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INTERNATIONAL BARRISTERS & TRIAL LAWYERS
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September 5, 2007

TO: Sean Fagan, Col, CAP
Gordon Odell, Col CAP
Ralph F Tomlinson, Col, CAP
All members of the Iowa Wing

From: Nick Critelli

I wish to thank all of you who have pledged your support and encouraged me to apply for the Iowa wing commander vacancy. You have done the impossible, enlarge an ego already at maximize size. I would be less than truthful if I said that I had never thought about command. Hopefully everyone does. The other evening I watched Patton. It got me thinking about how I could lead the Wing; how I could inspire you to greater professional achievements; how I could do this, how I could do that. But then I listened to myself and reality set in. It's not supposed to be about me, it's about you.

On October 17, 2003 I was asked by the then wing commander to be a change agent for the wing. A change agent is one who objectively assesses the potential of an organization, develops vision to realize the potential, with passion and conviction of purpose convinces others both outside and inside the organization to commit to the vision and most importantly builds in others the confidence to carry the vision forward. And therein lies the rub. If I were to become your next wing commander, it would violate the last part.

You allowed me to put in motion those forces that made the vision a reality. Working with Col Tomlinson and many others too numerous to mention, we have made Iowa Wing the best wing in the country. But it was all done for you not for me or my "career" with CAP.

Change always causes disruption and unfortunately leaves some people behind. The transformation of the Iowa Wing was no different. Some prior members still vehemently oppose our vision and would take my appointment as an opportunity to call into question my motives and the credibility of the program itself. This is not unique. It happens every time a change

agent is seen to benefit from the change.

So for the good of the Wing I will not be buying a pearl handled revolver and a bulldog ala Patton, and I will not be applying for the position of Iowa Wing commander.

If I have done anything of value for you during these past four and a half years it will show when you take command and grow the program to even greater heights. Then will I have the ultimate pleasure of watching it, smiling and thinking that I was privileged to be a part of it all.

I have been blessed with a life full of success and accolades both here and abroad. But I must say that my association with you has been the most fulfilling. Your commitment to community and dedication to service before self sets you apart from all others. I have been humbled when you turn out for mission anytime day or night and at great personal sacrifice. It has truly been an honour to know you.

In the process of creating the Iowa Wing's relationship with the Legislature, the Iowa Department of Public Defense, and the Iowa National Guard I have put in place certain protocol which, for the foreseeable future, will ensure your continued funding, a constant flow of missions and a good working relationship with other Team Iowa members. In other words your relationship can now stand on its own and is no longer dependent upon me.

The downside of being a change agent is that we can't stay once the change has occurred. When we do we prevent the growth of that which we hold dear and inhibit the freedom of the new leader. Remember, Moses was the first change agent and even he was not allowed into the promised land. I will relinquish my position and all staff assignments and transfer from the Wing so as to give your next commander full opportunity to create a staff of his or her liking and not be hampered by my presence. Obviously I will make myself available to the next commander but only for advice and not as an active member of the Iowa Wing. While I do not know where my career in CAP will take me I do know that it will be hard to find another Wing like Iowa and people like you.

God bless you and your families.

Very truly yours,



Nick Critelli