

From the Director, Joint Staff



Brig. Gen. Richard Harris

As the new Director of the Joint Staff, I look forward to continuing to be part of an outstanding organization like the Vermont National Guard. As I reflect back to the National Guard's emphasis on developing a Joint Staff and operations in 2005, we have come a long way. We still continue to look for innovative ways to make two different military service's money streams, force qualification training, and equipment work in synchronization to maximize joint capabilities. The support to the governor and the communities of Vermont is a critical core value for us as an organization. It is a continuous improvement process as we, as a nation, and National Guard make sure we are as trained and ready as possible to support the citizens in times of need as a result of natural or manmade disasters. One of our strengths is the fact that we are long term stakeholders in our local communities around the state of Vermont and neighboring states. We understand the needs of each community, as was witnessed this past spring with the flooding of Lake Champlain and during Irene recovery efforts. I thank all those involved for your professionalism and dedication as we were called upon the help several times.

My vision over the next few years is to continue to fine tune the plans and structure we have in place. One of the most important pieces is training and exercising. As jobs change and new personnel are more exposed to the other military services, understanding how the services function is crucial. This, coupled with a basic knowledge of domestic operations, allows us to work together in a more efficient manner. We found several areas in our processes that need to be addressed after our involvement with flooding recovery efforts this past year. I will be working with the staff to create a training plan that makes sense and fits into our already busy schedules.

In July 2012, we will be participating in Vigilant Guard, a national level domestic exercise. In closing, I want to thank you for all you do for our state and nation.



ON COVER



Photo by Sgt. 1st Class Jim Greene

Members of the 158th Fighter Wing pay tribute to the 10 years since the 9/11 tragedy at a ceremony in South Burlington.

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Leadership Column

By: Col. Michael Morgan

158th Air Mission Support Group



Recently, I completed an Ironman competition in Lake Placid, New York. Since the race is an all day event, you have time for lots of thoughts to run through your brain! It was then that I had my “aha moment” on what I wanted to write my leadership column about! As I was walking around the venue before the race, as people were prepping, the question asked to fellow athletes was “are you ready?” There were many variations of the answers given, but for the most part, it was “yes, I’m ready to go after months of hard training!”

With that in mind, we should all be able to look to our left and right and ask our fellow soldiers and airmen, “are you ready?” Unlike this competition I was in, our answer ALWAYS has to be, “yes, I am ready.” Lt. Gen. Wyatt, Director of the Air National Guard, stated in a recent National Guard Association magazine, that many felt that the events of 9/11 and the follow on operations would break the back of the Guard. Contrary to that belief, he went on to say, that in fact, we are more relevant than ever and are proving time and time again that we have migrated from a “weekend warrior” ethos to that of a fully engaged partner that is ESSENTIAL to our Nation’s success in the war efforts. The American military machine could not get the job done without us.

So, again, I ask you: “are you ready?” By this I mean are you physically and mentally ready to meet the challenges and rigors of the demands of your mission? Now, I realize that training for an ironman is way above and beyond what many of you may desire or feel is necessary to maintain your fitness to meet the demands of the battlefield. But, for your own safety and well being, the potential for you to have to help a brother or sister in arms may come down to your level of fitness.

Some bemoan the fact that we have to annually or semi-annually take PT tests, but we have an obligation to be well conditioned. Our jobs are different than most civilian jobs in that this added requirement is paramount. More and more often, many Air Guard members are now being called upon to go outside the wire more frequently, hence the Air Force Basic Training has been expanded from 6 weeks to 8 weeks to incorporate combat skills training.

So, make the time to stay physically active. Physical exercise has been proven to be good for your overall fitness and is a great stress reducer. And, you never know when your buddy’s life may be in the balance of your physical capabilities!

ARE YOU READY?

Commander’s Column

By: Col. Mark Lovejoy

Commander, 86th IBCT



Sustaining an Operational Force
Since 9/11, our nation has relied on the National Guard to sustain critical formations in the fight overseas and here at home to provide assistance to civil authorities during natural disasters. The VTNG is better led, trained, and equipped today than any other time in its history as a result of transitioning to an operational force. As the debate continues at the national level on how to maintain this operational force, all agree that the nation cannot afford to lose the capability we provide.

The VTNG must be organized with a fully manned and ready force when called upon to serve. Our leaders and soldiers must be highly trained and capable of accomplishing their in response to our federal or state mission. Being part of an operational force requires us to excel in the areas of manning, training and equipping the force.

Manning the Force

Recruiting, retaining, and taking care of our soldiers and their families remain our priority. Only by maintaining a strong and ready force will we be prepared to meet the future challenges of operating in a volatile, uncertain and complex environment. We have made great strides in developing and maintaining strong family support networks and must continue to strengthen these programs

Training the Force

In this era of persistent conflict, we cannot afford to remain static in our approach to readiness. Our training must be realistic, and we must continue to meet high standards in everything we do. We must use all available resources to train our troops. Budget reductions may make training a greater challenge; however, if leaders are frugal with their resources and develop imaginative and innovative ways to train, we will get the most out of our budget.

Equipping the Force

During the past ten years, our greatest improvement has been the modernization of our force. Today, we have the most technologically advanced equipment, making us equal to our active duty counterparts. Maintaining this new equipment and ensuring we stay proficient on its care and use as outlying budget reductions will restrict future modernizations.

The 86th IBCT (MTN) recently returned from a successful deployment in Afghanistan, which was the largest deployment in Vermont since WWII. We will begin training under the Army Force Generation (ARFORGEN) cycle in preparation for our availability year. We will continue to be the best at what we do by maintaining high standards and staying focused by ensuring that our force is manned, trained, and equipped. Excelling at these goals will guarantee we are always ready to respond when called upon to accomplish either our federal or state mission.

Education

By: Capt. Joseph Colantoni

Education Services Officer



Attention all members who use Federal Tuition Assistance! The National Guard Tuition Assistance Program will transition to GoArmyEd.com on 1 October 2011. Members will no longer request funding thru the State Education Office.

GoArmyEd.com is the virtual gateway for all eligible Active Duty, National Guard and Army Reserve Soldiers to request Tuition Assistance (TA) online, anytime, anywhere for classroom and distance learning. It allows Soldiers to manage their education records including college classes, testing, on-duty classes and Army Education Counselor support. For the traditional soldier who has been using tuition assistance over the last few years, your education files have already been migrated over. Members taking FALL courses will still apply thru the minuteman portal up until 1 October.

As for the rest of your benefits, they are also changing! New laws have gone into effect regarding the Post 9/11 GI Bill and will be fully implemented on 1 October; make sure you stay up to date at www.gibill.va.gov. The entire testing program is also under reconstruction, effective 1 August all ASVAB retests will be conducted on the computer, Excelsior College Examinations will no longer be funded, and the CLEP and DANTES Program is making the transition online also which will limit our capabilities.

STAY CURRENT on all benefits thru the GoArmyEd.com portal.

Click on Education Centers and find Vermont; one stop shopping for all of your needs.

Health and Safety

By: Lt. Col. Patricia Hammond

Safety and Occupational Health Officer



Soldiers returning from deployments in combat zones sometimes have difficulty restoring quality sleep patterns. This is especially true for soldiers returning from combat zones to high blast areas or soldiers who have been diagnosed with mild TBI according to the Defense Veterans Brain

Injury Center (DVBIC). According to retired Capt. Paul Savage from the Madigan Army Medical Center's TBI program, it is difficult to "turn off" the battle mind and some soldiers continue to operate on maximum stress levels. Some are dealing with several emotions including anger, and their automatic "fight or flight" responses are "locked on." Sleep-enhancing techniques that have proven effective for returning OIF/OEF veterans include keeping a sleep log to record the time you went to bed, fell asleep or awoke and any medications taken. Defend your sleep! You should aim for seven to eight hours nightly and don't let anything threaten that time. Get your body into a sleep rhythm by setting bedtimes and wake up times. Don't lie in bed trying to get to sleep. If you are not sleeping within 30-40 minutes get up and read something boring (like an AR) but do not read in bed go somewhere else. Bed should be for sleeping! You may try doing something you don't want to such as filing that stack of papers that you have been avoiding, or cleaning the house. Sleep may suddenly become a more enticing option. After deployments it is not unusual to be sensitive to sudden noises. Try drowning out noises that may interrupt your sleep by turning on a fan, or using a white noise machine.

Dr. Savage also utilizes the "Sniper Concentration Technique" with some of his patients. This technique involves quieting the battle mind by relaxing in a safe place and focusing on a neutral target such as your breathing. Since practice makes perfect you can practice this technique anywhere and anytime.

The "BLUF" I want to leave with you is this: If you are having difficulty restoring your sleep after deployment don't think it will get better "someday", or that trouble sleeping is expected and you have to live with it. Seek professional assistance now before sleep deprivation becomes a negative factor in your life.

-Reference DVBIC Brainwaves Summer 2011

Recruiting & Retention

By: Tech. Sgt. Marcus Rawls, VT Air Guard Officer/Enlisted Recruiter



In today's competitive job market, there are a lot of folks looking for lucrative jobs to pay the bills and take care of the family. It is imperative that one has honed his or her skills in the art of interviewing. As we all know, first impressions go a long way and are key to getting the best job offer.

In my six years of recruiting for both Active duty Air Force and Air Guard, I have had the privilege of sitting across the desk from hundreds of "unique" individuals. It is surprising to me how many people do not take the initial appointment with human resources or a potential employer seriously. I felt compelled to hit on some key issues that could harm your chances at "landing" that perfect job. This article will emphasize the top five things NOT to do in an interview.

Number 5: Do not text or use your phone. In fact, leave your phones in your vehicle. Texting and answering phone calls during an interview is extremely distracting to the hiring official that ultimately has the power to make you a part of the team. Number 4: Do not show up late or even right on time. This shows bad time management skills. Number 3: Do not show up to your interview without doing some sort of research on the company or organization. Employers like to see when the interviewees know what the company does and what their future may hold. Number 2: Do not wear inappropriate attire. Research the dress codes and make sure you match the office culture. Women want to dress conservatively and men want to be clean shaven. Facial earrings need to be removed and excessive tattoos need to be covered. Last, but not least..Number 1: There should be absolutely NO lying or exaggerating. Most of the time, a lie will backfire and end up costing you the job. Making up false accomplishments or "fudging" data that is not necessarily true will hurt both the employer and the one that lied. It ruins credibility and scars one's integrity.

Chaplain

By: Col. Chaplain Calvin Kemp



"For I have learned to be content in whatever circumstances I am. I know how to get along with humble means, and I also know how to live in prosperity; in any and every circumstance I have learned the secret of being filled and going hungry, both of having abundance and suffering need. I can do all things through Him who strengthens me." Philippians 4:11-13

It's good for us to reflect on the word of God for the sake of our souls and for the sake of our daily lives. In this portion of scripture St. Paul speaks about being content. At first, "Content" seems to be a fairly ho-hum word and concept. When I think of content I get a picture of my cat lying on the bed with a smirk on her face knowing that she has complete rule of the house. However, there's more to being content than lying on the bed, fat and happy. The importance of being content becomes clearer when we think about how much devastation that discontentment can bring into life. As with most destructive forces discontentment is insidious. It starts as a small thought and feeling but then leads to a host of irrational and destructive actions. A little discontentment can gather momentum and soon careers, marriages, families, friends and even God are thrown away. Are you content? If that was a poll question to the general population I'm sure we could guess the results. And maybe at the same we'd time start to get an answer for a lot of other questions we often ask about the crazy ways and thoughts of people in this world (us included).

How did St. Paul learn to be content? Let him tell us: "I can do all things through Him who strengthens me."



Social Media Awareness

By: Tech. Sgt. Andrea Sheeran, State Public Affairs



The NY Times reported recently that 70-75% of job recruiters were asked by the company looking to hire to perform an online search of a candidate's background. This includes attempting to access the prospective employee's social media accounts like Facebook, Twitter, MySpace, LinkedIn and so on.

According to the Times, the anti-discrimination laws that employers must comply with when hiring also apply to the background investigations that are performed on candidates. Therefore, information discovered online that relates to a person's gender, sexual orientation, race, creed, national origin or age cannot be used in a hiring decision. However, this information isn't generally what prospective employers are looking to find when they investigate a job seeker online.

Think about it: if you are careless about the photos, videos and blogs you post, as well as the social media groups you belong to and your status updates, you can unknowingly eliminate yourself from the applicant pool for the job you want. Photos of candidates drinking alcohol, or doing drugs, are common. Nudity and openly racist remarks are also found often during these online background checks. In these tough economic times, when jobs are increasingly more difficult to find (and keep), no one wants to decrease their advantage in this way.

The Times reported that it is shockingly common to have no trouble accessing the personal accounts of users of social media sites because the fine print of the privacy agreements (that few read completely) between these sites and users can allow outside access. In fact, currently the Electronic Privacy Information Center of Washington, D.C. has several claims lodged against Facebook with the Fair Trade Commission for several such duplicitous privacy practices. The message here is that if you think the information that you post online is private, think again. If you post it, it can be found.

As military members, we need to remember to conduct ourselves according to our core values, both in and out of uniform, online and in the real world. As if that wasn't reason enough to think seriously about the way you portray yourself in the digital world, your carelessness can end up costing you a future job and your reputation.

Family Readiness

By: Mary Bullis, Airman and Family Readiness Manager



The last week of July, 11 Vermont National Guard Family Program volunteers, Family Programs staff and a Command team attended the annual National Volunteer Workshop in Louisville, Ky. In addition two Vermont youth volunteers attended the National Youth Symposium, also in Louisville. Each State and Territory sent a delegation to this Workshop and there were nearly 2,000 in attendance.

The purpose of the National Guard Volunteer Workshop was to allow DoD leadership, National Guard, and State and Territory leadership to address and interact with National Guard Family Programs volunteers. This interaction provided the opportunity for volunteers to meet other volunteers from all states, exchange ideas and share "best practices" as well as to provide training on current program policies and practices and discuss new initiatives. This helps our volunteers better serve our families in their positions as Lead Volunteers.

The Air Guard volunteers were Mrs. Alysia Duncanson and Mrs. Rebecca Baczewski. The Army Guard volunteers were Mrs. Suzanne Boyd, Mrs. Susan Labbe, Mrs. Theresa Lewber, Mrs. Tonya Tanner, Ms. Bennie Twitchell, Ms. Denyse Labrie and Mrs. Mary Small. Small was honored with a "Family Member of the Year" award presented by Gen. Craig McKinley, Chief of the National Guard Bureau. One person from each region in the country was chosen for this award. The purpose of the Youth Symposium is to bring teen youth volunteers from all states and territories together to learn valuable leadership skills. They also get the benefit of interacting with other volunteers who provide a valuable service to the youth of our military members. One volunteer from the Air Guard and the Army Guard are chosen through an application process. This year's attendees were Bobby Evans from the Air Guard and Devin Biggie from the Army Guard.

Additionally, the National Guard Bureau solicits volunteers from each state and territory to assist with conference support. They help with set up, registration, directing conference attendees to workshop classes, etc. This year, Vermont's volunteers were Ms. Rhonda Poulin and Mrs. Jennifer Gomo.

Volunteers are truly the backbone of the Family Programs. They provide valuable services to military members and their families. The National Guard salutes the hard work that these individuals do all year around.

VTANG Celebrates 25 years of Flying with F-16!

By Senior Airmen Victoria Greenia, 158th FW Public Affairs

Twenty-five years ago in the U.S., the Bangles were hitting the charts with Manic Monday, leg warmers were what the cool kids wore, and wearing sweats in public was still acceptable. Behind the neon façade of the 80's innocence was a lurking shadow of the Cold War. The standoff between the United States and the former USSR was at its zenith in terms of who could be more intimidating than the other with their technological prowess.



photo courtesy of 158th FW Multimedia archives

F-16's from the Vermont Air National Guard flew combat air patrols over New York City in the days after 9/11 in support of Operation Noble Eagle.

Maybe that's why we fell in love with the F-16's – not only did it deliver bombs more accurately than its predecessors, but it was also an innovative dogfighter that countered the cutting edge of the Soviet Union's MIG-21 and MIG-23, according to Lt. Col. Terry "Trap" Moultroupe. He was a young pilot in 1986 when the Vermont Air National Guard was one of the first Guard bases to get the Fighting Falcons, replacing the F-4 Phantoms.

"I'm the only one who was here when they came and is still flying them," he said.

Maj. Gen. Michael Dubie was also a pilot here when the F-16's came to our wing. Although he is no longer flying, he is The Adjutant General of the Green Mountain Boys, and said that the arrival changed the 158th Fighter Wing.

"The transition to the F-16 was a watershed event in the history of the VTANG," he said. "It firmly established us in the top echelons of flying units worldwide," said Dubie.

The new craft was quieter, safer, and more precise with targeting. Before, when dropping bombs on a target, "Trap" would have to fly below the radar with the F-4, as low as 300 feet above ground, then pop up, drop the bombs and fly away. Being so close to the ground put the plane at risk from enemy ground fire. The F-16 was safer for its pilots, harder to identify and eliminated the need to fly low. Later upgrades allowed for targeting pods and satellite-guided munitions which decreased collateral damage.

Of all the F-16's that have been assigned to the 158th FW, one stands out: "Lethal Lady". She was the first F-16C in the entire Air Force to reach 7,000 flying hours. After retirement in the fall of 2008, she was supposed to be parked in Arizona in the

desert junkyard as the VTANG received newer aircraft, but a worldwide F-16 community outcry and the efforts of U.S. Senator Patrick Leahy gave her a chance to rest with dignity on the VTANG air base.

But in the age-old tradition of cat-and-mouse, defense adapts to offense, and the offense proceeds to change tactics. New radars can now detect an F-16 miles away. Thus, defense beckons for improvement.

VTANG pilots don't complain about their aged beauties.

"I love these jets," said Maj. John "Skin" Flint, a pilot who has been flying with VTANG for more than 7 years. "It also helps we have the best maintenance in the world these guys work hard adjusting with upgrades and keeping us safe."

Upgrades for the F-16's to keep them in the game are available. But it's more of a mainframe issue and less of a technology issue, Moultroup said. "The F-16 is a great airplane, but it's getting old. And, like a car, no matter how great, the older they get, the more maintenance is required."

Innovation will usurp nostalgia at some point in the near future. Flint is already hoping for the chance to fly the next generation airframe, and Moultroup talked about helmets with mounted sights which allow pilots to simply turn their head and focus on a target, cuing the weapons system to fire in that direction.

No matter how big a spot in our hearts the giant hunks



photo courtesy of 158th FW Multimedia archives

Vermont Air Guard F-16's have been a common sight over the Green Mountains of Vermont for 25 years.

of metal hold, all of these beloved classics will be retired. For now, happy Silver Anniversary, Fighting Falcons!

GMG

Editor's Note ***Attention! All Seasonal travelers***

The Green Mountain Guard is now a quarterly publication. Address changes will be processed as received and applied to the next issue. In order for the change to take effect, there must not be any inconsistencies between our information and the Postal Service's information.

If you travel frequently, or are a "Snowbird" who splits time between residences, please note that your delivery of the Green Mountain Guard may be interrupted. If you arrange to have your mail temporarily forwarded, the Post Office will not forward the Green Mountain Guard- it will be discarded.

If you change your mailing address more than once a year, and do not wish for your delivery of the Green Mountain Guard to be interrupted, please discuss your options with your local Post Office.

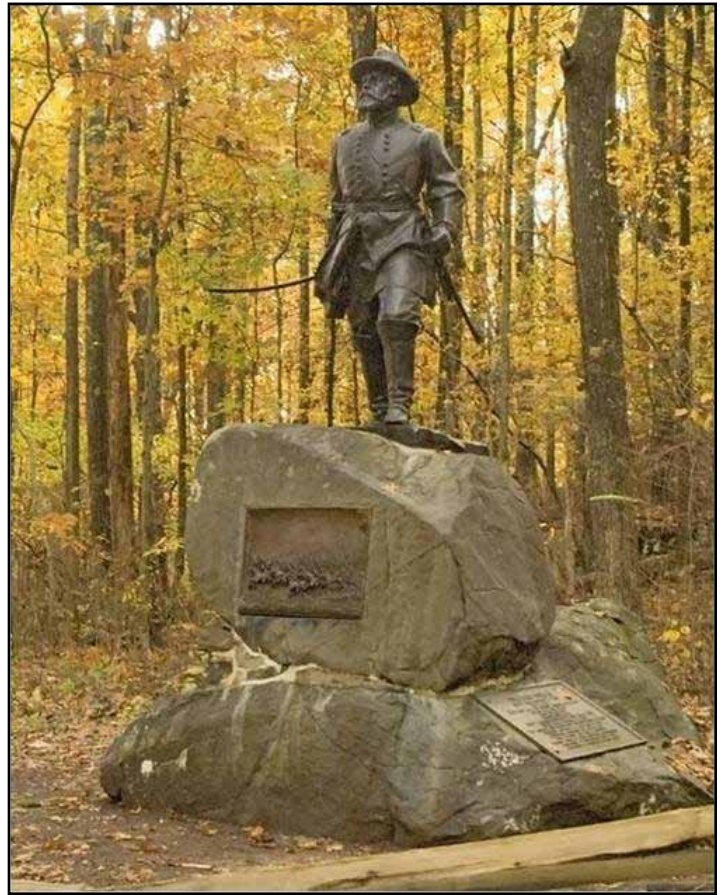
Also, please check us out online at www.vtguard.com/publicaffairs/index.htm and look for us on Facebook "Vermont National Guard" (Government)

A brief history of the Adjutants General in Vermont, #10

By Maj. William McKern

William Wells 1866-1872

Another Civil War veteran, William W. Wells, followed General Washburn. Wells was born in Waterbury in 1837. At the outbreak of the Civil War his three brothers and he enlisted in the 1st Vermont Cavalry Regiment. Wells was soon appointed a first lieutenant and company commander, participated in all the regiment's battles in Virginia, and advanced through the ranks to become regimental commander with the rank of colonel. As a major and battalion commander during the Battle of Gettysburg, he led his men in a daring cavalry charge against Confederate lines, for which he later received the Medal of Honor. During late 1864 and 1865 Wells commanded a cavalry brigade in the Shenandoah Valley, taking part in the battles of Third Winchester and Cedar Creek. In May, 1865 he was promoted to brigadier general, and he was promoted to brevet major general at his mustering out in 1866. After the war Wells became a partner in Henry and Company, a successful wholesale drug business in Waterbury, which later moved to Burlington and changed its name to Wells and Richardson. In 1866 Wells became adjutant general, serving until 1872, and initiating efforts to obtain benefits for Vermont's Civil War veterans, including establishment of the Vermont Soldiers' Home. He resigned as adjutant general in 1872 to accept a lucrative appointment as US Customs Collector for Vermont, an office he held until 1885. Wells later served in the Vermont legislature, where he continued his work to recognize Vermont's Civil War veterans, and was active in the Reunion Society of Vermont Officers and other veterans' organizations. He died in New York City in 1892 and was buried in Burlington's Lakeview Cemetery. A statue of him stands on the Gettysburg National Military Park and another is located in Burlington's Battery Park.



This statue of William Wells stands at Gettysburg, a similar statue is located in Battery Park in Burlington. Photo courtesy of Maj. William McKern

G.M.G.

The Vermont Veterans Militial Museum and Library is always looking for volunteers.
If you are interested in volunteering please call the museum at 802-338-3360.

Museum Hours:
Tuesday, Wednesday, Thursday
10:00- 15:00 hrs.
and by appointment

Good Job Med Group!

By Senior Airman Victoria Greenia, 158th FW Public Affairs

Satisfactory. That is the score the 158th Medical Group got on their recent Health Services Inspection (HSI) and Maj. Michael Romp was more than satisfied.

poured over hundreds of documents, picking away at details. Romp said National Guard units, in general, rarely get anything better than a satisfactory grade on



158th Medical Group

Photo by Tech.Sgt. Dan DiPietro

The Medical Group, hamstrung by the constraints of the Operational Readiness Inspection (ORI), didn't have the 24-month window suggested by inspectors to prepare.

"So often in our group it comes down to whether we support operational readiness, such as ORIs or do we work on our administration duties," said Romp.

The inspection lasted but a few days as inspectors

the inspections because there's a lack of money, time, and manpower to make sure the paperwork is complete.

Certain documents, such as two-week follow-up visits, are nearly impossible to do because traditional Airmen won't be back for a month, maybe even more. Inevitably there are gaps in Airmen's medical folders because there's no treatment facility on base, and the Medical Group is at the mercy of people willing to give them the necessary documents.

Romp said if someone looked strictly at the administrative side of the medical group, the group wouldn't fare well. That is because the Medical Group sacrifices many of its inspections for the overall health of the base: they made sure the base was taken care of during the ORI and they continue to make sure the Airmen are in good health to deploy.

"The issues are manpower, resources, and time," he said. "We have to prioritize. The bottom line for us is to make sure our Airmen are healthy and ready to deploy at a moment's notice."

GMG

Please look for us on Facebook. We will be posting more stories and news on Facebook, throughout the year and we look forward to seeing you on our "fan" list! You can find us at;
<http://www.facebook.com/#!/pages/Vermont-National-Guard/132062863513159>

<http://www.facebook.com/pages/Vermont-Air-National-Guard-Official/132106696810751>

Vermont Sends One of Our Own to Inter

Tech. Sgt. Andrea Sheeran, State Public Affairs

In late July, Camp Johnson had an unusual group of visitors. A group of 6 elite athletes spent a week here in order to make use of Vermont's facilities. They were vying for a spot on an elite team that would compete in an upcoming international military skills pentathlon competition. Most athletes, their coaches and support crew were from all over the country and had to travel distances to get to Vermont. Except one. VTANG's own Airman 1st Class Ziven Drake, an F-16 crew chief at the 158th Fighter Wing, didn't have to go much farther than Burlington to try her hand at winning a spot on the team.

The athletes spent a grueling week training and competing to be a part of Team USA Military. The team participates in a military skills pentathlon competition known as MILCOMP. MILCOMP is sponsored by the Interallied Confederation of Reserve Officers (known by its French acronym CIOR). CIOR is an international organization of reserve officers and enlisted service members with 36 participating nations, and MILCOMP is but one of the many activities it sponsors. CIOR has been in existence since 1948, when reserve officer associations of Belgium, France and the Netherlands formed it. The mission of the group is to provide advice on reserve issues and support to the NATO Alliance and to foster the professional development of reserve officers.

The MILCOMP tests reservists on physical fitness through land and water obstacle courses, teamwork, land navigation, marksmanship, combat first aid and



Photo courtesy of ROA Communication
Team members Col. J. Matthew Lissner- Army Reserve, Airman 1st Class Ziven Drake- Vermont Air National Guard, Capt. Thomas Trafford- North Carolina Army National Guard, Staff Sgt. Jason Revis- Florida Army National Guard, Sgt. 1st Class John Vey- Florida Army National Guard, 1st Lt. Haby Ramirez- Florida Army National Guard.

Law of Armed Conflict. The competition has been held every year since 1957, each year in a different country. It is an internationally recognized infantry skills competition that sees approximately 250 competitors annually.

Team USA Military was funded and administered by the Air Force Reserve Command (AFRC) until 2004. Since then, the program has subsisted without a permanent DOD sponsor. Participation in the MILCOMP since AFRC's disengagement has been accomplished through the efforts of veteran competitors through much personal effort, personal funding and diligent appeals for support in other branches of DOD. This year Maj. Andrew Parsons, National Guard Biathlon Coordinator based at the Camp Ethan Allen Training Site, stepped in to provide Military Competition funding for the team. The majority of the team originated from the National Guard this year and Maj. Parsons was pleased to be able to offer assistance. Without the support of the National Guard Biathlon program, Team USA Military would not have been able to participate in the 2011 CIOR MILCOMP.

Cmdr. Grant Staats, US Naval Reserve, is the team's head coach and a veteran competitor. "Our primary mission is to teach... advanced military skills, to teach



Photo by Sgt. Elizabeth Strauss

Members of Team USA Military work hard to learn a variety of techniques to master each of the obstacles on the Camp Johnson NATO course. Coaches run alongside the course giving instruction.

International Military Skills Competition

them to be better soldiers. With those better soldiering skills, they are expected to take that information back and teach their units. These NATO countries... will come together for the annual CIOR Congress and over a three day time frame, these events will be tested," said Staats. "We're looking forward to going over there with them. We've got a very strong team this year and the best part of it all is that we get to represent the United States in a NATO competition."

This year, the competition was held in Warsaw, Poland, July 27th to August 6th. Drake and the 5 other athletes who spent time at Camp Johnson all won a spot on Team USA Military and traveled to Poland for the event. Why the stop in Vermont for the team? Vermont offers everything the team needed to



Photo courtesy of Team USA Military
Airman 1st Class Ziven Drake (far right) competed on 2 international 3-person teams, winning a second place and a third place medal.



Photo by Sgt. Elizabeth Strauss
Members of Team USA Military practice the balance beam event on the obstacle course at Camp Johnson with the help of team coaches.

train, such as the Camp Ethan Allen Training Site, the swimming facilities at St. Michael's College and ample wilderness to test land navigation skills.

What many may not know is that Camp Johnson also boasts one of three land obstacle courses in the country that meets NATO specifications for the MILCOMP. Camp Johnson's land obstacle course is 500 meters long and has 20 obstacles that range from walls to scale to challenging ladder climbs and balance beams. Obstacles put the athletes' strength, endurance and agility to the test. Indeed, judging how they fared in Poland, Team USA Military was ready for this competition.

Official results from the MILCOMP showed that Team USA Military has much to be proud of. Team USA Military placed third overall in the Novice Standings. Drake competed on an international 3-person women's team that placed third in the Women's Novice Standings. She also competed on a international 3-person women's team that took second place in the Combat First Aid competition.

"Always challenge yourself. You don't know about your limitations until you get out there and once you find a limiting factor, work hard to overcome it. Try your best, work hard and have a good time. I'm having a blast out here," said Drake upon completing the official land obstacle course time trial that won her a place on this year's team. And, what was Drake's biggest challenge on the obstacle course? "All the ones where I have to lift myself up because I'm 5'1" and I've got a three foot vertical jump I need to make!" Despite her size, Drake certainly proved that she could hold her own as the lone woman on the team. Congratulations on a job well done to Team USA Military, Ziven, coaches and support crew! We hope to see you next year at Camp Johnson.

Exactly at this moment

By Senior Airman Victoria Greenia, 158th FW Public Affairs

VTANG F-16's thundered into the skies, commanding a hush over the airmen of the 158th Fighter Wing who mustered around the half-staff American flag that gently stirred in the crisp morning air. Visiting Macedonian soldiers also attended the solemn ceremony that hallmarked the 10th anniversary one of the most grievous blows the U.S. has ever received.

Adjutant Gen. Dubie and retired Brig. Gen. Greg Fick were guest speakers who, along with Commander Col. Doug Fick, addressed the wing.

Dubie reflected on the response of the 158th Fighter Wing on 9/11 and the 122 following days where VTANG pilots and plane maintainers guarded the New York skies against further attacks. It was a highlight of the VTANG to be the first F-16s over the smoking wreckage of the World Trade Center.

The adjutant general tied the quick response of the 158th Wing then to their quick response of aid in the last two weeks after Tropical Storm Irene flooded Vermonters.

Commander Doug Fick was brief, but poignant. His introduction drove home the reason for the ceremony: "Exactly at this moment, ten years today, our country came under attack."

He talked about Bin Laden and said while the man behind the 9/11 attacks may be dead, the hatred he stirred was left behind to fester. It may be 10 years later,



Photo by Tech.Sgt. Dan DiPietro
Members of the 158th Fighter Wing, Vermont Air National Guard pay tribute to ten years since the 9/11 tragedy.

he said, but we cannot let our guard down as a nation from people who hated the military, our families, and our way of life.

"You are the shield," Fick echoed the Airman's Creed. "Be vigilant, be ready. You are the sword. Be strong, be sharp."

He paused and then emphasized, "Never forget."

Retired Brig. Gen. Greg Fick spoke from the heart, discussing in finer details the day of the attack, when he was the commander of the VTANG. As he related his experience, his voice was laced with a tremor.

In the hours of confusion following the attack, he said, senior leadership were most concerned with making sure no further commercial airlines could be used as a



Photo by Tech.Sgt. Dan DiPietro
Maj. Gen. Michael Dubie pays tribute to ten years since the 9/11 tragedy.

flying bomb on the citizens and buildings of the United States. Here, wing-level leadership knew it was its duty to get jets, pilots and support staff ready to respond as “war time”.

“As Green Mountain Boys drove through the gate, not knowing when they would be able to go home again,” he said, “I knew they were rallying around our nation in a time of great need.”

Within a few days the VTANG had transformed from citizen soldiers to active-duty airmen, with around 600 people on Title 10 running operations day and night to provide 24-hour coverage for New York. VTANG airmen were faced with the dreaded reality that they had lost friends, fellow colleagues.

The retired commander’s voice dropped low when he talked about one of the hardest moments of his life. As he flew in a flight simulator with a scenario of intercepting a hijacked commercial airliner, he was ordered to shoot it down. With his finger hovering over the button and feeling sick, Fick paused. In that moment, he knew that VTANG pilots may be put in an unfathomable situation. “It became clear that our pilots may be asked to take lives in order to save lives,” he said.

VTANG pilots bore that heavy responsibility for 122 consecutive days, slowly shifting the share of the burden with other units until they were only flying 12 hours a day, he said. “We were on the tip of the spear doing the most important work imaginable – protecting our homeland.”

Following the speeches there was a moment of silence. After, the national anthem filled the air as through the two F-16’s which had took flight in the beginning now arced overhead, and around the base before disappearing into the blue.

Airmen’s heavy hearts focused on the flag, our nation’s pain, and heroes they’ve known who has passed on in the line of duty. Here in Vermont the Army National Guard lost 14 soldiers in operations in the aftershock of 9/11. Friends. Brothers. Fathers. Vermonters. Americans. Our people.

Never forget.



Photo by Senior Airman Sarah Mattison

Members of the 158th Fighter Wing, Vermont Air National Guard pay tribute to ten years since the 9/11 tragedy.

Getting Ready To Retire

*By Staff Sgt David Pacheco, Vermont Army National Guard
RPAM NCO*

Retirement!

What a great word it is. It means so many things to so many people. Some look at retirement as the culmination of a long and successful career that brings financial security and peace of mind. Some look at retirement as a state of mind that enables one to do what they have always wanted to do; a sense of freedom in a way.

Whichever way you look at retirement, one thing is for sure; it has changed in so many ways over the years. Each person's is very unique and there are many variables. For National Guard and Reserve members, whether AGR or M-Day, there is a lot of information to sort through and a lot of decisions to be made. Many of these decisions must be made before you reach 20 years, and still more need to be made before you reach age 60. Even if you get out of the Guard at age 40, there is still a lot to be done!

The 20 Year Letter

Once a reserve soldier has 20 good years of military service, they are awarded a Notice of Eligibility (NOE); more commonly referred to as the "20-Year Letter". This letter is one of the main instruments used by a soldier to apply for retirement benefits. It is a legally binding letter that states a reserve soldier has completed the required years of service and is eligible for retired pay upon application at age 60. According to Title 10, U.S. Code, Chapter 1223 this is the law! You receive the NOE and you are covered. It is like receiving a College diploma, birth certificate, winning Lotto ticket and Willy Wonka's Golden Ticket all rolled into one! When a soldier is eligible to receive one of these magical letters, the following sequence of events happen:

- A monthly report indicates soldiers that have met the requirements for a NOE prints.
- The Retirement Point Accounting Management (RPAM) NCO verifies your service documents to ensure qualification.
- Your NOE is completed and forwarded to the Adjutant General for his signature.
- Once the NOE is signed and returned from the Adjutant General, a packet containing the NOE, DD Form 2656-5 (two copies, each requiring original signature), a memorandum from the RPAM NCO containing instructions, an NGB Form 23B and an

addressed return envelope are forwarded to the soldier.

- The soldier will receive the above mentioned documents via certified, return receipt requested, first class mail.

As the last bullet states, we send this out certified, return receipt requested. The Soldier's signature, or the signature of a person at that household, signifies that the NOE has been received. This also starts the 90 Day clock ticking for the completion and return of certain paperwork from the Soldier (that is why we send an addressed return envelope). Generally, you may expect to receive your Notice of Eligibility within a few weeks of qualification (qualification taking place on your AYE Date following the completion of your 20th year of service). If you have already received, or are about to receive your NOE, take great care with it. Make copies and keep those copies and the original in a very safe place! This document is just as important as your Will, your Life Insurance policies and the Deed to your house; don't rely on someone or something else to keep a copy for you!

Reserve Component Survivor Benefit Plan

The Reserve Component Survivor Benefit Plan (RCSBP) is an annuity that is paid to your survivors upon your death. RCSBP is the only way your survivors can receive a portion of your military retired pay. Upon eligibility of retirement (the receipt of your NOE), a Soldier must make an RCSBP election within 90 days or an automatic election will go into effect. This election will decide whether or not to receive reduced retired pay and provide your survivors an annuity for life. Upon death of the retired Soldier, the designated annuitant will receive 55% of the base amount elected by the retired soldier for the rest of their life. I know what you are thinking. You just re-read the sentence above that stated an automatic election will go into effect within 90 days of receipt of NOE. I am sure you are saying to yourself "If that is the case, and I want coverage anyway, why should I even bother replying then?" You could think in those terms, but remember that it is better to have everything concerning the well being and financial security of your family spelled out, and in writing. In the event of your death, this is the only way we can truly know exactly what you wanted. Having the proper documentation on file also cuts down on verification time and speeds any annuity

on its way to your loved ones. Do you really want delays on the issuing of annuity funds just so someone can look for a piece of paper only to determine you were auto-enrolled? NO YOU DON'T! The RCSBP is a subject that has a lot of information and many variables. So much so, that I will not go into it in full depth now. In the next issue of the Green Mountain Guard Magazine, I will devote an entire article to nothing but the RCSBP. To close on this subject I will just leave you with a little thought: What happens to your retired pay when you die? IT STOPS! If you would like more info on the RCSBP program, go to: <http://www.hrc.army.mil/site/Reserve/soldierservices/retirement/rcsbp.htm>

I GOT MY LETTER, I'M GETTIN' OUT!

So you received your NOE in the mail. Now what? You put 20 good years of faithful service in, you put up with a lot (good and bad), probably even went on deployment. Is it really time to get out yet? Remember, your NOE states that you are now eligible for retired benefits AT AGE 60. For many National Guard and Reserve members that could mean there will be almost 20 years between the date they "retire" and the date they turn 60. Many of you understand that and have a plan in place. However many more of you look stunned and confused when we sit down in my office and I explain that fact and all that it entails. Do you really want to get out? First and foremost: THE GUARD NEEDS YOU! Secondly, you may want to take into account some of the following:

- What are you currently using that M-Day Drill Check for? You get out and that money stops. How will you replace that income?
- What will it cost you to get the same coverage that SGLI and FSGLI provides? I can guarantee that the same coverage outside of the Guard will be much more.
- TriCare – Many Guard members are paying very, very little for GREAT medical coverage. You get out and you aren't eligible again until age 60 (when Tri-Care for Life kicks in). What will you do?
- The enjoyment and camaraderie of being in the National Guard. I know, corny right? Well, the thing I hear THE MOST from retirees is how much they miss being in the Guard! Why is that? Just make sure you know what you are getting yourself

into. Once the giddiness of receiving your NOE and all those scenarios of "getting out" have played through your mind, make an informed decision. Understand what it will mean to be a Grey Area retiree (Retired personnel that have separated from reserve service with 20 + years but are not age 60 yet) and what benefits you do and don't have. In the end, do what is right for you and your family.

Retirement Briefings

Within the near future, you may be receiving that oh-so-valuable document, The NOE (20- year letter). This establishes your eligibility for retired pay and related entitlements. Once you come down on that list, you are scheduled to attend the next 20-Year Eligibility Briefing. Depending on where you live, you will travel to either the conference center at the White River Junction VA Hospital or to the Regional Training Institute on Camp Johnson. This briefing is designed to help you and your spouse understand the benefits and requirements stated in the 20-year letter. **For your benefit this is a mandatory briefing.** The briefing is usually held twice per year and on a weekend. You will need to check with your unit commander to determine your duty status and how you will travel. When the invitation for this event comes to you (either mailed to your home or through your Unit) please respond promptly with the requested information so that an estimate of your Retired Pay and Survivor Benefit Plan may be calculated. This briefing will last about ½ the day, and there is a wealth of information for you!

If you are coming up on your 20th completed year of service I would like to extend a laurel and hearty CONGRATULATIONS. I hope to see you either in my office, or at the retirement briefing very soon! If you haven't quite reached 20 years yet, here's hoping that you stay in to do just that! Now....get back to work!



VTANG CDDAR TEAM PUTS T

By Senior Master Sgt. Alan Bouffard,
Aerospace Ground Equipment Supervisor

The Vermont Air National Guard was tasked with moving the museum static display F-4D aircraft located at Camp Johnson. The aircraft was temporarily moved to the Regional Training Institute building parking lot, July 6, for a dual engine removal at the recommendation of the Air Force Museum at Wright- Patterson AFB.

Removing the engines would take over 8,000lbs off the weight of the airframe and aircraft main landing gears saving future maintenance and increasing aircraft longevity.

During the routine towing operation and upon leaving the cement pads, the aircraft main tires quickly sank in the ground, softened by the heavy spring rains. With the tires partially buried and unable to move, the 158th Maintenance Squadron Crash Damaged or Disabled Aircraft Recovery (CDDAR) team was called for assistance. CDDAR Team Members



Photo courtesy of CDDAR Team

CDDAR team inflates the lift bags to raise the plane in preparation for the move.

Senior Master Sgt. Dale Walker, Master Sgt. Terry Tracy, Master Sgt. Brian Cota and Tech. Sgt. Andrew Ehlers put their training to the test and gained some valuable practical experience in the process.

Arriving on the site with two equipment trailers and support equipment, they secured the area and treated the scene as an actual recovery operation. CDDAR Team Chief Master Sgt. Jonathan Rilling formulated a plan utilizing large air bags to lift the aircraft out of the rut. Assisted by former F-4D Maintenance Personnel Senior Master Sgt. Alan Bouffard, Senior Master Sgt. Michael Delphia, and Senior Master Sgt. Michael Henry and with the help of Staff Sgt. Walter Warner, the air bags were strategically placed under the aircraft on a temporary plywood base.

With four lift bags neatly stacked and placed under the fuselage and numerous air hoses attached to the four monitoring and control stations, CDDAR Team members slowly applied air pressure inflating each bag under the direction of the CDDAR



Photo courtesy of CDDAR Team

Lift bags and equipment are set up in preparation for inflation. The monitoring station is seen in foreground.

THEIR TRAINING TO THE TEST



Photo courtesy of CDDAR Team

Lift bags are in place and inflated to raise the plane

Team Chief. With only 5 pound per square inch (5 psi.) of pressure applied, the heavy aircraft slowly lifted off the ground. As the tires cleared, the holes were filled and metal plating was set in place. In a coordinated effort to maintain proper weight distribution and balance, the air valves were slowly opened relieving

pressure from the lifting bags until the aircraft settled under its own weight. The aircraft was then towed over metal plating and onto the roadway to its temporary location without further incident.

Rilling later said that this was a good practical experience for the team because during training exercises they do not actually lift an aircraft off the ground. This gave the team a unique experience in maintaining balance during the lifting and lowering operation through proper synchronization of the four pressure control stations and an opportunity to work

GMG

The Vermont National Guard has been busy working in response to Tropical Storm Irene which devastated many areas in our region in late August. Units from 7 states extended their support in the month after the Natural disaster. Soldiers and Airmen from New Hampshire, Illinois, Ohio, Maine, South Carolina, Virginia and West Virginia distributed much needed supplies to areas completely cut off by raging waters and helped begin the rebuilding process where roads were damaged, or in some cases, washed away completely.

As a testimony to the Joint Task Force that brought out the best of Green Mountain Spirit, we are producing a special edition of the Green Mountain Guard. Look for your Tropical Storm Irene Issue coming soon.

Phoenix Raven

By Senior Airman Victoria Greenia, 158th FW Public Affairs

Phoenix Raven, while not a Special Forces Group, is a select course for Security Forces. These guys and gals are trained to protect aircraft on and off the ground as well as VIPs. They also have a really cool name.

To earn that really cool name, course candidates must endure some intense training at Joint Base McGuire-Fort Dix, N.J. The course has a rigorous physical fitness program and intense skills training, lasting just over two weeks.

Senior Airman Joshua Hansell of Richmond, Vt., took the plunge and signed up for the course this year. He has only been in the 158th Fighter Wing for three years and wanted to squeeze every opportunity he could to get the Security Forces experience.

He had determination and good PT scores. What he didn't have was any idea of what to expect; this was the first time the 158th Security Forces Squadron (SFS) was sending its folks to the course.

What he got was Basic Training on steroids.

Yelling, check. Perfect lockers, check. Physical training...

"You got smoked in Basic Training," Hansell said, "but this time they really tried to get in your head. When you were tired they'd be right there whispering in your ear 'give up' or 'you can just leave, right now'."

Hansell said he and other trainees would talk about taking the "advice" and just walking away, but pride and determination pushed him on. The course isn't easy, and the 44 original participants were down by six by the end of the first week and down to 34 by the end of the course.

The multi-service group was comprised of Air Force active duty members and guard members, as well as some from the Navy. These candidates went on to learn baton techniques to disarm opponents and verbal judo; verbal skills to influence people to do what you want them to. Hansell notes this approach has proved effective on a 6 year old, so he concluded the technique must work with others too!

Most often, Hansell said, the scenarios they were training to handle were non-hostile situations, such as civilians in the host country looking for food who might be attracted to the American aircraft. For this reason, the training required candidates to be precise and gentle—excessive force situations could ruin diplomatic relations. Generally, the escalation of these situations can be prevented by the vigilance of the Ravens on duty and can be handled verbally.



Staff Sgt. William Maverick

Staff Sgt. William Maverick, a Traditional Guard member who has been with the 158th FW for approximately two and a half years and who is a New York State Trooper was challenged by the robust training of the Phoenix Raven school.

"The part that sticks in my mind is the schools ability to move the students out of their comfort zone by pushing them both mentally and physically," Maverick said.

But don't think Phoenix Ravens are just glorified entry control people; they are also trained for volatile situations such as aircraft hi-jacking, sniper fire and overt attack. For this reason they are sought after for dignitary escort.

Maverick concluded "The missions for which they are assigned relies on the Ravens ability to not only be able to physically defend themselves, team members, and the resource but to be able to effectively communicate both verbally and non-verbally in order to resolve any potential incidents."

Second Lt. Chris Bean, Operations Officer for the 158th SFS would like to see as many of his people go through the Phoenix Raven program as possible because he believes the individual growth of each airman enhances the readiness of the entire squadron. With his people being on the leading edge of security knowledge, tactics, techniques, and procedures the SFS can better serve the base at home and abroad.

HOW TO CHOOSE A GUARDIAN FOR YOUR CHILD

By Barbara Quilliam-West, Paralegal NCO, State JAG

What is a legal guardian, and why do I need one for my child?

A legal guardian is an adult designated to care for a child in case both parents die before that child reaches adulthood. Unless you specifically name a guardian in your will, anyone can step forward and ask for the job, and a judge will need to decide who gets custody. You should also name an alternate guardian in case your first choice is unwilling or unable to accept the responsibility.

How do I choose the right person?

A few things to think about while going through the process:

- o Whose parenting style, values, and religious beliefs most closely match your own?
- o Who is most able to take on the responsibility of caring for a child—emotionally, financially, physically, etc?
- o Who does your child feel comfortable with already?
- o Would your child have to move far away, and would that pose any problems?
- o Does the person you're considering have other children? Would your child fit in?
- o Would the person have enough time and energy to devote to your child and is healthy enough to care for a child?
- o Would the court approve your choice for guardian, someone with a history of drug/alcohol abuse or a criminal record may not be approved.

Once you narrow your list, talk to them about how they would feel about being named as guardian. Perhaps one person will express a clear desire to be a guardian, or may find out that one of your choices is not willing to take on the responsibility.

Can I name a different guardian for each of my children?

Most people want their children to stay together, so they choose the same guardian, but you can name a separate guardian for each child.

Do I need a trust/trustee?

A person under the age of 18 is not permitted to directly control inherited money or property. By setting up a trust you have the opportunity to choose a person who will become responsible for handling any funds instead of a judge deciding for you. The trustee must manage the funds according to your wishes, as expressed in the trust for the benefit of your child.

Before selecting the trustee, carefully discuss these responsibilities and your wishes for use of the funds. Ensure they are willing to accept the responsibility of becoming a trustee and follow your desires.

You can keep a trust in effect even after your child reaches age 18 so as not to put a large sum of money in your child's possession when he/she may not yet have the maturity to handle the funds.

Should I name a different person to oversee the property I leave to my child?

Some parents name one person to be both the guardian and trustee other parents separate the responsibilities. You will want to choose a trustee who is good at handling money, will abide by your wishes, and will be able to make the best financial decisions for your child. By choosing a person other than the guardian for your trustee you will ensure a check and balance. Consider how well the guardian and trustee get along. These two individuals will need to work together for the best interest of your child.

What if I don't want my child's other parent to be his guardian when I die?

If you are separated or divorced, you may feel strongly that your child's other parent should not have custody if something should happen to you. The law is not on your side in this regard. A judge will almost always grant custody to a biological parent unless the surviving parent has legally abandoned the child by not providing for or visiting the child for an extended period or is clearly unfit as a parent. In most cases it is difficult to prove that a parent is unfit unless he/she has serious problems such as chronic drug/alcohol use, mental illness, or a history of child abuse.

That being said, you could explain your case in a letter and attach it to your will. The judge will take all information into account when making a guardianship decision.

What if my family does not like my choice of a guardian?

Your first loyalty is to your child, and you should always make the choices that you think will serve them best. Courts generally follow the wishes of parents in naming guardians unless there is clear evidence the individual is unfit.

Significant Archaeological Site Discovery

By Tech. Sgt. Andrea Sheeran, State Public Affairs

During the Air Guard's June Operational Readiness Exercise, I'm sure many of our readers noticed the cordoned off area at the north end of the field just outside the 158th Fighter Wing back gate, where members were directed to park their cars during the exercise. The small site had precisely dug holes, at measured depths. Dotted with soil sifting boxes and surrounded by orange snow fence to protect it, what was going on here?

The University of Vermont's Consulting Archaeology Program began what is known as "mitigation" at a significant historic Native American settlement site discovered in this field, May 23. The 158th has had plans in the works for some time to expand the base perimeter, relocate National Guard Avenue, and construct a new security forces building in this very field. Under the National Environmental Policy Act (NEPA) the U.S. Air Force must do a thorough environmental screening for projects that it undertakes. Hence, the 158th initiated the acquisition of the field, requirements dictated the need to prepare an Environmental Impact Statement (EIS) under NEPA, to include a screening for historic resources, among others, that could be in the area.

The EIS screening process showed that the field could potentially contain valuable cultural resources, requiring an archaeological survey. The initial archaeological survey was conducted by the University of Maine at Farmington, and subsequent surveys were conducted by the consulting firm, TEC. In the smattering of samples that survey crews dug, significant historic features and some early stone tools were found. Some dating 6,000 years before present day which required further analysis under NEPA before any construction could proceed. Initially the proposed location of the perimeter road was going to heavily impact the area of the field thought to contain the site. In coordination with the Vermont State Department



Photo by Tech. Sgt. Andrea Sheeran

Jesse Robinson explains the digging process and points out significant features of the dig at the 158th site.

of Historic Preservation, the road location plan was amended to minimize, to the greatest extent practicable, any impacts to the archaeological site in the field.

As part of the EIS process, portions of the site that could not be avoided would require the mitigation referenced above. A Memorandum of Understanding was entered into between the Air Force, the National Guard Bureau and the Vermont DHP to guide mitigation efforts. The MOU required mitigation of 10 percent of the 20 percent of the archaeological site that would be impacted by the relocated road construction, meaning that a 220 square meter area would be excavated and artifacts found there catalogued and preserved. The University of Vermont's CAP, under the leadership of Professor John Crock and supervision of Jesse Robinson, bid on and won the opportunity to undertake the dig. A key component of the MOU was the requirement to use this mitigation excavation as an educational public outreach tool, and UVM's CAP was uniquely suited to assist in this effort.

Robinson's effort to reach out to local educational and social institutions of the community was essential to the success of this portion of the MOU. The dig began May 23rd and was scheduled to end July 1st. During this time, numerous visitors were welcomed at the site,

erred at the 158th

including several neighborhood elementary schools and the Boy Scouts and Girl Scouts of America. All were led through the site by Robinson, as he patiently explained the digging process and pointed out features that had been discovered. The site has also gained national attention and was visited by members of the National Guard Bureau.

“The National Guard Bureau has a robust and very knowledgeable cultural resources department. They oversaw (the preparation of) the MOU and have been out here at the site and we’re all very excited. It’s a very significant site and we’ll have a lot of these artifacts in the state repository and in the...new (state) on-line museum,” said Mr. Adam Wright, 158th FW Base Environmental Manager.

Excavations at the site yielded evidence of an encampment dating from 700 to 1,000 years ago. Several fire hearths, bits of bone and food particles, including corn, or maize, were discovered. The maize was discovered in the bottom of the remains of a fire hearth and was radio-carbon dated to approximately the year 1310 A.D. The discovery of maize was especially compelling, as it indicated the presence of Native American stationary agriculture during this period; there is very little evidence of in this part of

Vermont to date. Indeed, there is much to be learned from the presence of farming in this region of the country prior to the arrival of European settlers, as there are so few sites that have been discovered. “Features like this are (very) rare...it behooves us to thoroughly excavate (the site),” said Robinson.

The site appears to have been a rather large encampment, situated on a terrace above the Winooski River of the period. Several hundred arrow heads were also discovered throughout the excavated area. Almost all of the projectile points recovered are the triangular Levanna-type, known to date to the Late Woodland Period, circa 1,000-1,600 A.D. All in all, several thousand artifacts were recovered from the site and they will be processed and catalogued at the UVM CAP’s laboratory on their Burlington campus before they make it to their respective museums.

In addition to supplementing our knowledge of the history of this period in Vermont, the presence and care taken to preserve the artifacts at this site provided the VTANG with an opportunity to interface with not only the past, but the local and national community. The VTANG furthered its quest to continue to be a good neighbor the citizens of the state of Vermont and the nation by cooperating entirely with state and federal agencies, and Native American tribes involved in this review. The opportunity to educate the community and to introduce those not familiar with VTANG’s conscientious nature was invaluable.

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Photo by Tech. Sgt. Andrea Sheeran

Under the supervision of Jesse Robinson students working with UVM’s Consulting Archeology Program work at the sit at the 158th FW.

2011 Military Women's Workshop

By Sgt. Elizabeth Strauss, State Public Affairs

Women of the Vermont National Guard came out in full force for the 2011 Military Women's Workshop. In all, 320 of 475 female Soldiers and Airmen participated in the groundbreaking event held August 7 at Saint Michael's College.

The workshop was coordinated at the recommendation of The Adjutant General, Maj. Gen. Michael Dubie. A 2010 climate assessment survey showed there are several issues which lead to lower rates of female commanders, one of these being retention.

The goal of the workshop was to, "educate our female force about leadership opportunities in the Guard", said Chief Warrant Officer 3 Doris Sumner, State Equal Opportunity/Diversity Manager, and the Project Manager for the workshop.

Keynote speakers for this event were retired Maj. Gen. Martha Rainville, Ms. Mary Powell, and Chief Master Sgt. Denise Jelinski-Hall. All the speakers gave personal accounts of their struggle and achievements throughout their careers.

"Your attitude will determine your altitude," said Jelinski-Hall. Once you know what you want, you can achieve anything with drive and determination, but sometimes sacrifices are necessary. "What do you want? How bad do you want it? And, what are you willing to give up to get it," asked Jelinski-Hall.

"The best catchline or phrase that I took away was, 'how bad do you want it'...I kept on thinking, 'yeah, how bad do you want it!' That's why I sent out so many applications, I wanted it." said Sgt. Megan Daleiden, VTARNG Med. Det. Admin. NCO.

Breakout sessions included Work/Life balance, Mentorship, Career Progression and Family Support. One common theme in several of these sessions was the difficulty of childcare. From long hours for AGR members to the challenge of finding childcare on drill weekends, this affects every service member with children.

"The issue of childcare kept coming up over and over. We started brainstorming, and the number 1 issue would always link back to the solution being childcare.

If childcare was provided that would solve so many problems," said Daleiden, who attended the Career Progression breakout session. "I don't have kids yet, but childcare is something I think about...I'm AGR and if I had to deal with that I wouldn't be able to be here and take care of my Soldiers."

In addition to breakout sessions by topic, there was also time dedicated to discussion divided up by rank. After this discussion, one moment stands out. During the session, the group of lower enlisted Soldiers had discussed what career progression meant to them, and as Dubie stood in front of the group, he read the definition composed by Spc. Samantha Brandon a Medic in C. Med.

"Career progression is the ground breaking step towards an individual's dreams and aspirations. It is the determination that comes from within, and putting it to fruition," read Dubie.

"This is what it's all about!" said Dubie, as he held the blue sticky note over his head.



Photo by Sgt. Elizabeth Strauss

"This is what it's all about" Maj. Gen. recognizes the efforts of a young female Soldier at the 2011 Military Women's Workshop.

GMG

News & Notes

OSA DET 27 and 172nd PAD deploy



Photo by Sgt. Elizabeth Strauss

Eight members of the VTARNG's Operational Support Airlift Detachment (OSA DET 27) left for Fort Benning, Ga, Sept. 16 . The unit is deploying to Djibouti, Africa where they will transport passengers and cargo throughout the area.

Four members of the VTARNG's 172nd Public Affairs Detachment departed for Camp Atterbury, In., Oct. 3. They are deploying to Kosovo where they will support public affairs operations for the 157th Maneuver Enhancement Team of the Wisconsin Army National Guard

State Partnership Program News

The Senegal Country team welcomes Lt. Col. Carl Hausler as the BAO in Dakar. He replaces Lt. Col. Joni Pentifallo, who is returning m-day to the Wing.

Maj. Gen. Michael Dubie and Brig. Gen. Richard Harris led a senior VT delegation to Macedonia in September to engage new senior leaders in the Macedonian Military and US embassy team.

In August, Mr. Paul Wohlers was appointed as the U.S. Ambassador to Macedonia. He was unanimously confirmed by the Senate Aug. 2, and was sworn-in Aug. 11. Mr. Wohlers has worked previously with MG Dubie in Macedonia, and is a strong supporter of the partnership program. The VT team visited with him on three spate days, confirming shared strategic visions and goals.

Mr. Fatmir Besimi was recently named the new Macedonian Minister of Defense. He formerly served as the Minister of Economy of Macedonia. The team met with him on three occasions, and was impressed by his knowledge and willingness to undertake the challenges of the position.

Maj. Gen. (P)Goranco Koteski is the newly appointed Chief of the General Staff of the Macedonian Army. He replaces Lt. Gen Miroslav Stojanovski. Maj. Gen. Dubie and his delegation met with Maj. Gen. Koteski every day, beginning what is sure to be a relationship based on mutual respect. The Generals discussed past success, recognized areas that can be improved upon, and the way forward.

Air and Army Promotions

AIR PROMOTIONS

TECHNICAL SERGEANT

Neil Allison
Patrice Bourgeois
Stephen Clodgo
James Dukette
Dean Moreau
Rachel Veronneau
Timothy Zielfelder

STAFF SERGEANT

Darren Adams
David Barbarow
Tyler Critchlow
Steven Kelley

AIRMAN 1ST CLASS

Chelsea Johnson
Justin McKenzie
Tobey Mitchell
Tyler Rider

SENIOR AIRMAN

Bryan Chates
Steven Corrigan
Charissa Ercolin
John Kimball
James McCarrick

AIRMAN

Sarah Vanderhoof

AIR RETIREMENTS

Col. Michael Cosby

Chief Master Sgt. James Roberge

Senior Master Sgt. Michael Henry

Capt. Shawn Devoid

Senior Master Sgt. Glenn Burkland

Senior Master Sgt. Christopher Wood

Chief Master Sgt.
Gordon Lesperance

Tech. Sgt. Alan Beams

ARMY PROMOTIONS

SERGEANT MAJOR

Francisco Herrera
Samuel Morris

SERGEANT

Erik Johnson
Allison Krans
Peter Lavay
Christopher Naef
Meredith Parker
Brian Raymond

Cody Giroux

Kate Hendrickson
Kyle Hinchliffe
Spencer Howard
Thomas Jaggars
Anthony Johnson
Georgette Kandzior
Evan LeClaire

Nathaniel Smith

Travis Trask
Jon Vincent
Jeremy Westover
Joseph Whitehill
Brandon Woods
Shane Yuknis

MASTER SERGEANT

Christopher Haskins
Carlos Rodriguez

SERGEANT 1ST CLASS

Duncan Domey
Eric Genau
Peter Rawling
Raymond Wooster

SPECIALIST

Colton Anderson
Sawyer Batten
Thomas Benard
Josh Bertinimalette
Richard Betty
Paul Bronson
Brooke Chamberlain
Anthony Conley
Joshua Demers
Ryan Firmin
Shanna Firth

Anthony Lorenzo

Jason Murray
Denroy Nedd
Amber Pelerin
Ryan Pero
Sarah Racine
John Rao
Chase Rendleman
Cody Richards
David Ritchie
Joseph Russett
Peter StLaurence

PRIVATE 1ST CLASS

Scott Adams
Allyn Bachelder
Kory Beatty
Patrick Bernier
Min Choi
Tyler Cormier
Cameraon Dewitt
Richard Dion
Shawn Dodge
Jeffrey Fournier
Rusty Haynes

itions and Retirements

ARMY PROMOTIONS *continued*

Nathaniel Smith	Caleb Houston	Frank Villegas	Damian Mason
Travis Trask	Zakery Hunt	Jacob Wallis	Corinne McGrath
Jon Vincent	Michael Johnson	Torrey Webster	Blakelee Messenger
Jeremy Westover	Jennifer Lafountain	Brady Weigel	Daniel Miller
Joseph Whitehill	Daniel Lascalaokeefe		Joseph Mott
Brandon Woods	Jeremiah Longe	PRIVATE	Kenneth Mundinger
Shane Yuknis	Jeffrey Maring	April Austin	Jeremy Nadeau
PRIVATE 1ST CLASS	Jordan Martin	Kayla Beauchampmoran	Natasha Nelson
Scott Adams	Ryan Messer	Steven Benedini	Christopher Osborne
Allyn Bachelder	Christopher Monette	Matthew Borden	Mathew Parah
Kory Beatty	Ramon Mora	Carolyn Chilton	Jarrod Passno
Patrick Bernier	Derek Murray	Paul Cowin	Michael Richards
Min Choi	Patrick Obremski	Dustin Bates	Thomas Simmes
Tyler Cormier	Kody Ploof	Michael Dalley	Daniel Stearns
Cameraon Dewitt	Michael Poirier	Trisha Emmons	Carly Steffen
Richard Dion	Tyler Quinn	Abad Ferrington	Travis Stetson
Shawn Dodge	Devan Roberts	John Forthun	James Wasmer
Jeffrey Fournier	Jason Scott	Seth Hines	Jesse Williams
Rusty Haynes	Tanya Stratton	Lawrence Lagoy	Dennis Yeung
Jessica Herrera	Ian Strong	Nicole Mannella	
	Jeremy Tuttle	Jordan Martin	

ARMY RETIREMENTS

Brig. Gen. Ernest Audino	Command Sgt. Maj. Larry Simmons	Staff Sgt. Gabriel Bullard
Brig. Gen. Jonathan Farnham	Sgt. Maj. Renee Hotaling	Staff Sgt. Stephen Bumps
Lt. Col. Mitchell Goodrich	Master Sgt. James Lane	Staff Sgt. Michel Mercure
Maj. Scott Cadieux	1st Sgt. Robert Bridges	Staff Sgt. Russell Shepard
Maj. Jeffrey Lewia	Master Sgt. Donald Gauthier	Sgt. Wayne Cadieux
Maj. Robert St. Pierre	Master Sgt. Vincent Matayer	Sgt. Leo Carvey
Maj. Matthew Stevens	Sgt. 1st Class Raymond Audet	Sgt. Andrew Harris
Command Sgt. Maj. Michael Dattilio	Sgt. 1st Class Dwight Harrington	Sgt. Russell Larry
	Sgt. 1st Class Scott Shays	Sgt. Scott Ramey

**Green Mountain
GUARD** State Headquarters
Vermont National Guard
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Colchester, Vermont 05446-3099

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5th Annual Vermont Remembers Run



The 5th Annual Vermont Remembers Run/Ruck/Walk took place Saturday, September 10th at Camp Johnson. The 10K Ruck/Run and 5KRun/Walk event had 462 participants this year.

Photo by Sgt. 1st Class Jim Greene