Field Performance

Board Sep 2012

Justin Faiferlick

14 Sep 2012
Overview

- In accordance with Section III.D.5. of the Operations & Procedures Manual
  - It is the responsibility of the Field Council to provide the AFA Board of Directors a summary and assessment of the field performance in support of AFA goals and objectives.

- VCOB-FO personal assessment; past/future
  - Not necessarily answers but a frame
  - Open Discussion
Goals & Objectives

- Chapter goals are identified according to the Strategic Objective they support through the Planning and Reporting Template (AAP/QAR)

- Chapter goals are grouped by “Conduct or Support” goals, or “Other” goals in order to align with the support payment plan which requires a different number of each type to qualify for full support payments
Goals & Objectives

BASIC Payment calculation:

- 25% -- Complete one “Conduct or Support” goal.
- 25% -- Complete Any Other Goal (a second “Conduct or Support” goal or one from the “Other Chapter Actions” section.
- 25% -- Newsletter (Published electronically or in hard copy) and submitted with the quarterly activity report or be on file with HQ AFA.
- 25% -- Membership (+0.75% new members/per quarter)

100%

Once 100% level is reached, the chapter is eligible for a 25% Bonus (125% total) if either of the following are accomplished:

Recruit 1.5% or greater of new members in the quarter.
OR Complete an additional “Conduct-Support” Goal.

Additional Bonus:

Once the 100% level is reached, the Chapter is also eligible for an “Other Than Education” matching grant. (See FOG Section 11 for details)
Summary/Assessment

Chapter Performance (analysis of last 4 quarters)

- 22% Paid at 0%
- 55% Paid at 75%
- 21% Paid at 125%

Legend:
- Paid at 0%
- Paid at 25%
- Paid at 50%
- Paid at 75%
- Paid at 100%
- Paid at 125%
Summary/Assessment

Basic Membership Goal

- Met Membership Goal: 21%
- Did Not Meet Membership Goal: 79%
Chapters Closed

- Kalamazoo Chapter (MI_177) was deactivated in January 2011 … all members were unaffiliated
  
- Wm A Jones Chapter (VA_345) was deactivated in August 2011 and members reassigned by the SP
   
- Worcester Chapter (MA_171) (Jan 2012) has been dormant for a couple of years and struggling for at least a decade prior to that. Move members on either side of the line as follows: to Paul Revere – 107, to Pioneer Valley – 55, to Otis – 3 (these live far south, within the "Otis AOR“)

- Greater Pittsburgh (PA_#224) was deactivated in August 2011. Members were split between the Joe Walker and Total Force Chapters.

- Eagle Chapter (PA_322) was deactivated in April 2012. Members were reassigned to remaining chapters.

- Everest Chapter
Chapters Suspended

15 Suspended chapters presented to the delegates in September voting strength

- AL – Birmingham Chapter – working reinvigoration
- CA – Travis Chapter, David J Price Beale Chapter, and Golden Gate Chapter
- CT – Lindbergh Chapter
- GA – Savannah Chapter
- MA – Pioneer Valley Chapter
- MI – Lake Superior Chapter, Battle Creek Chapter, and Mt. Clemens Chapter
- MT – Big Sky Chapter
- ND – Red River Valley Chapter
- OH – North Coast Chapter
- SD – Rushmore
- TX – Concho Chapter
Chapter Activity

Reactivated Chapters:
• South Alabama Chapter (AL_101) was reactivated in December 2010
• Treasurer Coast Chapter (FL_429) was reactivated in November 2011 and renamed the Sarasota-Manatee Chapter (FL_429)

Chapters working on chartering:
• PA Stuart Kane Chapter in State College is looking to re-charter
• MI and SC are only in the talking phase

Chapters merged:
• CA: (4/18/2012) Chapter #115, San Gabriel Valley to Chapter #121, Los Angeles General Jimmy H. Doolittle. De-activate Chapter #115.
• Miami Chapter (FL_317) merged with the Homestead Chapter (FL_385) in January 2011 becoming the Miami-Homestead Chapter (FL_317)
• Gen Nathan F Twining Chapter (FL_421) merged with Jerry Waterman Chapter (FL_316) in January 2011 becoming the Waterman-Twining Chapter (FL_316)

Reinvigorated Chapters:
• Concho chapter in San Angelo, TX should be turning around next year. John Blumentritt
• Birmingham Chapter 100 in Birmingham, AL, should be turning around next year. Tom Gwaltney
• Bozeman Chapter reactivated (after many years) by Summer Folsom
• Golden Gate, Chapter 120 in Pleasanton, CA is in the midst of a rejuvenation plan to make the chapter healthy again. Rex Moen
• Spruance in Delaware
Field Council

• Emerging Leaders List – *Hasson*: Open to all to be used for National Officer positions. Controlled by Kari Hahn to be used for councils, committees, Search & Nomination.


• Leadership Development – *Lampert/Gridr/Klinkicht*: Help our active field leaders to prevent burning out and frustration, their succession plan, any new ways of doing things. Surveys sent to gather background and training needs of field leaders to provide best training opportunities. Training sessions during AFA convention and/or Oct RP/SP training.

• People Program for Chapters - *Dietsch*: Schwartz briefings. Possible options for AFA members to support deployed members. Disaster Evacuee potential pilot program in South Central Region.

• Under 40 Director Program – *Taubinger/Babcock*: Consider reimplementing this program. Researched and provided point paper. Recommendation is to have the 2012-2013 FC take this program under further consideration and to look at the potential to implement.
Field Council

• Retention Award/Recognition – Gwaltney/Klinkicht: Implementing a program to recognize chapters and/or states with retention. Sharing best practices of improving retention within their region chapters. Incentive rather than cash award.

• AFA Member and Delegate Symposium cost for conference – Cook: Point paper to consider decreasing cost for members/delegates for all symposiums/conferences. Researched facts/figures – best option was for Gaylord to match last year’s rates.

• AAP Draft completed in coordination with SPC Don Michels.

• Awards Form – Taubinger/Gwaltney: Revise AE and Field nomination award forms. Completed the form (s) drafts and sent for comments from the AE Council, and the Field Council. Submitted draft of changes to the FOG to insure updates were made to same. Recommended to not consolidate the AE and Field Awards nomination forms—too many variables (different data) between the two forms. New forms effective for 2013.
Field Council

• CyberPatriot Membership – Callahan/ Dierlam: Completed recommendations include:
  • Fund one year memberships to the winning open and military teams (6 students and 2 adults per team). The total cost to AFA would be $450.00.
  • Encourage State and Chapters to recruit members from teams within their areas to join AFA at the current rates, $45 for adults and $22.50 for students.
  • AFA CP needs to identify to the chapters participating teams in their areas so they can interact with them and recruit new members.
  • Continue to nurture the Cyber Patriot Program, not only by courting our legacy industry partners, but with the cyber security.
  • Consider pursuing a national partnership with cyber organizations which share our interest in building a Cyber Security brain trust in America.
VCOB-FO

- Increase AFA effectiveness at the grass roots level (strategic priority)

  - Quarterly RP telecons FC, AE, MC
  - Revised Newsline & Increased communication
  - Convention webpages
  - AFA Convention – Leadership & Field Development workshops
  - RP/SP training agenda
    - AFA 101
    - Chapter Effectiveness
    - Policy & Communications
    - AirPower Advocates
    - Legislative
  - RP reports updates on success/challenges
Questions?
Region Presidents

WEST GEOGRAPHIC AREA
Wayne Kaufmann (2009)

FAR WEST
(California, Hawaii, Guam)
Rich Taubinger (2009)

NORTHWEST
(Alaska, Idaho, Oregon, Washington)
Rick Sine (2010)

ROCKY MOUNTAIN
(Colorado, Utah, Wyoming)
Gayle White (2011)

SOUTHWEST
(Arizona, Nevada, New Mexico)
Bob Hale (2011)

Europe Special Assistants:
Mike Nishimuta
David Gouin

Korea:
Vicky Leos

CENTRAL GEOGRAPHIC AREA
Marvin Tooman (2010)

GREAT LAKES
(Indiana, Ohio, Kentucky, Michigan)
Bill Grider (2010)

MIDWEST
(Illinois, Iowa, Kansas, Missouri, Nebraska)
Michael Cook (2010)

NORTH CENTRAL
(Minnesota, Montana, North Dakota, South Dakota, Wisconsin)
Ron Garcia (2011)

SOUTH CENTRAL
(Alabama, Arkansas, Louisiana, Mississippi, Tennessee)
Tom Gwaltney (2010)

TEXOMA
(Oklahoma, Texas)
Bob Slaughter (2011)

EAST GEOGRAPHIC AREA
Don Michels (2011)

CENTRAL EAST
(Delaware, District of Columbia, Maryland, Virginia, West Virginia)
Scott Van Cleef (2011)

FLORIDA
(Florida, Puerto Rico)
Michael Emig (2011)

NEW ENGLAND
(Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)
Bob Wilkinson (2011)

NORTHEAST
(New Jersey, New York, Pennsylvania)
Eric Taylor (2010)

SOUTHEAST
(Georgia, North Carolina, South Carolina)
Dave Klinkicht (2010)
### West Success / Challenges

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<thead>
<tr>
<th>Region</th>
<th>Success</th>
<th>Challenge</th>
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<tbody>
<tr>
<td>Far West</td>
<td>Rejuvenation of Beale. CAFA state convention</td>
<td>Travis &amp; Golden Gate rejuvenation plans</td>
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<tr>
<td>2 Chapters Not Reporting</td>
<td>1 Chapter Partially Reporting</td>
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<tr>
<td>Northwest</td>
<td>Timely and accurate reports. Community Partner recruitment, Cyber Patriot Support</td>
<td>Chapter leadership in 2 chapters</td>
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<tr>
<td>0 Chapters Not Reporting</td>
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<td>Rocky Mountain</td>
<td>All Chapters have reported for all periods</td>
<td>Replacing Utah State President</td>
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<tr>
<td>1 Chapter Not Reporting</td>
<td>2 Chapters Partially Reporting</td>
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<tr>
<td>Southwest</td>
<td>AZ team meetings. NV new chapter leaders</td>
<td>Recruiting new members</td>
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<tr>
<td>1 Chapter Not Reporting</td>
<td>2 Chapters Partially Reporting</td>
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<td>Europe</td>
<td>Mike Nishimuta created a good website at: <a href="http://avianoafa.org">http://avianoafa.org</a>, as well as a Facebook Page, and continues to rejuvenate Dolomiti Chapter at Aviano Air Base, Italy</td>
<td>European chapters continue to face the daunting challenging of operating chapters overseas relating to personnel willingness to lead and volunteer efforts, personnel cuts, high ops tempos and a myriad of issues. Extremely difficult to rejuvenate on a part time basis.</td>
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<tr>
<td>Pacific</td>
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<td>3 Chapters Not Reporting</td>
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### Central Success / Challenges

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<tr>
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<tbody>
<tr>
<td>Great Lakes</td>
<td>All 4 states active. Possible new chapter in Kalamazoo, MI. IN tripled CyberPatriot entries</td>
<td>Need more members and leadership. KY struggling – needs leadership.</td>
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<tr>
<td>Midwest</td>
<td>All chapters staying active. Reports in on time with average payment of 100%</td>
<td>Membership including Community Partners. Chapter 172. Delegate cost for attendance at National Convention.</td>
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<td>North Central</td>
<td>Monthly telecons with SPs to include Summer Folsom (Bozeman) and planned visits to Great Falls and Rapid City to get chapters back on track</td>
<td>Membership and reactivation of chapters in WI, SD, and new chapter in Bozeman, MT. There are core members willing to rejuvenate these chapters</td>
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<td>South Central</td>
<td>Region Conference (5 states). Increase 67 percent registration in 2011 CyberPatriot IV (70 teams) versus 2010 CyberPatriot III (47 teams). Past four quarters — 100% on-time submittal of all reports to HQ AFA</td>
<td>Reinvigoration Chapter 100, Birmingham, AL. Restrictive interpretations of AF level (JAG) instructions - make it difficult for AFA chapters to support the AF. Lack of details on Chapter reports.</td>
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<td>Texoma</td>
<td>Alamo, Gerrity, and Seidel - very active chapters.</td>
<td>Inactive - Concho Chapter San Angelo, TX. Co-located with AD USAF Tng Center at Goodfellow AFB &amp; ROTC.</td>
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# East Success / Challenges

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<tr>
<td>Central East</td>
<td>Spruance Chapter of DE reactivated.</td>
<td>Needs reinvigoration – Central Maryland Chapter. Two chapters of concern Yeager (WV) and Danville (VA).</td>
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<td>Florida</td>
<td>NEW chapter Sarasota/Manatee.. Awards – State, Member and Chapter.</td>
<td>Recruiting and Leadership</td>
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<td>xNew England</td>
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<td>Northeast</td>
<td>Spaatz chapter recovering. Chapter reporting status improved.</td>
<td>Leadership Development – President’s for life. Lehigh Valley Chapter may be next problem.</td>
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<td>Southeast</td>
<td>Partnership with state education STEM, Cyber Patriot</td>
<td>Leadership issues / not having enough folks to run the chapter</td>
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