. Performance of regular self-exams increases the likelihood of a female detecting a change in her breast, such as the development of a lump, dimpling, nipple pain, retraction (turning in-

ward), redness or scaliness of the nipple or breast skin, or discharge other than breast milk.

In addition to regular monthly breast self-examinations, females between the ages of 20 to 39 should have a clinical breast examination by a health professional every 3 years. Women age 40 and older, should have a mammogram, plus clinical breast examination by a health care provider **annually**.

The Air National Guard requires female members at age 40 to have a baseline screening mammogram accomplished and to have a copy of the mammogram documentation placed in their medical record to meet deployability standards. Subsequent

mammogram documentation must be provided to the 192d Medical Squadron (MDS) in conjunction with those women's physical every five years. Members of the VaANG identified as requiring a baseline or screening mammogram are notified by the 192d MDS and services are provided if needed, or the woman may elect to have the procedure done by her medical care specialist, and have the results sent to the MDS.

Additional information about breast cancer can be obtained by contacting the American Cancer society at <http://www3.cancer.org>.

2nd Lt. Eris Bill
OIC, MDS, Population Health

Prepare before a fire to stay safe during a fire!

Fire Prevention Week: Oct. 8-14

The national theme for Fire Prevention Week this year is Fire Drills: The Great Escape!

As a result of family participation in this campaign over the past three years, this fire prevention lesson has **saved 56 lives** nationwide!

The Great Escape can be practiced at home and at work. Every household should have a fire escape plan. The plans should be reviewed and practiced regularly to be sure that everyone knows exactly what to do in a fire. The following steps should be followed when preparing for and practicing the Great Escape from your home or workplace:

- **Draw a floor plan of your home or business.**

- Mark two ways out of every room, and the location of smoke alarms.

- At home, create a plan and checklist with family members.

- **Discuss the escape routes**

with every family member or co-worker.

- Include anyone's special needs in your plan.

- **Pick a meeting place outside.**

- Tell everyone to meet there after they've escaped, so you can account for everyone.

- In a real fire, call the fire department from outside your home.

- **Hold a home fire drill twice a year.**

- Pretend that some escape routes are blocked by smoke or fire and practice using alternative exits.

- If you have to escape through smoke, crawl low to your exit. Keep your head one to two feet above the floor. That is where the air will be cleanest.

- **Once out, stay out!**

- Never go back into the building until firefighters say it is safe.

When escaping your home or workplace in a real fire emergency, **test doorknobs** and the space between the door and its frame with the **back of your hand** before opening doors. If the door is warm or hot, try another escape route.

Smoke alarms save lives and they should be present in all homes and in your workplace. Make it a habit to test and maintain all of your smoke alarms regularly.

- Install smoke alarms on every level of your home.

- Test smoke alarm batteries once a month.

- Replace all alarm batteries once a year.

- Replace any smoke alarm that is 10 years old or older.

by Assistant Chief Aubrey Hyde
192d CES/CEF
Base Fire Department

Personnel Actions

Accessions for September 2000

SrA. Tonya Ross, 192d MSF
 SSgt. Jose L. Mejia, 192d FW
 SSgt. Anthony S. Rayburn, 192d CF
 SSgt. Dee A. Jones, 192d OSF
 SrA. Latondra L. Collier, 192d MDS
 SrA. Michael S. Rivard, 192d Maint Sq
 AIC Michael J. Byrnres, 192d SFS
 AIC Janis L. Ward, 192d AGS
 AIC Charles W. Edmonds Jr, 192d STU/FLT
 AB Lamont Chapman, 192d FW
 SrA. Matthew R. Smith, 203d RHF
 TSgt. Kenneth D. Wright, 192d CF

Retirements for September 2000

TSgt. Joyce R. Chambliss, 192d LGS
 Lt.Col. Michael McCarthy, 203d RHF
 MSgt. Joanne M. McKenna, 192d SFS
 MSgt. Raymond E. Whelan, 192d CES
 SSgt. Glen Miller, 203d RHF

Promotions for September 2000

MSgt. Shano Ezzell, 192d Maint Sq
 MSgt. David W. Rhodes, 192d Maint Sq
 MSgt. Cheryl L. Stimpson, 192d Maint Sq
 MSgt. Spencer B. West, 192d Maint Sq
 MSgt. Shirley L. Cooper, 192d State Hq
 TSgt. David W. Taylor, 192d Maint Sq
 TSgt. Kenneth D. Godbey, 192d Maint Sq
 TSgt. Kragstevens Cash, 192d Maint Sq
 TSgt. David E. Harrison, 192d Maint Sq
 TSgt. Jerry S. Wynn, 192d Maint Sq
 TSgt. Raymond D. Taylor, 192d CES
 TSgt. Candice T. Bruce 192d Logistics Sq
 TSgt. Anthony W. Penn, 192d Logistics Sq
 TSgt. Wekena E. Glover, 203d RHF
 SSgt. Keith C. Brown, 192d Maint Sq
 SSgt. Tim W. Crafton, 192d Maint Sq
 SSgt. Andrew B. Motley, 192d Maint Sq
 SrA. Diana M. Smith, 192 Logistics Sq
 SrA. Phillip M. Bishop, 192d Maint Sq
 SSgt. Julie A. Ratvasky, 192d Medical Sq
 SSgt. Brenda L. Moore, 192d Logistics Sq
 Maj. Elliot Evans, 192d MS
 Lt.Col. Shirley Douglas, 192d Medical Sq
 Lt.Col. Steve Swetnam, 192d Ops Flight

And a belated Congratulations to
 Maj. David A. Biggs, 192d MSF
 Lt.Col. Lori D. Leonard, 192d MSF

Top aircraft maintenance members earn 'thanks' for great work

In recent years the operational tempo of the Wing has increased dramatically. With this increased effort in the realm of production, the members of the APG Section needed a way to improve morale and recognize the accomplishments of outstanding section members.

After returning from Airman Leadership School in February 1998, I sat down with SMSgt. John Fore and we established an APG Section awards system. This system uses several methods of recognition, but the most frequently used method is the popular vote. With it we are able to nominate and recognize our exceptional people publicly.

On Sunday, Sept. 24 we recognized three outstanding airmen as follows:

---TSgt. Paul Wayne, A Flight, Outstanding Maintenance Technician, Dec. 1999 through May 2000.

---SSgt. Jeff Powers, B Flight, Outstanding Maintenance Technician, Dec. 1999 through May 2000.

---SSgt. Tony Dildy, Outstanding Performer, Nellis AFB Green Flag 2000.

If you see these folks, give them a congratulations and a "thank you" for a job well done.

by SSgt. Bryan Reynolds
 192d APG Section

Identify top troops for annual awards

Col. Tony Haynes, 192d Vice Wing Commander, asks supervisors to identify their top troops for 2000.

The Outstanding Airman of the Year Program is covered by ANGI 36-2805. Nominations for Outstanding Airman, Noncommissioned Officer (NCO) and Senior NCO are based on achievements during the current calendar year for the period of Jan. 1-Oct. 31. Each Group commander may nominate one individual in each of the three categories: Airman, NCO and SNCO. Group commanders must forward nominations to the Vice Wing Commander prior to the November drill (Nov. 4). A Wing selection board will meet during the November drill.

Mentoring important to military career

Mentoring in the Air National Guard is a relationship in which a person with greater experience or knowledge guides another individual to a higher level of personal and professional excellence. The primary key to successful mentoring is providing timely feedback to subordinates on their current duty performance, personal and professional development needs, and providing guidance for them to achieve their long term career goals.

The immediate supervisor is and has always been a primary mentor, coach, and role model and is crucial for the successful mentoring of each airman assigned to their section. This designation in no way restricts an individual's right to seek additional counseling and professional development advice from other sources or mentors IAW ANGI and AFI 36-3401. Field grade officers should always serve as mentors to all company grade officers. The top-three grade NCOs should always serve as a role model and mentor to all enlisted personnel who seek their guidance.

Mentoring is essential to support Air Force and Air National Guard missions. People are more effective at carrying out the mission when they are

professionally prepared to assume the duties and responsibilities inherent in their position. In other words, provide individuals with quality training/ mentoring, assign the individual the responsibility to do the job, provide the necessary backing when the going gets rough, hold them accountable for getting the job accomplished and get out of the way and let them do the job.

The Virginia Air National Guard (VaANG) is in the process of implementing a mentoring program to aid in the professional development of its assigned members. It is comprised of two distinct but interrelated approaches: (1) *Informal* and (2) *Formal*. *Informal* is the unplanned pairing and interactions that occurs among experienced and less experienced individuals. A tool in the form of a mentoring handbook will be provided to the individual and they control their own mentoring in the *Informal* process. *Formal*, is the deliberate pairing of a more skilled or experienced individual (mentor) with a less experienced individual (protégé). The protégé must initiate the *Formal* mentoring process.

We are in the process of developing a database of officer and senior enlisted mentors for individuals that are interested in the *Formal* Mentoring process. Your help in the professional development of our unit's young

airmen is greatly needed. Sign on now as a mentor and make a difference in the professional development of the future leaders of the VaANG. Reach out and help every officer and enlisted member reach their maximum leadership potential.

Points of Contact: CMSgt. Charles P. Smith, VaANG State Headquarters, Human Resource Advisor; e-mail: charles.smith.2@varich.ang.af.mil
 SMSgt. Robert Barnette, 192d Fighter Wing, HRA; e-mail: robert.barnette@varich.ang.af.mil

Important Reminder

Have you reviewed your personnel data in the Military Personnel Flight lately? It is very important, when any changes occur, that you update your records in the MPF. This includes births, deaths, marriages, name changes of self or family members, divorce, or changing address for you, your family, parents, etc. Keep this information up-to-date by reviewing you personnel records or mobility records on a semi-annual basis. Be sure to take supporting documentation with you when you update your records.



Saturday Oct. 14

- Fried Catfish
- Polish Sausage w/Sauerdraut
- Braised Beef
- Buttered Noodles
- Succotash
- Salad Bar w/Asst'd Dressings
- Breads & Butter
- Beverages
- Peach Crisp
- Ice Cream

Sunday Oct. 15

- Italian Veal Steak
- Lasagna
- Mashed Potatoes
- Buttered Peas
- Salad Bar w/Asst'd Dressings
- Breads & Butter
- Beverages
- White Cake w/Chocolate Frosting
- Ice Cream

Don't chance positive drug test...

ANG Special Trophies and Awards Program

Recognition has always been a big motivation and moral booster, and the ANG has many awards in all areas of career fields that should be considered when you want to recognize people.

There are many ways to recognition to your people, in addition to federal awards like the Meritorious Service Medal (MSM), AF Commendation Medal, AF Achievement Medal, and Virginia State Awards.

In Air National Instruction (ANGI) 36-2802, there are many programs which may be used to recognize individuals for their achievements. There are awards for safety, personnel, recruiters, medical, services, enlisted PME, excellence in training, social actions, visual information, history and many more.

Nominations all have annual deadlines, and are submitted at the NGB level. ANGI 36-2802 has steps for the nomination process. Make a copy of the reg from the NGB forms and publications Web page, and look into what is available for your section or areas of specialty, as an individual or even a team effort.

The MPF wants everyone to be aware of these special awards programs because they are a different and special way to acknowledge and recognize your people.

Contact the MPF Customer Service Section if there are any questions, after you have reviewed this special program.
by SSgt. Karen L. Lindsey, SSgt, VaANG
192d MPF, Customer Service, ext. 6310

Military Personnel Flight Hours of Operation for ID Cards

Daily:
Tuesday through Friday 1230 to 1600 hrs. (12:30-4 p.m.)

UTAs (drill weekends):
Saturday 0830 to 1630 hrs. (8:30 a.m.-4:30 p.m.)
Sunday 0730 to 1300 hrs. (7:30 a.m.-1 p.m.)

New Meal Rates for Base Dining Facility

Breakfast \$1.60
Lunch \$3.20
Dinner \$3.20

These rates became effective Oct. 1
and apply to all officers, AGRs, and
anyone else receiving BAS.

192d FW drill schedule & VaANG Calendar of Events

October

14-15: UTA

12-17: Unit Compliance Inspection (UCI)

November

4-5: UTA

4: Family Day (See page 1 for more information)
Top III Meeting (More information coming)

December

2-3: UTA

2: Quarterly Base Blood Drive, 9 a.m.-1 p.m.

January 2001

6-7: UTA

February

10-11: UTA

March

10-24: Annual Field Training (Savannah, Ga.)

April

7-8: UTA

May

19-20: UTA

June

2-3: UTA

July

14-15: UTA

August

11-12: UTA

September

15-16: UTA

This calendar reflects the drill/annual training schedule of the 192d Fighter Wing, and includes other VaANG events. If you have an event you would like to add to the calendar, call Public Affairs at ext. 6388, or visit the PA office during drill weekends (Wing Headquarters building, room 30--across from the Recruiters' offices).

The official order with the
Fiscal Year 2001 Unit
Training Assembly
schedule is available on
the Intranet Web page.

Spring tuition assistance applications due Oct. 26

Applications for 2001 spring semester college tuition assistance are now available from MSgt. Gary Harper in the Retention Office within the Military Personnel Flight (Wing Headquarters Building).

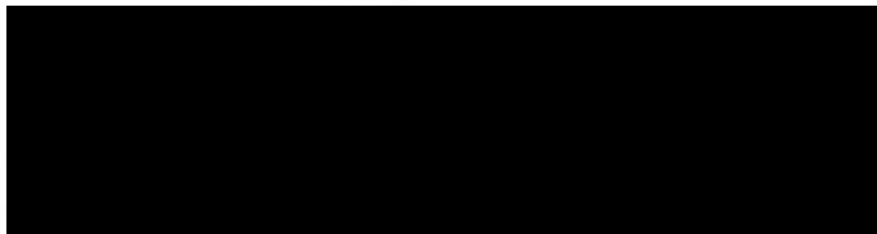
The Virginia National Guard program pays 100% of your tuition up to the maximum state supported school rate of \$3046 per year. Completed applications are due back to MSgt. Harper no later than close of business Oct. 26. To qualify for the program you must have two years retainability on your military contract from the end of the semester. This program is open to officers and enlisted and supports bachelor's, master's and post graduate work. Contact Harper at ext. 6710 for further information.

Use Legal worksheet to start preparing your Will now

The Base Legal Office has included their Will Worksheet in this newsletter. If you need a Simple Will, go over the Work-sheet (pages 7-10), fill it out and drop it off at the Legal Office (room 10, Wing Headquarters bldg.) during this drill weekend or Saturday of the November drill. (The finished Wills will be ready to sign on Nov. 5.) The Legal Office does Simple Wills for Guard members, as well as Powers of Attorney documents. For more information call SSgt. Tonya King, ext. 6494 during drill.

What's Inside your October Vanguard...

- Family Day set for Nov. 4.....page 1*
- UCI is here; 352d Reunion a success.....2*
- Moment of Reflection; AEF update.....3*
- Barnette wins HRA awards.....4*
- Gamache takes top VaANG award.....5*
- Worley earns top VaANG NCO award.....6*
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- Dining Hall Menu; Mentoring program.....14*
- Special Awards information; Calendar of Events.....15*



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