



OFFICE OF THE CHAIRMAN

## United States Naval Sea Cadet Corps

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18 January 2000

**MEMORANDUM FOR:**    **NSCC/NLCC Commanding Officers**  
                                  **NSCC Regional/Associate Regional Directors**  
                                  **NSCC Field Representatives**

Subj: PROGRAM GOALS - 2000

Encl: (1) Program Goals - 2000  
      (2) NSCC Guiding Principles

It is important that we establish goals to focus and channel our efforts in the forthcoming year. Program Goals - 2000, are forwarded for this purpose in enclosure (1). The following brief review - "State of the Corps" - report is provided as a point of departure for your planning in working to attain these goals:

**Program Strength:** Our registered enrollment remained high at the close of 1999. We had 9076 members registered (down from Dec 98--9192) with a drilling enrollment on 31 December of 8013, up slightly from our previous year's high (Dec 98) of 7986. This reflects improved cadet retention but, not the recruiting enrollments we need to place the Corps in position to meet the NLUS' goals in the outyears. There are 192 NSCC and 47 NLCC units in operation with 68 units in various stages of the formation process. An analysis of unit manning indicates that 77 NSCC units (41%) are at, or above, satisfactory minimum enrollment. The remainder, 115 units (59%) have less than the minimum (25) NSCC cadets enrolled. Some 31 NLCC units (65%) have the minimum on board (15 cadets).

**Training:** The 1999 summer training programs were marked by continued success. Training opportunities were expanded where possible and diversified. Particularly noteworthy was the continuation of the winter recruit and Petty Officer Leadership training among the wide spectrum of opportunities available to cadets. Key to our success was the ability of planners to cope with changing availability of Navy training resources and facilities, and the initiative of Field Representatives, Regional Directors, and key individuals in arranging for, and supervising regional training. Most important was the ability of unit commanding officers and parents to accommodate to a rapidly changing training schedule. In 1999 we significantly improved on the number of cadets who attended recruit training over 1998 figures. This was most probably the result of the advanced deposit required to be forwarded to the commanding officer of the recruit training sites. Summer 2000 will be very challenging with some reductions in recruit training site for the NSCC. This is a result of the continued draw downs and reductions of facilities within the services.

**Administration:** Program administration provided the support and guidance needed by those in the field to accomplish their training mission. NSCC/NLCC manuals and other important information are posted to the Internet. This has given all units the access to information as needed. The NSCC Internet Development Group responsible for web site postings is doing a fantastic job and has contributed greatly to the flow of information available to the NSCC/NLCC unit. The NSCC/NLCC Administrative Manual has been revised in its entirety. This manual was distributed to the field in December. Many NSCC/NLCC forms have been revised and consolidated to reduce paperwork to the units. The forms will continue to be worked to reduce the paperwork even further. The Advancement and Training Manual is under revision with the goal of producing the manual to the field before summer 2000.

**Fiscal Status:** The fiduciary responsibilities of the Board of Directors and National Headquarters are being properly discharged with the Corps ending the year in satisfactory fiscal condition. Efforts underway to get federal funding are progressing above expectations. Good progress is being made and it has become more important than ever to get outside funds. Down sizing of Department of Defense activities has continued to result in the NSCC being tasked to pay for more and more of our own training and administrative costs. Some of the cost involving training has resulted in a significant increase in costs to the cadets. We need to relieve most of this burden when we receive federal funding.

**Navy/Coast Guard and other Service Support:** Support of Cadet Corps training by both the Navy and Coast Guard has been good. The success of the summer and winter training program reflects the willingness of both these services and as well as the other services to make available for our use, to the extent possible, their training facilities and resources. As the Department of Defense continues to draw down the force structure with the resultant base closures, it is incumbent on the NSCC program to take advantage of every training opportunity available. More than half of our recruits training sites are non-Navy sites and we must continue to take advantage of whatever is available locally and within the region. This means working with any service which offers training opportunities.

The program goals outlined in enclosure (1) are challenging, but are achievable if we work together as a team to attain them. Only through working together, will we accomplish our goals. Enclosure (2) is our guiding principles which will help us to achieve our goals. These principles are powerful tools and will make the program shine if we follow through on each and everyone.



Bruce B. Smith  
National Chairman

Copy to:  
National President  
Executive Director

## **PROGRAM GOALS - 2000**

### **Program Goals:**

- \* Attain a Registered enrollment of 10,500. Attain 10,300 members by June 2000 and 10,500 by 31 December 2000. Focus on adult enrollment; increase adult enrollment by 300 individuals.
- \* Form and commission at least one new NSCC/NLCC unit in each region. Expand formation of NLCC units to local schools.
- \* All units increase on board strength by a minimum of three individuals.
- \* Increase all officer participation in required nationally scheduled training.

### **Unit Goals:**

- \* Instill pride in each cadet and adult leader, pride in self, the uniform, and the Corps. Pride is the motivational key to program success!
- \* Develop a quality training program with each drill period filled with training/orientation activities which will interest and challenge cadets. Serious fun is a major ingredient. Successful local training is critical to increased recruiting and retention.
- \* Recruit qualified, competent adult leaders in the numbers needed to conduct "quality" training.
- \* Develop and conduct an "effective" recruiting program to attain minimum satisfactory enrollment, placing emphasis on the "drug free" aspect of the Cadet Corps program as an alternative to the lifestyle substance abuse encourages. Continue to TARGET RECRUITMENT OF NLCC CADETS in local school programs. Work with local school districts to develop NLCC units in schools as an "in school" or "after school" program. Seek out adults to lead these new units!
- \* Conduct a well planned local public affairs program. Local public affairs programs are the best form of publicity for the NSCC since people remember local events the most.
- \* Recognize achievement/meritorious performance on the part of cadets and adult leaders on every appropriate occasion, and do it with the proper "ceremony".
- \* Keep the safety of cadets and adult leaders foremost in any evolution or activity.

Enclosure (1)

## **NSCC GUIDING PRINCIPLES**

- Work together as a team to accomplish our goals, objectives and overall mission.
- Be sensitive to officers, instructors, cadets (and their parents) and the demands of their employment, school and family obligations in developing plans, schedules and special activities.
- Treat people with trust, courtesy, compassion and respect.
- Recognize people for their efforts.
- Challenge ourselves to develop creative methods to consistently exceed expectations in accomplishing our mission.
- Be good stewards of our resources at all times.

Enclosure (2)