



NC Wing Education and Training Newsletter June 2025



This week, I listened to the *A Bit of Optimism* podcast. The discussion centered on a study that was started in the 1930's. Over 700 teenagers were tracked over the course of their lifetimes. The researchers recorded what they did with their lives and what gave them satisfaction. Most of the people that reported being highly satisfied with their lives were engaged in activities that they believed would make the world a better place. One of the greatest examples of this type of activity that I can think of is teaching our young men and women about service, leadership, and building relationships. Think about the things that bring you fulfillment, then take some time to read a good book, take a class, or listen to a podcast in order to become better at it. In closing, I'd like to pass on a few words that I heard last week regarding Memorial Day. You can't thank those that gave their lives for our country, the best you can do is to honor their sacrifice by using your freedom well.

Maj Chad Hooper, NC Wing Director of Education and Training

- In This Edition**
- Education and Training Awards
 - Health Services Specialty Track
 - Cadet Programs Specialty Track
 - National Commander Updates and Leadership Philosophy
 - Year of Ownership
 - Reading Professional Levels – Part 4 Enhancement – Translation Tool
 - CAPP 60-14 First Talk Guide - Revised
 - Cadet Protection Renewal
 - Grades and Terms of Address Chart
 - CAP Ribbons & How They Are Earned
 - Points of Distribution Training
 - ICS 300 and 400 Courses
 - 2025 NC Wing SAREX – 8-10 August
 - Training Leaders of Cadets
 - Level V Hybrid Course in the Fall
 - Volunteer Magazine

Education and Training Program Level Completions in May

Level I Member

- NC-007 SM Michael Dean
- NC-019 SM Christopher Cuozzo
- NC-023 SM Grant Honeyman
- NC-055 SM Jennifer McLamb, SM Thomas Snowden
- NC-079 SM Anna Cunningham
- NC-082 SM Michael Bowen
- NC-121 SM Heinrich Massmann
- NC-124 SM Teresa Icenhour
- NC-160 SM David Diaz Pinango, SM Christopher Piper
- NC-171 SM Aaron Stevens
- NC-300 SM Joshua Wells
- NC-307 SM Wole Ajala, SM Bryant Claeys, SM Brian Harris, SM Nicole Layton

Level II Davis

- NC-019 2d Lt Michelle Emerson
- NC-048 2d Lt Subodh Shah
- NC-052 Capt James Hopkins
- NC-111 1st Lt Isabella Ross
- NC-143 SSgt Gerry Davis
- NC-143 SM Tara Danko
- NC-170 2d Lt Daniel Spagnoli

No Davis Award Ribbon – Leadership Ribbon for Tech rating 

Yeager Award

- NC-079 2d Lt Dennis Christman Jr, Maj Lauren Hite
- NC-162 SM James Javurek, SM Brandon Peyre-Ferry, SM Tony Sanchez
- NC-171 SM Derrick Giggey, SM Aaron Stevens
- NC-300 SM Adam Macielinski

Level III Loening

- NC-079 Capt Everett Hite IV
- NC-145 1st Lt Daniel Erb
- NC-160 1st Lt Norma Langlois

Specialty Track Ratings Achieved in May

Aerospace Education Senior Rating – 1st Lt Daniel Peters Jr, NC-307
Aerospace Education Technician Rating – 2d Lt Liya Beal, NC-057
Character Development Technician Rating – 2d Lt Justin Lawson, NC-070
Communications Technician Rating – 2d Lt Daniel Spagnoli, NC-170
Emergency Services Technician Rating – SSgt Mark Leiker, NC-019
Finance Technician Rating – Capt James Hopkins, NC-052
Health Services Senior Rating – Capt Jeffrey Palm, NC-121
Information Technology Technician Rating – 2d Lt Subodh Shah, NC-048
Logistics Technician Rating – SSgt Gerry Davis, NC-143
SM Tara Danko, NC-143
Public Affairs Master Rating – 1st Lt Yelena McManaman, NC-048
Safety Technician Rating – 1st Lt Elaine Kaempf, NC-162
2d Lt Brandon Tran, NC-019



Education and Training Program

Health Services Specialty Track Progression

By 1st Lt Staten Young, NC Wing Medical Officer



Health Services has not had a traditional path for progressing through specialty track ratings. Health Services is a newer mission specialty than the other areas, so some areas of the specialty track are not fully developed. For example, no official document outlines the requirements to progress through its levels.

National Headquarters is working to approve and publish the new regulation, which is expected to come soon. Until then, the North Carolina Wing has been encouraged to use the unofficial guidelines in a published Pamphlet to help members in the Health Services track progress. The pamphlet can be found on

the National Headquarters website and by clicking [Health Services Interim Specialty Track Guide](#). It was recently sent out to Health Services Officers and Commanders by the North Carolina Wing Health Services Officer.

Using the unofficial guide helps provide a structure where there is none. In the past, Commanders were left to promote members by guessing or deciding what they thought felt appropriate. There were several instances where Health Services Officers were almost immediately promoted from Technician to Master level ratings. This practice is bad for the Civil Air Patrol and does not benefit the members. The specialty track progression aims to help the member learn what they can do in their Duty Position. Progressing through levels without learning anything leads to members who are not prepared to help complete the mission. It also makes the member feel bored or without a purpose during their tenure.

Since implementing the new structure within the North Carolina Wing, we have seen growth and increased interest in Health Services. If you have any sort of professional medical license or certification, please contact your Unit Commander or Group Health Services Officer for more information. 1st Lt Staten Young can be contacted at Staten.Young@ncwgc.org.

Path to Success: Earning the Cadet Programs Specialty Track Technician Rating in Six Months

By Lt Col Daniel Guadalupe, NC Wing Assistant Director of Cadet Programs



This article complements the recent Cadet Programs specialty track seminars presented during the NCWG Conference. Achieving the Technician Rating in the Cadet Programs Specialty Track within six months is a challenging yet attainable goal. With a structured approach and guidance from [CAPR 60-1 Cadet Program Management](#) and [CAPP 60-11 Cadet Programs Officers' Handbook and Specialty Track Guide](#), members can confidently progress in their leadership journey.

Step 1: Know the Requirements

Start by reviewing CAPR 60-1 to understand the responsibilities of adult leaders in the Cadet Program, including safety and professional development. Then, study CAPP 60-11, which outlines the knowledge, training, and performance expectations for the Technician Rating.

Step 2: Build a Study Plan

Use the reading list in CAPP 60-11 to establish a strong knowledge base. Break training modules into weekly goals, focusing on one or two topics at a time to ensure steady progress.

Step 3: Learn by Doing

Partner with an experienced mentor in Cadet Programs. Their guidance is invaluable. Actively participate in cadet meetings, activities, and events to gain hands-on experience and meet performance requirements.

Step 4: Complete the Checklist

Fulfill all required tasks, including understanding cadet life, program elements, and reporting procedures. Demonstrate your ability to lead, instruct, and manage administrative duties.

Step 5: Track and Reflect

Use the Technician Level Training Checklist to monitor your progress. Regular feedback from your mentor will help you stay aligned and improve continuously.

Step 6: Final Evaluation

Conduct a self-assessment, then schedule your formal evaluation with your mentor or commander to validate your readiness.

Please contact Lt Col Danny Guadalupe at Daniel.Guadalupe@ncwgcap.org for further information.

National Commander Updates and Leadership Philosophy



The 6 May edition of PROPS published the link to the fiscal year 2025 second quarter national briefing from Maj. Gen. Regena Aye, National Commander. To view the briefing, click on [National Briefing Q2, FY2025](#). The briefing is usually given at national and regional conferences where a member of the national command team is present. The recordings are to better share information with all our members. There are three parts: CAP Background & Assets, Our Missions, and Information and Updates for Members.

These updates are also available as a link from the main eServices webpage. In the Commanders box that lists the national, region, wing, and unit commanders, click on Updates from the Commander to go directly to the briefing page.

Commanders
National Commander Maj Gen Regena M. Aye
Updates from the Commander

Click Gen Aye’s [Leadership Philosophy](#) to access the document that gives Civil Air Patrol her command philosophy. An excerpt, “Civil Air Patrol will be a respected non-profit that attracts and retains top talent, attracts diverse funding, and accomplishes meaningful missions for our communities. We will achieve this by fostering a culture rooted in our core values of excellence, integrity, and volunteer service. Respect, the fourth core value, tempers the other three. While we strive to uphold our core values, we recognize the importance of flexibility and adaptability in meeting the practical challenges of our missions.”

Please download the document and take a moment to review it.

Year of Ownership

The Year of Ownership is an initiative inspired by the principles of Echelon Front, a leadership consultancy founded by Navy SEALs Jocko Willink and Leif Babin. Echelon Front empowers organizations to excel by embracing the principles of ownership. As Maj. Gen. Regena Aye highlighted in her change of command remarks, "We own the future of our organization." This initiative is a testament to that vision, uniting all our efforts across various domains such as airworthiness, encampments, safety, stakeholder experience, talent development, and culture.



Were you able to participate in the Leadership and Ownership webinar by Maj. Gen. Regena Aye on 29 May? The Year of Ownership Webinar Series continues to present topics on communication and messaging, cadet protection, airworthiness, leadership, and more. Log in to Absorb to register for upcoming sessions or view the ones you have missed. Remember, attending or viewing six sessions will give you a conference credit for Level III in the Education and Training Program.

Reading the Professional Levels Screens – Part 4

We conducted a series on reading the Professional Levels screens in May, June, and July last year. Please access the [2024 NCWG Newsletters](#) archive webpage and select May for part 1, June for part 2, and July for part 3. We’ve added part 4 this month, which includes an enhancement and a review of one of the items.

Professional Levels is where each Level’s record of the Education and Training Program’s requirements and completions are listed in eServices. If you are unsure how to access Professional Levels, click on the [Professional Levels](#) document for information and instructions. It is also located on the NCWG Education and Training Resources webpage. There is a new enhancement to Professional Levels, Level II screens. We’ll get to it after this explanation about the Level II Paths.

Regardless of a member's path, all modules are listed in Professional Levels. The “Completed / Required Task” item might be slightly confusing in viewing Level II module requirements on the Professional Levels screens. In the example below, the Level 2 Part 1 “Customs and Courtesies” section shows Completed / Required Tasks - [1/1]; however, two modules are listed in this section.

Level 2 Part 1 Customs and Courtesies				Completed / Required Tasks - [1 / 1]	
Task Name	Status	Date Completed	Upload Document		Comments
<input type="checkbox"/> Civil Air Patrol Customs and Courtesies		mm/dd/yyyy	Choose file	Browse	
<input type="checkbox"/> Customs and Courtesies	APPROVED	02/19/2022	Choose file	Browse	

LEVEL II PATH
Former Cadet
Former Military
Professional
New Member

The reason for multiple modules is the four different “paths” based upon the categories of former military, former cadet, professional, and new member. The eServices system cannot be configured to only show the member’s path modules. Therefore, some show ‘Approved’ even if a member did not take them. Our former military members are familiar with customs and courtesies, so they will take the Civil Air Patrol Customs and Courtesies module. In contrast, those in the professional or new member paths will take the Customs and Courtesies module.

Former cadets do not take a module for Customs and Courtesies as they are familiar with CAP’s customs and courtesies.

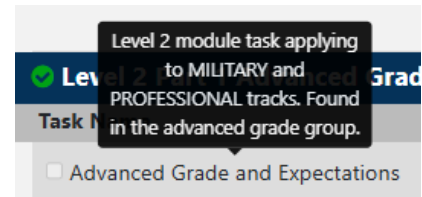
If only one module is in a section, it will show that the status is Approved, and Group Equivalency credit is in the Comments box. In the example below, the member’s path is New Member. The Advanced Grade Expectations module is only required for the professional and military paths, so a member in the new member path will not complete this module. It needs to show that it is complete so the system can identify that there are no incompletions when the member finishes the Level and submits it for approval.

Level 2 Part 1 Advanced Grade			Completed / Required Tasks - [1 / 1]		
Task Name	Status	Date Completed	Upload Document		Comments
<input type="checkbox"/> Advanced Grade and Expectations	APPROVED	06/13/2023	Choose file	Browse	Group equivalency credit

Members in the Former Cadet and New Member paths can ignore this module. It will also not appear in Absorb for those members to complete.

Professional Levels Enhancement:

By placing the cursor over the module's name in Level II, a description of the module's path(s) will appear. To the right is an example of the description of the same module as above. To access the list of modules for each Level, go to the [NC Wing Education and Training Resource](#) webpage to download the Education and Training Module Summary Sheets and Tracker Spreadsheets. Each Level II path has a separate page detailing the required modules for that specific path.



CAPP 60-14 Civil Air Patrol First Talk Guide – Revised

The Civil Air Patrol First Talk Guide, CAPP 60-14, was revised in May 2025. Substantive changes were made to the previous edition dated February 2018. Please forward this notice to members in your units, review the guide, and begin to use it. From the guide’s introduction:

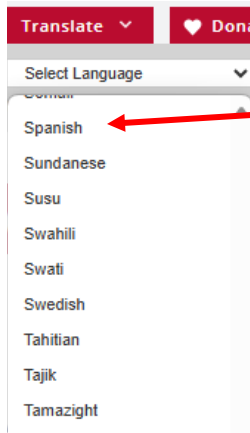
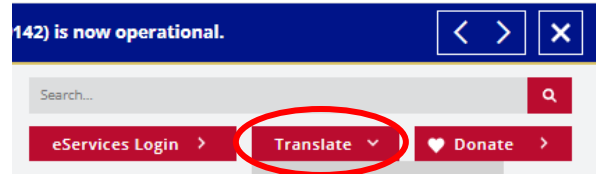
The Civil Air Patrol (CAP) First Talk Guide is a structured interview tool designed to assess adult applicants seeking to join as senior members, and it plays a fundamental role in the organization’s abuse prevention strategy. By incorporating behavioral-based interview questions, the guide helps screen for attitudes, values, and past behaviors that align with Civil Air Patrol’s commitment to safety and ethical conduct. Rather than focusing solely on qualifications, these questions probe how applicants have handled challenging situations, set boundaries, and demonstrated responsibility in youth-serving or similar roles. This consistent, values-driven interview approach helps identify individuals who are likely to create a safe, respectful environment and filters out those who may pose a risk. As a critical safeguard within the Cadet Protection Program, the First Talk Guide supports CAP’s mission to maintain a culture of safety and trust that prioritizes youth protection throughout the organization.



New Enhancement to Civil Air Patrol's National Website – Translation Tool

CAP's national website, <https://www.gocivilairpatrol.com>, now has a translate function. This is a new capability for those who speak another language or want to practice reading in another language. You can toggle back and forth between different languages to expand your knowledge.

On the main webpage, click the Translate button near the upper right side of the screen



This will open a drop-down box

Select the language you wish to read the screen in (example shown is Spanish)

To the right is the Level II screen translated into Spanish


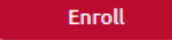


Cadet Protection Renewal

The Cadet Protection Renewal module was revised and is available in Absorb. Cadet Protection will move from a 48-month renewal to a 12-month annual renewal in August. This will not coincide with membership renewal. The renewal will be 12 months from the date of your last course. Please take time to do this today for two reasons. First and foremost is CAP's commitment to cadet safety and protection. CAP pursues a preventive philosophy built upon the five pillars of screening, standards of practice, monitoring, reporting, and training. Even if you do not interact directly with cadets, it is vital to complete this training (which also protects you). Second, you will have completed the training before August 27, 2025.

To access the training, log in to Absorb. If it is not on the main screen, click on the magnifying glass, type cadet protection in the search box, and hit Enter. A list of training modules that have something to do with what you typed in will appear. Enroll in Cadet Protection Basic RENEWAL and complete the training.



Name	Type	Rating
 Cadet Protection Basic RENEWAL	Online Course	

When completed, you will have the most up-to-date training. Thank you for all you do in CAP, including keeping our cadets and members safe!





How Do I...

The "How Do I" section contains items and tips to help members navigate eServices, find information, and provide "I didn't know that" items.






How Do I Find a Chart of Cadet and Senior Member Grades and Terms of Address?





It can get quite confusing for new members, and even members who have been in CAP for a short time, to identify all the different grades of cadets and senior members. A chart that lists all the cadet and senior member grades, insignia, abbreviations, and terms of address was developed for a Volunteer University module. This chart is available to download and print. Click [CAP Grade Abbreviations & Terms of Address](#) to access the chart. It is also available on the NC Wing Education and Training Resources webpage. These are screenshots of the chart.

CADETS

	C/AB	Cadet Airman Basic	Airman	Cadet
	C/Amn	Cadet Airman	Airman	Cadet
	C/A1C	Cadet Airman First Class	Airman	Cadet
	C/SrA	Cadet Airman First Class	Airman	Cadet
	C/SSgt	Cadet Staff Sergeant	Sergeant	Cadet

SENIOR MEMBERS

	SM	Senior Member	Senior Member
	FO	Flight Officer	Flight Officer
	TFO	Technical Flight Officer	Flight Officer
	SFO	Senior Flight Officer	Flight Officer
	SSgt	Staff Sergeant	Sergeant
	TSgt	Technical Sergeant	Sergeant

	2d Lt	Second Lieutenant	Lieutenant
	1st Lt	First Lieutenant	Lieutenant
	Capt	Captain	Captain
	Mai	Mainr	Mainr

How Do I Find CAP Ribbons and How Are They Earned?

Civil Air Patrol has many awards and achievements that result in wearing ribbons on uniforms. [CAPR 39-3 Award of CAP Medals, Ribbons, and Certificates](#) is the regulation that describes the medals, ribbons, and certificates that may be awarded to Civil Air Patrol members. It establishes the requirements to qualify for them, explains the administrative procedures, and prescribes how the medals and ribbons are worn. Both senior members and cadets are eligible for some of the same awards and ribbons, while others are for only cadets or specifically for senior members. Below are a few examples from CAPR 39-3.

Cadet Specialty Activity Ribbon - Awarded to cadets and senior members participating in national cadet special activities.

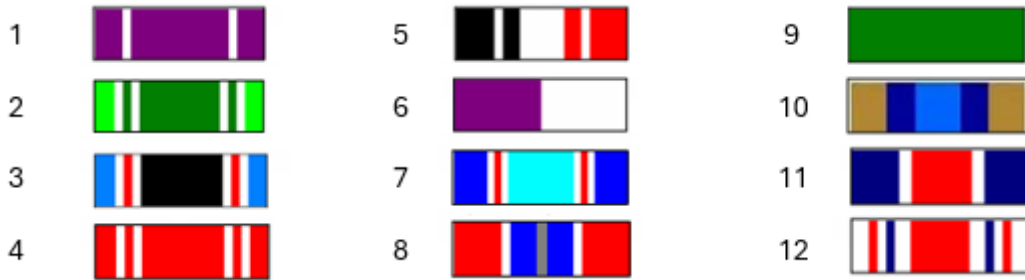
Encampment Ribbon - Awarded to cadets for satisfactory completion of an encampment and to senior members for service as a member of an encampment staff. The award of the ribbon is retroactive, and clasps may be attached for repetitive awards.

Red Service Ribbon - Awarded at the end of 2 years (as a cadet or senior member in good standing). A bronze clasp is awarded at the end of 3 additional years (total of 5 years). One additional bronze clasp will be awarded for each additional 5 years of service. A maximum of three bronze clasps (denoting 15 years of service) will be worn.

Search "Find" Ribbon - Awarded by the wing commander (or a subordinate commander if the wing commander delegates authority) to any CAP member of the wing making a find (distress or non-distress) on a search and rescue mission.

Examples of the different types of awards and achievement ribbons, including a short quiz, are listed below. How many of these ribbons do you have?

Can you name these achievements and award ribbons? You are encouraged to go to [CAPR 39-3 Award of CAP Medals, Ribbons, and Certificates](#), pages 32 – 35, to look them up before going to the end of this newsletter for the answers.



Other Learning and Training Opportunities

This section lists other training resources, both inside and outside of Civil Air Patrol, which will increase your knowledge and enhance your skills.

Points of Distribution - NC Wing Group Level Training



Points of Distribution (PODs) are centralized locations where the public can pick up life-sustaining commodities following a disaster or emergency. NC Wing members work alongside NC Emergency Management in this area to assist the state in times of need.

This is the last opportunity this season to get this training. Be prepared to serve our communities by attending!

Group 1

Saturday, 0800 hrs., 7 Jun 2025, Host - NC-124 Hickory Comp Squadron
 Location: Hickory Regional Airport, 3101 9th Ave Drive NW, Hickory, NC 28601
 POC: Maj David Hartman, david.hartman@ncwgcap.org

ICS 300 and ICS 400 – June 2025

NC Wing is pleased to announce that we will host ICS 300 and ICS 400 courses in June 2025 in conjunction with Alamance Community College. These courses are essential for advancing into higher incident command staff positions.



The deadline to register is a week prior to the course start date. Both courses will be held at North Carolina Wing Headquarters on the following dates.

ICS 300: Thursday, June 19 through Sunday, June 22
 ICS 400: Saturday, June 28 and Sunday, June 29

Prerequisites:

- ICS 300: Must have completed ICS 100, 200, 700, and 800.
- ICS 400: Must have completed ICS 300.

Registration Links:

ICS-300: <https://terms.ncem.gov/TRS/courseDesc.do?sourcePage=courseSearch&cofId=170883>
 ICS-400: <https://terms.ncem.gov/TRS/courseDesc.do?sourcePage=courseSearch&cofId=170884>

2025 North Carolina Wing SAREX Aug 8-10, 2025 – Save the Date



The 2025 North Carolina Wing Search and Rescue Exercise (SAREX) will be held from August 8 to 10 at Wing Headquarters in Burlington. Mark this date on your calendars. This will be a great training opportunity for ground teams, incident staff, and air crews! We will offer overnight camping and limited indoor lodging. Arrival will be in the evening on August 8th. More information and registration will be sent out as we get closer.

The point of contact for the event is Maj Matt Chirik, NC Wing Director of Emergency Services

Mid-Atlantic Region Training Leaders of Cadets Course – 23 August

The Mid-Atlantic Region Cadet Programs Team is hosting a Virtual Training Leaders of Cadets (TLC) Intermediate course via MS Teams on Saturday, August 23, 2025, from 8:00 am to 4:30 pm EST. The TLC Intermediate Course is a discussion-based course designed to prepare cadet programs officers to lead the squadron's cadet program. This course counts toward a unit's requirement to have at least two Senior Members current in TLC. It also counts toward QCUA and the Cadet Programs Specialty Track senior rating. TLC-Basic is not a prerequisite for this course. Participants must complete one online module in Absorb before the virtual course.



Sign up in [Registration Zone](#). You can also search for the course under MAR-MAR-001 or “[TLC-I].” Registration is initially open to the Mid-Atlantic Region. If space is available, it will be opened to other regions on 1 Aug 2025. We expect a high demand, so register early! For more information, visit the [Training Leaders of Cadets](#) webpage. Contact Lt Col Fisk-Moody, pmoody@mar.cap.gov, with any questions.

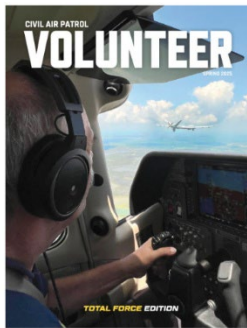
Level V – Hybrid Course in the Fall

The Mid-Atlantic Region will conduct a Hybrid Level V course on 06 Sep & 20 Sep 2025 for the online portion and 03-05 Oct 2025 for the in-person portion at Joint Base Andrews Air Force Base, Camp Springs, MD.

Registration is now posted in “Registration Zone” in eServices. Members must have completed Level IV to be eligible to register for Level V. The deadline to register is 1 September. The primary focus in Level V is on developing a strategic view of the organization and continued leadership skills. Level V focuses on developing the region or national level leader. This is the highest level of CAP career development and is for those officers performing duty as commanders or staff officers at the region or national level. As such, only members who are most dedicated to advancing their education and training complete this level. Successful completion of Level V of the Education and Training Program qualifies the CAP officer for the Gill Robb Wilson Award, the highest education and training award earned by a senior member.

For questions and further information, contact Maj Carol Stoltz at cstoltz@mar.cap.gov 631-767-3758 or Lt Col David Roberts at david.roberts@mar.cap.gov 843-465-2668.

Volunteer Magazine – Spring 2025



The latest issue of Volunteer Magazine is available. Click [Volunteer Magazine Spring 2025](#) to begin reading the digital Total Force Edition. Our national commander, Maj. Gen. Regena Aye's article encourages CAP members to take ownership in reaching the organization's goals for 2025. There are many interesting and informative articles, including the Home of CAP History, Aerospace Education, CAP's partnership in Homeland Security's Noble Eagle exercises, Civil Air Patrol's reports to Congress, and CAP's International Cadet Exchange, to name a few.

Enjoy all the articles in this edition. To access past issues, click [Civil Air Patrol Volunteer Magazine](#).

Ribbons and Awards Quiz Answers: 1- Gen Curry Achievement, 2 - Wright Brothers Award, 3- Neil Armstrong Achievement, 4 - Gen Spaatz Award, 5 - Membership Award, 6 - Leadership Award, 7 - Garber Award, 8 - Yeager Award, 9 - Unit Citation Award, 10 - Achievement Award, 11 - Encampment Ribbon, 12 - Red Service Ribbon

Please forward any questions you have about this newsletter and Education and Training to Lt Col Kathy Nicholas at knicholas@ncwgcap.org