

Semi-Annual Report to the CAP Senior Advisory Group



National Cadet Advisory Council 2025-2026 Term

CHAIR: C/Lt Col Benjamin McGarvey

VICE CHAIR: C/Col Saul Andino

RECORDER: C/Lt Col Caitlyn Miller



Overview

Cadet Programs Update

- **CAC Health**
- **NCAC Liaison and Officer Updates**

NCAC Taskings Update

- **Cadet Commander Course in Absorb Committee**
- **Capturing Lessons Learned from Encampment Executive Teams Committee**
- **NCSAs for 13-15 Year Olds Committee**

Region Proposals Update

- **CAC Ribbon for Senior Advisors Focus Group**
- **MAR PT Excellence Ribbon Proposal**
- **MAR ES Topic Library Proposal**

Future Plans

Closing Remarks / Q & A



CAC Health Status Explanation

CAC Health Status Meanings

Active: Final score of 80%+

Moderately Active: Final score between 50% and 79%

Inactive/Unresponsive: Final score between 0% and 49%

Frequency of CAC Meetings: Worth 40% of final score

Percentage of CAC is Active: Worth 40% of final score

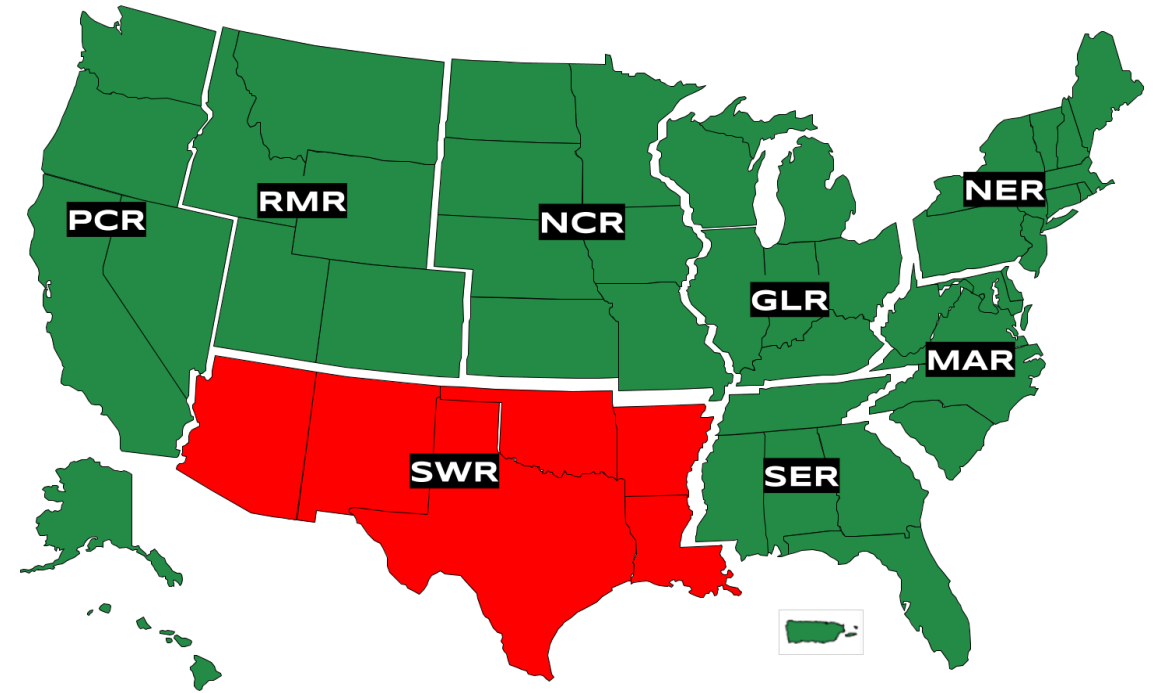
Level of Senior Member Involvement/Guidance Within the Council: Worth 20% of final score



CAC Status Nationwide (Region CACs)

Summer 2025

Winter 2025/26



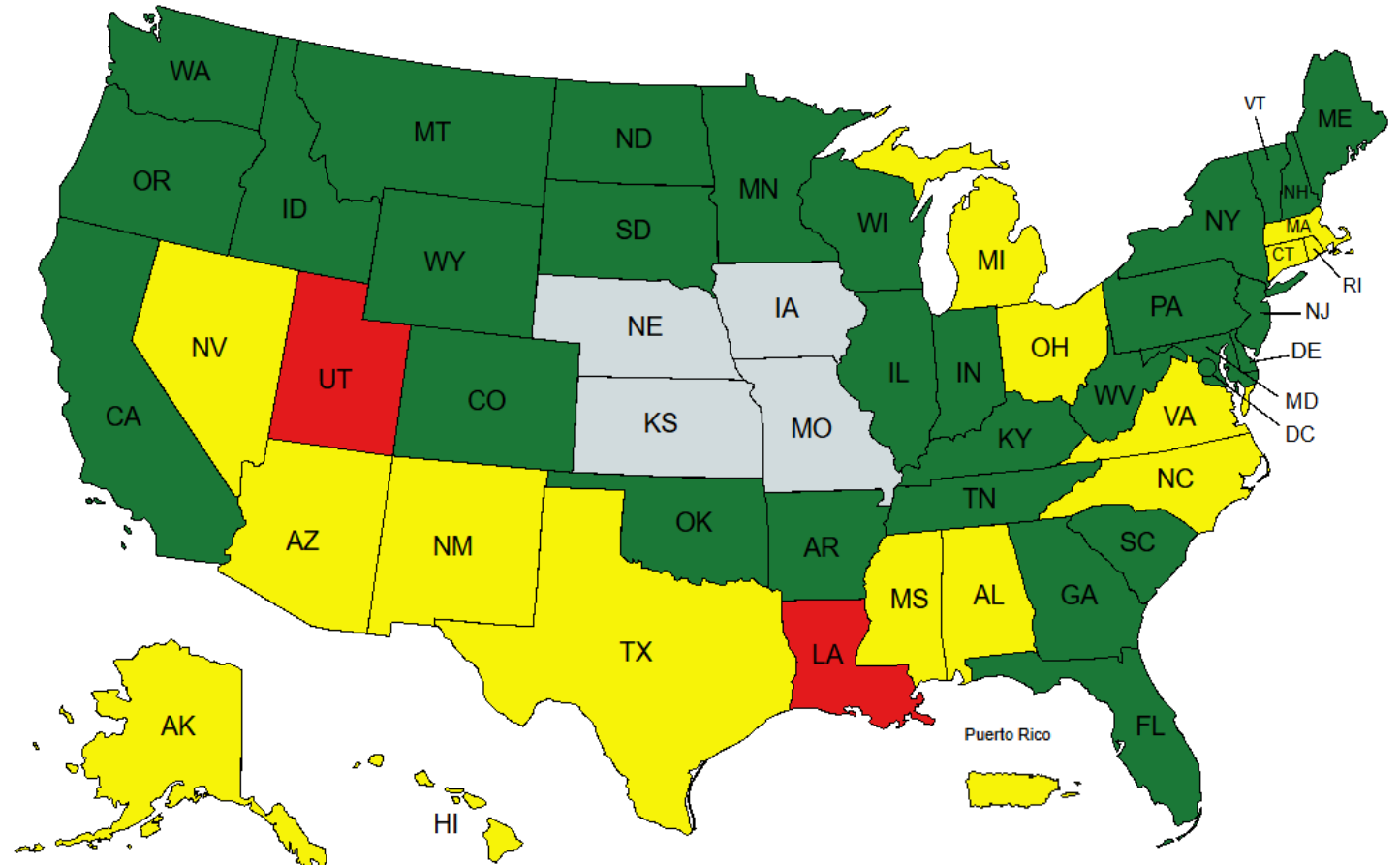


CAC Status Nationwide (Wing CACs)

Summer 2025

Statistics Per Category:

- Active: 31 Wings
- Moderately Active: 15 Wings
- Inactive: 2 Wings
- Non-Responsive: 4 Wings



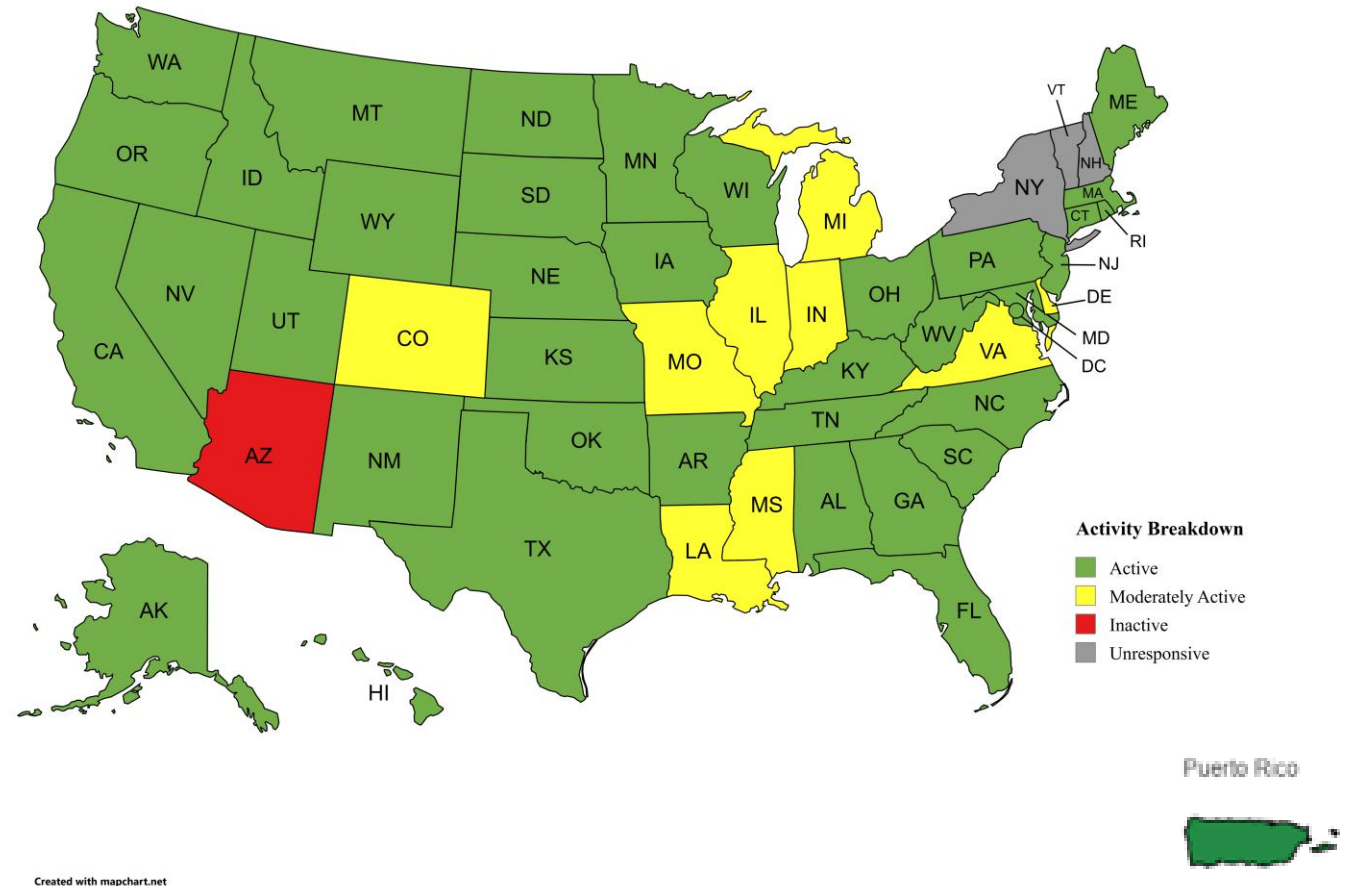


CAC Status Nationwide (Wing CACs)

Winter 2025/26

Statistics Per Category:

- Active: 39 Wings
- Moderately Active: 9 Wings
- Inactive: 1 Wing
- Non-Responsive: 3 Wings





NCAC Officer Updates

Vice Chair

C/Col Saul Andino

- The Chair and Vice Chair are happy to report that we planned an NCAC Open House on February 26th that took a very different approach to how we normally communicate what NCAC does. It focused on:
 - Smaller-group conversations that prioritized engagement.
 - Q&A, conversational format, rather than a formal briefing.
 - Motivating cadets to pursue being at the NCAC.

Recorder

C/Lt Col Caitlyn Miller (RMR)

- Serving as a Representative and council officer.
- Track attendance and committee meetings.
- Updated roles and responsibilities
 - Tracking and collecting feedback on Region proposals.
 - Managing presentations, handouts, and all documents for NCAC's use.
 - Full-time involvement in NCAC leadership conversations.



NCAC Liaison Updates

C/Lt Col Miles Lee (GLR)

Strategic Communications Coordinator

- Introduction Posts
 - Designed to post on online platforms to introduce all council members to the program.
 - Will post once approved.
- Open House Flyers
 - Flyers were distributed on socials.



C/Lt Col Miles Lee
Great Lakes Region Assistant Representative
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- NCAC STRATEGIC COMMUNICATIONS COORDINATOR 2025-26
- GLR CAC VICE CHAIRPERSON 2024-25
- CADET COMMANDER OF COL CHARLES COMPTON COMPOSITE SQUADRON, ILWG, 2023-24
- VFW OFFICER OF THE YEAR, 2023



2/26/26
2000 EST
SALON C
WINTER COMMAND
COUNCIL HOTEL

2026 NCAC
OPEN HOUSE





NCAC Liaison Updates

C/Lt Col Ben Olson (NCR)

Overseas Cadet Advisory Council Liaison

- Most Recent Meeting: January 10th, 2026
- First Overseas RCLS being developed
- First Overseas Group Conference
- Overseas Cadet Competition
- Encampment Planning
- CAP/NASA SkyWatch and ES opportunities





NCAC Liaison Updates

C/Lt Col James Thomas (GLR)

National Uniform Committee Liaison

- Most Recent Meeting: 12 January 2026
- **NCAC Proposal - Cadet Officer Grade Insignia on the Flight Duty Uniform**
- **NCAC Proposal - CAC Assistant Representatives to wear CAC Cord**
- **Orientation of grade insignia**
- **Rewriting CAPR 39-1, updating photos, and digitizing uniform attachments**



Cadet Commander Course in Absorb Committee



Tasking

C/Lt Col Ben Olson (NCR)

- The committee was tasked with evaluating cadet interest in a Cadet Commanders Course delivered through Absorb. They are identifying what topics and training elements cadets believe should be included, and using this feedback to develop practical, actionable recommendations for National Cadet Programs.



absorb



Background

C/Lt Col Miles Lee (GLR)

- Cadets are frequently placed into the Cadet Commander role with little to no prior mentorship or formal preparation.
- Many cadets feel overwhelmed by the demanding responsibilities and time commitment required for effective command.
- Lack of readiness often leads to burnout, causing some cadets to step away from Civil Air Patrol.
- Because the Cadet Commander role is unique and challenging, cadet officers need structured, high-quality training.
- Adult leaders have the Squadron Commander's Course (SCC); creating a parallel course for cadets is a logical and necessary step.



Purpose

C/Lt Col Caitlyn Miller (RMR)

- Analyze cadet feedback to understand their preferences, needs, and ideas for a Cadet Commander Course in Absorb.
- Use survey insights to develop actionable recommendations for National Cadet Programs.
- Create a training program that prepares cadet commanders with essential leadership, management, and communication skills.
- Equip cadet leaders to effectively guide their units and mentor the next generation of cadets.



Discussion

C/Lt Col Ben Olson (NCR)

- Data form sent to Cadet Officers with 297 responses composing quantitative and qualitative data\
- RCLS V.S COS V.S The Unit Cadet Commanders Course
- Online delivery method with the possibility of a hybrid option



Proposal

C/Col Batherwich (NER)

General

- Develop and maintain the Cadet Commander Course through the National Cadet Team with input from experienced cadets and senior advisors across Wings and Regions.
- Provide a comprehensive, **self-paced program** preparing cadets for squadron command.

Curriculum Content

- Address **core topics** including command authority, ethical leadership, accountability, staff management, communication, mentorship, and conflict resolution.
- Incorporate **scenario-based learning** to reinforce practical command application.



Proposal

C/Col Batherwich (NER)

Course Documentation & Requirements

- Course would be completed in **ABSORB** to ensure accountability and continuity of command.
- **Strongly encourage**—and **eventually require**—completion before or within 30 days of assuming command.

Implementation

- Direct Wings and Squadrons to **integrate** the course into **leadership development pipelines**.
- Encourage use as a prerequisite for Cadet Commander selection and a **mentoring tool** for future leaders.
- While proposed as a virtual course, we are continuingly exploring a **hybrid possibility**.



Conclusion

C/Lt Col Miles Lee (GLR)

- Form generated 297 opinions.
- 46% of the cadet officers in favor of making the course a prerequisite
- 79% of all responses agreeing (or strongly agreeing) that this would be helpful



Capturing Lessons Learned from Encampment Executive Teams Committee



Purpose

C/Maj Lennon Medina (SWR)

- Encampments sometimes face the lack of accessible materials and firsthand experiences from past Cadet and Senior Executives for future Cadet Command (CC) Teams.
- Such a shortage leaves Phase IV Cadet Officers lacking essential continuity and wisdom, leading to repeated efforts and limited perspectives.
- This proposal's objective is not to standardize Encampment leadership but to provide resources that enhance decision-making through sharing stories and insights from previous teams and Senior Members advisors.



Background

C/Lt Col Valeria Lima (SER)

- A written collection of stories, inspired by the short book "Capstone: 10 Habits of Highly Effective Cadet Leaders," (compared to video formats).
- Access to this resource would be granted to phase four Cadets and above to ensure responsible usage.
- A resource link may be situated on Absorb for easy distribution to these Phase four cadets and higher.
- Those who have not yet achieved the Earhart Award should receive access through their chain of command.



Proposal

C/Maj Ethan Den Hoed (NCR)

- Establish a short-term select committee within the National Cadet Advisory who will lead outreach to CC teams, set guidelines, and edit submissions.
- The select committee operates as an investigative team, reporting to the NCAC, who will review and recommend the collection to Cadet Programs leadership.
- Contributors will receive prompts on essential topics (e.g., staff selection, staff motivation, safety, continuity, Cadet/Senior interactions), but may also share relevant experiences beyond the prompts.



Conclusion

C/Maj Lennon Medina (SWR)

- This proposal aims to enhance Encampments nationwide by addressing common challenges and sharing best practices through a short book available on Absorb.
- Access to the resource will be granted to Phase IV cadets and above.
- This resource will include personal stories from Cadet and Senior Executive Staff, offering diverse perspectives on problems and solutions.
- A Select Committee outside the NCAC will oversee the gathering and organization of submissions to ensure quality and relevance.



NCSAs for 13-15 Year Olds Committee



Purpose

C/Lt Col Erin Feeney, Chair (NER)

- This committee was formed to brainstorm ideas and recommendations for new National Cadet Special Activities (NCSAs) specifically oriented towards cadets ages 13 to 15 years old.
- Currently there is a **gap between when a cadet typically completes Encampment to when they attend an NCSA, affecting their ability to progress** within the cadet program and their motivation.



Background

C/Lt Col James Thomas (GLR)

- **5 out of 43 NCSAs allow 14-year-olds.**
 - Gap in opportunities for younger cadets
 - Impact retention rates at a national level
- **2024 Cadet Survey**
 - **High interest in:** Bivouacs, Drones / sUAS, and High adventure activities.
 - **Mid-level interest areas:** Tours & Careers and Leadership skills.
- **General Aye's Initiative to integrate cadets with sUAS and drones.**
- **Chief Negrón's input on the National NCO Academy NCSA.**



Proposal

C/Lt Col Emma Tetley (MAR)

sUAS Academy:

- **Purpose:** Introduce cadets to sUAS and teach them how to operate the systems, RC plane building, and related emergency services applications.
- **Key Details:** Hands-on instruction in drone operations, ES technician training, and RC aircraft construction. Team-based build challenge at end of week.
- **Outcomes:** Achieve technician pilot rating, potential Part 107 certificate, NCSA completion certificate.





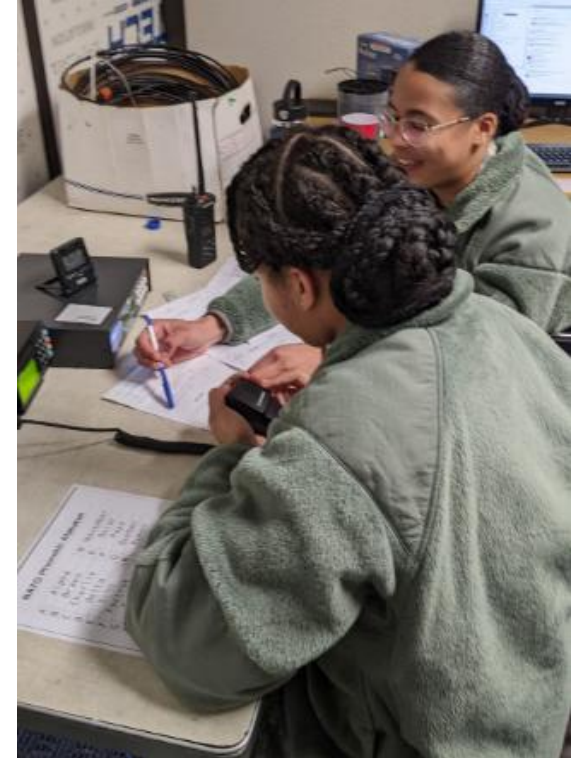
Proposal

C/Lt Col Daniel Moser (RMR)



Skywave Radio Communication Academy:

- **Purpose:** Teach radio communications to Cadets with an emphasis on STEM & real-world applications.
- **Key Details:** Mix of hands-on and classroom activities, including competitions and scientific radio experiments (moon-bounce, meteor scatter). Exposure to aviation, emergency management, military, amateur radio, and cyber communications.
- **Outcomes:** Guaranteed ICUT & MRO qualification; opportunities for CUL, RADO, and ham radio license. A deeper understanding of how communications shapes the world around us.





Proposal

C/Lt Col Erin Feeney, Chair (NER)



Operation Pathfinder:

- **Purpose:** Teach 13 to 15-year-olds essential survival skills for 48-hour in a temperate wilderness environment following an unplanned emergency as a group.
- **Key Details:** Training includes the rule of 3s, shelter building, fire craft, water procurement, navigation, signaling, knots, first aid/CPR. Focus on physical/mental resilience, teamwork, and leadership.
- **Outcomes:** The week will also test cadets' physical and mental side of survival to foster discipline, leadership, and resilience, developing an appreciation for safety and teamwork in remote operations.



Proposal

C/Lt Col Madeline Marcelle (MAR)



Emergency Management Immersion Academy:

- **Purpose:** Provide hands-on exposure to Fire, EMS, and Law Enforcement professions.
- **Key Details:**
 - **Fire:** Department structure, apparatus, gear, career paths, live demonstration observation
 - **EMS:** 911/EMS history, EMT levels, training paths; cadets become CPR/First Aid certified.
 - **Law Enforcement:** Agency roles, careers, equipment, vehicles, demonstrations.
- **Outcomes:** Ability to identify emergency vehicles/equipment, perform basic lifesaving skills and become CPR certified, use radios effectively, and understand civilian emergency safety. As well as having the tools and knowledge to pursue jobs in the Emergency Management field.



Proposal

C/Lt Col James Thomas (GLR)

National Non-Commissioned Officer Academy:

- **Purpose:** Develop young cadet Airmen/NCOs into effective tactical leaders modeled after Air Force NCO standards.
- **Key Details:** Seminars, leadership labs, mentorship from CAP NCOs and active-duty NCOs. Focus on rational decision-making, critical thinking, and follower development.
- **Outcomes:** Stronger communication and tactical leadership skills; national networking; living the NCO Creed.
- **Additional Notes:** Curriculum developed from CAP NCO Corps. C/Officers will teach the actual course but CAP NCOs will serve as Training Officers.



Proposal

C/Lt Col Madeline Marcelle (MAR)

Public Affairs Academy:

- **Purpose:** Train cadets to promote CAP through media, branding, and communication. As well as learning to comply with all CAP public affairs protocols.
- **Key Details:** Instruction in branding, photography, videography, editing, writing, interviews, equipment, and PA regulations. Students practice by capturing real event footage and creating a final video and article.
- **Outcomes:** Strong skills in all of the areas of Public Affairs. Having cadets graduate from this academy will **help CAP create a better cohesive image and regulation compliance**. This will also help introduce cadets to the journalism/media field.





Conclusion

C/Lt Col Erin Feeney, Chair (NER)

- We would like these proposals to be **reviewed** and **implemented** as **either an NCSA, or region/wing activity with CSA status.**
- Providing more opportunities for younger cadets could **impact national retention rates.**
- **Revise the current NCSA point system** to allow younger cadets to receive a higher score to boost their chances of being accepted into these younger-based NCSAs.

Any questions not addressed during this presentation
can be directed to ncacleadership@capnhq.gov.



Questions?





Senior Advisor Ribbon and Duty Position Focus Group



Issues

- Currently, the CAC Senior Advisor's ability to support CACs is challenged as they cannot pull reports, enter cadet duty positions, complete member searches, and enter attendance without working through other personnel.
- CAC Senior Advisor's provide substantial support to CACs via mentorship, administrative support, and ongoing engagement, however these efforts have no formal recognition.



Objective:

Establish an official CAC Senior Advisor duty position in eServices and authorize appropriate recognition (via ribbon wear) to better support CAC operations and formally acknowledge the significant contributions of Senior Advisors.



Background



- Senior Advisors permissions in Eservices
 - No current Eservices position
 - Adding permissions
 - Region/Wing Admin and permissions
- Senior Advisors & The CAC Ribbon
 - No current formal recognition
 - Same ribbon and same echelon and why



Action Recommended

- Create a dedicated CAC Senior Advisor duty position in eServices with the necessary permissions to independently access reports and perform administrative tasks.
- Update relevant CAP regulations and pamphlets to formally define and recognize the Senior Advisor role.
- Authorize CAC Senior Advisors to wear the CAC ribbon with the appropriate device after completing a full term.



MAR PT Excellence Ribbon Proposal



Objective:

To advocate for a physical training (PT) excellence ribbon to be implemented nationally. This will work to enhance the presence of PT within the Civil Air Patrol (CAP) Cadet Program and will encourage cadets to push themselves beyond the minimum standards required for promotion



Background



- PT is a key component in the development of a cadet's leadership, discipline, and personal growth.
- Despite the emphasis on maintaining high fitness standards through regular training and evaluation.
- Additionally, other various aspects of CAP offer awards to cadets that excel within their respective fields.



Issues

- **CAPP 60-50:** The guide encourages units to implement regular physical training; however, it does not currently provide any mention of CAP-wide recognition for exceptional physical performance.
- **Other Cadet Programs:** Numerous other Cadet Programs already authorize the issue and wear of some type of PT excellence ribbon.



Action Recommended

- **PT Excellence Ribbon:** The Healthy Fitness Zone (HFZ) test is only scored as pass/fail.
- It is recommended that CAP/CP consult with experts in youth physical fitness and exercise science to determine its own set of higher scores based on those that were previously used for the National Physical Fitness Award.
- An addition to CAPR 39-3.



MAR CAC ES Topic Library Proposal



Objective:

To advocate for **learning resources directed toward squadrons that do not have an Emergency Services (ES) presence.** These resources should be structured **similar to the Character Development slides.** They will provide squadrons with materials to educate their members about the Emergency Services field **regardless** of the ES qualifications of squadron staff.



Background



- The idea for a potential ES topic library was first mentioned at a Maryland Wing Cadet Advisory Council meeting in 2024.
- The idea behind this material is that it **would allow squadrons, especially ones without qualified ES members, to easily pick up a lesson plan to educate members about ES.**
- These lesson plans would be **modeled after CAP's Character Development curriculum.**
 - In the sense that they would be easy to understand, already prepared, approved by qualified staff, and could be taught by anyone.
- The NESAs are specific to NESAs activities. The information on these slides needs to be further explained by the teacher, meaning the information cannot be easily picked up by someone who lacks ES experience.



Issues

- **Consistent Skill Development and Retention:** A well-structured, robust resource library will allow CAP personnel to easily learn and become familiar with ES.
- **Standardized Training Across All Units:** A standardized exercise list helps ensure that all units, regardless of location, receive similar training.
- **Compliance with National Guidelines and Regulations:** A comprehensive exercise list ensures that training and exercises align with organizational and federal regulations.
- **Increased Member Confidence and Preparedness:** This preparedness minimizes errors and reduces stress, as members will already be familiar with the procedures and equipment.





Action Recommended

- The National Commander authorizes the National Emergency Services Staff to create training materials, similar to the Character Development slideshows, that can be available on the national website and implemented for training use throughout Civil Air Patrol.
 - General learning topics should appeal to their Cadet audience and can include topics of interest such as knot-tying, pace counting, making a shelter, and much more.
 - Specific progressive curriculum tasks such as GTM, MRO, UDF, and sUAS should be observable within the library and be available as a more advanced and in-depth enrichment resource.



NCAC Future Projects

- Future NCAC Committees
- Preparation for the next CSAG Brief
- Continued increased engagement with Region CACs

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Questions?

