

Q1 2024

Joint Force Headquarters QUARTERLY NEWSLETTER



MG R. Dale Lyles
The Adjutant General

We recently welcomed our alumni and retirees to the Johnson County armory for a reunion, an opportunity to recognize the contributions that have built our organization and share how we're carrying forward the legacy of service. We all play a part in shaping the next generation of service. If your military service is meaningful to you, please don't keep that to yourself. If you can tell your story and mentor youth, please do. If you can be an advocate in your community, I hope you will. If you know alumni or retirees who would like to stay connected, please send them to on.in.gov/alumni to sign up for updates.



BG Justin Mann
Director of the Joint Staff

Relationships. Relationship matter for an organization to be successful. Relationships at every level are built on trust, whether its with family, friend, co-workers or your battle buddies who go through the suck together.

The strength of the National Guard is our relationships with each other. Compared to our active-duty counterparts who may move jobs and posts every two to three years, we do not. We work here, live here and serve here in Indiana throughout a career. This strength is built on trust and knowing each other in how we work, our strengths and our weaknesses.

We cannot let our relationships get in the way of the good order and discipline of the organization. When a leader at any level turns a blind eye or does not correct a fellow service member because we know them well we erode the standards of our profession and reinforce stereotypes of the Guard, one being the "good ol boy network." In the end, everyone else sees it and trust we built is eroded and our team is not effective.

More importantly, we must hold each other accountable, no matter how hard or difficult. Always Ready, Always There.



CW5 Wendy Robinson
State Command Warrant
Officer

As I step into this role as your new command chief warrant officer, I want to first express my deep sense of honor and responsibility. This position is one I do not take lightly, and I am committed to continuing the legacy of excellence that has been established by those who have served before me. Over the coming months, my priority will be to engage with as many of you as possible. I want to hear your ideas, your concerns and your suggestions on how we can strengthen our warrant officer cohort. Your feedback is invaluable, and it will play a crucial role in shaping our future initiatives. As we move forward together, I am confident we will continue to achieve great things.



CSM Joshua Brown
State Command Sergeant
Major

Our thoughts and prayers are with our deployed Soldiers and Airmen. This quarter can collectively be difficult on all our Soldiers, Airmen and their families with the upcoming holidays. Please check on your people and communicate any issues that we can work on their behalf.



J1

Ever wondered what boards look at for your promotion? Or why you're not getting paid for your dependents? It's your iPERMS record! This record houses all your documents for your entire career, to include Evaluations, Awards, Assignment orders, and even your marriage certificate and other dependent documents. Discrepancies have a negative impact on promotions and other actions that affect your pay and your career. For example, if your latest college transcripts are missing or not properly verified by the education office you likely missed out on points. Or if you are not getting proper compensation for your dependents, make sure your DA 5960 is current (required annually and when dependent status changes), and all the documents necessary to support it are present. A records review is REQUIRED annually. You, as the Soldier, are responsible for reviewing your record, and your unit administrative staff are there to assist and document the review. Does your unit/BN/BDE want training or assistance with Records Reviews, or IPPS-A Training? The J1 Systems team is here for you! You can input a request through the Systems User Community Teams page, All Systems Training Channel, and Request Training at the top.

In Q4, the Indiana National Guard and the State Partnership Program celebrated the historic arrival of the first 2 F-16's to the Slovak Air Force. This delivery marked the first of 14 F-16's to the Slovak Air Force in support of Indiana and Slovakia's 31-year partnership. Slovak President Peter Pellegrini celebrated the arrival of the jets saying that they would "contribute to the increase of defense capabilities of our country" This quarter also marked the 80th anniversary of the Slovak National Uprising in which a delegation from the Indiana National Guard and Governors Office were invited to attend and celebrate. The event marks the anniversary of the two-month uprising of when the Slovak Resistance fought back against their Fascist occupiers in August of 1944.



J3-5-7



J6

This quarter, we to recognize Mrs. Devon Comfort, our outstanding secretary to the director, for her exceptional dedication and proactive support. She has not only excelled in her primary duties but also taken on the extra challenges of managing telecom accounts, handling budget issues, and resolving ticket concerns—all of which are vital to keeping our network running smoothly. Mrs. Comfort stepped up without prompting, going above and beyond to assist the entire office. She demonstrated a remarkable spirit of selflessness and initiative, ensuring our operations continued without interruption. Thank you, Mrs. Devon Comfort, for your hard work and dedication. Your contributions make a real difference, and we are lucky to have you on our team!

As we move into fiscal year 2025, we face uncertainty with the transition of federal-level leadership and with it, unknown changes to our fiscal landscape. Several programs - notably military schools - have insufficient funds to meet all our requirements. We are likewise constrained with funds to support our information technology architecture, all of which is vital to ensure our workforce is able to continue to build readiness. In these uncertain times, it requires maximum efficiency in all areas to ensure every dollar spent maximizes our readiness posture. Unit commanders and leaders at all echelons play a big part in these actions, and we must focus our efforts on our "path to P2". All efforts in FY25 will be focused on efficiently using our limited resources to build and maintain sustainable readiness.



J8



J9

The J9 has been focused on awarding multiple projects before the end of the fiscal year. These projects are

- Armory modernization at Bloomington and Columbus
- Restroom renovations at Terre Haute and CAIN RTI
- Roof repairs at Kessler, Tyndall and Stout Field buildings 1, 15
- HVAC upgrades at Elkhart, South Bend and Stout Field building 3, 7
- Runway repairs at Shelbyville.

We are also preparing for upcoming Armory Operations Conference on November 13 and 14 at Camp Atterbury. This conference is important to ensure that our armory managers and support personnel understand requirements and processes to effectively maintain our facilities. Photo: TAG and COL Eaken discuss the importance of armory modernization with State Budget Agency at the Martinsville Army, August 21.



IG

The Inspector General for the Indiana National Guard acts as an impartial and unbiased adviser to the Adjutant General, offering inspections, assistance, investigations, and training. Our work promotes stewardship, accountability, integrity, efficiency, good order, discipline and enhances the overall readiness of the Indiana National Guard.

The IG office helps resolve issues, acts as fair and impartial fact-finders, identifies systemic trends affecting readiness, and provides clarity on Army policies and regulations. They serve as confidential advisors supporting commanders and staff, offering insights into unit command climate, and conducting teaching and training sessions to improve performance and understanding.

When approaching the IG, consider these questions:

- What do you want the IG to do for you?
- Do you have any supporting documents?
- Is the chain of command aware of the matter?
- Who else have you asked for assistance?
- What is your duty status?

Supervisors must ensure fairness in disciplinary actions, treating similarly situated employees consistently. In a case where an employee criticized a supervisor on social media, arguing that no one had previously been terminated for similar posts, it was determined that there was no disparate treatment. The supervisor demonstrated consistency by discharging or suspending employees for serious misconduct. While penalties must be fair, the cases compared do not need to be identical in every aspect. In this instance, the severity of the employee's behavior significantly impacted workplace efficiency, justifying the disciplinary action taken.

****Don't wait until the problems arise before knowing your left and right limits as a supervisor.**

Here are courses you can attend.

For AGR issues: AGR Career Course 08-09 JAN and the AGR Supervisors Course 16-17 APR.

For TECH and T5 issues: The Charge Writing Courses 12 NOV, 04 FEB, 29 APR, and 19 AUG.



HRO



CHAPLAIN

FY25Q1 The Chaplain Section has deployed four Chaplains and three Religious Affairs NCOs (RANCOs) with Division. CH RT Stringer will come on board as a temp tech to back fill CH Mathis, who is backfilling CH Pappe during this deployment. We are preparing to welcome back CH Lovett with the 135th CH Det in early November.

Last year, we piloted a new location for our Building Strong and Ready Teams programs. We went to a forge in Redkey, Indiana. Married couples took turns forging railroad spike knives while also learning about communication and problem solving together. Feedback from the first two events was outstanding (and no one was intentionally or unintentionally injured). In November, we will pilot this as a parent-child event, helping Soldiers form stronger bonds of trust with their pre-teen and teenaged children.

The SAPR team is now a team of 11 fully credentialed, full-time advocates, located throughout the State. We are here to assist victims on their path to healing, when or if they are ready.

This is a reminder, for assistance please call our 24/7 SAPR response and support line at 317-247-3172. By calling a Credentialed SAPR Professional, you can ask questions with no obligation to file a report. These phone calls are confidential, and military or civilian resources are available.

The SAPR team looks forward to hosting our Fall Victim Advocate Refresher training in Lafayette, 17-19SEP24. This course provides our Credentialed Collateral-Duty Victim Advocates the opportunity to earn CEUs and network with the SAPR team and other VAs.

If you are interested in becoming a Collateral Duty Victim Advocate, please contact Catherine James at catherine.c.james2@army.mil.



SAPR



AIR NG

JFAC-A1 is preparing for a visit to Alaska for an O6 COE Review and a trip to ANGR and ARPC HQ to network and review best practices in personnel. JFAC-A2 is facilitating the recording and dissemination of "Great Power Competition: China Unconditional Warfare" for all Indiana Guardsmen and finalizing the 2024-2025 JFAC-IN goals and objectives for the Air Staff. JFAC-A3 is supporting the 80th Anniversary of the Slovak National Uprising celebration in August and providing support to ANG domestic operations in IN. JFAC-A5 is contributing to Indiana Military Code updates for the next state legislative cycle, updating FAA LOA procedures for CAIN, MUTC, and Jefferson Range, and working on airspace expansion with Indy and Kansas City Center. JFAC-A6 is finalizing the Indiana Cyber Civilian Corps proposal, developing the CyberMadness Offensive Cyber Operations Capture the Flag range, and preparing updated cybersecurity threat briefings.



SIG

Our program is designed to help future recruits achieve higher scores on the ASVAB through personalized tutoring, targeted practice tests, and comprehensive study materials. In our first class, a recruit received dedicated tutoring and significantly improved their ASVAB score, leading to their enlistment in the INNG. The program offers tailored learning plans that address individual strengths and weaknesses, expert instruction from knowledgeable tutors, and access to extensive resources. Our approach builds test-taking confidence and enhances critical thinking skills. By equipping recruits with the tools they need to excel, we are not only aiding their enlistment but also opening a wider range of military career opportunities and specialties.

The SAAO Director spotlights SFC Luis Castillo-Roman from the Shelbyville Army Aviation Flight Facility. SFC Castillo-Roman is a dedicated and driven Soldier who has served the Federal Technician Program for about four years as the senior refuel specialist. He manages the DLA fuel farm and accounts for nearly 150,000 gallons of fuel annually. In his free time, he enjoys playing the drums, making music, reading Batman comics, watching movies, and working on his Jeep. The AASF Commander is excited to have him permanently on the team, where he mentors junior Soldiers and ensures safe fuel distribution for Indiana National Guard Aircraft. In his quest for continual professional development, he recently attended PME and the Equal Opportunity Course to prepare for the upcoming 38th Infantry Division mobilization.



SAAO



IPPW

Knowing how to help a fellow Guardsman in trouble is a skill we can all learn that could save a life. There are specific warning signs to watch out for, including changes in mood/performance, sadness/anger over relationships, changes in alcohol consumption or drug use, inability to make ends meet, and access to lethal means. Integrated Primary Prevention, Behavioral Health, Domestic Violence and the INNG's other helping programs have the information you need when you're ready to step in. Visit Get Help by using the QR code to the left.

This month there will be an Enlisted Leader Symposium 18-21 October at Camp Atterbury. Enlisted Leadership Symposium is for Airmen and Soldiers to gain leadership and supervisory skills to lead modern workforce for future leaders. For more info, contact CSM Brian Zirkelbach at brian.t.zirkelbach.mil@army.mil or (317) 247- 3300 x73210.

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