

# VANGUARD

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

Virginia Air National Guard

192d Fighter Wing

April 2005



Photos by TSgt Dave Buttner & MSgt Carlos Claudio



## 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**.*

*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.*

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

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Multimedia Support Center

### Next UTA:

**April 23 - 24**

Cover: Center = L-R: Lt Col Joseph Early, Lt Col Thomas Wark, Lt Col Phillip Guy, Col Greg Pietrocola. Periphery = ORI Superior Performers.

Those Superior Performers not pictured will be featured in the May Vanguard.

I will start this Vanguard by reviewing some information that you are all well aware of but may have blocked out due to the natural human tendency to forget unpleasant experiences. I know because even I forgot just how many OREs we have done in the last year. I was reminded when I read the ORI report and saw the following ORE dates listed: 17-18 July, 6-8 August, 13-15 September, 7-9 January and, of course who could forget our last practice, the one day 12 hour drill ORE of 6 March.

Leadership of our commanders and senior NCOs

during these many OREs drove our performance on the ORI. Our overall grade was Excellent, but of course that is not the whole story. To truly understand this grade it needs to be put in context of the performance of other units. Under the strict grading criteria of the ACC IG no unit has ever received a score of Outstanding on a Phase I inspection. In fact, there has not been even an Excellent awarded to any unit in ACC (Guard, Reserve or Active) since July, 2001. Further, 43% of the units inspected on a Phase I ORI received a grade of Unsatisfactory or Marginal and had to retake their Phase 1.

In the 42 graded areas of our ORI, 36% were rated

Outstanding, 43% were Excellent, 19% were Satisfactory and only 1 area was Marginal. No graded areas were Unsatisfactory and all of our Special Interest Items received a "complies" in the dozens of areas that were evaluated. We also had no "complies with comments" or "does not comply" for those areas. In addition they looked at several of our weak areas from our last UCI and we had fixed every one of these areas with no discrepancies noted. It was truly a remarkable

achievement made possible by a large group of professional men and women throughout the Virginia Air Guard. I say Air Guard because, even though it was a Wing inspection, we received great support from

across our entire organization over the last year.

So, what is the key point to take away from this long and difficult ORI process? Leadership is the ability to drive outcomes and, through the efforts of all of you, we achieved our desired outcome. Clearly, this Wing is endowed with effective leadership throughout the ranks. I thank and salute all of you for your effort and extend special recognition to our senior NCOs and the many other key leaders who stood so tall during this critical inspection.

Sincerely,  
**Colonel Pete Bonanni**  
Wing Commander



## Wing Command Chief Corner - CMSgt Dates

Since beginning my assignment as the Wing Command Chief last fall, I have had the opportunity to serve as chairman of the Wing Outstanding Airman of the Year and several first sergeant selection boards. After each board concludes, I always reflect on what each candidate has shared in his or her interview. It's interesting to sit and listen to what the various lifestyles, personal and professional goals, diversity of civilian employment, educational levels and community involvement are, but the one thing I am always amazed at is how much talent our unit members possess! During a recent board I asked a question in reference to career goals and aspirations if selected for a position. The answers given were profound. I chose to share this information in this month's



article for the simple fact that I am confident that the untapped talent and great ideas that unit members possess are a positive reflection on our unit. I encourage each of you to share your ideas and not to wait until you are selected for a position of higher rank or status to allow them to unfold. Just as it takes many instruments to create a harmonious symphony, it takes a variety of ideas to create an awareness level and actions to increase morale and focus of our enlisted personnel. Our number one focus, Readiness, has not changed. We have proven our Readiness level after receiving our "EXCELLENT" rating during the recent ORI; now let's continue down that path, staying focused and sharing ideas. There is no better time than the present.

## Officer Applications Being Accepted

The Military Personnel Flight (MPF) is currently accepting applications from individuals who are interested in obtaining a commission in the VaANG. The VaANG policy for filling vacant non-rated/non-professional positions within the state is that a pool of applicants be established at the beginning of each fiscal year (1 October).

The pool will consist of individuals selected from all applications received, and meet the necessary qualification requirements. Individuals who are placed in the pool are reminded that should they not be selected for a vacant position during the year, they must reapply the following year. The applications are not automatically retained in the pool at the beginning of the new fiscal year. Some of the basic requirements for a commission are as follows:

1. AGE: Individual must be commissioned by age 35. Waivers up to age 40 may be considered.

2. EDUCATION: A Bachelor's degree is desired. Waivers of education will be considered. You must have a minimum of 90 semester hours for consideration of a waiver.

3. TEST REQUIREMENTS: All applicants must take the Air Force Officer Qualification Test (AFOQT). If you have previously tested and received qualifying scores, your current test scores will remain in effect. Required qualifying score requirements will be explained by a MPF representative.

Deadline for submission of applications is 13 June 2005. Applications received after that date will not be considered. Failure to furnish the required information within the specified date will result in the application not being considered.

For those individuals interested in becoming officers in the VaANG, contact Capt Schlagel in the MPF at Ext. 6592.

## Thanks From The IDO - Maj David Biggs

My many thanks to all that worked as an augmentee within the mobility functions during the OREs and ORI. I'd like to specifically thank those in the Deployment Control Center, Cargo Deployment Function, Personnel Deployment Function, Ramp, and Deployment Vehicle Operations. Your persistence, hard work, and patience paved the road to success despite the challenges along the way. I could not have asked for a better team to work with and the great marks the unit received confirmed this. When success comes through such a tremendous team effort it gives you great pride in the overall accomplishment. You should be proud of the outcome. Thanks again for all your hard work and dedication. I will never forget it.



# Airmen of the Year 2004

by Maj Debbie Magaldi

"The backbone of the U.S. military is our enlisted force," says Brig.Gen. R. Anthony Haynes, Deputy Adjutant General for Air of the Virginia Air National Guard. "And I consider our Virginia Air Guard enlisted members to be among the best of the best."

"Competition to select the 2004 Virginia Air National Guard Outstanding Airmen of the Year was stiff. Every person that went before the Headquarters' board had already been selected as an outstanding Airman in their respective units. I salute each of these highly skilled and motivated individuals," he adds.



Taking top honors this year was TSgt. Andre Davis, a 203d RED HORSE Squadron power production craftsman, who was named overall Virginia Air National Guard Outstanding Guardsman of the Year for 2004, as well as the VaANG Outstanding Noncommissioned Officer of the Year. SMSgt.

Robert Laws, 203d RHS vehicle maintenance superintendent, was chosen as the VaANG Outstanding Senior Noncommissioned Officer of the Year. SMSgt. Antonia Vincent, 192d Security Forces Squadron, received the title VaANG Outstanding First Sergeant of the Year title. And SrA. Margaret Koerner, 192d Mission Support Flight personnel journeyman, was awarded the VaANG Outstanding Airman of the Year award.

"These individuals represent the very best within the VaANG. They bring incredible energy, passion and knowledge to their jobs and are quick to identify ways to make their respective duty sections better and better. Please keep up the great work," General Haynes says.

Sergeant Davis, both the VaANG Outstanding Guardsman of the Year and Outstanding NCO, is described by superiors and subordinates alike, as a leader who inspires confidence and respect. In August 2004 he was recognized

as a Superior Performer during the Unit Compliance Inspection, for the CA/CRL book he developed to track his shop's accountable equipment items. Other 203d shops adopted his book as their model. He is the equipment custodian for the electrical and power production shops and manages resources valued at \$1.5 million. In addition to his many regular duties, Sergeant Davis is also a Unit Fitness Manager. In that capacity he established a physical training program to ensure his unit reaches and maintains 100 percent participation; and as a health care instructor, he maintains his yearly qualifications and certifies unit members on cardiovascular pulmonary resuscitation. He serves as his cantonment flight's Unit Career Advisor, and has participated in several highly visible events to highlight 203d RHS recruiting.

He has earned an Associate's Degree in Electrical Engineering from Thomas Nelson Community College — finishing in the top three percent of the class, and is now pursuing a Bachelor's Degree in Electrical Engineering at Old Dominion University where he maintains a 3.56 grade point average. Sergeant Davis organized and trained the unit's first Honor Guard, and under his leadership the team has participated at several Veterans Day and Memorial Day events and at the National Day of Prayer ceremony in Richmond. In his free time he supports youth mentoring, which includes among other activities, volunteering 10 hours each month at the local YMCA.

SMSgt. Robert Laws, the VaANG Outstanding Senior NCO of the Year, supervises both fulltime and traditional Guard members as the 203d's Vehicle Maintenance Superintendent and Chief of Transportation. He is responsible for more than 100 vehicle and equipment assets valued in excess of \$3 million. Under SMSgt.

Laws' supervision, the unit's fleet of vehicles has maintained a commission rate of 84 percent, which is notably above the major command's goal, and his section accomplished this despite losing two



# Airmen of the Year 2004

fulltime maintenance technicians due to force-reduction requirements. And with Sergeant Laws' leadership and guidance, his shop received no Findings or Does Not Comply ratings during last year's Unit Compliance Inspection. To prepare his troops, he developed a comprehensive vehicle maintenance training booklet so personnel in upgrade training could better track their personal progress.

He is an involved member of St. John's Baptist Church where he has served as a Deacon for the last four years, is a youth counselor and serves on the building committee for a \$3 million sanctuary and office expansion.



First Sergeant of the Year SMSgt. Antonia Vincent is widely trusted and admired for her directness, professionalism and integrity. As Security Forces first sergeant, she deals with problems and concerns in a timely manner. She holds individuals accountable for their behavior, but constantly works to

preserve and increase the welfare of all unit Airmen. She is an excellent listener and consistently advises her commander on the health, morale and welfare of the squadron. SMSgt. Vincent developed an awards training package and trained flight sergeants and an awards monitor on writing effective awards packages, enhanced the unit's Dependent Care and Family Care Programs by discussing the impact of military life to family members and assisting them in adjusting to military life, and she has spearheaded the base's participation in the Christmas For Tots Stocking program. The results of her ability is a squadron that has responded numerous times and in a most professional manner to repeat calls to service — that have surpassed the frequency, duration and intensity of any other unit on base. She is a driving force behind the Wing's First Sergeant's Council

Additionally, she holds associate's, bachelor's and master's degrees; and is a trained Crisis Responder and diversity

facilitator for her civilian employer, Philip Morris, where she manages 19 people. She is committed to both of her careers and pursues a variety of additional activities including an association with The Stromsburg Society (preserver of Black Culture), the NAACP, a board member with the Cabarrus County Mediation Center (resolving teen conflict), a member of the Air Force Association and Air Force Memorial Foundation, and is a lifetime member of the Enlisted Association of the National Guard of the United States (EANGUS).

As a younger member of the Military Personnel Flight, Airman Koerner has already been making her mark as an outstanding airman. She enthusiastically contributed to the Student Flight Development Program Planning team by helping to develop and implement innovative ideas and strategies to educate non-prior service



enlistees of their unit and Air Force responsibilities. After completing her 5-level upgrade training in minimum time, she volunteered to attend Personnel Support for Contingency Operations (PERSCO) training at Keesler AFB, Miss., and earned the 297 Special Experience Identifier. According to Capt. David Schlager, MPF commander, she provides flawless support for customers — ensuring their successful enrollment in the Virtual MPF computer system, which includes updating critical documents such as the Virtual Record of Emergency Data. Her most recent challenges include handling taskings for the Wing's Operational Readiness Exercises in preparation for the ORI. She is working towards completion of a Master's Degree in School Counseling at Radford University, where she is also the resident director for Washington Hall and oversees 200 undergraduate students, five resident assistants, and five student assistants.

She is a volunteer leader with the VaANG Youth Group and is active in a variety of elementary school and college programs that help students dealing with issues, including the deployment of a parent.

...continued from page 4.

## Drug Awareness Message from MEO Office

### RAVE and CLUB DRUGS

(What you may not hear from your friends)



From 1998 to 2002 there has been a **529% increase** in the number of ecstasy cases in the United States Air Force !

#### What you may see:

- **Water Bottles** - Water is usually sold at Rave parties for up to \$5.00 per bottle.
- **Light Sticks** (glow-sticks)
- **Pacifiers** - to counteract severe jaw clenching caused by ecstasy
- **Eye-Drop Bottles** - containing LSD
- **Vicks Vapor Rub/Surgical Mask**

#### What you may be offered:

- X", "E", Disco Biscuit, Love Drug, Dennis the Menace, Clarity, Essence, Lover's Speed
  - ECSTASY, MDMA
- Roofies, Roche, Forget-me pill
  - ROHYPNOL

#### What Ecstasy actually does:

- It increases your body temperature - practically cooking internal organs
- You get severely dehydrated and can collapse
- You damage your brain's ability to produce serotonin, which can lead to permanent depression
- You can have a heart attack or your kidneys may fail
- You never know what you're getting - how strong or dangerous the pills are varies each time
- You can get caught via urinalysis, informants, and dogs are now trained to find it

#### What Rohypnol actually does:

- Common adverse effects include drowsiness, dizziness, confusion, and amnesia
- Withdrawal effects include headache, muscle pain, tension, extreme anxiety, hypersensitivity to light, seizures, and numbness
- Can contain dangerous impurities
- Is detectable by urinalysis

#### Impact if Caught and Convicted

If you're convicted of being involved with illegal drugs, here are some of the things that may follow you the rest of your life:

- Punitive discharge
- Felony conviction
- Loss of voting rights
- Loss of veteran's benefits
- Can't live in some state public housing
- May not be able to get a license in the healthcare field
- Can't own or possess a firearm
- Can't be executor of anyone's estate
- Can't be a school teacher or school administrator
- Can't get a liquor license or work in a place that has one
- Can't practice law
- Can't be an architect

**Don't harm your body, career, or your life for one moment of fun that you might not remember or survive!**

## Important Reminder To ANG Members

The wearing of the uniform for the purpose of making a political statement is improper. Generally, members of the Air National Guard are only permitted to wear their uniforms when they are either in a duty status, or traveling to or from duty or some other militarily related function. Pursuant to Air Force, National Guard and Department of Defense regulations, military members may not publicly advocate or oppose a position on a political issue, or attend political forums, while in uniform. The making of political speeches in uniform improperly gives the public the impression that the opinions expressed by the individual are endorsed by the Air Force and Air National Guard. That practice is a clear violation of Air Force, National Guard and DOD regulations. Members of the National Guard must not use their position in the Guard (such as campaigning in uniform or using one's rank or grade) to assist them in obtaining political office or endorsing a political candidate or issue. If you have further questions about this matter, please contact the JAG office at ext 6494 during UTA weekends.

# FAMILY READINESS NEWS

Families Also Serve!

Volume 4 Issue 4

April 2005

## FAMILY READINESS AND SUPPORT

### Family Day in May

#### It's time to Celebrate!

**Reason 1.** We passed our Operation Readiness Inspection (ORI) with an Excellent overall!

For the past year, the 192d FW has prepared for ORI. From a civilian perspective, the people at the Unit have worked fast, furiously and quietly while getting everything ready to prove to the inspectors that they were made of the right stuff! Attitudes were great, teamwork was amazing! The hard work paid off! It's time to Celebrate!

**Reason 2.** We have heroes among us, and some will just be returning home.

Back in September 2005, we sent 5 members of our Vehicle Maintenance Squadron over to the desert to drive trucks into very difficult places. Each of them have arrived home safely and are back with their families after being separated from them for 6 months!

Another group of guys (no gals this time) left us just before Christmas with the *Send-offs of all send-offs*! About 200 family members, friends and co-workers said goodbye to them on

one of the most memorable days of a lifetime for those who were present that day. The troops are performing like true Virginia Air National Guardsmen overseas, with great reports preceding their return.

**Reason 3.** The families of the Virginia Air National Guard deserve it!

This has been a year of sacrifices as the members prepared for the ORI. The "practice," called an Operation Readiness Exercise (ORE) pretty much meant that every drill since August 2004 was a stress-filled time for our members. It was hard for family members to visit the unit, join their military member for lunch or dinner and feel a part of the Virginia Air National Guard Family.

Well, It's time to relax and have some fun!

Many great attractions and activities have been planned for all ages. Transportation will be provided as we de-centralize our event and take Family Day all

over the Base, as has been done in previous years. .

This year, each section will be having an Open House. There will be an activity at each stop.

There will also be giant amusements scattered around the base.

Our littlest jumpers can expect to start off their day in the **Rocket Moonwalk**.

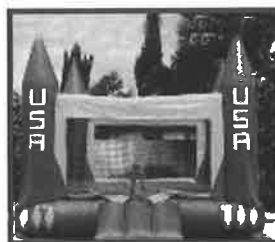
Teens can expect to climb to the top of a

**Rock climbing Wall**. Young and old alike will enjoy the challenges of the **Chaos Obstacle Course**.

For those who enjoy heights, we will have the **Airborne Adventure**, a giant 20 foot tall parachute, and the 36 foot **Space Shuttle Turbo slide**. Kids and Adults will enjoy the downward spiral slide to the bottom!

And there is so much more!

**Please plan to join us from 10:00am to 4:30 pm on Saturday, May 21. This will be a day to remember but it will be nothing without you!**



#### Inside this issue:

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#### Special points of interest:

Volunteers needed! Please contact the Family Readiness and Support Office to help with upcoming events!

- May: Family Day/ Welcome Home Party

Contact Angie Wade, 236-7036 or email, Angeli.wade@varich.ang.af.mil

- April Side Walk Sale is Cancelled!

## Amusements Available Close-by This Summer

### Free Admission to Anheuser-Busch Theme Parks

Anheuser-Busch is honoring the U.S. Armed Services by offering **free single-day admission** to its **Sea-World** and **Busch Gardens** parks to active duty military, active reservists, U.S. Coast Guard, **National Guardsmen** and as many as three direct dependents. The offer is available until Dec. 31, 2005.

The service member need only register, either online at [www.herosalute.com](http://www.herosalute.com) or in the entrance plaza of participating parks, and show a Department of Defense photo ID.

Dependents may take advantage of the offer without their service member,

**HERE'S TO THE HEROES**

though an adult must

accompany minor dependents.

\*\*\*\*\*

### Six Flags Offers VIP Cards For 2005

Six Flags America/ Baltimore/Washington is making a splash this summer by providing free V.I.P. Club Cards.

Each card allows the holder to purchase tickets at the gate for up to 6 people for \$24.99 each person, a savings of \$15 per ticket!

New for 2005 is the Six

Flags Hurricane Harbor! They are open weekends in April and May and open daily starting May 27.

The Six Flags America VIP Cards are available in the Family Readiness and Support Office. Stop by and pick up one!

\*\*\*\*\*

### Kings Dominion Offering Military Discount Tickets Again This Year.

Kings Dominion is again showing its support of military families. Tickets are available for \$24.00 this year from Family Readiness and Support. Please call for times of availability and plan to experience the all new multi-sensory adventure attraction in 2005 **Tomb Raider— The Ride.**

## Coming this Spring.....TRICARE Reserve Select (TRS)

We know that many National Guardsmen and Reservists and their families are beginning to ask questions about the new TRICARE Reserve Select (TRS) benefit—they want to know more so that they can make prudent choices for themselves and their loved ones.

This information is being developed now! TRICARE Management Activity (TMA) will be able to help Reserve Component members make those decisions when we publish a detailed explanation of the TRS benefit—its eligibility rules, coverage, premium costs, service commitments, application processes, etc. The fact is that much of our information about TRS is **sub-**

**ject to change** until the final rule is signed. However, we do know this:

- TRS is not TRICARE Prime (which many service members, who have been activated recently, will be familiar with).

- TRS is a comprehensive health care plan, with coverage *like* the TRICARE Standard benefit.

- TRS differs significantly from both Prime and Standard in that it **will be purchased** by the eligible member (for self-only or self and family), through monthly premium payments.

- Eligibility for TRS is linked to the RC member's active duty service,

retroactive to service since September 11, 2001.

(Ninety days of continuous active duty service earns the member eligibility to apply for one year's TRS coverage).

Eligibility for TRS is linked to the RC member's commitment to continued service in the Selected Reserve for at least one year.

Exclusions and exceptions may apply to all the foregoing, but we do believe that TRS will be a robust and attractive health care plan. We will report the details as soon as we know them.

**Please watch this space for updates or visit [www.tricare.osd.mil](http://www.tricare.osd.mil) for the latest updates!**

*Taken from the TRS Fact sheet, March 2005.*



## New USERRA Poster Available for Employers

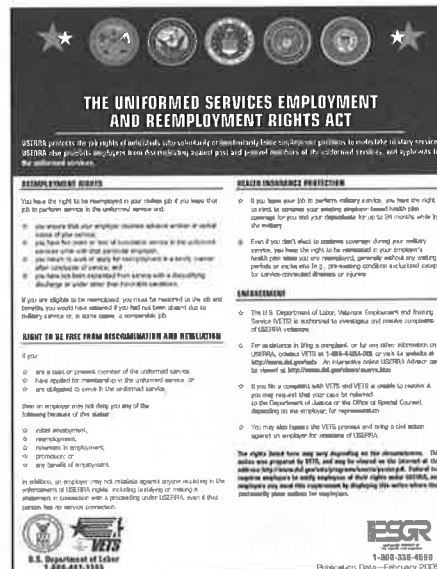
The USERRA poster was developed by the Department of Labor (DOL) Veteran's Employment and Training Service (VETS) as the result of a new amendment under USERRA that requires all employers to post or provide a notice to employees of their USERRA rights, benefits and obligations.

Your support in helping to get this important information out will help to keep our troops informed and possibly prevent employer related problems from occurring.

The link to the DOL site that

has the poster available on line as well as additional information is <http://www.dol.gov/vets/r/>

*If you find that you or another Guardsman is having difficulty with your HR supervisor on issues pertaining to your military status and your employment with your company, the Central VA Employer Support for the Guard and Reserve is available to assist you, to educate your company, and reward your company for their support through various programs set up to say thank you. Please contact your Family Readiness and Support Coordinator, Angie Wade for guidance.*



## Our Volunteers "Inspire By Example" : April 17-25

*"Volunteering creates a national character in which the community and the nation take on a spirit of compassion, comradeship and confidence." – Brian O'Connell*

The week of April 17-25, 2005 has been designated by the **Points of Light Foundation** to acknowledge the contributions of the 64.5 million volunteers across the country.

National Volunteer Week began in 1974 when President Richard Nixon signed the proclamation establishing the week as an annual celebration of volunteering.

The Virginia Air National Guard has a proud history of service in the community. Each year, our members anticipate the announcements for volunteering opportunities.

There are several programs in which members of the Virginia Air National Guard annually supports. One of our largest outreaches into our community involves the

**Lunch Buddy Program.** A group of **38 volunteers**, coordinated by Lt Col Gary Denson, give up their lunch hour weekly to read with our neighbors, first and second graders at Seven Pines Elementary School. This volunteer effort is seen as a significant factor in improved Reading SOL Scores for the school.

The **Commonwealth Challenge Program** is another volunteer program in which the Virginia Air National Guard participates.

Established in 1974, the Commonwealth Challenge Program works with 16-18 year old "at risk" youths to develop skills, education and self-discipline in their lives.

Because most of these kids have never experienced a high school prom, the 192d FW members from different sections volunteer to go to the State Military Reservation in Virginia

Beach each June and December where the program is administered to "give" the kids a prom.

They set up a "night of magic" by decorating, providing food and music, and then cleaning up after the prom. Volunteers also take pictures as memories for the participants.

Col Johnnie Haikey, Chief Executive Office for State Headquarters-Joint Forces has played an integral roll in the coordination of prom

volunteers and set-up each year. He shared that "Our volunteers are all a great, caring and wonderful people who contribute their lives to the welfare of the community and to the Commonwealth of Virginia."

There are other opportunities for Volunteer services throughout 2005. For a listing of what you and your families can do, visit **Points of Light** website and look for **National Days of Service**.



**Imagine yourself playing here at Family Day on May 21!**



**Let's Celebrate something Special in...**

		<h1>April</h1>				1 April Fool's Day 	2 Carob Bean Day
3 Betty Boop Day	4 Library Book Day 	5 Bell Bottoms Day 	6 Fresh Tomato Day 	7 Ham Radio Day	8 Zoo Lovers Day 	9 Safety Pin DAY 	
10 Rag Rug Day 	11 National Submarine Day 	12 Hot Dog Day 	13 Rubber Eraser Day 	14 Fortune Cookie Day 	15 Art History D2 	16 Guitar Pickers Day 	
17 Cheese Ball Day 	18 Stained glass Day 	19 Fresh Celery Day 	20 Race Horse Day 	21 Jelly Bean Day	21 Just Salute Day 	23 Circus Day 	
24 Tuna Sandwich Day	25 Garlic Breath Day	26 Nail Polish Day 	27	28 Zucchini Bread Day	29 Quilt Lovers Day	30 Yo-Yo Day	

## ...and Excellence in All We Do - by Ch(Maj) Edward Moran

Our unit's ORI made the core value of excellence come through loud and clear. Words from the inspectors on Wednesday's debriefing should ring in our minds, hearts and souls and not just our ears: "tremendous sense of pride and total focus"; "carried out by motivated performance"; "truly impressive work with dedication and devotion"; "able to take the fight anywhere, anytime"; superior teamwork that consistently demonstrated knowledge, initiative and attention". These are the kind of words from active-duty visitors that bespeak something much deeper than just getting the job done. They point to a sense of commitment that comes from the unity of heart and mind forged in community and dedicated to service beyond the minimum.

While dedication to the war on terrorism may have inspired a few, it was the friendship and experience of being there for each other, what veterans call 'the brotherhood of arms', that kept motivation alive in prolonged ways during the months of OREs and into the inspection. This brotherhood is the blessing that sustains service members in times of strife, hardship, challenge, tragedy and even ORI's. The overall result of EXCELLENT showed the kind of teamwork that rose to

meet the challenge. Even our many standout heroes, those superior performers cited throughout, extended the blessing of an excellent performance by insuring that their special skills and abilities were put to use for the benefit of their flight and unit.

From winter into spring, from death into new life, from Lent into the Easter, from rough and rocky OREs to a victorious ORI, I wonder if we see the connections? Beyond our individual and collective efforts, do we sense the true source of our blessings and performance? God blesses us with the gifts of each other so we will recognize Him in the gift and understand how He supports us in times of trial. Our excellent performance came as a result of a kind of craftsmanship that came from applied talent, attention to detail, going outside the unit for references, as well as teamwork and a lot of self-sacrifice. In our celebration, our unit awards, our superior achiever recognition, let us also remember to thank God for giving us the victory we celebrate this month through the hard work and dedication of all who participated. You are God's truest blessings shown in service before self that indeed led to such an excellent performance! Let us rejoice and be glad!

## News You Can Use/Announcements

### Retirees Association Meeting

The Retirees Association will hold their April meeting on Thursday, 14 April at The All Ranks Club (formerly Club 149). The business meeting will begin at 7:00 with food being available prior. The main topic of April's meeting will be concerning a "REUNION OF THE 1961 CALL-UP".

A search committee was assembled during the February meeting to try and locate the individuals who were affected by the call-up. The following are just some of the individuals have been identified: CMS Harvey L. Mahoney, MSG William E. Smith, TSG Hillary F. Bowles III, TSG Robert R. Daugherty, TSG Wilbur G. Douglas, SSG Martin L. Saville, SSG Lawrence E. Spiers Jr., SSG David M. Trickery, A1C George S. Jacobs, A2C Alfred E. Brown Jr., A2C Robert T. Corter, A2C George M. O'Mara, A2C Cedric W. Yates Jr., A3C John R. Couch Jr., and A3C John R. Metz. These are but a few names of people activated during the "61 Call-up. If you are aware of anyone who was activated, please come to the April meeting and provide any information you might have or send it to VaANG Retirees Association, P.O. Box 113, Sandston, Va. 23150-0113. This information is desperately needed to

determine whether or not to proceed with plans to have a reunion.

### VaANG Retirees Golf Tournament

You are cordially invited to participate in The Virginia Air National Guard Retirees Association golf tournament to raise funds for "The '61 Call-up Reunion". The date will be **16 May 2005** at **The Tartan Course** in Weems, Va. with **TEE OFF at 9:45 a.m.** The cost will be **\$55.00** per person, which includes lunch, drinks, and prizes. Please put together a team or come alone, a great time will be had by all. Again, this tournament will help defray the costs associated with "The '61 Call-up Reunion". Please contact Tom Carter, 339-1654 if you are interested in helping put this tournament on. If you are interested in playing, please contact Tom Carter, Roy Phaup, Kelly Edmondson, or Tom Brooke.



## ORI Superior Performers (Teams)!



\*Not Pictured:  
**Emergency  
Actions Team**



## ORI Superior Performers (Teams)!



MRSP TEAM



MUNITIONS ASSEMBLY CONVEYER TEAM



OPERATIONS GENERATION  
ACCEPTANCE TEAM



WEAPONS LOAD CREW  
TEAM #1



WEAPONS LOAD CREW TEAM #2



MAINTENANCE OPERATIONS  
CENTER (MOC) TEAM



OPERATIONS REGENERATION  
ACCEPTANCE TEAM

All photos by MSgt Carlos Claudio



## Letter from the Superintendent

The following is a copy of a letter CMSgt Thomas Dikon of the ACC IG Team wrote giving a synopsis of what he found when he visited our unit during the ORI:

28 March 2005

MEMORANDUM FOR HQ ACC/IG

FROM: HQ ACC IG/IGA

SUBJECT: 192 FW ORI Feedback

1. I observed and discussed quality of life programs and enlisted issues during the Operational Readiness Inspection (Phase 1) of the 192<sup>nd</sup> Fighter Wing, VA, 17-23 Mar 05. During the inspection, I gathered information through informal discussions with wing personnel; visits to base facilities and services; feedback from inspectors; discussions with Top 3 & CMSgts; and meetings with the wing's command chief, CMSgt Susanne Dates. The 192 FW has an authorized strength of 15 F-16C fighters and is located in Sandston, VA, approximately 7 miles east of Richmond.
2. The wing commander, Col Peter Bonanni, and Command Chief, CMSgt Susanne Dates are respected and admired throughout the wing and building a strong warfighting mindset in the entire organization. A deep sense of military tradition and pride permeates the entire wing, and senior leaders have a focused balance between mission requirements and the welfare of their personnel. The following areas highlight specific issues I observed during this visit.
  - a. Retention/Recruiting: The wing boasts a 91.2% FY04 retention rate and 102.9% overall manning; of the 177 cumulative losses last year, 115 were due to retirements and transfers with a small percentage due to voluntary & involuntary separations. Three Active Guard Reservist (AGR) recruiters have strong visibility in local schools and colleges, job fairs, career days, in addition to State fairs, parades, air shows and other large public gatherings. The Virginia Guard offers 100% tuition for state-sponsored schools which remains the #1 recruiting tool, followed by Guard bonuses/other benefits, and a sense of military service and patriotism. The previous Retention Office Manager worked closely with Unit Career Advisors and commanders, ensuring comprehensive, documented annual interviews were conducted with each individual loss reviewed by the command chief. This position was vacant for a short period, but a new NCO was hired with no loss in continuity.
  - b. Student Flight: Superb management and visibility by senior leadership was evident in the management of approximately 25-30 new recruits per month awaiting basic military training (BMT), technical training school and/or security clearances. Professional development briefings are provided by the wing commander, the command chief and unit first sergeants to include customs & courtesies, financial responsibility, uniform wear/military standards, followed by round table discussions with recent BMT graduates. Strong enforcement of missed Unit Training Assemblies (UTAs)—to include administrative demotion and separation for failing to report for drill periods—contributes to an already outstanding disciplinary-building program.
  - c. Fit To Fight: Wing leadership promotes a strong fitness program with emphasis on adopting a healthy lifestyle during off-duty periods. The wing's 2004 ANG Fitness report resulted in 1064 completed assessments, an average fitness score of 79.8% with 965 passing scores and 99 not meeting minimum standards; 176 personnel remained untested (as of 31 Dec 04) due to profiles, deployments and other documented reasons. These statistics represent a dramatic increase from late-fall 2004. A full-service fitness center with approximately 15 pieces of cardio/weight equipment was built via self-help in 2002, and utilized by a large population of wing personnel. Fitness represents a unique challenge to the Guard. Although some personnel are offered duty time during drill weekends, the priority for Drill Status Guardsmen (DSGs) is focused on training during drill weekends, providing limited opportunity for on-duty exercise time. Also, 73% of the wing's total force are 31 years and older. These factors make it absolutely necessary for traditional guardsmen to develop a continuing physical conditioning program during their off-duty time and in many cases, at their own personal expense.

## of the ACC IG Team concerning 192d FW

d. **Family Program Office (FPO) & Community Support:** The 192d enjoys an extremely positive relationship with the Sandston/Richmond civilian community. Active, on-going support to families of deployed members is evident and the FPO maintains close liaison with Langley programs to promote various entitlements, benefits and military discounts for 192d personnel. Furthermore, the wing supports many local charitable events, to include a weekend "lunch buddy program" with 7 Pines Elementary School, Special Olympics, fly-bys for Richmond racing events, the children's hospital and local veterans affairs hospital, and Commonwealth ChalleNGe Program helping at-risk teenagers across the State. Many children, parents and local residents gather at the local elementary school to welcome the incoming troops during drill weekends.

e. **Chiefs Group/Top 3:** Active senior enlisted organizations are focused on mission accomplishment, unique enlisted challenges to the Guard, and promoting a cultural "full time" perspective for DSGs, AGRs and technicians. The FA-22 "Total Force" integration remains a top issue, potentially impacting civilian employment, relocation, and concerns regarding "acceptance" and credibility by the Active force. Enlisted leaders work hard to overcome the "2-day a month" mindset, and recognize a successful Guard enlistment requires off-duty commitment to Career Development Course completion, upgrade/ancillary/proficiency training, and professional development. In many cases, members are faced with out-of-pocket expenses for enrollment in commercial fitness centers and medical bills to remain world-wide qualified for deployment. The enlisted force is aware of the vast entitlement/benefit differences between the Active/Guard force, especially in light of the Langley integration. Through all these challenges, the 192 FW Top 3 remains extremely proactive and resolved to "do whatever is required for the mission" in mentoring and developing future Air Force enlisted leaders. The annual recognition program is very solid, and being further enhanced with additional rewards and photo visibility of annual winners at wing headquarters.

3. It was a distinct pleasure to visit with the warriors of the 192 FW—all personnel consulted were highly motivated, professional, and committed to the mission of the United States Air Force. With very few exceptions, all personnel presented an extremely sharp military image and exemplified the proud standards and tradition of the Air National Guard. Facilities and base appearance were very well maintained, and many workcenters displayed pictures of the proud heritage of the 192d Fighter Wing's development since WW II. Involved senior leadership at every level with a renewed focus on warfighting and readiness, coupled with genuine concern for the discipline and wellness of the total force, were readily apparent. I appreciate the wing staff's time and hospitality, and stand ready to provide additional information or clarification on any issue.

//signed//

THOMAS E. DIKON, CMSgt, USAF  
Superintendent, HQ ACC/IG Team

### MOVING IN, MOVING UP, MOVING ON

<u>Gains</u>	<u>Gaining Unit</u>	<u>PROMOTIONS</u>	<u>TO</u>		
A1C Joanne Cashwell	LRS	LTC Kenneth S. Papier	Col		
SrA Frederick Pitre	RHS	LTC Carl F. Bess	Col		
SSgt Staci Zendejas	RHS	TSgt Preston A. Warren	MSgt		
AB Austin Hall	CES	TSgt Neil V. Keane	MSgt		
A1C Deming Massie	MXS	SrA Lawrence S. Lee Jr.	SSgt	<u>Retirements</u>	<u>Unit</u>
SrA Jason St.Peter	CF	SrA Ralph A. Burdick	SSgt	MAJ Van Crawford	203 RHS
AB Keona Newsom	SFS	SrA Andrew R. Dempsey	SSgt	MSG William Ames	192d CF
SSgt Matthew Faciane	SFS	SrA Ryan Gardner	SSgt	MSG Raymond Cole	192d MXS
SrA Robert Smith	MXS	SrA Donald Jackson	SSgt	MSG Inez Hughes	192d
SMSGt Michael Merry	MSF	A1C Danielle A. Dubrey	SrA	FW	
A1C Candace Pack	SFS	A1C Doncarlo Mcwhorter	SrA	MSG Ronnie Grumbine	192d LRS
AB Raymond Ash	MXS	A1C Drew W. Aldinger	SrA	TSG Jesse Ward	203 RHS
SSgt Jennifer Crouch	DET1	A1C Joel M. Born	SrA		
A1C Carmen Smith	MDS	A1C Leonard P Walton	SrA		
TSgt Patrick Maguire	MXS	A1C Lanita R. Spratley	SrA		

## Individual Superior Performers for the ORI:

Maj Sanders Chadwick	MSgt Gerry Mabry	SSgt Sheneida Curry
Maj Patrick Deconcini	MSgt Michael Pittman	SSgt Joseph Feaga
Maj Thomas Koertge	MSgt Jerry Talley	SSgt Nicholas Geraci
Maj Bryan Turner	MSgt James Taylor	SSgt Mark Gilligan
Capt John Arledge	MSgt Jason Vetter	SSgt Alicia Kirton
MSgt Gregory Alves	TSgt George Alicea	SSgt Carl Moore
MSgt David Cooper	Ruiz	SSgt Kenneth Titus
MSgt Terry Ellis	TSgt April Brown	SrA Danielle Ardis
MSgt Angus Garner	TSgt David Hampton	SrA William Bryce
MSgt Michael Haymaker	TSgt Erick Jackson	SrA Jerry Frech
MSgt Paul Holloway	TSgt Robert Mach	SrA Adam Williams
MSgt Patricia Lapolt	TSgt John Nye	SrA Yessika Valenzuela
MSgt Kim Lengel	TSgt Matthew Perkins	A1C Ambrose Kun
		A1C Bruce Morris

## Inside

**ORI Superior Performers (Teams):** See pictures....

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**Letter From IG Team**

**Superintendent:** See letter... *Pages 10-11*

**2004 Va Air Guard AOY:**

See story... *Pages 4-5*

**Family Readiness News:**

Get the latest news from Family Readiness. *Pull-Out*

## What's for Lunch?

### SATURDAY UTA

Grilled Chicken Breasts  
Baked Fish  
Macaroni & Cheese  
Rice  
Gravy  
Mixed Vegetables  
Collard Greens  
Peach Crisp

### SUNDAY UTA

Roast Beef  
Baked Ham  
Oven Brown Potatoes  
Fried Apples  
Broccoli Spears  
Bread Pudding

### ITALIAN SHORT ORDER:

Italian Meatball Sub  
Italian Sausage Sub  
Assorted Chips

### BOTH DAYS:

Asst Beverages, Salad  
Bar W/ Dressings  
Asst Breads, Chicken  
Noodle Soup

PRE-SORT STANDARD  
U.S. POSTAGE PAID  
RICHMOND VA  
PERMIT 999

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

