



OFFICE OF THE NATIONAL COMMANDER  
NATIONAL HEADQUARTERS  
CIVIL AIR PATROL  
UNITED STATES AIR FORCE AUXILIARY  
MAXWELL AIR FORCE BASE, ALABAMA 36112-5937

28 March 2022

MEMORANDUM FOR ALL CAP WING AND REGION COMMANDERS

SUBJECT: CAP Spring Recruiting Challenge

1. As Civil Air Patrol and our nation start to reopen from the COVID-19 pandemic, it is time to take action to rebuild our organization and to expand CAP's membership. I am pleased to announce a Spring Recruiting Challenge as a friendly competition between wings, with wings encouraged to foster competition among their own units. The Spring Recruiting Challenge will run from 1 April 2022 through 31 July 2022 and consist of two competition categories (total growth and percentage growth).
2. Wings will be broken into two categories – large wings (greater than 1,000 total members) and small wings. There will be four winners total. The winners will include the wing with the highest total growth and the wing with the highest percentage growth from the large wing category and the small wing category.
3. Membership statistics from the end of March 2022 monthly membership report (determined by NHQ/DP) will be used as the starting point for calculating all membership gains. All membership types will be counted. The final numbers will be taken from the monthly membership numbers for July and will be determined by NHQ/DP in early August.
4. Because leadership and mentoring are an important part of the recruiting process, wings and their corresponding regions must have their wing/region Recruiting and Retention position staffed to be eligible. If the position is currently vacant, the position must be filled no later than 1 May 2022 and remain staffed through 31 July 2022.
5. The four winning wing commanders, their respective region commanders, and their wing/region Directors of Recruiting and Retention will enjoy a special lunch with the National Commander and Vice Commander during the 2022 National Conference in Louisville, Kentucky. The four winning wing Directors of Recruiting and Retention, and their counterparts at the region, will receive a National Commander's Challenge Coin.
6. The National Recruiting and Retention Team will host a series of online workshops to provide assistance for Recruiting and Retention Officers at all levels to help plan and conduct open houses, information sessions, and publicity events. Please ensure your staff is aware of the [excellent Open House resources that are available for download at this link](#). We hope this challenge helps motivate and inspire all our units to rebuild their membership rolls. Thank you for your leadership!

  
EDWARD D. PHELKA  
Major General, CAP