

"The destinies of
all people
will be controlled
through the air."

BILLY MITCHELL
Winged Defense

CADET NEWS + INNOVATIONS 2023



CIVIL AIR PATROL

PROGRAM PERFORMANCE

Record-setting statistics indicate the CAP Cadet Program is reaching new heights

CAP has bounced back from COVID. The Cadet Program is seeing record performance across several important measures.

Enrollment & Other Key Stats. Enrollment is essentially at a 30-year high* and encampment and O-flight statistics are similarly high. Attainment of the Quality Cadet Unit Award, a broad measure of program fundamentals in hometown units, is at its second-highest point since the award launched in 2010.

Ranking-Up. *Promotions per month* is one of our newer metrics, with only two years' data. It'll take time for our community to learn what the normal cycle is. For now, it seems that our target is (roughly) 15% of cadets to earn a promotion each month. As a stretch goal, maybe we should reach for a 20% monthly promotion rate.

We have about 28,000 cadets enrolled in about 1,000 squadrons. That means the average squadron has about 28 cadets on the rolls. A monthly promotion rate of 15% equates to about 5 promotions per month in that average-sized squadron. Do some mental math for your squadron. Whether your squadron is bigger or smaller, are your cadets promoting at about the same rate? If not, why? What might you do to help them? If you're wildly surpassing the average, tell your Wing DCP what your secrets are.

Infrastructure. Support programs like the Cadet Textbook Packets (p. 6), Curry Uniform Voucher, CEAP, Cadet Wings, and other parts of CadetInvest appear to be working as intended, supplying squadrons with the infrastructure they need to thrive.

Future Participation. Survey data shows that the vast majority of cadets enjoy participating in CAP and 94% of them would participate three times per month or more, if school and other commitments allow. Indeed, the cadets who choose to exit CAP report their developing new interests as the #1 reason for nonrenewal, followed by scheduling constraints and school obligations as their #2 reason. That's good news. In a major study a decade ago, Dr. Jeff Montgomery found that the cadets' #1 reason for nonrenewal was poor local leadership. Restated, well-trained, caring, committed adult leaders are making a huge difference for cadets and driving record-setting statistics.

Flight Plan for '24 & Beyond. The KPIs show we're on the right track. For '24 and beyond, we should focus on taking the cadets we have, for the time we have them, and helping them earn promotions, fly, go to encampment, and adopt the Core Values. If we focus on helping each cadet be the best they can be, even though life will pull some of them away from us earlier than we would hope, we'll be making a difference for cadets and for America.

All data is as of June 2023, unless specified

ALMANAC

Key Performance Indicators

Enrollment

30-yr high

Year	Enrollment
2003	26,652
2007	21,266
2024	27,766

Quality Cadet Unit Award

Year	Award Count
2010	118
2019	466
2022	443

Squadrons

Year	Composite	Cadet	School	Total
2023	734 78%	172 18%	37 4%	943
2022	76%	21%	3%	949

Safe Environment

Metric	2021	2022	2023
Cadets claim access to caring, trusted adult through CAP	73%	80%	77%
Cadets claim access to a wingman	78	80	88
Cadets claim two-deep adult leadership is practiced at CAP	93	98	99

Adult Professional Development

Year	Enrolled, Unrated	Technician	Senior	Master	Total
2023	38%	28%	15%	18%	8,500
2022	37%	28%	15%	19%	8,175
2021	36%	26%	15%	20%	8,113

Milestone Rates

Snapshot, Jun 23

C/AB	27,766
Curry	84%
Wright Bros	38%
Mitchell	12%
Earhart	5%
Eaker	1%
Spaatz	>1%

Promotions Per Month

2022 - red line
2023 - blue line
Monthly average: 14.7%

Encampment Graduates

11-year high

Career Exploration

Cadets who report being very interested or somewhat interested in the following career opportunities: (2021)

Military service	81%
Aviation	76
STEM	65
Cyber defense	34

Orientation Flights

Cadet Wings Graduates

255 total

FY	FY	FY	FY	YTD
19	20	21	22	47
36	25	76	71	47

Character

(4.0 scale) Cadets 2021 YES 2.0 Benchmark

"I learned to stand up for something I believed was morally right."	3.29	2.67
"I started thinking more about my future because of CAP."	3.30	2.71
"I learned about the challenges of being a leader."	3.58	2.90

Future Participation

Metric	2021	2022	2023
Cadets who report a desire to participate in CAP three times per month or more, if able, during the coming year:	92%	92%	94%

* The 30-year high is based on comparing year-end totals; there are a couple instances of monthly measures where cadet enrollment was slightly higher, and membership during the COVID era is difficult to parse because CAP deferred the normal membership expiration schedules. Baseball fans might recognize this complexity as CAP's version of the Ruth versus Maris debate over the single-season home run record. If enrollment continues on its trajectory, next year we can celebrate the definitive new record.



DIGITAL TRANSFORMATION

Coming Soon: “CAPBrite”

Universal activity registration & member health record for CAP events

Patience is a virtue they say, and so it is with the massive undertaking the cadet community has championed for the past five years — a universal registration site for CAP events and a secure method of maintaining vital health information for members participating in those events.

After a multi-year task to collect the requirements, benchmark off-the-shelf products, and get bids from external vendors, these two projects are at the top of IT’s list. The *Enterprise Event Registration and Member Health Record* systems are leveraging AGILE development to deliver the products over the course of the next year.

We will start with a minimally viable product which means IT will release the very basics of each project and incrementally release features until all the requirements are complete. Using AGILE concepts to produce and release the software gives users the benefit of the program before it is completed. The teams creating and testing these programs include staff from several NHQ departments plus volunteers from every echelon.

CAPBrite one stop service for

Activity scheduling

Activity registration

CadetInvest financial assistance

Secure tuition payments

Secure health records

“We are excited to be part of such a large undertaking,” says Wendy Hamilton, Deputy Director of Cadet Programs. “It is the equivalent of creating a ‘CAPBrite’ and an electronic health record.

IT had to solve several problems before the work could take off. We needed to be able to direct registration funds to multiple bank accounts, and we needed requisite security software in place to store health information. That sounds easy but isn’t and finding something affordable was time-consuming. Now we have those issues solved and the teams have already had several demos.”

Two of the most exciting features are a nationwide view of events with filters for time, location, and/or type. In addition, there is a family account so parents can create a login that allows them to register any of their cadets for events and pay their fees.

The system will allow CAP and non-CAP guests to register. That means it would work for conferences as well as emergency services events.

On the health record side, the programming will allow people to do an initial input and then recall that information, update and attach to an event, reducing unsecure transmission of medical information via email. The health record also will have access permissions ensuring appropriate



NEW RESOURCE

Textbooks Transformed: Discover the World of Cadet Audio

When it comes to reading CAP textbooks, there are many options. Some may prefer the good old paper version, while others enjoy the convenience of reading on a tablet, or diving into the interactive online modules. And now there’s yet another way to learn – audio!

Thanks to the recommendation from the National Cadet Advisory Council, the National Cadet Team has created Cadet Audio, transforming *Learn to Lead* volumes 1-3 and the *Aerospace Dimensions* modules into audiobooks.

Cadet Audio ensures that members with visual impairments or other disabilities have equal access to our educational materials. But Cadet Audio benefits all members. Anyone can easily download the module or chapter they’re studying and listen while commuting or doing other tasks, helping prepare for their next promotion. And it’s especially great for reviewing before a comprehensive milestone exam.

Cadet Audio textbooks are available the link below. *Aerospace Dimensions* is also available through Amazon and Google Podcasts with more platforms coming in the fall. Embrace the future of learning with Cadet Audio, where education meets innovation, and every cadet can excel.

GoCivilAirPatrol.com/CadetAudio

event personnel can look at the data before people arrive which means they can be sure they are prepared to care for our members onsite.

GoCivilAirPatrol.com/CadetBlog

Puerto Rico Wing Wins National Cadet Competition

The Puerto Rico Wing's first-place cadets assemble for a photo with Maj. Gen. Edward D. Phelka (far left), CAP national commander; Kristyn Jones, undersecretary of the Air Force (center, with trophy); and CMSgt Todd Parsons (far right), national command chief.



PERSPECTIVE

Let's maximize cadets' opportunities

Curt LaFond
Director of Cadet Programs



It's called dosage. The frequency, duration, and intensity of a young person's participation in a youth program like CAP contributes to their achieving the desired learning outcomes. Every time a cadet dons the uniform, we inject another shot of Air Force blue. The more doses, the better.

High dosage happens when we remove barriers to participation and support families and local leaders. Let's look at the challenge of maximizing dosage through five lenses: money, curriculum, scheduling, permissions, and exclusion.

Money. The "CadetInvest" portfolio of financial aid programs, made possible by generous donors and our Air Force partners, is increasing access to CAP opportunities. Cadet Invest includes the Curry Uniform Voucher, Cadet Encampment Assistance Program, the Cadet Lift and Take-Off Programs, and more. Also check out AE grants from the Air & Space Forces Association and the upcoming Cadet Adventure program. Today's cadets have more financial support than ever before.

Curriculum. When adult leaders and cadet cadre are supplied with turn-key training tools, the result is awesome experiences for cadets. Did you know that more high adventure and challenge activities are authorized than ever before? To build local leaders' confidence in hosting those activities safely, the *Girl Scout Safety Checkpoints Manual* is now available. Further, a huge variety of STEM Kits are available for free, making aerospace fun and meaningful. The leadership laboratory offers more tools than you may realize, too. For more, see GoCivilAirPatrol.com/Library.

Scheduling. Our software developers are working on a "universal activity registration" system right now (see p. 2). It'll bring many advantages, but from the dosage perspective it'll make awareness of opportunities skyrocket. Today, most cadets look only to their squadron calendar for cool opportunities, but eventually information about activities in nearby squadrons or in the neighboring wings could be available. That'll help us connect even more cadets with weekend and summer events.

Permissions. Another important aspect of increasing dosage is in removing administrative burdens on cadets and families. To participate in an activity outside the home unit, the cadet needs to obtain permission from only three stakeholders: (1) a parent or guardian, (2) their squadron commander, and (3) the activity director. There's no need for the cadet to seek permission from wing or region headquarters. This description of permission requirements is not new; it's been codified in CAPR 60-1, Chapter 8, for several years and is the rule across the nation, without exception. Girl Scouts and Boy Scouts are even *more* permissive; parent permission alone is sufficient there, without approval from the squadron equivalent.

Exclusion. Even the best cadets can be knuckleheads. Leaders sometimes reach for exclusion as a remedy. They tell the cadet she can't go to the air show, bivouac, or NCSA as punishment. Too often, exclusion is counter-productive. We're a character-building program. Time spent in uniform is an investment in the Core Values. Sitting-out activities rarely makes cadets better. One could argue that *troublesome cadets need CAP even more than their peers.* (True, the rare instance of violence or crime warrants suspension or termination.) Instead of excluding cadets from activities due to nonviolent misconduct, we can delay promotions, require apologies, provide re-training, or assign a service project. Even more options are available. See GoCivilAirPatrol.com/ProgressiveDiscipline.

I've explained a handful of factors that affect dosage. Other factors include our making activities more accessible for cadets having special needs, increasing adults' capabilities as caring, trustworthy mentors, and relaxing promotion requirements to allow for greater choice and customization, plus dozens more potential innovations.

Our mission is to develop cadets into aerospace leaders. High dosage is how we can achieve it. Look for more support from NHQ in reducing costs, increasing curriculum and training materials, and streamlining activity administrative processes.

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High dosage is how we can achieve it.

Cadet Protection Program undergoes expert review

"The true character of a society is revealed in how it treats its children."

NELSON MANDELA

America rightly demands that youth-serving organizations like CAP provide safe, positive environments.

CAP recently turned to Praesidium, a global leader in the field of youth safety, for help in improving CPP effectiveness. The review found that CAP is strong in CPP fundamentals. We have a good screening program, a lot of the right rules in place, good training materials, and open avenues for reporting. Moreover, our Annual Cadet Survey gives us confidence that two-deep adult leadership is practiced throughout CAP:

98% of cadets and adult volunteers say two-deep leadership is practiced

95% of adult volunteers report that "CAP leaders who are senior to me take CPP seriously."

Still, we can do better in fulfilling our sacred duty to protect cadets from the risks of abuse. Here are some of the issues we're working on.

Adult to Cadet Supervisory Ratios

CAP does not mandate minimum adult to cadet supervisory ratios. In theory, an activity may proceed if two screened and trained adult leaders are supervising onsite, regardless of the number of cadets participating.

Peer organizations and some state governments mandate supervisory ratios, depending on the age of the youth, the type of activity (e.g., classroom or high adventure), and activity duration (day trip or overnighter).

What's the right ratio for us in our program environment? We're working with Praesidium to craft a ratio system that's prudent for us.

Disciplinary Actions Against Chronic Boundary Violators

The vast majority of CPP boundary concerns (rule infractions that individually do not create a suspicion of abuse) are usually innocent mistakes remedied by coaching.

"Bill, it was generous of you to give Cadet Curry a ride to CAP, but I need to remind you of our two-deep rules, so next time please have a third person in the car . . ."

On the other hand, persons who repeatedly fail to abide CPP rules present a significant risk to cadet safety. Chronic rule-breaking may be an indication of grooming.

How do we distinguish inadvertent non-compliance from chronic and willful boundary-breaking? How could we increase visibility of repeat violators without making our monitoring practices too arduous? How many violations are too many? This is another area where we need to revise our policies and practices.

Command-Centric or Committee-Centric Response to Alleged Misconduct

CAP currently follows a command-centered approach for resolving CPP boundary concerns. Commanders informally review allegations of misconduct and decide on their own authority what remedy is most appropriate (e.g., verbal warning, extra training, closer supervision, membership suspension, termination, etc.).

Experts like Praesidium now believe that a committee-based system mitigates the risk that a single person in authority could err in judgment or be influenced by personal relationships when responding to boundary concerns. What would a committee-based approach look like for CAP, and what supports would be needed to help us succeed?

Control & Administration of Medications at Overnight Camps

We recently learned that CAP's current policy requiring cadets to safeguard their own medications and self-administer them while at camp is contrary to guidelines set by the American Academy of Pediatrics.

The New York Times

Headlines from the past year demonstrate that cadet organizations sometimes fail to meet basic youth safety expectations. The massive amount of negative press illustrates that the public will not tolerate programs where youth are subject to abuse.

'I Felt Trapped': Sexual Abuse of Teens in the Military's J.R.O.T.C. Program

Former students say military veterans who led J.R.O.T.C. classes in U.S. high schools fashioned themselves as mentors, then used their power to manipulate and abuse.

Military Acknowledges More Sexual Abuse in J.R.O.T.C. Programs

Lawmakers criticized oversight by the military, which reported dozens of additional cases of abuse of high school students by J.R.O.T.C. instructors.

Thousands of Teens Are Being Pushed Into Military's Junior R.O.T.C.

In high schools across the country, students are being placed in military classes without electing them on their own. "The only word I can think of is 'indoctrination,'" one parent said.

J.R.O.T.C. Textbooks Offer an Alternative View of the World

Descriptions of civic life and some key historical events differ from the way they are taught in typical public school textbooks.

Pentagon Admits Lack of Oversight to Stop Junior R.O.T.C. Sexual Abuse

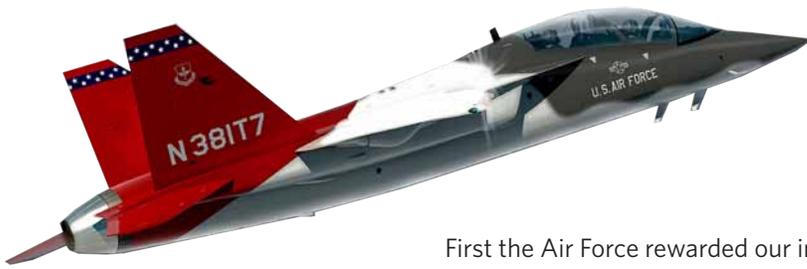
Facing questions from senators about repeated cases of abuse in J.R.O.T.C. programs, military leaders said they wanted to increase scrutiny of the instructors.

The AAP's expert advice is important. Indeed, we've had cadets hospitalized for missing doses and overdosing at CAP events. Our office is in conversation with CAP Health Services and CAP Safety about this issue.

Even if we recommend a policy change to bring us into alignment with AAP recommendations, we'll need to consider practical implications. What resources would local leaders need to make the switch?

Next Steps

Over the next year, expect to see changes in policy and practice, consistent with Praesidium's expert recommendations, on the four main areas outlined above. You'll also see numerous minor changes to the training materials and some administrative procedures. A task force of NHQ staff, CAP-USAF staff, and experienced CP officers are developing an action plan and crafting new CPP rules that ultimately will land on Maj Gen Phelka's desk for approval.



MUTUAL BENEFIT

New opportunities to improve diversity in the Air Force & CAP

Cadet Aero Weekend

Tours & hands-on activities at a USAF flying squadron

UCAN: Under-represented Cadet Aero Networking

Connecting cadets with STEM professionals & career information

Cadet Squadron Expansion

Locating cadet squadrons in majority minority communities

First the Air Force rewarded our innovation by funding the Cadet Encampment Assistance Program. Then they funded Cadet Lift, the Takeoff Program, and Cadet Wings. Each program increases access to dynamic opportunities for all cadets.

Now through Rated Diversity Improvement initiative funding, the Air Force is helping us reach a more diverse audience. With a more diverse CAP cadet corps, the Air Force hopes to become more diverse itself when those cadets become career ready.

CAP has funding to launch three new programs that serve cadets. "You have to see it to be it" is the philosophy for each. CAP enables young people to see themselves as future airmen and STEM professionals.

Cadet Aero Weekend partners with Air Force Aircrew Inspiration Mentorship Wings (AIM Wings). NHQ will fund overnight trips to Air Force bases. The goal is to inspire cadets to consider military service, and more specifically rated (flying) career fields by showing them what the day in the life of an Airman can be.

UCAN, Underrepresented Cadet Aero Networking, also managed by NHQ, connects cadets to minority-focused aero professional conferences. Cadets attend the conference as a group and network, attend career preparation sessions, and in some cases, bring resumes for onsite job fairs.

Rated Diversity, continued on page 6, bottom right.

CADET FLIGHT PLAN *for* AVIATION CAREERS

1ST CADET YEAR

1. Enter CAP between ages 12 and 18.
2. Learn aerospace basics at weekly squadron meetings. Ask which STEM kits are available.
3. Take the controls during your first orientation flight.
4. Read the cadet aerospace and leadership texts. Complete Cadet Interactive modules and rank-up. Try to earn the Wright Brothers Award.
5. Go to encampment. Apply for Cadet Encampment Assistance Program funds, if needed.



2ND CADET YEAR

6. Attend a cadet flight academy and fly solo. Apply for Take-Off Program funding, if needed.
7. Explore an aviation or STEM career at a NCSA. Apply for Cadet Lift funding, if needed. Try to earn the Mitchell Award.

3RD YEAR & BEYOND

8. Compete for the elite Cadet Wings program, which covers nearly all expenses leading to a Private Pilot license.
9. Compete for ROTC and Service Academy appointments. Apply for CAP scholarships or, enlist in the USAF at the grade of Airman First Class.
10. Enter the aviation profession and give back to tomorrow's cadets.



"Now we're licensed pilots! Thanks, CAP!"

Financial Assistance CADET INVEST

CADET ENCAMPMENT ASSISTANCE PROGRAM

CEAP helps disadvantaged cadets attend encampment.

CADET LIFT

For cadets in their second year or beyond, "Lift" helps disadvantaged cadets with tuition and travel costs for NCSAs.

TAKE-OFF PROGRAM

For cadets in their second year or beyond, "Top" helps cadets attend a flight academy.

CADET WINGS

For cadets in their second year or beyond, "Wings" is a merit-based program that covers nearly all expenses to transform cadets into licensed private pilots.

* Cadet year terminology is for illustration purposes only. By law, the minimum age for solo flight in a glider is 14, for powered aircraft, 16.

For details see [GoCivilAirPatrol.com/CadetInvest](https://www.GoCivilAirPatrol.com/CadetInvest)

ADULT TRAINING



The foundation for cadet success

Cadet Programs is dedicated to improving training programs for the adults who work with cadets. Adult leadership plays a crucial role in the success of the cadet mission, and therefore high-quality, easily accessible training is imperative.

Adult leaders want multiple pathways for TLC credit:

In-person

Virtual

Self-paced

On-demand

This past fall, 1,351 Cadet Programs Officers completed the Direction of Adult Education Survey, while 33 others completed one-on-one interviews with NHQ. The wealth of information gathered from these interactions has been instrumental in shaping the updates that will improve the accessibility and content of CP adult training.

One key finding from our research was the need for multiple pathways to receive TLC credit. To address this, we have decided to retain the current options of virtual or in-person TLC courses (with some improvements for content & delivery), while we introduce a fully self-paced, online training pathway.

This new pathway will require additional technology and eServices integration. Our team (CAP/CP) will work with IT to evaluate our capabilities and develop ways to support this initiative. We hope to begin this endeavor in the near future.

[GoCivilAirPatrol.com/CadetBlog](https://www.civilairpatrol.com/CadetBlog)

SUPPORT SERVICES

Textbook packets getting altered in Fall '23

Cadets receive a materials packet three times during their membership:

Phase I Kit upon joining,
Phase II Kit at the Wright Brothers, and
Phase III & IV Kit at the Mitchell

This fall, we're changing the aerospace contents of the Phase I and Phase II kits to better serve our new cadets and save costs.

Data shows that more than 90% of cadets complete the first two modules in sequence. Rather than receiving the full set of *Aerospace Dimensions* module in the Phase I Kit, new cadets will receive *Aerospace Dimensions* Modules 1 and 2 when they join.

The remainder of the aerospace books (Modules 3 - 7) will be included in the Phase II Kit when the cadet earns their Wright Brothers. Cadets can still do the modules in any order.

This revised distribution plan will make the Phase I Kit more focused on what new cadets need for their orientation flight and Phase I promotions, while also helping us stretch our limited funding.

[GoCivilAirPatrol.com/CadetKits](https://www.civilairpatrol.com/CadetKits)

Q: How important is it for CAP to provide cadets with paper copies of textbooks and manuals?



Annual Cadet Survey 2023. N=2,965 cadets

PHASE I KIT Fall 2023



PHASE II KIT Fall 2023



PHASE III KIT Unchanged



Rated Diversity, continued from page 5

Cadet Squadron Expansion. Perhaps the most unique program to garner support is cadet squadron startups in areas with historically under-represented populations. Using existing relationships and the AFJROTC wait list, NHQ will help get five squadrons started. These squadrons will receive full funding for uniforms, activities, and encampment attendance.

Units and Wings interested in any of these programs can reach out to NHQ via email at CadetInitiatives@capnhq.gov.

CADET PROJECT BOARD

What we're working on for 2023-24

Major Initiatives

- Cadet Adventure
 - Partnerships & funding for indoor skydiving, marksmanship
- Cadet Merit List
 - Incentive program for academic & fitness excellence
- Cadet Protection
 - See page 4
- Curry Webinar Program
- Rated Diversity Initiative
 - See page 5
- Training Leaders of Cadets, 3.0
 - See page 6
- Universal Activity Registration
 - See page 2

Major Ongoing Projects

- Annual Cadet Survey & Key Performance Indicators
- CadetInvest
- Cadet Wings
- Encampment
- National Cadet Special Activities & Accredited Cadet Special Activities
- National Cadet Advisory Council
- Youth Development Conference



CIVIL AIR PATROL
NATIONAL CADET TEAM

cadets@capnhq.gov
877.227.9142

Professional staff ★
Current cadet or alumnus ⇨

LEADERSHIP CIRCLE

- ★⇨ **Curt LaFond** Director of Cadet Programs
- ★ **Wendy Hamilton** Deputy Director
- ★⇨ **Tammy Hallihan** Program Mgr, Support Services
- ★⇨ **Elizabeth Hornbach** Program Mgr, Youth Development
- ★⇨ **Joanna Lee** Program Mgr, Cadet Curriculum
- ★ **Margarita Mesones-Mori** Program Mgr, Cadet Activities
- ★ **Kathrine Schmidt** Program Mgr, Cadet Wings & Flight
 - ⇨ Col Ned Lee JD Senior Policy Advisor
 - ⇨ Lt Col Wayne Brown CP Staff Coordinator

ACTIVITIES GROUP

- ★ **Margarita Mesones-Mori** Program Mgr, Cadet Activities
 - ⇨ Lt Col James Peace NCSA Coordinator
 - Maj Roger Reed Assistant NCSA Coordinator
 - Col Tom Theis Assistant NCSA Coordinator
 - ⇨ Col Raj Kothari Assistant NCSA Coordinator
 - Lt Col Robert Shaw Assistant NCSA Coordinator
 - Lt Col Don Ellis National Flight Academy Coord
 - ⇨ Lt Col Randy Petyak IACE Director & IACEA Rep.
 - ⇨ Col Joe Winter Canada & UK Bilateral Coord
 - Lt Col Robert Shaw Canada & UK Bilateral Coord
 - Vacant Scholarship Panel Chair
 - ⇨ Lt Col Shaun Adams Asst Scholarship Coordinator
 - ⇨ Lt Col Elliott Korona Asst Scholarship Coordinator
 - ⇨ Lt Col Joseph Zachariah Asst Scholarship Coordinator
 - ⇨ Lt Col Elliott Korona Arnold Air Society Liaison
 - Maj Bill Blatchley Cyber Competition Coordinator
 - ⇨ Maj Michael Dunn Cyber Curriculum Specialist

AWARD WINNERS 2023

Cadet of the Year



Cadet Bradley Gorham
Washington

Squadron of Distinction



Coastal Charleston Composite Squadron
South Carolina

John V. Sorensen Cadet Programs Officer of the Year



Lt Col George Stanley
South Carolina

ADULT TRAINING GROUP

- ★⇨ **Elizabeth Hornbach** Program Mgr, Youth Development Tng.
- ⇨ Lt Col Heather Weaver DCP Development Coordinator
- ⇨ Lt Col Zoe Falls PhD C/Leaders' Adult Education Coord.
- ⇨ Lt Col Gerry Levesque School Program Coordinator
- ⇨ Maj Kenny Loui PhD Asst. School Program Coordinator
- Maj Wendy Walsh Educational Accommodations Spec.

AVIATION GROUP

- ★ **Kathrine Schmidt** Program Mgr, Cadet Wings & Flight
- Col Mike Cook Youth Aviation Initiative Coordinator
- ⇨ Col Brad Lynn YAI Panel Chair
- Lt Col Mark Bailey CFI YAI Panel Member
- Lt Col Al Van Lengen CFI, DPE YAI Panel Member
- ⇨ Maj Bradley Berger CFI YAI Panel Member
- ⇨ Maj Robin Kim CFI YAI Panel Member
- ⇨ Maj Catherine Plasschaert CFI, DPE YAI Panel Member
- ⇨ Capt Edward Chmiel CFI YAI Panel Member

COUNCIL GROUP

- ⇨ Col J.D. Ellis NCAC Senior Advisor
- ⇨ Lt Col Rey Lopez Assistant Senior Advisor
- ⇨ C/Lt Col Cooper Eisman Cadet Chair '22-'23
- ⇨ C/Lt Col Rodrick-Josh Zapanta Cadet Vice Chair '22-'23

CURRICULUM GROUP

- ★⇨ **Joanna Lee** Program Mgr, Cadet Curriculum
- ⇨ Maj Kevin Matthews PhD Curry Webinar Coordinator
- Vacant Fitness Education Coordinator
- ⇨ Lt Col Casey Schroeder PhD Asst. Fitness Education Coord
- ⇨ Lt Col Grace Edinboro Drill & Ceremonies Coordinator
- ⇨ Lt Col Forest Allen Asst Drill & Ceremonies Coord
- ⇨ Col Christine Lee Encampment Best Practices Coord.
- ⇨ Lt Col Joe Rucker Assistant Encampment Coordinator.

SERVICES GROUP

- ★⇨ **Tammy Hallihan** Program Mgr, Support Services
- ⇨ Lt Col Bill Geesey Spaatz Medical Specialist
- ⇨ Lt Col Justin McElvaney Spaatz Essay Evaluator
- ⇨ Lt Col Rob Smith Spaatz Essay Evaluator
- ⇨ Capt Matt Chirik Spaatz Association Liaison
- Vacant Independent Study Coordinator
- Vacant Cadet Analytics Coordinator

Youth Development
CONFERENCE
SAVE THE DATE



GoCivilAirPatrol.com/YDC

