

**SURFACE NAVY ASSOCIATION
BOARD OF DIRECTORS MEETING
16 JANUARY 2004**

The Board of Directors of the Surface Navy Association met at the Hyatt Regency Crystal City Hotel in Arlington, Virginia on 16 January 2004. The attendees were:

Officers

ADM J.R. Hogg, USN (Ret), Chairman of the Board
VADM Lee F. Gunn, USN (Ret), President
VADM Henry Giffin, USN (Ret), Vice President East Coast
CAPT David Lee, USN (Ret), Secretary
CAPT M. C. Foote, USN (Ret), Outgoing Treasurer
CAPT Kevin Tackett, USN(Ret), Incoming Treasurer

Board of Directors

LT Christopher Adams, USN	CAPT Neal Kusumoto, USN
MMCM (SW/AW) Robert Hallstein, USN (Ret)	CAPT Frank Lugo, USN(Ret)
RADM Joseph C .Hare, USN(Ret)	Force MC James Monroe, USN
RADM D. T. Hart, USN	Force MC Karen O'Connor, USN
CAPT Edward B. Hontz, USN(Ret)	FLTCM (SW/AW) Manuel C. Rodriguez, USN
CAPT R. Cameron Ingram, USN	CAPT Ric Rushton, USN
CAPT Robert D. Jenkins, USN	RADM Robert Sutton, USN(Ret)
CNOMC (SW) Harry J. Kantrovich, USN	LCDR Christopher Thomas, USN

Chapter Presidents

RADM Charles Horne, USN(Ret) representing Charleston	LCDR Henry, New Orleans
CAPT Tom Goodwin, Secretary representing Newport	CAPT David Armitage, Pearl Harbor
CAPT Richard Rush, Coastal Bend	LT Enid Wilson, representing Pensacola
CNOCM Quibilan, Great Lakes	RADM Joseph C. Hare, Philadelphia
CAPT Cameron Ingram, Hampton Roads	CAPT Scott Mobley, Puget Sound
CAPT Robert Wall, Mayport/Jacksonville	CAPT Dave Jackson, Rocky Mountain
CAPT Dan Holloway, Mid-South	CAPT James Clark, San Diego
LT Jack Fay, Monterey	CDR John Fuller for RADM Mark Edwards, Washington

In addition to those listed, approximately 25 Association members were in attendance.

The meeting was opened at 0850 by Chairman of the Board Admiral James Hogg with the new gavel made for SNA with wood from the decks of the USS CONSTITUTION. Admiral Hogg welcomed and informed everyone that this meeting would have an open approach with questions welcomed. He stressed that "this is your Association, it is a successful organization but any organization has room for improvement to enable future growth." He relayed that this Association is known as the best in the DC area. Industry likes it as it is their best chance to talk to their customers. A full summary of the benefits of the symposium will follow. He recognized the Chairman of the Symposium Committee, RADM Geoff Chesbrough, and asked him to stand and introduce his team. RADM Chesbrough recognized CAPT Bill Erickson, Executive Director, and Julie Howard, Director of Administration as the prime members and contributors that ensured the day to day maintenance is achieved. Volunteers included Will Bramlet, Sonny Masso, Bill Fidyck and several others from government and industry. .. Admiral Chesbrough noted that the support and contributions from N76 were invaluable and specifically recognized LCDR John Fuller for all his help.

Additionally, it was noted that reserve personnel attached to N76 assist with registration and other administrative functions.

Admiral Hogg introduced the President of Surface Navy Association, VADM Lee Gunn. He recognized Admiral Gunn for the fine job he is doing as President and noted his expert leadership in guiding the Executive Committee in a professional manner.

Call for a motion to approve the minutes from the 2003 BOD Meeting was made by Admiral Gunn. He stated that the minutes had been available for review on the website. Motion to approve was made by Captain Lugo and seconded by RADM Sutton. The motion carried.

President's Report

Admiral Gunn presented an overview of the goals from the past year. Enclosure (1) pertains. Key points:

1. Improve SNA Relationships.
Objective: Interact with Fleet Sailors and Coast Guard personnel.
2. Solicit ideas for improvement.
A change in the order of the Symposium occurred this year and comments and suggestions are welcomed.
3. Increase outreach and development of relationships.

Admiral Gunn relayed that the Active duty members are foremost in the operation of the Association. Chapter Presidents are here to help us interact with our membership. Everyone should feel free to bring forward ideas. Financial assistance is available to our chapters and we need to continue to work on efficiently using the money set aside for this purpose.

Membership should be extended to other fellow Sailors such as Coast Guardsman. We had great Coast Guard representation here with about 50 –55 Cuttermen. There is a tie and benefit for them to join us. The Coast Guard has been added to the Hampton Roads Chapter as a sub chapter where they can get together for their objectives but use our national base. Another chapter is starting at the Coast Guard Academy. He noted that another sector for outreach might be the NOAA. We need to stress reaching out to enlisted as well as officers. . We need to ensure we serve the needs of all who serve at sea.

4. International Community Involvement

Washington area has great international representation. We want to increase and foster the participation of the international navies. This year's International Navy Luncheon had a good forum with 230 present. The Royal Navy Officer community in Hampton Roads may be a group to reach out to in the coming year.

Admiral Gunn concluded his report by setting a major goal for the Association in the next year to expand our active duty Enlisted membership. Specifically, the goal is to increase Enlisted membership with 1,000 new members. This is double our current membership. Feedback continues to show the perception that SNA is an Officer club. We need to prove that this is not the case. We need to publicly show our membership statistics. As part of this goal, we should strive to expand Coast Guard Enlisted membership with 250 new members. In summary, the goal should be an increase of membership of 1,000 Enlisted members with one-fourth from the Coast Guard community.

Action Items from Past BOD meetings were reviewed at this time:

1. Feature Great Lakes in a future *Surface Sitrep* - Open.
2. Locate a permanent Surface Warfare Hall of Fame at SWOS, Newport - Open. The new building at SWOS is expected to be completed in the Spring of 2004. The Executive Director

is working on a proposal with the Commanding Officer, SWOS to present to the Awards Committee and the Executive Committee.

3. Profit Share from the National Symposium between SNA National and the Greater Washington Chapter – Completed. An examination was conducted at the National level with no recommended changes at this time.
4. Establish a Naval Heritage Committee – Completed.
5. Continue to increase SWO Flag Officer membership to 100 percent - Ongoing. Letters were sent by Admiral Gunn in the past year to non-member SWO Flag Officers. National will continue to pursue this objective in 2004.

New Actions Summary:

1. A second BOD meeting in September 2003. Meeting was cancelled due to insufficient actions items.
2. Develop an SNA Promotional Video. Completed. The video was shown throughout the Symposium as part of the SNA display. The video will be distributed to NROTC units and NJROTC Instructors. Copies were provided to each Chapter President and BOD member. Additional copies may be obtained from National. This video can also be tailored for individual chapters for their use.

Highlights of the Past Year.

1. Battle of Midway Ceremony participation.
2. Mini-Video Heritage Program
3. Regional Symposiums in Norfolk, San Diego and NPS, Monterey
4. Women at- Sea Symposium - Co Sponsored with Navy Historical Foundation and Navy History Center. This symposium focused on the 25 year history of Women At-Sea and stressed the opportunities available to women in the Surface Community as well as accomplishments by women in the Surface Warfare community.

Other Initiatives from the Past Year.

1. Establishment of an online Membership Directory.
2. Increase in Coast Guard participation and membership.
3. Increase in Chapter Support, both administrative and financial.

In conclusion, it was proposed that that the Coast Guard and International Community be given membership on the Board of Directors. It was agreed to expand the BOD from 23 members to 25 and to include the Coast Guard. The Secretary will lead a review of the makeup of the Board of Directors and develop recommendations for the Executive Committee.

Secretary Report

Board of Directors Election Report. Enclosure (2) pertains

The present make-up of the BOD is 23 members of which 11 are Active Duty and 12 are Retired; 16 are Officers and 7 are Enlisted. The 16 Officers breakdown to: 1 O1-O4, 8 O5-O6, and 7 flag rank (of which one is a Reserve Officer).

The call for nominations yielded 26 nominees with a distribution as follows:

12 Active Duty and 144 Retired Personnel

Officer distribution: 4 O1-O4; 16 O5-O6; 3 Flag Officers; 7 Reserve Officers (3 Active; 4 Retired)
3 Enlisted

The ballot selection committee was comprised of the following members: RADM Geoff Chesbrough (representing the Symposium Committee), CAPT Ric Rushton (representing the Scholarship Committee), RADM Dennis Conley (representing the Membership Committee), and CAPT Dave Lee (Secretary). This committee nominated members from the 26 submissions to go on the ballot. Criteria for the ballot focused on SNA demographics as well as SNA overall membership distribution.

A motion was made to amend the SNA by-laws to increase BOS membership from 23 to 25 members to better reflect the growth of SNA and overall demographics. The motion was made by Captain Ingram, seconded by VADM Giffin. Put to a vote, the motion carried.

Results of the BOD election is as follows:

Reelected:

MCPON Hagan, USN (Ret)
CAPT Ted Hontz, USN (Ret)
RADM Joe Hare, USNR

New Members:

RADM Tom Wilson, USN (Ret)
FORCM Karen O' Connor, USN
CAPT Jim Clark, USN
LT Chris Adams, USN

Newly elected and reelected members were congratulated by ADM Hogg and he reiterated that the BOD members are looked at to bring new ideas and energetic leadership to SNA and to turn ideas into realities. "You were voted in as an expression of confidence from fellow members and you must be fully engaged in the Association.".."

Treasurer Report:

CAPT Morris Foote, USN (Ret) presented the annual finance report. Enclosure (3) pertains.

The Association is healthy in the financially and the resources are in place to achieve new initiatives.

We have exceeded the income projections for the year and expenses have come in under budget to allow a surplus for the year. Our investment accounts enjoyed a healthy 31% gain and we have increased the level of award support for our scholarship.

Our income reflects strong corporate participation. Corporate membership makes up a large portion of our income and we are over budget due to some back dues being paid this year. Our projection for individual dues was in line with the actual dues received. The national symposium is another major contributor of income.

Expenses were shown for 2003 actuals along with the 2004 budget. We have a new line this year in the Awards line for the Naval War College to accommodate the Awards Committee's newest award.

Motion was made to approve the budget and the motion was carried

CAPT Foote announced at this time that he was stepping down as Treasurer after six years in the position. CAPT Jim Tackett, USN (Ret) will be his successor. VADM Gunn presented at this time a small token of appreciation to CAPT Foote for his expert leadership and dedication as Treasurer.

Public Relations Committee Report

RADM Bill Retz, USN(Ret) reported on the activities of the committee for the past year.

Awareness and activities have definitely increased and he recognized CAPT Bill Erickson and Julie Howard for their daily input and work for the committee. The Symposium saw an increase in corporate support through pre-mailings. The committee used a breakfast meeting before the Symposium to promote the agenda with several Defense News media personnel.

The committee is on the right track in its pursuit to get the word out through Navy Times and various news bureaus. We have promoted to the media that the SNA members can be used as a source of information and we have been successful in the past year with several calls to our senior leadership. We have also been successful in having the Surface Force Type Commander release messages that report on SNA activities.

Another form of publicity was discussed by implementing our newly formed Heritage Committee to work on promoting the heritage of the Surface Navy. The possibility of distributing the Hall of Fame video through the Navy News Media Center was suggested.

The committee will continue to work on promoting the Surface Navy Association.

Awards Committee Report

Committee Chairman RADM "Woody" Sutton presented the report. Enclosure (4) pertains.

He reported that the Committee held 6 meetings throughout the year and had gained two new members.

A brief summary of the awards was given as follows. It was a great year for submissions for the Arleigh Burke award with 47 and the Admiral Zumwalt with 44. The photo award was popular once again with 61 photos submitted. Four honorees were named by the committee for the Special Recognition Award and 8 new inductees were approved for the Hall of Fame. The Literary Award had 6 nominations and this year was the first year an article from the Naval War College Review was selected. The Historical Remembrance Award focused on "Operation Passage to Freedom" and provided an outstanding remembrance at the Awards Luncheon. The Stephen Decatur Jr. Award was presented to 251 NJROTC students in the past year and the VADM Robert L. Walters Scholarship Fund awarded 20 scholarships this year.

All awards have been appropriately presented during this past year.

Two new awards were initiated this year. The Master Gunner George Sirian Award is an award that recognizes one Chief Petty Officer (E-7) who most clearly and fully demonstrates those attributes of Master Gunner George Sirian including technical expertise, dedication, and leadership. This award is presented in cooperation with USS CONSTITUTION Chapter.

The second award is the Naval War College Surface Navy Association Award which will recognize a College of Naval Warfare or College of Naval Command & Staff student for the best paper on the subject of operational employment of surface naval forces.

RADM Sutton announced that he is stepping down as chairman. CAPT Paul Rinn, USN (Ret) will be the new chairman.

The floor was opened to questions and comments. Captain Ric Rushton brought up the question of the balance of awards. He suggested we look at focusing future awards at new technology contributions rather than publication or photo. He suggested we solicit ideas from the junior ranks and to provide more award recognition to our junior Sailors.

Jim Brooke commented that the committee needed to know what is needed from the Fleet. Your voice needs to be heard to improve and facilitate the program.

Two new members volunteered to serve on the committee: Captains Rushton and Rush.

Admiral Sutton was thanked for his leadership and recognized for taking the Awards Committee to new heights for the Association.

Chapter Reports:

Admiral Hogg requested the reports from the Chapters. He stated that these reports should share their best ideas and what has worked for the chapters with the “how” and “why”. He reinforced that the chapters are not homogenous and each chapter is different with different needs. The chapters are all about people and their needs and how SNA can meet those needs. The reports provide for the sharing of ideas.

Newport

CAPT Tom Goodwin, Secretary representing Chapter President, CAPT Buzby. Enclosure (5) pertains.

Continuing with membership drive through events with a focus on JO and Enlisted personnel. They currently have a highly motivated band of junior Officers in the Chapter. Future ideas include a Surface Warrior marquee at the Naval Station and a kiosk at the airport in Providence.

A number of events are scheduled for 2004. Intend to focus on “Surface Warrior” rather than SWO and include the Senior Enlisted Academy.

Comments from the BOD included one from Master Chief Hallstein where he proposed that since Newport is the center of Surface Warrior training, an application for membership be put in the classrooms for students as they check in.

Pensacola

The Chapter Vice President, LT Enid Wilson, presented the report.

Both the President and Vice President are new. Chief Garner was recognized for getting the chapter started.

Participation in last year’s events was good January through June; however, it fizzled in the later part of the year. Complying with Pensacola Naval Air Station regulations was causing some difficulty. The chapter requested assistance, possible interpretation of legal implications. RADM Hare volunteered to assist during an upcoming visit.

Key points in report:

- Activities included beach clean up
- CNOCM Conklin gave a talk from USS RONALD REAGAN. Mostly Enlisted attended.
- Conducted a 911 Memorial Ceremony
- Next year on Oct 12 the chapter is planning a Memorial Ceremony recognizing the USS Cole.
- Working on educating naval personnel on the value of belonging to a professional Association.
- Want to work with the Annapolis Chapter and the chapter at Great Lakes concerning the Enlisted activities and how we can take the next step.
- NJROTC is big in the area and there is a field meet that they have asked the SNA chapter to participate in.
- Chapter membership is currently 47 members. Think there are a lot of possible communities to pull from to enable an increase.

Annapolis

The Executive Director presented a report for the chapter, representing Chapter President CDR Glen Sears.

Highlights included tickets to an Orioles baseball game for Midshipmen selecting Surface Warfare. Intent is to work more closely with the First Class at Service Selection Night.

Sponsored the maintenance and operating costs for USS Philo McGiffin, a ship model built on an automobile chassis used for football games and pep rallies.

BOD member CAPT Jenkins stated that SNA should target midshipman in our pre-symposium promotions and perhaps we can help those going SWO see the value of their professional Association.

Captain Dan Holloway stated that in the fall the midshipmen start identifying their specialty and his office could assist the chapter to identify prospective SWO's to target and promote the Association..

Beside Midshipmen, there are other SNA members in the Annapolis area and we need to make sure we don't focus only on the Academy.

Arabian Sea

The Executive Director presented the report.

We have had difficulty getting this chapter up and running. However, we have a board in place now headed by CAPT Kirk Tidd, USN. Many thanks are due to CAPT John Peterson who got the ball rolling. Chapter Vice President will be Bob Kennedy. CDR Ian Hall will be on local Board of Directors.

Bath Maine

This chapter is very transient since it is a mainly focused on Pre-Commissioning units for new ships. We do have a chapter POC but don't have a report.

Charleston

Rear Admiral Chuck Horne presented the report. Lt Anderjack does a wonderful job as Chapter President but his funding was pulled at the last minute and he was unable to come to the Symposium. Members who are Master Chief Petty Officers are a tremendous help to the organization. Most popular event is the Sailor of the Quarter where the spouse is invited to a luncheon sponsored by the Chapter. The Chapter sponsors two ESWS Sailors at each luncheon for 1 year but is increasing it to 3. It was suggested we have a VP Officer and a VP Enlisted on the Board. It would be great if National could alert chapters to members who move into the area so a welcome could be provided.

The Executive Director commented that the problem with the notification is National has to have the information to make it work. If individual doesn't provide new contact information then we can't do this. Monthly rosters go out to chapters. We have added online change of address with the hope that ease of use will contribute to its utilization.

Coastal Bend

Chapter President Captain Richard Rush presented the report.

The chapter has had a busy year. The Chapter sponsored two golf outings this year and Chapter personnel presented the Stephen Decatur awards to the local NJROTC units for the first time.

A representative was sent to the Women At-Sea Symposium in the DC Area.

Goals include increasing membership by 50 members. We need to improve communications to do this and with the location of the chapter it is difficult.

Only 10 or 15% of COs of mine sweeps are members. Although we must be careful of command pressure, we had tremendous mine warfare support in the past. With the revitalization of the Arabian Gulf Chapter, we should target the crews in Bahrain by providing activities of interest to them.

Gaeta/Naples

Chapter President CAPT Rob Taylor could not be present due to operational commitments. The Chapter currently has 60 members. No report was available.

Great Lakes

Chapter President CNOCM Quibilan presented the report.

Chapter has had a dynamic year with chapter membership growing slowly. Previously monthly meetings were held but now meeting are every two months. The chapter Use innovation and takes advantage of facility. Meeting locations are rotated and there is always a training brief. Did some innovative drills using the lake!

Community outreach includes a food distribution program for younger Sailors. The Chapter also provided representatives for the funerals of Army personnel killed in Iraqi Freedom.

Looking at sponsoring an SNA award for graduating recruits and sponsoring a 1 year membership each quarter.

Hampton Roads

CAPT Ingram and Force Master Chief Monroe presented the report. Enclosure (6) pertains.

Both talk to Officers and Enlisted that come through their office on their way to their ship and provide benefits of the Association. The chapter has grown from 400 to 665.

Events include a Fun run, bowling, and golf tournaments. Try not to focus on just social events but also have provided professional venues. Professional Development Series was instituted in addition to monthly luncheons. There is no cost to come to a mid-week afternoon for a 90min professional development and then refreshments. Intend to plan the event so the participants do not have to return to ship.

Participated in several activities co-sponsored with other organizations. As an example, held the Re-dedication Ceremony for the Destroyerman Rock. Community outreach to Bluejackets and alumni is stressed and this carries down through the Sailor of Year Program.

Focus on leadership. We make challenges between ships and commands; wardroom and chief's mess. Would like to make a recommendation that Chief of Staff, SURFLANT remain in leadership role at chapter to keep the fleet interest high and help make the chapter self-sustaining.

In 2006 there is going to be a Jamestown exposition and it was suggested that SNA get involved in this event.

Mayport/Jacksonville

Chapter President Robert Wall made the presentation. Enclosure (7) pertains.

Community relations: Overall goal is increase awareness. Sent out personal letters to local Commanders. "What's in it for me" is the common theme heard.

Sponsored several events to include golf tournaments and SNAPR.

Future Goals. Social is important focus but would like to take advantage of visiting speakers for more professional activities. Would like obtain a permanent display at the O'Club and help in the refurbishment. Also, professional tactics software is utilized and would like to propose some intra-chapter competitions.

Mid South

Chapter President CAPT Holloway presented the report.

NAVPERS brought 14 detailers to the Symposium and has been impressed with the feedback. The chapter needs to improve its membership numbers and would like to increase retired participation.

Capt Holloway stated that he is willing to work with the chapters to bring the detailers out for a chapter sponsored event. He would like to see a joint venture with the Chief of Naval Personnel's Career Development Team.

Monterey

Chapter President Jack Fay presented the report. Enclosure (8) pertains.

The Chapter provides social interaction for 200 students and have integrated the Coast Guard into the membership. Chapter exposure has increased but numbers have not. Attacking the problem by asking why and intermingling casual with professional events. One problem is there that the community has a lack of information about the fleet. PERS-41 showed up at an event and was a big hit.

LT Fay thanked the staff of SNA and the Executive Director for all their help throughout the year.

Admiral Gunn suggested that Admiral Quast could be used to help open the door to more Coast Guard membership.

New Orleans

Report given by Chapter President, LCDR Henry Buckley.

This chapter has undergone a complete reformation. SNA staff member Ms. Debbie Garry has been instrumental in providing assistance. The Chapter is currently working on its membership numbers and is also looking to the Coast Guard detachment for membership. First goal for the chapter is to have their first meeting and elect a board. Geographically diverse area and will try to host events in each area.

Captain Lugo suggested contacting RADM Foley, USN(Ret) at Northrop Grumman Ship Systems for assistance.

New York

Report presented by the Executive Director.

Chapter currently has over 100 members which remains consistent with previous year's membership. Membership is primarily from the retired community. The chapter supports Fleet Week events. The Chapter also presents an award (Sword) to a Midshipman going Surface Warfare at the U.S. Merchant Marine Academy.

Pearl Harbor

Chapter President Capt David Armitage made the report. Enclosure (9) pertains.

A new Chapter President took over in February when most of the ships were deployed. Only 11 ships are homeported at this time in Pearl Harbor. When the fleet returned, monthly events recommenced. Chapter conducted a luncheon, a Midshipmen social, a membership luncheon and a sunset luau, surface line week, a golf tournament, a tailgate, and sponsored an aid station at the Honolulu Marathon.

Increased membership by 70 at the event with ADM Doran. Today, we have 197 members vs. 71 members at the beginning of last year. Lt. Chris Adams has been instrumental in encourage membership at all events. Have included Coast Guard at all events and will make it a more formal teaming arrangement.

The Chapter Bylaws were rewritten to put 3 to 5 Enlisted members on board as nearly all 71 members before were Officers. Nearly all COs are members. We have encouraged local businesses to give prizes for various events.

Philadelphia

Chapter President Rear Admiral Joe Hare presented the report.

Steady membership comprised of reserve and retired members. In this kind of community most of the chapter focus is spent to get civilians to recognize the Navy and what they are doing. Also sponsored local NROTC programs.

Comment was made that the chapter was impressed with the George Sirian Award that the USS CONSTITUTION Chapter instituted this year and might take it as a model for Philadelphia to bring an award to the Navy team.

Held a Dining Out in honor of the Army Navy Game this year for the first time. Admiral Fallon was the guest of honor. Event was a success and hoping to get the CNO for the next one.

Puget Sound

Chapter President Captain Scott Mobley presented the report.

This chapter is also in a revitalizing role. Have two concentration zones due to travel restrictions. Chapter was dormant when he took over in June. This was partly Part was due to ongoing operations but most homeported ships have now returned.

Discovered their there was an Executive Committee of one. Commenced search for a Treasurer and has since appointed one. Goal is to execute an activity event schedule alternating between the two centers and elect a board along with the a goal of doubling membership. Also, would like to reach out to the retired and Coast Guard communities. Would like to start an outreach program with the Midshipmen at the University of Washington.

Rocky Mountain

Chapter President Captain Dave Jackson gave the report. Enclosure (10) pertains.

Currently the chapter has three members. Currently there are 27 Officers assigned to NORTHCOM and he plans to pursue the retired community in the area. Would like to do bi-monthly meetings and work with corporate members who are in the Colorado Springs area. Future events planned include white water rafting, and coordinating an activity with the Navy Ball with the CNO as the speaker.

San Diego

Phil Lieurance gave the report for Chapter President Jim Clark. Enclosure (11) pertains.

Wants to add Force Master Chief O'Connor to the Chapter BOD.

Would like to know when senior Officers are coming so that an event can be arranged.

This chapter is being asked more and more to co-host events. Currently, the chapter hosts four "Join Ups" a year, a Sailor of the Year Recognition Luncheon that includes local businessmen and had an attendance of 380 people last year. The chapter sponsors the VADM RADM Jay Prout Memorial Scholarship Golf Tournament with the Chapter Board selecting the scholarship recipient. A program for college awareness availability on the Naval base is sponsored for the Enlisted membership. Would like to be able to automate the daily chapter administrative duties more. One example includes sending personal letters to members who are expiring but this is a huge undertaking for a volunteer. Would like to see more support through from National for these tasks.

Tampa Bay

No report.

New London Chapter

Chapter President Commander Gilbert had to leave early this week and so was not able to give a report. However, this Chapter is a new initiative which is focusing on the Coast Guard with prospective members coming from the U.S. Coast Guard Academy and the Coast Guard schools in the area.

Greater Washington

CDR John Fuller presented for Chapter President Rear Admiral Edwards.

The GWC Chapter comprises one-fourth of SNA membership. The chapter is host of the National Symposium. Events include luncheons. Junior Officer participation was invigorated by a hockey night with the Washington Capitals. The annual golf tournament, the Dining Out with the Vice Chief of Naval operations, and the Christmas social where attendees were asked to contribute to "Toys For Tots" were also big hits.

Howard Associates was given a contract to help with the chapter administrative functions and event planning this past year. The Chapter has set a goal of increasing the amount of scholarship money contributed to the National program and to work on a relationship with USNA. Through a "Virtual Board Meeting", a formal Board of Directors has been nominated and elected. Also looking at increasing Coast Guard members.

Would like SNA to sponsor an event in conjunction with SWOFOC.

Admiral Hogg recognized Commander Fuller's valuable assistance with the Symposium coordination and awarded him a Life Membership in SNA.

Membership Committee Report

The Executive Director represented RADM Conley in his absence. Enclosure (12) pertains.

Membership has been at consistent 4,800 for the year. Retention rate same as in the previous year.

Retention rate was discussed and VADM Gunn pointed out that the amount of people lost each year is like losing the same amount of people who attended the Banquet this year. Retention is an area to work on.

The stats showed we are making progress in getting E6-E7, Midshipmen and Lieutenant members.

Revitalized chapters this year are Arabian Gulf, New Orleans and the Rocky Mountain interest group that will soon be a chapter. New chapter is the New London Chapter.

Membership Initiatives for the Past Year

1. Membership online directory instituted.
2. U.S. Naval Academy SWO selection candidates

Chapter Excellence Award. Awards were presented to Hampton Roads, Pearl Harbor, and USS Constitution Chapters for their event planning, membership initiatives and overall quality of their respective program.

Corporate Committee Report

The Executive Director presented this report. Enclosure (13) pertains.

There were three new corporate sponsors this year and we have lost two, leaving a total of 53 corporate sponsors.

Suggestion was made that local chapters use corporate sponsors representatives as speakers for events. To facilitate this, it was suggested that contact information be provided to local chapters of corporate sponsor satellite offices.

Symposium Committee Report

Rear Admiral Chesbrough presented the report. Enclosure (14) pertains.

Results of last year's National Symposium were shown. The banquet last year was down a little from the previous year, mostly due to the snow storm.

The Symposium last year continued to show an increase in revenue. Each year the challenge is harder to improve on the previous Symposium and keep the expenses down.

The schedule of events was changed this year and it seems to have worked. Comments on the revised schedule are welcomed. The Banquet this year was the biggest yet. Speakers and panels seemed to have been well received and gave excellent presentations. There was some competition this year locally from NDIA on Wednesday afternoon. The Awards luncheon was an outstanding event this year. It was suggested that we recognize the Arleigh Burke and Zumwalt Award winners formally at the Banquet. The set for the video screens at banquet were much better than last year's and the Hall of Fame video was a huge highlight.

An idea for next year has been suggested for a roundtable to explore differences between Maritime Homeland Defense and Maritime Homeland Security.

Scholarship Committee Report

Vice Admiral Giffin presented the report for Vice Admiral Robinson. Enclosure (15) pertains.

Admiral Giffin presented the scholarship changes recommended by the Scholarship Committee and Executive Committee for approval by the Board of Directors.

Questions arose about the new criteria that requires an applicant's sponsor to have three years of sea duty as a Surface Warrior. With future deployments under revision, the Navy may be deploying ships less frequently so that the sea duty time requirement may be difficult to obtain. However, it was pointed out that this time is cumulative time, not continuous time.

There is a concern as to how to make this scholarship available to our Coast Guard membership. The Coast Guard has a designator similar to the Navy's Surface Warfare qualifications and SNA needs to be sure not to exclude them.

Question was asked as to why post graduate education had been included. The concern was that we were taking away from the number of undergraduate scholarship available.

There were twenty two applicants for the past year. A primary goal is to increase the awareness to obtain more applicants. This could be done possibly by having SURFLANT and SURFPAC send out a message. The possibility of getting a NAVADMIN was also discussed.

A motion to approve the scholarship modifications as presented was made and it was carried unanimously.

Heritage Committee Report

Captain Ron Jenkins, USN(Ret) is the Chairman of the committee.

The committee is not fully established but working on issues on an interim basis.
Action Item: The Executive Committee is to review status of Heritage Committee.

Floor Discussions:

The following was offered by BOD member Captain Ric Ruston.

1. Letter grade on effectiveness of the Association is C+. For organizations on our level, the power is in the money and the membership. Doing great job at raising money but not applying the money back into activities or membership. The Board needs to invest more time and our membership is stalled. The involvement of the Board of Directors is benign. We are elected at-large and the board should be more involved in management, contract negotiations and review as a Board rather than s a separate committee.
2. The Surface Warfare profession goes beyond ship drivers. There is no involvement from SWO Supply Officers and this could help our membership. More time and recognition should be spent at the NROTC level.
3. Dollar allocation. Awards program needs bottom up review to look at focus of our national awards. Promote professionalism of our Enlisted community. Money should be allocated to our chapters for more support of awards programs and to use to increase the membership.
4. Value of SNA needs to be publicized and we need to spend the money to educate and bring in more membership. Concentration should be on junior Officers. Perhaps SNA National could help each Chapter leadership bring one junior Officer or one Enlisted to the Symposium. We need to promote SNA to the CO's and XO's that are not members. Letters could be sent out to those CO's and XO's that are not members. At the same time we can also target Command Master Chief selectees with a letter.
5. It was noted that not all problems can be solved with money. We need to advertise with the proper language to include our Enlisted, not exclude them. Example was provided that this year's agenda program for the Symposium. "Surface Warfare Officer" is mentioned all over. We need to use the term "Surface Warrior." Each panel should also include an Enlisted participant. The establishment of a Enlisted Vice President or Enlisted committee chairman should be examined and there should be more representation of Enlisted members on board and Executive Committee.
6. We need to review our bylaws to make sure the proper language is used there to include Enlisted and Officers.

It was discussed and decided to extend the time allotted for the Board of Directors meeting to 4 P.M next year.

A tentative meeting of the BOD will be scheduled for September 2004. Please contact the Executive Director, with any agenda items for this meeting or for any Executive Committee meeting throughout the year.

The meeting was adjourned by Admiral Hogg at 3:10 P.M.

Enclosures

- (1) President's Presentation
- (2) Secretary's Presentation
- (3) Treasurer's Presentation
- (4) Award Committee Presentation
- (5) Newport Chapter Presentation
- (6) Hampton Roads Chapter Presentation
- (7) Mayport Chapter Presentation
- (8) Monterey Chapter Presentation

- (9) Pearl Harbor Chapter Presentation
- (10) Rocky Mountain Chapter Presentation
- (11) San Diego Chapter Presentation
- (12) Membership Committee Presentation
- (13) Corporate Committee Presentation
- (14) Symposium Committee Presentation
- (15) Scholarship Committee Presentation