



Transmitter

The Official Newsletter of the Civil Air Patrol Chaplain Corps

Winter 2020



A MESSAGE

From the Chief of the CAP Chaplain Corps

Chaplain (Colonel) John Murdoch

Greetings, fellow servants,

I come today trusting all is well and that your ministry in Civil Air Patrol is a great source of blessing for you and those to whom you minister.

Have you ever felt out of the loop? That has been my experience for the past few weeks. God has provided a new home for us, and we had everything in place to make the move, and then our plans took a back seat to God's plans. The timetable was rearranged and the opportunities to practice grace and patience were extended. As a result, I have been offline for about three weeks. I am very glad that I am up and running with my laptop, but my study is still not together. Both my wife and I will be happy when I am able to move everything off the dining room table and into the study as well as get all the boxes emptied and the contents in their appropriate places!

All of us have experienced the challenges and blessings of moving, so I know you are able to associate with our current journey. We are not the only ones in our chaplain family who have moved or are anticipating a move. Should God bring us to mind, we would appreciate your prayers not only for my family but for all our colleagues who are also traveling the relocation trail.

In January I had the privilege to attend the National Conference on Ministry to the Armed Forces meeting and the Armed Forces Chaplains Board meeting, both held in Washington, D.C. I have been invited to be a presenter next year at the NCMAF meeting to give a

(Continued on page 2)

(A Message from the Chief of Chaplains, continued from page 1)

briefing on Civil Air Patrol and the Chaplaincy to all the endorsers. While there, I also had the privilege of meeting with Chaplain (Maj. Gen.) Steven A. Schaick, the USAF Chief of Chaplains, and share about the exceptional ministry our team is having.

In my travels, I have also had the privilege of meeting some of you in your wing/region conferences. I want you to know how much I have appreciated being with you, and I look forward to meeting more of the Corps in the Chaplain Corps Region Staff Colleges this year. Due to scheduling, I will not be able to be at all the colleges this year, but it is my plan to visit half this year and the other half next year

Let me take this opportunity to encourage you to make every effort to attend your respective Chaplain Corps Region Staff College. Much work is put into making these colleges not only academically effective for your growth in the chaplaincy program but also for your fellowship with the chaplains and CDI's of your region and those visitors from other regions. We are developing Chaplain Ministry Teams throughout the chaplain corps, and these colleges are a wonderful place to develop the comradery and reliability within the corps that will secure the success of these teams. You will find the dates and locations of these Chaplain Staff Colleges listed in the Transmitter. Please make your plans to attend. I look forward to seeing you there.

In the Fall Transmitter, I shared with you my Three E's: Excellence, Expedience, and Exhibit. These past few weeks have been a challenge personally to fulfill my expectations in the arena of Expedience. But though I have not been able to move the applications along as quickly as I would have liked, I am happy to announce that as of 10 February 20, we have 446 Chaplains and 730 CDI's in our Corps. That is total Corps of 1170 personnel involved in the character development of our cadets and senior members.

Thank you for all you do and the impact you are making! May the Almighty grant you wisdom and effectiveness in your service!

Your fellow servant,
Chaplain (Col.) John B. Murdoch, CAP
Chief of Chaplains



*The Voice of Chaplaincy
Chartered by Congress
Serving since 1925*

Visit the MCA website

www.mca-usa.org

For current news

How to Join

How to make donations

NATIONAL CHAPLAIN CORPS STAFF

CHAPLAIN CORPS EXECUTIVE COUNCIL (CCEC)

CHAPLAIN (COL.) JOHN MURDOCH

Chief of CAP Chaplain Corps and Chairperson of the Council

CHAPLAIN (LT. COL.) LINDA PUGSLEY

Deputy Chief of the Chaplain Corps

CHAPLAIN (LT. COL.) SERGIO FREEMAN

Deputy Chief of the Chaplain Corps, Personnel

CHAPLAIN (COL.) JAMES HUGHES

Deputy Chief of the Chaplain Corps, Plans and Programs

CHAPLAIN (LT. COL.) RON WHITT

Secretary of the Executive and Advisory Councils

CHAPLAIN (LT. COL.) JEFFREY WILLIAMS

Deputy Chief of the Chaplain Corps, IT

CHAPLAIN (COL.) CHARLES SATTGAST

Chief of Chaplains Emeritus/Recruiting/Retention

CHAPLAIN CORPS ADVISORY COUNCIL

CHAPLAIN (LT. COL.) JOHN REUTEMANN III

Special Assistant to The Chief for Cadet Programs/ Catholic .

CHAPLAIN (LT. COL.) KEN VAN LOON

Special Assistant to The Chief for Chaplain and CSS Applications

CHAPLAIN (CAPT.) JACOB HILL

Special Assistant to The Chief for Jewish Affairs

CHAPLAIN (LT. COL.) TIM MINER

Special Advisor for Social Media

CHAPLAIN (LT. COL.) ADMA ROSS

Special Assistant to The Chief for The Transmitter

CHAPLAIN (LT. COL.) STU BOYD

Special Assistant to The Chief for Liaison with The Air Force

COL. BRYAN COOPER

Special Assistant to The Chief for Professional Development

CHAPLAIN (LT. COL.) JAIMIE HENSON

Special Assistant to the Chief for CSS

COMMITTEE FOR RECRUITING AND RETENTION

CHAPLAIN (COL.) CHARLIE SATTGAST, Chair; CHAPLAIN (LT. COL.)

DEWIE PAINTER, Member at Large; CHAPLAIN (LT.COL.) JOHN REUTEMANN, Catholic Faith; CHAPLAIN (MAJ.) AHARON COHN, Jewish Faith

REGION CHAPLAINS

CHAPLAIN (LT. COL.) MATTHEW WISELL – Northeast Region

CHAPLAIN (LT. COL.) WAYNE BYERLY – Middle East Region

CHAPLAIN (LT. COL.) GARY ENO – Great Lakes Region

CHAPLAIN (LT. COL.) ERIC COOTER – Southeast Region

CHAPLAIN (LT. COL.) DON MIKITTA – North Central Region

CHAPLAIN (LT. COL.) NANCY SMALLEY – Southwest Region

CHAPLAIN (CAPT.) DAVID KNIGHT – Rocky Mountain Region

CHAPLAIN (LT. COL.) RICHARD NELSON – Pacific Coast Region

IN THIS ISSUE

1



Message from
Chief of Chaplains
Col. John Murdoch

3



Table of
Contents
Contact Us

5



Upcoming
Events

7



Chaplain Corps
in the News

8



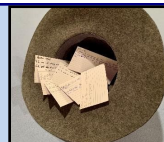
MC/ESS
Update

10



Servant
Leadership

14



Chaplains &
CDIs at
Encampment

17



CDI Corner

18



New Chaplains
& CDIs
Professional
Development

20



Interfaith
Calendar

21



Toolbox

CONTACTING US

CAP CHAPLAIN CORPS
105 South Hansell Street
Maxwell AFB, AL 36112



Phone: 1-877-227-9142 #418
kbogans@capnhq.gov

photo by Chaplain (Lt. Col.) Paul Ward (ret.)



**CAP National Commander
Chief Executive Officer**
Major General Mark Smith

Chief Operating Officer
John Salvador

CAP-USAF Commander
Col. Mark Wootan

National Chief of CAP Chaplain Corps
Chaplain (Col.) John Murdoch
jmurdoch@hc.cap.gov

Chaplain Corps Administrator
Kenya Bogans kbogans@capnhq.gov

The Transmitter

Editor: Chaplain (Lt. Col.) Adma Ross
aross@hc.cap.gov

Editorial Board for the Fall 2019 issue:
Chaplain (Capt.) Gary Atkins
1st Lt. Michael Freed

The Transmitter is the official presentation of the CAP Chaplain Corps office, NHQ. Published quarterly, it provides a forum for Chaplain Corps leadership to share matters of current interest. Opinions expressed herein do not necessarily represent those of the USAF or the Civil Air Patrol Corporation.

CIVIL AIR PATROL CHAPLAIN CORPS

OUR IDENTITY....

- We are representatives of America's religious community.
- We are CAP senior members.
- We are committed to the well-being of people within the missions of CAP

OUR VISION....

The CAP Chaplain Corps will become the model of excellence and effectiveness for the rest of Civil Air Patrol.

OUR MISSION....

The CAP Chaplain Corps will promote the role of CAP core values in all CAP activities through education, presence and advice.

OUR CORE VALUES....

- Integrity
- Volunteer Service
- Excellence
- Respect



UPCOMING EVENTS -- Mark Your Calendars!

2020 CHAPLAIN CORPS STAFF COLLEGES (CCSC)

PACIFIC COAST REGION April 27-30, 2020, Las Vegas, NV
Air Force Innovation Center, AFWERX, with side trip to Creech AFB

NORTH CENTRAL REGION April 20-23, 2020
Columban Fathers Retreat Center, Bellevue, NE

SOUTHWEST REGION May 4-7, 2020
Kirkland AF Base, NM

SOUTHEAST REGION May 11-15 2020
Resort at the Port Cape Canaveral, FL

To register: <https://ser.cap.gov/members/events/chaplain-corps-staff-college?fbclid=IwAR3mHLbIVkmSxq00K13pPvJsHHJROSDJxon6sUgQhan5qKM5uVT0h7j8y58>

MID ATLANTIC REGION May 26-29, 2020 (tentative)
Camp Dawson, WV

GREAT LAKES REGION June 15-17, 2020
Hope Hotel at Wright Patterson AFB Theme: Diversity

ROCKY MOUNTAIN REGION June 22-25, 2020
US Air Force Academy Prep School.

CAP NATIONAL CONFERENCE



Galt House Hotel, Louisville, KY
August 13-15, 2020

UPCOMING EVENTS -- continued

MILITARY CHAPLAINS ASSOCIATION NATIONAL INSTITUTE

August 3-5, 2020, Crystal City, Virginia
Annual Awards Dinner, Tuesday Evening, 4 August

2020 ON-LINE TRAINING LEADERS OF CADETS (TLC) April 18, July 18, & October 17, 2020

Training Leaders of Cadets (Basic) is a requirement for becoming a CDI.
Course is offered quarterly.

To register, contact Chaplain Corps NHQ Deputy Chaplain for IT
Chaplain (Lt. Col.) Jeff Williams, jwilliams@hc.cap.gov.

Registration is limited to 35 students and may include members from every wing.

CONTACT CHAPLAIN WILLIAMS FOR INFORMATION ON ONLINE SLS & CLC

Chaplain (Lt. Col.) Jeff Williams, jwilliams@hc.cap.gov.

Both the SLS and CLC will be offered two nights a week, four hours
a night over two weeks to accommodate those who cannot attend
Saturday courses due to religious convictions.

EMERGENCY SERVICE TRAINING

June 15-27 NESAs Services/CHESS*

Basic MC-CSS CAP Support 15-20 June

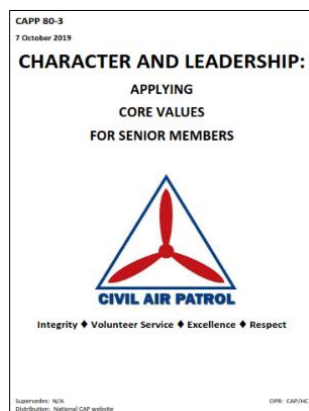
Advanced MC-CSS Disaster Support 21-27 June

**Those attending the Basic course at NESAs may also complete the Advanced
course during the two weeks at NESAs (Each course is a one-week process).*

For registration information:

https://www.capnhq.gov/CAP.Events_NESA.Web/Default.aspx

CHAPLAIN CORPS NEWS



New Senior Member Core Values Curriculum Issued

CAPP 80-3

The year 2019 marked the release of two significant updates in character development instruction. CAP Pamphlet 80-3, the long-awaited Senior Character Development curriculum was issued on 7 Nov 2019.¹ Earlier, in January 2019, the first of a series of monthly issues of the new Cadet Character Development Forums, Values in Living 2.0, was introduced.²

The new CAP Pamphlet 80-3, Character and Leadership: Applying Core Values for Senior Members,” is “designed to engage senior members to examine their ethical standards and values in the framework of a guided discussion.” Twenty case studies simulating CAP scenarios relate member’s standards and values to their own Civil Air Patrol experience and to their personal and professional lives.

Leading the working group for the senior member curriculum, Col. Joe Smith (SWR Commander), quoted AF Chief of Chaplain, Chaplain (Maj. Gen.) Dondi Costin, “Ethics is not a problem to be solved: it is a mission to be accomplished.” Chaplain Corps contributors to the working group include former Chief of Chaplains (Col.) Charlie Sattgast, SWR Chaplain (Lt. Col.) Nancy Smalley, Chaplain Ronny Whit (NHQ) and former Chaplain (Lt. Col.) Paul Ward.³

¹https://www.gocivilairpatrol.com/media/cms/CAPP080_003_7_October_2019_Core_Val_oD2A2FF3A1D38.pdf

²<https://www.gocivilairpatrol.com/programs/cadets/library/character>

³<http://www.cap.news/new-guidelines-stress-senior-member-character-leadership/>



Chaplain Jeffrey Williams Named Deputy to the Chief of Chaplains For IT

(l.) Chaplain Williams with NCR Chaplain Donald Mikitta at his recent installation as Pastor of Trinity Lutheran Church

Chief of Chaplains John Murdoch, in appointing members to the Chaplain Corps Executive Council, named Chaplain (Lt. Col.) Jeffrey Williams as Deputy to the Chief of Chaplains for Information Technology.

Formerly Chaplain Corps Special Assistant for Information Technology, Chaplain Williams served as editor of the pending Chaplain Corps Regulation CAPR 80-1. He is preparing a revised Chaplain and CDI Specialty Track pamphlet, a single integrated document, to accompany this regulation. As Special Assistant, Chaplain Williams facilitated the transition from the old paper form 34, detailing the activity of chaplains and character development officers (CDIs), to online reporting. In August 2018, the name of the activity reporting system was changed from CAP Form 34 to CAP Chaplain Corps Activity Reporting System (CAPCCARS).

As Rocky Mountain Region Chaplain, Williams instituted quarterly Training Leaders of Cadets (TLC) courses using online communication. TLC is required for CDI appointment. For information for Chaplain Williams’ online TLC, SLS, and CLC courses, see listings on page 5 of this issue.

Chaplain Williams was recently installed as the pastor of the Trinity Lutheran Church in Slayton, MN, necessitating a move from Colorado to Minnesota, in the North Central Region. He now serves as Iowa Wing Chaplain.

Photo credit to: Chaplain Corps Facebook Page 13 Jan 2020, https://www.facebook.com/groups/16639568303/?notif_t=group_r2j

Mission Chaplain and Mission Support Specialist Training Update¹

By Chief of Chaplains (Col.) John Murdoch

I would like to take the time to give an update to the Mission Chaplain/Chaplain Support Specialist (ChESS) training and hopefully clear up some of the questions that our Corps may have.

THE BEGINNINGS OF THE MISSION CHAPLAIN SUPPORT (CHESS) TRAINING:

Response to the Deep Water Horizon Disaster²

When Chaplain Hughes was Chief of Chaplains, he received a report from the USAF showing deficiencies in our training for mission chaplains. He asked Chaplain Taylor to help develop training for our mission chaplains to address the areas that the USAF report had pointed out as needs. Chaplain Taylor's experience as a CAP Chaplain responder to the Deep-Water Horizon Disaster made him highly qualified to develop the needed changes. After developing task forces that investigated our materials and those of other disaster responders and receiving feedback from our personnel, the current Chaplain Support Team paradigm was born. The program has come a long way in the last four years, and yet there is room for more growth and improvement. Recognizing that it would take time to develop the new system fully, we notified all Mission Chaplains to requalify under the old system as their requalification date arrived so they would still be mission qualified while we were developing and implementing the new system. The new system is now in place.

ChESS Training Launched at NESA and Alternative Sites³

When Chaplain Sattgast became Chief, he asked me to be his Deputy Chief, and one of my responsibilities was to be involved with the new Mission Chaplain Program. I attended NESA and became qualified in both the Mission Chaplain CAP Support and the Mission Chaplain Disaster support tracks. From the beginning of the program, everyone understood the need to develop a way to get our personnel trained. We recognized that not everyone could attend NESA, and we began looking at training options. Since 2016 we have held beta training, a Train the Trainer session⁴ at Maxwell, and yearly two-week ChESS training sessions at the National Emergency Services Academy (NESA). Additionally, Chaplain Emergency Services Schools (ChESS) were held at Scott AFB, Illinois, Great Lakes Region, Maxwell AFB, and at various Wing and Region Conferences as requested. Even with these efforts, it became clear that more options were necessary.



ChESS Training Classes Location
Post Chapel, Camp Atterbury, IN

THE SEARCH FOR ALTERNATIVE TRAINING:

Alternative Training Initiative 1:

Courses at Wing and Region Conferences/ES Academies

Obviously, the best and most expeditious way is to attend NESA. There you not only have the team training, but you also can interact with the other schools who are also training on-site. However, as stated above, not everyone can attend NESA; and therefore, some Region Chaplains have offered courses at Wing or Region Conferences or local Emergency Services Academies. This option is a longer process, as the attendee will need to find an actual mission or SAREX to complete the two mission requirements.

Alternative Training Initiative 2: Online Courses

We are also developing online courses that can be taken by anyone anywhere. This program was to start in 2019 but has been delayed. Once the program is online, the trainee will only need to get the required hands-on portion of the classes.

Alternative Option 3: NESAs Mobile Training Units at Wing and Region Conferences and Other Requested Venues

Upon becoming Chief, I was able to interact with Dr. Bob Deitch, the head of the NESAs Mobile Training Teams (MTT). I connected him with our ChESS training team, whose members are now part of the MTT program. Chaplain Trainers will be qualified to come to a Wing or Region Conference and do the hands-on portion for Chaplains and Chaplain Support Specialists training. Another developing idea is that many of our Region Chaplains have received the training and are capable of holding training sessions within their regions. They will be given all updated materials and can help their personnel achieve the needed training. Finally, we are also developing an avenue of training whereby the Chaplain Training Team from NESAs will present the courses online in a Zoom or Go to Meeting format. Students will be able to sign in from anywhere in the nation and get interactive training in the entire Mission Chaplain-CAP Support program.

Preconference Training Session to be Offered at the 2020 National Conference

The Corps will be informed of training sessions and encouraged to attend. I encourage you to begin getting the training from your Region Chaplains as soon as possible. For those planning to attend the National Conference in Louisville, there will be a two-day pre-conference training session by our ChESS MTT that will fulfill the final hands-on training needed.

Goal: To Have All Chaplains and Chaplains Support Specialists CAP Mission Qualified by 2025

We recognize that our Faith Traditions make weekend training either impossible or at least very difficult. We have tried to take that into consideration and feel these options will be very helpful in getting all our Chaplains and Chaplain Support Specialists trained by 2025. By achieving this goal, our Chaplain Corps will be CAP-Mission Qualified with a qualification that will not expire. Those wanting the advanced qualifications (Disaster Support) will need to make appropriate plans to attend NESAs as this training will only be available there.

It is my goal to have these training options up and functioning during my tenure as your Chief. I trust this information has been helpful. Please feel free to contact Chaplain Taylor, Chaplain Pugsley, or me with your questions or suggestions.

¹ For a prospectus the ChESS program, see

“Mission Chaplain Program” at <https://capchaplain.com/mission-chaplain-program/>

“CAP Mission Chaplain Program Update,” by Chaplain (Col.) Charlie Sattgast,
https://capchaplain.com/downloads/Transmitter_Fall_2018.pdf

² For background on the Chaplain Corps involvement in Deep Water Horizon see “Meet our CAP Chaplains: by Chaplain (Lt. Col.) Marcus Taylor,” https://www.com/media/cms/Transmitter_Winter_2016_43909779E2D26.pdf, p 6.

³ For background on the ChESS Program at NESAs, see, “Successful Launching of ChESS at NESAs,” by Chaplain (Lt. Col.) Marcus Taylor, https://capchaplain.com/downloads/Transmitter_Summer_2017.pdf, p.7.

⁴ For background on the Train the Trainer courses, see, “CAP Mission Chaplain Program Update,” by Chaplain (Lt. Col) Marcus Taylor, https://capchaplain.com/downloads/Transmitter_Winter_2017.pdf, p 13.

SERVANT LEADERSHIP

By Colonel James Ridley, Sr., Commander, CTWG



Col. James A. Ridley, Sr. is the Commander of the Connecticut Wing, serving prior as the Wing Chief of Staff. He has served at the squadron, group, wing and region levels in such capacities as cadet programs officer, public affairs officer, deputy commander, commander, region plans and programs officer. Col. Ridley has directed two Region Staff Colleges and a Region Cadet Leadership School for the Northeast Region. He has lectured at five Northeast Region Chaplain Colleges, the last two held at Camp Nett in Niantic, CT.

Col. Ridley's previous articles in *The Transmitter* included "The Value of Chaplains and CDIs at Cadet Encampment," appearing in the Winter 2017 issue. "Commanders Preach the Core Values – Good Commanders Live by Them," appeared in the Winter 2018 issue, and "Mentorship" appeared in the Spring 2019 issue.

"The theory of servant leadership is vital, but it's the active Serving Leader that makes the critical difference," stated author Ken Jennings. Leaders throughout history have employed many different styles of leadership. We remember them, the good ones and the bad. We strive to be like the good ones, emulate them if we can. We practice what they preached, and the examples they gave us. But do we really understand servant leadership? Do we really practice it in our day-to-day lives and in front of those we lead? The good servant leaders do so without even realizing it or drawing attention to it.

There have been many great servant leaders, Abraham Lincoln, Martin Luther King, Jr., and Mother Teresa come to mind. So, it seems fitting that an article written about servant leadership and published in a chaplain's newsletter should mention the very first servant leader known to history, Jesus Christ. "If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you. Most assuredly, I say to you, a servant is

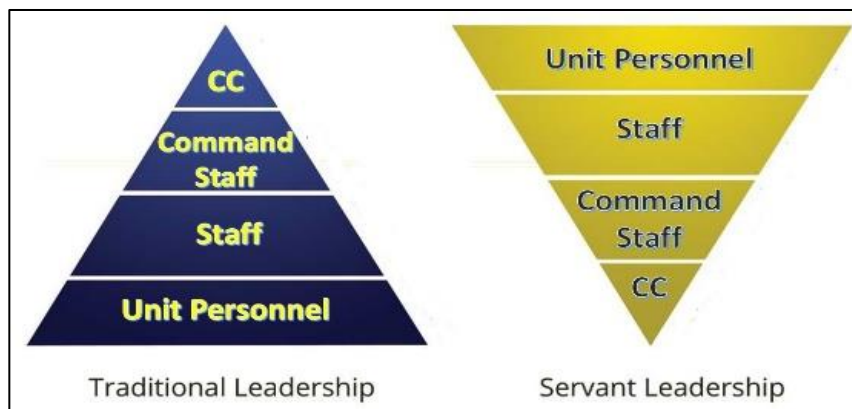


Colonel Jim Ridley serving food to the cadets at the 2019 Winter NER RCLS.

not greater than his master; nor is he who is sent greater than he who sent him. If you know these things, blessed are you if you do them." John 13:14–17.

Servant leaders share certain values and philosophies. They are driven to benefit and support those they lead to the best of their ability. They put their members' needs ahead of their own, and they do not subscribe to the notion that they are better than their members simply because of the position or the rank they hold. They understand that those they lead will follow if they believe in you. If they trust you, they believe you have their best interests at heart. Confederate General James Longstreet was quoted as saying, "*you can't lead from behind.*" Servant leaders ALWAYS lead from the front. Civil Air Patrol leaders have an even more difficult challenge than that of Abraham Lincoln or General Longstreet. They must gain the trust and loyalty of volunteers and do so as servant leaders, through stewardship, persuasion, and empathy. For a person to succeed as a leader, servant leadership must be of paramount importance.

Traditional Leadership vs. Servant Leadership



Traditional leadership models often take the form of an organizational chart or pyramid. In all cases, the top of the pyramid is where you find the highest-ranking leader, in CAP's case, the unit commander (CC). At the bottom of the pyramid are those who follow, in our case the seniors and/or the cadets who make up the unit. In the middle, we find the command and line staffs. To demonstrate servant leadership, we must invert the pyramid, thus inverting the roles as well. Those we lead now occupy the highest position on the pyramid.

Major Sean and Major Gary

Leading by example is one of the best practices a servant leader can demonstrate. In both of these years, we spent a weekend in March in a cold, wet, and miserable environment alongside the cadets. In both cases, rain fell for days before the weekend and during the weekend, with temperatures dropping below freezing at night. Both years the ROTC van got stuck in the mud and had to be pushed up the hill to the bivouac site.

In the first year, the ROTC Officer assigned for the weekend was MAJ Sean. I pulled up with Bill, my fellow alumnus, to find the newly arrived cadet's van stuck in the mud. MAJ Sean was standing on top of a rock, telling cadets to push the van up the hill. They were to set up the GP Medium tent that he was to use and their shelter halves (pup tents) and then give him a situational briefing. Bill and I shook our heads as MAJ Sean stood watching everyone.

The very next year was eerily similar. Bill and I once again arrived after the cadets from the university did. The van was again stuck in the mud. This time, the advisor was not MAJ Sean but instead was MAJ Gary, a Gulf War veteran who flew Apache helicopters. The major gathered the troops and told them what needed to be done. He implored them to work as a team and as quickly and safely as possible. He wanted to get a fire pit built and the wood lit so that they could get warm and have dinner prepared. He then helped them push the van up the hill and pitch the GP Medium. He assisted some of the cadets in getting their shelter halves up and demonstrated how to make them waterproof. After the fire was built and raging, he went to each and every cadet to ensure they were all right and that no one was injured. Later that evening, after dinner, Major Gary brought all the cadets and senior escorts into the GP Medium tent. The cadets were cold and miserable. It was then that Major Gary truly won the hearts and minds of all those present. Even though he was just as cold as they, he stripped off his coat, put on his aviator Stetson hat, pulled out his guitar, and started playing it. The cadets began singing along. Before long, no one realized he was cold anymore. There were smiles on faces that didn't exist the year before. On Sunday, Major Gary helped breakdown and pack up the equipment along with everyone else.

To this day, whenever a group of us who experienced those two March weekends gets together, we reminisce about the experiences. Everyone remembers fondly Major Gary and talks about him with respect and admiration for all that he did. Everyone remembers the other major (Sean), but no one speaks of him in the same light, and few even remember his name. Gary knew what being a servant leader was all about. Sean did not. The cadets would follow Major Gary anywhere, any time. No one would follow Major Sean anywhere.

The Benefits of Practicing Servant Leadership

A Servant Leader places the needs of those they lead, and others, first and helps people develop and perform to the best of their ability. Robert K. Greenleaf was the founder of the modern-day Servant Leadership movement and the Greenleaf Center for Servant Leadership. He believed Servant Leaders should ask themselves one question, "Do those served grow as persons?" Servant Leaders hope that those they lead will also become servant leaders themselves. Take, for example, a cadet encampment commander. A good one will always engage with the staff and students alike. When I first held the position myself, on the very first day, I woke up earlier than all the other

staff. These cadets and seniors put in many hours with one purpose, to feed the encampment three times a day; they get up early and stay late. Rather than drilling cadets or instructing classes, they cook, serve, and clean. It's important, and I made sure that the first group I acknowledged was them. That day I sat and ate and talked with them and thanked them for their service before they prepared the morning's first meal. I helped serve the encampment breakfast and told them what they were doing was important, and how much I appreciated them. Each day I sat with a different group rather than at a table designated for staff. The cadets and seniors appreciated this. It is a practice I continue to this day whenever I visit an encampment, RCLS, or another CAP activity. I got to know them, what wings and units they were from, and a little bit about each of them. They appreciated it, and I believe everyone got more out of the experience because of it. I hope that they remember it and practice it themselves.

Those who practice servant leadership know what it's like to walk in their followers' shoes. They are thorough and go above and beyond for others. Through listening and getting to work beside and know those they lead, they are able to help their people through problems and get to the root cause of an issue. This practice not only solves but potentially mitigates or even avoids future problems.

Civil Air Patrol leaders, especially good commanders, practice servant leadership. Servant leaders care about their people; they are good listeners and are empathetic to the needs of their members. The best CAP commanders practice leadership by example and are not afraid to "get their hands dirty." They work alongside and share experiences with their members and mentor them at the same time. Their efforts, if successful, enable their members to achieve more and develop themselves into the next generation of CAP leadership. Our members appreciate servant leaders over all others; they are loyal to them, trust them, and they grow from the experience. If I have learned one thing from this, it is that the practice of servant leadership benefits the leader as well as the follower.

Conclusion

Leadership is not easy; it takes dedication and hard work if one is to become a true leader of people. Titles and roles are one thing, exercising true leadership while holding those titles and roles takes commitment and a desire to improve oneself as well as others. Taking that extra step, being accountable to those you lead, helping them to become better, and practicing stewardship, will make that leader a success along with those around them. Simply put, good leaders have heard of servant leadership; great leaders practice it. The more CAP leaders who practice servant leadership, the better off the Civil Air Patrol will be.

ROLE OF CHAPLAINS and CHARACTER DEVELOPMENT INSTRUCTORS AT SUMMER ENCAMPMENTS

by Capt Olga Simoncelli, CDI and PAO, Connecticut Wing Civil Air Patrol



Chaplains and Character Development Instructors are critical to successful Civil Air Patrol summer encampment programs. I learned this first-hand by attending encampments full time for the last couple of years as a Character Development Instructor (CDI).

In addition to providing formal Character Development lessons during the encampment, Chaplains and CDI's do a lot more! Our Chaplains arrange for religious observances, and those who are certified to counsel others, are available to do so if needed. Depending upon the issue Chaplains and CDI's are called upon to assist with problem resolutions related to cadets, both students and staff. As I discovered, the issues can range from simple homesickness among the younger students who had never been away from home to anxieties about the encampment. Our chaplains are always on hand if needed to deal with personal issues that some of the members in attendance may be facing in and out of CAP.

One key attribute we hold is that we are sympathetic listeners, often most needed in an environment that for some tweens and teens might be completely new. After all, encampment might present many rather unfamiliar pressure situations such as early morning wakeups, daily physical training runs, quick showers, perfectly made beds, inspections, formations, drill and challenging academic training; not to mention being away from home and their video games, TV shows or perhaps the 'cruellest' of all: no cell phones!

Here in Connecticut, our command staff places a great deal of emphasis on recruiting and training chaplains and CDIs, and we are fortunate to have sufficient numbers available for our encampments and the Regional Cadet Leadership Schools (RCLS's) we host. In fact, encampments are generally a course topic at our annual Northeast Region Chaplain Staff College.

FEAR IN A HAT EXERCISE

To alleviate some of the pre-camp anxieties, what I have done at my squadron before encampment and also at the beginning of encampment with the entire cadet corps was an exercise called "Fear in a Hat," whereby cadets anonymously write down answers to two questions:

1. During the encampment, the worst thing that could happen to me would be _____?
2. At this encampment, I am most afraid that _____?



The concept behind the exercise is that we all have similar fears and concerns, but we get through them TOGETHER. By voicing our fears, they become less “scary.”

The responses were collected and read out loud by other cadets, then discussed as a group. As we know, fears can be emotional, physical, or social. It is no surprise that some of the feedback we have received came from “newbies” concerned about the unknown and some from staff cadets facing new leadership responsibilities. Recurring themes were fear of failure and not graduating, fear of disappointing one’s team, or fear of not performing as expected.

As a group, we discussed these multiple and various fears as being quite REAL, but not insurmountable. The more senior cadets that had been through encampment as students were terrific at assuaging the younger cadets’ worries by sharing their experiences, often adding humorous elements to the discourse. The emphasis was always on GROUP SUPPORT



Field Exercise at the 2019 CT Wing Basic Encampment

and on the understanding that there were others around going through similar situations or having the same common fears. More importantly, it was stressed that there was always someone ready to assist those who needed help, for whatever reason. This was also a good time to remind the cadets that the Chaplains and CDI’s were there for them as well, if they needed a chat.

EXAMPLES OF ENCAMPMENT STRESS AND HOW WE MIGHT DEAL WITH IT

Emotional distress could occur at any time of day, but particularly at the beginning of encampment, bedtime was a trigger for being homesick. A teary meltdown could happen during a challenging inspection, when feeling clumsy at drill, or at mealtime, missing mom’s home cooking, to name a few examples. Mostly, it was a hidden “plea” for a little quiet time or maybe just a little attention, no matter the age of the “sufferer.”



“BOB”

For example, one brave young man shed crocodile tears in the middle of the second day, saying he couldn’t sleep at encampment and asked to go home. We chatted about what he missed at home, how it was all still going to be there next week and how proud he would be for completing his program and going back to tell his friends and family about it. He was still despondent... As a last resort, I asked if it might help him to get to sleep cuddling a soft, squishy, plush stuffed animal. As I was describing the toy, in mid-sentence, I was interrupted with a very alert, tearless “How squishy?”. “Very,” was the response, and after eliciting a promise to return the toy when no longer needed, the problem was solved. Our young man slept well, returned the toy the following day and had a great time the rest of the week without any issues.

return the toy when no longer needed, the problem was solved. Our young man slept well, returned the toy the following day and had a great time the rest of the week without any issues.

The same toy later served a twelve-year-old cadet, who promptly named it Bob. She was our daily pre-lights out visitor, who found a new issue every day (showers too short, are mom and dad going to come to graduation?, can't fall asleep, and so on). We established a bit of a routine, where she doodled on a drawing pad as she said she did at home and then snuggled with "Bob." She was very proud to get through encampment and came back the following year as staff.

PEER MEDIATION AND RECOMMENDATIONS

One of the most effective ways to placate cadets was by engaging older, more experienced cadets to chat with them, either staff or students as they lived through the same trials and tribulations. As the squadron Public Affairs Officer, I had asked cadets returning from earlier encampments to write up their experiences and later used those accounts to demonstrate that others had similar issues in the first couple of days, but they quickly dissipated by mid-week, turning into fun.



Teamwork Exercise at the 2019 CT Wing Basic Encampment

Peer mediation can be quite powerful. The benefits at encampment are not only to provide a sympathetic ear to someone closer to their age (under the supervision of a senior member) but is also of tremendous assistance with fulfilling Cadet Protection requirements of having a third person present when seniors are busy. Often flight staff are engaged escorting "needy" cadets. That adds to their stress as they must attend to multiple responsibilities of their own. These Chaplain/CDI team cadets could be excellent liaison with flights and help observe them throughout the day to make sure all was in order. They could also assist in keeping track of our meetings by helping fill out

"Incident Reports" with initial facts (name, flight, date, etc.) that could be instrumental for follow up or writing any After Action Reports.

CONCLUSION

To summarize, I share my CDI encampment thoughts and recommendations as I feel that this one week of challenging Civil Air Patrol training is of tremendous importance to the sometimes tender, impressionable cadets. Although they look forward to the adventure and learning, many have great trepidations regarding attending, basically a fear of the unknown. The Chaplains and Character Development Instructors are there to try to ensure that our young people don't suffer undue emotional stress or slights while attaining their leadership goals as cadets. They should emerge from the event being more confident and self-assured. Anything we can do to enhance the experience would be a plus. All Seniors' input would be most welcome to assist us in continuing to improve our Cadet Programs and the enduring dedication to our Core Values.

THE CDI CORNER

By TSgt. Stephen Taylor¹ CDI, NER-PA-292



My name is Stephen Taylor, TSgt from Mount Pocono Composite Squadron 207, and I have been the Squadron Character Development instructor for the past 11 months. I also serve as the Squadron Deputy Commander for Cadets, Testing Officer, Assistant Emergency Services Officer, and the Squadron NCO.

My experience with the new curriculum for Character Development is very encouraging. It is speaking to and drawing in the Cadets. It is motivating cadets to become more actively involved, providing the opportunity for Cadets to lead small group break-out sessions. Both our phase 2 and phase 3 cadets are gaining confidence with public speaking, leading with their voices in addition to

their actions.

The topics each month really seem to hit home with each of our cadets, and they are enjoying what we are doing. For example, last month's lesson on "Patience" used marshmallows. The activity was enjoyable for the cadets while still in a fun way testing their patience. When we spoke about it afterwards, they all had a lot of meaningful insight about themselves. One Cadet said that he needed to take a step back and focus on himself more than on what the other cadets were doing. He went on to say that "maybe that's what I need to do while at home. Patience and self-control go hand and hand." Wow, what a wonderful outcome from one meeting!

I do not have a lot of experience as a Character Development Instructor. Yet I enjoy working with the cadets and helping them as they build on and improve their character; in return, it does a lot for me. I suggest that senior members be involved in the classes as they would all derive benefits. We all are serving in the Civil Air Patrol and could use self-improvement and growth. I look forward to using the Senior Character Development curriculum recently developed at NHQ.

One gratifying outcome that was a surprise but a blessing is what cadets are saying. Some of our cadets shared that they learned from my experiences -- I never thought that my journey would impact theirs. I truly enjoy this part of CAP and feel very fortunate that I am able to stand before our cadets and instruct them on something that is very important. These topics are very vital to building successful, confident people, and I look forward to continuing helping to develop our leaders of the future.

TSgt. Stephen Taylor, CAP
Character Development Instructor
Mount Pocono Composite Squadron 292

¹Reprinted from the Winter 2020 Issue of *Chaplain Chat*, the newsletter for the PA Wing Chaplain Corps, edited by PA Wing Chaplain Mark Shulman

CHAPLAIN AND CDI APPOINTMENTS

August 2019–September 2019

CDI APPOINTMENTS

Capt. Sarah Belk (GLR/KYWG)
Maj. Shaleana Benson (PCR/CAWG)
2nd Lt. Reese Bintz (MAR/VAWG)
2nd Lt. Sonia Bradshaw (NER/PAWG)
Lt. Col. Felix Diaz (SER/MSWG)
2nd Lt. Lynn Graham (NER/NYWG)
Maj. Anthony Greene (MAR/NCWG)
Capt. Matthew Holt (SER/ALWG)
2nd Lt. Niles Kinman (PCR/WAWG)
2nd Lt. David Kleine (GLR/ILWG)
2nd Lt. Paul Larson (NER/PAWG)
2nd Lt. Michele Lind (RMR/IDWG)
1st Lt. Meredith Lyons (RMR/COWG)
2nd Lt. Jonathan Maltbie (PCR/CAWG)
Lt. Col. Valerie Martindale (NHQ)
2nd Lt. Lynn McCord (NER/PAWG)
2nd Lt. Tonia McGeorge (NCR/SDWG)
2nd Lt. Paula McNatt (SWR/ARWG)
Lt. Col. Dennis Mellen (GLR/ILWG)
Maj. John Pineda (NCR/NEWG)
Lt. Col. Kayla Powers (RMR/IDWG)
Capt. George Roy (GLR/ILWG)
1st Lt. John Shawver (GLR/OHWG)
Capt. Benjamin Shea (SER/ALWG)
1st Lt. Carol Stoltz (MAR/DEWG)
Lt. Col. Bradley Stricker (GLR/MIWG)
2nd Lt. Steven Swinford (SWR/OKWG)
1st Lt. Joseph Vandenbosch (NER/NYWG)
2nd Lt. Patricia Wallace (MAR/NCWG)
2nd Lt. Sherry White (GLR/MIWG)
2nd Lt. Gary Wilson (SER/ALWG)
2nd Lt. Sierra Zaborowski (NER/PAWG)

*Don't worry when you are not
recognized but strive to be
worthy of recognition.
Abraham Lincoln*

CHAPLAIN APPOINTMENTS

Capt. Miriam Ault (GLR/KYWG)
Capt. Steven Bailey (SWR/ARWG)
Capt. Ashley Belmudez–Frakes (NCR/NEWG)
Capt. Hilary Lind (RMR/IDWG)
Capt. Joel Prather (GLR/WIWG)
Capt. Kenneth Reid (PCR/CAWG)
Capt. John Rollyson (SWR/TXWG)
Capt. Charles Wanner (GLR/INWG)
Capt. John Whelan (GLR/WING)

NEW ASSIGNMENTS

Congratulations

on the following recent appointments:

Chaplain (Capt.) David Knight
Rocky Mountain Region Chaplain

Chaplain (Maj.) Steve Matthews
North Carolina Wing Chaplain

Chaplain (Lt. Col.) Jeff Williams
Iowa Wing Chaplain, ADY

*Your vocation in life is
where your greatest joy
meets the world's
greatest need.*

Frederick Buechner

PROFESSIONAL DEVELOPMENT AWARDS

These members of the CAP Chaplain Service attained the following awards in the Senior Member Professional Development Program. We are proud of their accomplishments.



Level 2 – Benjamin O. Davis

2nd Lt. Brenda Barnes – NCWG
Chaplain (Capt.) Larry Beane – LAWG
Capt. Wiley Brady – UTWG
1st Lt. Harald Duell – IDWG
Chaplain (Capt.) Leia Eisenhower – NYWG
2nd Lt. Jayson Hansen – PAWG
Lt. Col. Terry Howlett – TXWG
Chaplain (Capt.) Chanoch Lebovic – NYWG
1st Lt. Gerald Martin – IDWG
1st Lt. Kathryn Moore – ALWG
1st Lt. Candice Murray – MIWG
Chaplain (Capt.) Stephen Racite – NYWG
SSgt. Lukic Relja – AKWG
1st Lt. Sherry Turner – COWG
Chaplain (Capt.) Phillip Williams – ALWG



Level 3 – Grover Loening

1st Lt. Herman Bayter – NYWG
Capt. Samantha Beck – OHWG
1st Lt. Shirliann Cook – ORWG
1st Lt. Kimberly Culp – COWG
2nd Lt. Frontis Ergle III – LAWG
2nd Lt. Jon Foreman – ORWG
Chaplain (Maj.) Robert Guilliams – VAWG
1st Lt. Tara Lang – PAWG
Capt. Kenneth Massey – ILWG
Capt. Maryellen Merck – WIWG
Capt. Billy Metallinos – NYWG
Capt. Thomas Sabatino – CAWG
Capt. David Sweeney – OKWG
1st Lt. Melody Teal – PAWG
1st Lt. Kristin Walukas – WIWG
1st Lt. Billy Wilson – SCWG

Spiritual Resources – Bibles & more from the American Bible Society Armed Services Ministry

Whether a chaplain or a CDI, you have access to free Bibles and related resources.

Chaplains can order them directly from Armed services Ministry, a division of the America Bible Society. CDIs can request resources from the Wing Chaplain who will get them to you.

The contact information:
Armed Services Ministry:
American Bible Society
P.O. Box 2854, Tulsa, OK 74101-9921
800-32-BIBLE
Fax: 866-570-1777
Web site: ArmedServicesMinistry.org
Email orders: absorders@resources-one.us

"Everyone can be great. Because anyone can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. . . . You don't have to know the second law of thermodynamics to serve. You only need a heart full of grace. A soul generated by love."

Martin Luther King, Jr.

EDITOR'S NOTE: If there are any omissions or corrections, please send them to aross@hc.cap.gov.

INTERFAITH CALENDAR

February 2019 – April 2019

February 2020

- 2 **Presentation of the Lord to the Temple** – E Orthodox Christian
- 3 **Four Chaplains Sunday** – Interfaith
- 5 **Lunar New Year** – Confucian, Daoist, Buddhist
- 8 **Nirvana Day** – Buddhist
- 15 **Nirvana Day** – Jain, Buddhist
- 23 **Transfiguration Sunday** – Christian
- 25 **Shrove Tuesday** – Christian
- 26 **Intercalary Days begin** – Baha’i
Ash Wednesday – Lent begins – Christian

March 2020

- 1 **Intercalary Days end** – Baha’i
- 2 **Clean Monday, Great Lent begins** – E Orthodox Christian
- 3 **Hindu New Year** – Hindu
- 10 **Purim** – Jewish*
- 21 **Naw Ruz** – Baha’i* **Nowooz** – Zoroastrian/Persian
- 25 **Feast of the Annunciation** – Christian
Annunciation of the Theotokos – E Orthodox Christian
- 28 **Khordad Sal** – Zoroastrian

April 2020

- 2 **Ramnavami** – Hindu*
- 3 **Lailat al Miraj** – Islam*
- 5 **Palm Sunday**, Holy week begins – Christian
- 6 **Mahavir Jayanti** – Jain
- 9 **Maundy Thursday** – Christian
Pesach/Passover begins – Jewish* ***
- 9-11 **Theravadin New Year** – Buddhist
- 10 **Good Friday** – Christian
- 12 **Easter** – Christian
- 16 **Passover ends** – Jewish* ***
- 16/17 **Holy Thursday/Holy Friday** – E Orthodox Christian
- 19 **Easter** – Eastern Orthodox Christian
- 21 **Lailat al Bara’ah** – Islam*
First Day of Ridvan – Baha’i
Holocaust Remembrance Day – Jewish
- 23 **Feast of St George** – Christian
- 24 **Ramadan begins** – Islam*

* Begins the night before

*** Observance includes refraining from activities or travel

See also articles in the Winter 2018 issue of the Transmitter
http://capchaplain.com/downloads/Transmitter_Winter_2018.pdf
Minor Jewish Holidays by Lt Col Karen Semple (CDI) and
Messiah in the Passover by Ch (Lt. Col.) Mark Shulman

The calendar information here has been cross checked in various sources. For further details on key observances see the Multifaith Calendar of the Harvard Divinity School at <http://hds.harvard.edu/life-at-hds/religious-and-spiritual-life/multifaith-calendar>.

SOME USEFUL ITEMS FOR THE CHAPLAIN CORPS “TOOL BOX”

The Chaplain Corps National HQ Site

CD lessons, past Transmitter issues, and other resources
<https://capchaplain.com/>

Chaplain Corps Blog <https://capchaplain.com/blog/>

The Chaplain Corps on Twitter <https://www.twitter.com/CAPChaplains>

Chaplain Corps Internal Facebook Page (Closed Group)

https://www.facebook.com/groups/16639568303/?notif_t=group_r2j

The Transmitter Newsletter Issues

<https://capchaplain.com/transmitter-newsletter/>

CAP Mission Chaplain Training Program

<https://capchaplain.com/mission-chaplain-program/>

CAPP 80-3 The New Senior Member Character Development Curriculum 7 Nov 2019

https://www.gocivilairpatrol.com/media/cms/CAPP080_003_7_October_2019_Core_Va_0D2A2FF3A1D38.pdf
<https://www.capnhq.gov/CAP.LMS.Web/Default.aspx>

Link to new Values for Living 2.0 Lessons. Go to the link below for instructions to enter the Axis Learning Management system. Access to copyrighted videos is now limited to chaplains, CDIs, and commanders.

<https://www.gocivilairpatrol.com/programs/cadets/library/character>

Values for Living 2.0 Facilitator Training Course <https://www.capnhq.gov/CAP.LMS.Web/Default.aspx>

CAP Five Pillars of Wellness and Resilience <https://capchaplain.com/resources/wellness/>

CAP Chaplain Corps Spiritual Resiliency <https://capchaplain.com/resiliency>

CAP CISM Wellness and Resilience Training <https://www.gocivilairpatrol.com/programs/emergency-services/critical-incident-stress-management-cism--resiliency>

CAPP 221 Chaplain Specialty Track https://www.capmembers.com/media/cms/P221_F28D3A31A9924.pdf

CAPP 221A Technician Level https://www.capmembers.com/media/cms/P221A_5FC4131B0F475.pdf

CAPP 221B Senior Level https://www.capmembers.com/media/cms/P221B_C5812A0221682.pdf

CAPP 221C Master Level https://www.capmembers.com/media/cms/P221C_4F00E2E614797.pdf

CAPP 225 CDI Specialty Track February 2016

https://www.capmembers.com/media/cms/P225_3E1B2C993E723.pdf

CAPR 265-1 The Civil Air Patrol Chaplain Corps 5 April 2015

https://www.capmembers.com/media/cms/R265_001_538BD6B239386.pdf

CAP Picture Sharing (Flickr has been acquired by SmugMug)

<https://civilairpatrol.smugmug.com/>

Divinity School Multi-faith Calendar

Listing and commentary on key multi-faith religious holidays

<https://hds.harvard.edu/life-at-hds/religious-and-spiritual-life/multifaith-calendar>

Major and Minor Jewish Holidays <https://www.hebcal.com/holidays/>

CAP Chaplain Corps and Air Force Chaplain Corps Book of Prayer

https://www.gocivilairpatrol.com/media/cms/BookOfPrayers_093F10A091CAE.pdf

Armed Forces Chaplain Board (AFCB) List of Ecclesiastical Endorsers

Ecclesiastical endorsers meeting requirements for chaplain appointment under CAPR 265-1 § B.6.b
<http://prhome.defense.gov/M-RA/MPP/AFCB/Endorsements/>

U.S. Department of Education Database of Accredited Postsecondary Institutions and Programs

A starting point in evaluating programs and credentials
<http://ope.ed.gov/accreditation/Search.aspx>

