



# 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 one 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 to 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 continue to support one another and strive for excellence in all we do.

RICHARD F. SWITZER, 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
- 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



**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:**

- **Ready Airmen** – All members will be qualified in their AFSC, proficient at their core competencies, and working toward mastery of their craft.
- **Airman Development** – We will build, teach and lead utilizing our NCOs and SNCOs by empowering and resourcing them to provide our Airmen with challenging training and opportunities for growth and development to prepare for the next fight.
- **Mission Execution** – We will be laser focused on all operations (day-to-day and drill-to-drill) aligning to meet our wartime requirements.

**MOTTO:** Ready to Go!

**FOCUS AREAS:**

1. **LEADING PEOPLE:**

- 1.1. Develop Airmen through training, coaching, and professional development.
- 1.2. Treat everyone with respect and dignity; provide feedback and encouragement while fostering open communication and healthy professional relationships.
- 1.3. Forge healthy, fit, and resilient Airmen; ready to excel in any environment.

2. **IMPROVE THE UNIT:**

- 2.1. Continually improve processes and enhance decision-making with data, while remaining responsive to change.
- 2.2. Direct time, energy, and resources to infrastructure improvements.
- 2.3. Exceed standards through proactive self-inspection programs, robust internal controls, and honest self-assessments

3. **MANAGING RESOURCES:**

- 3.1. Execute dollars, training days, full-time resources, and flying hours to maximize training and readiness.
- 3.2. Continually seek and apply innovative techniques, incentives, and opportunities to recruit new Airmen.
- 3.3. Commit to ensuring all personnel, weapons systems, equipment, and wing facilities are mission-ready.

4. **EXECUTE THE MISSION:**

- 4.1. Expertly conduct all flying and domestic operations with skill and precision.
- 4.2. Measure and enhance all mission support functions with expertise.
- 4.3. Train and operate with a constant focus on risk mitigation and safety enhancement while executing the mission.