

192nd MSG conducts final change of command

Lt. Col. Jessica M. Gambone took command of the Virginia Air National Guard's 192nd Mission Support Group, 192nd Wing from Col. Manaal I. Burge during a ceremony Oct. 18, 2025, at Joint Base Langley-Eustis in Hampton, Virginia. Col. Andrew M. Weidner, 192nd Wing commander, presided over the ceremony.

It was the final 192nd MSG change of command under the existing organizational structure as the 192nd Wing is set to transition to an A-staff alignment in April 2026. The restructure is part of a larger U.S. Air Force reoptimization that accelerates force modernization efforts against a backdrop of evolving global threats and increases the speed at which wings can mobilize Airmen and resources for operational taskings.

Gambone, who previously led four squadrons as the group's deputy commander, assumed command with a focus on continuing to develop ready and capable Airmen that she described as the "backbone of the wing."

"I'm excited to continue leveling up our game," Gambone said. "Each day being a little more elite, more effective and always ready."

~ Read more at <https://vngpao.info/2p894uac>



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Virginia National Guard News Headlines

Financial planning resources available for Guard families

The Virginia National Guard has multiple resources ready to help service members and their families navigate difficult financial situations, including government shutdowns, designed to help those in the VNG family cope during hardships.

~ Read more at <https://vngpao.info/2p822kpd>

VNG Combat Medics tackle 68W sustainment training

The Fort Pickett-based Virginia Army National Guard Medical Command hosted combat medics from across the state for 68W sustainment training Oct. 20-24, 2025, at Fort Pickett, Virginia.

~ Read more at <https://vngpao.info/yc2n64em>

VDF sharpens skills at winter storm preparedness exercise

The Virginia Defense Force conducted a Multi-Unit Training Assembly Oct. 17-19, 2025, at Fort Pickett, Virginia, and the focus was a winter storm exercise designed to sharpen the VDF's skills needed for emergency response operations.

~ Read more at <https://vngpao.info/2p9csdxy>

VDF cyber professionals recognized with state award

Virginia Defense Force cyber professionals were recognized with a 2025 Commonwealth Technology Award Oct. 19, 2025, at Fort Pickett, Virginia, for their cyber security assistance to Virginia localities.

~ Read more at <https://vngpao.info/ytbd>

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Virginia Air National Guard crushes recruiting goals for 2025

The Virginia Air National Guard's 192nd Wing Recruiting and Retention Flight wrapped up fiscal 2025 with historic success, advancing the wing's manpower and enhancing mission capability across the commonwealth. The team exceeded its annual enlistment goal by recruiting 177 new Airmen and surpassing both its internal target of 151 and the National Guard Bureau goal of 80. Retention efforts also helped keep experienced Airmen in service, raising the wing's retention rate from 86% last year to 90.14%.

"What our Recruiting and Retention Flight has accomplished this year is nothing short of amazing," said Col. Matthew R. Hummel, 192nd Wing deputy commander. "This team not only crushed our NGB goal by 195%, we beat our much higher VaANG 'stretch' goal. This incredible effort had an immediate positive impact. For example, one of our largest squadrons, the 203rd RED HORSE, increased its manning by 17%."

The achievement highlights the R&R team's ability to adapt during a year of significant organizational change, as reflected by Master Sgt. Andrew S. Bugg, 192nd Wing R&R senior enlisted leader. Air National Guard recruiting and retention efforts were restructured in fiscal 2025, establishing dedicated flights or squadrons with appointed commanders and streamlining duties to focus on people-first engagement and operational needs.

The 192nd Wing, based at Joint Base Langley-Eustis in Hampton, is the state's only Air National Guard wing. Its Airmen serve both state and federal missions, working alongside the active-duty Air Force to operate F-22 Raptor aircraft and conduct global intelligence and cyberspace operations. When activated by the governor, the wing supports Virginia by safeguarding lives and property and delivering vital emergency relief, responding to natural disasters, and providing specialized engineering and medical assistance during recovery efforts.

"I'm thrilled to be joining the Recruiting and Retention team at this juncture," said Maj. Sybella M. Reardon, 192nd Wing R&R flight commander. "The fiscal 2025 restructuring brought valuable new perspectives, fueling innovative initiatives, modernized processes, and a data-driven approach that has resulted in exceptional success. I'm incredibly grateful for the opportunity to lead this talented team and build on this momentum as we grow the VaANG to its newly authorized strength of 1,326."

While new processes contributed to success, Bugg credits the culture the team built together for driving results.

"Despite a year of constant change and restructuring, our flight achieved exceptional results by embracing a shared vision through innovation and trusting each other's expertise," Bugg said. "The team's selflessness and drive directly impacted our achievement of the largest manpower growth since fiscal 2019. Although production numbers surged, I'm most proud of the strong values, mentorship, and positive culture we cultivated."

Bugg's leadership earned him recognition as the Region III R&R Flight Chief of the Year, an honor spanning multiple states. He will compete at the NGB level, representing all three of the



Staff Sgt. Lorenzo Walker, 192nd Wing Recruiting and Retention Flight production recruiter, poses with potential recruits at Colonial Forge High School in Suffolk, Virginia.

nation's regions.

The team's top production recruiter, Staff Sgt. Lorenzo Walker, said a people-centered approach helped build trust.

"Becoming the top recruiter was the result of a combination of strong mentorship, a supportive team, and a genuine passion for connecting with people," Walker said. "I was fortunate to receive detailed, hands-on training from experienced recruiters within the office and my flight chief, Master Sgt. Bugg."

He said with a background in sales, engaging with potential applicants came naturally, but what truly made the difference was approaching each interaction with honesty, transparency, and integrity.

~ Read more at <https://vngpao.info/2p8uxm72>

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~ Photos on Flickr at <https://vngpao.info/vwa43p8e>

Virginia National Guard Resiliency Resources

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