

**NACO-Elect. Steven M Budar's election speech, National Conference, Dallas, TX**

ADMIRAL ALLEN, COMMODORE SEIBERT, COLLEAGUES ON THE NEXCOM. MY FELLOW AUXILIARISTS, LADIES AND GENTLEMEN. , GOOD EVENING.

IT IS AN INCREDIBLE PRIVILEGE AND HONOR TO ADDRESS YOU THIS EVENING AS YOUR NATIONAL COMMODORE-ELECT.

WHEN I JOINED THIS MAGNIFICENT ORGANIZATION SOME 21 YEARS AGO I WAS FORTUNATE TO HAVE A MENTOR IN MY FLOTILLA , SOMEONE TO ENCOURAGE ME AND HELP TAKE THE MYSTERY OUT OF THIS ACRONUYM LADEN FELLOWSHIP. MY MENTOR, PAST NATIONAL COMMODORE, WILLIAM "PAPA" HARR HELPED ME UNDERSTAND THE UNIQUE NATURE OF THE UNITED STATES COAST GUARD AUXILIARY AND THE IMPORTANCE AND VALUE OF THE WONDERFUL PEOPLE THAT GIVE OF THEIR TIME, TALENTS AND TREASURE TO SERVE THEIR FELLOW BOATERS.

IN THE LAST 6 YEARS, I HAVE BEEN FORTUNATE TO HAVE BEEN ABLE TO TRAVEL THROUGH OUT THE UNITED STATES ATTENDING YOUR DISTRICT CONFERENCES. At NEARLY EVERY CONFERENCE THE ISSUES AND CONCERNS that WERE discussed WERE surprisingly SIMILAR.

**RECRUITING MEMBERS, AND RETAINING MEMBERS**

RECRUITING, RETENTION AND I WILL ADD, RESPONSIBILITY...

THREE SIMPLE WORDS THAT ARE AT THE FOREFRONT OF MY THOUGHTS DAILY BECAUSE THEY REPRESENT THE KEYS TO OUR SUCCESS IN THE NEXT COUPLE OF YEARS.

RECRUITING ISN'T SOMETHING NEW OR SPECIAL FOR THE AUXILIARY, WE DO IT EVERYDAY AND WE DO IT VERY WELL. IN THE FIRST 7 MONTHS OF THIS YEAR WE RECRUITED OVER 3,000 NEW AUXILIARISTS TO OUR RANKS. THAT'S A GOOD THING! AND WE NEED TO KEEP UP OUR FOCUS ON THIS GOOD THING.

NEW PEOPLE WITH NEW, INNOVATIVE IDEAS IS THE WAY WE STAY ON COURSE.

RECRUITING NEW MEMBERS IS THE LIFE BLOOD OF OUR ORGANIZATION. AS THE MISSIONS offered TO US BY THE US COAST GUARD CONTINUE TO EXPAND WE FIND WE ARE NOW ENGAGED IN so many different areas.....

...PUBLIC EDUCATION, VESSEL SAFETY CHECKS, COMMERCIAL FISHING VESSEL INSPECTIONS, SEARCH AND RESCUE, LAND, SEA AND AIR PATROLS, HARBOR, BRIDGE AND ENVIRONMENTAL PATROLS, RADIO WATCH STANDING, OMBUDSMAN programs , PHYSICIANS AND DENTIST IN COAST GUARD CLINICS AND MOST RECENTLY, PROVIDING CHEFS ABOARD COAST GUARD CUTTERS OR ASHORE GALLEYS.

**retention...**

YOU WOULD THINK THAT WITH SO MANY MISSIONS THAT IT WOULD BE EASY TO retain all of our MEMBERS.

WE DON'T NEED EVERY VOLUNTEER TO BE INVOLVED IN EVERY MISSION WE PERFORM. WE NEED EVERY MEMBER TO BE **RESPECTED** AND ALLOWED... **NO, ENCOURAGED** TO DEVOTE AS MUCH OR AS LITTLE TIME AS THEY HAVE TO OFFER BECAUSE IT'S OUR COLLECTIVE EFFORTS THAT DRIVE OUR SUCCESS.

AS YOU ALREADY KNOW, ONCE SOMEONE JOINS US IN SERVICE, KEEPING THEM ACTIVE AND INTERESTED AND CONTRIBUTING HAS ALWAYS BEEN THE HARD PART OF THE DEAL. OVER THE 21 YEARS OF MY AUXILIARY CAREER,

IT WAS YOU, MY FELLOW AUXILIARISTS THAT MENTORED ME, KEPT ME MOTIVATED AND EXCITED. IT'S THE AUXILIARIST AND COAST GUARDSMAN AND WOMEN THAT GUIDED AND ENCOURAGED ME SO I COULD GIVE OF MY SERVICE TO THE COAST GUARD AND MY FELLOW BOATERS.

WE HEARD AN EXCELLENT PRESENTATION YESTERDAY ABOUT THE CHANGING HABITS OF VOLUNTEERS AS WE BABY BOOMERS AGE AND WE HAVE VOLUNTEERS FROM GENERATION X AND GENERATION Y BEGINNING TO LOOK FOR WAYS TO GIVE BACK TO THEIR COMMUNITY.

THE COAST GUARD AUXILIARY NEEDS TO BE REACHING OUT TO THESE PEOPLE.

BUT FOR US TO BE SUCCESSFUL,

- **WE** NEED TO CHANGE HOW WE APPROACH THE NEW GENERATIONS,
- **WE** NEED TO MAKE SURE THAT WE PROVIDE A CHALLENGING AND REWARDING EXPERIENCE OF BEING A MEMBER OF THE COAST GUARD AUXILAIRY ***IN THE CONTEXT*** THAT OUR NEW MEMBERS UNDERSTAND.

...in short we need to **value our members**.

No matter how much or how little time they can give, we must see them as a valuable, critically important part of our organization. We must make them feel welcome, and ensure they are treated honestly and with respect. WE NEED TO PROVIDE THE MENTORING THAT WE RECEIVED, THAT IS OUR RESPONSIBILITY.

### **RESPONSIBILITY,**

A FOURTEEN LETTER WORD THAT DEFINES THE JOB OF EVERY AUXILIARST IN THIS NATION. **WE MUST** RECOGNIZE OUR RESPONSIBILITY TO THE COAST GUARD, TO THE BOATING COMMUNITY AND TO ONE ANOTHER. FROM THE NEWEST RECRUIT TO OUR MOST SENIOR AUXILIARISTS..... YES LIKE YOU

GENE, OH, SORRY NO MORE LIKE CAPTAIN ROBERT PLATT, WHO HAS BEEN SERVING IN A COAST GUARD UNIFORM FOR 60 YEARS THIS WEEK. THANK YOU BOB FOR YOUR SERVICE.

**RECRUITING, RETENTION AND RESPONSIBILITY** ARE TO BE OUR FOCUS BUT WE CAN'T FORGET ABOUT OUR MISSIONS.

**Balancing** OUR missions and resources is critical to our continued success. NOT JUST IN HOW WE RELATE TO OUR VOLUNTEERS BUT IN THE MISSION SETS AS WELL.

WE CONTINUE TO WORK TO transform the Coast Guard Auxiliary from an organization solely concerned with maritime safety, to one that gives added attention to maritime security.

We are making major progress with this transformation. Our intended course was and continues to be one that blends maritime safety and security into **one balanced effort** that will see the Coast Guard Auxiliary in step with the Coast Guard, providing OUR COUNTRYMEN with safe and secure waterways.

TO ACHIEVE THIS BALANCE WE NEED TO recruit to SPECIFIC NEEDS LIKE... computer technicians, desktop publishers, salesman, educators, doctors, radio operators OR SAILORS.

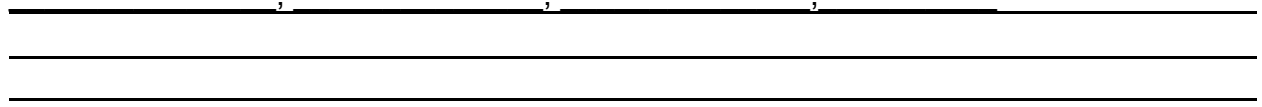
THIS IS NEW TO MANY OF OUR MEMBERS... It's... "NOT THE WAY WE USED TO DO IT"...

IT HAS BEEN SAID THAT... INSANITY IS DOING THE SAME THING OVER AND OVER AGAIN AND EXPECTING DIFFERENT RESULTS.

i know we are not insane, WE must DISCOVERING NEW WAYS .... AND IT'S EXCITING AND IT'S CHALLENGING, and IT'S hard .... but I believe that THERE IS NOT BETTER TIME TO BE DOING WHAT WE ARE DOING THAN RIGHT NOW.... I ASK FOR YOUR **COMMITMENT** TO CONTINUE THE SERVICE YOU HAVE BEEN PROVIDING TO THE AUXILARY.

I ASK YOU TO TAKE ON THE RESPONSIBTY TO MENTOR A NEW PERSON IN YOUR FLOTILLA, DIVISION OR DISTRICT AND BE THE POSTIVE INFLUENCE IN THEIR CAREER,

IN CLOSING I WANT TO RECOGNIZE SOME OF NEW AUXILIARIST ATTENDING THEIR FIRST NACON,



PLEASE STAND .....  
THANK YOU FOR PARTICIPATING IN OUR CONFERENCE.

THESE ARE EXCITING TIMES, AND I LOOK FORWRAD TO WORKING FOR YOU OVER THE NEXT 2 YEARS TO LEAD OUR EFFORTS

**IN RECRUITING  
IN RETENTIOIN  
AND IN OUR RESPONSIBILITY**

I THANK YOU FOR YOUR KIND ATTENTION.

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