

District 11SR

DCO Report: Q1 2023

TO: Gus Formato
National Commodore

DATE: 01APR 2023

FROM: Michael D. Bozarth
District 11SR Commodore

Via: Tiney Singler
DNACO – Pacific Area/RBS

SUBJECT: D11SR DCO Report - Q1 2023

Executive Summary

1. D11S is fully operational: 120 District appointments have been made; 7 Committees established with 2023 (Awards, Audit, Budget, D-Train, Investment, and a District OPCOM); and 5 Task Forces (Engagement, Leadership, Forces, Technology, and a Program Management Office).
2. Engagement - The Engagement Task Force (ETF) has been given priority in the first quarter. Release 1.0 of the Request For Forces Program (RFF) has been implemented via the Auxiliary Sector and Unit Coordinators. Over 30 Auxiliary members (ASC's and AUC's) have been dedicated to this program, and are currently developing personal relationships with all the unit CO's and are now receiving and fulfilling augmentation roles throughout the AOR. This current release was intentionally rolled at a manual process with the intention to develop a real-time application by year end (Release 3.0).

In addition to developing the next two releases of RFF, we are now exploring a collaboration with the National DIR-U, Director IT User Support & Services, to assist in cleaning up the Skills Bank data found in ADII.

3. Leadership - The Leadership Task Force (LTF) has developed a "Future Leaders Academy" with the help of Dr. Michael Brzezicki (DC-Aux Leadership Development) and will be taught in person over 2 days prior to D-Train. 2 members from each Division (18 total) were nominated by their DCDRs to attend. The District is sponsoring this class by paying for all the travel & lodging related expenses of the instructors and students. This program represents the District's investment into our leadership pipeline. The LTF is also tasked with developing 2 one-hour workshops (open to all members) at D-Train dedicated to "Servant Leadership."

In addition, COMO Bozarth will be conducting a 2 hour "Flotilla Commander Roundtable" D-Train this year. In recognition that the Flotilla Commander is the most important role in the Auxiliary, the invitation went to both the Flotilla Commanders and Vice Flotilla Commanders. The agenda is three-fold: (1) Briefing the group personally on what we have accomplished to date and what we have planned for the remainder of the year with regard to our strategic initiatives: Engagement, Leadership, Forces, and Finance; (2) Open up a discussion where the FC's can share what is top of mind and begin a roundtable discussion to share common challenges and potential solutions amongst the group; Lastly, and just as important as the first two, is to get them introduced to their comrades, recognizing that they all share something in common and can benefit from each others experiences.

Lastly, COMO Bozarth completed personal visits to each Division by attending their Changes of Watch and conducting in-person Town Halls.

4. Forces - The Forces Task Force (FTF) mission is to address our retention and recruiting challenges. In recognition that attrition is our #1 threat to the organization, retention is the near-term priority. Accomplishments to date include a Run-off Analysis, a "Member Benefits Package" that will be debuted at D-Train, and developing and delivering a 1 hour mentoring workshop at D-Train.
5. D-TRAIN (14-16APR) - Taking a "member-driven approach" to this year's D-Train planning has resulted in a 65% increase in general attendance, 30% increase at our Luncheon & DSO Mall, and a 30% increase at our Formal Dinner Banquet. These numbers are as of 31MAR. We expect them to improve over the next 2 weeks. In addition, as of today, we are pleased to have 13 confirmed active duty in attendance, four of which are Captains.

Support of the Auxiliary National Strategic Plan and District Operational Plan:

The priorities in the 2023-2024 Plan are all in alignment with the National Strategic Plan. Specifically, all of our efforts will be focused on Engagement (Augmentation & RBS Missions), Leadership (Embracing a Servant Leadership Style), and Forces (Retention & Recruiting).

Effort was made to cross reference everything thing we do to these priorities. Not only are all the Goals and Key Deliverables tied to the priorities, but all the Flotilla & Division goals are too.

A full discussion on each of these Priorities can be found in the Operational Plan, as well as the District Goals and Key Deliverables for District Leaders, Committees, and Task Forces.

Accomplishments in Recruiting and Retention:

The Forces Task Force (FTF) is dedicated to this priority. The first quarter has focused on improving our retention, and their progress in summarized above. We have purposely put our focus on retention in the first quarter, and will begin to develop a targeted recruiting program next.

Thus far the District has brought in 23 new members and seen 11 DDRs as of 01APR. This is the first net positive we've experienced in over five years. Note, that D11S has only seen five net positive years in the last two decades.

Program performance (narrative, not AUXDATA info):

All of our RBS programs are active with exceptional Q1 results in three areas:

Culinary Assistance - Certified 3 new CA-1's this quarter. We currently have 6 CA-1's working in Sector LA/LB Galley 5 days a week, and 4 CA-1s working on reserve weekend. We are on track to deliver over 4,000 hours of CA this year. In addition, through our RFF Program, 2 more CA-1's are readying for deployment on USCGC Ward and USCGC Horne out of Sector LA/LB.

EPIRB Hunters - Two successful "EPIRB hunts" were conducted by D11S auxiliaries at the direction of D11 Command Center. The skills and equipment required for these missions are in short supply and we currently provide a capability that active duty does not have in our AOR.

Communications - D11S is a critical component of the USCG D11 Command Contingency Network. Working in concert with the active duty and D11N auxiliaries, we are currently preparing for an exercise where D11S will man multiple teams at Sector San Diego and Sector LA/LB to test the contingency network throughout the USCG D11 AOR.

Problems/obstacles/challenges (known or potential) and suggested solutions:

Our #1 threat to the organization is attrition. D11S has experienced an average annual attrition rate of -2.5% over the last 20 years. It has accelerated to nearly -8% on average over the last 4 years, and hit -15% in 2022. While some of this acceleration can be blamed on the global pandemic, evidence of an accelerating attrition goes back as far as 2014. During that time frame member apathy and a deteriorating morale has steadily worsened.

The entire Operational Plan is targeted at resolving this issue through our commitment to our major priorities: Engagement, Leadership, and Forces.

In summary, we are off to a very good start, evidence of increased energy and excitement is palatable in our meetings. A significant increase in D-TRAIN attendance is further evidence that we are on the right track. Also contributing to our rebound has come from the reception we have received from active duty leadership in our AOR and their willingness to rely on the Auxiliary as a tangible force multiplier through augmentation opportunities.

Action items:

Q1 has been dedicated to start up activities and a focus on our Engagement priority. Q2 will be focus on the following:

- Collaborate with “U” Directorate to clean up our Skills Bank data in support of future RFF releases.
- Establish a Leadership library that unit and program leaders can leverage in their meetings.
- Complete our retention related deliverables and turn our FORCES efforts toward a targeted recruiting program.
- Formalize our Finance goals by establishing an operational Investment Committee and explore the potential for a Ways & Means Committee.

Assistance needed from the Coast Guard, NEXCOM, or National Staff:

None at this time.

Future plans and milestones:

- 13-14 APR - Conduct D11S Future Leaders Academy (Leadership)
- 14 APR - D11S Board & Staff Meeting
- 14 APR - Publish “Member Benefits Package” (Forces)
- 14-16 APR - D11S D-TRAIN
- 01MAY - Complete GAP Analysis for Base LA/LB
- 2Q2023 - Release RFF 2.0 (Engagement)
- 2Q2023 - Develop Mentoring Video (Forces)
- 2Q2023 - Develop Unit Cash Management & Reserve Fund Guidelines (Investment Committee)

Respectfully submitted,

Michael D. Bozarth
D11S Commodore