

# District 11SR

## DCO Report: Q4 2023

TO: Gus Formato  
National Commodore

FROM: Michael D. Bozarth  
District 11SR Commodore

Via: Tiney Singler  
DNACO – Pacific Area/RBS

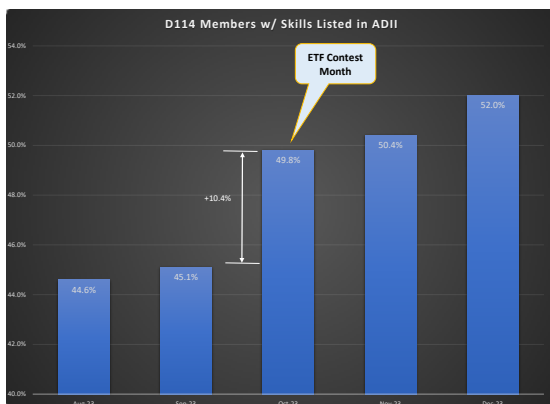
SUBJECT: D11SR DCO Report - Q4 2023

DATE: 01JAN 2024

### Executive Summary

1. Engagement Task Force (ETF) - D11S has accumulated over 11,000 hours of active duty augmentation roles in 2023. While the Engagement Task Force has concluded its deliverables and has been dismantled, the RFF Program has been operationalized and lead by the Auxiliary Sector Coordinators (ASC) at Sector San Diego and Sector LA/LB. The ASC's along with 30 Auxiliary Unit Coordinators (AUC) will continue to expand this program into 2024 and beyond.

In support of the overall RFF Program, a Skills Bank Campaign was executed in the month of October. The result was a 10% increase in members with skills listed in ADII in just 30 days. The awareness of the campaign and the success of the RFF Program has resulted in 52% of our members with skills registered in the Skills Bank and it continues to grow.



D11S will continue to participate in the National Help Wanted Task Force by working closely with the Salesforce development team. Salesforce has developed a prototype based on the D11S requirements & design to establish an RFF capability within AUXDATAII to provide both the RFF process and system functionality to all 16 Districts.

2. Finance Task Force (FinForce) - The Finance Task Force has completed its deliverables and has been dismantled. Their first deliverable was to establish a formal District Investment Committee. This has been a success in that 7 investment proposals were submitted to the Investment Committee in 2023, and 6 were approved by the Board for a total investment of \$22,000.

2023 investments include:

- *Two Sammy The Sea Otter Costumes* in support of our PA and MS Programs,
- *Three Laptops and one Printer dedicated to the DIRAUX Office* for use by Auxiliarists regularly staffed there,
- *Five Mobile VHF Radio Kits* with digital capability for the Command Staff at the D11S Emergency Operations Center (EOC),
- *Two Laptops dedicated to our Everbridge Leads,*
- *Four Radio Direction Finder (RDF) Kits.* These tools allow trained D11S Auxiliarists to better augment the active duty. This group gets activated multiple times each year to respond to OPEN mics blocking channel 16 and EPIRBS that have been activated.

In addition to designing and implementing our first formal Investment Committee, the Finance Task Force had multiple unique deliverables that will be implemented in 2024 in support of our Administrative Excellence Priority next year:

- D11S Unit Reserves Guideline
- D11S Unit Cash Management Guideline
- D11S Unit Standardized Chart Of Accounts
- D11S Member Dues Analysis

3. Forces Task Force (FTF) - The Forces Task Force will continue into 2024. In addition to their 2023 deliverables (Run-off Analysis, Member Benefits Package, Mentoring Workshop, and pursuing recruiting grants), the task force developed a Chatbot using artificial intelligence to help write Coast Guard Auxiliary Awards. As a result of the Chatbot and working with the Awards Committee, D11S saw over 50 Coast Guard Auxiliary awards submitted in 2023. A record high in recent years.

In 2024, the team will build a Recruiting Landing Page, Certification Road Maps, a Certification Compendium and will design and implement another Chatbot to assist with onboarding new members.

4. Leadership Task Force (LTF) - The Leadership Task Force will continue into 2024 as well. 2023 successes included conducting the first D11S Future Leaders Academy and multiple workshops in support of our Servant Leadership priority.

In 2024, deliverables include:

- Conduct Future Leaders Academy (FLA) at Spring DTRAIN
- Conduct Leadership workshops at Spring and Fall DTRAINS
- Establish an Online Leadership Knowledge Exchange
- Develop New Leaders Academy (NLA) to replace FELA (Elected & Appointed)
- Conduct District Sponsored AUXLAMs & AMLOC Classes

### **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:**

In January of 2023, D11S established a Forces Task Force (FTF) with goal of improving both our recruiting and retention. Their accomplishments to date and focus for 2024 is outlined in the Executive Summary above.

The District has brought in 96 new members and 65 DDRs as of 01DEC. This is a 2.6% 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.

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

All of our programs are active and trending well when compared to last year. Stand out performances in Q4 include:

Recreational Boating Safety -

	2022	2023	Variance	Percent
<b>Vessel Exams</b>	1,811	2,558	747	41.2%
<b>New Members</b>	80	101	21	26.3%
<b>RBS Visits</b>	2,275	2,760	485	21.3%
<b>Member Training (Hours)</b>	1,092	1,309	217	19.9%
<b>Public Education (Graduates)</b>	770	815	45	5.8%

Culinary Assistance - With 3,000 hours of augmentation time in 2023, our CA Program continues to grow. We have had 5 CAs' go to sea this year and an additional 3 that worked dockside. Underway hours have been reported to be over 900. With 2 new CA's completing their PQS requirements this month, we have grown our Culinary Assistance team from 5 to 17 in 2023.

Public Affairs - The number of PA events are at an all time high. Highlights for the year include:

- Armed Forces Day (May 19-21, 2023) / CG featured branch of service. Active duty and Auxiliary worked together for this parade and 3 day static display. Extremely well attended and covered by local news.
- Independence Day Parade. Active Duty and Auxiliary mutual participation in the Huntington Beach parade and covered by several TV news channels.
- Wings over Camarillo Air Show (Aug 18-20, 2023) - Active duty and Auxiliary mutual show.

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

After a year 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 experiencing tangible, and sometimes remarkable results. All this has resulted in a significant uptick in our Program performance and our organization's moral.

There are three areas that we are having difficulty staffing due to the technical skills required. All three of these projects have the potential to make a significant impact on our members. If we cannot secure the skills we need, the District may have to consider outsourcing talent:

- Web Design & Build Experience - District Website & Landing Pages (recruiting, retention, administration, etc.)
- Software Design & Build Experience - RFF Program 2.0 and support of AUXDATAII Salesforce Solution
- Emergency Management (ICS) Experience - District Emergency Management Plan and Implementation

**Action items:**

2024 District Priorities Include:

- Forces Task Force
- Leadership Task Force
- Emergency Management
- Reestablish PDCA
- Administrative Excellence

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

None at this time.

**Future plans and milestones:**

- JAN - MAR - 9 Division Change of Watch & DCO Town Halls
- 15MAR - District Board & Staff Meeting
- 16-17MAR - DTRAIN

Respectfully submitted,

Michael D. Bozarth  
D11S Commodore