



FEBRUARY 2023



PA Wing- Civil Air Patrol Education and Training Newsletter

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



Let's Talk About Paths!

One of Volunteer University's (VoU) claims to fame over the legacy system of Senior Member (SM) Education and Training (ET) is the idea of having everybody complete certain **core** classes on their ET journey and dive into ones specific to one of four (4) **paths** they choose. The four paths on offer are: new member, military, Cadet, and professional (I explain each below). Members are truly divided into their paths in Level 2, but they some exposure can be seen as early as the three-meeting pre-boarding script or the first modules of Level 1.

The paths are defined in the table below (and if you're familiar with my writing, you'll see quickly that these are "my" definitions, so feel free to steal them). [The article continues on page 7.](#)

Inside This Issue		Path Name	Technical Definition*	"Capt Nussbaum" Definition
2	From the Editor	New Member	•New members (new members who do not meet the criteria for the other paths as described below)	<ul style="list-style-type: none"> •You walked in off the street and never served in CAP before. •You served in CAP but it was so long ago that you don't remember it, your records were lost, or your experience is irrelevant. •You don't fit neatly into any of the categories below.
	ET Overview			
3	Submissions	Military	•Current/former military (any member who served in the military)	<ul style="list-style-type: none"> •You specifically plan to use your unique military experience (past or present) to better CAP in some way. •Your military service gives you some type of advantage over your non-veteran counterparts (like recruiting, teaching leadership, public affairs, governance, etc.).
4	ET by the #s			
5	Readership Map	Cadet	•Former cadet (for cadets transitioning to senior membership. Members who were cadets many years before will not benefit from this track.)	<ul style="list-style-type: none"> •You were recently (not necessarily a time limit) a Cadet and wish to continue serving with CAP. •You are continuing your membership from Cadet to SM "straight through". •For whatever reason, you are unable to transfer units and must serve with the same unit you were with as a Cadet.
6	Contact Us			
7	Wing Staff Roster	Professional	•Any member who will receive a promotion to an advanced grade due to a skill or profession (such as CFIs, CPAs, Chaplains, Pilots, teachers, etc.)	<ul style="list-style-type: none"> •Your "real-life" job makes you eligible for a higher grade right after you complete LV2, PT1 (for example, licensed attorneys can be appointed directly to Captains) IAW CAPR 35-5.
8	Inspiration			
9	VolU's New Leader	*the Technical Definitions presented here are almost directly copied/pasted from the LV1 module called "My Learning Plan", which can be downloaded from the Module Files Link on the VolU Level 1 Onboarding Page .		
10	Paths, cont'd.			
11	Promo Matrix			
12	Fort Lig Days			
13	TLC and LV3 Courses			
14	Links			
15	Group ETOs			
16	Personality Test			
17	Looking for Asst PAWG ETOs			
18	NCO Promo Report			
19	In Memoriam			
20	Cadet Mentors			
21	PAWG Conf			



VISION: The PA Wing ET Newsletter will educate interested PA Wing Senior Members in various elements of the ET Program while thinking outside the box and being visually stimulating. It will specifically target those members in the middle of their ET journey.



ACCESSIBILITY: This newsletter is best viewed on an electronic device with zooming capability. It was not designed to be printed, but it certainly can be.

From the Editor

Moving

If you have ever had to move houses, military bases, dwellings, or something else, you know that changing residences is an ENORMOUS undertaking. You have to save up enough money for a down payment, get a realtor, find the city you want to relocate to, find the right house, pull your credit, complete a home inspection, and much more. A LOT more.

When you pack everything into boxes, you literally have to touch everything you own if you want to take it with you. Every bedsheet. Every fork. Every phone charger. They're all going. Every can of tire shine for your car. Your pill bottles. They all need to be packed. You might disassemble your shelves. You need to move every appliance, every little object in every appliance, and every piece of hardware that anchors your appliances in place.

So, can't we say CAP ET feels much the same way?

We have all these requirements; all these things we must touch. Every rating and every requirement. Every regulation. Every person who mentors us and every mentee we train. Every meeting and every task. Every phone call, every spreadsheet we examine. Every document we produce and every step we take. Every course we complete and every exam we prepare for. It all adds up.

Don't try to shortcut yourself out of the experience. Could you imagine moving to a new house without having a bed or without having a dining room table? That would be like completing Level 1 without having completed the Cadet Protection Program, completing Level 4 without a master rating, or completing Level 5 without a capstone.

Where are you going when you move?

Semper vigilans!

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

Education and Training Overview

Are you a new member and looking to find answers to your ET questions? Have you tried to navigate AXIS, E-Services, and your levels? Do you just have questions on how to get around and where to go next?

Over the next month or so, Pennsylvania Wing ETOs will be running an introductory course to help answer the questions and get everyone more familiar with the program.

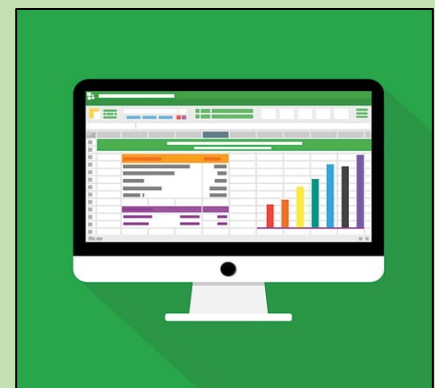
This is not to get you into being a VolU Instructor but just to help get you started on your journey through the senior education that we go through with CAP.

There will not be a sign-up sheet. Watch your email and simply follow the link at the offered time. The course will be held on Zoom and be scheduled for an hour, but most of the sessions so far have only run 30-40 minutes. You do not need to wear a uniform or to turn your camera on.

We are also staggering the schedule. Some of the sessions will take place in the evenings (and not just starting at 1900 Eastern Time) and some will be on the weekends (and not just Saturdays first thing in the morning). If you have a specific time request, let us know so we can try to accommodate you.

We are also rotating who teaches the overview so we can share perspectives, explain concepts using different words, and tell our own stories.

If you have any questions, please contact Lt Col Earl Gardner, PAWG/DET at (412) 915-0483 or egardner@pawg.cap.gov.



Newsletter Submissions

Any SM in PAWG with something loosely related to SM ET may submit to the Newsletter. Members from outside PAWG may submit to the Newsletter upon approval of the PAWG/DET and PAWG/CC. The table below gives some ideas of what you might submit, but please don't feel limited by what you see.

Previous Newsletters can be viewed in [Capt Nussbaum's ET Library](#).

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, meetings, etc.

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 Capt Nussbaum anyway**. I will do my best to fit your contribution into the Newsletter.
- **You do NOT need any qualifications to submit content to 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

Schedule of Due Dates and Publication Dates						
Due Date	15 Feb	15 Apr	15 Jun	15 Aug	15 Oct	15 Dec
Publish Date	28 Feb	30 Apr	30 Jun	31 Aug	31 Oct	31 Dec

ET Newsletter Submission Ideas			
• advertisements	• how-to guides	• podcasts	• success stories
• advice	• ideas	• presentation tips	• surveys
• articles	• infographics	• project ideas	• templates
• award citations	• inspiration	• promotions	• thank-you notes
• before and after	• interoperability	• puzzles	• tributes
• biographies	• interviews	• questions/FAQ	• upcoming events
• books	• job openings	• quotes	• videos
• case studies	• jokes	• recruiting ideas	• VoLU syllabi
• color palettes	• lessons learned	• resources	• war stories
• critiques	• letters to the editor	• retention tactics	
• deadlines	• links	• reviews	
• E-Services tips	• LV5 capstones	• riddles	
• ET Libraries	• memes	• rubrics	
• external org'ns	• metaphors	• sample documents	
• feedback	• motivational bits	• short cuts	
• flowcharts	• news	• shout-outs	
• games	• obituaries	• software ideas	
• history	• pictures	• statistics	

PAWG ET by the Numbers

ET Track Advancements

New Level	Grade	Name	Unit	Date
None	Lt Col	Ruth T Bordner	PA-001	29-Aug-22
Technician	TSgt	Jason A Zachariah	PA-338	1-Sep-22
None	SM	Manush Saydmohammed	PA-025	13-Nov-22
Technician	Capt	Melody I Teal	PA-004	19-Nov-22
None	1st Lt	Arthur J Remillard	PA-258	22-Jan-23
Technician	Maj	Ciara E Williams	PA-001	23-Jan-23
None	SM	Ann M Brown	PA-089	8-Feb-23

As of 28 Feb 2023, 1647 EST

PAWG ET by Level

Total SM in PAWG: 865		
LV1	296	34.2%
LV2	153	17.7%
LV3	144	16.6%
LV4	69	8.0%
LV5	57	6.6%

As of 28 Feb 2023, 1701 EST

ET Specialty Track Ratings

UNRATED	TECHNICIAN	SENIOR	MASTER	TOTAL
75	33	20	24	152

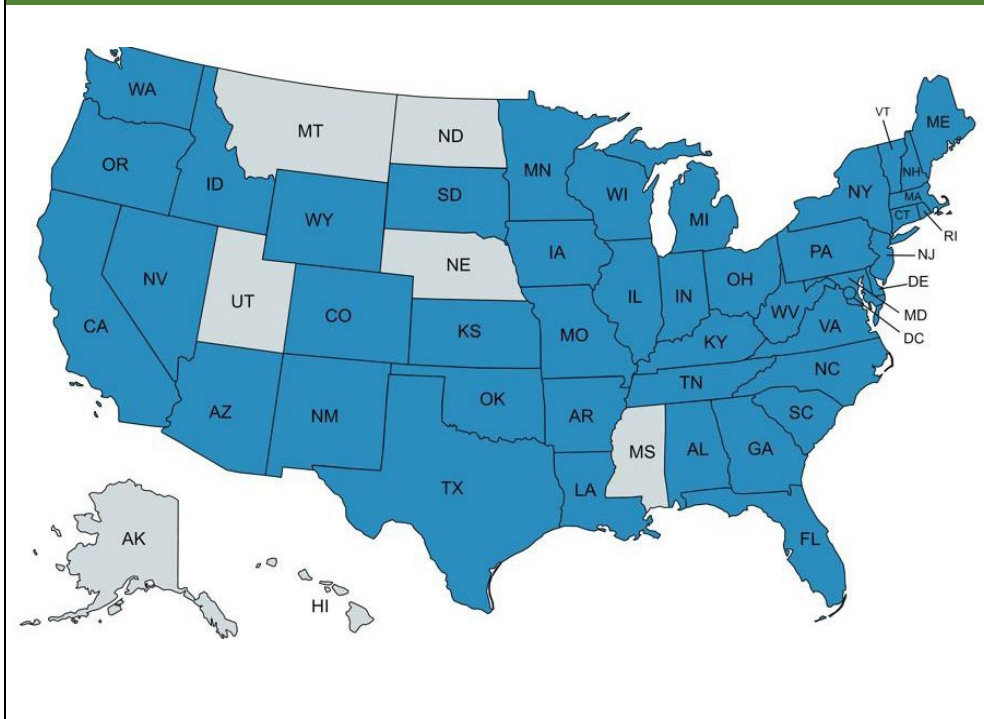
As of 28 Feb 2023, 1647 EST

PAWG SM AE Info

Total SM in PAWG: 865		
Yeager	454	52.5%
Crossfield	26	3.0%

as of 28 Feb 2023, 1705 EST

Confirmed Readership Map



BLUE represents Confirmed Readership
 46/52 Wings
 88.5% of Wings
 8/8 Regions

Contact the Wing ET Team

Lt Col Earl Gardner, Director
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egardner@pawg.cap.gov

Lt Col Tom Brown
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tlbrowncap@gmail.com

Col Gary Fleming
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gffleming@pawg.cap.gov

Capt Wayne Gotlieb
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wgotlieb@pawg.cap.gov

Col Gordon Larson
 (630) 926-7334
ccilwg@sprynet.com

Capt Joshua M. Nussbaum
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Maj Uri Shatten
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ushatten@pawg.cap.gov

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

Wing Staff Roster

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 J Leppard	1st Lt	Daleleppard@Hotmail.Com
Vice Commander	Steven E Aaron	Lt Col	Saaron@Pawg.Cap.Gov
	William A Schlosser	Lt Col	Wschlosser@Pawg.Cap.Gov
Aerospace Education			
Director of Aerospace Education	Jerry Weiss	Capt	jweiss@pawg.cap.gov
External Aerospace Education Officer	Randy Lentz	Maj	Randy.lentz@pitt.edu
Internal Aerospace Education Officer	Adam D Springmeyer	Lt Col	adam.springmeyer@gmail.com
Cadet Programs			
Cadet Programs Development Officer	Heather L Weaver	Lt Col	Hlweaver035@Gmail.Com
Director of Cadet Programs	Brandon M Weber	Lt Col	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
Communications			
Communications Licensing Officer	Gary W Metz	Lt Col	Garycap3@Comcast.Net
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			
Director of Emergency Services	Brian L Andrews	Capt	Bandrews@Pawg.Cap.Gov
Disaster Relief Officer	James J Weller	Lt Col	Jweller@Pawg.Cap.Gov
Emergency Services Training Officer	Matthew D Wendell	Capt	Wendellmd@Gmail.Com
Financial Management			
Director of Finance	DeEtte K Riley	Lt Col	Driley@Pawg.Cap.Gov
General Counsel			
Legal Officer	William M 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	Stephen P Riley	Lt Col	Ifrpilot172@Comcast.Net
Transportation Officer	Rodrick H Thomas	Maj	Rthomas@Pawg.Cap.Gov
Marketing and Public Affairs			
Director of Recruiting	Naor Wallach	Maj	Nwallach@Pawg.Cap.Gov
Public Affairs Officer	Dale R Williams	Maj	Cc006@Pawg.Cap.Gov
Operations			
Alerting Officer	Dane V Carroll	Lt Col	Dcarroll@Pawg.Cap.Gov
Director of Operations	Brian J Cuce	Lt Col	Bcuce@Pawg.Cap.Gov
Homeland Security Officer	Richard D Temple	Maj	Rtemple@Pawg.Cap.Gov
Standardization/Evaluation Officer	Frederick T Herman	Capt	Cc066@Pawg.Cap.Gov
Personnel			
Director of Administration	Margaret (Peg) Matson	Capt	Pmatsoncap@Gmail.Com
Personnel Officer	Ruth T Bordner	Lt Col	Ruthbordner761@Gmail.Com
Plans and Requirements			
Plans and Programs Officer	Sandra M Fleming	Maj	Sfleming@Pawg.Cap.Gov
Professional Development			
Director of Education and Training	Earl Gardner	Lt Col	Egardner@pawg.cap.gov
Testing Officer	Frederic 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 26 Feb 2023, 2251 EST

VoLU Staff Contacts

NHQ and Administrative Contacts			
Chief of Education and Training	Bryan Cooper	Col	bcooper@capnhq.gov
Acting Provost	Michael Bryant	Lt Col	mbryant@cap.gov
Dean for Onsite	Michael Bryant	Lt Col	mbryant@cap.gov
Dean for Online	David Poland	Ch Lt Col	dpoland@hc.cap.gov
Director of Specialty Tracks	John Knowles	Col	jknowles@cap.gov
Director of Mentoring	Michael Willis	Lt Col	mwillis@capnhq.gov
Director of Continuing Education	Barry Melton	Col	gmelton@capnhq.gov
Curriculum Coordinator	Kathleen Nicholas	Lt Col	knicholas@ncwgcap.org

Virtual In-Residence (VIR)			
General Inquiries			vir@cap.gov
VIR Coordinator	Jennifer Kluzak	1st Lt	jkluzak@cap.gov
VIR Administration	Jennifer Kluzak	1st Lt	jkluzak@cap.gov
VIR Instructor Support	Julie Moses	1st Lt	jmoses@ilwg.cap.gov
VIR Instructor Support	Linette Lahan	Col	llahan@cap.gov
VIR Instructor Support	Mark Lahan	Col	mlahan@ncr.cap.gov
VIR Instructor Support	Douglas Mitchell	Maj	dmitchell@mncap.org
VIR Instructor Support	Julie Moses	Capt	jmoses@ilwg.cap.gov
VIR Instructor Support	Vivian Surwill	Capt	vivian.surwill@nvwgcap.org
VIR Instructor Support	Brenda Morrissey	Capt	bmorrissey@cap.gov
VIR LV5 Program Director	Elizabeth Sydow	Col	esydow@cap.gov
Squadron CC Course VIR Director	Brenda Morrissey	Capt	bmorrissey@cap.gov
Group CC Course VIR Director	Brenda Morrissey	Capt	bmorrissey@cap.gov

Level 1: Onboarding			
LV1 Onsite Chair	Nicholas Brandow	1st Lt	nbrandow@cap.gov
LV1 Online Chair	Judith Hewett	Lt Col	jhewett@cap.gov

Level 2: Learning Phase			
LV2 Onsite Chair	Brenda Morrissey	Capt	bmorrissey@cap.gov
LV2 Online Chair	Linda Poland	Lt Col	lpoland@cap.gov

Level 3: Leadership Phase			
LV3 Onsite Chair	James McLaughlin	Maj	jtmclaughlin@cap.gov
LV3 Online Chair	Kristin Walukas	Capt	kwalukas@cap.gov

Level 4: Senior Leadership Phase			
LV4 Onsite Chair	Tina Vanek	Capt	tvaneke@cap.gov
LV4 Online Chair	Dennis Edmondson	Lt Col	dedmondson@cap.gov

Level 5: Executive Leadership Phase			
LV5 Onsite Chair	Julio Pastoriza	Maj	jpastoriza@cap.gov
LV5 Online Chair	Chris Branan	Lt Col	cbranan@cap.gov

Inspiration

"The art and science of asking questions is the source of all knowledge." -Thomas Berger

"The first email I do every morning is something that doesn't benefit me." -Diane von Furstenberg

"Leadership isn't yelling at people to 'do better.' Sometimes, leadership is admitting that *I* need to do better." -Scott Richards

"It is weight that gives meaning to weightlessness." -Isamu Noguchi

"An interpretation exists because of what we find between the notes." -Renee Fleming

"If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language, that goes to his heart." -Nelson Mandela

Volunteer University Gains New Leader



It was announced in the [October 4, 2022 PROPS](#) that Col Bryan W. Cooper, former RIWG/CC, would succeed Col Joe Winter as Chief of Education and Training for CAP. Col Winter followed in the footsteps of Brigadier General Regena Aye.

Col Bryan Cooper, a former Rhode Island Wing Commander with a vast CAP and professional background, was selected last fall to lead Volunteer University as the Civil Air Patrol Chief of Education and Training. He also served as the National Professional Development Officer, NER Character Development Instructor, NER Deputy Chief of Staff for Aerospace Education, NER Director of Recruiting and Retention, RIWG Chief of Staff, RIWG Director of Personnel, and RIWG Director of Administration. Cooper succeeds Col Joe Winter, who served as the Chief since August 2021, and Brig Gen Regena Aye, who served as the inaugural Chief of Education and Training, beginning in August 2020. Col Cooper also served with the National Mentoring Committee, conducting onboarding interviews and training and in quality assurance.

In these roles, Col Cooper been awarded National Moral Leadership Officer of the Year, a Brewer Award, the Air Force Organizational Excellence Award, three (3) Distinguished Service Awards, eight (8) Exceptional Service Awards, 11 Meritorious Service Awards, National Commander Commendation, the Gill Robb Wilson (#729) Award, Command Service Award with Silver Star, Crossfield Award, CAP Crisis Service Award, Earhart Award with Silver Star and Silver Clasp, CAC Ribbon, numerous encampment and NCSA Ribbons, and a cluster for his 20th Find.

His specialty track ratings include master’s ratings in Public Affairs, Recruiting and Retention, Command, Personnel, and Aerospace; senior ratings in Cadet Programs, Chaplain, and Administration; and technician ratings in Plans and Programs, Finance, and Inspector General.

In the 4 Oct 22 issue of PROPS, CAP’s internal E-newsletter, Col Cooper was quoted saying: “at every step in a CAP career you need education and training... the ET team and I are committed to providing applicable, high-quality, practical, and effective education and training that is accessible to every member.”

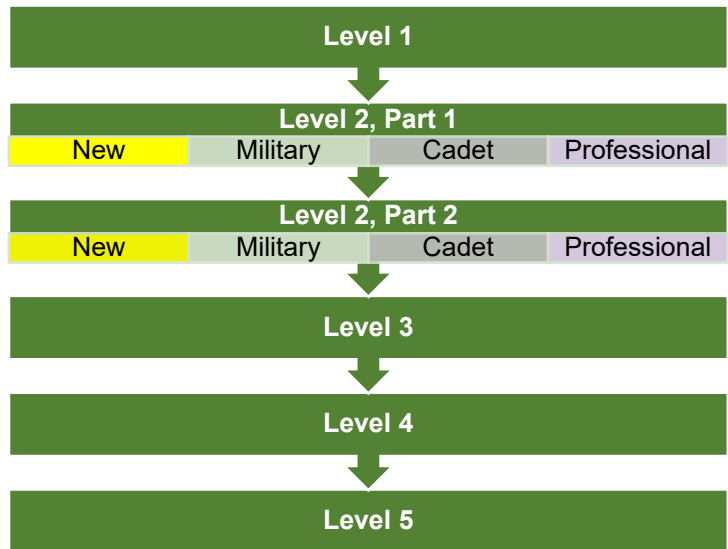
Paths, continued

The different paths really only flush out at LV2. When you return to LV3, everyone comes back together again. A chart similar to the one on the left first debuted in the August 2020 PAWG ET Newsletter.

In the event that you are eligible for multiple paths (ex: a doctor with substantial military officer experience), look at the coursework for each path. In consultation with your mentor, ETO, or Commander, pick the path that would be the most relevant to your CAP service moving forward.

The paths are designed to complement your duty assignment, specialty track, networking capabilities, and overall experience. You should really aim to align people with the proper path the first time.

More information can be found on the [Volunteer University homepage](#) and in the assorted modules for Levels 1 and 2.



How to read the infographic on page 8:

1. Find the level (Level 1, Level 2 Part 1, Region Commander Elective, etc.) and path (if applicable) in question.
2. Look at the **color** of the cells first.
 - a. **Blue** cells are automated.
 - b. **Orange** cells are moderated.
 - c. The modalities are defined and explained in further detail on the [VolU Lexicon document](#).
3. Determine if any waivers exist by reading the text in the cell.
 - a. Any blue or orange cells containing text in it may be waived, IAW with CAPR 40-1.
 - b. The waivers are also briefly summarized in the legend.

Paths, cont'd.

VoU's Modalities by Level

Level 1: Onboarding Phase

14 Automated				0 Moderated		14
M	M	M	M	M	M	M
M	M					

Level 2, Part 1: Learning Phase

New Path	6 Automated			2 Moderated		8

Military Path	6 Automated			3 Moderated		9

Cadet Path	6 Automated			3 Moderated		9

Profl Path	6 Automated			2 Moderated		6

Level 2, Part 2: Learning Phase

New Path	14 Automated			4 Moderated		18

Military Path	14 Automated			3 Moderated		17
	2			2		

Cadet Path	13 Automated			2 Moderated		15
	M	M	K	K	K	
	R	S				

Profl Path	14 Automated			4 Moderated		18
	C	I	N			

Level 3: Leadership Phase

13 Automated			14 Moderated		27
C, 3	I, L	3	I	N	
3	3	3			
4	4	4			
4					

Level 4: Senior Leadership Phase

11 Automated			14 Moderated		25
C	C,3	C, I, L, 5	N	3	3
3	4		4	4	4
			5	5	5
			5		

Level 5: Executive Leadership Phase

0 Automated			22 Moderated		22
C, 4	C, 4	C, 4	N	4	4
5	5				

Squadron Commander Elective

1 Automated		10 Moderated		11
	I, L	N	4	
	4	4	4	
	4			

Group Commander Elective

1 Automated		5 Moderated		6
	C, I, L	5		

Region Commander Elective

0 Automated		8 Moderated		8

LEGEND

MODALITY

Automated Module	Moderated Module
Type/Number of Modules	Level Name

CAP SCHOOL WAIVERS

C	Chaplain Corps RSC
I	Inspector General College
L	Nat'l Legal Officer College
N	Nat'l Safety Officer College

CADET AWARDS WAIVERS

M	Mitchell or Higher
R	Earhart or Higher
K	Eaker or Higher
S	Spatz

MILITARY PME WAIVERS

2	Tier 2, 3, 4, or 5 PME	4	Tier 4 or 5 PME
3	Tier 3, 4, or 5 PME	5	Tier 5 PME

Duty Performance Promotion Matrix

	Level	Pre-Reqs	Command or Staff Assignment Tenure	Modules	Specialty Track	Leadership	Activities	Award	ET Award Final Approval Authority	Promotion Final Approval Authority	Officer Duty Performance Promotion
Onboarding Phase											
	Level 1	CAP SM in Good Standing	N/A		N/A	N/A	N/A	Membership Award	Squadron Commander	Squadron Commander	N/A
Learning Phase											
	Level 2 (Part 1)	Complete Level 1	N/A		Select your first specialty track and duty position. Meet your CAP SM ET Mentor.	N/A	N/A	N/A	Squadron Commander	Squadron Commander	Completion of Part I plus TIG equals eligible for 2d Lt or any other special promotion.
Leadership Phase											
	Level 2 (Part 2)	Complete Level 2 (Part 1)	N/A		Complete your first Technician rating.	N/A	Earn the Yeager Award.	Benjamin O. Davis Award (no ribbon)	Squadron Commander	Squadron Commander	Completion of entire LV2, Part 2, plus TIG equals eligible for 1st Lt.
Senior Leadership Phase											
	3	Complete Level 2 (Both Parts 1 and 2)	1 Year		Complete one or more Senior ratings.	Attend two (2) wing, region, or national conferences.	Mentor a new SM through their Level 1 Orientation.	Grover Loening Award	Wing Commander	Group Commander	Completion plus TIG equals eligible for Capt.
Executive Leadership Phase											
	4	Complete Level 3	2 Years		Complete one or more Master ratings.	Serve on staff in Education and Training or at a national, region, or wing conference.	Complete one of the following: 1- Internal AE Presentation 2- External AE Presentation 3- External CAP Presentation	Paul Garber Award	Wing Commander	Wing Commander	Completion plus TIG equals eligible for Maj.
	5	Complete Level 4	3 Years Total. 1 of those 3 must be at Group or Higher.		Mentor a member from Unrated through to a Technician Rating on a Specialty Track	Serve on staff in Education and Training or at a national, region, or wing conference.	N/A	Gill Robb Wilson	Region Commander	Region Commander	Completion plus TIG equals eligible for Lt Col.

LEGEND
 Automated VoU Module
 Moderated VoU Module
 LV5 Capstone Project

The module counts are indicative of the path with the greatest number of required modules at that level. Not all paths complete all modules. For more information and specifics, consult CAPR 40-1. Last Updated 26 Feb 2023. Created by Capt Joshua M. Nussbaum, PAWG/ET

Fort Ligonier Wrap-Up

submitted by Capt Melissa Parker, Group 1 Character Development Officer

48 members of PA Wing Civil Air Patrol gathered in the town of Ligonier to take part in a tasking at the Ligonier Days Festival between October 13th and October 16th.

Over 2000 man-hours were volunteered to support the festival in parking, trash detail, and other various tasks. Civil Air Patrol has been assisting the Fort Ligonier Days Committee since 2011 and has become an integral part of the planning and facilitation of the festival.

The following squadrons were represented at the event:

- Washington County Squadron 601
- Allegheny County Squadron 602
- Golden Triangle Squadron 603
- Beaver County Squadron 704
- Butler County Squadron 712
- Somerset County Squadron 1502
- Cambria County Squadron 258

This is a large-scale event that Civil Air Patrol takes part in annually. We are thankful to all of the members who volunteered their time and efforts to make it successful.

Training Leaders of Cadets and Level 3 Courses

We will be offering TLC Intermediate on Saturday, 15 Apr. Members need to have completed TLC Basic to enroll.

We will also be offering the LV3 moderated modules on Monday and Wednesday evenings in April and again on Tuesday and Thursday evenings in May. For the LV3 course, you may attend any or all sessions.

[TLC Intermediate Registration](#)

[LV3 Registration](#)



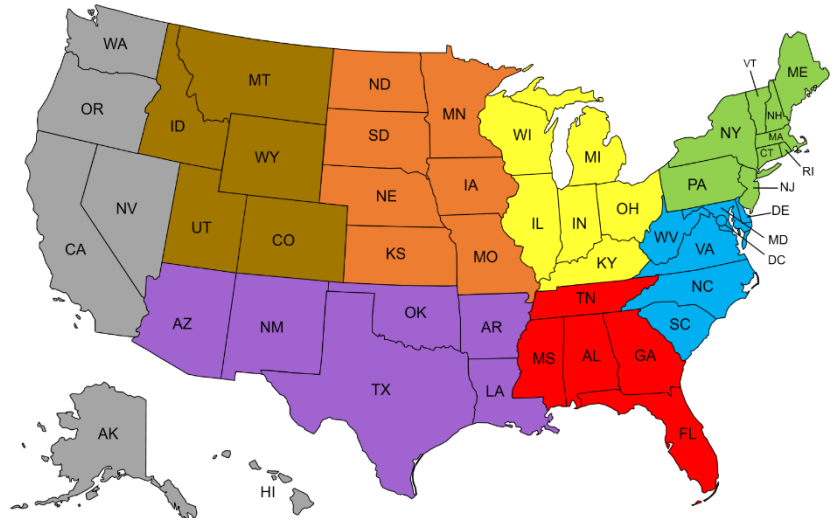
Links

Locations

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

Education and Training

- [Capt Nussbaum's 2023 ET Library](#)
- [Academic Integrity Policy](#)
- [Air University](#)
- [COVID-19 Info Center](#)
- [E-Services](#)
- [National Mentoring Homepage](#)
- [NESA Mobile Training](#)
- [NHQ Aggregate Calendar](#)
- [Volunteer University](#)



LIST OF CAP REGIONS AND THEIR WINGS

Great Lakes	Mid-Atlantic	Northeast	Pacific
Illinois Indiana Kentucky Michigan Ohio Wisconsin	Delaware Maryland National Capital (DC) North Carolina South Carolina Virginia West Virginia	Connecticut Maine Massachusetts New Hampshire New Jersey New York Pennsylvania Rhode Island Vermont	Alaska California Hawaii Nevada Oregon Washington
Southwest	North Central	Rocky Mountain	Southeast
Arizona Arkansas Louisiana New Mexico Oklahoma Texas	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota	Montana Utah Idaho Wyoming Colorado	Alabama Florida Georgia Mississippi Puerto Rico Tennessee

CAP Galore

- [CAP Publications](#)
- [CAP Knowledgebase](#)
- [CAP Smugmug \(Photos\)](#)
- [Membership Benefits](#)
- [PROPS Newsletters](#)
- [Publications Templates](#)
- [Siteviz Tutorials](#)
- [Volunteer Magazine](#)
- [Chaplain Corps](#)

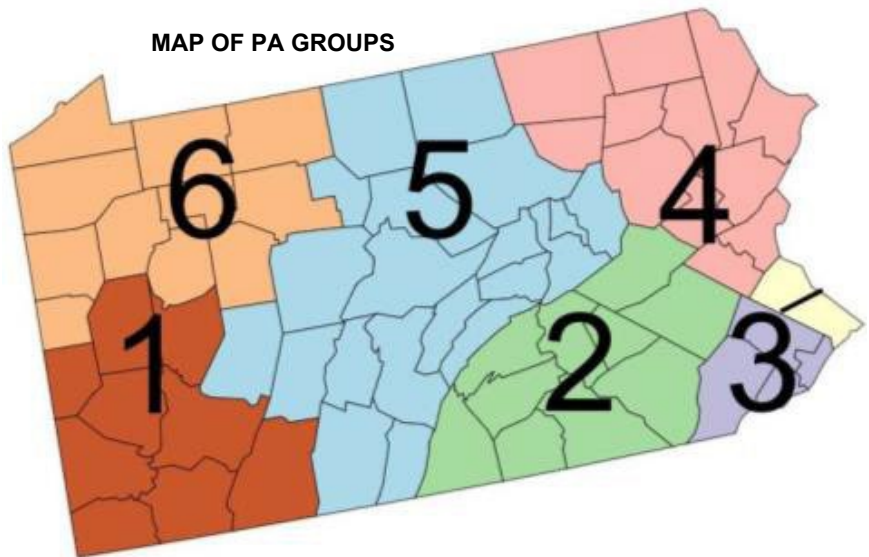
Miscellaneous

- [FEMA](#)
- [PA State Clearance Instructions](#)
- [PEMA](#)
- [Ribbon Rack Builder](#)
- [Ultrathin Ribbons](#)
- [Vanguard](#)
- [Make Your Own Custom Maps](#)

Group ETOs

Group	Name
1	Lt Col Adam D. Springmeyer Adam.Springmeyer@Gmail.com
2	1st Lt Michael J. Wimmer mwimmer.cap811@gmail.com
3	Capt Wayne S. Gotlieb wgotlieb@pawg.cap.gov
4	Col Gordon S. Larson ccilwg@sprynet.com
5	Maj Paul M. Anderson panderson@pawg.cap.gov
6	Lt Col Thomas L. Brown tlbrowncap@gmail.com

MAP OF PA GROUPS



A Personality Test: Which Modality is Right for Me?

Still banging your head against the wall over which modality (on-site, virtual in-residence, or online cohort) to register for? Take this test below to find out for yourself!

1. Circle one frequency per row below (for example, for row 1, pick always, sometimes, or never).
2. Count the number of C, S, and V in each column. If you pick a cell with multiple letters (like if you pick Always for #9), count every letter you see.
3. Add the letters for each column.
4. Add the cells for each color.

		Always	Sometimes	Never
1	I train at a slow pace, completing one module every few months.	C	V	S, V
2	I enjoy sitting in a physical classroom.	S	S, V	C
3	I glance at the regulations and documents, not dive into them.	V	S, V	
4	I like to collaborate with others.	V	S	
5	I enjoy using technology platforms, such as Zoom and Teams.	V	V	S
6	I am a night owl or an early riser.	C		C
7	I would rather study alone than in any type of group.	C	S, V	S, V
8	I like to write.	C	C, S	V
9	I like to ask questions and get answers back in minutes.	S, V	S, V	
10	I enjoy teaching myself.	C		S
11	I like to conduct interviews.	C	S	V
12	I enjoy networking while I learn.	S	V	C
13	I like to submit an assignment for feedback.	C	V	S
14	I enjoy using the modules in E-Services to pull facts and figures.	C	V	S
15	I enjoy making documents.	C	S	V
16	I learn best in a group setting.	V	S	C
17	People describe me (or my leadership style) as old-school.	S		
18	I express myself the best using a pen and paper, not a computer.	S		C, V
19	I like to learn in one- or two-hour blocks at a time.	V	V	
20	I want to complete many modules in one sitting.	S, V	S, V	C
21	I read for fun.	C	C	S, V
22	My learning style is auditory (listening).	S, V	S, V	C
23	Concepts need to be demonstrated for me to understand them.	S		C
24	I prefer to learn at home.	C, V	C, V	
25	I like to research.	C	C	S, V
	Number of C in each Column:			
	Number of S in each Column:			
	Number of V in each Column:			

Total Number of C (add the **GREEN** cells):

Total Number of S (add the **BLUE** cells):

Total Number of V (add the **YELLOW** cells):

Which letter was circled the most?

Disclaimers:

This is not an exhaustive list of characteristics that a member should use in determining which modality to choose. If a modality is chosen the most frequently above, it is not a guarantee for success.

Based on your characteristics and learning preferences,

- If you circled the most **C**, you should consider signing up for VolU courses in a **cohort** online.
- If you circled the most **S**, you should consider taking your courses **on-site** in a live classroom.
- If you circled the most **V**, you should consider using the **Virtual In-Residence** options.

Don't have a printer?
[Use the tool online](#) in [Capt Nussbaum's ET Library](#) under the Templates folder!

Looking for Assistant Wing ETOs

We are looking for three (3) **Assistant Wing Directors of Education and Training (DET)** to cover the central and eastern portions of the state (preferably in Groups 2, 3, 4, or the Eastern part of 5). You can see the Group Boundaries on the [PAWG Interactive Map](#).

Deadline: Applications are due by **15 April 2023** following the instructions listed below.

Job Description: CAPP 30-1.

Minimum Qualifications:

- Credentialed as a Level 3 face-to-face Volunteer University (VoU) Instructor or Assistant Instructor (or actively working toward it) OR will be certified within 90 days of appointment.
- Hold a Senior or Master rating on the Education and Training specialty track OR demonstrate significant steps to complete a Senior rating within 180 days of appointment (we will help you with mentorship).
- Complete an interview (phone or video) with the PAWG/ET and/or designee.

PAWG Preferred Qualifications:

- Able to speak and write conversationally about VoU and define some basic terms (such as automated versus moderated modules, AXIS, VIR, cohort, modalities, etc.).
- Have been a CAP member for 3+ years.
- Basic working knowledge of several other CAP specialty tracks is helpful.
- Familiar with CAPR 40-1 and CAPR 35-5, including their attachments.
- Previous staff experience at group level desired.
- Previous experience as an ETO at any level.
- Previous public speaking experience (within or outside CAP) desired, including being comfortable with Zoom calls and sharing a screen (we will train you if needed).
- Comfortable with using Microsoft Excel and Google Forms (we will train you if needed).
- Willing and able to proofread documents.
- Able to help coordinate 1-2 face-to-face training weekends in the central and/or eastern sections of the state. This may include (but is not limited to) making classroom reservations, booking hotel blocks, and ordering food.

Deadline and Application Instructions:

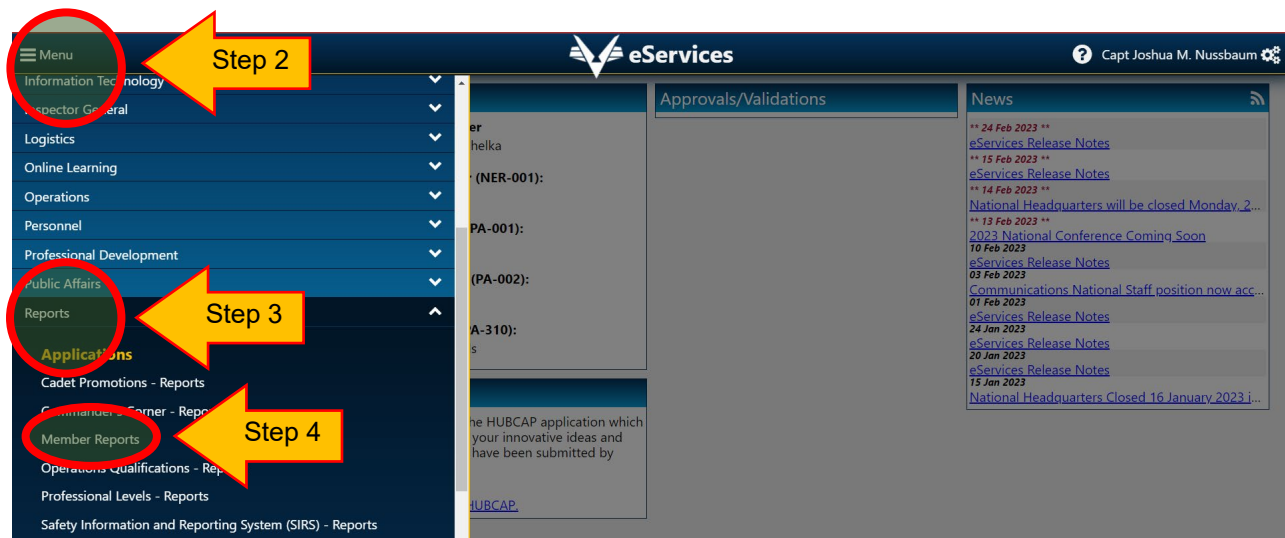
- Applications are due by **15 Apr 2023** at 2300 EST
- **Send the following documents to Lt Col Earl Gardner**, PAWG/ET at egardner@pawg.cap.gov:
 - CAP resume (**NOT** your entire member search)
 - Professional resume
 - Typed summary of why you wish to join the team/what you can offer (bullet points are acceptable)
- The posts will remain open until they are filled.
- If more than three (3) interested and qualified members apply, we may open more slots at the discretion of the PAWG/ET in consultation with the PAWG/CS.

Please apply even if you are interested but do not meet all the requirements. We are gauging interest, building a pipeline, and will train the right people.



New NCO Duty Performance Promotion Report

Non-commissioned officers (NCOs) have a different promotion system than CAP commissioned officers. To better understand the NCO duty performance promotions system, there is a new report in E-Services.

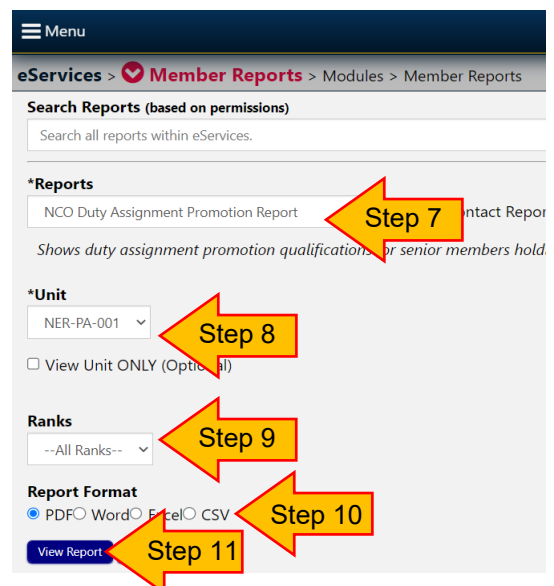
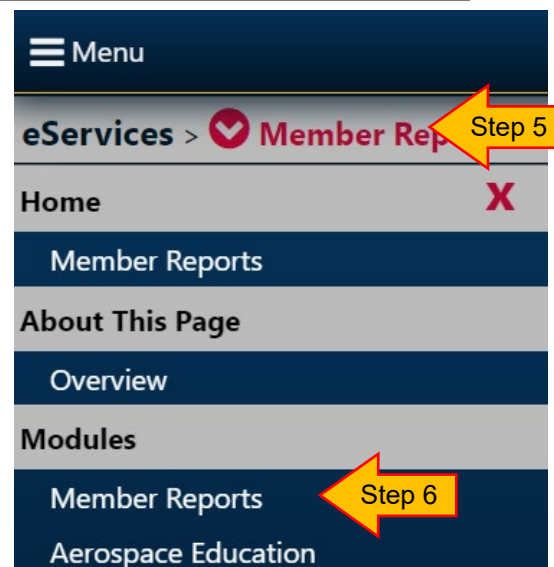


To access the report:

1. Log into E-Services at capnhq.gov.
2. Go to the hamburger icon on the left side of the screen (viewer's left).
3. Click Reports.
4. Click Member Reports.
5. Click on the red Member Reports (this red text is actually a drop-down menu).
6. Click on Member Reports (under the Modules heading).
7. Select NCO Duty Assignment Promotion Report from the first drop-down menu.

NOTE: If you check the box for "Include Contact Report," you will download a ZIP file with two (2) files in it the: promotion report itself and a list of contact information (email, phone number, address) for everyone on the report.

8. Select the charter in question. NOTE: If you check the box for "View Unit Only" you will see everyone in or under that unit. EX: If you pick PA-001 (PAWG Headquarters) and you DO check the box, you will only see members assigned "in" PA-001. If you DO NOT check the box, you will see NCOs "under" the entire wing. You will see every group and every squadron listed.
9. Select the rank you wish to see.
10. Click the radio button for your desired format. A PDF can be opened on any device.
11. Click on View Report.



In Memoriam

Lt Col Regis Dombrowski 1947-2022	Lt Col Dombrowski was active in CAP for several decades. He was on the Communications specialty track and served as an Inspector General. Check out his full obituary here .
Lt Col Richard Luce 1947-2022	Lt Col Luce was also known as a communicator. After taking a hiatus from CAP, he returned in 2020 and began retaking his FEMA and ICS courses. His obituary is here .
Maj Rita League (passed away in 2023)	Maj League joined CAP in Sq 902 (PAWG) in 1997. She was on the medical staff at the PAWG Encampment from the late 90s through at least 2014. <i>Her obituary was not publicly available.</i>
Ms. Susie Parker 1954-2023	Ms. Parker worked at CAP's National Headquarters. It was literally her only paid job in her adult life. She served as the Director of Membership and Personnel Actions and was known as "The Oracle." See Susie's obituary here .

Cadet Mentoring Program

Over the winter, VoIU launched a new [Cadet Mentoring Initiative](#). This is for Senior Members who want to mentor Phase II, III, and IV Cadets. This is a separate application process and mentor pool than the standard [VoIU Mentoring Program](#) that has been in place since 2020. The Cadet Mentoring Initiative allows for Seniors who want to mentor Cadets into becoming mentors.

Like the VoIU Mentoring Program, there will be an interviewing, onboarding, and training process for the Cadet Mentors.

Senior Members who wish to serve as Cadet Mentors should meet the following criteria:

- Be a VoIU Mentor or in the process of becoming one
- Have completed TLC Intermediate
- Be very familiar and comfortable with using CAPR 60-2, CAPP 60-11, and CAPP 40-7
- Set a personal example of proper uniforming



Lt Col Beth Dumont, from INWG, is heading the program. She can be reached at elizabeth.dumont@inwg.cap.gov.

PAWG Conference

The 2023 PAWG Conference will be held on April 28-30 at the Holiday Inn in Grantville, PA. You can register for the Conference [here](#).

The Conference will be filled with awards, informative presentations, and engaging activities followed by our highly anticipated awards banquet and wing change of command. As always, we'll have some great giveaways as well as the return of our "Airman's Attic" which will include FREE surplus uniform items.

IMPORTANT: ALL CONFERENCE REGISTRATION & HOTEL FEES WILL ONCE AGAIN BE PAYABLE DIRECTLY TO YOUR ASSIGNED SQUADRON or GROUP. EACH UNIT WILL RECEIVE A SINGLE ITEMIZED BILL AT THE CONCLUSION OF THE ONLINE REGISTRATION WINDOW. This simplifies the billing process AND allows individual units to optionally offer discounts or scholarships to their members if they so choose.



Wing Conference & Change of Command
29 April 2023 - Holiday Inn, Grantville PA

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ET – Civil Air Patrol Education & Training



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