

Civil Air Patrol

Long Term Objectives and Goals

1) CAP provides the best quality training with sufficient availability to support CAP's missions.

- a) (NS) FY09 - Establish one additional NESAs regional training center
 - i) Expand participation in NESAs events by 20%
- b) (NHQ) Training for Technologically Advanced aircraft
 - i) 2 CFII per aircraft - G1000 glass cockpit factory training in FY09
 - ii) Each wing receiving an aircraft completed transition training on the new refurbished aircraft (10 trainees per aircraft)
 - iii) Work with Cessna to provide another G1000 ground school prior to the CAP National Conference in San Antonio just like the highly successful one that was held in Orlando in 2008.
 - iv) Purchase the Cessna G1000 training material yearly update for the regions/wings so CAP's instructor pilots can provide outstanding local training to our members.
- c) (NS) Revise and field an updated National Check Pilot Standardization Course FY 09
- d) (NHQ) Provide WMIRS training at 3 region conferences and via distance learning (teleconf/webinar) to all wings/regions who request it.
- e) (NS) Make ground handling training video mandatory for all aircrew members and flight line personnel by 31 Dec 08
 - i) Compliance by all wings by 31 Mar 09
- f) (NHQ) Hold at least 6 ARCHER operator classes in FY09.
- g) (NS) Conduct CISM training in every region.
- h) (NHQ) Train 10 (5 from SLC C4, 5 from LIT C4) NOC augmentees to support extended operations throughout the year.
- i) (NS) Conduct 2 Incident Command System Train The Trainer courses for CAP members with the DHS/FEMA Emergency Management Institute in order to facilitate NIMS compliance
- j) (NHQ) Establish and maintain a Stand/Eval webpage on the National website with easy access to CAP aviation related material. Completed 31 Dec 08
- k) (NS) Integrate the National ICS system (and NIMS) by ensuring all CAP ES personnel have completed the requisite training specified in CAPR 60-3 by the federal compliance dates

2) CAP garners the highest level of public trust - accountability and credibility across all echelons of the organization.

- a) (NHQ) Deploy Consolidated Maintenance Program enterprise-wide to provide visibility and accountability of all resources involved in maintaining CAP aircraft with 95% compliance of the Wings by 31 Dec 09

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- b) (NHQ) Field the Inventory Management System, a system that will greatly enhance accounting, management and access to CAP property at all levels within the organization. System will be available by 30 Jun 09 and fully implemented by 30 Sep 09
 - c) (NS) Implement National Legal Officers College by 30 Jun 09
 - d) (NS) Provide at least one legal training session for each Wing Commander and ___% of the Squadron Commanders
 - e) (NS) Develop and implement a continuing education program for Ethics for all Commanders, Corporate Officers and Legal Officers
 - f) (NHQ) Full accountability and transparency in all transactions (financial, assets, etc.)
 - i) Unqualified Audit as of 30 Sep 08
 - ii) No assets or funds unreported for FY09
 - iii) Reduce incidents of less than Satisfactory by 50% for inspections/survey audits in the area of Finance and Logistics
 - iv) (NS) Any time there is negligence, assessments will be applied 100% of the time for accidents, incidents and reports of survey
 - g) (NHQ) Complete, test and field Flight Release module in WMIRS by 30 Sep 09
 - h) (NS) Complete the communications narrowband transition
 - i) (NS) Ensure compliance with AF requirements for data input in WMIRS
 - i) Particularly, high profile AFAM
 - ii) Particularly, take off and landing times
 - j) (NHQ) Develop public affairs communication plan and resources like the Annual Report to Congress to publicize the accountability of the organization and our role in community service.
 - i) Establish full year public affairs communication plan by 1 Jan for the following calendar year
 - (1) Include crisis public affairs communication strategy
 - (2) Develop target audiences and messages for the different stakeholders
 - ii) Provide Partnership Accountability Report to at least 50% of CAP partners
 - iii) Submit annual financial reports to the Summer National Board
- 3) **CAP is the "resource of choice" for agencies requiring HLS, SAR, DR, CD and other operational missions.**
- a) (NS) Market CAP's Capabilities
 - i) Conduct 4 briefings to Federal Customers
 - ii) Conduct ___ briefings to other agencies/organizations
 - iii) Complete at least ___ briefings to legislators/staffers in Washington DC
 - iv) Expand CAPabilities documentation to include VSAF, chaplain staff, C4 capabilities and other such support

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- v) Conduct one national presentation and at least one briefing in each region to brief the DEA and Customs offices as to the contributions and assets CAP can provide in Counternarcotics missions.
 - b) (NS) Work with regions/wings to market CAP's capabilities to Federal, state and local agencies
 - i) Complete at least 2 briefings with legislators/staffers in each Wing
 - ii) Provide the best liaison between CAP and the many levels of government in Federal system
 - iii) Each Wing to complete at least 2 briefings with local/regional offices of federal agencies
 - c) (NHQ) AF to submit updated MOUs, that have been coordinated with CAP, to all the federal agencies that CAP supports. *DESIRED BY SEPT 09.*
 - i) Receive final approval on at least 4 MOUs by 30 Sep 09
 - d) (NS) Establish or expand the partnership with at least two of the following organizations
 - i) Citizens Corp
 - ii) Points of Light
 - iii) NASA
 - iv) FAA
 - v) AOPA
 - vi) Red Cross
 - vii) Salvation Army
 - viii) National Geospatial Agency (NGA)
 - e) Complete at least 2 of the following advanced technology opportunities and identify at least one new development project with AFRL, AFNORTH, or NORTHCOM
 - i) (NS) Establish one new NCSA
 - ii) (NHQ) Complete test of full motion video by 30 Sep 09
 - iii) (NHQ) Implement Blue force tracker system to AFNORTH funding parameters
 - iv) (NHQ) Upgrade at least one CAP aircraft with upgraded HSI equipment
 - f) (NS) Validate emergency response plans with the key agency in each Wing.
- 4) **Our cadets are the best trained and most experienced youth leaders in the US.**
- a) (NS) Complete operational plans for each national cadet special activity
 - i) Which includes curriculum with measurable graduation requirements (compliant with national educational standards where applicable) for each national cadet special activity
 - b) (NHQ) Revise four pillars of the cadet program to ensure they meet national academic standards by 30 Sep 10, revise leadership program by 30 Sep 09
 - c) (NS) Increase qualified cadets in mission base staff positions by 15%

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- d) (NS) Increase qualified cadets in ground team roles by 20%
 - e) (NS) FY09 – ENHANCE AND EXPAND Training Leaders of Cadets (TLC) PROGRAM ENSURE IT IS MEETING GOALS
 - i) (Increase the number of senior members who have completed the Training for Leaders of Cadets by 25%
 - ii) Increase the number of train the trainers for Training for Leaders of Cadets in each region by at least 10%
 - f) (NS) Improve our first year retention by 10%
 - i) Complete at least two orientation flights for each cadet in the first year of membership
 - ii) Complete at least one orientation flight for each cadet per year
 - g) (NS) Increase overall cadet membership by 10%
 - i) NEED MORE TO SUPPORT THIS GOAL
- 5) **Our adults are the best trained & most experienced set of volunteer leaders in the US.**
- a) (NHQ) Submit by 15 Dec 08 for the 30 day comment period the new Organizational Effectiveness Specialty Track
 - b) (NHQ) Implement the new CAP Officer Basic Course (COBC) by ~~30 Jun 09~~ 31 Dec 09
 - c) (NS) Increase the percentage of senior member who have been former cadets
 - i) ~~Improve Address~~ transition from cadet to senior
 - d) (ns) Ensure 100% compliance with Commander introductory/overview and Summary Discussion of all Level I participants
 - e) (NS) Increase Senior membership at each squadron by 10%
 - f) (NHQ) Develop national standardized public affairs training program for Squadron and Wing level personnel
- 6) **CAP is recognized as a leader in air and space education both to our members and to the general public.**
- a) (NHQ) Expand or establish at least one additional collaboration program between CAP and AFROTC or AFJROTC such as the flight program
 - b) (NHQ) Participate in all NSTA events at the national and regional level by providing workshops, public awareness, and recruiting opportunities
 - i) Present at 2 NSTA events
 - c) (NS) Establish at least 2 *mutually beneficial* strategic youth organization partnerships *at the local, state and national level* where CAP's aerospace education expertise is ~~acknowledged~~ employed, e.g.,
 - i) Boy Scouts of America/Explorers
 - ii) Girl Scouts of America
 - iii) Starbase

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- iv) Boys/Girls Club of America
 - v) Campfire Girls
 - vi) Etc.
 - d) (NHQ) Increase aerospace education membership by 20%
 - e) (NHQ) Increase aerospace education membership by home school teachers by 20%
 - i) (NHQ) Promote CAP AE Curriculum for at Home School programs by participating in at least 1 National Home School Conference per year
 - f) (NS) Expand the Fly-A-Teacher program in order to get more educators excited and engaged in the CAP air and space education programs
 - i) Increase number of sorties by 50%
 - ii) Ensure each region represents at least 10% of the total sorties flown
 - iii) At least 5% of all sorties will be done in gliders
 - g) (NS) Expand ~~Increase~~ partnership with AFA
 - i) Increase the overlap in CAP/AFA members by 100%
 - ii) Establish partnership with at least 1 local chapter in each Wing
- 7) **CAP is well known for each of our missions.**
- a) (NHQ) Continue to provide high quality Volunteer Magazine mission articles
 - i) Expand circulation of Volunteer Magazine by ~~25~~ 10%
 - ii) Explore implications of adding former Phase II and above cadets for 1 year to circulation
 - iii) (NS) Increase ad revenues by 25%. **Needs further discussion. Inconsistent with LTO.**
 - b) (NHQ) Launch new on-line CAP News site by 30 Jun 09
 - c) (NHQ-FY09) Establish relationship with at least one media/marketing/production organization that will highlight CAP and its capabilities
 - d) (NS) Increase by 20% the submission of press releases/stories/articles/op-eds to local media by Wings
 - e) (NHQ) Add/Provide CAP presentation in all Air University Professional Military Education Programs
 - f) (NHQ) Highlight CAP members' accomplishments outside of CAP at least 4 times per year
 - g) (NS) Wing Commanders to ensure ~~make~~ at least 4 presentations per year with state level visibility
 - h) (NS) Region Commanders to ensure ~~make~~ at least 2 presentation per year with regional/national visibility
 - i) (NS) National Command Staff to make at least 12 presentations per year with national/international visibility
 - j) (NHQ) Develop 4 PSAs video/audio
 - i) 4 posters pull outs for *Volunteer* magazine

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- 8) **CAP has a diverse and adequate base of financial sources.**
- a) (NHQ) Continue to find ways to stretch Federal funding through efficiencies in computerized processes and increase productivity by 10%
 - b) (NS) Obtain Congressional and Air Staff support for restoring cuts made to CAP's baseline budget
 - c) (NS) Obtain Congressional and Air Staff support for increasing CAP's aircraft and vehicle procurement budget baseline
 - d) (NS) Implement revised legislative day training/mentoring program
 - e) (NS)(**FOUNDATION**) Hire a professional Corporate Development Officer in the foundation to support our capital campaign
 - i) Develop material and strategy for fundraising, grant writing and development
 - ii) Raise at least \$500,000 in donations for CAP
 - iii) Identify and approach at least 25 Corporations for sponsorship, donations or other monetary giving
 - iv) Develop corporate outreach program
 - v) Recruit regional development officers (from our volunteer membership)
 - (1) Develop and provide training to support these officers
 - f) (NHQ) Expand application of appropriated funding for AE development opportunities
 - g) (NHQ) Expand scope of appropriated funding related for all grades, not just 6 - 12th grade
- 9) **CAP is one of the 100 Best Volunteer Organizations in the U.S., and it is easy for our members to work within CAP.**
- a) (NHQ) Deploy association management system to streamline CAP process by 31 Dec 09
 - b) (NHQ) Enhance online learning for technical and professional development through blackboard (or similar) technology by 31 Dec 09
 - c) (NHQ) Expand transparency of National Board, NEC sessions and other decisions through the use of streaming video, archiving and employment of multi-media resources and tools by 31 Dec 09
 - d) (NHQ) Reorganize E-Service for easier access and navigation
 - e) (NS) Provide professional development for drafting promotions and awards utilizing online service, conferences and SLS/CLC.
 - f) (NS) Simplify the uniform combinations