

VANGUARD

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

Virginia Air National Guard

192d Fighter Wing

March 2004



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Photo by TSgt Ken Wright



Commander's Call



ABOUT the VANGUARD

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Check out the electronic Vanguard on the base Intranet.

Wing Commander
Col. Stephen R. Hicks

Chief, Public Affairs
Editor-in-Chief
1st. Lt. Mark Widener

Public Affairs Staff
TSgt. Sabrina Reynolds-James

Photographic Support
Multimedia Support Center

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Next UTA:
March 12-13

Cover:

Col. Stephen Hicks, 192d Fighter Wing commander, walks down the F-16 parking ramp after completing a sortie.

Have you ever seen those cartoons showing a wandering, robed prophet hanging from a cliff and carrying a doomsday sign that says, "The End Is Near"?

Well, funny thing is, as I approach retirement from an Air Guard career that has spanned 32 years, I feel a little bit like that prophet.

I know it's time to move on, but it's hard to let go of something you love so much.

Looking back, I can only find enormous pleasure in the many opportunities I've been afforded, and the incredible people I've had a chance to work with and to meet.

The desire to fly, and then the love of flying, is what inspired me to enlist in the Air Guard and eventually to make it a career. However, as much as I relish all those hours in the Thud, the SLUF and the Viper, the fondest memories I'll take with me are those of the relationships I've made.

First of all, there's that undeniable kinship that a fighter pilot develops with other pilots — shared experiences, shared dangers, shared laughs and near mishaps.

There's the teacher-student relationship that develops as you learn from those who have blazed trails in the skies before you. That wink, or shake of the head, or grin, that says, "Well, we're damn lucky to be alive after pulling a maneuver like that!"

There's that wealth of information you glean from being around crew chiefs who magically manage to keep your airplane combat ready no matter what you do to it.

And ultimately, as wing commander, there's the chance to represent the Commonwealth's and nation's finest military men and women before civic groups, in schools and at patriotic gatherings.

As members of the Air Guard, we are all here to serve. As commander of the 192d Fighter Wing, I've tried

to keep in mind always that my job is not only to serve the best interests of Virginia and the United States, but to serve you.

I ask God that he make me worthy of the sacrifices of those million-and-a-half Americans in uniform who have given up their lives fighting to defend the freedoms upon which this great country was built.

I ask Him to make me worthy of the risks encountered daily by our uniformed personnel in harm's way around the globe.

I ask Him to make me worthy of the daily effort that all of you have put forth to make the 192FW a world-class organization.

May God bless all of you, and your families.

As Guard members, we have a heavy responsibility and a proud tradition. Only through dedication and excellence can we live up to the responsibility and continue the tradition.

No question, I'm going to miss the Virginia Air Guard. I'll miss the OPS briefings, the indescribable thrust of an F-16 on takeoff, the "wild blue yonder," the approach to RIC.

But so much more than that, I'll miss the people.

Being commander has left me with a great sense of humility, the knowledge that it takes teamwork — greasy-hands, scraped-knuckles hard work — to put these airplanes into the air on the way to mission success. No one person can do it alone. As pilots, we fly on the backs of our support people. You are, as the song goes, "the wind beneath our wings."

And I'll never forget it.

The poet Rudyard Kipling might have put it best, in his poem about the regimental water-carrier Gunga Din:

*Tho' I've belted you an' flayed you,
By the livin' Gawd that made you,
You're a better man than I am,
Gunga Din!*

Sincerely,

Colonel Stephen R. Hicks,
Wing Commander

Career Reflections - interview by Maj. Debbie Magaldi

Colonel Stephen R. Hicks, 192d Fighter Wing commander since May 1999, has led the Wing during unique and challenging times. Rising up through the enlisted ranks since joining the Air National Guard in 1970, he has become a Command Pilot with approximately 3,900 flying hours and 16 combat sorties to his credit.

His retirement will mark the end of an era in the Wing's history – being the last unit-trained F-105 pilot to retire. And he's standing at the threshold of the unit's future – the recently announced proposal to integrate the 192d FW with Langley AFB. He's deployed to Panama, Canada, Turkey, Curaçao, Alaska, Italy, England and Norway in support of numerous real-world operations and dozens of training exercises. His medals include the Meritorious Service Medal, Air Medal, Commendation Medal, Achievement Medal, Outstanding Unit Award and Combat Readiness Medal – nearly all with multiple oak leaf clusters.

As a young man preparing to enter college, Col. Hicks signed with the North Carolina Air National Guard communication unit in January 1970. He graduated from North Carolina State University with a Bachelor's Degree in engineering. After college, his first job was as an engineer at (then) Newport News Shipbuilding in Newport News, Va. For a time he stuck with the long commutes to North Carolina for drill weekends. "The best part about those trips was getting to see my girlfriend, Ann," he says. (Ann and Col. Hicks were married on July 29, 1973.)

"Ann has given me tremendous support over the years. I couldn't have pursued my military career without her," the colonel proclaims. "And since I've been commander, there aren't many drills she hasn't been here for me, providing support through the Family Readiness Group and in many behind-the-scenes ways. I've been blessed with a loving and supportive wife and family and for that, I thank God daily."

"In 1973, I transferred to the (then) 192d Tactical Fighter Group of the Virginia Air National Guard," Col. Hicks notes. I was initially assigned to the Communications section and was eventually able to achieve a life-long dream of becoming a fighter pilot. He was commissioned in October 1974 at the Academy of Military Science at McGhee Tyson AFB, Knoxville,

Tennessee. He attended pilot training at Moody AFB in Valdosta, Georgia, and completed advanced training in the F-105 at McConnell AFB, Kansas.

In July 1976, he headed back to Virginia and was almost immediately tasked for a unit deployment to Lakenheath AFB, England. Even after all these years he describes his early deployments with the sense of excitement and wonder he felt at the time. It was his first trip outside the United States. "It was an exciting time to be a 2nd Lt. and flying the F-105, an aircraft with lots of combat exposure," he notes.

In 1981, the unit converted from the F-105 to the A-7. Colonel Hicks went through transition training at the Tucson ANG Base in Arizona. He flew the A-7 for 10 years and remarks that "although it was the ugliest jet he'd flown, it really was a fun and easy jet to fly. The A-7 was very different from the F-105. With the blunt nose," he comments, "you felt like you were sitting on the end of a telephone pole. You had to be careful because, without a nose for a reference point, you could easily get into trouble, especially when you were low to the ground. The A-7 had a computerized bombing system and was very precise

compared to the F-105. Another great technology in the A-7 was a Projected Map Display System (PMDS). With this real-time map, you always knew precisely where you were; it was a fighter pilot's dream come true."

While in the A-7, he deployed to Panama with the unit three times. "Our mission was to protect the Panama Canal. Some people considered Panama a hardship tour, but I thought it was one of the Air Force's best kept secrets. Years later, I took my family and parents there on a vacation."

Then there were the unit's deployments to Norway. Col. Hicks describes his trips there as exciting. "It was an incredibly exotic landscape – mountain peaks that were nearly vertical; long, deep fjords where large amounts of Norway's hydro-electric power was generated. It made for a challenging but dangerous flying environment," he notes.

While the living conditions could best be described as somewhere between rugged and spartan, according to Col. Hicks, the region was picture postcard beautiful. "I'd never before seen such natural beauty," he says of the



Col. Hicks in October 1974, after graduating from the Academy of Military Science - the Air National Guard's commissioning program — held at McGhee Tyson ANG Base, Knoxville, Tenn. Mom, Barbara Hicks, pins the former Sergeant Hicks with his new officer rank.

Continued on pages 4-5...

Career Reflections



Col. Hicks as a young F-105 pilot during the late-70s gets help in donning his water wings from a 149th Fighter Squadron Life Support specialist during annual Life Support Training at Camp Pendleton, Virginia Beach.

unit's first 'bare base' deployment. "We slept in arctic sleeping bags on cots, and a potbellied stove provided our only heat."

After 13 years of working for NN Shipbuilding, Col. Hicks became a full-time member of the 149th Fighter Squadron and served in a series of positions including Logistics Group commander and Operations Group commander on his way to becoming Wing commander.

In 1991, the unit converted to the F-16C, Block 30. The 192d was the first ANG block 30 unit to convert. Colonel Hicks was unit conversion project officer and was among the first cadre of instructor pilots to attend transition training. "Then it was back to Norway for an exercise," Col. Hicks recalls. "This time our destination was above the Arctic Circle in wintertime!"

"The F-16 is a challenge because of the high-g (gravity) environment. The training was difficult and intense," Col. Hicks says of the conversion. "Moving into the F-16 was a quantum leap for us. It was also a huge cultural adjustment. We needed to develop active duty expectations. The F-16 wasn't your – up to that point – typical Air Guard airplane.

"Before that our missions had primarily been air-to-ground, which is a fairly straightforward mission. Now we began tackling air-to-air, which is more complex and difficult. The F-16 is the most beautiful and sexiest airplane I've ever flown, but it is also the most demanding."



Col. Hicks (front left) as a young F-105 pilot during the late-70s. Here he fires a pin-gun flare from the shoreline during annual Life Support Training (including water survival training) at Camp Pendleton, Virginia Beach. Some of the then 149th Fighter Squadron members behind him include Bert Etherington, Hartwell T. Coke IV, Jim Welch, Glenn Morton, Don Everett and Ed Gorman.

Going mission capable with the F-16 put the unit on the map as never before. For the first time, the 192d found itself taking part in true combat missions. The first being in Turkey as part of Operation Provide Comfort with a first-ever rainbow flight – several Air Guard units – and their equipment, taking over so active duty units could take a break. The unit was making history and laying the groundwork for future Air Guard deployments in support of active duty military actions.

Two noteworthy achievements in the F-16 involved testing the Engine Regional Repair

Concept for the Air Force, and fielding a reconnaissance pod that could be hung from the belly of an F-16. After going mission capable with this new tactical reconnaissance pod, the 192d deployed to Aviano AB, Italy. The Wing flew recce missions over war-torn

Bosnia for nearly two months in 1996. "We helped develop the pod," Col. Hicks notes. "We staged the system and tested it. That was quite an accomplishment for a unit and especially for a Guard unit."

Also at the Air Force's request, while Col. Hicks was 192d Logistics Group commander, the unit established an Engine Regional Repair Center that provided depot-level maintenance for Pope AFB General Electric aircraft engines in addition to handling the 192d's aircraft engine maintenance. "We were asked to develop and run the test – an 18-month program," Col. Hicks explains. "We provided complete cost and staffing metrics. The test was a resounding success and saved the United States Air Force \$20 million. All of this was possible due to the dedicated maintenance professionals in our unit. They are undoubtedly the best in the business."

Sept. 11, 2001, presented totally different challenges for the 192d FW. "There was no general mobilization authority," Col. Hicks explains, "yet people volunteered to come in without promise of pay, to establish an immediate 24/7 around the clock operation. People were sleeping in



The Hicks family serves "Thanksgiving Dinner" to Wing members at the base Dining Facility on Nov. 22, 2001. Just a little more than 2 months after 9/11, hundreds of unit members were on duty and working 24/7 to support the combat air patrol missions being flown by the Wing. (Photo courtesy of Jim Caiella, Richmond Times Dispatch)

Career Reflections

hallways and offices, on cots and couches. We were staging live ordnance and flying combat air patrol missions over key U.S. metropolitan areas. We were performing a mission that I could not have imagined in my wildest dream."

"Initially I worried about the tasking level. But you know, the Guard operates even better under heavy tasking. The busier we are the better things run. We became a finely tuned machine and became closer, as did our families through our Family Support program and volunteers. Our unit's performance during and in the wake of 9/11 has been, in my opinion, our finest hour."

When asked about other career highlights, he smiled and said, "the 50th Anniversary in 1997 and the 352nd Fighter Group Reunion in 2000." When asked about the most difficult times in his career, he replied, "the loss of 4 fellow pilots in aircraft mishaps over the years, and the loss of 18 (203d RED HORSE Flight) Virginia Air Guardsmen on March 3, 2001, when the transport they were riding in went down. That loss impacted 300 immediate family members. There is terrible pain and heartbreak in having to inform a family member that they've lost the most precious person in their lives. Many of us spent months after the mishap helping out at the 203d. I pray that we never again experience such a tragedy."

Col. Hicks has always carried a passion for history and revels in the accomplishments made by those who fought against the Axis Powers during World War II. He also carries great pride in today's youth and hope for the future. "This country is in good hands," he contends. "In the last year, more than 1,000 Wing members deployed to 32 locations in 15 countries. We were challenged more than ever and we came through with flying colors. It wasn't without difficulties. It requires accepting our humanness and coming together to do something as a team that is far greater than any of us could accomplish as individuals. I'm proudest of that."

Col. Hicks knows that strength and inspiration can come from within, but other times it has come from outside the military community. One such special point of inspiration has been the students, staff and parents at Seven Pines Elementary School in Sandston. For many



Col. Hicks talks aviation history with Jim "Picker" Fleming (right) retired 149th Fighter Squadron F-105 Operations Officer and North Carolina peanut farmer; and Joe Noah (left), co-author of "George Preddy - Top Mustang Ace" and cousin of WWII fighter ace Maj. George Preddy of the 352d Fighter Group. A special highlight of Col. Hicks' career was hosting the last reunion of the renowned World War II 352d Fighter Group - the unit from which the 149th Fighter Squadron and the 192d Fighter Wing take their military lineage.

years the unit has supported the Lunch Buddies reading program at the school. "They've been an inspiration for me and the unit," Col. Hicks explains. "Shortly after 9/11 they invited me to the school. I figured it was a Lunch Buddy event. Many of the parents, teachers and students had stayed up most of the night writing thank you notes and assembling 1,000 bags of cookies for the unit. It was overwhelming. They waved flags and signs welcoming us to drill every Saturday morning for over a year. I'm so grateful for their support; it's taken me to another level."

"A small part of me will miss the adrenaline rush of having 28,000 pounds of afterburner pushing me into the sky and the adventures and challenges we've shared," Col. Hicks

says, contemplating his retirement, "but what I'll miss the most are the people. There's a very special bond that connects those in uniform," Col. Hicks points out. "There's a passage in the Bible that says, 'no man has greater love than to lay down his life for a friend.' That defines the level of loyalty, camaraderie, commitment and bonding that the military community shares. We have a common purpose - be it a mission or a specific tasking. We share our successes, failures, tragedies and triumphs with our fellow service members. These things become part of our collective history. We learn to depend upon each other - sometimes for our very lives."

"It's been my great honor to serve with so many members of the Virginia Air Guard over the years. You have enriched my life and have made me a better person. May God bless each and every one of you and may he protect you and keep you in his loving arms. You will forever remain in my heart and soul."



Colten Hedrick, a young Virginia boy with severe heart problems, had a wish come true when he visited the 192d Fighter Wing. Here Col. Hicks shares a favorite passage from the Bible with Colten. (Photo courtesy of Jim Caiella, Richmond Times Dispatch)

News You Can Use/Announcements

192d Fighter Wing

Command Chief Master Sergeant Position

The 192d Fighter Wing will be accepting applications for the Wing Command Chief Master Sergeant (CCM) position through 16:00 on Sunday 25 April 2004. The Wing CCM works directly for the Wing Commander and serves as the liaison to the enlisted force. The position is open to all Drill Status Guardsmen, AGRs and Technicians. Applicants must be E-9s or promotable E-8s. Application packages should include a resume', letter of intent and Record of Individual Personnel (RIP) IAW ANGI 36-2109.

Completed packages should be forwarded to 192 FW/DP ATTN: CPT Schlagel, 50 Falcon Road, Suite 37F, Sandston, VA 23150-2524.

Base Honor Guard

We'd like to invite any member of the 192 FW interested in joining the Base Honor Guard to please attend a meeting, which will be held in the Maintenance Conference Room, building #3665. The meeting will be held Sunday April 25, 2004 @ 0900! If there are any questions or concerns, feel free to contact Chief John Iorio @ X6514 or MSgt Minor @ X6346!

Change of command news brief

During the April 2004 drill weekend, Col. Stephen R. Hicks, 192d Fighter Wing commander since May 1999 will retire and hand leadership of the unit over to Col. Peter Bonanni, current vice wing commander.

Members of the Virginia National Guard, friends, and family are invited to a Farewell Dinner honoring Colonel Hicks and his wife, Ann, on Saturday, April 24 at the Virginia Aviation Museum. The "Sunday dress" event will begin at 6 p.m. with cocktail hour, followed by dinner served at 7. The dinner is \$30 per person and reservations must be made no later than April 16, by contacting TSgt.

Ann Bey, (804) 236-6301 or email
ann.bey@varich.ang.af.mil.

The Virginia Aviation Museum is located on the left and approximately ½ mile inside the main entrance to Richmond International Airport (5701 Huntsman Rd.).

The schedule of events for the weekend includes Colonel Hicks taking his final F-16 flight that morning. Takeoff and landing times haven't been set yet; however, his preflight briefing in Wing Operations should take place around 7:45 that morning, and his F-16 should return to base between 10 and 11 a.m. Unit members are invited to be on hand for the landing and traditional "spray down." A small reception is planned inside Wing Operations afterward for Ops

personnel, family and special friends.

The Wing Change of Command will follow on Sunday, April 25 in the main maintenance hangar. Additional details on these events will follow in the April Vanguard.

Retirement Medallion

The Chiefs Council is seeking design ideas for a medallion to be presented to all enlisted members upon retirement. The design should properly represent the VaANG and Air Force enlisted corps, but also be creative and capture the spirit of the VaANG. Submit ideas via email to angela.dicentes@varich.ang.af.mil, hand deliver to the Intel Shop, or fax to DSN 864-6927 or Comm: (804) 236-6927. Deadline for entry is 1700, Saturday, 24 Apr 04.

ANG Diversity Training

ANG Diversity Training will be held on Sunday March 14th from 0730-1600 at the Holiday Inn Airport. Please schedule members through the Base Training Office.

The Diversity Advisory Committee would like to salute the following women in recognition of National Women's History Month.

- 1) LtC Mary Hodges - Inspector General
 - 2) SMS Mary Ruth Halapatz - Comm Flight
 - 3) SMS Antonio Vincent - Security Forces
 - 4) SMS Dorothy Tatem - Base Supply *
 - 5) TSgt Karen Smith - Comm Flight *
 - 6) SrA Michele Misiano - Comm Flight
 - 7) MSgt Crystal Worley - Aircraft Maintenance
 - 8) Angela Wade - Family Readiness
 - 9) MSgt Stacey Short - Support Group (1st Sergeant)
 - 10) MSgt Sherry Hankins - Maintenance (1st Sergeant)
 - 12) SrA Fallon McNeil - Mission Support
 - 13) Maj Debbie Magaldi - Public Affairs HQ
 - 14) SSgt Carrie Smith - Civil Engineering
- * indicates member will be retiring this year

In accordance with AFH 37-137, the following is a list of Air Force rank abbreviations.

General	Gen	Chief Master Sergeant	CMSgt
Lieutenant General	Lt Gen	Senior Master Sergeant	SMSgt
Major General	Maj Gen	Master Sergeant	MSgt
Brigadier General	Brig Gen	Technical Sergeant	TSgt
Colonel	Col	Staff Sergeant	SSgt
Lieutenant Colonel	Lt Col	Senior Airman	SrA
Major	Maj	Airman First Class	A1C
Captain	Capt	Airman	Amn
1 st Lieutenant	1 st Lt	Airman Basic	AB
2 nd Lieutenant	2d Lt		

Life Goes Better With Prayer - by Ch(Maj) Edward Moran

Ask people what they think about prayer and you'll find an overwhelming approval rating. Ask them if they pray and you'll typically hear responses like "not as much as I should" or "when I need something from God" or "yeah, when I'm in church on Sunday". An ancient father of the church, St. Augustine once wrote that prayer is not so much formally addressing God with a list of requests as it is acknowledging that our connection to God is absolute, unending and urgent. The more we find ways to acknowledge that connection, the more our lives take on their truest meaning and purpose. The reason for this has to do with the fact that we are created in God's image meaning that a part of us is spiritual. The more we find ways to acknowledge our connection with God based on having received His image, the more we begin to understand the answers to the profound questions of why we are here, where we are going and who we are. Having the answers to these kinds of questions can lead to a very peaceful heart, a focused mind, a renewed sense of purpose all of which are bound to contribute greatly in helping us accomplish the mission we do as Guardsmen.

Some traditions engage in lots of formal prayer. This is a good thing in that such structures connect us with the holiness of the past, the blessed hearts and minds who could certainly say it better than we could. Others are



more comfortable with some words 'from the heart' or 'off the cuff' preferring to pray whatever comes to mind. For spontaneity and sincerity, such prayers truly help us to find expression to the hidden things in our own hearts. How

many times have we heard prayers like this and felt that God was using the words to touch as well as outwardly express something personal and true in our own hearts?

As spiritual things go, it would be good to have a facility with both formal and informal prayer in much the same way as 'left' brain functions (i.e. math, analysis, logic) are said to enhance 'right' brain functions (i.e. poetry, art, imagination) the more both are practiced. One way to engage in some self-growth is to move out of your 'comfort zone' by trying to pray in ways that are unfamiliar. If you love to read formal prayers from a book, try your hand at expressing what you feel and think in a spontaneous prayer from the heart. If you are more comfortable with 'letting loose with the words', do some homework and offer a prayer written down by some famous saint of the past. You will discover a new depth and richness that can certainly strengthen your personal prayer life. Either way, pray often and deeply. Talk to God and you just might hear Him talking back to you telling what you need to do as well as receiving the help He wants to give in the doing of it.

Military Discrimination

Military discrimination "Includes discrimination on the basis of color, race, national origin, religion or sex that is not otherwise authorized by law or regulation." The Military Equal Opportunity Office (MEO) located in Building 3652, Room 7 is the OPR to file a complaint for these 5 types of discrimination. Personnel include: Captain Andrea Stewart, MEO Chief (x6582), 1st Lieutenant Emily Huffman, MEO Officer and SSgt. Tesha Thornton, MEO NCO (x6389). VaANG's EO Program is designed to: "build teamwork, harmony and esprit de corps, ensure fair treatment of all airmen and ensure immediate corrective action for infractions of Equal Opportunity Policy."

There are 9 steps you should follow before filing a complaint:

1. Be sure you have a complaint, not just a peeve.
2. Give your chain of command a chance to solve the problem.
3. If EO assistance is needed, contact the local MEO or EOA first.
4. Be honest and don't provide misleading information.
5. Keep in mind that EO personnel are not policy makers.
6. Keep in mind that EO personnel can only recommend, not order a resolution.
7. Remember EO personnel can only resolve a case on the basis of fact.
8. Don't expect instant action on your request.....Be patient.
9. Be prepared to take "NO" for the answer.

Human relations education will begin in March. Further information will be discussed on: sexual harassment, stereotyping, prejudice, core values, diversity, cross-cultural interactions, monthly observances, extremists/dissident groups, white supremacy, dualism, Christian identity movement, patriotism-survival, and posse comitatus. GET READY FOR SOME INTERESTING DIALOGUE!

CMSgt Stanley Leadership Award

With senior Virginia Air National Guard and 192d Fighter Wing leadership in attendance, on January 11 the 192d Medical Squadron continued the tradition of honoring its top enlisted member with the Chief Stanley Leadership Award.

CMSgt. (retired) Jim Stanley was in attendance; and Lt.Col. Kenneth Papier, Medical Squadron commander, presented the award to TSgt. Leon Joyal.

The Chief Stanley Leadership Award is presented annually to the 192d Medical Squadron enlisted person who exemplifies the leadership qualities that Chief Stanley exhibited throughout his career, noted SMSgt. Kimberly Evans, Nursing Services superintendent. Chief Stanley was the 192d Fighter Wing's first Senior Enlisted Advisor (now Wing Command Chief) in 1996. Near completion of that 2-year assignment he was directed by the Wing Commander to provide input concerning enlisted personnel matters for the Medical Squadron. Chief Stanley completed his assignment as Enlisted Force Manager and Superintendent of the Medical Squadron in December 2000. He returned to the 192d Security Forces Squadron after that and retired from the VaANG in October 2001.

Chief Stanley was brought into the Medical Squadron, which had just failed its Air Force HSI, to provide leadership and support in helping to turn the unit around, explained SMSgt. Evans. "The chief guided our personnel through drill-by-drill, challenging us and encouraging us," she noted, "constantly questioning our thoughts and never accepting status quo. He provided us with the tools to use

and the understanding of how to get where we needed to be. He forced us to grow. We not only passed the [follow-up] HSI with his leadership, but we received the highest rating in Air Combat Command."

"The fruit of his labor is what our squadron is today," she continued. "It is a unit where we take pride in being a member, a squadron others wish to emulate... We have come so far... yet we are still traveling, and to continue in the right direction, to continue improving, we need outstanding leaders. Not just senior leadership, but also mid-level and junior leadership."

After presentation of the award, TSgt. Joyal, was congratulated by leadership, fellow unit members, and his wife Lesli, and their son and daughter, who were invited to participate in this special event. He was

commended for being an outstanding supervisor, and for encouraging professional development of his personnel. He expects the highest standards from his personnel and is meticulous and professional in all he does, SMSgt. Evans noted. TSgt. Joyal is always willing to lend a helping hand and is often able to support the needs of other medical squadron sections when they need assistance. He resurrected a flagging Industrial Hygiene Shop Inspection program compliance rate from 17% to 100%. He facilitated a complete retooling of the quantitative gas mask fit testing program, which resulted in over 90% compliance VaANG wide; and he brought the respiratory protection program from 60% to 100%. He also found time to write an operating instruction for the base radiation program, where one did not previously exist. *-Story by Maj. Debbie Magaldi*



Col Hicks and members of the 192d OPS gathered at the OPS building to celebrate the retirement of MSgt Michael Ward after twenty years of service.



Col Hicks and Lt Col Turner present TSgt Ed Kelleher with his shadow box at his retirement luncheon during February UTA.

Both Photos by TSgt Dave Buttner

Exceptional Promotion Program (EPP)

Nomination procedures for the calendar year 2004 Exceptional Promotion Program (EPP) were announced in January. Completed nomination packages must be received by VAANG/DP (5505 Corsair Dr., Sandston, VA 23150-2520) no later than 4 p.m. on Sunday, March 14 (drill weekend).

EPP is a competitive process that provides promotion opportunity for drill-status guard members by allowing exceptional individuals to attain senior noncommissioned officer rank when a UMD authorization to a higher grade does not exist.

The following criteria (non-wiaverable) will be used to determine eligibility for promotion consideration. Nominees must be drill-status members, must not be excess to unit requirements or become excess within the two-years following promotion. At the time of submission, nominees must meet time-in-grade and time-in-service requirements be fully qualified in their Duty Air Force Specialty Code (DAFSC), and have completed the Senior NCO Academy. At the time of submission, nominees must be within 3 years

of qualifying for a reserve retirement, with at least 17 years of satisfactory service based on their current AF Form 526; and they must have 3 years retainability prior to reaching age 60. Anyone selected for EPP must agree to remain in the ANG for 3 years after promotion, and to be transferred to the retired reserve or be discharged on the third anniversary of the promotion, unless they are later assigned to a valid UMD position at the member's grade.

Meeting of the selection board has been tentatively scheduled for the April Unit Training Assembly (UTA) weekend. Late or incomplete submissions won't be considered. Service dress uniform is required on all nominees meeting the board. Commanders will notify nominees of the date and time they will meet the selection board.

For a complete list of requirements, and instructions for assembling complete submission packages, contact MSgt. Lucy Washington, DSN 864-6516 or phone (804) 236-6516 or see the EPP Guidance Memorandum dated 11 Jan. 2004 for all VaANG unit commanders for additional information.

Diversity Advisory Committee

The DAC wants to *thank* everyone for the support during 2003! We got so much done to include sending Valentine Cards to deployed members, worked with the Wing on the Unit's Honor Guard, supporting the 6th Annual Asian Heritage program, threw the 1st annual DAC Meet & Greet. Some of our articles covered issues on EEO, Union & IG representatives and "How 2s" for Promotions. In the next few months the DAC will be focusing on the barrier of deployments.

After conducting meetings with the wing sections involved in deployments, the DAC has gathered some important information for you to know.

There are so many questions about Deployments. Our goal is to give you the information you need to answer those questions. The Unit's POC for all deployments is PLANS formerly known as Wing Plans (XPL) or Logistics Plans (LGX), they are now part of the Logistics Readiness Squadron (192LRS/LGRR). They remain the wing OPR for deployments, plans, support agreements, and WRM. They are located in Suite 8 of the Wing Headquarters Building.

OIC / Installation Deployment Officer : MAJ David Biggs (x6878)

NCOIC / Logistics Planner : SMSgt Bob Gray (x6491)
Logistics Planner : TSgt Christine Stevens (x6052)
Information Manager : SRA Ian Brown (x6052)

Check out their web site: https://intranet.varich.ang.af.mil/192fw_xp/Default.htm
https://intranet.varich.ang.af.mil/192fw_xp/deployment_issues.htm
https://intranet.varich.ang.af.mil/192fw_xp/deployment_readiness.htm

In order for you to be deployed there are requirements that you as a member must take care of. First you must be ready for deployments. Go to this web site and make sure you are. https://intranet.varich.ang.af.mil/192fw_xp/prf_instructions.htm

Once you have made sure you are deployable, you will need to complete a volunteer sheet that must be approved through Plans. Without approval through the 192nd FW Chain of Command the deployment is not valid.

Please read next months article for more information on deployments, to include your Unit Deployment Managers, the way the system works and how you can better serve with the Va ANG.

2003 Outstanding Airmen of the Year

The Virginia Air National Guard recently selected its top enlisted personnel for 2003. Earning the VaANG Outstanding Airman of the Year title was SrA Fallon McNeil, a member of the 192d Fighter Wing. Both the VaANG Outstanding Noncommissioned Officer of the Year and Outstanding Virginia Guardsman of the Year titles went to TSgt. Scott Morrill, 203d RED HORSE Flight. Master Sgt. Stephen Elliott, 203d RED HORSE Flight, took the VaANG Outstanding Senior NCO of the Year honors.

“Each year we take the opportunity to recognize those individuals that have exhibited the highest levels of airmanship, job knowledge and leadership,” said CMSgt. John Iorio, Joint Forces Headquarters Virginia (Air Component) Command Chief Master Sergeant. “These are people who exemplify our [Air Force] core values.”

The recipients of this year’s VaANG Outstanding Airman, NCO and Senior NCO honors were chosen by a board that convened at the Headquarters in December 2003. The board of officers and senior enlisted members were “extremely impressed” with the caliber of all the candidates representing the 192d Fighter Wing and the 203d RED HORSE Flight. The individuals who went before the Headquarters selection board had already been chosen as the best airmen, NCOs and senior NCOs of their respective units.

Master Sergeant Stephen Elliott, superintendent of the 203d Airfields Shop, is an exceptionally knowledgeable pavement/construction professional and supervisor of the 40 people in his shop. While deployed with his unit to SWA during 2003, he helped construct a 500 seat, 10,000 square-foot theater, which greatly improved the quality of life for thousands of deployed U.S. military people. He was a key member of his unit’s advance team to SWA, and was responsible for planning the work, obtaining the required materials, and receiving the troops. He oversaw the excavation of over 500 cubic yards of rock for the building’s foundation and directed the assembly of the structural steel and metal roofing and siding for the facility — the largest vertical accomplishment of any RED HORSE team. Before deployment, an internal Unit Compliance Inspection review of his shop showed that it met or exceeded all Air Force standards. He is very active in his church, where he is a deacon and Sunday-School superintendent.



MSgt. Stephen Elliott



TSgt. Scott Morrill

Technical Sergeant Scott Morrill is a highly knowledgeable, professional structures craftsman, and Team Leader of the 203d Cantonments Structural Shop. During his 2003 deployment to Southwest Asia, Sergeant Morrill helped construct a taxiway valued at \$15 million. As Structural Supervisor, he led his crew through the successful completion of multiple mission-essential facilities and systems, and as CE Operation Superintendent, he was responsible for maintaining and repairing all U.S. equipment and facilities for a 1,900-person base. His additional duties include: Honor Guard; Morale, Welfare and Recreation representative; and member of the Unit’s Retention Board. He is active in his church and coaches little league baseball.

All portraits by TSgt Dave Buttner

2003 Outstanding Airmen of the Year



Airman McNeil is an enthusiastic member of the 192d Military Personnel Flight. She helped in the processing of more than 50 awards and decorations for unit members activated for Operations Enduring Freedom and Iraqi Freedom. She is a member of the Student Flight Development Program Planning Team and a member of the Commander's Dress and Personal Appearance Advisory Board. In addition to her military duties, Airman McNeil is pursuing a Bachelor's Degree in Business Administration, is a blood donor and raises money for cancer research by participating in "Relay for Life" events.

"Congratulations go out to each of Virginia's outstanding airmen. They are motivated, energetic individuals who are constantly working to make things better, within their unit and their community," Chief Iorio said.

"All of the candidates were outstanding and each one of them should be proud. The competition was very keen and the board felt each candidate did a great job of representing his or her unit," Chief Iorio added, "making the board's job very difficult."



The 192d Fighter Wing's Outstanding Airman, NCO and Senior NCO for 2003 are SrA Fallon McNeil, 192d Mission Support Flight; SSgt. Heidi Schroeder, 192d Logistics Readiness Squadron; and MSgt. William Ames, 192d Communications Flight.

All portraits by TSgt Dave Buttner



MOVING IN, MOVING UP, MOVING ON

PROMOTIONS

Maj Vernon Bennett
Maj Frank Yank
1Lt Chidi James
MSgt George Edwards
MSgt Steven Jenkins
TSgt Theresa Wolfe
TSgt Scott Ward
SSgt Carroll Bossieux
SSgt Shannon Boyette
SSgt Travis Crawford
SSgt Theresa Donat
SSgt Kelly Mason
SSgt Stephen Volosevich
SrA Benjamin Pritchett
SrA John Miller
SrA Dwayne Wyatt
A1C John McKone
A1C Jonathan Mills
A1C Nicholas Reeves
A1C Justin Viars

TO

LtCol
LtCol
Capt
SMSgt
SMSgt
MSgt
MSgt
TSgt
TSgt
TSgt
TSgt
TSgt
TSgt
SSgt
SSgt
SSgt
SrA
SrA
SrA
SrA

Gains

TSgt Susan Rutter
SSgt Angelina Martinez
SSgt Mark Mogle
SrA Theophilus Addotley
SrA Franklin Barnes
SrA Daryle Fabrizio
SrA Donna Innis
SrA Cesar Guridy
A1C Peter Bleignier
Amn Kelly Foit
Amn Joel Born

Retirements

FEB

CMSgt Samuel Meador
CMSgt Donald Davis
MSgt Gary Coles
MSgt Barry Edds
MSgt Stuart Thorpe
MSgt Michael Ward
TSgt Edward Kelleher
TSgt Glennie Hill

Gaining Unit

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

Unit

Aircraft Generation Squadron
203d RHF
Logistics Resource Squadron
Aircraft Generation Squadron
Logistics Resource Squadron
Fighter Wing
Fighter Wing
Maintenance Squadron



On Dec. 12, 2003, Col. and Mrs. Hicks attended the graduation of their son, Lt. Justin Hicks, at Columbus AFB, Miss., where he received his USAF Pilot Wings.



Col. Hicks enjoys a baseball game during a Guard Night at the Diamond in the mid-90s. He's pictured with his son, Justin, and daughter, Stephanie. (Photo courtesy of Jim Caiella, Richmond Times Dispatch)

What's for Lunch?

SATURDAY UTA

Baked Fish
Beef and Corn Pie
Scalloped Potatoes
Broccoli Spears
Brown Gravy
Oatmeal Raisin Cookies

SAT. SANDWICH LINE:

Tacos

SUN. SANDWICH LINE:

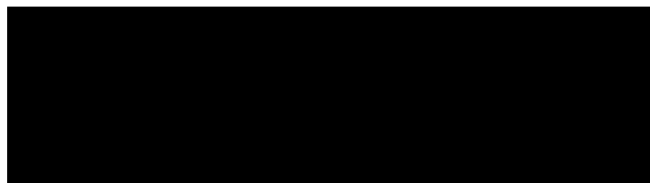
Tacos

BOTH DAYS:

Asst Beverages,
Bread & Salad Bar

SUNDAY UTA

Baked Chicken
Peppered Steak
Steamed Rice
Mashed Potatoes
Peas & Carrots
Chicken Gravy
Apple Cobbler



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

