



OCTOBER 2021



PA Wing- Civil Air Patrol Education and Training Newsletter

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



20 PAWG Education and Training Newsletters: Looking Back

WOW! That hot, humid, summer day in 2018 was the catalyst that really widened my CAP career. "I'd really like a PD (professional development) newsletter for the wing, but I just don't know where to even begin," Lt Col Tom Brown told me on a phone call. He continued, "I really don't have the time."

I was a First Lieutenant with Level 3 at the time. I made a pie graph in Excel one day, and I can tell you now that I spent half my CAP career at Level 3. "I don't know what I don't know," I said to Lt Col Brown that day, not having any idea what was getting myself into, "but I can make things look pretty, and I have a Technician rating on that track. You want me to see if I can rustle something up?"

And the Pennsylvania Wing Education and Training (PAWG ET) Newsletter was born!

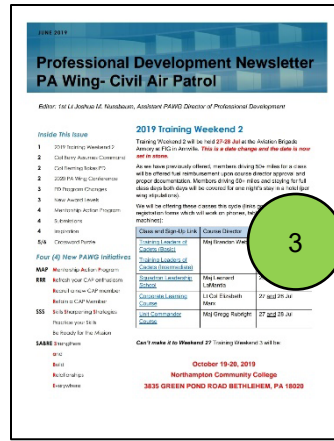
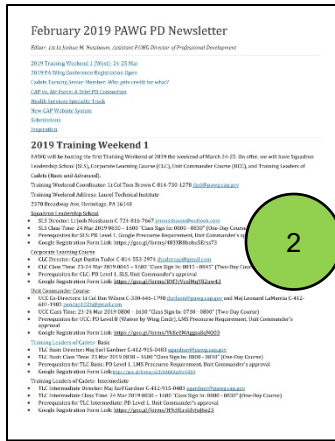
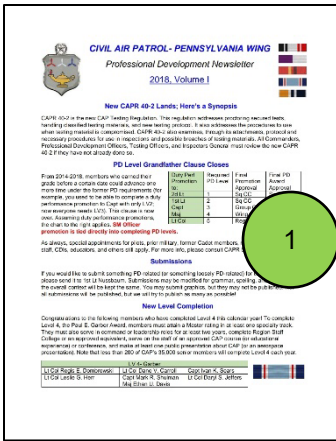
I didn't start out in the ET specialty originally. I actually began my tenure in ET in 2017 when my unit needed someone to fill in after a staffing change.

Anyone who has been following my newsletters from the beginning knows that my first newsletter, the *Summer 2018* edition, was pretty bare. I ran an article about the (then) old grandfather clause for promotions expiring (raise your hand if you made Major on duty performance with only Level 3) and an article providing registration info for the Fall 2018 Eastern Training Weekend.

As Colonel Kevin Berry succeeded Colonel Gary Fleming in commanding Pennsylvania Wing at the 2019 Pennsylvania Wing Conference, the team began using the Microsoft Word [Employee Newsletter Template](#) for the publication. Since we had to bounce artifacts, infographics, articles, pictures, and other documentation between people (both within and beyond our team), it was decided to use Microsoft Word instead of Microsoft Publisher to produce the PAWG ET Newsletter. This allowed stakeholders to freely edit it.

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These images show cover pages of PAWG ET (formerly PD) Newsletters from the past. From the upper left and moving clockwise:

1. The very first PAWG/PD Newsletter, dated Summer 2018. This was a down and dirty attempt to publish the grandfather clause (mentioned on page 1) expiring in a way that made sense. Anyone who has picked up a newsletter of mine knows I think in terms of charts!
2. February 2019: That's what happens when the priority of a deadline beats the priority of making something look pretty. The team just wanted to put out the registration information for our March 2019 training courses. I was SHOCKED at how many people wrote back thanking us for the information and the "legible" layout! One person even called it "digestible."
3. June 2019: Our first attempt at using the Microsoft Employees Newsletter Template. I wanted to adopt a template to minimize the time and standardize the layout of each issue.
4. August 2019: The "same but different" approach where we decided to keep the template but change the colors each issue.
5. April 2020: The first actual "glimpse" at the new 2020 ET program. This newsletter was used in classes across the nation as a visual for describing the new program elements.
6. January 2021: The two hit articles, "What's Your Blue" and "10 VoIU Tricks We Learned the Hard Way" were featured in this issue. This newsletter was the most FUN one to write.

Inspiration

"Respect your efforts, respect yourself. Self-respect leads to self-discipline. When you have both firmly under your belt, that's real power." -Clint Eastwood

"Be real. Try to do what you say, say what you mean, and be what you seem." -Marian Wright Edelman

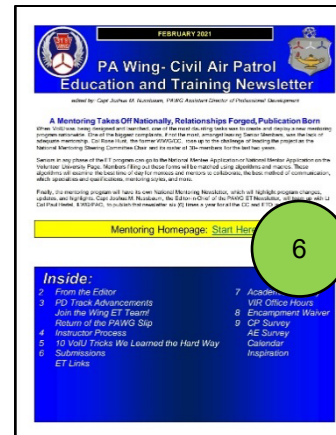
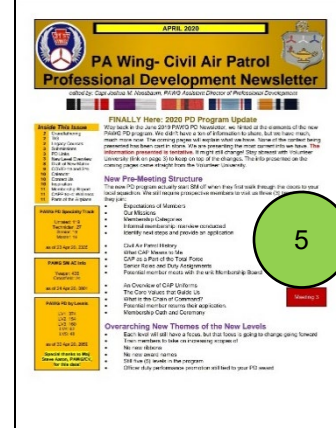
"The only way you really become an expert at anything is being challenged by it just enough to want to keep figuring it out." -Heidi Hanna

"You don't always win your battles, but it's good to know you fought." -Lauren Bacall

"Without the little ideas, there are no big ideas." -Twyla Tharp

"The more I feel imperfect, the more I feel alive." -Jhumpa Lahiri

"Don't worry about the overall importance of the problem; work on it if it looks interesting. I think there's a sufficient correlation between interest and importance." -David Blackwell



From the Editor

ET doesn't have to stop at Level 5.

Gill Robb Wilson, the founder of the Civil Air Patrol, is the namesake for our organization's highest ET Award. I made it. I finished my capstone presentation on 25 Sept and on 6 Oct, I was #3974 to finish the ET program.

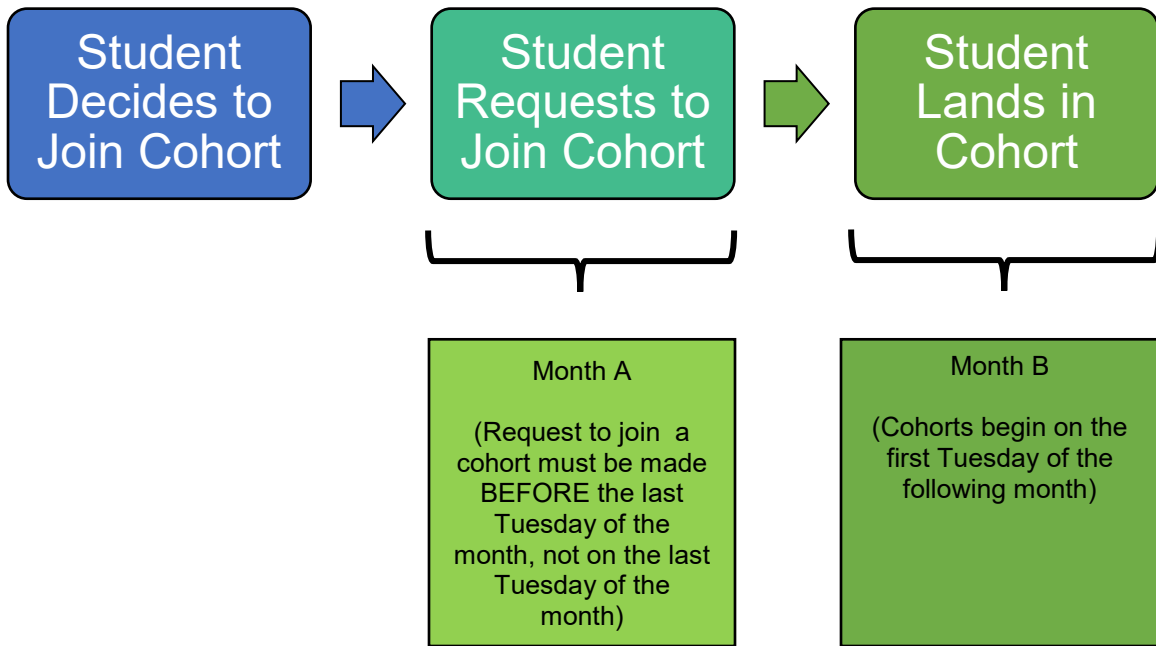
As I was working toward LV5, many people were asking: Josh, what's next?

As opportunities arise, I encourage you to keep focusing on your "next." Need some ideas?

- Start (or upgrade) another specialty track.
- Find someone to mentor (either in PAWG or through the [NHQ Mentoring Program](#))
- Write an article! Submit it to the local news, submit it to the PAWG ET Newsletter, to your local government officials, or to the PAWG Public Affairs Team.
- Take a [Federal Emergency Management Agency](#) (FEMA) course.
- Develop a checklist, infographic, spreadsheet, program, macro, etc. and submit it to [HUBCAP](#), CAP's Innovation Hub.



How Do Cohorts Work?



Safety Announcement

Keep your eyes peeled in the coming weeks that PAWG units should follow past procedure regarding the 2022 Safety Day. This is a squadron meeting dedicated entirely to safety and risk management. The directive will outline specifically how to complete and log this in the Safety Information and Resource System. Your Safety Day **should** happen at the squadron's first meeting in January 2022.

Further, this will prevent continued 'reminder' emails to complete the requirement, and help plan for contingencies (bad weather, COVID, etc).



Special thanks to Col Kevin Berry, PAWG/CC, Maj Earl Gardner, Gp 1/CC and Maj Cindy Girona, Assistant PAWG/SE for their contributions to this article.

Calendars

November						
S	M	T	W	R	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December						
S	M	T	W	R	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January 2022						
S	M	T	W	R	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Recurring Events

Topic	Point of Contact	Contact Info
Federal Holiday		
Virtual In-Residence Office Hours	vir@cap.gov	https://bit.ly/CAPVIR
Virtual In-Residence Staff Meeting	vir@cap.gov	https://bit.ly/CAPVIR
New Cohort Begins		Local ETO
Level 5 Virtual In-Residence	Capt Wayne Gotlieb	wayne.gotlieb@gp3pawg.cap.gov
Request for New Cohorts Due		Local ETO

One-Off Events

Date	Name	Point of Contact	Contact Info
9-10 Nov	PEMA: G290 Basic Public Information Officers Course		train.org/pa
12-14 Nov	NYWG Conference		https://nyw.cap.gov/calendar/
18 Dec	Wreaths Across America		
18-20 Mar 2022	OHWG Conference		https://ohwg.cap.gov/
	denotes virtual training		

Virtual In-Residence

VIR is a third modality of VolU courses. They are not online via a cohort, but they are not face-to-face in a classroom, either. When you take a CAP class using the VIR method, you are (in essence) taking a Zoom or Teams class with an instructor.

[Virtual In-Residence](#)

If you wish to take any VolU classes via Zoom through the Virtual In-Residence (VIR) program, please click in the yellow box. **Any previous links should be discarded.**

Use this link to complete the following tasks:

- Register or cancel your slot in a VIR Class
- Look at the VIR Course Study Guides
- Contact VIR
- View VIR course policies
- Read select instructor biographies
- Answer some frequently asked questions

Questions about VIR can be directed to vir@cap.gov.

New Level 5 Recipients

Congratulations on completing your Level 5!

Grade	Name	Approved Date	Capstone Name	Capstone Explanation	Number
Capt	Margaret Matson	26 May 2021	Group/Squadron Virtual Meeting	Drafted a pamphlet for units to use in creating effective virtual meetings	3930
Capt	Joshua M. Nussbaum	6 Oct 2021	Visualizing Non-Conventional Senior Member Promotions	Took CAPR 35-5 and transformed the paragraphs explaining NCO promotions, pilot promotions, prior Cadet promotions, etc. into 20+ infographics	3974

Earned your Level 5? Want to be recognized? Fill out the Google Form!

[I FINISHED LEVEL 5!](#)

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.

Target Publish Dates		
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, image, etc.). If I need it in a different format, I will tell you.
- 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 until midnight or text any time

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](#)

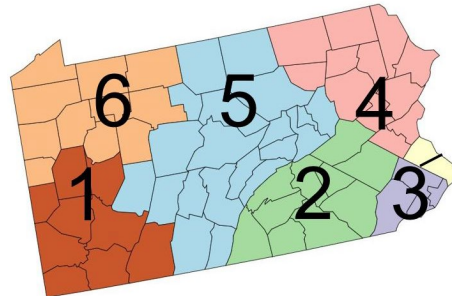
CAP Galore

- [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 Gotlieb Wayne.Gotlieb@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

PD Newsletter Upcoming Dates

Content Due	Publish Date
12/15/21	12/31/21
2/15/22	2/28/22
4/15/22	4/30/22

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

The 4th R: Recoil

PAWG/CC Initiatives

Wing Commander Kevin Berry issued a new challenge to our members in his September wing-wide Commander Call. He asked us to consider each and every member in our squadrons who dropped during the last 18 months from COVID-19. This directly stems from the initiative he launched the day he assumed command: Refresh, Recruit, Retain, also dubbed as R^3.

R^4

Refresh
Recruit
Retain

Recoil

“If each member of our wing recruits just one member,” he said that day, “our membership would double.”

So, how does RECOIL enhance R^3?

Recoil, as defined in the Merriam-Webster dictionary, is a verb meaning:

- to draw back; start or shrink back, as in alarm, horror, or disgust.
- to spring or fly back, as in consequence of force of impact or the force of the discharge, as a firearm.
- to spring or come back; react (usually followed by on or upon).

Per Thesaurus.com, synonyms for *recoil* include (in randomized order):

- shake
- turn away
- swerve
- wince
- hesitate
- cringe
- pull back
- backfire
- demur
- react
- carom
- quake
- jerk
- tremble
- blanch
- withdraw
- shirk
- start
- falter
- spring
- shudder
- stick
- kick
- blink
- step back
- shrink
- blench
- reel
- waver
- quail
- rebound
- stickle
- flinch
- balk
- draw back

SABRE

Strengthen
and
Build
Relationships
Everywhere

In terms of CAP recoiling, we would be looking at bringing people back after they drop. Capt Naor Wallach, the Wing Recruiting and Retention Officer, has years of data and exit interviews regarding why people quit. But, the best touchpoint is from a member close to the person who left the organization. People who are still members who worked closely with those who dropped, those who mentored them, and those who were friendly/social with them are best to try to recoil these lost members.

S^3

Skills
Sharpening
Strategies

Additionally, it is best to recoil people soon after they leave the program. It is easier to bring someone back within two (2) years so they do not lose their grade, qualifications, test scores, etc.

VoU Course Syllabi

Members leading VIR or onsite (face-to-face) courses are expected to follow the syllabus posted on the national website for each lesson. Each lesson includes a slide deck and lecturer’s notes. Some lessons give instructors even more material. The links below will take you to a page on NHQ’s website. The download link on the website will give you a ZIP file for the entire “row” in this table. The syllabi can be found at the links below:

Phase	Link
Onboarding	Level 1
Learning	Level 2 (Both Parts I and II, and all Paths are at this link)
Leadership	Level 3
Senior Leadership	Level 4
Executive Leadership	Level 5
Command Electives	Squadron Commander
	Group Commander
	Region Commander

MAP

Mentor
Action
Plan

PAWG ET by the Numbers

ET Track Advancements

New Level	Grade	Name	Unit	Date
None	2d Lt	Stephen A Depalma	PA-522	31-Aug
Tech	1st Lt	Michael J Wimmer	PA-089	6-Oct
Master	Capt	Margaret Matson	PA-505	16-Oct

as of 31 Oct 2021, 1656 EST

PAWG ET by Level

Total SM in PAWG: 850

LV1	302	35.5%
LV2	142	16.7%
LV3	148	17.4%
LV4	84	9.9%
LV5	48	5.6%

as of 31 Oct 21, 1715 EST

ET Specialty Track Ratings

103 UNRATED	28 TECHICIAN	21 SENIOR	24 MASTER	176 TOTAL
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as of 31 Oct 2021, 1649 EST

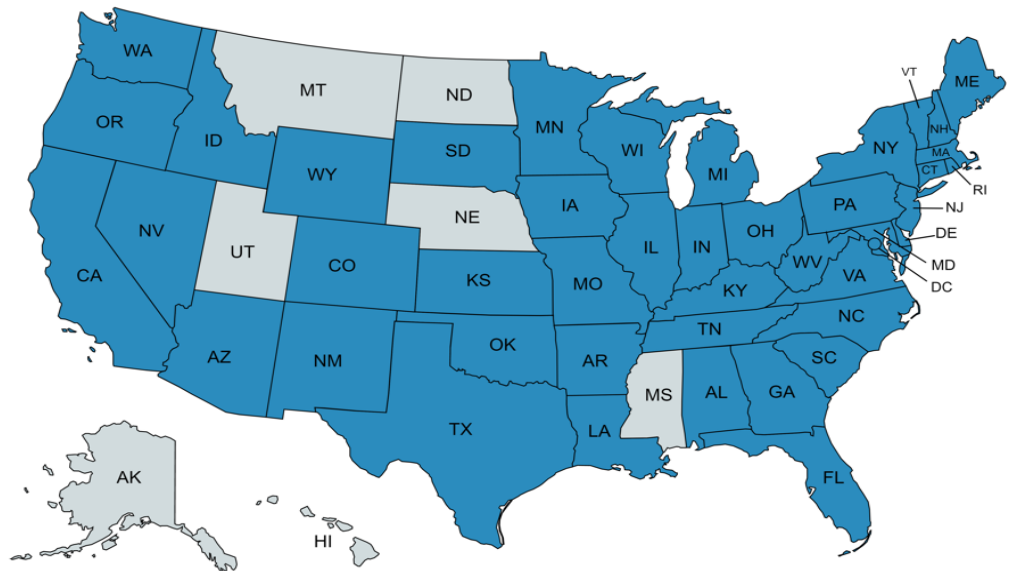
PAWG SM AE Info

Total SM in PAWG: 850

Yeager	443	52.1%
Crossfield	26	3.0%

as of 31 Oct 21, 1957 EST

Confirmed Readership Map



BLUE represents Confirmed Readership
 44 Wings out of the 52
 84.6% of Wings
 Every Region
 Map courtesy of www.mapchart.net

Contact the Wing ET Team

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

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

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

1st Lt Uri Shatten
 (412) 427-5584
ushatten@pawg.cap.gov

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

Specialty Track Guide Updates

Every specialty track study guide is due to be updated in 2021. NHQ isn't really giving much of a heads-up when the new pamphlets come out, but they are being made available on the National website on the [Pamphlets page](#). The goal is to (eventually) have sign-offs in E-Services and have them cross-correlate between the tracks, just like the ES SQTR system does.

The following tracks have been updated, and names in **red** are new since the last PAWG ET Newsletter:

- 2020: Cadet Programs
- 2021: **Cadet Programs (again)**, Chaplain, Historian, Education and Training, Safety

[Download Specialty Track Pamphlets Here](#)

VoU Staffing Changes

There have been some changes on the roster nationally at VoU. This is a listing of the new staff.

Role	Name
Director of Education and Training	Col Joe Winter
Provost	Lt Col Brenda Reed
Dean, Online Learning Programs	Ch, Lt Col David Poland
Overall Curriculum Coordinator	Lt Col Rob Smith
Instructor Coordinator	Lt Col Jeff Malott
Academic Resource Coordinator	Vacant
Student Services Coordinator	Vacant

Level Chairs				
Modality	Online		Onsite	Curriculum Manager
	Lead	Assistant	Lead	
Level 1	Lt Col Judy Hewett	Vacant	1st Lt Nicholas Brandow	Vacant
Level 2 (Both Parts I and II, All Paths)	Vacant	Vacant	SMSgt Glenn Knight	Vacant
Level 3	Lt Col Justin Bekker	Vacant	Maj James T. McLaughlin	Vacant
Level 4	Lt Col Dennis Edmondson	Lt Col Eric Haertel	Capt Tina Vanek	Vacant
Level 5	Lt Col Chris Branan	Vacant	Lt Col Nicole Shaffner	Vacant
Virtual In-Residence			Capt Brenda Morrissey	

NHQ VoU Awards

The outgoing CAP National Commander, Major General Mark Smith, recognized a number of PAWG Members for their service to VoU for the dates below. The personnel actions below are dated for 26 Aug 21, but were distributed to members throughout the month of September. Please congratulate our members when you see them!

Grade	Name	Start Date	End Date	Duty	Award
Action #70					
Distinguished Service Award					
Lt Col	Walter C Vertreace	02 Sep 17	26 Aug 21	Equal Opportunity Officer	
Action #71					
Exceptional Service Award					
SMSgt	Glenn B Knight	01 Aug 20	01 Aug 21	Vol U	
Action #72					
Meritorious Service Award					
Col	Sandra E Brandon	01 Aug 20	01 Aug 21	Vol U	
Col	Herbert C Cahalen	01 Apr 12	19 Jul 20	2020 NSC Staff	
Action #73					
National Commander Commendation					
Col	Kevin J Berry	15 Apr 20	19 Jul 20	2020 NSC Staff	
Lt Col	Thomas L Brown	01 Aug 20	01 Aug 21	Vol U	
Lt Col	Michael S Lazaroff	01 Jan 20	31 Dec 20	Nat'l Traffic Net	
Maj	Carlton B Walls, III	01 Jan 20	31 Dec 20	Nat'l Traffic Net	
Capt	Wayne S Gotlieb	01 Aug 20	01 Aug 21	Vol U	
Capt	Joshua M Nussbaum	01 Aug 20	01 Aug 21	Vol U	
MSgt	Amanda M Weir	01 Aug 20	01 Aug 21	Vol U	

What's KWL?

One way to get the most “bang for your buck” in VolU is to look at each module on your next level and preview it before you take it “for real.” The modules come with Desired Learning Objectives (DLOs), which serve as a benchmark for what students should take away as a result of pursuing the module in question. The Know-Want-Learned (KWL) method is a way to go beyond the DLOs by incorporating (or correcting) any previous knowledge you might have, answer lingering questions, and showcasing anything you have learned.

Finer Points:

K	What I Already KNOW (before taking the course)	<ul style="list-style-type: none"> Make a list of classes, encounters, people you have met, etc, who can give you knowledge on the subject Use examples and imagery when applicable
W	What I WANT to learn	<ul style="list-style-type: none"> Look at the course content and see if anything grabs your interest. Write down any questions you have had in the past that you might still be fuzzy on.
L	What I actually LEARNED (after taking the course)	<ul style="list-style-type: none"> After completing the module (automated or moderated), reflect on the material. What stood out? Do you have any action items, or anyone to network with?

A sample cutaway worksheet for Level 3 modules is below:

Capt Curry's Level 3 Modules					
Module Name (ABC Order)	Date Taken	Instructor Name	What I Already KNOW	What I WANT to Learn	What I Actually LEARNED
Compliance Elements	2 Nov 21	Capt Brick	<ul style="list-style-type: none"> Squadrons have inspections every two years CAP is accountable to the Air Force I helped Lt Smith get the personnel files ready for the SU1 in 2020 	<ul style="list-style-type: none"> Can squadrons fail their inspection? What happens if they do? How do you become an inspector? 	<i>(intentionally blank since I haven't taken this course yet)</i>
Core Values for Leaders	10 Oct	Col Jackson	<ul style="list-style-type: none"> 4 CAP core values- volunteer service, integrity, respect, excellence 	<ul style="list-style-type: none"> How do you define “integrity”? I can't quite put it into words. 	<ul style="list-style-type: none"> Integrity is acting of moral character. Instructor was former Wing Commander and would be good for networking
Delegating	4 Oct	Lt Col McLean	<ul style="list-style-type: none"> Delegating takes time. Not everyone effective at delegating. 	<ul style="list-style-type: none"> How do I know when to delegate? Are there steps to delegating? Why should I delegate? How do you become effective at delegating? 	<ul style="list-style-type: none"> Learned about 7 Stages of Delegation Think about money/cost when delegating The best way to learn to delegate is to assign priorities and then actually PRACTICE delegating

For more reading on KWL charts consider visiting:

- <https://www.facinghistory.org/resource-library/teaching-strategies/k-w-l-charts>
- <https://www.theteachertoolkit.com/index.php/tool/kwl>
- <https://www.groupmap.com/map-templates/kwl-chart/>

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 John Leppard	1st Lt	Daleleppard@Hotmail.Com
Vice Commander	William A Schlosser	Lt Col	Wschlosser@Pawg.Cap.Gov
Vice Commander	Steven E Aaron	Maj	saaron@pawg.cap.gov
Aerospace Education			
Director of Aerospace Education	Glenn F Carman	Lt Col	Gcarman@Pawg.Cap.Gov
External Aerospace Education Officer	Barbara L Pope	Capt	Epop98@Aol.Com
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	Davefarah408@Gmail.Com
Chaplain			
Chaplain	Mark R Shulman	Capt	Mshulman@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
Counter Drug			
Counterdrug Officer	Paul E Falavolito	Lt Col	Ltcfav@Comcast.Net
Emergency Services			
Director of Emergency Services	Christopher B Folster	Maj	Gfd202@Outlook.Com
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
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
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 when possible 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 31 Oct 2021, 1759 EST

Word Search

The following words are in the puzzle below. The words go up, down, and diagonally, but they do not go backwards. The answer key is on the next page. The word search is courtesy of education.com.

- ASSIGNMENT
- LEADERSHIP
- ESERVICES
- STUDENT
- WREATH
- INSTRUCTOR
- SPECIALTY
- EDUCATION
- MODULE
- LEVEL
- NETWORKING
- MENTORING
- SQUADRON
- PHELKA
- CLASS
- VOLUNTEER
- EXECUTIVE
- GARBER
- REGION
- HUME

Z	J	T	F	J	N	P	M	U	A	T	L	X	M	E	D	A	L	O	H	Z	O	E	Y	A	D	F	Z	H	M
B	A	K	X	I	S	Z	T	B	H	L	N	B	Y	D	D	N	A	A	D	C	F	D	H	P	Z	K	R	Y	X
D	J	N	L	B	C	Y	B	D	I	A	G	S	X	U	X	F	M	L	W	H	F	Q	X	N	B	A	M	Q	N
B	J	H	H	B	D	O	E	P	Y	W	X	X	K	C	R	E	I	N	R	N	Y	W	V	A	N	X	M	Y	Q
Y	S	N	C	M	W	B	N	P	H	D	Y	R	M	A	R	D	J	A	E	V	O	L	U	N	T	E	E	R	B
E	D	W	M	M	M	S	U	B	I	K	I	S	S	T	M	Y	S	Z	A	I	J	H	O	C	L	U	P	Y	D
I	W	O	Z	H	L	D	V	H	J	A	E	S	O	I	J	O	Y	T	T	T	B	A	I	X	T	Z	F	V	E
E	G	H	U	M	E	N	E	A	K	K	S	B	O	O	O	V	D	G	H	A	F	V	N	J	M	T	E	V	M
E	F	Z	B	W	O	C	E	S	M	V	V	M	P	N	M	K	E	U	B	W	H	U	S	J	E	M	T	E	O
U	L	N	C	L	A	S	S	P	E	D	E	T	K	U	I	H	W	V	L	X	A	D	T	K	W	Z	I	R	U
F	E	B	R	L	A	P	N	M	K	R	H	Z	A	P	H	E	L	K	A	E	F	I	R	N	S	A	A	D	T
V	A	J	M	R	R	Y	B	N	W	V	V	T	R	Z	T	T	E	G	F	X	G	X	U	L	W	X	K	B	U
E	D	Y	N	B	I	H	H	S	P	A	Z	I	Z	S	S	L	T	U	C	D	F	D	C	M	F	F	F	N	Z
C	E	J	O	M	X	C	J	C	U	C	B	X	C	U	O	P	G	V	R	O	G	F	T	O	I	M	X	P	O
D	R	G	S	Y	C	C	W	Z	R	L	V	I	R	E	H	T	Q	G	Y	Y	A	I	O	A	L	D	L	G	R
B	S	G	S	C	A	D	S	Q	V	E	J	Q	K	Z	S	P	N	H	A	P	L	T	R	A	W	B	K	D	P
L	H	U	X	G	G	V	N	V	J	F	O	Y	X	H	K	J	L	E	Q	R	K	N	I	Z	C	I	P	G	C
X	I	V	P	M	K	X	H	A	S	S	I	G	N	M	E	N	T	R	T	H	B	M	Z	Y	T	N	M	A	G
J	P	I	W	P	A	V	D	D	S	B	D	I	P	B	P	D	M	E	H	W	S	E	P	L	U	V	S	N	U
E	L	Q	X	J	E	U	J	B	V	P	J	F	H	F	J	L	U	G	S	L	O	Q	R	M	X	O	R	G	M
J	X	S	Z	D	C	X	X	O	C	N	E	M	L	H	G	F	B	I	U	V	H	R	U	T	J	S	S	F	K
A	O	K	C	V	I	D	E	O	A	D	D	C	E	F	Y	F	F	O	S	X	B	P	K	A	B	I	F	A	H
N	L	B	A	R	U	T	G	C	A	I	I	G	I	N	E	K	Y	N	B	O	G	B	J	I	D	G	J	Q	V
K	H	M	K	K	O	Y	C	R	U	H	E	D	C	A	T	G	E	N	M	B	S	H	Q	Q	N	R	J	E	E
P	Z	G	Z	A	V	K	Q	N	Y	T	V	X	Q	H	L	O	D	H	G	O	Z	T	I	A	D	G	O	U	B
W	O	E	Z	R	G	M	J	L	E	D	I	N	H	Z	E	T	R	M	V	O	S	R	U	C	K	Q	B	N	V
U	E	O	J	W	K	H	K	V	P	J	C	V	Y	O	A	U	Y	I	S	M	I	D	E	D	O	D	L	H	K
T	Y	N	B	F	F	M	H	H	L	H	M	D	E	N	N	P	A	T	N	R	R	J	J	L	E	V	E	L	Z
D	I	S	R	C	I	L	X	V	F	E	D	B	Z	G	E	I	W	Z	Z	G	S	K	Q	T	W	N	C	V	C
O	O	P	E	V	I	A	A	R	S	M	F	R	F	B	E	A	Y	F	F	M	C	D	E	Y	G	P	T	P	M

Z J T F J N P M U A T L X M E D A L O H Z O E Y A D F Z H M
 B A K X I S Z T B H L N B Y D D N A A D C F D H P Z K R Y X
 D J N L B C Y B D I A G S X U X F M L W H F Q X N B A M Q N
 B J H H B D O E P Y W X X K C R E I N R N Y W V A N X M Y Q
 Y S N C M W B N P H D Y R M A R D J A E V O L U N T E E R B
 E D W M M M S U B I K I S S T M Y S Z A I J H O C L U P Y D
 I W O Z H L D V H J A E S O I J O Y T T T B A I X T Z F V E
 E G H I M E N E A K K S B O O O V D G H A F V N J M T E V M
 E F Z B W O C E S M V V M P N M K E U B W H U S J E M T E O
 U L N C I A S S P E D E T K U I H W V L X A D T K W Z I R U
 F E B R L A P N M K R H Z A P H E I K A E F I R N S A A D T
 V A J M R R Y B N W V V T R Z T T E G F X G X U L W X K B U
 E D Y N B I H H S P A Z I Z S S L T U C D F D C M F F F N Z
 C E J O M X C J C U C B X C U O P G V R O G F T O I M X P O
 D R G S Y C C W Z R L V I R E H T O G Y Y A I O A L D L G R
 B S G S C A D S Q V E J Q K Z S P N H A P L T R A W B K D P
 L H U X G G V N V I F O Y X H K I L E O R K N I Z C I P G C
 X I V P M K X H A S S I G N M E N T R T H B M Z Y T N M A G
 J P I W P A V D D S B D I P B P D M E H W S E P L U V S N U
 E L Q X J E U J B V P J F H F J L U G S L O O R M X O R G M
 J X S Z D C X X O C N E M L H G F B I U V H R U T J S S F K
 A O K C V I D E O A D D C E F Y F F O S X B P K A B I F A H
 N L B A R U T G C A I I G I N E K Y N B O G B J I D G J Q V
 K H M K K O Y C R U H E D C A T G E N M B S H Q Q N R J E E
 P Z G Z A V K Q N Y T V X Q H L O D H G O Z T I A D G O U B
 W O E Z R G M J L E D I N H Z E T R M V O S R U C K Q B N V
 U E O J W K H K V P J C V Y O A U Y I S M I D E D O D L H K
 T Y N B F F M H H L H M D E N N P A T N R R J J L E V E I Z
 D I S R C I L X V F E D B Z G E I W Z Z G S K Q T W N C V C
 O O P E V I A A R S M F R F B E A Y F F M C D E Y G P T P M