

# District 11SR

## DCO Report: Q3 2023

TO: Gus Formato  
National Commodore

DATE: 01OCT 2023

FROM: Michael D. Bozarth  
District 11SR Commodore

Via: Tiney Singler  
DNACO – Pacific Area/RBS

SUBJECT: D11SR DCO Report - Q3 2023

### Executive Summary

1. Engagement Task Force (ETF) - D11S has accumulated over 10,000 hours of active duty augmentation roles year to date. D11S has made Request For Forces (RFF) a top priority this year. Thank you goes out to our dedicated RFF Task Force (lead by Skip Sorensen), ASCs, AUCs, and our Program Management Office for developing and implementing our first formal D11S RFF Program. We have dedicated 33 of our members (ASC's and AUC's), lead by Wayne Palmer (ASC-LA/LB), to build relationships with our Sector Commands and the individual active duty unit Commanding Officers to identify and fulfill augmentation opportunities. As a result of working with the Active Duty COs, we have seen the RFF related activity grow every month, accumulating over 10,000 augmentation hours to date.

Just a few weeks ago, Captain Manning, Captain of the Port Los Angeles/Long Beach, mentioned how much he and his team appreciate all that the Auxiliary is doing on and off the water. We have also been recognized by our Eleventh District Commander, Rear Admiral Sugimoto, on the impact we are having and for the initiative we have shown in developing our RFF Program.

2. Skills Bank Campaign - As the need for Active Duty Augmentation grows, so must our ability to respond. To keep up with demand, we need a better understanding of the "civilian resumes" that our members possess. The talents we bring from our civilian lives are just as valuable as our "Auxiliary resumes." Today, ADII does a good job of representing our Auxiliary experience. It is only by word of mouth that we come across a member with a non-Auxiliary skill that the active duty might be looking for.

The month of October has been dedicated to a Skills Bank Campaign. I am encouraging every one of our members to update their civilian resumes on ADII by the end of the month. To assist them with getting onto ADII and updating your Member Profile, Liz Noll (member of our Engagement Task Force) has developed a 6 minute video that provides an excellent demonstration on how to do this. In addition, all the FSO-IS's has been advised of the Campaign and they stand at the ready to assist our members if needed.

3. Forces Task Force (FTF) - D11S has developed a Chatbot using artificial intelligence to help write Coast Guard Auxiliary Awards. To assist in recognizing our Members for all the hard work they do, the District has sponsored the development of a 'Chatbot' that assists our members with CG Auxiliary Award nominations. Making this process easier and less intimidating will result in more nominations

and more of our members getting recognized for their outstanding efforts. With the help from your FORCES Task Force, lead by Debbie Allen, and the technical talents of Tyler Yim from Flotilla 09-05, we have taken a significant step forward to simplify this process.

4. Finance Task Force (FinForce) - The District Investment Committee has been established and is fully operational. The design and implementation of our formal District Investment Committee includes the Rationale, Formal Process, and the supporting technology to receive and analyze investment ideas in preparation for board consideration. At our Q3 District Board Meeting, three investment proposals were brought to the Board for consideration.
5. Hurricane/Tropical Storm Hilary - Lessons learned from Hilary will be incorporated into a District Emergency Management Plan. A virtual D11S Emergency Operations Center (EOC) was stood up on 18AUG with Command Staff. General Staff positions and Branch Chiefs were confirmed on 19AUG. The EOC's primary purpose was to monitor the storm and our members' welfare. The EOC met on a regular cadence for the duration of the event. We kept our members informed through broadcast emails from me and through welfare checks using Everbridge as the storm progressed. We also provided regular SITREPS to the D11 Command Center and the Auxiliary Q-Directorate throughout the event.

Observations and Lessons Learned:

- > The results of the Districtwide Baseline Welfare Check is encouraging. With nearly a 90% response rate, that is by far our best result yet when compared to our prior exercises.
- > The need for Mobile VHF Radio Kits for EOC Command Staff.
- > The need for new EM Laptops for our Primary and Secondary Everbridge operators.
- > The need for a robust and AOR specific Emergency Management Plan for D11S.

#### **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 District has brought in 85 new members and seen 35 DDRs as of 30SEP. This is a 4.2% net increase in our membership and 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.

In addition, D11S is currently pursuing a \$10,000 grant to focus on recruiting woman and Sea Scouts into our AOR.

#### **Program Performance (narrative, not AUXDATA info):**

All of our RBS programs are active and trending well when compared to last year. Exceptional Q3 results include:

Culinary Assistance - With over 2100 hours of augmentation time, our CA Program continues to grow. Assignments include working in the Galley at Sector LA/LB, working on a number of USCG Cutters, and supporting Active Duty Unit Changes of Watch.

Public Affairs - The number of PA events are at an all time high. Our most recent events were in tandem with the Active Duty at the Mira Mar Airshow in San Diego and the Great Pacific Airshow in

Huntington Beach. Both received broad news coverage and offered an opportunity for Auxiliary PA Booths and Active Duty Recruiting Booths at both events. In addition, Auxiliary, Active Duty and Port Partners worked together on the HB Airbox safety zone.

Vessel Examinations - Vessel Exams continue to trend positive compared to last year. Reestablishing our "Catalina VE Runs" this year offered a boost in activity. Over two missions, an Aux Facility transported a total of 12 VEs to Catalina Island to perform vessel exams at island camps and rental companies.

Public Education - Maxim Award - Grant Graves, Flotilla 12-4 in Los Angeles, California was selected as the Pacific Region winner of the 2022 Commodore Daniel Maxim Award for Excellence in Education.

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

After 9 months of working an aggressive Operational Plan that challenged our leaders to adopt a new style (Servant Leadership) and our members to get engaged and take more initiative, we are starting to experience some tangible, and sometimes remarkable results. All this has begun to make a positive impact in our organization's moral.

However, we continue to struggle with identifying the technical skills for some of these initiatives. I expect that building out our Skills Bank will not only take our RFF activities to the next level, but will also assist us in identifying the skills we need to advance our task forces and special projects aimed at building a more impactful District.

**Action items:**

Q4 will be focus on the following:

- Implement Skills Bank reference to the next RFF Release.
- Complete election cycle and begin Unit Leader education.
- Establish a Leadership Center of Excellence and Knowledge Exchange.
- Implement District Recruiting Landing Page
- Develop Cash Management Best Practices and Member Dues Analysis
- 2024 D-TRAIN Event Planning

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

None at this time.

**Future plans and milestones:**

- OCT - Launch Skills Bank Campaign (Engagement)
- OCT - Launch CG Aux Award Chatbot (Forces)
- OCT - Confirm 2024 DTRAIN Venue & Date
- NOV - Implement Reserve Fund Guidelines (Investment Committee)
- DEC - Implement Formal Unit Succession Planning
- DEC - Revisit Operational Plan and Confirm 2024 Priorities
- 09DEC - District Board & Staff Meeting

Respectfully submitted,

Michael D. Bozarth  
D11S Commodore