



130th Airlift Wing Strategic Plan





Fellow Airmen,

As your Wing Commander, I want to share the mission, vision, and priorities for our wing. Our collective success hinges on making Airmen the priority, ensuring you have the time, training, discipline, and resources needed to execute the mission. We will accomplish this by excelling in the major focus areas below: **LIME**

Leading People: Our strength is in our unity. **Respect for one another will be the cornerstone of our interactions as we work together as a cohesive and supportive team.** We are committed to fostering an environment where each of you thrive, grow, and excel. We will prioritize training, coaching, and professional development to ensure that we are always prepared to meet any challenge. The four pillars of comprehensive airman fitness are the foundation to readiness: *Mental, physical, social, and spiritual.*

Improving the Unit: Continuous improvement is essential to our success. We will work together to identify areas for enhancement, streamline processes, and adopt best practices. Your feedback and innovative ideas are invaluable as we elevate our performance. **We remain responsive, adapting quickly to new circumstances, changing environments, and challenges to stay ahead.**

Managing Resources: Efficient resource management is critical for our operations. We make strategic decisions to maximize effectiveness, ensuring we are always mission-ready while being mindful of our responsibilities to our nation and taxpayers. **Readiness is at the forefront of our resourcing efforts, ensuring we are always prepared to execute our mission.**

Executing the Mission: Our commitment to excellence and readiness remains steadfast, regardless of changes in our operating environment, organizational structure, or force presentation models. We execute our duties with precision, dedication, and integrity, **upholding the highest professional and safety standards.**

We are a resilient team, deeply rooted in our core values, committed to both our people and our mission. By prioritizing these essential focus areas, we not only execute our mission with excellence but also uphold our responsibility to care for our Airmen, safeguard our resources, and maintain readiness in the face of great power competition.

Thank you for your dedication and service. Let's support one another and strive for excellence in all we do.

BRYAN W. PREECE, Colonel, WVANG
Commander



INTRODUCTION: The 130th Airlift Wing (130 AW) is *Ready to Go*, providing unsurpassed tactical airlift capability to our Nation and State. With a proud heritage of excellence, our Airmen now look to the future as new challenges emerge. The 130 AW must remain prepared to respond when and where the need arises. This plan offers priorities, focus areas, and corresponding objectives that build upon the strong heritage of the 130 AW to deliver agile combat support today and into the future.

This strategic plan outlines the Mission, Vision, and Priorities for the 130 AW. It documents the commander's intent for the wing and informs efforts at the group, squadron, and lower levels to guide actions and prioritize resources for success. Subordinate commanders are empowered to leverage this guidance in response to emerging needs of the Nation and State.

PURPOSE: The 130 AW Strategic Plan operationalizes the wing's focus areas: *Leading People, Improving the Unit, Managing Resources, and Executing the Mission (LIME)*; moving the organization forward, improving members, and units to better serve our communities, Nation and State.

SCOPE: This plan provides a framework for the next five years and supports higher-headquarters strategic planning initiatives. An Annex has been added for each focus area, outlining specific objectives, goals, and metrics used to assess progress.

The 130 AW Strategic Plan is a living document that will mature with the organization over time. The Wing Commander will determine appropriate annual review requirements to communicate desired outcomes, achievements, or shortfalls, and disseminate corrective measures through commanders for action and/or improvement.

REFERENCES:

- AFI 1-1, Air Force Standards
- AFI 1-2, Commander's Responsibilities
- DAFI 90-302, The Inspection System of the Department of the Air Force
- Interim 2025 National Defense Strategy of the United States of America
- Air Force Doctrine Publication 1, March 2021
- FY2025 Air Force Posture Statement
- The Air National Guard Foundation, December 2022
- West Virginia National Guard Strategic Direction, April 2025



MISSION: Organize, train, equip, develop, and deploy Airmen to be multi-faceted, capable of executing effective and sustained operations in any environment.

VISION: Citizen Airmen committed to excellence, providing premier, worldwide airlift, medical services, security, and disaster response in support of the Nation and State.

VALUES: Ready – Respectful – Responsive

PRIORITIES:

1. **Modernize aircraft capabilities** through Block 8.1 upgrades, integration of external fuel tanks and advanced defensive systems to ensure operational effectiveness, lethality, and survivability.
2. **Improve installation infrastructure** by completing construction of a new squadron operations facility and increasing ramp capacity to attain full operational capability with the J-model platform.
3. **Maintain force readiness** by achieving and sustaining 101% end-strength.

MOTTO: Ready to Go!

FOCUS AREAS:

1. **LEADING PEOPLE:** *We will develop and leverage multi-capable Airmen who utilize their talent and capabilities to be mission ready for worldwide and domestic operations.*
 - 1.1. Develop Airmen through training, professional development and coaching.
 - 1.2. Foster an environment of mutual respect and dignity, inspiring others through encouragement, transparent communication, and the cultivation of strong and healthy professional relationships.
 - 1.3. Develop healthy, fit, and resilient Airmen, fully prepared to thrive and succeed in any environment.
2. **IMPROVE THE UNIT:** *We will excel by streamlining operations across the Wing through a mission forward approach engrained at all levels.*
 - 2.1. Continually improve processes and enhance decision-making with data.
 - 2.2. Direct time, energy, and resources to infrastructure improvements.
3. **MANAGING RESOURCES:** *We will optimally execute resources in support of readiness and training while actively pursuing innovation and modernization at both the State and Federal level.*
 - 3.1. Execute dollars, training days, full-time resources, and flying hours through a deliberate process to maximize training and readiness.
 - 3.2. Continuously pursue innovative techniques, incentives, and opportunities to recruit and retain Airmen.
4. **EXECUTE THE MISSION:** *We will identify and pursue training opportunities, exercises, and missions to increase lethality and survivability in response to Great Power Competition threats, while supporting operations in a dynamic environment.*
 - 4.1. Expertly conduct operations in support of State, Regional, and National missions.
 - 4.2. Mission-ready personnel, weapons systems, and equipment.
 - 4.3. Execute the mission with a deliberate approach to safety and risk mitigation.