



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

Virginia Air National Guard

192d Fighter Wing

January 2005



First Sergeant of the Year:
SMSgt Antonia L. Vincent (SFS)



Senior NCO of the Year:
SMSgt Kathryn A. Massie (LRS)

Outstanding Airmen of the Year Winners (Wing Level)



NCO of the Year:
TSgt John F. Nye (MXG)



Airman of the Year:
SrA Margaret J. Koerner (MSG)

Photos by 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.

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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:
January 8-9

Cover:
See captions on back cover

In our last discussion, as I addressed the issue of how we create a fair promotion system, I quoted General Wilbur Creech who said, "The first duty of a leader is to grow more leaders." The key to nurturing future leaders in a fair and equitable system is through the teaching and mentoring of your people. These two concepts, the hiring and promotion process and the mentoring process are inextricably intertwined. Taken separately they are not nearly as effective as the synergy that results from applying the two together.

Commanders and supervisors shape their organizations with three basic tools: hiring, promotions and retention. They create the resources that "build" the wing. Ultimately, these three mechanisms drive the combat effectiveness of our Wing at the most fundamental level. It is why in this Wing, recommendation boards, although very important in helping commanders make hiring decisions, are *recommendation* boards only. Commanders make the final decisions on hiring and promotions because ultimately they are responsible for the combat effectiveness of their units.

If the hiring/promotion/retention triumvirate yields the raw materials it is the mentoring process that sculpts them into their final form. It is the path that we use to convey our commanders' and supervisors' values and expectations and thus prepare those individuals to step up to the next level. While the mentoring and teaching process is on the surface a straight forward

concept, I must highlight some aspects that, while seemingly obvious are nonetheless enlightening. This mentoring process is accomplished by both words and actions. Talking to your people in small groups is a very effective method of getting feedback and imparting information. Most of this contact with your people should be face-to-face. That way you can learn from their reactions and get direct feedback.

Weak leadership is cancerous to an organization. It reduces people's inhibitions and fosters an organization permeated with fear and discontent. Your office or workspace is not an extension of your living room at home. Commanders and supervisors should not hide comfortably behind closed doors. Get out and engage and mentor your people so that they know where you stand and are ready and able to compete effectively for their next promotion. Your people should hear both good and bad news about their performance directly from you. Effective leadership helps shape expectations about jobs and promotions so that individual expectations are better aligned with real opportunities.

By mentoring and teaching your people commanders will grow more leaders. If this process is combined with a fair hiring and promotion process, these leaders will represent a cross section of our diverse workforce. This in turn will help us sustain our long term combat capability.

Sincerely,
Colonel Pete Bonanni
Wing Commander

Meet Some of the Outstanding AOY Nominees



TSgt David Williams – provides cutting-edge technology training that he has learned on his civilian job to the telephone maintenance personnel in the 192nd Communications Flight.

TSgt Gary Embrey – as well as being the new MSG first sergeant, he is the Alternate Base SORTS Manager, the 192FW Unit Deployment Manager, the 192FW Unit Health Monitor and is known as the wing's "jack of all trades."



MSgt David L. Beahr, Jr. – Instrumental in upgrading the ALQ-184(V) 12 Electronic Counter Measure (ECM) pod to the 3 band ALQ-184(V)11.



SSgt Tammy Feaster – while being assigned as a database manager and an analyst her outstanding work ethic has resulted in her being actively recruited to work in other sections of the Maintenance Operations Flight as well as outside the Squadron.



Photo by
MSgt Carlos Claudio

All photos by A1C
Meaghan McNeil
except where noted

TSgt David L. Hampton – cited for having an error free program as a sub-account COMSEC responsible officer.

Photo by
MSgt Carlos Claudio

Not pictured: MSgt Sherry Hankins, SrA Danielle Ardis, SrA Charles Faison, Jr.



TSgt Michelle Roach – developed continuity and standards of performance for the Finance Office; effective communication skills at all levels of the organization and supported multiple AFAA inquiries on downward directed audits with professionalism.



MSgt Michael Pittman – established an innovative and solid training program for all 192nd Communications Maintenance personnel.



Photo by
MSgt Carlos Claudio

SSgt Robert Mach – perfected an automated database that permits easy editing and production of unit recall rosters; developed an automated database to track required ancillary training elements for all deploying members.



TSgt Rebecca Kerney – consistently shows herself as one who can handle the most difficult tasks; her outstanding job knowledge allows her to continuously provide accurate information regarding passenger travel and other transportation related issues.



What you need to know for the Operational Readiness Exercise.

Use this as a pull out guide for the ORE and ORI.

- An ORE tests the following:
 - Ability to Generate Aircraft
 - Mobilize People
 - Mobilize Equipment
 - Regenerate Aircraft
- Daily Work Day During the ORE/ Friday, Saturday and Sunday
 - 0600 – 1800
 - MX Duty Day on Day 1 0600-2000 (14 hours)
- How much is involved?
 - Approximately 425 Personnel plus 160 Augmentees
 - Approximately 210 Short tons of Equipment
 - 12 Aircraft

Your personal bag for the ORE will include:

Clothing

- BDU Shirts (4)
- BDU Trousers (4)
- Belt (1)
- BDU Cap (no baseball caps)(1)
- Field Jacket (liner as appropriate) (1) or GORTEX Jacket
- Combat Boots (1 pair)
- Undergarments (as needed)
- Socks (as needed)
- PT gear – 2 shorts / T-Shirts w/sleeves
- Casual Civilian attire (2 sets)

Personal Items Kit

- Non electric shaving device (as appropriate)
- Deodorant
- Toothbrush and toothpaste
- Soap
- Bath Towels
- Other personnel items as desired

FPCON

- **Normal**- A general global threat of possible terrorist activity exists
- **Alpha**- There is an increased general threat of possible terrorist activity ...
- **Bravo**- An increased and more predictable threat of terrorist activity exists
- **Charlie**- An incident occurs or intelligence is received indicating some form of terrorist action or targeting is likely
- **Delta**- An incident occurs or intelligence is received indicating some form of terrorist action is imminent
- Important terms to remember:
 - Deployment Control Center (DCC)
 - Personnel Deployment Function (PDF)
 - Cargo Deployment Function (CDF)
 - Installation Deployment Officer (IDO)
– Maj Biggs

- Each member appointed to a deployment position will
 - Ensure recall information is correct
 - Ensure the UDM can reach you at all times
 - Have all required clothing in serviceable condition
 - Make sure immunizations are up to date
 - **Review your PRF every 6 months**
 - Complete all mandatory training (SABC, LOAC, etc)
 - Consider Power of Attorney and Will
- When recalled
 - Report to unit for further instructions
 - Wear BDUs with BDU Cap
 - Ensure helmet, web belt, and canteen available for processing
 - Bring ID card
 - Bring personal bag with required items
 - 10% will be checked by IG (skinny ones and fat ones)

FAMILY READINESS NEWS

HAPPY NEW YEAR

Volume 4 Issue 1

January 2005

FAMILY READINESS AND SUPPORT

Family Readiness and Support in 2005

In January 2002, the Family Readiness and Support program began its significance in the life of the Virginia Air National Guard. It's really hard to believe all that we have accomplished in our short existence.

At the start of our third full year, Family Support will be adding some new direction, which is possible with the current operations tempo.

The new direction is based on two major surveys that were produced this year. One survey, the "Report of the 1st Quadrennial Quality of Life Review" was produced by the Department of Defense in May of 2004. The focus was on identifying the demographics of our troops and their

families, quality of life concerns with possible solutions, and initiatives across the board from DoD to the States themselves to address and meet the needs reflected in the concerns.

The other survey was produced by the National Military Family Association in conjunction with a grant from Sears, called "Serving the Home Front: An Analysis of Military Family Support from September 11, 2001 through March 31, 2004." Both surveys received a legitimate quantity of responses on which assumptions have been made about the military family and their expectations during this season of their lives.

Using these two tools as guides, we will be matching concerns

Families Also Serve!

consistent with our experiences here. This year, 2005 will see more communication about resources and more outreaches to our families from seminars, workshops and training on the local, State and National levels. Please plan to join us as these events are announced.

We will continue our support of our deploying troops and families as we have done in the past.

We are looking forward to 2005 to reflect an enhanced Family Readiness Program, serving the "Families who also Serve."

VaANG Retirees Association Support Our Troops with Phone Cards

The Virginia Air National Guard Retirees Association recently decided that this holiday season, they wanted to give a gift to the troops. The gift of communication is without comparison to a family separated by a tour of duty. So

the group voted to provide phone cards to our service members in hand upon their departure in December.

A heartfelt thanks of appreciation goes out from the Family Readiness and Support Office for

their generous gift to the families of the 192d FW!

Thank You!
Retirees Association

Inside this issue:

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Special points of interest:

- Langley AFB Family Support Center will be offering the following classes in January
 - Smart Romance January 19, 3-5 pm (How to Keep the romance alive!)
 - Fighting for Your Marriage, Saturday (9am -1pm) and Sunday(10 am—2 pm), January 22-23 (Learn how to deepen your commitment)

Emergency Financial Assistance from VFW



The VFW, in conjunction with its Posts and Departments, may provide emergency financial aid to qualified military personnel, or their family members, for help during financial hardships resulting from military deployments. Only military members on active duty or in an activated National Guard or Reserve unit are eligible to receive the funds.

The emergency aid is a one-time grant to the military member or qualified family member.

Depending on the situation, VFW National Headquarters may furnish matching funds up to \$500 to match Department/Post contributions.

Requests for emergency aid must originate from a commander or adjutant from either a VFW Department or Post. The request is then forwarded to National Headquarters where the information is verified and, if approved, a check is issued to the military member/

qualified family member.

An emergency situation is defined as an immediate need that has risen because of events or circumstances beyond the control of the individual or family member. The need cannot be caused by financial mismanagement or because of extravagant expenditures. Examples of emergency situations include assistance in preventing utility disconnection or help in buying groceries or clothing.

Get started on your personal financial literacy for 2005 through researching www.militarymoney.com

Getting a Handle on Debt in 2005

Is it ever good to have debt? The answer is yes! When you consider the cost of owning a reliable vehicle, or buying a home, debt is a necessity today. But how much is reasonable? All debt, excluding home mortgages, should not exceed 20 % of your disposable income.

For example, if you and your spouse bring home \$2500 per month, with a

\$1000 monthly mortgage, \$ 500 for food, and \$200 for utilities, your credit debt should not exceed \$200. That is not a lot of money if further debt includes transportation. And many families pay for extras with credit cards.

Credit card debt, unfortunately can balloon to between \$1000 to \$5000 according to 62% of people who answered a survey at MilitaryMoney.com.

Getting a handle on debt is imperative to military family preparedness.

In 2005, the Family Readiness and Support Office will be hosting several Financial Literacy workshops to bring learnable resources to you. If you find that your holiday spending was either a little too bright, or it wasn't as bright as you wanted, plan to get educated in 2005 to "keep hope alive!"

What is Your Credit Report Snapshot?

From the time you begin to answer "Yes" to your first credit card offer, a snapshot is captured on how much credit you carried, how frequently you paid, any late payments made and any difficulty you experienced in handling credit. The chart that follows gives you an idea of the trouble you can get into, and how long it stays with you if you are not careful:



Accounts in good Standing: 10 Years Tax Liens: Indefinite
Late or Missed Payments: 7 years
Collections: 7 years
Judgments: 7 Years
Bankruptcies: 10 years

Virginia CPAs Provide Free Tax Assistance to Military Personnel

The Virginia Society of Certified Public Accountants (VSCPA) is honored to offer free tax assistance to Virginia-based members of the U.S. armed forces and support personnel serving in a combat zone.

This initiative is designed to match Virginia military families with CPA volunteers in their locality who will provide free tax advice and assistance with

federal and state income tax filings.

Individuals and their families must meet the following criteria to qualify for Virginia Military Tax Help:

- Member or support personnel of the U.S. armed forces serving in a combat zone, or the spouse of the military personnel **
- Resident of Virginia

To take advantage of this service, sign up online at www.vataxelp.com or email them for information at communications@vscpa.com. You may also call 800-733-8272.

The VSCPA believes that providing free tax advice to military families at this time is vital to their role in their communities.

If you have any tax questions about your situation, visit www.vataxhelp.com. It is the premier online tax and personal resource for the general public and professionals

It's Time for a "Legal -Preparedness" Check-up

As the new year begins, military families should all consider doing a Legal check-up. Events change in our lives as we seek to improve our standard of living. Likewise, the better we do, the bigger our responsibility to "handle our business" correctly. So where do we start?

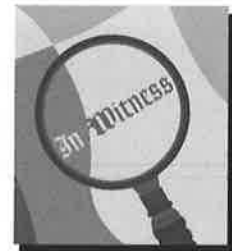
- Create and or Update your will.
- Designate a Power of

Attorney

- Complete your Estate Planning
- Designate legal Guardians for your children
- Complete the paperwork so that the Legal Guardians have access to military facilities.
- Partner with Family

Support so that your spouse, children, parents or and/or legal guardian has a point of contact at your unit to get assistance when needed.

Although it may be difficult to understand how to accomplish each of the check points, help is a point-and-click away. Visit your local JAG officer or afcrossroads.com for a wealth of information to assist you.



ID Theft: When Bad Things Happen to Good People-Part 1

This is the scenario: you go to the bank to withdraw funds due to a family medical emergency, but you discover, once there, that you have no money; it's all gone. But the worse part of all is that you nor your spouse took the money. Someone posing as you has infiltrated your account and taken everything!

After the initial shock wears off, you go in recovery mode, starting with your branch man-

ager, only to discover that you are one of many hit with identity theft.

While the bank investigates the causes of the theft, you can start your own investigation and protective assault.

Immediately contact one of the credit reporting agencies and place a fraud alert in your file. Once confirmed, they will notify the other two, and you will automatically be sent your credit reports

free of charge to review. Go over them carefully. Look for inquiries you did not make, accounts that you did not open and unusual activity on the accounts that are legitimately yours.

Once fraud is identified, notify the credit bureaus immediately, by phone and in writing and close those accounts. Plan to pull your reports periodically throughout the year to prevent any new fraudulent activity from hurting you.

Contact information to the Credit Report Agencies:

Equifax — To report fraud, call: 1-800-525-6285, and write: P.O. Box 740241, Atlanta, GA 30374-0241

Experian — To report fraud, call: 1-888-EXPERIAN (397-3742), and write: P.O. Box 9532, Allen, TX 75013

TransUnion — To report fraud, call: 1-800-680-7289, and write: Fraud Victim Assistance Division, P.O. Box 6790, Fullerton, CA 92834-6790

FAMILY READINESS AND SUPPORT

Virginia Air National Guard
192d FW/ 203rd RHF
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**Families Also
Serve!**



(Top) Tom Carter President of the VaANG Retirees Association makes a presentation of Phone cards to Angie Wade, Family Readiness Program Coordinator, on behalf of our deploying troops.



(Right) E.B. Harmon pauses during the raffle at the Retirees Association Christmas Dinner.



Happy 2005



January						1 New Year's Day!
2 	3 Festival of Sleep Day	4 Trivia Day	5 Bird Day 	6 Bean Day 	7 Old Rock Day	8
9 	10 	11 National Step in a Puddle and Splash your Friend Day	12 	13 Make your Dream Come True Day	14 National Dress up Your Pet Day	15 Hat Day
16 Hot and Spicy Food Day	17 	18 	19 National Popcorn Day	20 	21 National Hugging	22
23 	24	25 etisoppO yaD	26 	27 	28 National Kazoo Day	29 National Corn Chip Day
30 03	31					

Operational Readiness Exercise (Pull Out Section)

- **Battle Staff Directives (BSDs)**
 - Means for battle staff to get information out
 - AFIM
 - Email
 - Unit Control Centers (UCCs)
 - Time is of the essence
- **ACC/IG will ask members**
 - Current FPCON?
 - What does that FPCON mean?
 - Why are we there?
 - Current BSD?
 - Who is Wing OPSEC manager?
 - Duress Word?

Your Personnel Readiness Folder is the tool used to make sure you are ready to deploy. Check them carefully. Here is what to look for:

SECTION I

- **Personnel Readiness Folder Content Sheet**
- **AF Form 614 Charge Out Record**
- **AF IMT 883, Privacy Act Statement**
- **AF Form 4005 (with supplement if applicable)**
- **Notification of Selection Assignment or Eligibility for Assign to a Mobility Position**
- **Appointment Letters (if applicable)**

SECTION II

- **DD Form 93 (Vred) Record of Emergency Data**
- **SGLV-8286 Service Members Group Life Insurance Election and Certificate**
- **AF Form 522 – USAF Ground Weapons Training Data (36 Months)**
- **LOAC Training Certificate (Annual)**
- **SATE Training Certificate (Annual)**
- **Anti-Terrorism Certificate (Annual)**

- **AF Form 55 – Employee Safety and Health Record (Copy)**
- **AF Form 357 – Dependent Care Certification (if applicable) (Copy)**
- **QNFT – USAF Chemical/Biological Mask Quantitative Fit Testing Form**

Section III

- **AF Form 245, Employment Locator and Processing Checklist (2 each)**
- **AF Form 1297, Temporary Issue Receipt (2 each)**

Section IV

- **AF Form 94 Baggage Tags (4 each)**
- **Identification Tags (Dog Tags) Short Chain/Long Chain/2 Tags**
- **PHS Form 731 Shot Record**
- **Gas Mask Inserts (if applicable) (can be maintained with Mobility Bag)**
- **Force Protection Conditions (Wallet Size)**
- **OCJCS PC 5260 Anti-Terrorism Individual Protective Measures (Wallet Size)**
- **Geneva Convention Card (Medical and Chaplain Personnel Only)**
- **Passport (Finance Personnel Only) (May be maintained with individual)**

SECTION V

- **Fitness Evaluation Form (See Fitness Monitor for copy)**

SECTION VI

- **Law of Armed Conflict (LOAC) Information**
- **Will Information**
- **Power of Attorney Information**
- **Government Travel Card Information**
- **Family Care Plans Information**
- **AMC Passenger Information**
- **Professional Equipment Clothing List**
- **Personal Clothing/Items List**
- **SFS/CES – Prime Beef/Rib Additional Clothing (SFS/CES ONLY)**

USAF Senior NCO Academy Applicants

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

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

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

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

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

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

T-FLOAT/EPP

Hot – Hot – Hot

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

Temporary Floating CMSgt program (T-Float)

This program applies to those functional areas that do not have allocated career progression opportunities to CMSgt on the Unit Manpower

Document Guard (UMDG). *All of our folks, Drill Status Guardsmen (DSG), Technicians and Active Guard Reserve (AGR) members are eligible to participate in this program.*

Exceptional Promotion Program (EPP)

The goal of this program is to provide promotion opportunity for *Drill Status Guardsmen (DSG)* by allowing exceptional individuals to attain senior NCO rank when Unit Manpower Document Guard (UMDG) authorizations do not exist. We are allowed to promote one exceptional individual to E8 (SMSgt) and one to E9 (CMSgt).

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

On Looking Back & Looking Ahead - by Ch(Maj) Tom Kirles

By the time you read this "Auld Lang Syne" will have been sung, the ballrooms will be void of the remnants of celebration, party checklists will be found only in file 13's, and local department stores will be storing all of the holiday decorations for another year. There is a unique symbol that adorns the top of a familiar financial institution that appears to be a face that looks backward and forward at the same time. It takes its name from the mythological "Janus," which sees the past and anticipates the future. The first month of the year - January causes many of us to make "New Year's Resolutions" of turning over a new leaf, doing things better than we did during the past year - starting life all over again with new zeal and purpose with the hope of not ever making the same mistakes or falling into the same pitfalls and ruts in which we have all too easily grown accustomed.

The Bible talks about folk who cry for peace...and there is none—except for those who have a personal relationship with God and rely upon His wisdom for the successful implementation and accomplishment of life to the fullest — life with a capital "J" for the JOY only HE can provide. Too often we forget about these truths as the "Big Apple" falls and Big Ben sounds the final gong at 12 midnight on December 31 ushering in new visions and opportunities of beginning again. In this quest let me extend grace, encouragement and challenge to your New Year's Resolution process. In a speech at the Constitutional Convention, June 28, 1787, Benjamin Franklin eloquently spoke these words:

"Only a virtuous people are capable of freedom. As nations become corrupt and vicious, they have more need of masters. In the beginning of the Contest with Great Britain when we were sensible of danger, we had daily prayer in this room for the divine protection. Our prayers, Sir, were heard, and they were graciously answered...And have we now forgotten that powerful friend? Or do we imagine that we no longer need His assistance? I have lived, Sir, a long time, and the longer I live, the more convincing proofs I see of this truth—that God governs the affairs of men. And if a sparrow cannot fall to the ground without his notice, is it probable that an empire can rise without His aid? We have been assured, Sir, in the sacred writings that "except the Lord build the House, they labor in vain that build it." (Psalm 127:1) I firmly believe this; and I also believe that without His concurring aid, we shall succeed in this political building no better than the builders of Babel."

This year will prove very challenging and for some, grievous and sorrowful. But we as people of God exercise a very exciting and diligent faith that finds itself grounded very solidly in the Word of God—the BIBLE. Whatever the trial or situation we have an Anchor that keeps us and sustains us. We can and should pray about everything, knowing that God listens, God cares, God loves...US. *"Blessed is the nation whose God is the LORD." (Psalm 33:12)* *"The Lord is my light and my salvation; whom shall I fear? Though an army may encamp against me, my heart shall not fear; though war may rise against me, in this will I be confident." (Psalm 27:3)*

MOVING IN, MOVING UP, MOVING ON

<u>RETIREMENTS</u>		<u>UNIT</u>	
Col Francis W. Pedrotty		HQ, VaANG	
Maj George Holmes		192d LRS	
<u>GAINS</u>	<u>UNIT</u>	<u>PROMOTIONS</u>	<u>TO</u>
SSgt Thomas J. Mills Jr.	AMXS	SSgt Frank T. Chrissley	TSgt
MSgt Grover E. McIntyre	203	SSgt Dewayne S. Browning	TSgt
SrA Patrick F. Grace	203	SSgt Daniel P. Carroll	TSgt
SrA Michael A. Ilvento	203	SSgt Michael E. Fitzpatrick	TSgt
SSgt Harold A. Hinett	CES	SSgt Trevor C. Ball	TSgt
SSgt Alisha D. Quinn	MDS	SSgt Robert L. Gall	TSgt
SrA Thomas G. Cook	AMXS	SSgt Kelly B. Kallto	TSgt
A1C Justin E. Korimi	MAINT	SSgt Erick L. Jackson	TSgt
A1C Jessica L. Snyder	MAINT	SrA Justin M. Macdonald	SSgt
SrA Stephen T. Ragland	COMM	SrA Quadesha L. Joyner	SSgt
		A1C Richard O. Anthony	SrA

On the cover:

SMSgt Antonia L. Vincent – First female in the 192nd Security Forces Squadron and the 192FW to be promoted as First Sergeant; activated for two years after September 11, 2001.

SMSgt Kathryn A. Massie – Led MOBAGS section to receive an “Excellent” rating during September ORE; all sections under her control are anticipated to receive an “Outstanding” rating in the upcoming ORI.

TSgt John F. Nye – Wrote the Munitions Customer Handbook for the base; Handbook later became a Wing Level Operating Instruction.

SrA Margaret J. Koerner – Helps with student flight; was recognized this year as the Military Personnel Member of the Quarter, Traditional Member Category; volunteered to attend Personnel Support for Contingency Operations Training Course at Keesler AFB, Mississippi this summer.



Unit's First African-American Female Retires

SMSgt Dorothy Tatem was the first African American female to enter the 192d FW back in 1973 and is also the first female to receive full time technician status in the Virginia National Guard in 1974. Dorothy retired earlier in 04' from the Logistics Resource Squadron. Members of the unit hosted a retirement party for her back in October. Among many other accomplishments, Dorothy organized the first “Flight of the African American Guardsmen of VaANG” banquet during Black History Month, February 1991. This event was dedicated to the unit's first African-American member, MSgt John ‘Pop’ Lewis.

What's for Lunch?

SATURDAY UTA

Boxed Lunch

SUNDAY UTA

Boxed Lunch



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

