



**Federal Asian Pacific American Council -
U.S. Coast Guard Chapter**

Strategic Intent

From the FAPAC-USCG President

The Federal Asian Pacific American Council - U.S. Coast Guard (FAPAC-USCG) Chapter *Strategic Intent* outlines the highest strategic priorities of professional and personal development, career advancement and education through community outreach and cultural awareness. These priorities align with FAPAC National and the USCG Chapter Vision and Mission. The *Strategic Intent* sets forth a 5-year plan, to ensure the achievement of our goals and objectives, supported by our pillars, to secure a thriving and effective Chapter.

The Board of Directors developed the strategic priorities and 5-year plan to ensure that FAPAC-USCG continues to be a financially conscious and sustainable organization. This *Strategic Intent* is the result of lessons learned and the collaborative efforts put forth by volunteers with common values and goals of sharing the Asian American & Pacific Islander (AAPI) heritage while also creating opportunities towards the advancement of current and future members.

I am truly honored to lead FAPAC-USCG's efforts to move our organization forward in its mission, along with a passionate and diverse leadership team, to greater successes. We will work diligently with CG Flag/Senior Officers, Offices such as Diversity and Inclusion (CG-12B), Officer/Enlisted Personnel Management (OPM/EPM) and Recruiting Command (CGRC) in addition to maintaining partnerships with successful AAPI non-profit organizations and leveraging other resources. All of us, as members or volunteers of FAPAC-USCG, have a stake and responsibility as leaders to impact, influence and inspire excellence in others.



John Santorum
FAPAC-USCG
President

“A leader is one who knows the way, goes the way, and shows the way.” – John C. Maxwell

Our Vision

To build a vibrant community of AAPI leaders who are locally engaged, regionally coordinated and nationally connected to promote diversity and inclusion.

Our Mission

At FAPAC-USCG, we passionately believe in community to facilitate professional and personal development, career advancement, and educational opportunities.

Our Pillars

Professional & Personal Development

- **Facilitate Mentorship/Career Coaching**
- **Develop & Deliver Workshops**
- **Provide Grants/Scholarships**
- **Organize & Coordinate Internship/Fellowships**

Career Advancement

- **Develop & Deliver Training**
- **Facilitate Networking**
- **Recognize & Recommend Members**
- **Support Retention Efforts**

Community Outreach

- **Volunteering & Community Service**
- **Assist In Recruiting Initiatives**
- **Partner With Other Organizations**
- **Provide & Organize Social Events**

Cultural Awareness

- **Serve As a Conduit For National AAPI Events**
- **Maintain a Record of Significant AAPI in USCG History**
- **Support AAPI Heritage Events**

Our Stakeholders

Internal Stakeholders

- FAPAC-USCG Leadership
- FAPAC-USCG Senior Advisors
- FAPAC-USCG Committees
- FAPAC-USCG Project Coordinators and Managers
- FAPAC-USCG Members and Dependents

External Stakeholders

- All Members of the U.S. Coast Guard Family (Active, Reserve, Auxiliary, Civilian, Contractor)
- Other AAPI Non-profit Organizations
- Other Non-profit Organizations
- USCG Affinity Group Council (AGC)
- Coast Guard Recruiting Command
- Coast Guard Academy
- USCG Training Centers
- Donors
- FAPAC (National)

Goals and Objectives - 5 Year Plan

Calendar Year	Description	Development	Advancement	Community Outreach	Cultural Awareness
CY19	Increase financial reserves to \$2,500.	•	•	•	
CY19	Increase membership to 50 paying members.	•	•	•	•
CY19	Establish and provide one (1) scholarship of \$250.	•		•	
CY19	Formally recognize & award at least one (1) member for significant achievement, continued support and active participation.	•	•	•	•
CY19	Establish grant-writing team and identify 2 grants to pursue.	•	•	•	
CY19	Establish and provide quarterly local social/networking events.	•	•		•
CY19	Establish and coordinate quarterly community service.	•		•	
CY19	Establish and provide two (2) brown-bag luncheon/TED Talk.	•	•		
CY19	Aid in recruitment and retention efforts of AAPI.	•	•	•	•
CY20	Develop annual leadership symposium	•	•	•	•
CY20	Establish and maintain Committees per Constitution and Bylaws.	•	•	•	
CY20	Increase financial reserves to \$5000.	•	•	•	
CY20	Increase membership to 75 paying members.	•	•	•	•
CY20	Establish and provide at least one (1) scholarship of \$500.	•	•		
CY20	Establish one (1) AAPI Congressional Fellowship or Internship for USCG Active duty or Civilian AAPI.	•	•	•	•
CY21	Increase financial reserves to \$10,000.	•	•	•	
CY22	Increase financial reserves to over \$15,000.	•	•	•	
CY23	Increase financial reserves to over \$20,000.	•	•	•	
CY23	Establish five (5) annual donors/grants and formally recognized partnership with three (3) non-profit orgs.	•	•	•	