



SUBORDINATE UNIT COMMANDER TERM LIMITS

THIS INSTRUCTION PRESCRIBES THE PROCEDURES FOR LIMITING THE TERMS OF COMMANDERS FOR GROUPS, SQUADRONS, AND FLIGHTS WITHIN THE NORTHEAST REGION.

Introduction

The primary source for developing new leaders in CAP is through the group, squadron and flight commander ranks. Therefore, it is our responsibility to keep the term for these commanders to a manageable period of time in order to incubate the maximum number of new leaders in the minimum amount of time. Experience shows that a group, squadron, or flight commander is most effective for 3 to 4 years after which time they either burn out or become an institution that blocks or hinders anyone else from taking the position. Therefore, each wing with the Northeast Region is instructed to do the following:

1. The wing will develop a subordinate unit commander term limit policy, through an operating instruction, for all group, squadron, and flight commander positions within the wing.
2. The wing will submit the completed wing subordinate unit commander term limit operating instruction to the Northeast Region Commander for review, discussion, and final approval.
3. The wing subordinate unit commander term limit operating instruction should limit the term for subordinate unit commanders to between three (3) and four (4) years with extensions of one (1) year intervals at the discretion of the wing commander.
4. Any extensions on an annual basis that exceeds six (6) years total as a subordinate unit commander will require the approval of the Northeast Region Commander based on a waiver request from the wing commander. Region extensions are for no more than one (1) additional year. Waiver requests must be in writing and fully justified.
5. Group, squadron, and flight commanders may not succeed themselves as the unit commander at the end of their term and must have at least a three (3) year break in service as the unit commander before returning to the same commander position.
6. Should any wing commander find that a subordinate unit, squadron or flight, cannot replace its commander as to no effort has been made to recruit and train a replacement, that squadron or flight should be merged into another nearby unit that is meeting the wing's tenure instructions.

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