Texas Wing Civil Air Patrol

This plan was developed to coordinate with the NHQ and SWR Strategic Plans in order to assure that Texas Wing is not only HIGHLY SUCCESSFUL but that we are firmly aligned with the wishes of higher headquarters.

FY 2014

Texas Wing Goals

Goal 1: In order to maintain our ability to prosecute missions we will obtain funding from the state while expanding our customer base to use those funds.

Objective 1.1 Continue to lobby for support of our funding request by writing to state representatives requesting support for Civil Air Patrol.

Objective 1.2 Encourage Groups and Squadrons to seek support for our funding request through calls to county judges, EOCs, county sheriffs, etc.

Objective 1.3 We will seek support for our missions by reaching out to timber lobbies, insurance lobbies and other groups that would benefit from our air support.

Objective 1.4 Develop Advanced Ground Teams in order to strengthen our ground capabilities.

Objective 1.5 Share success stories and best practices in order to replicate these practices.

Goal 2: As training dollars diminish we need to have a more consolidated, efficient way to train. The DO, DOS and DOV will seek assistance from each Group Staff in order to coordinate training needs and spend our AF funding efficiently and effectively.

Objective 2.1 We will begin working the training requests early in order to coordinate central locations and spend funds effectively.

Objective 2.2 The Ops/ES Staff will investigate opportunities for new mission areas using equipment/technology we currently have.

Objective 2.3 The ES Staff will continue the Sim-Team concept with three of the six planned exercises per year in order to identify training gaps.

Goal 3: Using the model being established by the SFA students in Nacogdoches, we will market Texas CAP to targeted groups in order to be able to effectively meet the needs of the organization.

Objective 3.1 Use marketing strategies to recruit pilots and ground team members (adults) by focusing on areas where likely candidates can be found (airports, aerospace organizations, HAM radio, volunteer EMS and fire departments).

Objective 3.2 Use similar strategies to recruit cadets and educators for AE and CP.

Objective 3.3 Coordinate with the Recruiting Command at Randolph AFB in order to educate them about the importance of CAPs STEM initiatives (request from NHQ).

Objective 3.4 Create a marketing presentation that can be posted on the Wing webpage and presented by Groups to potential customers.

Goal 4: Focus on meeting the needs of the cadet program by strengthening support at the Group level.

Objective 4.1 Create scholarship opportunities for cadets

Objective 4.2 Support and strengthen the CAC at all levels

Objective 4.3 Hold Airman Leadership Schools in support of the CTEP progression plan.

Objective 4.4 Increase the number of participants in the Cyber-Patriot Program by 10% over last year.

Goal 5: Strengthen Texas Wing by streamlining the way we do business on a daily basis.

Objective 5.1 Develop more volunteers to support the jobs previously done by paid employees.

Objective 5.2 Educate units to call on Wing staff for questions or assistance rather than calling Wing HQ.

Objective 5.3 Groups will be more proactive in getting reports turned in on time rather than forcing Wing staff to spend all of their time tracking them down.

Objective 5.4 Create and publish a current list of reports due and the dates they are due.

Objective 5.5 Wing will ensure that Groups share equipment and people in order to make the most of finite assets and materials.

Goal 6: Communicating with members is critical to developing an organizational culture that attracts new members and retains current members.

Objective 6.1 Group commanders will hold regular meetings (face to face or telephonic) in order to convey important information from upper echelons and to ascertain needs at the unit level.

Objective 6.2 By their positive actions, Group Commanders will model behaviors that will demonstrate the professional behavior we wish to see in our members.

Objective 6.3 Groups will develop a Public Affairs program that will inform both internally and externally.

Objective 6.4 Cadet Programs and Operations at the Group and Wing levels work together to get new cadets in the air within 90 days of joining.

Goal 7: We will develop a way of doing business that makes all programs “inspection ready” at a moment’s notice to support our “Culture of Compliance”.

Objective 7.1 All ROS items will be cleared as rapidly as possible by appointing investigators at the lowest level to clear out losses rapidly.

Objective 7.2 Units will dispose of unused but serviceable equipment through the Wing Logistics Officer.

Objective 7.3 Units will assure that safety currency is not just regulatory, it is an essential part of being a CAP volunteer professional.

Objective 7.4 We will promote the Professional Development Program at all levels.

Timeline and Responsibility

Goal 1: In order to maintain our ability to prosecute missions we will obtain funding from the state while expanding our customer base to use those funds.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 1.1	TxWgCC and selected Wing staff	By 1 June of each year.
Obj. 1.2	Group CCs and staff	Proof of 1 contact per squadron by end of FY 14
Obj. 1.3	All Commanders and staff	2 corporate partnerships by end of FY 14
Obj. 1.4	Wing and Group ES Staff	Each Group will have a team in training by the end of FY 14
Obj. 1.5	All Staff at all levels	Ongoing

Goal 2: As training dollars diminish we need to have a more consolidated, efficient way to train. The DO, DOS and DOV will seek assistance from each Group Staff in order to coordinate training needs and spend our AF funding efficiently and effectively.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 2.1	TxWgCC and selected Wing staff	Ongoing
Obj. 2.2	DOS, DO and selected staff	One new mission/opportunity per year
Obj. 2.3	DOS and Sim Team	3 SAREXs with Sim input during FY 14

Goal 3: Using the model being established by the SFA students in Nacogdoches, we will market Texas CAP to targeted groups in order to be able to effectively meet the needs of the organization.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 3.1	PAO along with Wing and Group staff	5% growth of seniors
Obj. 3.2	DAE with all Group and Wing staff	5% growth in cadets and AE members
Obj. 3.3	Ed Billman with a Task Team	Visit with AF Recruiting Command and follow up plans.

Goal 4: Focus on meeting the needs of the cadet program by strengthening support at the Group level.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 4.1	Group CC and staff	Ongoing
Obj. 4.2	Group CC and staff	Active Gp and Wg CAC by end of FY 14
Obj. 4.3	TXWG DCP and Group CPO	Standardized curriculum and one ALS in each Group during FY 14
Obj. 4.4	CP, AE and Group CCs	Increase participants by 2 teams in FY 14

Goal 5: Strengthen Texas Wing by streamlining the way we do business on a daily basis.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 5.1	Wing CC and staff	Ongoing
Obj. 5.2	Group CC and staff	Ongoing
Obj. 5.3	Group CC and Staff	100% report collection in FY 14
Obj. 5.4	TXWG CoS and Webmaster	1 Oct 2013
Obj. 5.5	TXWG Staff	Ongoing

Goal 6: Communicating with members is critical to developing an organizational culture that attracts new members and retains current members.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj.6.1	Group CC and staff	Ongoing
Obj. 6.2	Group CC and staff	Ongoing
Obj. 6.3	TXWG PAO, Group CC and Staff	Each Sq and Group will have an assigned PAO by the end of FY 14
Obj. 6.4	TXWG DO, DCP and Group Staffs	Statistics at the end of FY 14 will demonstrate 85% compliance

Goal 7: We will develop a way of doing business that makes all programs “inspection ready” at a moment’s notice to support our “Culture of Compliance”.

OBJECTIVE	RESPONSIBLE PARTY	DUE DATE
Obj. 7.1	Wing CC and Group CCs	No more than 20 ROS at the end of FY 14
Obj. 7.2	TXWG staff	Yearly “Turn It In” opportunity each FY
Obj. 7.3	All TX WG members	Increase the safety compliance at all levels
Obj. 7.4	TXWG Staff and Group Staff	Small Groups will have 1 SLS/CLC/UCC per year and large Groups will have 2