



DECEMBER 2021



PA Wing- Civil Air Patrol Education and Training Newsletter

edited by: Capt Joshua M. Nussbaum, PAWG Assistant Director of Education and Training

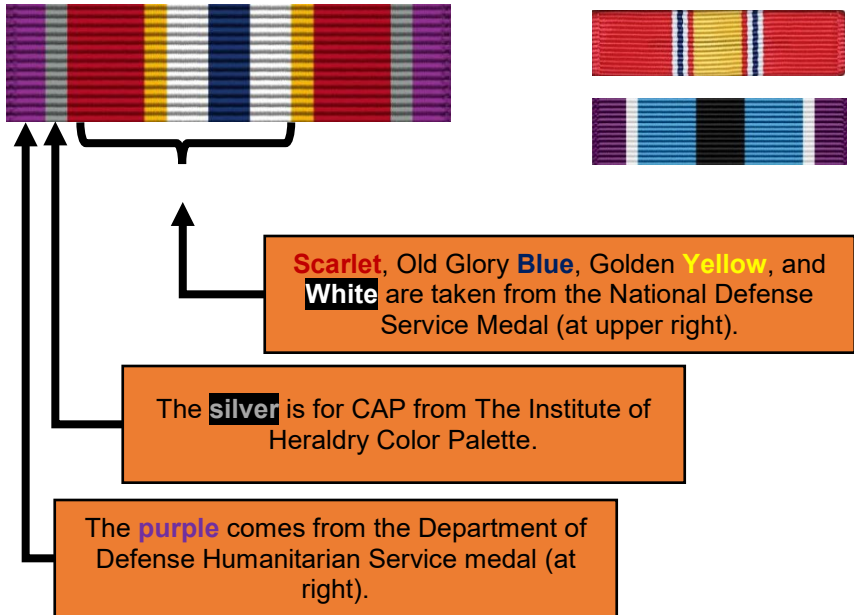


New CAP Crisis Ribbon Authorized

Civil Air Patrol (CAP) life has changed quite dramatically since March 2020, when the USA went under lockdown for COVID-19 exposure and worry. CAP's leadership has seen the membership flex and bow in ways it never felt possible. Major General Edward Phelka, the National Commander, authorized this award effective on 1 December 2021.

General Phelka's justification for the award, which appears in CAPM 39-1, is as follows: "the COVID-19 pandemic resulted in CAP's most noteworthy national service since World War II. Regular operations continued while new missions were explored, millions of meals delivered to the needy, thousands of blood donations were made, and distribution of masks and vaccines were completed across the country. At a time when simply holding regular squadron meetings was challenging due to isolation restrictions, CAP members served the Nation and ensured CAP's continued operation. In recognition of this effort, I have approved the award of the CAP Crisis Service Ribbon to all active members who served at

| Inside This Issue | |
|-------------------|-------------------------------|
| 2 | From the Editor |
| | LV4 and LV5 Workshop Training |
| 3 | Submissions |
| | Links |
| | Group ETOs |
| 4 | ET by the #s |
| | Confirmed Readership Map |
| | Contact the Wing ET Team |
| 5 | Wing Staff Roster |
| 6 | VolU Flexibility Drawn Out |
| 7 | Inspiration |



least one day after 1 March 2020 to a future point to be determined by CAP."

In a Facebook post on the North Central Region Facebook page, the CAP National Historian, Colonel Frank Blazich explains the heraldry behind the new ribbon and medal. There are no official pictures of the new medal yet; only the ribbon has been made publically available.

The Crisis Service Ribbon comes between the Command Service Ribbon and Red Service Ribbon in the order of precedence. If you do not have one or either of these awards, you would wear the ribbon in the same place on your rack, in accordance to the Interim Change Letter in CAPM 39-1.

You can begin wearing the ribbon as long as you have a serviceable copy of it, since E-Services was updated automatically to reflect that you were awarded this on 1 December.

From the Editor

Test yourself.

The Education and Training (ET) program isn't asking for perfection. I don't think anybody would be in CAP if we demanded perfection from anybody. I think we are all guilty of a uniform infraction, clicking a wrong answer in an online test, jumping the chain of command, or some other mix-up. That's okay- we are human, it is life, and life goes on.

Volunteer University (VoU) is now 16 months old, and we will not be counting in months much longer. VoU should become as familiar to us as brushing our teeth or making the first cup of coffee to start the day.

At this stage, can you explain the difference between an automated module and a moderated one? Do you have a rough idea of what needs to happen to become a VoU instructor? Are you able to describe the different paths in Level 2, Part 2?

If not, that's okay... but I'd encourage you to find those answers and immerse yourself in VoU's glory! VoU is definitely here to stay, and I hope to see PA lead the way.

Semper vigilans! -Captain Joshua M. Nussbaum, PAWG Assistant Director of Education and Training



Level 4 and 5 Workshop Training

The Northeast Region (NER) is sponsoring a series of workshops for the moderated modules on Levels 4 and 5. Please see the schedules below and reach out to the course directors if you are interested. Please only register if you plan to take the entire slate of courses. If you only want a handful of courses on offer, please email the course director. Classes are limited to 20 students and preference will be given to NER students.

| | | |
|--------------------------|--------------------|-----------------------------|
| LV4 Info | Maj Darlene Cray | dcray@nhwg.cap.gov |
| LV5 Info | Col Michael Sperry | michael.sperry@njwg.cap.gov |

LEVEL 4 MODERATED COURSES

| Wk | Day | Date | Class |
|----|-----|-------------|-------------------------------------|
| 1 | 1 | Tue 1/18/22 | Developing Pers Styles |
| 2 | 1 | Thu 1/20/22 | Maintaining High Perf Teams |
| 3 | 2 | Tue 1/25/22 | Management Principles |
| 4 | 2 | Thu 1/27/22 | Mentoring Skills and Program Dev |
| 5 | 3 | Tue 2/1/22 | Shaping Cultures of Trust and Innov |
| 6 | 3 | Thu 2/3/22 | Using New Media to Communicate |
| 7 | 4 | Tue 2/8/22 | Boards and Board Ldsp |
| 8 | 4 | Thu 2/10/22 | CAP Safety Pgm for Gp/Wg |
| 9 | 5 | Tue 2/15/22 | Planning and Leading a Major Act |
| 10 | 5 | Thu 2/17/22 | Prioritization and Time Mgt |
| 11 | 6 | Tue 2/22/22 | Recruiting and Retention |
| 12 | 6 | Thu 2/24/22 | Staff Processes |
| 13 | 7 | Tue 3/1/22 | Effective Comm with Ext Partners |
| 14 | 7 | Thu 3/3/22 | Leadership Challenges Today |

LV4 Course Director: Maj Darlene Cray
dcray@nhwg.cap.gov

LV5 Course Director: Col Michael Sperry
michael.sperry@njwg.cap.gov

All dates in both courses are subject to change.

LEVEL 5 MODERATED COURSES

| Wk | Day | Date | Class |
|----|-----|-------------|--|
| 1 | 1 | Tue 1/25/22 | Operations at a Strategic Level |
| 2 | 1 | Thu 1/27/22 | Safety & Risk Mgt for Region/National |
| 3 | 2 | Tue 2/1/22 | Marketing and Strategic Communications |
| 4 | 2 | Thu 2/3/22 | Logistics & Property Mgt |
| 5 | 3 | Tue 2/8/22 | Leading Change |
| 6 | 3 | Thu 2/10/22 | Local to Global |
| 7 | 4 | Tue 2/15/22 | Emerging Leadership Trends |
| 8 | 4 | Thu 2/17/22 | Committees and Teams |
| 9 | 5 | Tue 2/22/22 | Boards at the Region & National Level |
| 10 | 5 | Thu 2/24/22 | Ethical Leadership |
| 11 | 6 | Tue 3/1/22 | Mentoring Programs |
| 12 | 6 | Thu 3/3/22 | Developing Staff & Succession Planning |
| 13 | 7 | Tue 3/8/22 | Preparing to Serve at Region/National |
| 14 | 7 | Thu 3/10/22 | Civil Air Patrol Governance |
| 15 | 8 | Tue 3/15/22 | COO-CAP USAF Perspectives |
| 16 | 8 | Thu 3/17/22 | National Commander Perspective |
| 17 | 9 | Tue 3/22/22 | Government Relations |
| 18 | 9 | Thu 3/24/22 | Financial Management |
| 19 | 10 | Tue 3/29/22 | Civil Air Patrol Strategic Plan |
| 20 | 10 | Thu 3/31/22 | CAP Culture & the Ultimate Challenges |
| 21 | 11 | Tue 4/5/22 | Strategic Leadership |

LV5 Capstone Presentations as Needed

Newsletter Submissions

Any SM in PAWG with something loosely related to SM ET may submit to the newsletter. The index on the right gives some ideas if what you might submit, but don't feel limited!

The ET newsletter is published on or shortly after the last day of every even month. It might be delayed due to personal schedules, wing events, timing of other publications, etc.

| | | |
|--------|--------|--------|
| 28 Feb | 30 Apr | 30 Jun |
| 31 Aug | 31 Oct | 31 Dec |

Submissions are due NLT the 15th of that month to be included. Submissions may be edited for length, grammar, spelling, punctuation, flow, layout, etc.

- If we need to make any edits to your submission, we will make reasonable efforts to contact you and alert you before we publish
- I will confirm receipt of **every** request to publish. If you don't hear back in 24-48 hours, **send it again**. I don't mind.
- You can submit your work in any format you wish (drop box, link, attachment, Word document, Excel spreadsheet, PDF, JPG image, etc.). If I need it in a different format, I will let you know
- If you miss the due date and still wish to publish, **email me anyway**. I will do my best to fit your contribution into the Newsletter.

There are **NO** qualifications needed to publish content in the ET newsletter.

To submit content to the PAWG ET Newsletter, please send it to:

Capt Joshua M. Nussbaum

jnussbaum@pawg.cap.gov OR jmnussbaum@outlook.com

(724) 816-7667- Verizon cell- call or text

| ET Newsletter Upcoming Dates | |
|------------------------------|--------------|
| Content Due | Publish Date |
| 2/15/22 | 2/28/22 |
| 4/15/22 | 4/30/22 |
| 6/15/22 | 6/30/22 |

| ET Newsletter Submission Ideas |
|--------------------------------|
| • advertisements |
| • advice |
| • articles |
| • biographies |
| • books |
| • case studies |
| • color palettes |
| • critiques |
| • E-Services tips |
| • feedback |
| • flowcharts |
| • games |
| • history |
| • how-to guides |
| • ideas |
| • interviews |
| • interoperability tactics |
| • inspiration |
| • jokes |
| • letters to the editor |
| • links |
| • memes |
| • metaphors |
| • motivational bits |
| • news |
| • obituaries |
| • pictures |
| • puzzles |
| • questions/FAQ |
| • quotes |
| • podcasts |
| • recruiting ideas |
| • retention tactics |
| • reviews |
| • riddles |
| • rubrics |
| • sample documents |
| • short cuts |
| • shout-outs |
| • software ideas |
| • statistics |
| • success stories |
| • templates |
| • upcoming events |
| • videos |
| • VoIU syllabi |
| • war stories |

Links

Locations

- [CAP Public Site](#)
- [Regions, Wings, and Locations](#)
- [Northeast Region CAP](#)
- [Pennsylvania Wing](#)

Education and Training

- [Capt Nussbaum's 2021 ET Library](#)
- [COVID-19 Info Center](#)
- [E-Services](#)
- [National Mentoring Homepage](#)
- [NESAs Mobile Training](#)
- [NHQ Aggregate Calendar](#)
- [Volunteer University](#)

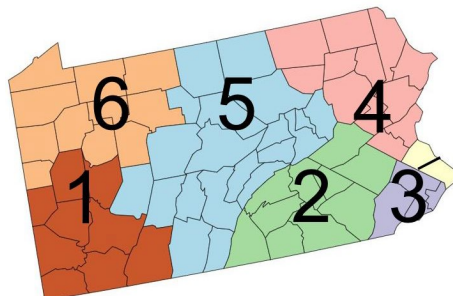
CAP Galore

- [CAP Publications](#)
- [CAP Knowledgebase](#)
- [CAP Smugmug \(Photos\)](#)
- [PAO Toolkit](#)

Miscellaneous

- [FEMA](#)
- [PEMA](#)
- [Ribbon Rack Builder](#)
- [Ultrathin Ribbons](#)
- [Vanguard](#)

Group ETOs



| Group | Name |
|-------|---|
| 1 | Capt Taylor B Manoli Manolitb93@Gmail.Com |
| 2 | 1st Lt Michael J Wimmer Mwimmer.Cap811@Gmail.Com |
| 3 | Capt Wayne S Gottlieb Wayne.Gottlieb@Squadron1007.Org |
| 4 | Col Gordon S Larson Ccilwg@Sprynet.Com |
| 5 | Maj Paul M Anderson panderson1196@gmail.com |
| 6 | Lt Col Thomas L Brown tlbrowncap@gmail.com |

PAWG ET by the Numbers

ET Track Advancements

| New Level | Grade | Name | Unit | Date |
|-----------|--------|------------------|--------|--------|
| Tech | 1st Lt | Michael J Wimmer | PA-089 | 6 Oct |
| Master | Capt | Margaret Matson | PA-505 | 16 Oct |

as of 30 Dec 2021, 1947 EST

ET Specialty Track Ratings

| | | | | |
|---------------|-----------------|--------------|--------------|--------------|
| 95 UNRATED | 27 TECHICIAN | 20 SENIOR | 27 MASTER | 169 TOTAL |
|---------------|-----------------|--------------|--------------|--------------|

as of 30 Dec 2021, 1957 EST

PAWG ET by Level

Total SM in PAWG: 840

| | | |
|-----|-----|-------|
| LV1 | 287 | 34.1% |
| LV2 | 142 | 16.9% |
| LV3 | 141 | 16.8% |
| LV4 | 83 | 9.8% |
| LV5 | 49 | 5.8% |

as of 1 Jan 22, 2106 EST

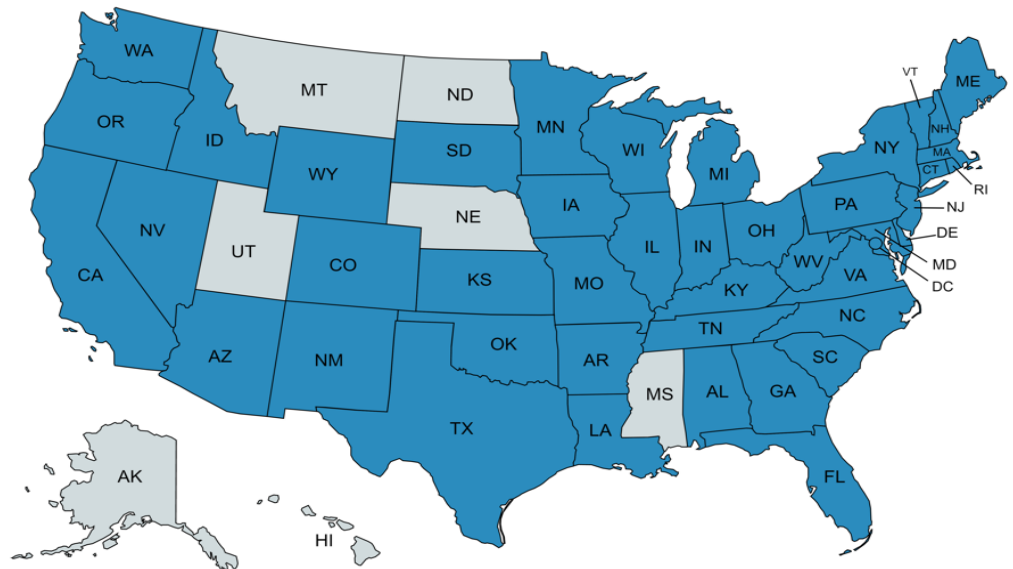
PAWG SM AE Info

Total SM in PAWG: 840

| | | |
|------------|-----|-------|
| Yeager | 434 | 51.7% |
| Crossfield | 26 | 3.1% |

as of 1 Jan 22, 2133 EST

Confirmed Readership Map



Contact the Wing ET Team

Col Gary Fleming, Director
(724) 456-0151
gfleming@pawg.cap.gov

Lt Col Tom Brown
(814) 730-1278
tlbrowncap@gmail.com

Capt Joshua M. Nussbaum
(724) 816-7667
jnussbaum@pawg.cap.gov

Capt Uri Shatten
(412) 427-5584
ushatten@pawg.cap.gov

Maj Naor Wallach
(412) 639-2386
nwallach@pawg.cap.gov

BLUE represents Confirmed Readership
44 Wings out of the 52
84.6% of Wings
Every Region

Wing Staff Roster

| Aerospace Education | | | |
|--------------------------------------|-----------------------|--------|---------------------------|
| Director of Aerospace Education | Glenn F Carman | Lt Col | Gcarman@Pawg.Cap.Gov |
| External Aerospace Education Officer | Barbara L Pope | Capt | Bpope@Pawg.Cap.Gov |
| Internal Aerospace Education Officer | Jerome M Weiss | Capt | Jerome.Weiss@Gp3pawg.Org |
| Cadet Programs | | | |
| Cadet Programs Development Officer | Heather L Weaver | Maj | Hlweaver035@Gmail.Com |
| Director of Cadet Programs | Brandon M Weber | Maj | Bweber@Pawg.Cap.Gov |
| Drug Demand Reduction Administrator | David M Farah | Capt | Davefarah@Yahoo.Com |
| Chaplain | | | |
| Chaplain | Mark R Shulman | Maj | Mshulman@Pawg.Cap.Gov |
| Command Section | | | |
| Advisor to the Commander | Joel H Mutschler | MSgt | Jmutschler@Pawg.Cap.Gov |
| Chief of Staff | Ciara E Williams | Maj | Cwilliams@Pawg.Cap.Gov |
| Command NCO | Joel H Mutschler | MSgt | Jmutschler@Pawg.Cap.Gov |
| Commander | Kevin James Berry | Col | Kberry@Pawg.Cap.Gov |
| Diversity Officer | Sean P Kelly | 1st Lt | Spkelly73@Gmail.Com |
| Government Relations Advisor | Kimberly S Galford | Maj | Kgalford@Pawg.Cap.Gov |
| Health Services Officer | Ruthane F Reginella | Maj | Drreg@Zoominternet.Net |
| Historian | Dale John Leppard | 1st Lt | Daleleppard@Hotmail.Com |
| Vice Commander | Steven E Aaron | Maj | Saaron@Pawg.Cap.Gov |
| | William A Schlosser | Lt Col | Wschlosser@Pawg.Cap.Gov |
| Communications | | | |
| Communications Engineering Officer | John W Sumrada | Lt Col | Yashick1@Gmail.Com |
| Communications Training Officer | Aaron J LaMantia | Maj | Alamantia@Pawg.Cap.Gov |
| Director of Communications | Galen P Hall | 1st Lt | Ghall@Pawg.Cap.Gov |
| Emergency Services | | | |
| Disaster Relief Officer | James J Weller | Lt Col | Jweller@Pawg.Cap.Gov |
| Financial Management | | | |
| Director of Finance | DeEtte K Riley | Lt Col | Driley@Pawg.Cap.Gov |
| General Counsel | | | |
| Legal Officer | William Martin Sloane | Lt Col | Sloane@Lawyer.Com |
| Information Technology | | | |
| Director of IT | Leslie G Herr | Lt Col | Lherr@Pawg.Cap.Gov |
| Web Security Administrator | Leslie G Herr | Lt Col | Lherr@Pawg.Cap.Gov |
| Inspector General | | | |
| Inspector General | Wayne M Toughill | Lt Col | Wayne@Toughill.Com |
| Logistics | | | |
| Director of Logistics | Suzanne M McBride | Lt Col | Smcbride@Pawg.Cap.Gov |
| Maintenance Officer | Robert Joseph Gardner | Lt Col | Rgardner@Pawg.Cap.Gov |
| Transportation Officer | Rodrick H Thomas | Maj | Rthomas@Pawg.Cap.Gov |
| Marketing and Public Affairs | | | |
| Director of Recruiting & Retention | Naor Wallach | Maj | Nwallach@Pawg.Cap.Gov |
| Public Affairs Officer | Dana Jean Kerrigan | 1st Lt | Dkerrigan@Squadron812.Org |
| Operations | | | |
| Alerting Officer | Dane V Carroll | Lt Col | Dcarroll@Pawg.Cap.Gov |
| Director of Operations | Christopher M Porter | Maj | Cporter@Pawg.Cap.Gov |
| Homeland Security Officer | Christopher M Porter | Maj | Cporter@Pawg.Cap.Gov |
| Standardization/Evaluation Officer | Frederick T Herman | Capt | Fherman@pawg.cap.gov |
| Personnel | | | |
| Director of Administration | Margaret Matson | Capt | Pmatsoncap@Gmail.Com |
| Personnel Officer | Ruth T Bordner | Maj | Ruthbordner761@Gmail.Com |
| Plans and Requirements | | | |
| Plans and Programs Officer | Sandra M Fleming | Maj | Sfleming@Pawg.Cap.Gov |
| Professional Development | | | |
| Director of Professional Development | Gary L Fleming | Col | Gfleming@Pawg.Cap.Gov |
| Testing Officer | Fredric K Weiss | Col | Drfkweiss@Msn.Com |
| Safety | | | |
| Director of Safety | Peter Shuntich | Maj | Pshuntich@Verizon.Net |

Notes:

- Members should use their local chain of command before reaching out to the wing staff.
- Due to space constraints in the newsletter, only current primary wing staff (PA-001) are listed.
- Vacancies are not listed on this roster.
- To correct your email address or your position, please contact someone from the Personnel Section.

Roster current as of 27 Dec 2021, 2244 EST

VoIU Flexibility Drawn Out

One of VoIU's biggest selling points is its flexibility. Instead of having to get dozens of people together in a room at the same time, members can join remotely or move at their own pace. The graphics below explain this process.

Assume the graphics below all show the 22 LV5 moderated modules only.

Legacy System- National Staff College

The first table shows the legacy system. This is the old way of doing things: the "tried and true" method. National Staff College (NSC), which was the leadership school for LV5, ran from 1967 to 2020. It was a face-to-face course required for the Gill Robb Wilson Award unless you had a pre-approved equivalent, including certain Professional Military Education.

In attending NSC, You would drive or fly to CAP's National Headquarters in Alabama, rent a car, and spend a week in a hotel. NSC ran once per year, and once per year exactly. If you missed it in a certain year, you had to wait for a subsequent year. At NSC, your week looked something like this first graphic. You showed up on Day 1 and worked through classes all week. But at the end of the week, effectively, you wouldn't have to see the inside of a classroom again for the remainder of your CAP career. **This entire table below is only one (1) week of classes.**

| Legacy System (sample RSC or NSC- all modules done in one week) | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | |
|--|----|--------|--------|-----|------------------|--------|----------|-----|-----|
| | | Week 1 | Travel | | #2 | #8 | Activity | #17 | #20 |
| | #3 | | | #9 | #18 | #21 | | | |
| | #4 | | | #10 | #19 | #22 | | | |
| Lunch | | | | | Banquet and Prep | Travel | | | |
| | #5 | | | #11 | | | #14 | | |
| | #6 | | | #12 | | | #15 | | |
| | #1 | | | #7 | #13 | #16 | | | |

VoIU- Two Modules a Week

VoIU encourages members to move at their own pace through the incumbent level. A really ambitious member may complete two (2) modules a week in their cohort. Note that disparate weeks go in rows across the table, like a calendar would. This is what a sample graphic of that would look like:

| VoIU System- Layout 1 | | Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|---|------------|-----|-----|---|-----|-----|-----|-----|
| (2 Modules per Week, on Tuesday and Thursday) | Week 1 | | | #1 | | #2 | | |
| | Week 2 | | | #3 | | #4 | | |
| | Week 3 | | | #5 | | #6 | | |
| | Week 4 | | | #7 | | #8 | | |
| | Weeks 5-10 | | | Modules 9-20 on Tuesday and Thursday nights | | | | |
| | Week 11 | | | #21 | | #22 | | |

VoIU- One Module a Month

For members who need/want to move at a slower pace, they may opt to move at one module a month. It is assumed that a cohort will be opened for a year in VoIU. However, CAP members may get together online or in VIR and meet to go through modules. For those who complete all 22 LV5 modules and go at the rate of one (1) module per month, it will take about two (2) years to finish LV5 in its entirety. The graphic for that looks like the one below:

| VoIU System- Layout 2 | | Jan 2022 | Feb 2022 | Mar 2022 | Apr 2022 | May-Dec 2022 | Jan-Sep 2023 | Oct 2023 |
|-----------------------|--------------|----------|----------|----------|----------|--------------|--------------|----------|
| (1 Module per Month) | Month 1 | #1 | | | | | | |
| | Month 2 | | #2 | | | | | |
| | Month 3 | | | #3 | | | | |
| | Month 4 | | | | #4 | | | |
| | Months 5-12 | | | | | #5-12 | | |
| | Months 13-21 | | | | | | #13-21 | |
| | Month 22 | | | | | | | #22 |

| (Yearly View) | | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|---------------|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Year 1 | Year 1 | #1 | #2 | #3 | #4 | #5 | #6 | #7 | #8 | #9 | #10 | #11 | #12 |
| | Year 2 | #13 | #14 | #15 | #16 | #17 | #18 | #19 | #20 | #21 | #22 | | |

VoIU- Any Pace You Pick

This is VoIU's true beauty! The graphics above all assume that a member is rhythmically working on their modules. But you don't need to! Things happen in life- kids get sick, dinner plans get canceled, we change jobs, we decide to go back

to school ('real' school), we move away, etc. This graphic shows an example of a member completing their LV5 modules with no rhythm whatsoever.

As you can see, in the majority of the weeks, the member does not submit any of their modules. There are even some months where the member does not even open VoU. In other weeks and other months, the member completes multiple modules.

Read each month going across the table. Month 1, Week 1 is the first box. Keep going to the right until you finish the row. Then, go to the next row.

For the sake of simplicity, I assumed that every month has exactly four (4) weeks.

| VoU System- Layout 3 (Scattered Completion) | | Week 1 | Week 2 | Week 3 | Week 4 | Completed This Month | Completed in Total |
|--|----------|--------|----------|--------|---------|-------------------------|-----------------------|
| | Month 1 | | #1 | | #2 | 2 | 2 |
| | Month 2 | #3, #4 | | | | 2 | 4 |
| | Month 3 | | | | | 0 | 4 |
| | Month 4 | | #5 | #6 | | 2 | 6 |
| | Month 5 | | #7 | | | 1 | 7 |
| | Month 6 | #8 | | | #9, #10 | 3 | 10 |
| | Month 7 | | #11 | #12 | #13 | 3 | 13 |
| | Month 8 | | | | | 0 | 13 |
| | Month 9 | #14 | #15, #16 | | | 3 | 16 |
| | Month 10 | #17 | | #18 | | 2 | 18 |
| | Month 11 | #19 | #20 | | | 2 | 20 |
| | Month 12 | #21 | | | #22 | 2 | 22 |

Inspiration

"I did what I felt, and I felt what I did, at all costs." -Little Richard

"A ballerina takes steps given to her and makes them her own. Each individual brings something different to the same role." -Maria Tallchief

"Every year, every day, every month, I am proving myself." -Mohamed Salah

"You will never win if you never begin." -Helen Rowland

"For budgetary matters, I've always made a distinction between people and things. You always try to pay the least for the things that you buy. Of course you do. People are another matter. They grow, develop, and get better at what they do. Treat them right, be generous, and they will be happy. Your things won't get up and leave you, but people do." -Matthew Tiza

"Being told 'no' has become a great source of inspiration." -David Copperfield

"All of us want to do well. But if we do not do good, too, then doing well will never be enough." -Anna Quindlen

"Books don't change the world, people change the world, books only change people." -Mario Quintana