

# VANGUARD



Integrity First - Service Before Self - Excellence In All We Do

Virginia Air National Guard

192d Fighter Wing

December 2004



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Photo by TSgt Dave Buttner



# Commander's Call



## ABOUT the VANGUARD

*This funded Air Force newspaper is an authorized publication for the U.S. military service. Its content does not necessarily reflect the views of, nor are they necessarily endorsed by the Department of Defense, the Department of the Air Force, or the Virginia Air National Guard.*

### Submission Requirements

*The Vanguard is printed monthly. Deadline for submissions is **close of business on Saturday** of the drill weekend. Please submit material to: [Vanguard@varich.ang.af.mil](mailto:Vanguard@varich.ang.af.mil).*

*The publication is edited & prepared by the 192nd FW Public Affairs Office. Our address is: 192nd FW PA, Virginia Air National Guard, 50 Falcon Road, Suite 6, Sandston, VA 23150-2524.*

*We can be reached at (804) 236-6388.*

*Check out the electronic Vanguard on the base Intranet.*

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Next UTA:  
**December 4-5**

Cover:  
See caption on page 3

This Commander's Call will continue the discussion of how the concepts of Wing combat capability and unit culture are interrelated. Our goal is very simple—improve our combat capability. The quality of our people is crucial to achieving that goal, as is the diversity of our force. To ensure we maintain the high standards necessary for that success we must continually improve Wing processes so that talent and determination drive outcomes in hiring and promotions. What is important to note is that a fair and open process will ultimately result in a unit that is also representative of our recruiting base and local community at all levels of the Wing.

I know this is a tough subject to deal with because it involves pay and promotions. However, there are a few important things that you should know about the hiring and promotion processes in the Wing. Talent and determination, as judged by your commander and supervisor, will drive career progression in the 192<sup>nd</sup>, not diversity goals. In other words, commanders and supervisors must judge people based on their achievements to date and their future potential for growth, and not by any other factors.

Two questions naturally come to mind. First, if we are not going to use race, gender or national origin as factors in our selection process, how are we going to achieve some of our stated goals? And second, how do we measure our achievement in these goals? I answered the first question at the beginning of this article—a fair and open process will yield a unit that is diverse and representative of our community. The key is to improve

that process. The answer to the second question can be found in the pictures hanging on the wall outside my office. Here's what I mean. Outside my office we have new pictures going up of all the Group and Squadron Commanders, Chief Master Sergeants and First Sergeants. If we were to use time lapse photography, taking a picture of these walls every 6 months, we would get a very good indication of the diversity of our unit. I think it is fair to say there is a chance that during one particular snapshot we might have a wall that is lacking extensive diversity. I don't see a problem with that as long as the process that drove that outcome was fair. However, over a period of time this time lapse photography should show diversity at all levels of the Wing. If it doesn't then our process is flawed and we are not picking the best people for the job. Again, one specific slice in time is not important but the overall trend is critical to the sustainability of the unit and the achievement of our ultimate goal, maximizing combat capability.

So how do you make the outcomes fair over time? I believe you do it through mentoring. General Wilbur Creech said it best when he noted, "The first duty of a leader is to grow more leaders." A fair process will be the direct fall out of embracing this concept, and I will discuss this more fully next month.

We have had a very safe year so far but I will remind everyone to buckle up, use a designated driver when you drink and think about fire safety as we enter these Winter months. Finally, Teresa and I would like to wish you and your families a very safe and happy holiday season.

Sincerely,  
*Colonel Pete Bonanni*  
Wing Commander



## Proposed Integration/Langley Relocation Update

*-by Lt Col Ralph Barker, 192d FW Project Officer for the F-22 Langley/Richmond Integration.*

In the July 2004 Vanguard, an article was published that talked about the proposed relocation and integration of the 192 FW with the 1 FW at Langley AFB. All the information provided at that time remains the same. Specifically, the development of a concept of operations (CONOPS). As of this date the CONOPS has not been officially completed, staffed, and signed. Until then, the integration is still in the proposal stage and will continue to delay other actions and meetings needed to move the integration forward. With regards to both military and full-time manning documents, neither have been developed and will not be until such time as we meet with our 1 FW and NGB functional counterparts. Bottom-line, an approved CONOPS is the vital link to moving this integration proposal forward. Until then, we will continue to stay engaged as much as possible with the HQS, ACC and NGB staffs as we move through the process.

In the course of meetings over the past months, your senior leadership has continued to maintain it's focus and goal of "zero" loss of authorizations, both militarily and full-time. We are also continuing to look at other options for new missions, which could potentially make available to our members, opportunities for them to retrain into new career fields. Once these opportunities are officially determined, as a part of the integration process, we will make this information available to the unit membership. As we stated before, we will continue to make sure the people that are with us today will have the opportunity to be with us tomorrow.

During the past few weeks some full-time individuals have called regarding PCS entitlements associated with such a relocation. I want to restate what was briefed



during the meetings held with the HRO back in May. Until such time as the relocation is OFFICIALLY announced and an effective date for the integration to start is established, any actions a full-time employee makes to move, buy a new home, etc, is strictly on their own. If you choose to start such actions prior to the official effective date being announced and individuals notified, any PCS entitlements/benefits WILL NOT be made retroactive. If you have questions regarding this issue, please e-mail them to LtCol Barker, Integration Project Officer, or through the integration web site. The web site address is listed below.

In closing, we want to ensure the Wing membership that your

leadership is continually doing all it can to make sure the best interest of the unit is maintained and

the least amount of impact on

each and every member is

achieved. As was stated before, to

remain relevant and viable in today's as

well as tomorrow's total force, change is

necessary. We see this integration opportunity

as a positive move for the Virginia Air National

Guard. I want to also remind every member of the

web site specifically set up for this integration/

relocation initiative and encourage everyone to use it if

you have questions or concerns. A number of members

have already accessed the site and submitted questions.

The questions and responses are available to anyone who

wants to review them. For now the site is on the intranet

and has to be accessed from any computer on base. In

the very near future, we hope to have the site accessible

from off-base as well. To access the web site simply log

in to <https://intranet.varich.ang.af.mil/relo/default.htm>

In addition to the web site, you can also call the Integration

Office at Ext 6318 or stop by the office located in the

Wing Headquarters building, Room 30.

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### Cover Picture Caption:

Pfc. Erich Wieber from the 1<sup>st</sup> of the 111<sup>th</sup> Field Artillery from Hampton, Virginia part of the Virginia Army National Guard, received the Airman of the Quarter recently for his service while supporting the Security Forces mission here on base. He is the fourth soldier to receive the award during their tour here according to Chief Master Sgt Larry Wylie. During his tour he is attending VCU and is in the middle of his sophomore year majoring in accounting. Wieber continues to work part time at Applebee's to help pay for his college. Chief Wylie said the Army is ending it's tour on our base November 30<sup>th</sup> and it's a little sad because Wieber and his counterparts have been a great asset to the Wing. Wylie said "if this isn't the greatest example of "Team Virginia" he didn't know what is."

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## USAF Senior NCO Academy Applicants

The USAF Senior Noncommissioned Officer Academy (SRNCOA) is the highest level of Air Force enlisted professional military education (PME). The mission of the academy is to conduct a program of PME to prepare selected Senior NCOs to better fulfill their leadership and management responsibilities.

Senior NCOs from all MAJCOMS, the Air National Guard (ANG), and the Air Force Reserve are selected to attend the Academy. Applicants should apply for the SRNCOA as soon as possible to ensure a quota for FY 06 schedule. Class dates are as follows:

06A	26 OCT 05 – 14 DEC 05
06B	06 JAN 06 – 23 FEB 06
06C	28 FEB 06 – 16 APR 06
06D	01 MAY 06 – 15 JUN 06
06E	29 JUN 06 – 15 AUG 06
06F	01 SEP 06 – 19 OCT 06

To be eligible to attend the SRNCOA, the following criteria must be met:

1. Be in the grade of E-7 or E-8; applicant clearly demonstrates a potential for increased leadership and management responsibility and has completed an in-residence NCO Academy or Leadership School (this is an important selection factor as selections are based on a point system).
2. Have at least one year (12 months) retainability from the course graduation date.
3. Hold a Secret or Top Secret security clearance.
4. Must have passed the Physical Fitness Test with a score of 75.
5. Be recommended by the immediate supervisor, with the concurrence of their commander.
6. Not be under investigation or charged with an offense punishable under the UCMJ.

All interested applicants should contact the MPF Training Office, SMSgt Michael Gates, Ext 6590 or MSgt Patty Lapolt, Ext. 6436. Applications must arrive at State Headquarters NLT 15 Mar 06 to ensure all endorsements are submitted with applications packages. A selection panel will convene at NGB to consider all applications. Late packages will not be considered.

## Retirees Corner

### ANNUAL CHRISTMAS PARTY

PLAN ON ATTENDING!!!!

ALL MEMBERS OF THE VAANG RETIREES ASSOCIATION AND THEIR SIGNIFICANT OTHER. ALSO ANYONE WHO IS ELIGIBLE TO JOIN (20 YEARS OF SATISFACTORY SERVICE), AND ALL HONORARY MEMBERS

**LOCATION:** THE ALL RANKS CLUB ON BASE

**WHEN:** DECEMBER 9, 2004, BEGINNING AT 1800 HOURS

**DRESS CASUAL AND BRING A DESERT IF YOU WANT**

**COST:** \$12.00 DUES CAN BE COLLECTED FOR 2005

**NOTE:** SECURITY POLICE WILL CHECK EVERYONE AT THE FRONT GATE

**RSVP:** SHERYL CLARK @ 804-236-6416

VALERIA MURPHY @ 804-236-6646

## T-FLOAT/EPP

### Hot – Hot – Hot

I am really excited to announce that the Virginia Air National Guard will be participating in the Temporary Floating CMSgt program (T-Float) and the Exceptional Promotion Program (EPP). Yes folks, that's right, we are participating in **both** programs. The enlisted corps is fortunate to have senior leadership that truly believes in taking advantage of all promotional opportunities. Summary information on each of these programs is outlined below. Please check with your commanders, First Sergeants, JFHQ-VA-AC (our new abbreviation for State HQS) webpage or the intranet home page for complete details.

#### Temporary Floating CMSgt program (T-Float)

This program applies to those functional areas that do not have allocated career progression opportunities to CMSgt on the Unit Manpower Document Guard (UMDG). **All of our folks, Drill Status Guardsmen (DSG), Technicians and Active Guard Reserve (AGR) members are eligible to participate in this program.**

#### Exceptional Promotion Program (EPP)

The goal of this program is to provide promotion opportunity for **Drill Status Guardsmen (DSG)** by allowing exceptional individuals to attain senior NCO rank when Unit Manpower Document Guard (UMDG) authorizations do not exist. We

are allowed to promote one exceptional individual to E8 (SMSgt) and one to E9 (CMSgt).

Questions may be addressed to the State Command Chief Master Sergeant (CMSgt John P. Iorio) at 804-236-6514 or e-mail at john.iorio@varich.ang.af.mil.



Photo by MSgt Carlos Claudio

Comedian Scott "Carrot Top" Thompson poses with 192d FW aircraft maintenance personnel prior to an orientation flight on an F-16D. Carrot Top stopped by Lunch Buddy partner school, Seven Pines, beforehand to visit with the kids. He is flanked by F-16 Crew Chief, MSgt Richard M. Laird (L) and Life Support NCOIC, SMSgt Kevin A. Johnson (R).

## Wing Command Chief



Photo by TSgt Dave Buttner

As the newly selected Wing Command Chief, I would like to say I'm very excited about having this opportunity to serve with you in this capacity. I'm often asked, "what is the role of a command chief?" My primary responsibility is to ensure we have an enlisted force ready to deploy in support of contingency operations. I serve as the senior enlisted advisor to the wing commander, Colonel

Bonanni. It is imperative that he is kept informed of all issues that impact the morale, welfare, and readiness levels of the enlisted force through proper use of the chain

of command. The wing command chief also serves as the functional manager of the First Sergeants Council. Although my duties may appear to encompass a broad perspective, I work for all of you. I look forward to visiting your duty sections and meeting each of you. My goal as wing command chief is to ensure we maintain a highly trained and professional enlisted force as we work the probable transition to Langley AFB and integrate with the active duty forces. I look forward to a continuing relationship as we all work together to make the 192FW the very best it can be. I believe that with a positive attitude and constant focus on our mission we can accomplish great things. The airmen we mentor today are the future of the 192FW!

## News You Can Use

### Virginia Air National Guard Retirees Association

If you have 20 years of honorable service you are eligible for membership in The Virginia Air National Guard Retirees Association. The retirees association meets at the club the second Thursday of each month. Dues are \$12.00 annually.

If interested, please contact TSgt Tom Carter at x6309.

### All Ranks Club

Effective Friday, 5 Nov 04, the "All Ranks Club" will begin its new hours of operation as follows:

Thursdays (starting 18 Nov) - 1730-2100

Fridays before UTA - 1730-2200

Saturday UTA - 1700-2200

Sunday UTA - 1600-1900

### Main Entrance Project

We regret to announce that the project to reconstruct the main base entrance has been cancelled by the Guard Bureau because of higher than anticipated bid prices. Bids were received by three contractors, all of which were over twice the anticipated construction costs. Furthermore, last-minute efforts to reduce costs by reducing the project's scope did not achieve prices low enough for approval by the Guard Bureau. Consequently, Civil Engineering plans to improve certain aspects of the existing configuration with low-cost projects such as an electronic marquee, pop-up

barriers, and other improvements. "The large truck inspection shelter recently installed," says MSgt Douglas Richardson, project manager for the 192CES, "will provide better lighting and weather protection for our security guards when they perform security checks on delivery vehicles."

### Volunteers Needed To Help With Challenge Prom

The December 2004 Challenge Prom has been set for 7 p.m., Saturday, Dec. 11 at Hurt Hall (State Military Reservation in Virginia Beach); and Headquarters staff is looking forward to seeing everyone who has helped with past parties, and lots of new faces to come out and help make this a party the cadets will always remember.

Volunteers are needed in the morning and the evening of Dec. 11 to help with a variety of party activities, including decorating, hall set up, food preparation and service, cadet photos, and clean up. Sign up to help at one time or the other, or both times if you wish. Individuals or duty sections, interested in helping with the prom are invited to attend the planning meeting at the JFHQ-VA Training Room (building 3630, room # 6) on UTA Dec. 5 at 3 p.m. If you can't attend the meeting, but want to help out, please contact MSgt. Beth Simmons, ext. 6014. Sergeant Simmons can also provide SMR military room information for those planning to stay overnight (Friday or Saturday) while helping with the party.

## Thinking About Blessings - by Ch(Maj) Tom Kirles

The fall colors, blue sky and crisp Virginia air remind us of many things, not the least of which is Thanksgiving and the anticipated celebrations of Hanukkah and Christmas. We are more apt to remember the goodness of God during these times than possibly any other. Blessings come in all sizes, people, and situations. You and I, however, sometimes neglect the thinking process, and even much less the "thanking process." Many work places have programs designed to "catch someone" in the act of doing good or something out of the ordinary for someone else or for the betterment of the organization. It is a wonderful Biblical concept which encourages us to "esteem each other better than ourselves" and moreover "esteem them very highly for their work." Others are a blessing to us...we have a privilege to be a blessing to others...even in the tough times we face today in the world. Many of our folk are being deployed for



the cause of freedom in the war against terrorism. As we count our blessings, have a pleasant look with a warm smile, others are moved to possibly do the same. The result? More is accomplished together toward our unit mission goals of preserving freedom.

Recently I was challenged by the story of missionary Benjamin Weir who was held hostage in Lebanon and imprisoned under miserable conditions for 16 months. In his first interview after his release, he was asked how he spent his time and how he dealt with despair and boredom. Reporters were stunned at his reply: "Counting my blessings." Praising God and thanksgiving are powerful weapons that many forget they have in their arsenal against trials, sorrow, loss, poor health, family separations and even depression. The Holidays remind us to trust God to see us through even the toughest of times, and be an encourager to those around us.





The Virginia Air National Guard Fire Rescue recently announced the promotions of three civilian employees. Crew Chief Brett Williams, a member of the department since 2001, was promoted to Assistant Chief while firefighters Eugene Heath and Jim Perdue were each promoted to Crew Chief. Heath is a 13-year veteran of the department while Perdue has been a member of the Air Guard Fire Rescue since 1996. As Assistant Chief, Williams will manage administrative tasks, including fire prevention. Crew Chiefs Heath and Perdue are shift supervisors.

Pictured left to right are Eugene Heath, Brett Williams, and Jim Perdue.

Photo by James Alexander

<h1 style="color: red;">What's for Lunch?</h1>	<h3><u>SATURDAY UTA</u></h3>	<h3><u>SUNDAY UTA</u></h3>	<h3>SANDWICHLINE:</h3>
	<ul style="list-style-type: none"> <li>Spaghetti Meat Sauce</li> <li>Spaghetti Noodles</li> <li>Pork Steak</li> <li>Mashed Potatoes</li> <li>Buttered Corn</li> <li>Gravy</li> <li>Cherry Pie</li> </ul>	<ul style="list-style-type: none"> <li>Beef Round Roast</li> <li>Cornish Hens</li> <li>Bread Dressing</li> <li>Mashed Potatoes</li> <li>Green Beans</li> <li>Glazed Carrots</li> <li>Chicken Gravy</li> </ul>	<ul style="list-style-type: none"> <li>Au Jus</li> <li>Assorted Fresh Fruit</li> <li>Whole Wheat Dinner Rolls</li> <li>Apple Pie</li> <li>Pumpkin Pie</li> <li>Jello, Fruit Cocktail</li> <li>Raisin Sauce</li> </ul>



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