

VANGUARD



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

Virginia Air National Guard

192d Fighter Wing

June 2004

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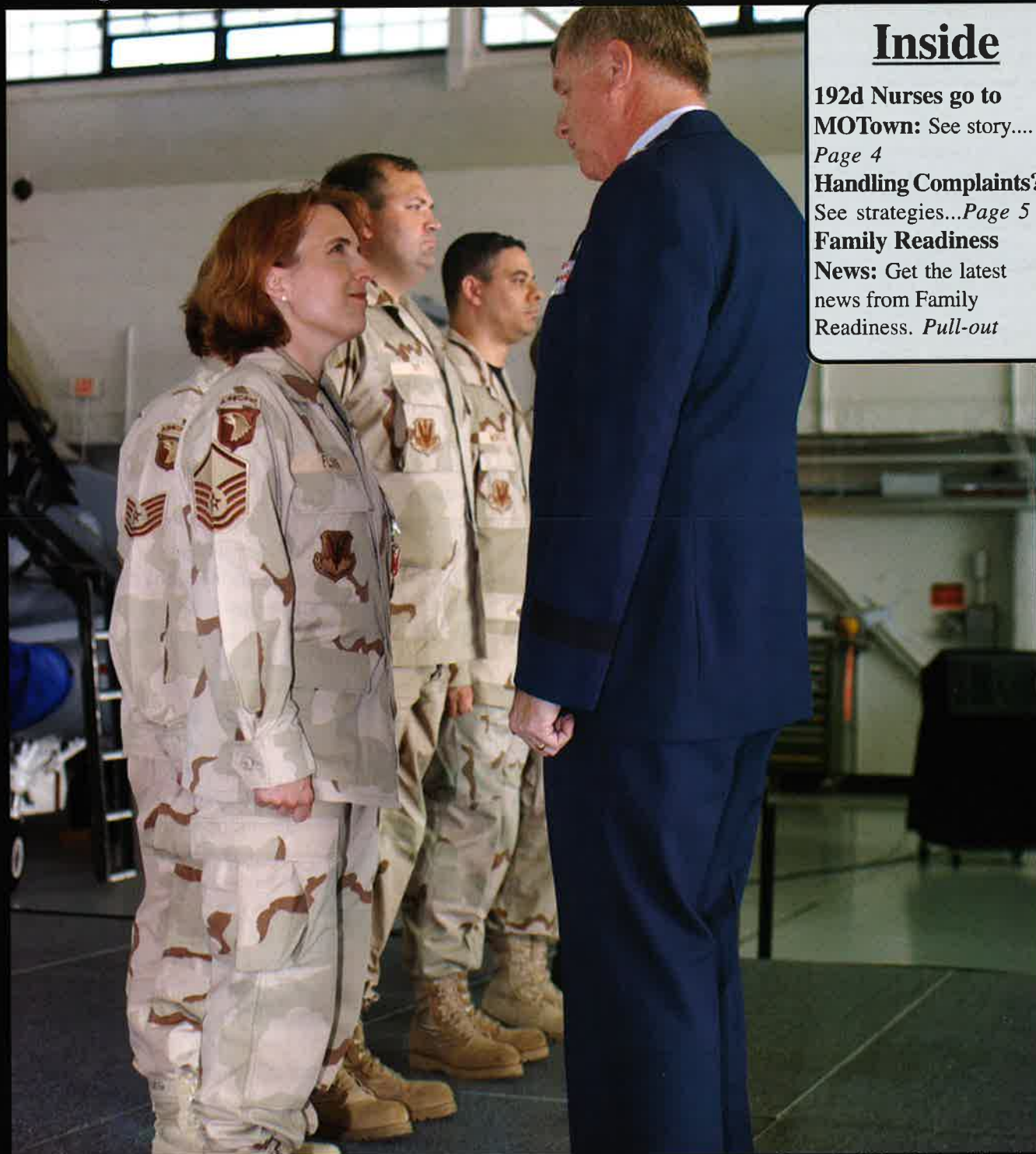


Photo by MSgt Carlos Claudio



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.

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

Check out the electronic Vanguard on the base Intranet.

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Next UTA: June 12-13

Cover:

MSgt Lori W. Flinn smiles after receiving the Bronze Star from Brig Gen John Dornan of the 192nd Fighter Wing, State Headquarters. Flinn is a Weather Weapons System Manager with the 200th Weather Flight detachment.

They say that change is the only constant, and my Air Guard experience to date has certainly proven the truth of this adage. Many things have changed in the Air Guard in the last twenty years but nothing has changed more than our "iron flow." The allocation of aircraft type and number is obviously one of the most important characteristics in defining an operational unit in both character and size. In the first wave of change I witnessed numerous fighter and recce units that were converted to heavies. In the next wave Richmond was directly affected, and we watched our unit shrink first from 24 assigned aircraft, then to 18, and finally to our present number of 15. Jobs in maintenance and operations are tied to our aircraft numbers so during each of these reductions we experienced a corresponding painful reduction in force structure. Still, when the smoke cleared, the pain was localized and handled for the most part with normal attrition and early retirements. Unfortunately, there is strong evidence that the next round of change will be far less benign.

So, as promised, the subject of this month's Commander's Call is the future of our Wing. There are some things that we know about the future and far more that we don't. And for what we don't know, I am reminded of what the Secretary of Defense, Donald Rumsfeld, said: "There are unknowns that are known, and there are unknowns that are unknown."

With that piece of wisdom to guide us, let us first discuss the things that we know. We know that half of the F-16s in the Air Guard will begin leaving the inventory starting in 2010. There are a host of factors driving this and discussing

them would take several more articles, however the underlying reasons stem as much from the changing nature of air warfare as they do from the age of our jets. We know that the congressional Base Realignment and Closure Commission (BRAC) will resume its hearings this fall and under that impending shadow some states will lose flying organizations while many others will experience a reduction in total manpower. We also know that a number of Guard and Reserves bases located close to active duty locations will be considered for possible integration or blending efforts. We are one of these bases under consideration, and we are being asked to consider a blending/integration effort with the 1FW and the F/A-22 involving a move to Langley AFB.

So what don't we know? Well that's a long list but here are some of the applicable items. We don't know what blending/integration really means. These concepts are new in the fighter world and are still being defined. In other words, at the present time we don't know what a final manning document will look like. We also don't know how long our jets are going to last and, as a corollary, when the replacement fighter for the F-16 (the F-35) will be fielded to the Air Guard. And finally, we don't know how our base will be affected by BRAC. As I said, the list of what we don't know is long and these are just a few questions at the top of the list.

So what do we do as another round of profound change approaches? We can not go blindly into the future with our heads buried in the sand hoping for the best. Consequently, we must continue to explore opportunities that will allow for the survival of the VaANG. As a part of this effort we are working with higher headquarters to shape a possible blending/integration effort at Langley AFB, a movement that would have profound implications

Continued on page 3...

The Spiritually Critical Days of Summer - by Ch(Maj) Edward Moran

Between Memorial Day and Labor Day, the Air Force invests a great deal of time and attention in regards to practicing safety during what it calls 'the critical days of summer'. It's not uncommon to hear blanket reminders not to drink and drive and/or drink and boat, wear life check weather and traffic congestion points before away. One thing that typically gets lost in these helpful spiritual life. In our secular culture, vacation from forgetting the necessity of prayer and support of one's Vacation Bible School or opportunities for summer children. What about adults and the ongoing need for spiritual development when drop out from Bible Studies or prayer groups become wholesale victim to the summer vacation exodus? Here are some practical suggestions to help keep your summer spiritually rich:



- (1) **PERIODIC and REGULAR PRAYER:** Don't forget to talk to God often and regularly when away on vacation. Don't forget to pack your Bible or take some favorite Scripture verses along for those quiet beach or mountain moments.
- (2) **SUMMER READING:** It's easy to go online and survey SPIRITUAL books to include in your planned summer reading. Titles abound. Set some realistic goals to have completed by the end of the summer. Prayer is talking to God. Spiritual reading is often listening back to what He has to say in response.
- (3) **SUPPORT YOUR CHURCH WHILE AWAY:** Churches don't take vacations from regular expenses anymore than you do. The bills keep coming in even when folks leave for a couple of weeks or months. Plan ahead to make out that check and drop it in the offering BEFORE you head out. This will make pastors very happy while easing the typical summer crunch for funds due to diminished attendance.
- (4) **HOW ABOUT A SPIRITUAL RETREAT IN ADDITION TO A VACATION?** You probably would not be surprised to know that many come back from a vacation even more fatigued than when they left. The added stress of driving and physical exertion from playing hard leave their mark. Some folks even tell me that they feel like they have to take a vacation from their vacation once they return. This is easily remedied by planning a few short days of spiritual retreat during your time-away days. These typically consist of quiet meditation, prayer, spiritual counseling and direction, and, oh yes, rest! A spiritual retreat is a great gift to your self. If you have not tried this, give it a shot. You will be surprised what it does for you. Our chaplains' office can give you some good suggestions of local places different denominations use for spiritual retreats.
- (5) **DON'T FORGET WEEKLY WORSHIP:** When you are away, try and find a community at your vacation site with whom to worship. This might be a bit difficult if you are camping in the Blue Ridge or boating down to the Bahamas. Check ahead. You can often find some amazing worship community locations and times near where you intend to vacation. In fact, over time, these vacation communities can become a familiar reference and a nice change of venue from one's hometown church. New insights and spiritual gifts can be yours from a new preacher or new friendships while away. Either way, don't take a vacation from God! He never takes a vacation from us His love is so great!

As you can see from the above, the best way to spiritually meet the critical days of summer is PLANNING. The biggest challenge of our faith is to learn to integrate God into everything we do. Summer vacations are a particular challenge since our culture does not support us in this and spiritual priorities tend to be at the bottom of everyone's summer plans. If you need more help with this, Ch Smith and I would be happy to help and provide you with some good ways to make your summer spiritually productive in the midst of vacation. Blessings.

...Continued from page 2.

not only for our unit, but would set a standard for the entire relationship between the Guard and Active Duty. At the same time we are striving to improve our F-16 combat capability and our base facility here at Richmond to prepare for the possibility of not moving. Regardless of what option we take, the men and women of the VaANG can take comfort from one thing: we are committed to protecting all of our current jobs, including our State positions. Our crystal ball may be opaque but our vision

for our people and their current jobs and future career opportunity is in sharp focus. We will only support a plan that protects our people and their future. Because our people, after all, are the future of the Virginia Air National Guard.

Sincerely,

Colonel Pete Bonanni,

Wing Commander

192d Medical Squadron's Nursing Section Goes to MOTown!

- by Christian Falyar, Maj, VaANG, MDG/SDN



"TRAUMA TEAM TO RESUSC", "TRAUMA TEAM TO RESUSC" is how fourteen members of the 192d Medical Squadron's nursing services section was greeted on their recent training deployment as part of the Air National Guard's "MOTown" Medics program at Detroit Receiving Hospital, a Level I Trauma Center in downtown Detroit. Within thirty minutes of their arrival to the hospital, nursing services personnel were assisting the full-time staff in three resuscitations in the Emergency Departments main trauma bay.

Personnel worked evening shifts in the hospital's Emergency Department providing patient care to the city's sick and injured. The training provided nursing personnel with valuable skills in a real-world stressful environment that could not be duplicated in a skills lab or training scenario. Guard members worked side-by-side with

hospital staff and provided direct patient care that will be essential if members were deployed to an overseas medical facility.

"MOTown" Medics was the final phase of the Nursing Services training plan that started with the first ever combined unit training between FEMA region members in August 2003. Members of the 192d Medical Squadron and the 130th Medical Squadron, from Charleston WV, participated in a two-week didactic and hands-on training course, which members learned such topics as wound ballistics, head trauma and numerous other medical topics. In addition, all enlisted members received their EMT recertification and the nurse corps was certified in the Trauma Nurse Core Curriculum.



Six members of the 200th Weather Flight Detachment located at the 192nd Fighter Wing in Sandston, Virginia, are honored with their peers and receive Army and Air Force commendation medals for their supporting role in Operation Iraqi Freedom. On the far left is Weather Superintendent SMSgt Steve R. Gamache. The honorees pictured left to right are MSgt Lori W. Flinn, TSgt Danielle X. Smith, TSgt Lowell R. Ivy, TSgt Paul F. Montas, SSgt Malvin O. Johnson and MSgt Danny L. Athanasaw, Jr.

SMSgt Ralph P. Pietromonaco of the 192nd Fighter Wing Finance Branch held it together while holding his entire 21 year Air Force career in his arms at a recent retirement ceremony. Pietromonaco served 9 years at the Virginia Air National Guard where he was known for his calm demeanor under pressure and his ability to solve difficult budget issues.

Photos by
MSgt Carlos Claudio



FAMILY READINESS NEWS

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Special points of interest:

Kings Dominion Season Passes are available through June 30 and single day tickets will be available through the end of the season. Family pack of four- \$249.99 Add-ons- \$ 62.50 Individual Passes: \$74.99 Single Day Tickets: \$22.50

Busch Garden Tickets are available through the Wing Program Office through pre-purchase.

Military Appreciation Day Tickets are \$34. Season Passes are available through June 30 for \$70 for both Busch Gardens Silver and Water Country and for both passes together, \$101.

Want to get to know Richmond?

Wing Family Programs will be giving a short tour of the city Saturday, June 12 at 11:00 am stopping for lunch at Maymont Park. Wear your sneakers and comfortable clothing! We will return to the base by 4:30 pm. Please call 804-236-7036 to express your interest. Space is limited to 15, including children.

HAPPY FATHER'S DAY !

The United States is the one of the only countries in the World that has an official Father's Day. Mrs. Bruce Dodd was one of the first promoters of the special day for Dad's after hearing a sermon on Mother's Day in 1909.

But, believe it or not, Father's Day did not become "official" until 1966, when then, President, Lyndon Johnson signed the proclamation making the third Sunday in June Father's Day.

Celebrations have been around for more than a half century. And they will continue this year with dad's everywhere being acknowledged for their sacrifices, idiosyncrasies, and devotion to their children.

So , with the golf sets, ink pen sets, grilling aprons, new cologne, and fresh white shirt and ties, please consider this little column a gift for all of you dads in the Air National Guard Family. This except is taken from a little book by Helen Exley, called "To a Very Special Dad":

A Father Is...

...an ordinary man doing his best to stand in for superman.

...a source of good but usually expendable advise.

...a very-nearly expert

...a man who knows-but would like to look it up just to be on the safe side.

...a man who goes down fighting. Dads are most ordinary men

turned by love into adventurers, story tellers, singers of songs.

Dads can do anything. The youth of dads is packed with excitement and their minds packed with anecdotes. They have sound views on politics, dogs, sport and saving the environment. They have drawers full of valuable gadgets.

And string.

They can tell unforgettable stories. There really is a touch of magic in a dad. They are no longer ordinary men. They are special.

To all of our Dad's, Happy Father's Day!

YOUTH RETREAT WEEKEND IN JUNE- CANCELLED

Dear Air National Guard Families,

Due to lack of response, the Youth Retreat Weekend is cancelled for June 25, 26, 27. The Wing Family Programs is very sensitive to the fact that the plans we made, the timing, and our focus age-group may not meet the needs of the general population at this time. However, we would like some feedback from you so that going forward, we understand what type of programming for our youth you would like to see.

Please contact the Wing Family Program office to share your ideas. Call 804-236-7036, and please leave a brief message if I am not here to answer your call. If you would rather email me, please send your message to frs@varich.ang.af.mil.

But for now, a public message of appreciation goes out to the wonderful committee members

who gave of their time on Wednesday nights, driving distances to be here and preparing and serving fabulous dinners so that we could think on a full stomach. **Karen Bess, Elaine Simmons, Ann Hicks and Jerome Wade** spent over 16 hours planning each day of the retreat to provide an exciting experience for our Guard Youth.

The committee would like to thank the members of the VaANG who were willing to support our efforts over and above the expectation of duty with big hearts and large smiles. Those members are **LTC Carl Bess, MSgt Valeria Murphy, MSgt John Rollins, SMSgt Andie Richardson, and SMSgt Kathy Massie** (who had already collected small BDU uniforms, had them cleaned and stacked ready for our youth's mobility exercise).

We want to thank those who were willing to take time from

their day jobs to spend the weekend with our kids as counselors, **SMSgt Toni Vincent, TSgt Jesse Lee, SMSgt Dorothy Tatem, MSgt Eddie Wray, SSgt Brian Reynolds, Lt Col Frank Yang and his son, Evan, SMSgt Chris Allen, Tonya Pleasants, and SSgt Cynthia Meekins.**

And we couldn't have made it this far without the complete support of **Lt Col Rick Turner** who, until his recent promotion, oversaw Family Readiness and Support. He has been an incredible inspiration all along the way while helping us to keep our feet on the ground as we traveled uncharted territory with trying to establish a youth program.

Our goal is to try again. But you tell us when and how we can best support you, the Air Guard Family .

Angie Wade,
Wing Coordinator

SUMMER'S HERE AND THE TIME IS RIGHT...

If you are in the Washington, DC area this summer, there is plenty to do to make your trip memorable.



You must make plans to visit the new **World War II Memorial**.

It recognizes those called "the greatest generation" as well as all who have served in any war. The design of the memorial is considered to be the best by some observers. It opened to the public on April 29 and was dedicated on May 29.

To get good information on events surrounding the memorial as well as its location, and other tributes to the memory of WWII, visit their website at www.wwiimemorial.com.



If you have never taken in the **Summer Concert Series**, you don't want to miss the **US Air Force Concert Band** under the direction of Col Dennis M. Layendecker, Commander.

Throughout the summer

months of June, July and August, each of the



Band's performing ensembles presents outdoor concerts in local venues for Washington area residents, as well as for visitors from around the world on the National Mall near the Washington Monument.

You may obtain information and their schedule for the summer by visiting their website at www.usafband.com.



The US Army Military District of Washington DC also presents it's finest with the **Twilight Tatoo**, scheduled for Wednesdays, June 2,9,16,23,and 30.

This years Shows include the Army Blues Jazz ensemble and vocalists, The Old Guard Fife and Drum Corps, The US Army Drill Team, and other



elements of the 3rd US Infantry Regiment (Old Guard). Visit their website at www.mdw.army.mil for more details.



The Navy Band, considered the Navy's premiere musical representative in Washington, DC will be presenting live concerts all over Washington DC this summer. You may also catch the Navy's "**Sea Chanters**", "**The Commodores**", "**Country Current**", or "**The Cruisers**".

They have a 24 hour hotline you can call to verify dates, places and times (and cancellations) before you go. Just call (202) 433-2525 or visit their website at www.navyband.navy.mil.



All of these events are free to the public. There is no excuse not to have fun this summer!

SUMMER CAMP OPPORTUNITIES WITH OPERATION PURPLE

OperationPurple



National Military Family Association and Sears American Dream Campaign has created a program, **Operation Purple**, that allows all military children to attend summer camp, with a preference given to children who have experienced deployment or whose parents are now deployed.

These camps are located in Pennsylvania, Ohio, Florida, Texas, Montana, Washington, Guam, North Carolina, Georgia, Oklahoma, Colorado, Utah, and Hawaii.

The camp is free of charge to

all military children.

Operation Purple seeks to give military kids some additional tools to help them cope with the stresses of deployment such as unique arts projects, team building, and time of reflection and much more.

The nearest camp to Virginia Families is Millstone 4-H Center, nestled in the tall pines of the Sandhills near Ellerbe, North Carolina, about 30 miles south of Southern Pines.

Near the center of the camp property is a picturesque 17-acre lake where campers can

fish and canoe. Each day you'll swim, canoe, work on a craft, learn about nature, and explore outdoor living skills.

Please go to www.nmfa.org for additional information which includes an application for the camp nearest to you.

Also, you can call the National Military Family Association at (703) 931-6632 or (800) 260-0218. For general questions please contact operationpurple@nmfa.org.



NEWS

To Update your Military ID, contact the local Military Personnel Flight at 804-236-6310 at the 192d FW, or at the 203d RHS, call 757-612-5608 to set up an appointment.



\$\$\$ EARN WHILE YOU LEARN \$\$\$

Do you have a teenager in high school or college student who is home for the summer and who needs a job? They may want to consider applying at their nearest Defense Commissary Agency!

To be eligible for employment, they must be at least 16 years old, enrolled in an accredited school with at least a half-time course load, be a US citizen, and be in good academic standing.

Your local commissary is looking for Sales Store Checkers and Store workers. Store Workers have responsibilities all over the store, in various

departments and involves stocking shelves, or heavy lifting, long periods of standing, stooping, kneeling bending and climbing. Self-certification of



physical fitness for duty is required.

Positions are full time or part time. However, a student's schedule should not interfere

with his or her academic schedule or requirements. The starting salary varies according to responsibilities and geographic locations.

For complete information and access to the forms to apply for this opportunity, visit the DeCA website at www.commissaries.com, go to **human resources**, and then **employment opportunities**. From there you can go to **student programs** and obtain the information to get to work soon.

It's a great work environment and a foot in the door of government employment as well as the opportunity to save up big bucks for educational needs.

UPDATING YOUR MILITARY ID CARDS

Military members must have updated ID cards when mobilized and activation extends 31 days or more.

Prior to obtaining ID cards for family, form DD 1172 must be signed by the military member. (With a copy of the orders in hand, the family can obtain ID cards for family members after a separation if updated ID cards can not be obtained before deployment.)

A family member 10 years of age or older is eligible for an ID card. For spouses, picture ID and marriage licenses are required. For a natural child, a certified birth certificate is required; for an adopted child, a certified birth certificate and adoption decree and social security number, and for a stepchild, a certified birth certificate and marriage certificate and social security number is required.

For children over age 21, who were incapacitated prior to their 21st birthday, a statement from a licensed physician listing date of incapacity and the physical or mental handicap of the child must be provided.

For children over the age of 21 and less than 23 still in school, a certificate of full-time enrollment from the school registrar is required for enrollment in the DEERS program and before an ID can be issued.

TRICARE Changes Loom Ahead

On July 1, the new TRICARE contract changes will take effect.

What use to be 11 regions with various contract providers will become 3 regions, West, North and South. (Virginia was formerly in Region 2 and will now be in the North Region.)

How does this affect you?

Your TRICARE benefits remain the same. TRICARE expects the new contracts to pro-

vide improved access to health care and make *your satisfaction a priority*. The Goal is to make sure that your experience, when you have need to use it, is the best experience you've ever had using TRICARE.



Military Treatment Facilities will be the core service provider for our families. However,

most civilian health care providers who serve as PCMs in the existing TRICARE network will continue to participate in the new TRICARE network as a supplement. If your PCM does not remain in the new network, new TRICARE contractors will assist you in finding a new PCM.

Updates will continue to be provided through this newsletter as the changes roll into effect.



CELEBRATING THE PLEDGE OF ALLEGIANCE TO OUR FLAG

The Pledge of Allegiance to the Flag of the United States was first given national publicity through the official program of the National Public School Celebration of Columbus Day in October, 1892.

The original words of the Pledge were:

*"I pledge allegiance to my Flag,
and (to) the Republic for which it stands:
one Nation indivisible,
With Liberty and Justice for all.*

The wording has been changed three times. "My Flag" was changed to "the flag of the United States" in 1923 to distinguish it from any one else's flag and in 1924 "of America" was included.

The last change in the Pledge of Allegiance occurred on June 14 (Flag Day), 1954 when President Dwight D. Eisenhower approved adding the words "under God". As he authorized this change he said: "In this way we are reaffirming the transcendence of religious faith in America's heritage and future; in this way we shall constantly strengthen those spiritual weapons which forever will be our country's most powerful resource in peace and war."

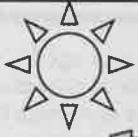









When the Pledge is being given, all should stand with the right hand over the heart, fingers together and horizontal with the arm at as near a right angle as possible. After the words "justice to all," the arm should drop to the side. While giving the Pledge of Allegiance all should face the flag.

The 23 words that had been initially penned for a Columbus Day celebration now comprises a Thirty-one word profession of loyalty and devotion to not only a flag, but to a way of life....the American ideal. Those words now read:

*"I pledge allegiance to the Flag
of the United States of America
and to the Republic for which it
stands,
one nation under God, indivisible,
with liberty and justice for all."*

(Information taken from www.flagday.org)

There is always something for ANG families to celebrate in the month of ...

 <h1>June</h1>		1 Dare Day	2 National Rocky Road Day	3 Repeat Day (Repeat Day)	4 Old Maid's Day	5 World Environment Day
6 National Gardening Exercise Day	7  National Chocolate Ice Cream Day	8 Best Friend's Day Name your Poison Day	9 	10 National Yoyo Day	11 Hug Holiday 	12 Machine Day <i>Drill Weekend</i>
13 National Juggling Day <i>Drill Weekend</i>	14  FLAG DAY	15 Smile Power Day 	16 National Hollerin' Contest Day	17 Eat Your Vegetables Day	18 International Panic Day National Splurge Day	19 World Sauntering day
20 Father's Day Ice Cream Soda Day	21	22 National Chocolate Éclair Day	23 National Pink Day	24 Mid summer Day	25 Log Cabin Day 	26 Beautician's Day
27 Paul Bunyon Day 	28 Insurance Awareness Day	29 Camera Day	30 Meteor Day 			

MEO Information Corner - Ignoring Complaints?

Few supervisors want to hear from members who complain. However, ignoring them altogether can only cause damage. If you don't handle employee complaints, you create resentment, low morale, low productivity and increase turnover. Ignoring member concerns or objections could further land you in deep trouble, legal or otherwise. The number of employees charging workplace discrimination keeps rising, based on race, age, disability, gender, and other state and federally protected rights and practices. For just one example, from 1992 to 2002, monetary settlements for sexual harassment charges filed with the Equal Employment Opportunity Commission jumped from \$12 million to a whopping \$50 million. Workplace violence and stalking is intensifying as well. Every workday, there are 16,400 threats made, 723 workers attacked, and another 43,800 harassed, according to a recent survey by the Society for Human Resource Management. Try to look on the brighter side of complaints. Employee complaints are just as valuable as customer complaints. Internal griping can provide helpful feedback. Don't always dismiss employees who point fingers; they could be whistleblowers, not troublemakers! Many national estimates show that employee dishonesty and theft costs U.S. businesses more than \$50 billion a year!

The best way to clear the air of complaints is to focus on problems before they fester.

Five Strategies for Gracefully Handling Complaints:

1. **Watch your tongue!** The way you react to a complaint immediately sets the tone.
2. **Don't trivialize the grievance.** You don't have to remedy every complaint, but you should be courteous.
3. **Ask for clarification and details.** Ask the member to identify and document exactly what happened in order to obtain as many facts as possible so that you may make a better evaluation for action.
4. **Be consistent.** The way around accusations of favoritism, pleas of ignorance or similar unrest is by citing the policies and procedures of the ANG/ EO Complaint System .
5. **Send the right message.** It's all about communication to set a comfortable working atmosphere!

*To review the ANG/EO Policies and Programs, log onto: <http://www.ngb.army.mil>

Then, from the **Home** page, click on **Joint Staff**, **Special Staff**, **NGB/EO**, and, finally, **Policies & Programs** to view the ANG Complaint System!

Incorrect Location



- This does not meet the Virginia State Police Vehicle Inspection Guidelines
- Page 210-2 VSP Inspection book states, "DoD decals may be affixed to the upper edge of the center of the windshield"
- The reason for this ruling is that the decal could possibly cover the VIN number...even though this decal does not impede the VIN
- **SO...to make things uniform at this installation, all decals should be in the top center, not as pictured above.**

News You Can Use/Announcements

Student Flight Development Program Receives Wing Leadership Support

Effective immediately, all student flight members are required to attend mandatory roll call on Saturday and Sunday of each UTA. Reporting times will be 0815 Saturday, and 0715 Sunday.

Student Flight training periods are established as 1300 - 1700 Saturday and 0700 - 1100 Sunday of each UTA. The majority of resources available for student flight development are designed for non-prior service (NPS) members. Attendance is mandatory for NPS members and optional for prior service members.

The ultimate goal of this program is to ensure retention and preparedness of our new enlistees while awaiting Basic Military Training (BMT) or Technical School.

Maintenance Group Orderly Room Vacancy

The Maintenance Group Orderly Room has a Military Vacancy for a 3S0X1 (Personnel). Interested members, please contact MSgt Veronica Sargent at 236-6073.

Human Resources Information

Check out the new Human Resources website on the intranet.

The site includes information pertaining to Troops To Teachers Program, Diversity Training and Mentoring.

For additional information, contact your Human Resource Advisors:

State Advisor - CMSgt Barry Coleman, ext.6513
192nd Fighter Wing - SMSgt Susanne Dates, ext. 6694

Wing Human Resources Advisor Position Vacancy

The 192d FW is soliciting applications for the Human Resources Advisor (HRA) position in the Fighter Wing. The position is open to all SMSgts and MSgts who are currently eligible for promotion to SMSgt. If interested, please submit your resume to Lt Mark Widener no later than **1600 11 July 04**. An attachment to your resume should address how your past experiences relate to the HRA core behavioral competencies as outlined in the position description. AFI 36-2110, The Air National Guard Resources Advisory Program, establishes the program and states policy on authorizations, tenure, duties, and responsibilities.

Mission Support Group Gets New Commander



Lt Col Rick Turner was appointed Commander of the 192d Mission Support Group on June 1, 2004. The Mission Support Group consists of the Civil Engineering Squadron, Logistics Readiness Squadron, Security Forces Squadron, Communications Flight, Mission Support Flight and Services Flight. Turner comes into this position from his previous assignment as the Wing Executive Officer.

"I'm a firm believer that in order to have a dynamic and successful work environment we need to incorporate three essential elements – ¹⁾ *Stimulating Work* ²⁾ *Job Recognition* ³⁾ *Good Communications* so that people feel they are in on things," says Turner reflecting on his work philosophy.

The previous Mission Support Group Commander, Lt Col Ralph Barker, is moving on to head the F-22 Integration Team. "Lt Col Barker has done a great job and has served the unit well. He is going to be a tough act to follow," says Turner of his predecessor. "I'm looking forward to continuing the tradition of excel-

lence he has established and building on his strong foundation as we move forward."

Turner says he is anxious to tackle the challenges of the new position and is very excited about the integration of the F-22 and all of the possibilities and opportunities this can bring to the unit and it's members.



The official racing car for United States Air Force visited the 192nd Fighter Wing in Sandston, Virginia recently. The Wood Brothers owned number 21 car looks extra sharp with the Air Force blue paint scheme. NASCAR's Ricky Rudd drives the 800 horse-powered rocket 3 or 4 times a year. This same car is featured in the movie "NASCAR: The IMAX Experience" currently playing at Virginia Science Museum.

Diversity Advisory Committee

ANNOUNCEMENT

The Diversity Advisory Committee is looking for a few committed people to represent their section to help fulfill this vision:



To ensure that the 192d Fighter Wing will reflect diversity at every level within the organization. "The 192d Fighter Wing will continue to embrace all people of the community with fairness, dignity, respect, and inclusiveness." Through responsible and accountable leadership, proactive programs, and effective education and training, the 192d Fighter Wing will continue to maintain an environment that fosters diversity.

It will require no more than 1 hour of your time on Sunday drill @ 10am in the chapel. We are working on some major projects and need your help. We are also looking to fill some positions: Chairperson and Recorder.

If you are interested in being a part let your supervisor/commander know and please contact:

TSgt Lori Wall @ x6633 or email Lorraine.Wall@varich.ang.af.mil

1Lt Pamela Garner @ X6302 or email Pamela.Garner@varich.ang.af.mil

MOVING IN, MOVING UP, MOVING ON

Gains

Capt. John Humphrey
TSgt James Abrams
SrA Finnian Cornelison
SrA Jared Samplaski
SrA Daniel Tuck
SrA Joshua Hull
SrA Karen Withrow
A1C Michael Beaudoin
A1C Timothy Corrigan
A1C Charles Perez
A1C Nicholas Skirpan
A1C Lanitra Spratley
Amn Bronn James
Amn Sean Murdock

Retirements

SMSgt Ralph Pietromonaco
MSgt Eugene Watts
TSgt Darryl Bassett
SSgt Angelo Holley

Gaining Unit

Medical Squadron
Aircraft Maintenance Squadron
Security Forces Squadron
Security Forces Squadron
Civil Engineering Squadron
Operations Support Flight
Maintenance Squadron
Civil Engineering Squadron
Aircraft Maintenance Squadron
Maintenance Squadron
203rd Red Horse
Security Forces Squadron
203rd Red Horse
Maintenance Squadron

Unit

192d Fighter Wing
192d Civil Engineering Squadron
203rd Red Horse Squadron
203rd Red Horse Squadron

PROMOTIONS

TSgt James Allen
TSgt Terry L. Haswell
TSgt Michael Haymaker
SSgt April Brown
SSgt Samantha Davis
SSgt Jennifer Lathrop
SSgt Stacey Lewis
SSgt James Pike
SSgt Jeffrey Vittone
SrA Ryan Martin
A1C Jeremiah Clarson
A1C Elizabeth Conaty
A1C Timothy Holsinger
A1C Daniel Reynolds
A1C Gabriel Tank
Amn Kelly Foit

TO

MSgt
MSgt
MSgt
TSgt
TSgt
TSgt
TSgt
TSgt
TSgt
SSgt
SrA
SrA
SrA
SrA
SrA
SrA
A1C



Since they started counting engines produced, starting in 1994, the 192nd FW/MXMP is here pictured with the 300th engine they've completed. This engine was produced on January 14, 2004. Way to go guys!

Photo by TSgt Dave Buttner

What's for Lunch?

SATURDAY UTA

Baked Fish
Spaghetti W/Meat Sauce
Rice Pilaf
Peas and Mushrooms
Cherry Pie

BOTH DAYS:
Asst Beverages, Salad
Bar W/ Dressings
Asstd Breads

SAT. SANDWICH LINE:

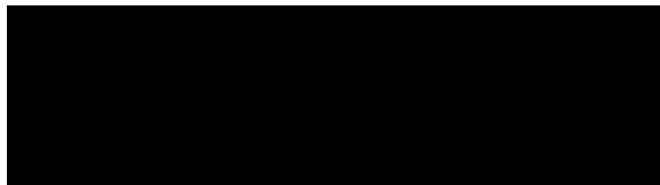
Barbecue
Cold Cuts Submarine
(ham, turkey, & roast beef)
w/ chips

SUN. SANDWICH LINE:

Barbecue
Cold Cuts Submarine
(ham, turkey, & roast beef)
w/ chips

SUNDAY UTA

Grilled Chicken Breast
Grilled Pork Chops
Baked Potatoes
Stuffing
Corn on the Cob
Sugar Cookies
Chocolate Pudding



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192d Fighter Wing/PA
Virginia Air National Guard
50 Falcon Rd.
Sandston, VA 23150-2524

