

Q2 2023

Joint Force Headquarters QUARTERLY NEWSLETTER



MG R. Dale Lyles
The Adjutant General

Meeting the challenges of today and tomorrow requires us to recruit and retain a strong and ready force to join our ranks. Retaining our best and filling vacancies across our formations with patriotic, capable, and determined men and women is a top priority. When our fellow Hoosiers see our pride in being members of the best team in the nation, and the way we uplift our teammates, it reinforces the benefits of National Guard service. No one's better positioned than you to help the public understand what we uniquely have to offer and why military service is so vital. I'm grateful for your enthusiasm and your conscious effort to attract future generations to Indiana's finest team. Thank you for being service ambassadors, part of an essential culture change that's making the Indiana National Guard the absolute best place to work and attract the next generation of Soldiers and Airmen.



BG Justin Mann
Director of the Joint Staff

As we kick off 2024, I want to thank every Soldier, Airmen and Civilian in this great organization. While enduring challenges face the Indiana National Guard, time and again our team rises to the occasion. Our successes are attributed directly to the effort put forth every day from those in this organization. This year has many exciting opportunities to showcase why the Indiana National Guard is at the forefront of training and modernization all while employing a people first strategy because at the end of the day, nothing is more important than our people and their families. I continue to ask you to trust the organization. I believe trust is the key to good order and discipline. It starts with accountability. You are empowered to hold your peers and leaders accountable to embody the values of our organization. Trust is strengthened and built in this community. With that, as Indiana Guardsmen, we are all on the same team and must support one another. At the end of the day, we must recruit and retain ourselves to have a strong and ready National Guard.



CW5 Ronald Baird
State Command Warrant Officer

I'm excited for the upcoming year! As we ride this wave of success from FY23 with the Warrant Officer Candidate Accession Program, Warrant Officer Accessions, and Warrant Officer Candidate School, our goal is to continue record setting WO accessions and WO senior strength. We've seen a growth in those seeking to enhance their career within WOCAP and a growth in WOCS within Indiana's RTI program, so let's keep up the great work. I truly feel the Indiana Army National Guard Warrant Officer Cohort is the standard bearer of tactical and technical professional leaders who provide the foundation for senior leaders to achieve their strategic and operational goals. I would personally like to thank every Soldier, Airman, family, and the civilian workforce for your commitment to the organization. Reminder of our upcoming annual Warrant Officer Professional Development weekend on 3 & 4 February 2024, whereas the theme is The Warrant Officer of 2030.



CSM Dale Shetler
State Command Sergeant Major

One of my jobs as the senior enlisted leader of the Indiana National Guard is leader development. Every year there are multiple opportunities for leader development. Here are a few opportunities. Every October, the Air Guard hosts the joint enlisted leadership symposium. This is a weeklong event that covers a range of topics related to enlisted leadership for both the Army and Air. Each year, Brigades schedule a primary leadership training course aimed for new Leaders at the E5 and E6 level. If you haven't attended one of these in the past, talk to your Battalion Retention NCO. NCOES is the Army's official education system. It includes courses for every NCO rank. BLC, ALC, SLC, MLC, SMA, and NLC are all part of the NCOES system. Make sure have your distance learning complete so you are ready for your next NCOES course. Finally, I encourage you all to read a couple books on leadership each year. If you need ideas for some good books, shoot me an email and I would be happy to offer some suggestions.



The ASVAB/GT Improvement Program is basic skills training designed for current members of the Indiana Army National Guard who wish to improve their GT or AFQT score. The training is individualized for each Soldier, focusing on math, vocabulary and reading comprehension skills. Approximate results: 85% or more of Soldiers who signed up only for tutoring achieved their ASVAB re-test goals. Combined with attending the 40-hr BSEP course, 98% accomplished their goals; to include seeing a 24-point average GT score increase. Indiana completed it's 6th BSEP course on 8 Dec 2023 and has seven additional courses scheduled for the remainder of FY24:

J1

08-12 Jan 2024, 26 Feb - 01 Mar 2024, 08- 12 APR 2024, 20 - 24 May 2024, 03-07 June 2024, 05 - 09 Aug 2024, 09 - 13 Sep 2024

Information security, particularly the protection of controlled unclassified information, is essential in today's digital age. CUI encompasses sensitive data that, while not classified, demands safeguarding due to its sensitivity or association with governmental or military functions. The importance of securing CUI lies in preserving national security, individual privacy, and business integrity. Unauthorized access or disclosure can lead to severe consequences, including espionage, identity theft, and compromised operations. Mishandling CUI erodes trust, undermines partnerships, and jeopardizes strategic interests. Information security protocols, to include e-mail encryption, access controls, and annual awareness training, are essential. Proactive measures not only mitigate risks but also reinforce the credibility and reliability of institutions entrusted with such information. If you haven't already done so this year, go complete your mandatory CUI training today at <https://securityawareness.usalearning.gov/cui/index.html>. No CAC login required. Be sure to save your certificate and send a copy to your unit Training NCO.



J2/MDA



J3-5-7

The J3/5/7 director of operations, plans, and training is the principal advisor to TAG on operations, strategy, planning and the prioritization of forces, capabilities, and resources to enable the execution of TAG's Strategic goals and meet TAG's expectations. On Monday, April 8, 2024, a total solar eclipse will pass over Indiana. The last total eclipse in Indiana occurred in 1806, and after the one in April, the next one will not occur until 2099. Some units are scheduled to drill the weekend before the eclipse. Units should be aware of the anticipated influx of civilians throughout Indiana to observe the event which may cause delays to convoys and/or commutes to and from service members' home of record. The J5 is working a rewrite of the All-Hazards Plan to be published by the end of FY24. This will include updates to the State Active-Duty activation process, payment procedures, and awards. Soldiers/Airmen will see better alignment of SAD and special duty assignment pay with their active pay moving forward due to legislative interpretation changes.

Property accountability is a critical aspect of military operations, ensuring operational readiness, efficiency, and fiscal responsibility. It involves meticulous tracking and management of all assets, from weaponry and vehicles to communication devices and protective gear. Every piece of equipment must be available, functional, and in the right hands at the right time to directly impact the effectiveness of military missions. Mismanagement or loss of equipment can lead to significant financial losses and endanger soldiers' lives by depriving them of essential tools in critical situations. Effective property accountability requires rigorous procedures, regular audits, and a culture of responsibility. So, it's important to ask yourself, "What's on my hand receipt?"



J4



J6

In the coming year, we're implementing several initiatives to significantly enhance the experiences of our National Guardsmen. Enhancing network capabilities and user experience remains our primary focus. We're facilitating Azure Virtual Desktop sign-ups, a cost-free feature enabling Soldiers to access the Department of Defense Information Network easily from home. This move promotes flexibility and convenience. Additionally, we're actively improving network stability through hardware and software upgrades to the INNG Network. Working alongside Netcom, we're strengthening the Army's global security posture. These advancements go beyond security enhancement; they offer traditional Soldiers more efficient and accessible options for online training and administrative tasks. These changes, in the long term, will positively impact everyone in our community, boosting both security and operational efficiency. We're committed to building a more connected, secure, and versatile future for our Guardsmen.



J8

As we move into January 2024, we remain under a continuing resolution for funding the Department of Defense appropriations. The current continuing resolution expires in early February 2024. Although this limits allotment and our ability to realign funding, we should still be able to fund and contract nearly all requirements and continue to support the readiness of our formations. Upon budget approvals, all indicators point to a well-funded FY24. Our big quarterly events include our Program Budget Advisory Committee events in February 2024, and the NGB Cooperative Agreement Course and First Army IG Inspections, both scheduled for March 2024. At this same time, all commands and directorates should begin preparation of their FY25 budget requests starting in March 2024. Data Processing Center is focused not only for CCRI inspection requirements, but also for the data migration of all unit share drives to Guard Knowledge Online beginning in January 2024.

The J9 Installation and Environment continues to focus on modernizing our facilities. We just completed a \$5.5 million renovation of the Danville Armory and broke ground on the new Hamilton County Readiness Center and Martinsville Armory modernization project. In addition to many boiler and roof replacements, we have started designs on Bloomington and Columbus projects that will start renovations next fall. Our Environmental Management Branch is comprised of biologists, foresters, archaeologists, environmental scientists, geologists, and spatial analysts that manage over 25 programs. Recent initiatives includes helping engineering units build a 13 acre retention pond for Blackford County, removing invasive vegetation from forested areas adjacent to drop zones in part to side in recovery of parachutists from trees, conducting prescribed fire on 1,500 acres of training areas to reduce fuel loads and combat woody vegetation encroachment on open training areas, and providing required environmental assessment documents enabling the construction of a new parachute rigging facility at the Columbus Readiness Center.



J9



IG

The IG office is happy to announce the release of a new QR code intended to make requesting IG assistance easier and more convenient. Please refer to the flyer below for the QR code or simply navigate to the IG page under Special Staff on the INNG SharePoint site. Click the Request Assistance tab and "click here" for Filing a Complaint. Your IG team can always be reached at: ng.in.inarng.list.ig-office@army.mil

The JAG office is always ready to serve the needs of the members of this organization and educate on the services that the office provides. The office conducted the following administrative actions and nonjudicial punishment for the first quarter of FY24. There were 11 members of the Indiana National Guard that were administratively separated. Seven were general discharge, in which four of those were suspended. There were also four that were other than honorable. Additionally, there were 18 Soldiers retained through the separation process. There were five members that faced Nonjudicial punishment, four resulted in a rank reduction and one was found not guilty. The JAG office is here to ensure the organization maintains good order and discipline, promote justice, promote efficiency and effectiveness, and strengthen national security.



JAG



CHAPLAIN

It's simple to let the stresses of modern life and the demands of everyday life take precedence over our spiritual health. Nonetheless, we risk burnout, anxiety, and despair if we disregard our spiritual well-being. One's quality of life and stress resistance may both benefit from making spiritual health a top priority. It is also well known that stress may lead to performance anxiety at work, which in turn can impair concentration and productivity. Taking care of our spiritual health might help us deal with performance anxiety. In today's fast-paced work environment, it's easy to feel overwhelmed and experience performance anxiety. That's why incorporating spiritual fitness practices into your routine is more important than ever. Our full time support chaplains are available to meet with individuals to talk about ways you can focus on your spiritual fitness. Visit the INNG public webpage to find more information about the programs we offer to soldiers and airmen.



SAPR

Our team is here to help! There are more than 50 nationally certified sexual assault prevention and response victim advocates serving in units throughout the Indiana National Guard. In addition, we are excited to announce an expansion of our full time SAPR team. We now have seven new full-time employees. This gives us a sexual assault prevention and response coordinator and SAPR victim advocate in the North, Central and South Regions of the state and one SARC at each of the Wings plus a SAPR VA at 181st Intel Wing. This enables us to assist service members where they are. We are available 24/7 on our SAPR Response Line at 317-247-3300.

Please join us this year for our annual sexual assault awareness and prevention events occurring in April. More information regarding these events and our team are available in our SAPR Newsletter found here: [LINK](#).

JFAC- A1 is gearing up for the rollout of the new Force Leveling, Standardization, and Air Force Generation manpower strategies. A1 is also delivering a "road show" brief to the Wings on the Blended Retirement System Continuation Pay Benefit. JFAC-A2 led efforts on assessing the impact of near-peer adversaries on the U.S. and Indiana. In Q2, A2 will brief senior military leadership, state legislators, and the governor on improving coordination of adversary education across Indiana. JFAC-A3 is finalizing the statement for Indiana's Next Generation Airspace proposal, this will define the needs and dimensions for Indiana's new airspace for F-16's and any future Gen5 fighter aircraft, and any future Grey Eagle proposals in the ANG. JFAC-A5 is coordinating discussions regarding the 122d Fighter Wing Base Modernization among Fort Wayne International Airport executive planning team and NGB A4. JFAC-A6 has hit the ground running streamlining the ANG Sharepoint and TEAMS page to ensure clear communication to IN ANG members.



AIR NG



SIG

The Strategic Initiatives Group oversees the Recruiting and Retention Battalion, Strategic Communications, Strategic Relations, and State Marketing. We are asking all Soldiers, Airmen, Federal Technicians and civilian employees to influence their circles to join the Indiana National Guard. The Recruit Enlistment Program pays a \$1,000 per enlistment. Sign up at www.in.gov/indiana-national-guard. Likewise, WE NEED MORE OFFICERS! If you have 90 college credits or are working to get there, and want to become an officer, contact MAJ Gilfoy at 317-417-3259. If you are interested in photography, social media and documenting your unit training, let your Readiness NCO know you are interested in attending UPAR training. If you are looking for a full-time opportunity in the public affairs office, reach out to MSG Lowry at jeffrey.m.lowry.mil@army.mil. Be sure to follow us on all of our social media channels and on the Indiana Guard App.

The State Army Aviation Office is currently working two major initiatives. First, the SAAO team, in collaboration with our other directorates, is campaigning for Gray Eagle force structure. The Indiana National Guard possesses the technical expertise, institutional knowledge, training sites, ranges, and facilities to be highly competitive. This new force structure would help the Indiana National Guard to meet the challenge for the Nation's war fight and supports the total force. Second, the SAAO team is partnering with Vincennes University to develop and implement an Airframe and Powerplant and Associate Degree program. This program provides motivated aircraft maintainers an opportunity to obtain their A&P and associate degree at no cost to the individual. Additionally, this program provides predictability for talent management and incentivizes aviation obligor Soldiers to become careerists.



SAAO



Integrated Primary Prevention Workforce

"Asking for help can be fraught with uncertainties... will the help be there when I need it? Will others judge me for seeking help? Thankfully, there are ways to ease into the process with information and resources that can guide your path. The Indiana National Guard is promoting online helping resources targeted to Guardsmen, but which can also be helpful for veterans and families of servicemembers. The new Get Help website, <https://www.in.gov/indiana-national-guard/get-help/> was designed to bring helping resources onto one easy-to-navigate webpage. Get Help includes resources and information about suicide prevention, substance abuse prevention, domestic violence, sexual assault and harassment, and so much more. The National Guard even provides a form for anyone connected to a service member to request a prayer through the Chaplain: <https://in.accessgov.com/ago/Forms/Page/chaplain/prayer-form/1>. Many people need help from time to time. Be sure to check out these resources and share them with others who may be in need."

Incentives and Benefits

Retention



Referral Enlistment Program



Education



Tricare



Training and Events (next 90 days)

Events

LifeFit Course: **17-26 January**

Company Commander and First Sergeant Pre-Command Course: **19-21 January**

Combined Victory: **05 February**

Community Leader Luncheon: **06 February**

H2F Clinic: **8-9 February**

INNG Townhall for HQ Employees: **13 February**

INNG Townhall All INNG Personnel: **15 February**

Resilience Day: **16 February**

53 CST CLT: **19 February**

President's Day: **19 February**

VA Annual Refresher - CAIN: **20-22 February**

Legislative Breakfast: **22 February**

Basic Skills Education Program: **26 February - 1 March**

H2F Group Fitness: Mondays & Wednesdays @ Stout Field Bldg 9 (0730-0830)/ Tuesdays & Thursdays @ CAIN Gym (0730-0830)

Tiger Triumph: **19 March**

Aaron Stone, guest speaker - Stout Field - MInuteman Auditorium: **2 April**

Basic Skills Education Program: **8- 12 April**

Aaron Stone, guest speaker, DFAC, Terre Haute: **13 April**

SAAPM Run/Walk - Atterbury Training Center: **20 April**

Aaron Stone, guest speaker, Headquarters, Maxwell Hall, Fort Wayne: **14 April**

Denim Day: **24 April**

Service Member Spotlight



SSG Cassidy Frayman
J6 - Automation Support
Center

SSG Cassidy Frayman began in the J6 by way of Title 10 ADOS orders to assist with preparation of the Command Cyber Readiness Inspection. Her exceptional attention to detail and persistence for performance gained the acknowledgement of departmental leads who encouraged her to apply for a permanent position as a Title 32 Technician. SSG Frayman continues to make great strides in the End User Support Center providing expertise and fostering an positive environment of user support.

How many years have you been in the ANG? 10 years (+8 years in U.S. Navy)

Where do you live? Fort Wayne

What was your first job? Paperboy

How do you prefer exercise? HIIT (High Intensity Interval Training)

Describe yourself in three words: Positive, committed, accountable

What is one thing you could not go a day without? Coffee

What is a random fact about yourself?

I am Filipino! My grandma came to the US in 1939 from Manilla and had my aunts, uncles, and my mother.

Best advice you've ever received? On my first deployment (working 18 hr days) my mentor told me to never forget that you work to live, not live to work. Prioritize your faith and family first. On all the teams I have led, I try to instill that same mentality.

Worst advice you've ever received? I had a finance person tell me that everyone carries debt and that it's just a "fact of life" while also stating that paying off cars and credit cards are not a good use of your extra money. I am sure that dude is probably not in the business anymore.



MAJ Steve Bennett
JFHQ - Air



MAJ Benjamin (Ben) Teninty
J2/MDA

MAJ Benjamin (Ben) Teninty joined the J2 and the MDA in 2022, first as the SSO of the Indiana Intelligence Center and then as the INARNG information security program manager. Ben enlisted in the INARNG in 2007 as an 88M and soon joined the ROTC program at Purdue University. He graduated and commissioned in the Military Intelligence branch in 2012. While in school, Ben was an active participant in the Lafayette Funeral Honors team and served in over 300 funerals during his time as a cadet. He deployed to Kuwait in 2018 with the 38th Sustainment Brigade. When not in the office, Ben spends a great deal of his time at home with his spouse of 15 years and their three children. Ben volunteers in his children's Cub Scout pack as a den leader, and on Sundays, he plays percussion at his local church. He also volunteers weekly in his church's high school youth group. Ben is a lifelong gamer and self-professed nerd. He is often found playing video games and board games with his wife and children. He also enjoys tinkering with electronics, and he has a hobby of fixing and modifying video game hardware. He is also the "toy fixer" in his home, with his kids knowing exactly where on the kitchen counter to leave their broken toys. He may not always get to the toys immediately, but he's usually able to fix them with some tinkering and super glue.

Mrs. Sarah Burton joined the comptroller office in 2016. She started out in military pay then transitioned to civilian pay. Mrs. Burton was in the INARNG from 2006-2021 as a 36B (Financial Management Specialist). She deployed to Kuwait for a year in 2010 with the FMHQ. She also helped the local detachment as a cashier for a few months while in country. She was recently promoted to replace Yvonne Mead (retired) as the lead financial services technician within the INARNG Comptroller's financial services branch. When not in the office, Sarah spends her time with her husband and four kids. Sarah and her husband, run a small hobby farm/homestead. Currently on the farm they have 35 chickens with 13 chicks about ready to join the flock. They have 5 goats, but one (maybe two) of their does are expecting kids in April. They will also raise 6 meat pigs in the spring—because everyone loves bacon!



Mrs. Sarah Burton
J8

Service Member Spotlight



SPC Emmanuel Rigney
State Army Aviation Office

On behalf of the State Army Aviation Officer, the Shelbyville Army Aviation Support Facility would like to highlight one of our newest aircraft mechanics. SPC Emmanuel Rigney is a recent hire to the technician program and has hit the ground running. As a previous foreman in the construction industry, he brings experience and a can-do attitude to the team. His favorite aspect of the technician program is the experience and learning opportunities that it provides him. As a traditional Soldier, he is assigned to Det 2, Co B, 638th Aviation Support Battalion where he also serves as an aircraft mechanic. He deployed with the battalion in 2019 in support of Operation Spartan Shield and Operation Inherent Resolve. In his free time, he enjoys being outdoors especially golfing, swimming, and hiking. He has two dogs named Khane and Rex. His bucket list goal is to see all the National Parks. He is well on his way to meeting this goal.

Rachel Kenner, SAPR victim advocate, who's awaiting credentialing, for the north region has been with the Indiana National Guard since March of last year. She received her master's degree in public administration, specializing in criminal justice from Indiana Wesleyan University. She brings with her over 7 years of experience working with victims of sexual assault, mental health issues and addiction. She is the proud mother of 3 boys and recently hit a milestone of becoming a grandmother as well. Her passions are reading, music and 4 a.m. gym time. She resides in Covington with her sons. Since joining our team she has hit the ground running! Having no prior military experience has not stopped her. She has brought a wealth of knowledge to our team and has worked diligently to learn all the ins and outs of the Indiana National Guard. Acronym cheat sheet and all! She is highly valued as team player with a can do attitude. She is an amazing asset to the SAPR team and the INNG.



Rachel Kenner
SAPR



Jeffrey Franz
CPT Christopher Barkman
Inspector General Office

The Indiana National Guard Inspector General wishes to welcome and congratulate its newest members. Captain Christopher Barkman and Mr. Jeffrey Franz were sworn in as inspectors general by The Adjutant General, MG Lyles for the Indiana Army National Guard on the Jan. 3, 2024. Both inspectors general successfully completed the demanding Department of Army Inspector General course at Fort Belvoir on Dec. 15, 2023. Prior to selection as an inspector general, Captain Barkman served in the 190th Motor Transportation Battalion as the Sr. FTUS, training officer & S2/3. Mr. Franz is a retired U.S. Army Major with 31 years of service. He previously served as an Assistant IG for United States Cyber Command, Fort Meade and detailed inspector general for United States Army Recruiting Command, Fort Knox.

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