

INDIANA GUARDSMAN

WINTER 2015

An Indiana National Guard Publication



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Indiana National Guard Soldiers with the 713th Engineer Company, based in Valparaiso, Ind., and 1313th Engineer Company, based in Franklin, Ind., prepare to qualify on the M2 machine gun at Camp Atterbury, Ind., during their annual training, Nov. 18, 2014. Photo by a Staff Sgt. Michael Hudson

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Visit the Indiana National Guard at www.in.ng.mil and search "Indiana Guardsman" on Facebook and "@INGuardsman" on Twitter.

Message from The Adjutant General ...

Soldiers, Airmen and families,

Once again, I am humbled by the hard work and effort each of you display on a daily basis. Your dedication is second to none.

These last few months have been very busy, with the 38th Infantry Division working tirelessly to prepare and execute the warfighter exercise. The 181st Intelligence Wing conducted the Polar Plunge exercise, and many Soldiers recently participated in the Ground Pepper exercise in Slovakia. Additionally, the new Joint Force Headquarters building is being prepared for occupation, which will allow most of our directors to be co-located, which will streamline operations and improve communications.

None of this can be done without solid

leadership at all levels of the Indiana National Guard.

I want to personally welcome our new senior leadership: Maj. Gen. Dave Wood as the new commander of the 38th Infantry Division Commander, Col. Pat Renwick as the new commander of the 122nd Fighter Wing and Col. Kip Clark as the new commander of the 181st Intelligence Wing. Each of these positions require top-notch leadership to take their respective units to the next level in preparing for future overseas and homeland deployments. Without a doubt, these officers are the right leaders for these demanding positions.

Another inherent facet in military leadership is fighting for our service members and resources. By joining

a military association you can join thousands, or even millions, of voices speaking to Congress. These associations provide advocacy to issues relevant to all Soldiers and Airmen and many provide professional development through mentoring and networking. I encourage you to find a military professional organization that is fighting for the needs of our service members and organization.

I am grateful for the hard work and dedication you all show for our organization on a daily basis. It is a testament to your strong character. I can't thank you, or your families, enough for your continued loyal service and sacrifice to state and nation.

God bless you all.

- R. Martin Umbarger



Photo by Sgt. 1st Class Jeff Lowry

Indiana's Adjutant General, Maj. Gen. R. Martin Umbarger, center, shows off the 38th Infantry Division Monument in Indianapolis to senior leaders with the Kenya Defense Force, Friday, Sept. 12, 2014. The Kenyan leaders visited the Hoosier State to discuss possible future training missions with the Indiana National Guard, and they saw first-hand the 53rd Civil Support Team's capabilities at Muscatatuck Urban Training Center.

38th ID changes leaders

Cyclone Division holds ceremony at Indiana War Memorial

By Staff Sgt. William E. Henry

38th Infantry Division Public Affairs

Cannon blasts echoed for miles in downtown Indianapolis to signal a command change in one of only 18 Army divisions.

The National Guard's 38th Infantry Division changed commanding generals during a ceremony at the Indiana War Memorial in Indianapolis, Oct 18.

Maj. Gen. Lonnie Culver relinquished his command to Maj. Gen. David C. Wood on the front steps north of the monument, as Indiana National Guard's Adjutant General, Maj. Gen. R. Martin Umbarger reviewed the ceremony.

"The position I'm about to assume comes with great responsibility," said Wood in a speech after the division colors and command officially exchanged hands. "To the Soldiers of the 38th Infantry Division,

I am honored to be your commander and proud to serve with you. Know that I will give you 110 percent every day, as I know you will do the same."

Wood, who has been in the division for more than 20 years, was commissioned in the U.S. Army in May 1985 from the U.S. Military Academy at West Point, N.Y. In 1990 he deployed with the 1st Cavalry Division to Saudi Arabia in support of Operations Desert Shield and Desert Storm. In 2009, he deployed and led the division's 38th Combat Aviation Brigade in support of Operation Iraqi Freedom.

During the ceremony, Culver, who enlisted in 1974 rose to become a noncommissioned officer then moved on to become an officer, received his third Legion of Merit during the ceremony and spoke of his time with the division and praised those within its ranks.

"It has been three great years. We were successful due to the diligence, dedication and hard work of our brigade and battalion commanders, our officers, our NCOs and Soldiers, and the support of Major General Umbarger and the Joint Force Headquarters staff. So thanks to each of you for your patriotism service and sacrifice. It has been my honor to serve as your commander."

Culver ended his 40-year military career later in the day during a retirement ceremony held division headquarters.

The division, headquartered in Indianapolis, is the Indiana National Guard's largest command with more than 9,000 Guardsmen in the 76th Infantry Brigade Combat Team, 219th Battlefield Surveillance Brigade, 38th Combat Aviation Brigade and 38th Sustainment. The division also has subordinate units located in Ohio, Kentucky, Illinois and Tennessee.



Photo by Sgt. 1st Class Gary R. Nelson

Maj. Gen. David C. Wood, 38th Infantry Division commanding general, passes the division flag to Command Sgt. Maj. John Watson.



Photo by Staff Sgt. William E. Henry

The sun rises over a network of rapidly deployed tents of the 38th Infantry Division during the last day of drill training at Camp Atterbury, Ind., Sunday, Nov. 9, 2014. The Headquarters Battalions troops are training for an upcoming 2-weeklong warfighter training exercise, which will include U.S. Air Force and Canadian military personnel, in January. Division Soldiers acted as the higher command for the 34th Infantry Division's warfighter exercise in June 2014 at Fort Leavenworth, Kansas. The exercise will help 38th ID Soldiers hone their skills in civilian- and military-led, national and international missions

Division gets set for WFX

By Staff Sgt. William E. Henry

38th Infantry Division Public Affairs

Indiana National Guard Soldiers assigned to the 38th Infantry Division Headquarters Battalion began training for an extensive upcoming war-fighting exercise during their monthly drill at Camp Atterbury, Ind., Nov. 7 to 9.

The Soldiers worked inside a secured area of rapidly deployed tents and operated on computer-based systems.

The Soldiers learn to hone their command and control techniques to react to scenarios on a virtual battlefield. Information flows from point to point allowing Soldiers to better synchronize sections, subordinate commands and higher commands with one another.

This exercise is a precursor to the full two-week warfighter

exercise scheduled to take place at Camp Atterbury in January. The follow-on exercise will test the headquarters reaction and methods of battle pertaining to their management and execution abilities over a two-week period.

The Division Commander, Maj. Gen. David C. Wood, said the focus for this type of training prepares Soldiers for any tactical military assignment. The skills the troops learn can translate into domestic, national and international civilian- and military-led missions.

"It will get us ready for any mission that comes our way. The Army needs us, and we need to be ready," said Wood.

The full warfighter exercise will include multiple elements from the U.S. Army and Air Force, and Canadian military personnel.

Canadian Army Maj. Steve Haine, operations officer for 2 Canadian Mechanized Brigade Group, said he is excited about this opportunity to train with the Division.

"This training will better prepare our brigade headquarters to deploy and integrate with a U.S. Headquarters," said Haine. "This increases our combined integration capabilities."

Haine, whose brigade is headquartered in Petawawa, Ontario, Canada, said they will have approximately 300 soldiers working during the exercise.

"We are very excited about this opportunity to work with the Cyclones," said Haine.

While the Canadian military is excited about the upcoming training opportunity, the First Army Division East Soldiers are on ground to help assist and advise the Cyclone Division Soldiers.

First Army Division East Commander Maj. Gen. Jeff Bailey said his main mission for the training is to make the division a stronger and more knowledgeable unit.

"I have no agenda, but to make this unit a great outfit," said Bailey.



Photo by Staff Sgt. William E. Henry

Indiana National Guard Sgt. Ethan Long, a utility repairman assigned to the 38th Infantry Division Headquarters Support Company, refuels a generator during drill weekend at Camp Atterbury, Ind., Sunday, Nov. 9, 2014.

38th ID Band checks out Stout Field digs

By Staff Sgt. Lorne Neff

Indiana National Guard Public Affairs

Driving down Holt Road, past Stout Field in Indianapolis, home of the Indiana Guards' Joint Force headquarters, you might have noticed a lot of construction. One of the projects nearing completion is Building 1, at the corner of Holt and Minnesota roads, which will bring together most of the Guards' directorates.

Many sections have been dispersed to other buildings and even to other facilities across greater Indianapolis for several years, and for at least one group, for almost two decades, the 38th Infantry Division Band.

The band officially moved into Building 1 in January, on a cold, sub zero day, during drill weekend, unloading their equipment into the new facility.

"They were in awe when they walked in,

their jaws dropped," said Staff Sgt. Angela Seeley, the band's readiness NCO and trombone player.

Seeley said the building is a huge improvement over the facilities they rented from the city of Lawrence at what used to be Fort Benjamin Harrison.

Seeley said the new facility includes an auditorium that can seat 200, a large rehearsal hall, two medium rehearsal halls, one small rehearsal hall, three private practice rooms, a recording studio, a music library, an administration section for the admin clerk and team leaders, and offices for the band director and first sergeant. It also has ample space for storage and supplies.

"The building we were at was a good building, but we just didn't have the space for the MPT's, our music performance teams," said 1st Sgt. Danny Malott, who is also a drummer.

Malott said the move is bittersweet for him. He came into the Army in 1987 and auditioned with the 74th Army Band at Fort Ben while spending 10 years in the active-duty Army. He came back to Fort Ben when he joined the Indiana National Guard in 1997. The band's space had transferred to the Guard in the mid 90's.

"Leaving is the bitter part, but what we are gaining is the sweet part, what an awesome place for these guys and gals, it's just amazing," said Malott.

Malott and Seeley toured, along with the rest of the band, the new facility the first day they moved in from Maj. Gen. R. Martin Umbarger, the adjutant general, who was happy to show off the band's new home.

"TAG said he was proud of the band, the most requested unit in the Indiana Guard, and he wanted to reward us by giving us a permanent home," said Seeley.



Photo by Sgt. 1st Class Aaron Tinsley

Sgt. 1st Class Cynthia Hogwood, far right, 38th Infantry Division Band readiness sergeant, jokes with Indiana's Adjutant General, Maj. Gen. R. Martin Umbarger, during a tour of the band's new headquarters at Stout Field, Jan. 10, 2015, while other band Soldiers check out one of their rehearsal halls.



Staff Sgt. Samuel Wagner, a Headquarters Troop, 2nd Battalion, 152nd Cavalry squad leader, plots targets for an aerial field artillery fire mission.

Hoosier Airmen, Soldiers ‘strike’ during joint, Atterbury exercise

By Sgt. 1st Class Matt Scotten
Atterbury-Muscatatuck Public Affairs

The Indiana National Guard is organized as a joint force comprised of Air Force and Army components. It is not often, however, that these two components have the opportunity to train jointly and combine capabilities. In August, Soldiers from the 38th Infantry Division had the opportunity to do exactly that at Atterbury during exercise Northern Strike.

Northern Strike is an exercise emphasizing the integration of joint fires capabilities that include fixed wing and joint terminal attack controller assets from the Air National Guard with helicopter, artillery and other assets from the Army National Guard.

While the bulk of the exercise occurs in Michigan, Atterbury hosts an extension of it that included troops from Indiana, Michigan

and West Virginia National Guard, to take advantage of specific training capabilities that Atterbury has to offer.

“Atterbury is perfect for this part of the exercise because the impact zones for air-to-ground gunnery range and the artillery are right next to each other,” said Air National Guard Maj. Scott Grotbo, officer in charge, Tactical Air Control Party Air Support Operations Center. “There are very few places with this kind of set up.

The close proximity between impact zones meant that ground forces could call for close air support, while 2nd Battalion, 150th Field Artillery Soldiers from Greencastle, Ind., simultaneously fired artillery missions, making for realistic training scenarios that would be difficult to duplicate elsewhere.

“I couldn’t be more pleased with how this training has gone,” said Indiana National Guard Lt. Col. Kellard Townsend, the 2nd

Battalion, 150th Field Artillery Regiment commander. “This is a rare opportunity to practice skills that aren’t always feasible to train during a drill weekend, but are well within our combat capabilities.”

With rotary wing support from West Virginia’s Company C, 1st Battalion, 150th Aviation Regiment, Soldiers and Airmen were able to call for fire support from field artillery assets while airborne, observing impacts and adjusting as necessary, all from in the air.

“This has been an excellent training venue. We have been able to pair unmanned aircraft assets that are already here on the base with both close air support and indirect fires to identify targets and then neutralize them as effectively as possible,” said Indiana Air National Guard Master

See **Strike**, page 25



Photo by Senior Master Sgt. John S. Chapman

Airmen with the 113th Air Support Operation Squadron perform voice and data connectivity checks during an exercise, Jan. 7, 2015, at Hulman Field.

Racers dip into Polar Plunge



Photo by Senior Master Sgt. John S. Chapman

A Humvee allows mobile capability for unit members to respond as required, regardless of terrain or weather, and establish beyond line-of-sight communications between the Indiana National Guard and civil authorities.

By Lt. Col. Frank Howard
181st Intelligence Wing Public Affairs

In bone-chilling weather conditions that can make outside activities and driving treacherous, 181st Intelligence Wing Airmen, train outdoors to prepare for arctic-like weather.

The 181st Airmen, nicknamed the Racers, conducted Operation Polar Plunge in January to hone their ability to rapidly respond to winter weather disasters.

“Polar Plunge validated our rapid response, beyond-line-of-sight communications capabilities, and will act as a basis for our future disasters support packages,” said Maj. Ryan Harvey, 181st IW.

Drill-status Guard members, who train a weekend per month and two weeks per year, showed up to a no-notice exercise and within hours traveled by Humvee to two locations 50 miles from wing headquarters in Terre Haute, Ind., to establish long-range communications and data-link connectivity

with the wing.

“My Airmen reported to the squadron from their civilian jobs and within hours of being briefed on the simulated disaster, identified the locations they needed to travel, established communications, took and sent back pictures and established a self-sustained response center for-follow on incident responders,” Harvey said. “Not a bad day’s work before noon.”

The wing’s commander agreed.

“The dedication and sacrifice shown by every member of the wing is truly inspiring,” said Col. Kip Clark. “My Racers are the first choice for the homeland and we will continue to train and increase our capabilities to assist our Hoosier neighbors.

“Our Airmen are highly educated, trained and skilled,” Clark said. “They are dedicated to supporting community, state and nation whenever called upon.”

Even in bone-chilling temperatures, the Racers lived up to the National Guard motto: Always Ready, Always There.

TOP 9 Strong Bonds MYTHS

Capt. Cliff Pappé
Chaplain
Strong Bonds Action Officer



The following are some common rumors and misconceptions we hear about the Indiana National Guard Strong Bonds Program. Some of these may be reasons why Soldiers or families do not take advantage and attend the events.

1. Strong Bonds events are only for married couples.

There are program events for families and single Soldiers. Single Soldiers with dependents are welcome to attend a family event. National Guard Bureau guidelines state that spouses and dependents must be entered in Defense Enrollment Eligibility Reporting System, aka DEERS.

2. Only couples with marital problems go to events.

A couple does not have to be on the edge of divorce to attend an event. We've had couples attend who have great marriages and use a Strong Bonds weekend as a chance to get away together. A weekend event can be a great time to reconnect if you both have busy schedules.

3. Since events are chaplain led, it's like going to church.

Chaplains are the main facilitators at events, but we also have civilians who teach at events too. The curriculum is not religious based, and the only time religion comes up is at an optional worship service. Workshops are interactive and discussion based.

4. Split Training is automatic.

Attending a Strong Bonds event is great training, and you can learn a lot in the workshops. Soldiers need to check with their units about the possibility of split training for drill. The unit has the final say if soldiers can get credit for attending a Strong Bonds event

5. I have to pay to attend events

All Strong Bonds events are funded by National Guard Bureau. At a typical weekend event; lodging, up to 5 meals,

training materials, and optional childcare is paid for. The only cost for the attendees is travel to the event and usually the Saturday evening meal. At 4- or 8-hour events, meals and training materials are covered

6. Strong Bonds events are just "Death by PowerPoint."

The different curriculums used for our Strong Bonds events are interactive. Group discussions are also a big part of the workshops. Most curriculums have a workbook for notes and group work allows attendees to work together.

7. I can't go because there is no one to watch our kids.

National Guard Bureau is working to have childcare available at our events. At family events, children 6 and older are part of the training. Contact the Strong Bonds Action Officer for updates or further information regarding childcare.

8. Events are only held in Indianapolis. That's too far.

Over the past couple of years, we have taken our weekend events on the road and around the state. Some of the communities we have been to, include Fort Wayne, Merrillville, Evansville, Lafayette, Clifty Falls State Park, Bradford Woods, Pokagon State Park and Nashville.

9. I can't attend because my partner and I aren't married

According to NGB guidelines, only Soldiers and immediate family members enrolled in DEERS are eligible to register and attend Strong Bonds events. Immediate family members are defined as the Soldier's spouse, and any child of the Soldier. Nonmarried Soldiers can attend a single-Soldier event, or a family event with their eligible dependents.



For More Information:

www.in.ng.mil/FamilyResources/StrongBonds.aspx
Facebook Group: INNG Army Strong Bonds Program
317-247-3300 ext. 75221

Cyclone Division drives CAR

By Staff Sgt. Erin Johns

38th Infantry Division Public Affairs

In January, 38th Infantry Division Soldiers conducted a combined arms rehearsal with U.S. Army III Corps and the 2nd Canadian Mechanized Brigade, and other Indiana brigades belonging to the Cyclone Division at Camp Atterbury for the division's warfighter exercise.

U.S. Army Lt. Gen. Sean MacFarland, the division's warfighter exercise director and III Corp commander, explained why one of the eight National Guard divisions is working so closely with an Army corps element.

The last time the United States Army fought in a combined arms maneuver format was when V Corps attacked from Kuwait into Baghdad in 2003, said MacFarland.

About half of the Army's combat power is in the National Guard, and the National Guard doesn't have a corps-level command to serve as a higher headquarters. There is a strong chance that an active-duty corps may find itself working with one of the eight National Guard divisions in future operations, MacFarland said.

One example: in November the Army called on the Minnesota National Guard's 34th Infantry Division to help with the Ebola outbreak in Africa, Operation United Assistance.

In a warfighter exercise Soldiers learn to hone their command and control techniques to react to scenarios on a virtual battlefield. Information flows from point to point allowing Soldiers to better synchronize sections, subordinate commands and higher commands with one another.

"This is also an important opportunity for the active component and the National Guard to work together and insure that those relationships are strong," said MacFarland.

The rehearsal also gave III Corps and 38th Infantry Division Soldiers a chance to work with the 2nd Canadian Mechanized Brigade and its commander, Col. Peter Dawe.

"For us to be able to work with three other maneuver formations and work with a robust and very capable divisional headquarters is very exceptional," said Dawe of the 38th Infantry Division's headquarters. "This is a very rare thing for a brigade, especially a brigade commander, to be able to do this. So, we're very grateful and consider ourselves to be very fortunate to be here and be a part of this exercise."

The skills the troops learn during the exercise will translate into domestic, national and international civilian- and military-led missions, and will include multiple elements from the U.S. Army and Air Force, and Canadian military personnel.



Photo illustration by Staff Sgt. Lorne Neff

From left, Indiana Army National Guard Col. Bob Burke, 38th Infantry Division operations officer, U.S. Army Col. Jim Markert, III Corps operations officer, and Canadian army Col. Peter Dawe, 2nd Canadian Mechanized Brigade Force commander, discuss a wet-gap crossing operation at the 38th Infantry Division combined arms rehearsal at Camp Atterbury.



Photo by Staff Sgt. Lorne Neff

Maj. Gen. David C. Wood, 38th Infantry Division commander, right, speaks at the combined arms rehearsal at Camp Atterbury, Saturday, Jan. 10, 2015.

Wings change commanders

122nd Blacksnakes, 181st Racers get new leaders



Staff Report

In Fall 2014, Indiana National Guard's wings, the 122nd Fighter Wing and the 181st Intelligence Wing, held ceremonies to formally change leaders following announcements made by Indiana's Adjutant General, Maj. Gen. R. Martin Umberger, released in August.

Airmen with the 181st, known as the Racers, welcomed Col. Kip Clark as their new leader at the Terre Haute, Ind.-based wing.

Clark, Center Point, Ind., enlisted in the Indiana Air National Guard in 1984 as a heavy equipment operator, and commissioned as a second lieutenant in 1987. Clark became an F-16 pilot in 1992, and has held many positions within the wing including safety officer, instructor and evaluator pilot, flight commander and operations support flight commander.

"I am honored Maj. Gen. Umberger entrusted me with the opportunity to serve the mission and Airmen of the 181st Intelligence Wing. Col Bonte did a great job keeping our Wing ready, reliable and relevant, and we all wish him our very best," said Clark. "The Racers of the 181st have a distinguished heritage and those who came before us left a legacy of selfless service to our community, state and nation, and I am proud to serve as the commander and together carry on the Racer tradition."

Clark, a 1986 Indiana State University graduate, is rated as a command pilot with more than 2,700 flight hours and 66 combat flight hours.

"The highly specialized training, operations and leadership of our Indiana Air National Guard continues to be a source of inspiration and pride," said

Indiana Air National Guard Col. Kip Clark, commander, 181st Intelligence Wing, accepted command of the Wing from Maj. Gen. R. Martin Umberger, the adjutant general of Indiana, during a change of command ceremony held at Hulman Field, Terre Haute, Ind., Oct. 4, 2014.

See **Take Charge**, page 24



Photo by Sgt. Jeremiah Runser



Photo by Sgt. Jeremiah Runser

Soldiers discuss plans to the Ground Pepper exercise.



A Slovak soldier

Hoosiers, Slovaks spice their

By Sgt. Jeremiah Runser

Indiana National Guard Public Affairs

PLIESOVCE, Slovakia — For more than 20 years Indiana National Guardsmen have participated in the State Partnership Program with members of the Slovak Armed Forces.

Over the years, Soldiers and Airmen from Indiana and Slovakia have partnered in exercises here in the Hoosier State and in the Slovak Republic. They've also partnered in a deployments to Afghanistan where they served as mentors and advisors to the Afghan military.

In October, Hoosier Guardsmen with the 76th Infantry Brigade Combat Team and the 181st Intelligence Wing supported their Slovak partners during weeklong, multinational, NATO training exercise, Operation Ground Pepper from Oct. 19 to 22 in Slovakia at Military Training Area Lest.

The exercise increased readiness, responsiveness and interoperability of joint defense and attack operations for the armed forces of Visegrad 4 — Hungary, Poland, Czech Republic and Slovakia — and a U.S. Army contingent.

“The main focus here is the relationships we establish with our foreign partners. This doesn't just happen overnight,” said Lt. Col. Mark Weaver while discussing the exercise. “Through repetition,

we can build trust and cohesion with these engagements.”

During the training event, Slovakia hosted approximately 1,300 troops from Visegrad 4 countries and the Indiana National Guard. The intent of the exercise was to exchange knowledge and tactics that will enable participants to operate in a coalition environment.

The Commander of the 22nd Multinational Task Force, Capt. Juraj Zoffcak, spoke highly of participants coming together and working as a cohesive team.

“The integration went very smoothly. It turns out most of it came down to comparing the standard operating procedures and filling in the gaps,” said Zoffcak. “It was very interesting integrating light infantry with our mechanized infantry. The fundamentals are the same, but there was most definitely a learning curve during the combination.”

The Hoosiers agreed.

“To be able to participate in an exercise such as this with so little time for preparation, speaks volumes for what has already been accomplished between the country of Slovakia and the United States,” said Maj. Andrew Zartman. “The potential is virtually limitless with these training opportunities, and it is just a matter of sitting down and figuring out what they want to do and what we can facilitate with our State Partnership Program to make these things a reality.”



Photo by Sgt. Jeremiah Runser

...nds a helping hand to a 76th Infantry Brigade Combat Team Soldier during the Operation Ground Pepper exercise in the Slovak Republic in October.

training with Ground Pepper



Photo by Sgt. Jeremiah Runser

A Hoosier and Slovak Soldier discuss different weapons systems.



Photo by Sgt. Jeremiah Runser

Soldiers stand at parade rest during a show-of-force ceremony.



Photo by Sgt. Jeremiah Runser

Indiana National Guard Lt. Col. Mark Weaver, right, discusses Operation Ground Pepper with a Slovak soldier, Oct. 13, 2014.



Photo by Sgt. Jeremiah Runser

A Slovak personnel carrier races down a tank trail.



Indiana National Guard Soldiers with the 81st Troop Command's 713th Engineer Company, based in Valparaiso, Ind., and 1313th Engineer Company, based in Fra

713th, 1313th Engineers shock



Photo by Staff Sgt. Michael Hudson

Sgt. Ryan Hunt, a 713th Engineer Company Soldier, practices different firing positions with an M249 Squad Automatic Weapon, Nov. 18.



Photo by Sta

A 5.56-mm casing from an M249 Squad Automatic Weapon ejects as a 1313th Engineer Company Guardsman



Photo by Staff Sgt. Michael Hudson

Franklin, Ind., prepare to qualify on the M2 .50 caliber machine gun at Camp Atterbury, Ind., during the units' annual training, Tuesday, Nov. 18, 2014.

ot on snowy Atterbury ranges



Photo by Staff Sgt. Michael Hudson

n qualifies.



Photo by Staff Sgt. Michael Hudson

An Indiana Guardsman qualifies with the M249 Squad Automatic Weapon, Nov. 18.



Photo by Staff Sgt. Michael Hudson

Indiana National Guardsmen prepare to fire the M2 machine gun at Camp Atterbury, Ind.



Photo by Staff Sgt. Michael Hudson

Pfc. Gunnar Alltop, left, takes guidance from Pfc. Arthur Yang during weapons qualification.

SPECIAL DELIVERY



Photo by Staff Sgt. Ashley Westfall

Indiana National Guardsmen get ready to deliver the game ball

Guardsmen featured in Colts

By Capt. Katie Elkins

Indiana National Guard Public Affairs

The Indianapolis Colts invited the Indiana National Guard to deliver the game ball when the Colts faced off against the Cincinnati Bengals at Lucas Oil Stadium, Sunday, Jan. 4, 2015 ... a game the Colts won, 26-14.

Master Sgt. Joseph Salway rappelled down

to the 50-yard line from a 250-foot catwalk above the rafters to help deliver the game ball to Maj. Gen. R. Martin Umbarger, Indiana's adjutant general.

More than 130 Hoosier Guardsmen and their family members unveiled the nation's colors in a full-field presentation as Staff Sgt. Ron Duncan, a 38th Infantry Division Band trumpeter, played the national anthem.



Photo by Capt. Katie Elkins

Staff Sgt. Ron Duncan plays the national anthem prior to the game's kickoff.



Photo by Sgt. Jeremiah Runser

Hoosier National Guardsmen and their family members help display a full-field American flag.



Photo by Staff Sgt. Ashley Westfall

Indiana National Guardsmen and their family members help display a full-field American flag at the Indianapolis Colts game.



Photo by Staff Sgt. Ashley Westfall

Master Sgt. Joseph Salway rappels down onto the Lucas Oil Stadium field to deliver the Indianapolis Colts game ball, Sunday, Jan. 4, 2015.

playoff pregame ceremonies



Photo by Sgt. Jeremiah Runser

Master Sgt. Joseph Salway rappels down to the 50-yard line, Sunday, Jan. 4.



Photo by Capt. Katie Elkins

Capt. Adam Barlow, right, delivers the game ball to Indiana's Adjutant General, Maj. Gen. R. Martin Umbarger, prior to the Indianapolis Colts playoff game, Jan. 4.



Photo by Lt. Col. Cathy Van Bree

Hoosier National Guardsmen and their family members help display a full-field American flag at the Indianapolis Colts game versus the Cincinnati Bengals, during the "Star-Spangled Banner" Sunday, Jan. 4, 2015. The Colts won, 26-14.

NCO

Avengers induct enlisted leaders



Photo by Staff Sgt. William E. Henry

Indiana Army National Guard's Command Sgt. Maj. John Watson, the 38th Infantry Division's senior enlisted leader, administered the Oath of the Noncommissioned Officer to Soldiers during an NCO induction ceremony at the 38th Sustainment Brigade Armory in Kokomo, Ind.

By Staff Sgt. William E. Henry
38th Infantry Division Public Affairs

Approximately 100 Indiana National Guard Soldiers assigned to units within the 38th Sustainment Brigade took part in a brigadewide noncommissioned officer induction ceremony at the brigade's headquarters armory in Kokomo, Ind.

The brigade Soldiers, nicknamed the Avengers, who were recognized passed through a threshold of authority and signed the NCO roster symbolizing their transition into a leadership role.

Command Sgt. Maj. Jim Gordon, the state's senior enlisted Soldier and keynote speaker during the induction ceremony, welcomed the newly promoted sergeants to the ranks of the NCO corps, outlined their responsibilities and provided insight on their image as NCOs.

"There's a difference between being liked and being respected," said Gordon. "Can you be liked as a leader and also be respected? I ask you to think about that. Only you can earn the respect of your NCOs and your Soldiers."

Indiana Army National Guard Sgt. Chris Creek, assigned to the 252nd Component Repair Company, said he recently reenlisted after a 13-year break in service. Before he left the active Army in 1996 he earned the rank of sergeant, but had never seen this type of ceremony in person.

"I have been out of the military for 13 years and I've never seen this done before, said Creek, from Plainfield, Ind. "It really sends home the message of how important it is to be a noncommissioned officer and to take care of your Soldiers and to accomplish the mission."

"For me, it brings a lot of the esprit de corps back. It reminds me of when I initially took the oath to be a noncommissioned officer, and it shows me that time-honored traditions are still alive. It restores a lot of faith in the Army. It's a great feeling to know you're entrusted with Soldiers lives whether on the civilian side or in wartime."

Teamwork key in field artillery



Photo by Sgt. 1st Class Jeff Lowry

Indiana National Guard Soldiers with 1st Battalion, 163rd Field Artillery Regiment fire an M777.



Photo by Sgt. 1st Class Jeff Lowry

Spc. Andrew Newcom, Evansville, Ind., a Battery A crew member, gathers cables on an M777.



Photo by Sgt. 1st Class Jeff Lowry

163rd Field Artillery Regiment Soldiers unhook an M777 Howitzer from a truck at Camp Atterbury.

By Sgt. 1st Class Jeff Lowry

38th Infantry Division Public Affairs

In the field artillery it takes teamwork to put rounds downrange.

Three distinct teams help in the process: gunners, observers and fire directors.

“In order to shoot one gun, you need the system to function as a whole,” said Command Sgt. Maj. Robert Goodin, the senior enlisted Soldier with 1st Battalion, 163rd Field Artillery Regiment headquartered in Evansville, Ind. “It’s a combination of the eyes, to the coordination, to the guns.”

Other 163rd Soldiers, who trained at southern Indiana Camp Atterbury for two weeks, agreed with Goodin.

“In field artillery, you have to have teamwork,” said Sgt. Andrew Fogg, a forward observer with the battalion’s headquarters battery.

The forward observers, who see the targets, call in coordinates to fire direction team Soldiers. The fire direction Soldiers calculate the firing data that they then send to the gunners. The gunners, who work as a team around the gun, fire rounds, which observers verify if they’re on target or not.

The 163rd Soldiers also worked as a team fielding the newest guns in their arsenal, the 155mm-round M777 Howitzers. In addition to the new howitzers the 163rd troops also upgraded the 105mm-round M119 Howitzers to the A3 model, which has a digital fire control system, said Goodin.

The two types of guns add a new dimension to the 163rd.

“We are the first composite field artillery battalion in the state of Indiana,” said Goodin. “We now have long- and short-range capability.”

The teamwork paid off as the 163rd Soldiers became certified on the M777s.

Spc. Robert Winters poses for a photo in front of burning oil field that Iraqi forces lit as they departed Kuwait during Operation Desert Storm.

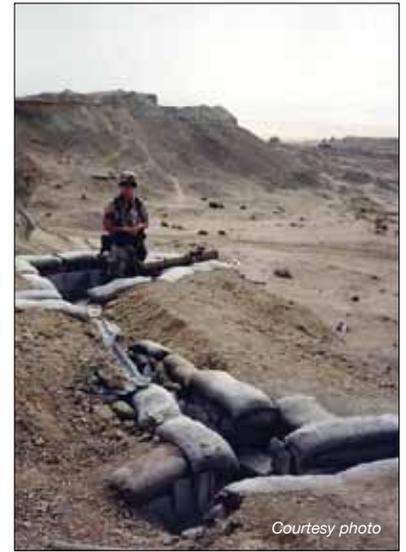


Courtesy photo



Courtesy photo

Command Sgt. Maj. Rober Winters, center, and Chief Master Sergeant Vladimir Belus, Slovak Armed Forces sergeant major, center right, pose with other American and Slovak senior noncommissioned officers.



Courtesy photo

Spc. Robert Winters stands in a defensive position once occupied by Iraqi soldiers in an area known as Death Valley in 1991.

What Veterans Day means to me

Indiana Guardsman contemplates 26 years of military service

For me Veterans Day starts with my family. I appreciate my Mom and Dad. While I was growing up, they had always shown a lot of respect for our service men and women even though they never served. I remember at a young age, my great uncle visited us from Arizona. I remember hearing stories of his military service, and I never forgot the positive impression it left on me.

My military career began on April 15, 1988, when I joined the U.S. Army as part of the Delayed Entry Program and later shipped for basic training later that month upon completion of high school in May as a teenager.

My feelings on Veterans Day have developed over my years of my service. I would say with honesty that my first few Veterans Day were just like any normal day with the exception that I knew I had the day off.

That changed in December 1990 when I deployed from Germany to Kuwait in support of the Persian Gulf War. I returned from that conflict in September 1991. Now I could say for the first time that I was one of the veterans remembered and honored on

Veterans Day. Still, I have to say that my first official Veterans Day was not much different from my first two as I was still in Germany far from roots back home in Indiana.

My third Veterans Day I had since left the U.S. Army and was a member of the Indiana Army National Guard. At the time I worked at North American Van Lines and this was my first taste of the great state of Indiana and how Hoosiers show their respect to their veterans. Indiana has always been a very patriotic state, and I believe it will always be one.

Now I'm going on my 26th Veterans Day while serving in the military. I cannot express the pride and joy I get celebrating each Veterans Day with my fellow comrades who have served or are currently serving.

Now I understand that this day is primarily for our living veterans, but I never have forgotten my three fallen heroes: Sgt. Maj. Jeffrey A. McLochlin, Master Sgt. Michael T. Hiester and Staff Sgt. Bradley D. King. There's not a day goes by that I do not think about them, but on Veterans Day, a day filled with rich history and valor, they are the three veterans who I honor and respect

the most. They meant a lot to me.

I was the casualty assistance officer for Sgt. Maj. McLochlin, and we had served together in Portland in Detachment 1, Company A, 1st Battalion, 293rd Infantry Regiment in the late 90s.

Master Sgt. Hiester was the person that got me to come into the National Guard from active duty, and we served together in Portland same unit above. We remained friends through our future assignments and to his death in Afghanistan.

Staff Sgt. King was one of my Soldiers as his first sergeant at Headquarters and Headquarters Company, 2nd Battalion, 2, 152nd Infantry Regiment in Marion prior to his deployment with Team Gator.

Editor's Note: Sgt. Maj. Winters is the operations sergeant major for the Indiana Army National Guard. He has served in the Indiana National Guard since 1992 and served in many units across the Hoosier State, most recently for the 38th Infantry Division's Headquarters Battalion.

McLochlin, Hiester and King are three of the Indiana National Guard's fallen heroes who have died since Sept. 11, 2001.

Guard training leads to civilian job

By Staff Sgt. Erin Johns

38th Infantry Division Public Affairs

National Guardsmen, known as military first-responders, assist local and national civilian authorities after disasters, like they did following Hurricane Katarina, the southern Indiana tornadoes in 2012 and during the polar vortex in 2014.

A National Guard Soldier's training and experience led to a job with a company the Federal Emergency Management Agency uses to assess how well a community rebounds after a natural disaster, known as the Waffle House Index.

It came full circle for Spc. Ryan Marrero, a utility generation repairer with the 38th Infantry Division, because he now works and helps the company's restaurants remain open 24/7.

Starting his day in the National Guard, Marrero stands at parade rest in formation as his section sergeant calls out assignments for the maintenance section.

"Marrero, shop."

This is where Marrero will spend the day working on service tickets to equipment that require heating, ventilating and air conditioning repairs or repairs in general.

Marrero and his wife moved to Indiana from California four years ago in search of a better life together.

In December 2011, Marrero joined the Indiana National Guard. He said he thought his military occupation specialty was for power generation equipment repairer.

"I really didn't know what my Army job was. My original MOS was supposed to be a generation repairer, but by the end of the day they told me I was going to be a utility equipment repairer," he said.

He ended up with a 14-week advanced individual training period as a utility equipment repairer. Marrero knew he was going to repair something, but he didn't know what.

"I didn't really find out really what that

"The 'Waffle House Index,' first coined by Federal Emergency Management Agency Director W. Craig Fugate, is based on the extent of operations and service at the restaurant following a storm and indicates how prepared a business is in case of a natural disaster."

— Laura Walter, *ehstoday.com*, July 6, 2011



Photo by Staff Sgt. Erin Johns

Spc. Ryan Marrero greases the drive shaft of a light medium tactical vehicle Saturday, Jan 10, 2015.

was until I got to AIT," Marrero said.

It takes two years and up to \$30,000 to complete HVAC courses and certification, but the military certifies recruits within 14 weeks with general maintenance and vehicle HVAC certifications.

"There is a test in AIT where we have to make a crazy contraption, hook it up to an airline, and stick it in a bucket of water to see if it leaks. They want to make sure you know what you are doing," said Marrero about his experience at his advanced training.

"I was happy that I had my HVAC certification because it gives you a lot broader area instead of just general maintenance," he said.

When Marrero returned home from training, his certifications qualified him for an apartment manager position that then led to working for Waffle House.

"I love my job. When I first started at Waffle House I learned new things just because fixing waffle irons and toasters and a few other things was kind of new to me but fixing some of the smaller refrigeration systems that we deal with was a little bit of a challenge," Marrero said.

Marrero said he loves repairing equipment at nine different Waffle House restaurants throughout Indiana, but he also knows that this career path has growth and opportunity.

"I'll put three to five years in where I'm currently and then if I'm still happy in five years then I'll just stay where I am," said Marrero.

His prospects are good working in the National Guard as a military first responder and working for a company that keeps its restaurants open 24/7.



Courtesy photo

World War II veterans listen to their Commander-in-Chief, President Barack Obama, October 2014.

Mr. Mattingly Goes to Washington

State employee escorts grandfather, WWII vet to D.C.

By Staff Sgt. Lorne Neff
Indiana National Guard Public Affairs

Petty Officer Dan Mattingly had a front-row seat to the Allied invasion of France on D-Day. He operated a machine gun on the deck of a landing ship, tank, off the shores Normandy, France.

Mattingly's ship sat next to the Battleship Texas, and he watched as it pounded German positions and their 88mm flack guns on the shore. Later, his ship ferried the 5th Rangers to the same beach depicted in the movie "Saving Private Ryan."

"I felt lucky as hell to be alive," said Mattingly. "But really, we didn't have it that bad, they had already taken out the 88s."

Mattingly is one of more than 16 million Americans to serve in World War II, but now less than two million are alive, with hundreds passing each day.

Mattingly is the grandfather of April Morgan, a civilian employee for the Guard who works for Maj. Gen. R. Martin Umbarger, the adjutant general of the Indiana National Guard.

"You are part of the Greatest Generation," said Umbarger, "It's people like you that give us the freedom we have today."

Umbarger, sat down in his office recently and talked with Mattingly and reminisced.

They discovered they both were at the 70th anniversary of the D-Day invasion held in Normandy in June 2014.

Mattingly had a front row seat to that event as well, and met the presidents of the U.S. and France.

Morgan said, Umbarger and retire Col. Dave Shorter helped Mattingly take another trip in October, this time to Washington, to see the WWII memorial with the group Indy Honor Flight.

"When I told him about the honor flight, I told him it might be next year before I can get you on," said Morgan. "He said 'I don't know if I'll make it to next year, but if I do, that sounds like a hell of a plan.'"

So Morgan worked to get him on the flight this year.

"My grandparents are everything to me, my work ethic and everything I am is because of them," said Morgan. "My drive, my ambition comes from them."

Morgan accompanied her grandfather to nation's capital. They also visited Arlington Cemetery where his brother, Mike, is buried. Mike was in the 38th Infantry Division during WWII before transferring to the 28th Division. He was captured by the Germans and was a prisoner for more than two years until the end of the war.

"Those memories, I'm going to have

forever, of that one day, are just amazing," said Morgan.

When they returned from their trip from Washington, they received an outpouring of support from well-wishers in the form of letters and email. Despite short notice for the trip, Morgan said her grandfather received a lot of mail thanking him for his service.

"The support he got was amazing and that meant more to him than anything," said Morgan. "The whole trip was great. He read every letter, and he just felt appreciated."

"It was a wonderful time, and they were extremely good to us in every way," said Mattingly of the trip's coordinators.

Mattingly is now 93 years old and still lives in Tipton, Indiana, where his has lived his whole life, farming for more than 40 years before he retired.

He has four sons and a daughter, April's mother, and is still married to the girl he first laid eyes on in high school. He plans to write a few novels, play some golf and fish, although he admits, maybe not as much as he would like.

"I still have plenty to do," says Mattingly. "I just love to get off my butt and go get 'em."

Editor's Note: Mattingly's wife, Morgan's grandmother, passed away of natural causes a few weeks after this article was written in January.

Guardsmen host beautification project

By Sgt. 1st Class Jeff Lowry

Indiana National Guard Public Affairs

Twelve candidates with the Indiana National Guard's Warrant Officer Candidate School, Class 14-001, spearheaded a beautification and maintenance project at the Proctor Memorial Park in August.

The candidates, along with volunteers from central Indiana, weeded the grounds, sealed the monuments and pavers, replaced dead and dying plants, and provided general lawn care to the 11-acre park that includes memorials to Hoosier veterans from throughout the state.

"We are humbled and blessed to be here," said Warrant Officer Candidate Travis Holcomb, the class leader during the project. "It's a blessing taking care of this facility for future generations."

Holcomb said that when his class looked for a class project that he and his peers couldn't overlook the history of the park.

The park, dedicated in May 2007, honors the service and sacrifice of Indiana National Guardsman and Silver Star recipient Sgt. Joseph Proctor who died May 3, 2006, during an attack at Camp Ramadi in Iraq. Proctor protected his fellow Soldiers by killing a suicide bomber who was driving a truck laden with explosives.

According to the Silver Star narrative, "Sgt. Joseph Proctor saved countless lives that fateful day by stopping the driver before he could reach his objective. His actions were nothing less than heroic and embody the warrior ethos by his selfless courage."

New Whiteland resident and the town's treasurer, Maribeth Alspach, said she is grateful of the show of support from military service members, current and retired, who donate their time and money to the park.

"We are humbled by the fact that if you have your uniform on or not, serving the country or the community, you can't out give a veteran," said Alspach of service members.

For community-based troops, giving back to their communities is part of their ethos.

The 12 candidates who took part in the projected graduated from the course during a ceremony in September.



Photo by Sgt. 1st Class Jeff Lowry

Warrant Office Candidate Derek Weaver, a 38th Combat Aviation Brigade geospatial engineer, pulls weeds from a memorial at Proctor Park, Saturday, Aug. 2, 2014, in New Whiteland, Ind.



Photo by Sgt. 1st Class Jeff Lowry

Clark, Renwick take charge of wings

Continued from page 11 —

Umbarger. “Kip represents those qualities with professionalism and humility.”

Clark will lead the 181st’s more than 860 Airmen, and replaced Col. Donald J. Bonte.

Bonte, Terre Haute, Ind., enlisted in the Indiana Air National Guard in 1982 as an automatic flight controls systems specialist, and he commissioned in 1989. He held many positions within the 181st including maintenance group commander and wing vice commander. He had led the wing since August 2011.

“It’s an honor and a privilege to lead the folks. They are very dedicated and very passionate,” said Bonte of the 181st Airmen. “Their willingness to go above and beyond is more than any commander can ask.”

Bonte, a 1979 Indiana State University graduate, has also been a full-time technician for the wing as chief of supply and chief of military personnel.

“For nearly a decade, Don Bonte has worked first to transition the 181st to its intelligence mission,” said Umbarger, “and provided unparalleled leadership for what has become an intelligence asset absolutely critical to the nation’s defense and security.”

Airmen with the 122nd, known as the Blacksnakes, welcomed Col. Patrick R. Renwick as their new leader.

Renwick succeeded Col. David Augustine who had commanded the more than 1,000 airmen of the 122nd Blacksnakes, headquartered in Fort Wayne, Ind., since January 2011.

Renwick, a Marshall, Illinois resident, came from the 181st and served as that wing’s vice commander.

Renwick is rated as a command pilot with more than 3,000 total hours and 148 combat hours. He is qualified in the F-16, A-10, T-37 and T-38.

“I look forward to humbly serving the airmen of the 122nd Fighter Wing as their next commander, and I’m grateful to the leadership provided by Col. Augustine, who

has certainly set the bar high and taken the 122nd to a new level,” said Renwick. “I’m honored Maj. Gen. Umbarger entrusted me to lead the Blacksnakes and ensure success for the critical missions of the 122nd Fighter Wing; providing value to the nation while remaining grounded with deep roots in tradition and the community. The Blacksnakes have a time honored history and rich heritage. My wife Rachel and I are excited for our future with the 122nd Fighter Wing.”

Renwick, a 1988 Embry Riddle Aeronautical University graduate, commissioned as a second lieutenant in March 1989 from the Officer Training School at Lackland Air Force Base, Texas.

Renwick came to the Indiana National Guard in 1998 where, within the 181st, he had served as the weapons and tactics officer, assistant flight commander, squadron chief of training, wing chief of safety, maintenance squadron commander and air support operations squadron commander.

“Col. Renwick is superbly qualified to lead the fighter wing of the Indiana National Guard,” said Umbarger. “He has experienced firsthand the transition of the 181st from a fighter wing to an intelligence wing. I have complete confidence that Pat will lead the men and women of the 122nd with strength and compassion as the wing transitions back to the F-16 and postures to compete for the future joint strike fighter.”

Augustine, a resident of Fort Wayne, has served as commander of the 122nd after moving from Selfridge Air National Guard Base in Michigan. He is a Nebraska native with 32 years of military service.

He is a command pilot with more than 3,500 flight hours in a variety of aircraft including the A-10 Thunderbolt, F-4, RF-4C, KC 135, T-37 and T-38. Augustine is a combat veteran having flown 24 combat sorties during the opening air campaign in Operation Iraqi Freedom.

“I was a blessed to be given the opportunity to lead the 122nd Fighter Wing through turbulent times,” said Augustine.

“Any credit for success goes to my Airmen at the wing who dedicate their lives daily to keep the organization a respected, top-notch, combat-ready fighter wing. I can’t offer enough thanks to the people of the Fort Wayne Base Community Council who have given amazing support to this organization at every step of the way. I wish Col. Renwick the best of luck as he guides this wing back into the F-16 mission. Pat and his family will be a great addition to the Fort Wayne community,” he said.

Augustine enlisted into the Nebraska Air National Guard in 1982 as a fuels specialist, and he commissioned in 1986.

Augustine has held many positions throughout his Air National Guard career including vice commander of two wings, commander of an aircraft generation squadron, a quality assurance officer, chief of scheduling, assistant chief of training, and weapons system officer.

“Col. Augustine is an outstanding leader with a long and distinguished career of service and sacrifice. His commitment to his Airmen, the Fort Wayne community, our Hoosier State, and the nation is second to none. Dave leaves an enviable legacy of achievement at the 122nd,” said Umbarger.

“I look forward to humbly serving the Airmen of the 122nd Fighter Wing as their next commander, and I’m grateful to the leadership provided by Col. Augustine.”

– Col. Patrick R. Renwick

Strike exercise readies troops

Continued from page 7

Sgt. Anthony Hobson, Terre Haute, Ind., a JTAC with the 113th Air Support Operations Squadron. “There are so many ranges here at Atterbury and they are laid out so well, that it’s just an outstanding place to do this kind of joint training.”

Training opportunities such as calling for fire from the air are not only unique to those calling for the artillery, but to the artillery assets receiving the mission as well.

“I have never seen missions called from

a helicopter like that before,” said 1st Lt. Matthew Venia, Lawrenceburg, Ind., the officer in charge of the artillery assets from 2-150 FA supporting Northern Strike. “It has been an excellent learning opportunity for all of us to be able to come out here and support this exercise.”

Two artillery sections were used during the exercise, one with a team of seasoned veterans, which worked alongside another section with much less experience, allowing them learn from each other and hone the overall capabilities of the unit.

“The guys on our second gun are pretty new. For some of them, it’s their first time in the field since artillery school,” said Venia. “The experience they are receiving out here is extremely valuable to them, in particular, and it will allow them to go back to the unit after this exercise as much better artillerymen than they were before, and this has all gone smoothly because they are working right next to a veteran gun crew that has really done a great job of showing them what the standard is and how things are suppose to be.”



Photo by Sgt. 1st Class Matt Scotten

Indiana National Guard Spc. Marco Mariscal, Schererville, Ind., an automated tactical data systems specialist with 2nd Battalion, 150th Field Artillery Regiment, practices using a fire direction chart.



Photo by Sgt. 1st Class Matt Scotten

Indiana National Guard Spc. Taylon Thomas, Ellettsville, Ind., an artilleryman with 2nd Battalion, 150th Field Artillery, fires an M777 Howitzer during Exercise Northern Strike at Atterbury August 13, 2014.



Photo by Sgt. 1st Class Matt Scotten

Howitzers from 2nd Battalion, 150th Field Artillery Regiment participated in Exercise Northern Strike in August. Northern Strike is an exercise that emphasized the integration of joint fires capabilities from the Air National Guard with helicopter, artillery and assets from the Army National Guard.

Army implements new officer rating system

By Maj. Michael Delp
Officer Career Board Manager

For years top U.S. Army officials discussed a new way ahead for how we evaluate officers, and how to improve the process using the technology we have. Prior to the common access card used to digitally sign Officer Evaluation Reports, officers were required to manually sign, and before the age of computers, forms were completed on a typewriter or handwritten. With today's advanced technology and computer systems, the OER has moved completely into the digital world using the new web-based Evaluation Entry System.

This new system has and will continue to change our way of thinking when it comes to officer evaluations. The support form that the rated officer generates will prompt the officer to begin the OER. Once the officer generates the OER and fills in the admin information, the officer's rating chain is immediately notified.

The Army Chief of Staff and U.S. Army Training and Doctrine commanding general under a directive from the Secretary of the Army first discussed this system as early as 2010. In March 2011, the secretary directed a focused review of the system and its implementation. After months of review and discussion, the secretary approved the EES in January 2013 to be rolled out in December 2013. The launch date was later pushed back to April 2014 due to issues bringing the system up online.

The former DA Form 67-9, OER, the EES distinguishes the different rank categories with specific forms.

Company Grade Form, warrant officer to captain: Broken down into six different areas authorizing up to four lines for rater comments pertaining to leadership attributes, aligning with ARDP 6-22 and the officer support form.

Field Grade Form, chief warrant officer 3 to lieutenant colonel: There are two new assignments fields at the

bottom of the page. The first is where the rater can indicate up to three broadening assignments best suited for the rated officer. The second is where the rater may list the three operational assignments where the rated officer is best suited. These are ideal assignments looking three to five years out.

Strategic Leaders Form, colonel to brigadier general: The strategic leader report mirrors the field grade report with one exception. Instead of recommending broadening and operational assignments, raters can provide up to three strategic-level assignments best suited for that officer. The senior rater section has changed to better stratify top performers. Two new options for recognizing potential are the Multi-star and Promote to BG blocks; both equivalent to the previous Above Center of Mass. The Multi-star block is limited to not more than 24 percent. The cumulative percentage of both Multi-Star and Promote to BG selections cannot exceed 49 percent.

With the system now fully operational, officers of all ranks are becoming acquainted with the new system.

New features include:

OER shells created by rated officer. In the past, the rated officer sent a support form to their administrative officer to generate an OER shell. Within the new system once you create your support form, the rated officer can generate the OER shell and send directly to the rating chain.

Easier tracking system. Every step of the process is tracked in EES enabling the rated officer to see firsthand where the evaluation stands.

Profile Tracking. Raters and senior raters have access to their profiles in EES to track their balance of allotted rating types based off the number of officers they rate.

Evaluation Support and External Resources. Plenty of links for help, support and good to know tools on the EES for officers to use.

Delegate Use. Individuals appointed as delegates have immediate access to view

the officer's profile to which assigned, as well as all active OERs. The system allows for immediate access to make corrections in the system regardless with whom the OER resides.

Detailed Narrative and Mandatory Requirements.

Within the new system raters and senior raters will focus their comments much differently than they have in the past. Raters will focus their comments on the performance the Officer has performed during the rated period. The senior rater will focus their comments on the overall potential the officers displays.

Multi Source Assessment and Feedback the one time recommended program designed to help develop our Officers is now a mandatory requirement within the new EES. Each Officer needs their MSAF completed within the timeframe of their rated period.

Mandatory SHARP comments included in block d1 for character is not required for all officers.

Like with any new system, there will always be a trial period to learn and navigate through the process. The new EES is no different; however, you can be confident there are several resources available to you on the website and full-time support in the J1.

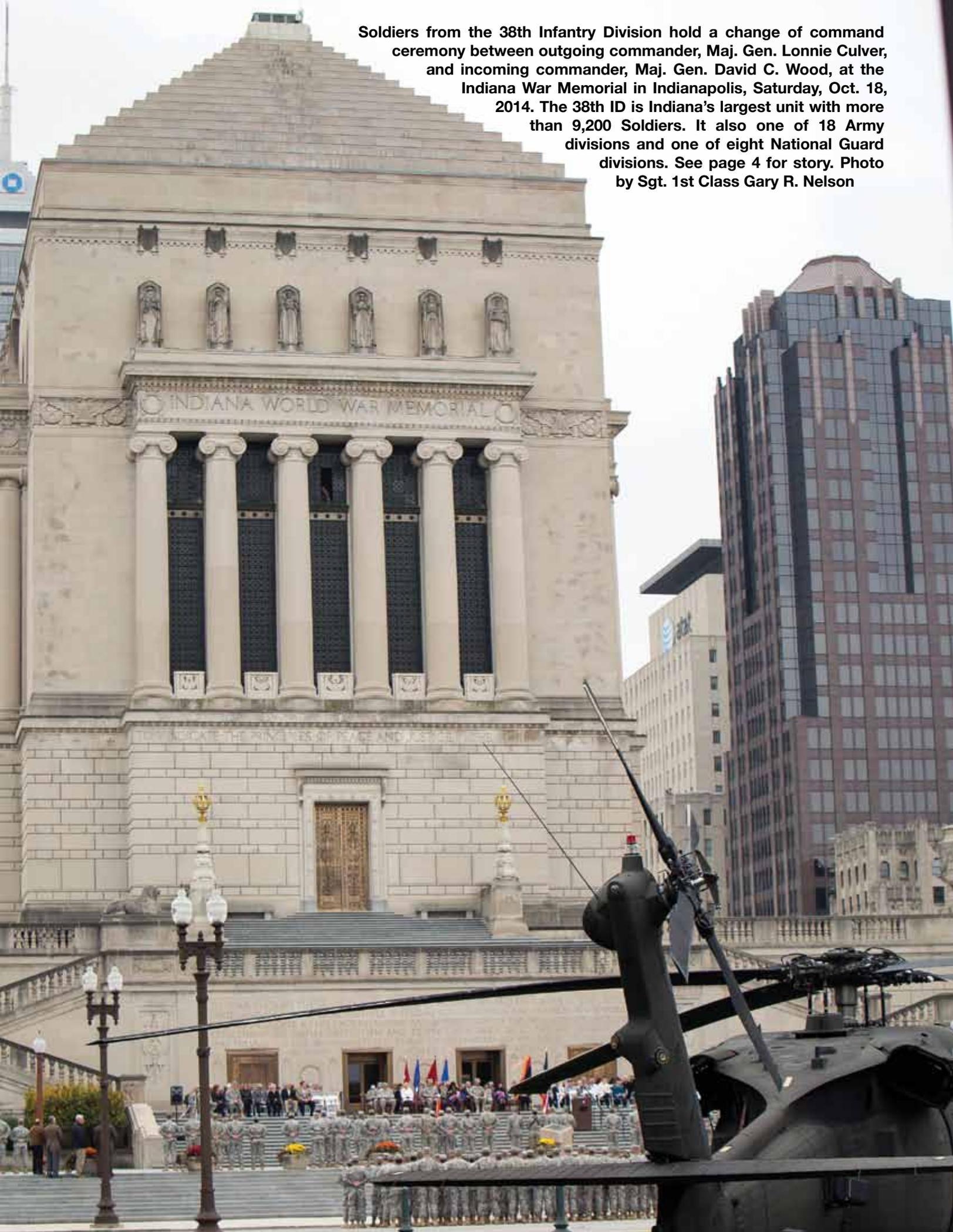
What officers should expect within their leadership as this system is being implemented.

Upon arrival to a new unit the Officer should expect to see their chain of commands OER philosophy and OER support form from their rater and senior rater.

Officers should expect to be counseled initially within their first 30 days of arriving to a new unit or receiving a new rater. They can expect to be counseled throughout their rated time and have it captured on their OER Support Form.

The completed OER is to be done completed and sign no later than 90 days after the through date of the OER.

Soldiers from the 38th Infantry Division hold a change of command ceremony between outgoing commander, Maj. Gen. Lonnie Culver, and incoming commander, Maj. Gen. David C. Wood, at the Indiana War Memorial in Indianapolis, Saturday, Oct. 18, 2014. The 38th ID is Indiana's largest unit with more than 9,200 Soldiers. It also one of 18 Army divisions and one of eight National Guard divisions. See page 4 for story. Photo by Sgt. 1st Class Gary R. Nelson





Indiana National Guard Soldiers from the 76th Infantry Brigade Combat Team's Battery B, 163rd Field Artillery, conduct ceremonial fire at the 38th Infantry Division change of command ceremony in Indianapolis, Saturday, Oct. 18, 2014. The 76th IBCT is one of the 38th's four Indiana-based brigades. Photo by Sgt. Daniel Dyer