

COMMANDER'S MESSAGE

It's the beginning of March 2018, spring is here. Traditionally CAP flying, emergency services and cadet outdoor training begins. Its time for another productive year. We need to plan for change.

Change: to make the form, nature, content, future course, etc., of (something) different from what it is or from what it would be if left alone (Webster's).

We have great leaders, coaches, and mentors currently in positions and coming up through the system. We need to promote those up and coming talented members into positions that they and CAP will benefit from. Change is not bad, it's just certain. I ask every member to become part of this cycle of change. Let the talent rise to the top. Those in positions of leadership consider taking a higher position or become a deputy, assistant, etc. and coach the next group of leaders.

Current Priorities

Stabilize the Calendar so people can plan. You can't assume coming up with an event 90 day ahead of execution is going to be successful when most families, businesses, military units, and teams plan at least one year out. We are starting from a position behind the power curve already this year due to lack of planning. We wonder why we must cancel events when only three people sign up for it.

We have three basic CAP missions: Emergency Services, Aviation Education and Cadet Programs. We need to do *less, better*. There is so much competition for the resources of our talented members, our inability to plan, coordinate, and manage should not be the reason for our own failure. It is tough enough when the organization puts constraints on us with their inability to understand and follow this idea. We need to help ourselves be better by careful planning for the long game. We can set the example and take the other out of the equation when it comes to our success with our missions.

I've been the Group 1 Commander for almost a year now, and that's enough for me. "Lead, follow, or get out of the way," a wise man once said. I consider it an honor to have been able to serve. Soon it will be someone else's turn. If you have been in a leadership position three years or more, it's time to move on. Volunteer to the next level up or take a step sideways and mentor those below you that they have the opportunity to expand and develop professionally. Whatever you do, be satisfied with your success and contributions to our nation as a CAP member.

Value your members and their families. Without their love and support, your CAP contributions would be meaningless. Check yourself on priorities, goals, objectives, and the standards to which you hold yourself accountable. It matters.

In the next 6 months, the changes I expect to happen are going to have a superior impact on this Group, your squadron and ultimately all of CAP. Every member matters. Every member influences change no matter how small they think it is. So let's all get with the program. Let's finish FY18 with honor! Let's stabilize our plan for FY19 now to make next year even better. For the remainder of this year, concentrate on what has been planned and try not to make a lot of big changes. That will make more work vice *doing less, better*.

The Way Ahead

The way ahead is with long term planning. Evaluate where your squadron is at in those things you and your members have set as your priorities. Then state your goals and develop a year's plan that will lead the membership to accomplish those goals. Goals will be outlined in your ATP. A list of activities will accompany your ATP. Those that are Emergency Services and Operations related will go in a list of events to become missions and may include a request for funding for their execution. Details on how to present this will be provided by my Operations and Emergency Services staff. My staff will guide you and assist you, but they will not do it for you. Units will be held accountable for their own success or failure.

Time line

1 MAY 2018 – Each unit's ATP19 will be due to the Group HQ

30 MAY 2018 – Group consolidated ATP19 due to Wing HQ

Thank you for all you do. You make a tremendous difference, every day.

Hooah!



Eric G. Haertel, Lt Col, CAP
COMMANDING