



**Homeland  
Security**

**U.S. Coast Guard Auxiliary  
District 11 Northern Region**  
*Serving Northern California, Nevada, Utah*



DATE: 7 January 2022

TO: COMO Dean McFarren  
DCOS Curtis Han  
DCAPT Bruce Martin  
DCAPT Chuck Cobery  
DCAPT Alan Stanton

CC: DISTRICT 11NR BOARD AND STAFF  
Lou Sarto, ADSO-HR, Flotilla 01-04  
Mary Stephens, ADSO-HR, Flotilla 01-07

FROM: Jim Losi, DSO-HR

RE: **Human Resources Report - December 2021**

### **HIGHLIGHTS**

1. Membership Summary Monthly Reporting
  - i. December 2021 Report attached - Figure 1
  - ii. Current D11NR Membership stands at 1,071 as of 6 January 2022.
2. Each week the DCDRs will be receiving qualified prospective new member leads from me. Please follow up on them. The number of qualified leads has been increasing regularly.
3. The month of December was spent processing 7035s.
4. A considerable amount of time was invested in processing new member applications which should appear in our January 2022 membership reporting.

### **Projects**

- Communication and implementation of D11 HR Plan
- Communication and implementation of Virtual Recruiting Plan
- Continued reporting and analysis of 2022 Membership Summary

### **Future Activities**

- Virtual Call with Div SO-HR and FSO-HR members - This will be an ongoing activity scheduled on a periodic basis

### **Challenges**

- Identifying ADSO-HR for support and coverage
- Creating the time necessary to reach District members to inspire and motivate them to recruit new members and retain existing members

### **Goals and Objectives**

- Play a leading role in helping to implement the recruitment and retention strategies being developed by HR and EXCOM
- Help facilitate the recruiting of 100 new members in 2022
- Elevate the HR District function in the eyes of District members to be considered world-class.

Figure 1 – December Year End D11 NR Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary				2019	2020	2021 Membership Inflows and Outflows					2021	2022
Division	Name	Flotilla Name	Flotilla	Year End # of Members	Year End # of Members	New	Retired or Left	Members Crossed ***The Bar	**TKFR	DEC NET* MEMBERS	2021 B/(W) 2020	2022 % Change
1	Senior Area	Sausalito-Thurston	113-01-02	53	51	8	-8	-1	0	52	1	1.92%
		Central Marin	113-01-04	48	46	5	-7	-2	1	45	-3	-6.98%
		Point Bonita	113-01-07	46	47	0	-3	-2	0	42	-8	-11.90%
		Coyote Point	113-01-09	56	54	15	-12	-1	-1	35	1	2.86%
		<b>Total:</b>			<b>182</b>	<b>178</b>	<b>25</b>	<b>-25</b>	<b>-6</b>	<b>0</b>	<b>172</b>	<b>-6</b>
3	Roaring Thirties Area Sacramento Region	McClellan Park	113-03-01	54	28	4	-1	-1	-1	29	1	3.45%
		Gold Country	113-03-03	50	29	1	-4	0	0	26	-3	-11.94%
		Sacramento	113-03-05	43	39	4	-6	0	-1	36	-3	-8.33%
		Cosumnes River	113-03-10	17	14	2	-6	0	2	13	-1	-7.69%
		<b>Total:</b>			<b>124</b>	<b>110</b>	<b>11</b>	<b>-16</b>	<b>-1</b>	<b>0</b>	<b>104</b>	<b>-6</b>
4	South Bay Area	San Jose	113-04-01	14	17	5	-3	0	0	19	2	10.53%
		Palo Alto	113-04-03	16	16	1	-1	0	-1	15	-1	-6.67%
		Redwood City	113-04-06	21	21	2	0	0	0	23	2	8.70%
		Almaden	113-04-08	10	10	0	0	0	0	10	0	0.00%
		Silicon Valley	113-04-09	24	20	2	0	0	0	22	-2	-9.09%
<b>Total:</b>			<b>85</b>	<b>84</b>	<b>10</b>	<b>-4</b>	<b>0</b>	<b>-1</b>	<b>89</b>	<b>6</b>	<b>8.62%</b>	
6	Suisun Bay Area	Vallejo	113-06-01	27	36	10	-5	-1	0	40	4	10.00%
		Napa	113-06-02	36	26	3	-3	0	0	26	0	0.00%
		N Solano County	113-06-03	23	28	5	-4	0	1	30	2	6.67%
		Sonoma County	113-06-05	40	40	1	-4	0	0	37	-3	-8.11%
		Diablo	113-06-07	38	36	1	-12	-1	0	24	-12	-30.00%
<b>Total:</b>			<b>164</b>	<b>166</b>	<b>20</b>	<b>-28</b>	<b>-2</b>	<b>1</b>	<b>157</b>	<b>-9</b>	<b>-5.73%</b>	
6	Gold Coast Area	Monterey	113-06-04	67	66	4	-8	-1	0	51	-5	-9.80%
		Santa Cruz	113-06-07	32	32	4	-11	0	0	25	-7	-28.00%
		Capitola	113-06-10	50	29	6	-9	0	1	27	-2	-7.41%
<b>Total:</b>			<b>119</b>	<b>117</b>	<b>14</b>	<b>-28</b>	<b>-1</b>	<b>1</b>	<b>103</b>	<b>-14</b>	<b>-15.99%</b>	
7	Utah Area	Salt Lake City	113-07-02	52	28	2	0	0	0	30	2	6.67%
		Wasatch	113-07-03	20	17	2	-1	0	0	18	1	5.56%
		Ogden	113-07-06	26	25	1	4	0	5	17	-8	-27.06%
		Garden City	113-07-08	18	17	1	0	0	5	23	6	26.09%
<b>Total:</b>			<b>96</b>	<b>87</b>	<b>6</b>	<b>-5</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>1</b>	<b>1.14%</b>	
8	North Coast 8 Area	Mendocino County	113-08-07	21	17	3	-2	0	0	18	1	5.56%
		New Lake County	113-08-08	27	28	1	-6	0	0	24	-4	-16.97%
		Crescent City	113-08-11	29	27	3	0	0	0	30	3	10.00%
		Thirty Niners	113-08-39	36	36	4	-18	-1	0	21	-15	-71.43%
<b>Total:</b>			<b>113</b>	<b>108</b>	<b>11</b>	<b>-25</b>	<b>-1</b>	<b>0</b>	<b>93</b>	<b>-15</b>	<b>-16.16%</b>	
10	San Joaquin Valley Area	Modesto	113-10-02	17	16	5	0	-3	0	18	2	11.11%
		Stockton	113-10-03	25	21	6	-5	0	0	22	1	4.58%
		Fresno	113-10-05	11	10	2	0	0	0	12	2	16.67%
		Kaweah	113-10-06	17	16	2	-6	0	0	13	-3	-23.08%
<b>Total:</b>			<b>68</b>	<b>63</b>	<b>15</b>	<b>-10</b>	<b>-3</b>	<b>0</b>	<b>65</b>	<b>2</b>	<b>3.08%</b>	
11	Sierra Area	North Lake Tahoe	113-11-01	31	28	3	-13	0	10	28	0	0.00%
		Reno	113-11-03	31	28	7	-2	0	2	35	7	20.00%
		South Lake Tahoe	113-11-04	22	20	0	-7	0	-13	-	-20	N/A
<b>Total:</b>			<b>84</b>	<b>76</b>	<b>10</b>	<b>-22</b>	<b>0</b>	<b>-1</b>	<b>63</b>	<b>-13</b>	<b>-20.65%</b>	
12****	East Bay - Neytune Div	East Bay	113-12-01	86	95	10	-9	0	-1	95	0	0.00%
		San Ramon Valley	113-12-31	46	46	5	-9	-1	1	44	-4	-9.09%
<b>Total:</b>			<b>136</b>	<b>143</b>	<b>15</b>	<b>-18</b>	<b>-1</b>	<b>0</b>	<b>139</b>	<b>-4</b>	<b>-2.88%</b>	
<b>Grand Total:</b>				<b>1,171</b>	<b>1,132</b>	<b>137</b>	<b>-181</b>	<b>-15</b>	<b>0</b>	<b>1,073</b>	<b>-99</b>	<b>-8.50%</b>

**NOTES:**  
 \* As of 31 DEC 2021  
 \*\* 34 members have transferred to other Flotillas  
 \*\*\* 15 members have Crossed the Bar  
 \*\*\*\* Enbaradero Cove Flotilla Deleted from ADII

METRICS:		
Number of Divisions:	10	D11NR
Avg. Number of Members Per Division:	107	10 Divisions
Number of Flotillas:	38	
Avg. Number of Members Per Flotillas:	28	38 Flotillas
Flotilla with most number of members:	95	113-12-01
Flotilla with least number of members:	10	113-04-08

Flotilla 113-11-04 Membership Disposition	
Cole, Bruce	Retired
Dorlon, Brad	Disenrolled
Howard, John	Retired
Lynn, Sharon	Disenrolled
Miranda, Richard	Disenrolled
Chism, Guy	To 11-03
Marks, Chris	To 08-03
York, Ed	To 11-03
Englekirk, Dana	To 11-01
Friedman, Howard	To 11-01
Hogan, Dennis	To 11-01
Lewicki, Barbara	To 11-01
Martin, Bruce	To 11-01
Starevich, Sheila	To 11-01
Snell, Jim	To 11-01
Lyzenga, Harmon	To 11-01
Kortga, Mary	To 11-01
Green, William	To 11-01
Hancock, Joe	To 11-01
Sherry, Joe	To 11-01