



THE DISPATCH

Safety | Health Services | Chaplain Corps



May 2024

The Dispatch is for informational purposes. Unit Safety Officers are encouraged to use the articles in The Dispatch as topics for their monthly safety briefings and discussions. Members may go [eServices - Learning Management System](#), click on "Go to AXIS," search for this month's The Dispatch, take the quiz, and receive safety education credit.

In This Publication

- Strategies for Helping Cadets with Anxiety and Stress at Encampment
- Encampment, CAP Operational Risk Management, and Industry's OSHA 1910.119
- "An Awesome Week of Meaningful Challenges and Fun"
- Resourceful Encampment Information
- Won't you Be My (Airport) Neighbor?
- Recognition
- Messages From Safety, Health Services, and Chaplain Corps

The Theme for This Month's Dispatch is Encampment. Encampment training challenges you to develop leadership skills, live the Core Values, learn and more. These articles from Health Services, Safety and Chaplain Corps provide guidance for a successful encampment season.

Primary Articles on Encampment

Strategies for Helping Cadets with Anxiety and Stress at Encampment

By: Ch Lt. Col. Theodore "TJ" Jenney, IN-001

Encampment season is filled with all the excitement, challenge, and yes, stress and anxiety of our cadets. Encampment staff often ask for additional training on how to help cadets who struggle in the stressful encampment environment. Two mental health issues that cadets often struggle with at encampment are separation anxiety and social anxiety. Both are not uncommon at squadron meetings as well as at school, but encampment sometimes takes these struggles to a new level.

Separation anxiety is caused from separation from family or close friends beyond the normal hesitation to leave home, and in some sense, is a heightened homesickness. Many cadets have never been away from home for an extended period especially in a more intense and challenging environment like encampment. Separation anxiety can manifest in a spectrum from mild to more serious, even to the point of being a disorder according to the National

Institute of Mental Health (NIMH). Most of the time cadets at encampment experience mild levels of separation anxiety that often diminish as the week goes on.

Social Anxiety is caused from social situations that cause anxiety or fear and a sense of an inability to deal with meeting new people, new dynamics in interaction or social pressure as often present themselves at encampment or other social situations. Social anxiety can also present in a range of seriousness even to the point of a disorder at which point the NIMH defines it as “an intense persistent fear of being watched and judged by others” the person “feels symptoms of anxiety and fear where they are scrutinized, evaluated, or judged by others” (NIMH). Typically, at encampment it is mild but can cause anxiety and stress that make it hard for a cadet to interact with others.

Complicating factors for both issues may include family dynamics, experience being away from family (possibly for the first time), any experience being bullied, autism, eating disorders, anxiety, depression, health, or hydration.

Most caring adults can offer support to help cadets cope with these struggles or other stress, fears, and anxiety by using this STEP method, as well as calling on individuals with more training such as chaplains, CDIs, or mental health professionals. Ch Col. John Murdoch and I presented this strategy as a pre-encampment training session prior to the INWG encampment, and the staff found it helpful.



STEP:

Step Away - Invite cadet to step away from group by saying something like, “You look stressed or anxious in this situation. I wonder if you would like to step away from the group for a moment so we can talk . . .” This may relieve some of the anxiety. Walk with them to a nearby place where they can relax; if it is hot try to find a shaded area and make certain they are hydrated.

Time (Talk & Think) - Invite them to take some time to talk and think. Find out what is the most stressful about the circumstances. It may be separation from home or family or dealing with the bootcamp-like stress of encampment. Listen attentively to what they have to say and try to understand what they are feeling. Key phrases like “tell me more” or paraphrase what they are saying to see if you have information correct or reflect what they are feeling with phrases such as “it seems like you are feeling . . . is that right?” Assure them that those thoughts and feelings are natural and understandable. Ask them what has been the hardest thing so far at

encampment or if there is something at home that is bothering them? Also ask what they were looking forward to most at encampment.

Talk to the cadet about the strategy of taking it one step at a time and assure them that you or other caring and trained adults are there for them and want to see them develop. Ask them what might help them make it to the next big goal they have. Try to reframe the stress or anxiety they are feeling as a way to experience new ways to grow. Have them set some achievable goals such as making it until the next day or two and reassure them that you are there to help.

Evaluate/Encourage - Evaluate the level of anxiety or stress of the cadet to see if you need to involve an individual with more training such as a chaplain, CDI, or medical person. If it is early in the week, remind them that for most cadets the hardest part of the week is the first day or two; afterwards, the growth and excitement tend to build while fears and anxieties tend to diminish. If you think they are able to re-engage with the larger group let them know that most cadets, cadet leaders or adults had times when they felt the same way. Make certain they are hydrated and have had enough to eat. Encourage them that a journey of a thousand miles begins one step at a time or something similar.

Plan - Help the cadet put together a plan that is manageable for goals for events or days. Assist them to have a strategy for a growth mindset in the face of this challenge. Making it the entire week may seem overwhelming to some cadets, but you can say something like "what if we set a goal of making it to Wednesday O-rides and then touch base again." By then they have built confidence and are enjoying the experience. Assure them that you are there if they need further support in the future. Remind them of the Five Pillars of Wellness and Resilience and ask them which of them might help them the most in this situation. Breathing exercises or quiet reflection may also be helpful. Support them to set a cheerful outlook and provide positive affirmation. Set a time to check back with them, then take them back to the larger group and assure the leader that they are ready for the next step. Add something positive so they do not feel embarrassed as they go back to the group. Remind them you and other caring adults are there to assist them.

Notecard Summary:

STEP:

Step away from the group, encourage one step at a time: one milestone at a time.
(A journey of a thousand miles begins one step at a time.)

Time to Talk & Think, relieve stress, anxiety and reframe.

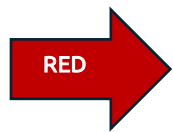
Evaluate/Encourage, assess the level of challenge and stress and call for assistance if necessary. Present positive self-talk and encouragement.

Plan strategies for success and milestone goals: what are they looking forward to most? Help develop a growth mindset and set strategies to deal with stress and anxiety. Emphasize a positive attitude, and positive affirmation. Remind them you and other caring adults are there to assist them. Set time to check back with them.

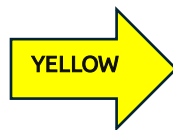
Here is another resource for evaluating a range of issues and the level of seriousness and need to involve a chaplain, counselor, or other trained professional.

The Red-Yellow-Green levels familiar to most with Operational Risk Management or ORM:

SUICIDE PREVENTION / WELLNESS CRISIS SUPPORT / A LISTENING EAR When to *Call a Chaplain*



Contact a chaplain immediately if you, a friend, or acquaintance are experiencing anxiety or depression that makes it incapable of work, class, or relationships, if you/they are having thoughts of harming others or yourself. **Call 911 or 988 (Suicide Crisis Hotline).**



Contact a chaplain if you, a friend, or acquaintance are experiencing anxiety, depression or fear that makes focus or sleep difficult, especially if there are alcohol or drugs (prescription or otherwise) involved, or if you are being bullied.



Contact a chaplain if you need a caring professional to talk about relationships at home or school that are causing any difficulty, including important decisions where you are experiencing anxiety, drugs, alcohol etc. Chaplains are trained professionals who are caring and confidential.

Be an ACE Wingman: Ask. Care. Escort. You can make a difference and save a life!

This information was part of a brochure put together in a joint effort of Chief of Chaplains, Ch Col. Linda Puglsey, Deputy Chief of Chaplains, Ch Lt. Col. Eric Cooter, Ch Lt. Col. Theodore "TJ" Jenney, and Ch Maj. Linda Berez initiated this in response to the critical need for the mission and availability of chaplains and CDIs to understand critical situations and on-call crisis care.

Ch Lt. Col. T.J. Jenney has a Ph.D. from Purdue University in Educational Psychology and Higher Education Administration as well as a M.Div. and S.T.M. from Yale University.

Resources:

[National Institute of Mental Health. Social anxiety disorder. \(n.d.\).](#)

[National Library of Medicine. Separation anxiety disorder. \(n.d.\).](#)

Encampment, CAP Operational Risk Management, and Industry's OSHA 1910.119

By: Maj. Randall Ankrom, IN-806

I was a mechanical engineer for DuPont for 30 years and have been a safety officer since 2009. Much of my work involved *Process Safety Management (PSM)* as required under OSHA 1910.119. The OSHA Process Hazards Analysis is similar to Civil Air Patrol Organization Risk Management (ORM).

I want to share some of my experiences and thoughts from years of working at DuPont and CAP safety. *My philosophy is that all accidents are preventable.* If you had an accident, and if given a chance to do it over, you would change what you did to avoid the accident.

Most accidents occur during encampment activities when cadets are in a hurry, tired and not paying full attention to the task at hand.

During encampment keep this in mind:

- A group will produce better results than a person working alone, this will encourage personal growth and reduce stress for cadets.
- The size of the event or activity will impact the size of the team, this should be conducted safely according to CAP regulations and complying with local laws and restrictions.

Below, I will provide a few questions from the [CAPF 160 - Deliberate Risk Assessment](#) (worksheet), under each question I will add the thought process I go through when answering the questions. This may be helpful to those new to completing an ORM for an event.

4. Sub-Activity, Task, Source - Example: Food service, food storage
This is a list of activities that have the potential to cause a mishap.
Here is an example of items from an ORM review for encampment:

Sub Activity or Specific Task

1. Encampment
2. Tornado
3. Thunderstorms
4. High heat and humidity.

This list is the most important part of the ORM analysis. Brainstorm as you generate the list.

5. Hazard / Outcome - Example: Food spoilage; food poisoning

This is the worst-case hazard that could result from the activity or event. For minor food poisoning you maybe sick for a couple hours, you may not do anything. But food poisoning can be fatal. I recommend doing research on the internet for hazards. Another example is if your cadet group is staying in a dormitory for an event. What are the chances of a death from a dorm fire. If you don't know, search the internet. One source showed 85 deaths in dorm fires in the last ten years. That means the probability you will die from a fire in a dorm is very small. But the result is very severe. If you are one of the 85 that die it will be very serious for you. Always think of the terms of the WORST CASE SCENARIO to determine how you are going to prevent the hazard.

6. Initial Risk - Example: Severity= Moderate; Likelihood= Likely; Initial Risk= M

Question 6 refers to the impact of the event when considering the probability, it will happen, and the severity of the result. Look at the food poisoning example above. The chance of dying from food poisoning is: "Unlikely: possible but improbable." That is an E on the Risk Assessment Matrix.

If the result from the matrix is "Low," you can confidently accept the activity as is with no mitigation. If the result from the matrix is "High." You have to cancel the activity or put in place a mitigation plan. The "Moderate" result is harder to deal with. There is a tendency to list pass it as acceptable, so we don't have to generate a mitigation plan.

7. Controls - Example: Coolers with ice, replenished daily for food storage.

This would be your mitigation plan to avoid an incident.

What specifically are you going to do to prevent the incident from happening?

8. How to Implement / Who Will Implement - Example: Load (number of) coolers, initial purchase (number of packs/bags) ice; purchase ice and conduct daily ice checks and runs to ensure coolers are stocked. Who: SM / (Name or Role)

Details for exactly what you will do to perform the mitigation plan. It is crucial to list who will be responsible for this implementation step of the mitigation plan. Someone has to have ownership here.

9. Residual Risk - Questions 9 and 6 are duplicated based on implementing the mitigation plan. I feel that if the result is not Low, you need to continue working on the mitigation plan or cancel the activity.

I hope this helps when completing a hazards review for an event or activity, especially during this busy encampment season!

"An Awesome Week of Meaningful Challenges and Fun"

By Lt. Col. Gordon Helm, CAP HSAT PIO, AZ- 013

Have you ever read [CAPP 60-70, The Cadet Encampment Guide](#)? Those applying for an encampment have done so, but for the rest of us there is a lot of information to motivate both cadet and adult members.

Here's the opening paragraph:

"Encampment is an immersion into the full opportunities and challenges of cadet life. It's the centerpiece of a cadet's first year in CAP. Encampment ought to be a fun, challenging week that makes a positive impact on cadets. Encampment attendance correlates with cadet retention – cadets who go to encampment are more likely to renew than those who do not attend. Encampment graduates tend to advance through CAP at a faster rate than non-graduates. Because encampment can be so impactful, CAP and the U.S. Air Force want to

maximize participation and invest time, energy, and finances to make encampments as successful as they can be.”

The Cadet Encampment Guide aims to build a consistent, well-articulated nationwide standard for all encampment programs. The guide’s philosophy recounts the five key traits of cadet life. Those include the uniform, aerospace themes, opportunities to lead, challenge and have fun. An intensive environment that moves cadets beyond their normal comfort zone.

Encampments are also the cadet’s introduction to Air Force service traditions and career opportunities, and is pre-requisite for the Mitchell Award, encampment attendees would be eligible to enlist in the Air Force at the grade of E-3 once completed. CAP-USAF and CAP coordinate all significant revisions to the encampment program to ensure there are no contradictions or lessening of standards.

There’s something for everyone at the Cadet Encampment. Of the four categories of participants, all benefit from the experience. Students are the first timers and are there to learn. The Cadet Cadre is made up of cadets serving in the positions of flight sergeant and above, including the leadership and administrative support staff. Advanced Students are at encampment to participate in advanced training, adult members who comprise the Senior Staff, they supervise and mentor the Cadet Corps.

The guide goes into detail on a number of important topics to answer anyone’s questions, including eligibility, equal access, financial management, curriculum resources, program metrics, operational standards, and more.

Encampment also provides recognition for high performance, while each wing has its own approach to encampment awards, the guide provides best practices. The importance of recognition to cadet students, the cadet cadre and to the mentors cannot be understated.

Secondary Articles/Information of Special Interest

Resourceful Encampment Information

(A repost of earlier case studies and an article published in The Dispatch - August 2023)

Consider this for cadets and seniors, prior, during and after encampment.

- [Encampment Hydration Safety Tips](#) - By Capt. Richard "Rick" Weaver, AL-119
- [Encampment Mistake or Success](#) - A case study by Maj. Dean Goodman, ME-058
- [“Paradigm Shift at the Intersection of Technology, Inclusion, Health Services, Safety, and Risk Analysis: An Encampment Case Study”](#) -

Authored by: Lt. Col. Uei Lei, CO-183 and Maj. Nathan Rolfe, MD-091

Won't you Be My (Airport) Neighbor?

Michael Nunemaker, CAP Chief Strategy Officer

Mr. Fred Rogers was the iconic children's television show host of *Mister Roger's Neighborhood*. His famous phrase, "Won't you be my neighbor?" was an invitation to kindness, connection, and community. It might seem like a long way from Mr. Rogers to the local airport environment, but his calls for being "neighborly" are important for us to think about as we share the airspace with our fellow pilots.

According to the FAA's *Airplane Flying Handbook*, "Airport traffic patterns ensure that air traffic moves into and out of an airport safely." While the procedures associated with the traffic pattern are designed to facilitate the safe flow of traffic, mid-air collisions are still a risk and vigilance is a must when operating there. About 34% of mid-air collisions that occur in the traffic pattern occur on final approach, with an additional 34% of traffic pattern accidents occurring on the runway itself.

How can we be a good neighbor?

As pilots know, the procedures associated with the local traffic patterns are not mandatory and can vary depending on the aircraft type or other operational differences, however, following established procedures is the best, safest practice for managing the flow of traffic in an airport area. *Regardless of the lack of mandatory compliance with local traffic patterns, right-of way rules (14 CFR § 91.113) must still be followed.*

For example, slower aircraft can easily be overtaken by faster aircraft and it's important for the overtaking aircraft to adjust (by turning to the right) so as not to create a collision hazard – remember that the aircraft being overtaken has the right of way. If you find yourself in a situation where you are behind a slower aircraft practicing landings, it's critical to be patient, vigilant, and ready to go around. Also remember that aircraft at a lower altitude in the traffic pattern also have the right of way. And under no circumstances should pilots land on a runway that is occupied by another aircraft!

If you note anything "non-standard," never correct a pilot over the radio; doing so unnecessarily congests the frequency and may result in you and others missing important radio calls. Instead, respectfully discuss the issue on the ground, but realize that differences don't necessarily translate to an unsafe condition.

The way to fly safely at nontowered airports is to **REACT** (from *AOPA Safety Advisor*, Operations and Proficiency No. 3).

Radio - Listen to the automated weather observations, if available, and the common traffic advisory frequency (CTAF) for airport information and traffic advisories.

Eyes - Use them! Look for other traffic. This is the top priority when operating in the vicinity of a nontowered airport. Use landing lights so other pilots can see you more easily.

Announce - Report your position and intentions using standard phraseology.

Courtesy - A little courtesy will smooth out most problems. The "me first" attitude can be dangerous and rude.

Traffic Pattern - Follow the recommended procedures. Before you fly, research the necessary information about your departure and destination airports.

Recognition



CONGRATULATIONS, **Maj. Earl Webb, FL-001**, for achieving your Master Rating in the Safety Officer Specialty Track!



CONGRATULATIONS, **Damen Therkildsen**, for joining our National Safety Team as an Activity Safety Program Manager on April 22, 2024. He is a former active-duty Air Force and Air Force Reserve Firefighter. Damen retired as a health and safety manager, facilitator, amongst other roles. A few of his CAP contributions and accomplishments featured below:

CAPSafety Websites Article - [Offering Grace Through Qualitative Data](#)

CAP.NEWS -

- [Top Members Honored at National Conference](#)
(Damen Therkildsen was awarded Safety Officer of the Year).
- [Safety First: Idaho Team Copes with Encampment Summer Heat](#)

**** Messages From Safety, Health Services, and Chaplain Corps****

To All CAP Unit Commanders:

Changes to CAPR 70-1 - [Interim Change Letter – CAPR70-1, CAP Flight Management.](#)

We would like to inform you about the changes to CAPR70- 1, from the National Commander, which involves a modification to the new Safety Significant Occurrence as opposed to mishap terminology. This letter immediately changes CAPR 70-1, *Civil Air Patrol Flight Management* and will remain in effect until CAPR 70-1 is revised and compliance is mandatory. The intent is to incorporate powered instructor pilot training outlined by 49 CFR 1552.23 and update safety regulation terminology to align with CAPR 160-2.

Request for The Dispatch Articles

We would like to solicit your valuable input for The Dispatch articles.

For consideration, please submit your article to the following editors/groups by **May 15th**:

[Safety](#) - [Health Services](#) - [Chaplain Corps](#)

Upcoming Edition: June - Theme: 101 Critical Days of Summer

Current and Previous Issues: [Safety Beacon / The Dispatch](#)
CAP Safety Communications: [Website](#) - [Facebook](#) - [Email](#)