



The Nellis Times

September 2011

Cadet Recruit Class Starts 27 Sep 2011

Our next Tango class officially starts on 27 Sep with a Great Start Open House for all the prospective cadets and their parents. Everyone will be involved in some form or another, even it is just allowing them to watch you do what we normally do for the night.

We need to start recruiting now so we have a great turnout for the Open House. Handouts and flyers will be available at the next meeting. If you have any ideas on improving our recruitment drive, let Lt Col Parker know ASAP so we can implement them.

Attendance

The biggest problem we have right now is trying to determine assignments for all the cadets! Which cadets get leadership positions? Which cadets are assigned under which elements or flights? The problem is that we have a lot of cadets on the membership roster that we don't really know will be attending the meetings. It is no fun to find yourself in charge of a flight of cadets who never show up to meetings.

Your attendance at meetings is also critical to your CAP career! We use the attendance records to determine who gets the leadership positions. If you are late to a meeting and miss the roll call, go to Lt Col Lorrie McCarty and make sure she records your attendance. If you will not be at a meeting, you need to make sure the reason you are absent is sent up your chain of command to Lt Col Lorrie McCarty.

If you are not attending most of the meetings, you will not be in a leadership position. This will become increasingly important as you gain rank. If you are not meeting the leadership expectations for your rank, you will not be promoted. If you are not attending meetings and have not provided an acceptable reason, your membership can be terminated. Make sure your attendance is recorded!

Inputs for Monthly Newsletter

The newsletter will be published the weekend before the first meeting each month. If you have photos, articles, notices, or anything you want to add to this newsletter, please provide them to Lt Col Parker no later than the last meeting before the first of each month. If you would be interested in being the editor of the newsletter, please contact Lt Col Parker.

September Birthdays

- | | |
|----|-------------------|
| 3 | Dakota Read |
| 7 | Jason Fung |
| 7 | Tina Johnson |
| 20 | Sean Wilson |
| 20 | Nathan Witter |
| 25 | Brittany Battista |

Lightspeed Foundation Grant

Each year the Lightspeed Foundation makes \$10,000 grants to selected charities. This is a popularity contest – you can help CAP win simply by voting. Please go to <http://www.lightspeedaviationfoundation.org/content.cfm/Finalists/Your-Vote-Counts> and vote for CAP. We won this last year and the money went to good use.

Ralph L. Miller, Col, CAP
Commander
Nevada Wing, Civil Air Patrol

New Facebook URL

www.facebook.com/ncs069

"Like" our squadron Facebook page and get changes and new events posted to your wall as they occur. You do not have to sign up on Facebook to see our page.

Cadet Contributions

C/Lt Col Crisp submitted the following article from CadetStuff.org. She believes it highlights some of the more important, and often overlooked, aspects of senior cadet leadership.



Leading the way XV: The Myth of Command = Leadership Major Matt Heusser, CAP

Or "Half a League, Half a League, Half a League, Onward..."¹

The type

Cadet Colonel Smith is a legend. He attended eight National Cadet Special Activities, IACE, was Cadet Commander of a Squadron, Wing Cadet of the year, Commanded an Encampment and Chaired a CAC. He earned every ribbon the Cadet Program Offers, as well as a Commander's Commendation and Meritorious Service Ribbon. He is a great leader.

Examining things from a different angle, however, can show us a different picture. When C/2Lt Smith became cadet commander of his Squadron, it was rather large and competed in the Wing Drill Team and ES Competitions every year. The year he commanded, they only had 2 basic cadets attend encampment, and competed in neither competition. When he left as a C/Maj to go away to college, he turned over command to a C/SSgt who wasn't ready for the job.

When he was in college, C/Maj Smith essentially moved to wing staff, although on paper he was assigned to a struggling Composite Squadron. During the next year, he chaired the Wing CAC, and they did not pass a single proposal of significance to command, nor did they pass one up to the Region CAC. Besides a Cadet Ball, and a poor-quality leadership school, the CAC sponsored no activities that year. That summer, C/Lt Col Smith served as a deputy commander for encampment, where he was essentially dead weight, and didn't add anything to encampment. He taught the class on national special activities, which was boring, but no one from command was in the room, so they didn't know.

The following year, C/Lt Col Smith Commanded encampment (after all, he had experience) and the encampment was just like many previous to it. Retention % and quality of staff applicants the following year were very poor, but no one thought to look back on the leadership of C/Col Smith. (After all, he's a Spaatzite²)

Six months later, C/Col Smith is awarded the Meritorious Service Award for his personal accomplishments, and someone is heard to say "He is a great leader."

Even though no one actually follows him.

The Point

All too often, Leadership is confused with personal achievement. Holding leadership positions doesn't make one a good leader, and neither does passing tests or attending lots of activities. When units shrink and quality suffers, something is wrong.



Commander's Corner

Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime. Chinese Proverb

This proverb also applies to CAP's training programs. It is not enough we teach someone to do a specific task. We also need to teach them where the standard for accomplishing the task comes from. Far too often we train by relying on what we think we remember when we were taught, or even worse, a guide "someone" prepared based on "something" at some time in the past.

We should teach to the CAP standard, or in other words, **by the book**. That means you need to have read the book—the official source document that tells you how to conduct the task. Prior to teaching a task, instructors need to review the book to make sure it hasn't changed since the last time they taught it.

You will see a greater emphasis in the future on doing things by the book. We will be teaching you to reference the correct regulation, pamphlet, or task guide for everything you do in CAP. This goes beyond just learning to accomplish a task. Knowing to find and read the source document is a life skill. **We are going to teach you how to fish.**

Aim High
Rick Parker, Lt Col, CAP
Commander

Promotions

Flight Commander

C/2nd Lt Jonathan K. DeBoy 02 Aug 2011

Billy Mitchell

C/2nd Lt Robert A. Sanders 23 Aug 2011

Mary Feik

C/SrA Shane C. Hutchins 06 Sep 2011
C/SrA Nathan G. Witter 23 Aug 2011

Gen Hap Arnold

C/A1C Dakota Q. Read 23 Aug 2011
C/A1C Edward Y. Shiu 28 Jul 2011

Gen J. F. Curry

C/Amn Hezekiah J. Bermudez 23 Aug 2011
C/Amn Joshua A. Miller 23 Aug 2011
C/Amn Natalie N. Sharp 02 Aug 2011
C/Amn Taryn R. Sharp 02 Aug 2011
C/Amn Jesse D. Sturm 23 Aug 2011
C/Amn George W. Thompson 23 Aug 2011

Cadet Physical Fitness Test Waivers

Several cadets were promoted because they received a temporary waiver after failing parts of their Cadet Physical Fitness Test (CPFT). This is a temporary waiver and the cadets are expected to begin an exercise program to be able to pass the test. In fact, we now require each cadet with a temporary waiver to report their exercise program each week. Remember, this is a temporary waiver and we expect to see a steady increase in their CPFT until they pass it.

Examine yourself

Every time Boulle-Norman gets a new Cadet Commander, they get same speech "You came in as a C/XX, with a Staff of Y Mitchells and Z Earharts. Last year, we had A cadets attend encampment, B Cadets attend region CLS, and C Cadets attend encampment staff. A good measure of your leadership is to better those numbers for encampment this year, and leave a more qualified commander and staff than you were given. Other good measures include the quality of your meetings and activities, and how well you teach your posterity to do the same. Your leadership ability is not measured by how well you do, it's based on how well you inspire others to do."

I'll say that again: A Phase I Cadet may be measured by how well he is following; a Phase II Cadet must be measured by his subordinates and peers. I submit to you that, once you are a master of the program, if you aren't inspiring others and improving recruiting, quality, and retention, then you are just dead weight.

The glory of the CAPF 50

Somewhere around the end of phase I/beginning of phase II, Cadets need to begin to learn that the next level of personal excellence is recruiting, equipping, training, and motivating subordinates. One good way to do this is the CAPF 50, the Evaluation for the Leadership Laboratory. Cadets may be excellent in drill, uniforms, and custom and courtesies, but be rude, mean, or just plain ignore lower-grade cadets, who lose motivation and quit. By noting this on the CAPF 50 and explaining it in counseling, an enlisted cadet can be motivated to "take it to the next level."

I think we'd all agree that it a far easier thing to teach an enlisted Cadet to think in terms of leadership/unit, than to teach C/Col Smith to think that way.

The Litmus Test

Ever talk to a phase II Cadet? I mean, really sit down and try to figure out what he's struggling with? In many of those discussions, the Cadet may just be going through the motions -- passing tests, holding positions of increasing responsibility, attending activities, and getting promoted. The Cadet may have the form of leadership, but lack the substance. The litmus test? How does this Cadet feel about subordinates.

If the NCO is frustrated and running out of ways to motivate his subordinates, then it's often possible to give practical suggestions to lend him/her a lifeline. If the C/NCO blames his subordinates for not advancing, hinting that they are stupid, then this NCO may have a bigger problem that might take mentoring to fix. Mentoring attempts to show, by personal example, that there is more to the program than personal advancement.

Take care of your troops, and your career will take care of itself³. Take care of yourself first, and any good commander is going to put you last in line⁴.

Matthew Heusser, Maj, CAP
Leadership Officer, GLR-MI-265

Footnotes:

1. The subtitle is the opening stanza to The Charge of the Light Brigade by Tennyson.
2. The singular; Spaatzen is the plural.
3. Inspired by Dwight L. Moody's famous quote: "If a man wants to improve his reputation, he must first look to his character. After that, his reputation will take care of itself."
4. Inspired by yet another famous historical figure.

Threat Training Facility Tour

Thirty Nellis Composite Squadron members toured the 547th Intelligence Squadron's Threat Training Facility on 22 Aug 11. The facility is the only collection of foreign military equipment that guests are actually asked to touch, climb on, crawl into, and just generally have fun exploring.



Nellis Composite Squadron - Three Month Training Plan - Sep to Nov 2011

Min Description	Cadets	Phase Two	Phase One	Tango Cadets	Senior Members
Special	3-Sep-2011	1st Saturday	National Character Day	ALS	
Week 10	6-Sep-2011	1st Tuesday			
20 Emphasis	Drill & Ceremonies			MS/MO Training	
25 Core	Character Dev			MS/MO Training	
25 Core	Continued				
25 Spec Trng	AE Mod 1-1 Curriculum				
25 Spec Trng	AE Mod 1-1 Activity				
Special	8-13 Sep 2011	3rd Saturday	SAREX - GTE	Ranch House	
Week 11	13-Sep-2011	2nd Tuesday			
20 Emphasis	Safety Briefing			Safety Briefing	
25 Core	AE Mod 1-2 Curriculum	Achievement/Drill Tests			Great Start Cadre
Core	AE Mod 1-2 Activity				
25 Spec Trng	AEX (6) - GOE 2			Turn In Promotion Forms	
25 Spec Trng				Uniform Issue/Exchange	
Week 12	20-Sep-2011	3rd Tuesday			
20 Emphasis	Drill & Ceremonies				
25 Core	AE Mod 1-3 Curriculum	CAPF 50s (as Required)		MS/MO Training	
25 Core	AE Mod 1-3 Activity			MS/MO Training	
25 Spec Trng	Drill	CPFT (if Required)			
25 Spec Trng	Drill	CPFT (if Required)			
Week 13	27-Sep-2011	4th Tuesday			
20 Emphasis	Drill & Ceremonies			1.1 Exciting Opportunities	
25 Core		L2L Chpt 3-1 Curriculum		1.2 Cadet Membership	Staff Meeting
25 Core		L2L Chpt 3-1 Activity		1.3 TeamBuilding: Mine Field	
25 Spec Trng				1.4 Great Start Overview	
25 Spec Trng	Awards & Promotions			1.5 Parents' Introduction	Awards & Promotions

Nellis Composite Squadron - Three Month Training Plan - Sep to Nov 2011

Min Description Cadets	Week 1	4-Oct-2011	Phase Two	Phase One	Tango Cadets	Senior Members
20 Emphasis Aerospace Current Events	20 Core Character Dev	1st Tuesday				MS/MO Training
25 Core Continued				2.12 Drill		MS/MO Training
25 Spec Trng			L2L Chpt 3-2 Curriculum	2.1 Followership		
25 Spec Trng			L2L Chpt 3-2 Activity	2.3 Customs & Courtesies		
				2.11 Identity Crisis		
Special 8-9 Oct 2011		2nd Saturday	AEX Weekend	Jim Bridger Middle School		
	Week 2 11-Oct-2011	2nd Tuesday				
20 Emphasis Safety Briefing	25 Core		L2L Chpt 3-3 Curriculum	2.13 Drill 2		
25 Core			L2L Chpt 3-3 Activity	2.2 Chain of Command		Uniform Issue/Exchange
25 Spec Trng ORM Safety Briefing			Achievement/Drill Tests	2.31 Customs & Courtesies L		
25 Spec Trng Safety Briefing			Turn in Promotion Forms by 2030	2.21 Grade Insignia		
	Special 15-Oct-11	3rd Saturday	Great Start Field Day	ALS		
	Week 3 18-Oct-2011	3rd Tuesday			7.2 CPFT	
20 Emphasis CPFT At Runners' World	25 Core Continued				7.31 Drill Test	MP/MO Training
25 Core Continued					7.33 Recite Cadet Oath	
25 Spec Trng Continued					7.3 Curry Exam	Promotion Boards
25 Spec Trng Continued				Form50		
	Week 4 25-Oct-2011	4th Tuesday				
Emphasis Current Events: Aviation, National, & International						
20						
25 Core AE Mod 3-1 Curriculum						2.42 Uniform Tutorial
25 Core AE Mod 3-1 Activity						7.41 Feedback Meetings
25 Spec Trng						3.2 Preflight Activity
25 Spec Trng Promotion Ceremony						8.4 Promotion Ceremony
	Special 28-30 Oct 2011	5th Saturday	NWNG Conference	Palace Station	28 Oct Nevada Day	

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Min	Description	Cadets	Phase Two	Phase One	Tango Cadets	Senior Members
Week 5		1-Nov-2011	1st Tuesday			
20	Emphasis	Drill & Ceremonies				
25	Core	Character Dev				MS/MO Training
25	Core	Continued				MS/MO Training
25	Spec Trng	AE Mod 3-2 Curriculum				
25	Spec Trng	AE Mod 3-2 Activity				
Week 6		8-Nov-2011	2nd Tuesday			11 Nov Veterans Day
20	Emphasis	Safety Briefing				Safety Briefing
25	Core	AE Mod 3-3 Curriculum				
25	Core	AE Mod 3-3 Activity				Turn In Promotion Forms
25	Spec Trng	Basic Comm User Course	Achievement/Drill Tests			Uniform Issue/Exchange
25	Spec Trng	Continued				
Week 7		15-Nov-2011	3rd Tuesday			
20	Emphasis	Drill & Ceremonies				
25	Core	Flight Activity	CAPF 50s (as Required)			
25	Core	Flight Activity				Review Cadet's
25	Spec Trng	Drill	CPFT (if Required)			AE Mod 1 Class Prep
25	Spec Trng	Drill	CPFT (if Required)			MS/MO Training
Week 8		22-Nov-2011	4th Tuesday			24-25 Nov Thanksgiving
20	Emphasis	Drill & Ceremonies				
25	Core	L2L Chpt x-1 Curriculum				Staff Meeting
25	Core	L2L Chpt x-1 Activity				
25	Spec Trng	AEX				
25	Spec Trng	Awards & Promotions				Awards & Promotions
Week 9		29-Nov-2011	5th Tuesday			Blue Moon Night
		TBD				