



# Civil Air Patrol

## Command Council Meeting

2 September 2017  
San Antonio, TX





# First things first

- **Well done to Maj Gen Vazquez and his team for their amazing work!**
- **CAP is in superb shape; we have a great foundation to build upon**
- **Continuity of leadership**



# Overview

- **Introduce the Command Team**
- **What to expect (from me; from you)**
- **Six major areas of emphasis**



# The Command Team

**Helping to keep me straight:**

- **CV: Brig Gen Ed Phelka**
- **COO: Mr. John Salvador**
- **XO: Col Arlinda Bailey**
- **COA: Mr. Paul Gloyd**
- **Command Chief: CMSgt Dennis Orcutt**

**One (Command) Team**



# What to expect – from me

- **See my Command Philosophy**
  - **Write one for yourself**
- **Model the core values**
- **Servant leadership**
- **One Team**
- **Biggest turn-offs: being lied to; being blown off**
- **Biggest motivation: help you to succeed**



# What to expect – from you

- **Much the same...**
- **Model the core values**
- **Be a visionary; inspire your folks to excellence**
- **Take care of your people; hold them accountable**



# Six major areas of emphasis

- **Institutional excellence in mission accomplishment**
  - **Professionalism; staying relevant**
- **Grow, strengthen, and sustain our partnerships**
- **Continued emphasis on recruiting and retention**
- **Strengthen CAP's financial standing**
- **Seize opportunities for process improvement**
- **Grow the next generation of leaders – within and outside of CAP**



# **Institutional excellence in mission accomplishment**

- **Professionalism: A responsibility for us all**
  - **Why? We owe it to the Air Force, other stakeholders, and our members**
  - **Special emphasis on “5 Pillars”:**
    - **Safety**
    - **Compliance**
    - **Aircrew professionalism**
    - **Self improvement**
    - **Leadership training and education**





# Institutional excellence in mission accomplishment

- **Staying relevant**
  - **Demonstrate excellence – always**
    - **One example: think big, practice big: multi-region, multi-wing, multi-agency**
  - **Look and prepare for new / emerging missions**
    - **e.g. Roadmaps for UAS; sensors**



# Grow, strengthen, and sustain our partnerships

- **Be a value-added part of the Air Force's Total Force**
  - **Professionalism, current and new missions**
- **Enhance our relationships with other organizations**
  - **e.g., Air Force Association; Coast Guard Auxiliary**



# Recruiting and retention

- Recruiting
  - Targeted recruiting; visible in communities; effective onboarding
  - Role of PA: telling our story, branding
  - **Guest Speaker: Lt Col Darin Ninness**
  - Pilots: 9960 total, 2825 active (28.4%)
    - Taking a page from AOPA
      - Basic Med; “You can Fly”
    - My challenge...



# Recruiting and retention

- **Recruiting**
  - **Inclusiveness – opportunity for improvement**

	<b>Senior Member</b>	<b>Cadet</b>	<b>US Demographics</b>
<b>Gender</b>			
<b>Male</b>	<b>82%</b>	<b>78%</b>	<b>49%</b>
<b>Female</b>	<b>18%</b>	<b>22%</b>	<b>51%</b>
<b>Ethnicity</b>			
<b>White</b>	<b>89%</b>	<b>76%</b>	<b>64%</b>
<b>Hispanic or Latino</b>	<b>5%</b>	<b>12%</b>	<b>16%</b>
<b>Black or African American</b>	<b>3%</b>	<b>6%</b>	<b>12%</b>
<b>Asian or Pacific Islander</b>	<b>3%</b>	<b>6%</b>	<b>6%</b>



# Recruiting and retention

- **Inclusiveness (cont.)**

**“I will not look at a person and see any race, creed, color, religion, sex, age, or national origin, for I will only see the person; nor will I ever show prejudice or bias.”** (From NCO Creed, Learn to Lead, Chapter 4, pg. 9)

**Guest Speaker: Col JD Ellis**



# Recruiting and retention

- **Retention**
  - **Biggest driver – the climate in the local squadron**
    - **Inclusiveness**
    - **Recognition**
  - **Member development**
    - **Training, mentorship**
  - **Leadership development**



# Strengthen CAP's financial standing

- **Appropriated budget**
- **Corporate budget**
- **Development**
  - **Guest Speaker: Lt Col Kathriner**



# Seize opportunities for process improvement

- **Examples:**
  - **One Staff**
  - **Consolidated maintenance**
  - **Refined processes for National Flight Academies**





# Growing the next generation of leaders

- Both within and outside of CAP -

- NCO program
  - **Guest Speaker: CMSgt Dennis Orcutt**
- Cadet flight and academic scholarships
- External AE – STEM into schools, ACE
- In-school program
- Continued refinement of leadership training and education



# Wrap Up

- **Common set of expectations for you and me**
- **Six areas of emphasis**
  - **Institutional excellence in mission accomplishment**
    - **Professionalism, relevancy**
  - **Grow, strengthen, and sustain our partnerships**
  - **Continued emphasis on recruiting and retention**
  - **Strengthen CAP's financial standing**
  - **Seize opportunities for process improvement**
  - **Grow the next generation of leaders – within and outside of CAP**



# Questions?

