

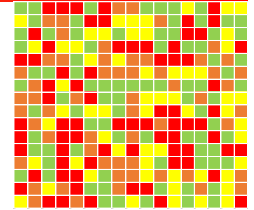


FEBRUARY 2020



# PA Wing- Civil Air Patrol Professional Development Newsletter

edited by: Capt Joshua M. Nussbaum, PAWG Assistant Director of Professional Development



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## PA Volunteer Clearances Coming Due- How About YOU?

In 2015, PA enacted a series of laws requiring that volunteers obtain clearances to volunteer within the Commonwealth. Obviously, to be volunteering within PAWG of CAP, you have already undergone this process at least once.

For those members who completed the clearances in the initial 2015 run, they are coming due this year.

I consulted with several commanders and personnel officers across PAWG and they developed these lists of best practices and issues to anticipate:

### Best Practices

- Follow the step-by-step guide on the wing website (see page 2, figure 1). Do exactly as it says. Take your time.
- Don't wait until the last minute to apply for everything.
- Tell prospective members to work on their clearances on their FIRST visit, not their third
- Have your unit membership board become familiar with the contents of:
  - CAPP 60-14, First Talk Guide
  - CAPP 60-15, Cadet Protection Policy Implementation Guide
  - CAPP 80-3, Core Values for Senior Members
- Make friends with the State Child Clearance Certificate Report. Run it on the same day every month. Pull the contact spreadsheet, too, so you don't lose their info if they drop. Cadets show up on this report when they turn 17.

### Possible Snags

- **Any prospective member not willing to turn in clearances is a RED FLAG**
- Members are not to be transferred into or out of PA-000 (the inactive listing in PAWG) unless funneled through Major Amanda Weir or Major Ruth Bordner.
- **Units with members wishing to transfer from outside the wing into PA need to have their transfer packages (including clearances) sent through Squadron, Group, and Wing-level Membership Boards. Major Steve Aaron is the Wing Membership Committee Chair.**
- Units with less than three active SM should reach out to their group to have members from other units ADY on their membership boards
- If a member's clearances expire, then they are moved to the PA-000 unit.
- Without clearances, members are not allowed to participate in any CAP activities.
- **Do not guess. If it doesn't fit quite right, ask!**

Figure 1 (below): This sequence shows members how to access instructions to obtain the three (3) PA volunteer clearances.

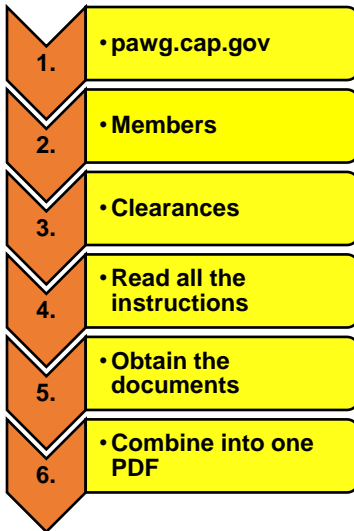
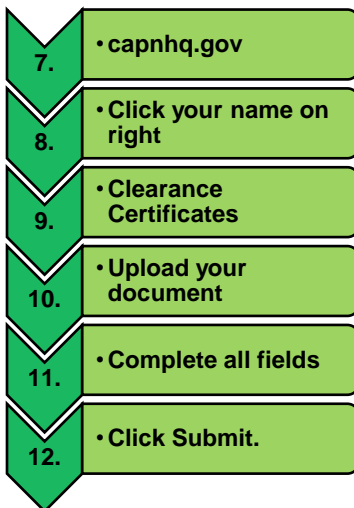


Figure 2 (below): This sequence, which follows Figure 1, gives members instructions on how to load these specific clearances into E-Services.



**Thank you** for your help on the clearance article!

- Col Kevin Berry
- Capt Tina Brady-Perfors
- Maj Earl Gardner
- Maj Adam Springmeyer
- Maj Amanda Weir

## Training Weekend 1 Registration

Registration for the March 21-22 Training Weekend is alive and well, but it will be closing soon so we can finalize the hotel block booking information. We will be hosting the trainings in Hermitage (near Mercer), which is within Group 6.

Any CAP SM in good standing is welcome to join us, even if they are from outside PAWG. They just need to have their wing commander's approval to come over. **Please contact Col Fleming (info in orange below) to arrange this if you are from outside PAWG.**

Course Info	Director	Days
Weekend Coord	Col Gary Fleming <a href="mailto:gffleming@pawg.cap.gov">gffleming@pawg.cap.gov</a>	(724) 456-0151
<a href="#">SLS</a>	1st Lt Uri Shatten <a href="mailto:ushatten@pawg.cap.gov">ushatten@pawg.cap.gov</a>	(412) 427-5584 22 Mar ONLY
<a href="#">CLC**</a>	Maj Earl Gardner <a href="mailto:egardner@pawg.cap.gov">egardner@pawg.cap.gov</a>	(412) 915-0483 21 and 22 Mar
<a href="#">UCC**</a>	1st Lt Marvin Hall <a href="mailto:medic922@gmail.com">medic922@gmail.com</a>	(814) 720-0307 21 and 22 Mar
<a href="#">TLC Basic</a>	Maj Ciara Williams <a href="mailto:williams.ciarae.cap@gmail.com">williams.ciarae.cap@gmail.com</a>	(412) 266-4686 21 Mar ONLY
<a href="#">TLC Int</a>		22 Mar ONLY
**note: you must attend BOTH days of the weekend to earn credit for CLC and UCC. Rules in CAPR 50-17 and CAPR 35-5 apply.		

[Register here for Training Weekend 1](#)

**Registration closes 15 Mar**

### Meet the Course Directors!

**Lt Shatten** is from the Allegheny County Composite Sq 602, where he serves as the CDC, in addition to being the Group 1 ITO and an Assistant Wing Director of PD. His CAP record includes the Loening Award and Senior ratings in IT and Cadet Programs.

**Maj Gardner** is the Group 1 (southwest PA) Commander and an Assistant Transportation Officer for the wing. He holds the Loening Award, accompanied by a Senior rating in Cadet Programs and numerous Technician ratings, including PD. Maj Gardner is an Air Force veteran and attained the rank of SSgt.

**1st Lt Hall** is the CC of the Major Don Beatty Composite Sq 501. He holds the Davis Award and has a Technician rating in Cadet Programs. Lt Hall is a Skills Evaluator for Ground Team 3 and 2. He also served in the Air Force and retired as a MSgt.

**Maj Williams** is the former CC of the Greene County Composite Sq 606. She holds the Loening Award, but her CAP career began as a Cadet. She attained the Eaker (rhymes with "baker") Award, attended IACE in Switzerland, and has responded to numerous live missions. She holds a Senior rating in Cadet Programs and Technician ratings in AE and Finance.

### Uniform Blunders

Members of the Civil Air Patrol agree to wear uniforms and conform to uniform standards, per CAPM 39-1. The Personnel track asks members to identify some common uniform errors and how to gracefully educate someone in correcting them.

#### 1. Ribbons are out of order or upside down.

Not all of the SM PD ribbons are symmetrical. There is actually a "right side up" (see figure 3).

The order of precedence states that ribbons will all be worn in a certain order on a member's ribbon rack. The order of precedence is addressed in CAPR 39-3, Attachment 2. In Figure 3, these ribbons are out of order.

Figure 4 (right, lower): Note that the Leadership ribbon (white/purple) in the middle is actually installed upside down. The purple region should go to the wearer's right. The proper orientation is found in CAPR 39-3, Attachment 3.

To read CAPR 39-3, Attachment 3, look to Figure 5.

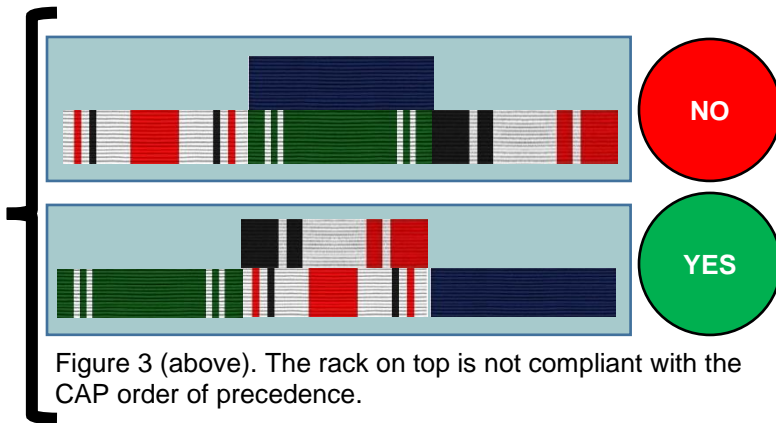


Figure 3 (above). The rack on top is not compliant with the CAP order of precedence.

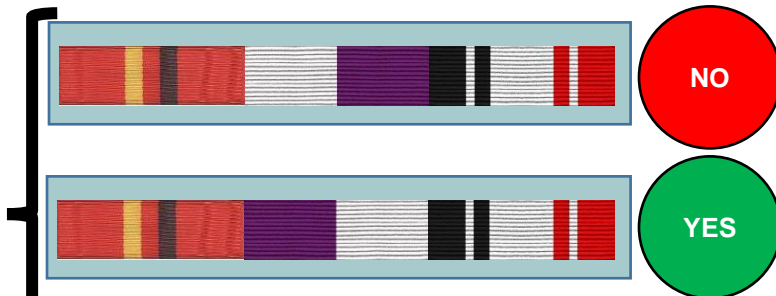


Figure 4 (above). The rack on top is incorrect because the purple region on the leadership ribbon should go to the wearer's right.

Figures 5 and 6 (right, top and bottom): Snippets of CAPR 39-3 show which way to "read" to decode the order of precedence and which the orientation of the ribbons. Note that the Wilson, Loening, Leadership, and Membership ribbons do have a legitimate "right side up."

Figure 5.

CAPR 39-3 ATTACHMENT 2 (CONT'D) 28 DECEMBER 2012 31

**SENIOR RIBBONS**

US in (Worn) Activity

**Start Here** Search "Find" Ribbon

**1- highest precedence** Air Search and Rescue Ribbon

Silver Medal of Valor Counterdrug Ribbon

Bronze Medal of Valor Disaster Relief Ribbon

Distinguished Service Award Homeland Security Ribbon

Exceptional Service Award Cadet Orientation Pilot Ribbon

**2** Citation National Color Guard Competition Ribbon

Unit Citation Award Cadet Advisory Council Ribbon (earned cadet)

Professional Development Awards Cadet Special Activities Ribbon

National Commander's Citation (Note 2) Encampment Ribbon

OR Senior Recruiter Ribbon

Gill Robb Wilson Award Wartime Service Ribbons (Note 3)

Paul E. Garber Award World War II Service Ribbon

Grover Loening Aerospace Award Antisubmarine Coastal Patrol

Leadership Award Southern Liaison Patrol

Membership Award Tow-Target and Tracking

Aerospace Education Awards Courier

A. Scott Crossfield Award Forest Patrol

Brig Gen Charles E. "Chuck" Yeager Award Missing Aircraft

**3** ROTC Ribbons (see ROTC Ribbons Note for cadets)

Foreign Decorations

**4- lowest precedence**

NOTE: July 1942 to 1

NOTE: February 1942 and July 1945.

Figure 6.

34 CAPR 39-3 ATTACHMENT 3 (CONT'D) 28 DECEMBER 2012

**SENIOR MEMBER PROGRAM RIBBONS**

National Commander Citation

Gill Robb Wilson Award (Bronze star denotes SOS) (Silver Star denotes ACSC) (Gold Star denotes AWC)

Paul E. Garber Award (Bronze star denotes SOS) (Silver Star denotes ACSC) (Gold Star denotes AWC)

Grover Loening Aerospace Award

Leadership Award (Bronze star denotes senior rating) (Silver star denotes master rating)

Membership Award

**AEROSPACE EDUCATION RIBBONS**

A. Scott Crossfield Award

Brigadier General Charles E. "Chuck" Yeager Award

## 2. The gig line isn't straight.

A gig line is an imaginary line on someone's outfit where the opening of the pants and the opening of the shirt should line up. They should form a vertical line, perpendicular to the ground (see Figure 7).

If a tie is worn, the tie should also be centered to the gig line.

Gig lines are most likely to be altered when moving around. You need to check your gig line constantly. Don't be afraid to excuse yourself to the restroom to straighten up or to redo your outfit. Ask a close friend for help if you are stuck.

Make sure to check your gig line before reporting to superior officers, accepting awards, and posing for pictures.

The gig line of a CAP uniform is no different than wearing everyday street clothes.

## 3. The ABU nametapes are incorrect.

The ultramarine blue (similar to electric blue) is only to be worn on the BDU. It is not worn on the ABU- ever. The ABU should only have the newer, dark blue.

## 4. Uniforms are not pressed.

This is pretty simple- iron your uniform if you can. Transport it in a carrier on a hanger before you wear it. Hang it up as soon as you take it off, and launder it regularly. BDUs should be starched regularly.

Figure 7 (top): the red lines on the models illustrate the gig lines on the different CAP uniforms.

Figure 8: Two Cadets are seen wearing the BDU, one with each type of nametape.

Figure 9: A better view of the different varieties of nametapes. "Whalen" has the ultramarine blue, which may be used only on the BDU. The "Stover" nametape may be used on the BDU or the ABU, but if used on the BDU, all the patches (wings, command insignia, nametapes, etc) must match.

Figure 7.



Figure 8.



Figure 9.





## 2020 PAWG Conference

**April 3-5, 2020**  
**Holiday Inn at Grantville**

**604 Station Rd**  
**Grantville, PA 17028**

**Cadets: \$45**

**Seniors: \$60**

Attending two wing or higher conferences ("higher" meaning a region conference or national conference) OR a wing conference and an additional aerospace education conference is a requirement for duty performance promotion to Captain.

Several senior and master ratings require members to attend or lead a session at a wing (or higher) conference. These opportunities can directly influence your ability to attain Captain or Major via duty performance as well. It is a great idea to attend these conferences even after you have attained Level 3 so you can progress toward other higher ratings, learn new things, celebrate with your fellow Airmen, and meet new people!

[Conference Registration](#)

[Hotel Registration](#)



### ***Selected Tentative Modules and Presentation Topics:***

- Operations
- The Future of Radio in CAP
- Anything and Everything About Cadet Programs
- CAP Cyber Initiatives
- Assorted ES Techniques and Opportunities
- Latest and Greatest in Aerospace Education



## Northeast Region AE Courses



*Part 1: Thurs, April 16, 2020 – AE Members*

*Part 2: Fri, April 17, 2020 – AE Officers*

### **Bradley International Airport, Windsor Locks, CT**

These courses are designed to give AEOs and AEMs guidance on how to plan, conduct, manage, and report on aerospace education programs.

**You may attend either day or both days.**

#### **Course Goals:**

- To educate AEOs and AEMs at all levels about their duties, the resources available, how to plan and implement curriculum tools and workshops
- To share experiences and ideas to provide excellence in the CAP AE program
- To increase effective communication between AE Officers at all levels

#### **AEO REGISTRATION: (All students & instructors)**

- **Scan CAPF 17 to:** Capt Joshua M. Nussbaum, CAP, Registrar  
[jnussbaum@pawg.cap.gov](mailto:jnussbaum@pawg.cap.gov) or (724) 816-7667 (cell)
- CAPF 17 must have squadron, group, and wing commander signatures to be accepted
- Provide a completed CAPF 161 to the course registrar at check-in

#### **AEM REGISTRATION:**

- Email Capt Nussbaum with your name, address, phone number, and interest area. He will confirm receipt of ALL registrations.

**COST:** \$10 per person, per day, paid at the door

**LODGING:** Members are responsible for this fee, but may take advantage of CTWG block booking with the CTWG/NER Conference. See [this link](#) for info.



### **MAXIMUM CAPACITY IS 35 STUDENTS PER SESSION**

#### **INSTRUCTORS & STAFF POSITIONS**

*If you wish to apply to be a part of the course's faculty or administration team, please email the course director.*

#### **COURSE DIRECTOR:**

**Lt Col Joseph Goldman, CAP**

NER Aerospace Education/Internal Programs

[jgoldman@binghamton.edu](mailto:jgoldman@binghamton.edu)

**Please direct all questions to the Course Director**



## Tactfully Correcting

Part of wearing the uniform properly is to kindly correct each other when a member wears it incorrectly. There are a number of ways to accomplish this. Think about how YOU would want to be counseled if YOU were the member who was unknowingly wearing the uniform.

- Use a soft, kind voice.
- Tell the member what they have erred on using the sandwich method:
  - Tell them something they do well
  - Correct the error
  - Tell them another thing they do well
- Provide an image or a demonstration of the proper way to wear the uniform (or the insignia in question)
- Look sharp YOURSELF when you are counseling others on the proper wear of the uniform. Make sure YOU are compliant with CAPM 39-1.
- Be ready for questions! The member may have never worn a uniform before, and may not understand what you are trying to accomplish.
- Provide the counseling in private, away from other members and other people.
- Explain WHY you are correcting the member.
- Recount a time where you made a mistake and share it with the person you are counseling.
- Do everything possible to counsel the person one-on-one (but adhere to Cadet Protection).
- Rehearse the conversation ahead of time

There is a multitude of resources available to assist you in tenderly correcting someone if you are not comfortable with providing this counseling:

- Consult with another trusted member who has experience with this type of task
- Refer to CAP's Mentoring topics in the different courses you may have taken:
  - OBC has a cell on Counseling
  - CLC, RSC, and TLC Intermediate have modules on Mentoring
  - SLS and OBC have modules on effective communication
  - Basic Instructor Course is available in AXIS
- Do a search for feedback mechanisms- you might find something related to Human Resources

## Popular PD Links

- [NHQ Upcoming PD Courses- CAP University](#)
- [NHQ Aggregate Calendar](#)
- [Northeast Region CAP](#)
- [Pennsylvania Wing](#)
- [Publications \(Forms, Indexes, Manuals, and Regulations\)](#)
- [PAO Toolkit](#)
- [CAP Smugmug \(Photos\)](#)
- [Volunteer University](#)
- [CAP Knowledgebase](#)
- [E-Services](#)
- [Capt Nussbaum's Google PD Library](#)

## PAWG PD by the Numbers

### Aerospace Education

	Yeager	Crossfield
Count of PAWG SM	432	23
Percentage of PAWG SM	46%	2%

### PD Specialty Track Info

Raw Number	Enrolled, Unrated	Technician	Senior	Master	PD Track Total
Count of PAWG SM	112	27	18	21	178
Percentage of PD Track Enrollees	63%	15%	10%	12%	

### PD Award Level Info

Level	LV1	LV2	LV3	LV4	LV5
Count of Active SM (of 800)	373	155	158	63	51
Percentage of PAWG SM	47%	19%	20%	8%	6%

## PD Program Revamp Update

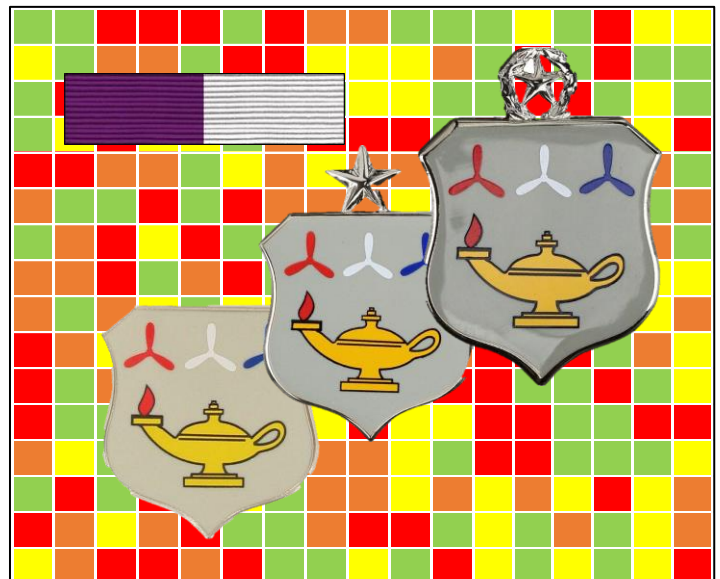
We are still waiting to hear definitive updates on the new PD program. We expect to hear news at the Command Council Meeting the weekend of 28 Feb to 1 Mar. We do have some superficial updates, based on what is posted for everybody's view at the new [Volunteer University](#) website (summarized below). Stay tuned- **thank you** for your patience!

- Keeping the same ideology of five (5) levels- changing over to onboarding, learning, leadership, senior leadership, and executive leadership phases
- Yeager Award will now be required for LV2, not for LV3
- Different "paths" for LV2- one each for current/former military, former Cadet, SM receiving advanced grade, and new member
- Grandfather clause ends 4 August 2020, mostly dependent on if you completed the leadership course for that level (ex: if you did not complete RSC before this date, you'll need to convert to the new LV4 leadership modules)
- Completing levels in succession is still a requirement for each duty performance promotion (ex: must still satisfy LV3, TIG as a 1st Lt, and group-level promotion board to promote to Capt)

## PD Track Rating Awardees

The following members have increased their PD track rating this calendar year. Congratulations! Keep up the GREAT work!

Grade	Name	New Level	Date
1st Lt	Taylor B. Manoli	Technician	27 Jan
1st Lt	Uri Shatten	Technician	18 Jan
Col	Gary L. Fleming	Technician	10 Jan
Capt	Beth D. Elinoff	Technician	7 Jan
Lt Col	James J. Weller	Senior	2 Jan





## Backdaters

In the last PD newsletter, the article about building a PD library suggested creating and putting sample backdaters in your library. Several people responded and asked for more info on what a backdater is.

Per Merriam-Webster, to “backdate” something means to date something *earlier* than the actual date.

A backdater, then, lays out the tasks that people need to accomplish *before* we conduct any type of CAP event, including:

- PD training
- exercise
- mission
- picnic
- fundraiser
- family event
- open house
- STEM fair

If you make a backdater in Excel, you can easily write formulas to help decode when certain tasks need to be completed.

Figure 10 shows a sample backdater I created when I was the Project OIC for the 2018 Group 1 Conference in December 2018.

Everybody looks at event planning in a different light, but planning a CAP training, conference, exercise, meeting, or other similar get-together is like planning anything else in your everyday life, such as:

- weddings
- graduation parties
- family vacations
- sports events
- church functions
- activities of other volunteer groups
- school affairs

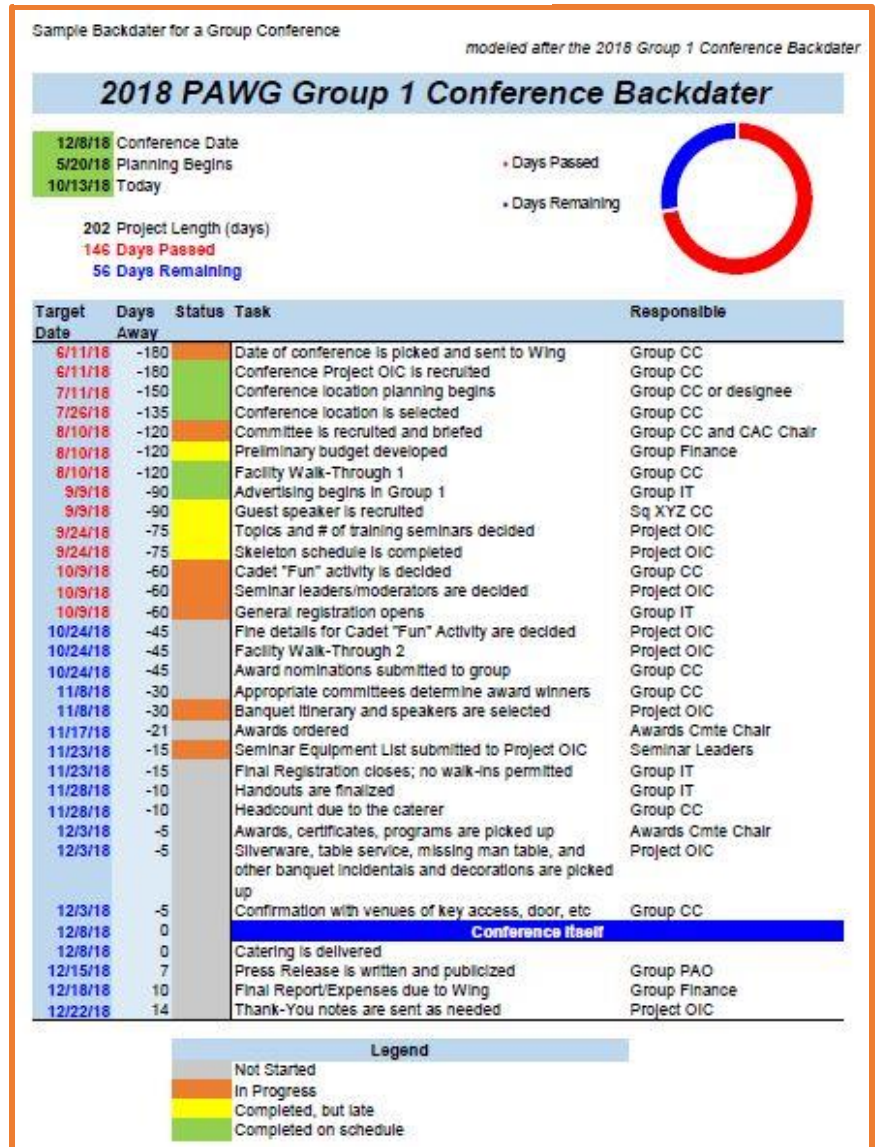
On the following page, I have some snapshots of various backdaters.

These samples, in both PDF and Excel formats, are also on [Capt Nussbaum's Google PD Library](#).

Instructions to get started can be found:

- Templates Folder
- Backdaters
- Blank Backdater- Start here (opens as a spreadsheet)
- Go to the **Instructions Tab**

Figure 10.



On right, from top:

Figure 11: This is another snapshot of a backdater I created. In this case, the event is a two-day CLC for the wing. This document is available as an Excel spreadsheet in the Google Drive (see link on Page 6) called **PD Weekend Backdater**.

Figure 12: This is a snapshot of the instructions to get started with using the backdater. It explains why the backdater is laid out the way it is, the explanation behind it, and a little bit on how to format the Excel sheet to make it read properly so the formulas work. If you stick to entering data in the **yellow** cells exclusively (as explained on the sheet), **you do not need to write a single Excel formula**.

Figure 13: You can see a snip of the sample backdater provided in the Google Drive. This will let you see all the Excel formulas, the layout of a dummy sheet, and the proportion of time remaining until the day of the event itself. Again, try to edit the only the yellow cells. The dates in the gold cells and the red/blue donut chart will automatically update. More detail is given on the Instructions tab, and you can obviously change the colors, format, and text to make sense to you.

Figure 11.

2020 PD Training Weekend 1 PAWG CAP				
Course: CLC		Director: Capt Callahan		
Date: 3/21/2020		Admin Support: Maj Payne		
Target Date	Days Ahead	Task	Accountable	Status
3/27/2019	-360	Course Date Set	Lt Col Smith	
6/25/2019	-270	Classroom Facility and Hotel Room Booked	Lt Col Smith	
11/22/2019	-120	Initial Announcement Made	Lt Col Smith	
12/22/2019	-90	Course Director Finalized	Lt Col Smith	
12/22/2019	-90	Send CAPF 46 to NHQ	Capt Callahan	
1/6/2020	-75	Staff Recruitment Begins	Capt Callahan	
1/21/2020	-60	PAWG "Priority" Registration Opens	Maj Payne	
2/5/2020	-45	Staff Conference Call #1	Capt Callahan	
2/20/2020	-30	Other Wing "Secondary" Registration Opens	Maj Payne	
3/6/2020	-15	Staff Conference Call #2	Capt Callahan	
3/11/2020	-10	CAPF 17 due	Maj Payne	
3/11/2020	-10	Students finalize hotel plans	Maj Payne	
3/16/2020	-5	Hotel, stipend, travel info, food info, and welcome sent out	Capt Callahan	
3/16/2020	-5	Unit Accounts Charged	Wing Banker	
3/18/2020	-3	Send out attendance confirmation and arrival instructions	Capt Callahan	

Figure 12.

**Instructions:**  
 Customize this backdater to use for any event you need (CAP, work, church, school, or...)  
**YELLOW Cells:** Enter **YOUR OWN** value into these cells  
**GOLD Cells:** These cells will be **FILLED IN AUTOMATICALLY** when a corresponding...

**Dates (Column A)**  
 All dates are currently set to be entered as m/d/yy format.  
 This can be changed to your liking, as long as you use the same date format everywh...  
 As you fill in Cells A3 and A4, the donut chart will automatically update. You can ch...

**Dates (Column B)**  
 This column is formatted as a number. You need to enter integers or the formula will...  
 Tasks occurring BEFORE the conference need to be inputted as NEGATIVE numbers  
**The day of the event is ALWAYS Day 0.** In the case of multi-day events, you can use...  
 You do not need to type the plus symbol (+) when typing in a date after the event.

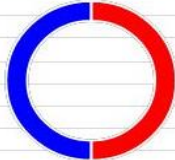
**Tasks (Columns D and E)**  
 These tasks and people responsible are totally customizable.  
 Use as few or as many tasks as you want.

Figure 13.

**Event Backdater**

Conference Date				
Planning Begins				
1/12/20	Today			
0	Project Length (days)			
43842	Days Passed			
-43842	Days Remaining			

■ Days Passed  
 ■ Days Remaining

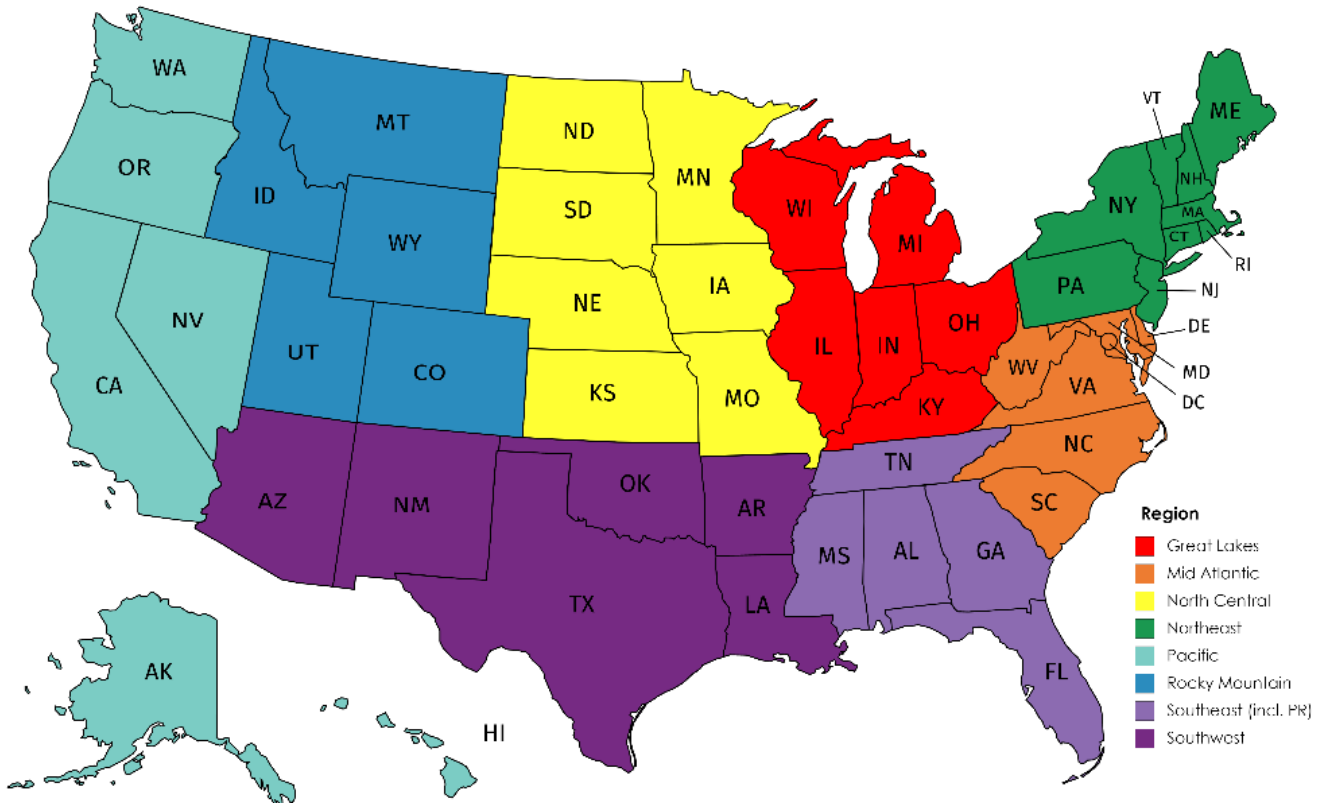


Target Date	Days Away	Status	Task	Responsible
7/3/99	-180		Date of conference is picked and sent to Wing	Group CC
7/3/99	-180		Conference Project OIC is recruited	Group CC
8/2/99	-150		Conference location planning begins	Group CC or designee
8/17/99	-135		Conference location is selected	Group CC
9/1/99	-120		Committee is recruited and briefed	Group CC and CAC Chair
9/1/99	-120			
9/1/99	-120			
10/1/99	-90			

Calendar of Upcoming PD Events

Item	Date	Location	March 2020
UCC	7-8 Mar	Holbrook, NY	S M T W R F S
Winter Cadet Training Schools	14-15 Mar	PA	1 2 3 4 5 6 7
UCC	14-15 Mar	Los Alamitos, CA	8 9 10 11 12 13 14
Training Weekend 1- West	21-22 Mar	Hermitage, PA	15 16 17 18 19 20 21
CLC	26-27 Mar	Albuquerque, NM	22 23 24 25 26 27 28
SLS	26-27 Mar	Albuquerque, NM	29 30 31
NMWG Conference	26-29 Mar	Albuquerque, NM	
SLS	27-28 Mar	Scott AFB, IL	
PAWG Conference	3-5 Apr	Annville, PA	April 2020
SLS	4-5 Apr	Pacoima, CA	S M T W R F S
CLC	11 Apr	Houston, TX	1 2 3 4
NER AEM Conference	16 Apr	Windsor Locks, CT	5 6 7 8 9 10 11
NER AEO Conference	17 Apr	Windsor Locks, CT	12 13 14 15 16 17 18
Joint CTWG/NER Conference	18-19 Apr	Windsor Locks, CT	19 20 21 22 23 24 25
NSC- <b>Final NSC</b>	23-28 Apr	Maxwell AFB, AL	26 27 28 29 30
SLS	25 Apr	Colorado Sp, CO	
Joint KSWG/NCR Conference	22-24 May	Kansas City, MO	May 2020
RSC- SER	7-13 Jun	Knoxville, TN	S M T W R F S
ALWG Encampment	20-27 Jun	Fort McClellan, AL	1 2
PAWG Cadet Training Schools	21-28 Jun	Annville, PA	3 4 5 6 7 8 9
RSC- SWR	11-18 Jul	Kirkland AFB, NM	10 11 12 13 14 15 16
Training Weekend 2- Central	25-26 Jul	Central PA	17 18 19 20 21 22 23
National Conference	13-15 Aug	Louisville, KY	24 25 26 27 28 29 30
Training Weekend 3- East	24-25 Oct	DeSales University	31
UCC	26-27 Oct	Albuquerque, NM	

*current 23 Feb 2058L*





## Submissions

Any SM in PAWG with something loosely related to SM PD may submit to the newsletter. This may include (but is not limited to):

- advertisements
- advice
- articles
- biographies
- case studies
- critiques
- games
- ideas
- interviews
- jokes
- letters to the editor
- links
- obituaries
- pictures
- puzzles
- questions/FAQ
- quotes
- riddles
- sample documents
- shout-outs
- upcoming events
- war stories

The PD 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.

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

### PAWG PD Newsletter Upcoming Dates

Content Due	Publish Date
4/15/20	4/30/20
6/15/20	6/30/20
8/15/20	8/30/20

Send your contributions to:

**Capt Joshua M.  
Nussbaum**

[jnussbaum@pawg.cap.gov](mailto:jnussbaum@pawg.cap.gov)

OR

[jmnussbaum@outlook.com](mailto:jmnussbaum@outlook.com)

(724) 816-7667

cell

call or text

## Inspiration

"Tell the story of the mountain that you climbed. Your words could be in someone else's survival guide." -Morgan Harper Nichols

"My mindset is so simple: I just want to get better" -Bradley Cooper

"To do successful research, you don't need to know everything. You just need to know one thing that isn't known." -Arthur Leonard Schawlow

## Contact Us

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**R^3**

Refresh  
Recruit  
Retain

**S^3**

Skills  
Sharpening  
Strategies

**SABRE**

Strengthen  
And  
Build  
Relationships  
Everywhere

**MAP**

Mentor  
Action  
Plan

**4 Ps**

Perceive  
Prepare  
Perform  
Persevere

Notice something new? Charles McGee, one of the Tuskegee Airmen, was promoted to Brigadier General (one star) at the beginning of the year. **He encouraged his audience to engage in his "four Ps"** which can be explained [here](#).