



**Homeland  
Security**

**U.S. Coast Guard Auxiliary  
District 11 Northern Region**

*Serving Northern California, Nevada, Utah*



DATE: 11 APRIL 2021

TO: COMO Dean McFarren  
DCOS Curtis Han  
DCAPT Bruce Martin  
DRAPT Nancy Marion  
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 – April 2021

### **HIGHLIGHTS**

1. Presented District 2021 HR Plan and/or Recruiting Quick Start Plan (**Running Schedule**):
  - a. Division 1 – 27 JAN 2021
  - b. Division 10 – 3 FEB 2021
  - c. Division 8 – 10 FEB 2021
  - d. Division 3 – 11 FEB 2021
  - e. Division 11 – 22 FEB 2021
  - f. Flotilla 12-01 – 10 MAR 2021
  - g. Division 4 – 24 MAR 2021
  - h. I would like to urge all of our DCDRs to schedule a presentation of the Quick Start Recruiting tool.
2. Membership Summary Monthly Reporting
  - i. Month end MARCH 2021 Report attached – Figure 1
  - ii. APRIL 2021 Report attached – Figure 2
3. Began the planning process for a centralized recruiting virtual event.
4. Converted 8 leads into Aux members nationally through my position as COO of AuxA.
5. As part of Operation Touch Point, I have had comms with 401 D11NR members. Anecdotal results to be presented at District Staff meeting.

### **Projects**

- Communication and implementation of D11 HR Plan
- Communication and implementation of Virtual Recruiting Plan
- Continued reporting and analysis of 2021 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 2021
- Re-engineer the HR District function from mediocre to world class.

# Exhibit 1 - MARCH 2021 Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary				2019	2020	2021 Membership Inflows and Outflows					2021
Division	Name	Flotilla Name	Flotilla	Year End	Year End	New	Retired	Members	MARCH	MEMBERS	2021
				# of	# of						
1	Senior Area	Sausalito Tiburon	115-01-08	53	51	0	0	0	0	51	0
		Central Marin	115-01-04	46	46	4	-	1	1	46	2
		Point Bonita	115-01-07	46	47	0	0	0	0	47	0
		Coyote Point	115-01-08	35	34	4	-	1	1	31	-
<b>Total:</b>				<b>184</b>	<b>178</b>	<b>8</b>	<b>-7</b>	<b>0</b>	<b>0</b>	<b>177</b>	<b>-1</b>
3	Boating Thirties Area Sacramento Region	McChelan Park	115-03-01	34	28	0	0	0	-1	27	-1
		Gold Country	115-03-05	30	29	0	0	0	0	29	0
		Sacramento	115-03-06	43	39	3	-	0	1	36	-1
		Elk Grove	115-03-10	17	14	0	2	0	2	14	0
<b>Total:</b>				<b>124</b>	<b>110</b>	<b>3</b>	<b>-5</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>-8</b>
4	South Bay Area	San Jose	115-04-01	14	17	0	0	0	0	17	0
		Palo Alto	115-04-03	16	16	0	0	0	1	15	-1
		Redwood City	115-04-05	21	21	2	0	0	0	23	2
		Almaden	115-04-08	10	10	0	0	0	0	10	0
		Shiloh Valley	115-04-09	24	29	1	0	0	0	21	-1
<b>Total:</b>				<b>85</b>	<b>84</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>86</b>	<b>2</b>
5	Suisun Bay Area	Vallejo	115-05-01	37	36	0	0	0	0	36	0
		Napa	115-05-08	26	26	0	0	0	0	26	0
		N Solano County	115-05-05	23	22	2	-1	0	1	20	-2
		Sonoma County	115-05-05	40	40	1	-1	0	0	40	0
		Diablo	115-05-07	36	36	1	-1	-1	0	35	-1
<b>Total:</b>				<b>164</b>	<b>164</b>	<b>4</b>	<b>-3</b>	<b>0</b>	<b>1</b>	<b>157</b>	<b>-1</b>
6	Gold Coast Area	Monterey	115-06-04	27	26	1	0	0	0	26	0
		Santa Cruz	115-06-07	32	32	1	-1	0	0	32	0
		Capitola	115-06-10	30	29	1	-	0	1	29	-
<b>Total:</b>				<b>119</b>	<b>117</b>	<b>3</b>	<b>-2</b>	<b>0</b>	<b>1</b>	<b>114</b>	<b>-5</b>
7	Utah Area	Salt Lake City	115-07-08	32	28	0	0	0	0	28	0
		Wasatch	115-07-03	20	17	1	0	0	0	18	1
		Ogden	115-07-06	26	25	0	0	0	0	25	0
		Garden City	115-07-08	18	17	0	0	0	0	17	0
<b>Total:</b>				<b>96</b>	<b>87</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>-1</b>
8	North Coast 8 Area	Mendocino County	115-08-07	21	17	1	0	0	0	18	1
		New Lake County	115-08-08	27	28	0	0	0	0	28	0
		Crosscut City	115-08-11	29	27	1	0	0	0	28	1
		Thurston Rivers	115-08-30	36	36	0	0	0	0	36	0
<b>Total:</b>				<b>113</b>	<b>108</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>110</b>	<b>-2</b>
10	San Joaquin Valley Area	Modesto	115-10-08	17	16	0	0	0	0	16	0
		Stockton	115-10-08	23	21	1	-1	0	0	21	0
		Fresno	115-10-05	11	10	0	0	0	0	10	0
		Kaweah	115-10-05	17	16	2	-	0	0	16	0
<b>Total:</b>				<b>68</b>	<b>63</b>	<b>3</b>	<b>-2</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>-5</b>
11	Sierra Area	North Lake Tahoe	115-11-01	31	28	2	-4	0	2	28	7
		reno	115-11-05	31	28	1	0	0	2	31	5
		South Lake Tahoe	115-11-04	22	20	0	-7	0	-12	1	-19
<b>Total:</b>				<b>84</b>	<b>76</b>	<b>3</b>	<b>-11</b>	<b>0</b>	<b>-12</b>	<b>60</b>	<b>-24</b>
12****	East Bay - Neptune Div	East Bay	115-12-01	28	25	5	-2	0	-1	27	2
		San Ramon Valley	115-12-01	48	42	1	-1	0	1	42	1
<b>Total:</b>				<b>136</b>	<b>145</b>	<b>6</b>	<b>-3</b>	<b>0</b>	<b>0</b>	<b>146</b>	<b>8</b>
<b>Grand Total:</b>				<b>1,171</b>	<b>1,128</b>	<b>36</b>	<b>-8</b>	<b>0</b>	<b>0</b>	<b>1,126</b>	<b>-45</b>

**NOTES:**  
 \* As of 18 MAR 2021  
 \*\* 26 members have transferred to other Flotillas  
 \*\*\* 2 members have Crest the Bar  
 \*\*\*\* Embarcadero Cove Flotilla Deleted from ADU

STATISTICS:	
Number of Divisions:	10
Number of Members Per Division:	118
Number of Flotillas:	10
Number of Members Per Flotilla:	29
Flotilla with most number of members:	94
Flotilla with least number of members:	18

Flotilla 115-11-04 Membership Disposition	
Colin, Bruce	Retired
Dortoni, Brad	Disenrolled
Howard, John	Retired
Lynn, Sharon	Disenrolled
Mawank, Richard	Disenrolled
Cham, Guy	To 11-05
Marko, Chris	To 05-08
York, Ed	To 11-05
Engelbrek, Dana	To 11-01
Frederick, Howard	To 11-01
Hogan, Dennis	To 11-01
Lewicki, Barbara	To 11-01
Martin, Bruce	To 11-01
Starovesh, Sheila	To 11-01
Snell, Jim	To 11-01
Lynskey, Harmon	To 11-01
Kortge, Mary	To 11-01
Green, William	To 11-01
Hancock, Joe	To 11-01
Sherry, Joe	WBD

Prepared By: Jim Lee, D11NR, DBOHR

# Exhibit 2 – APRIL 2021 Membership Summary and Analysis – Report as of 11 APRIL 2021

D11NR Annual and Monthly Membership Summary											
Division	Name	Fleet/Flotilla Name	Year End # of Members	2020 Year End # of Members	2021 Membership Inflows and Outflows					2021 R/(C) #	
					New	Retired or Crest	**Tns Bar	**TFFS	MARCH 2021 MEMBERS		
1	Senior Area	Sausalito Tiburon	118-01-06	55	51	1	0	0	0	52	1
		Central Marin	118-01-04	48	46	4	0	0	0	47	1
		Point Bonita	118-01-07	46	47	0	0	0	0	47	0
		Coyote Point	118-01-09	35	34	0	-5	-1	-1	33	-2
		<b>Total:</b>		<b>184</b>	<b>178</b>	<b>10</b>	<b>-5</b>	<b>-2</b>	<b>0</b>	<b>179</b>	<b>0</b>
3	Hoarding Thirteen Area Sacramento Region	McClellan Park	118-03-01	34	28	0	0	0	-1	27	-1
		Gold Country	118-03-03	30	29	0	0	0	0	29	0
		Sacramento	118-03-06	43	39	3	-3	0	-1	38	-1
		Elk Grove	118-03-10	17	14	0	-3	0	2	15	-1
		<b>Total:</b>		<b>124</b>	<b>110</b>	<b>3</b>	<b>-6</b>	<b>0</b>	<b>0</b>	<b>107</b>	<b>-5</b>
4	South Bay Area	San Jose	118-04-01	14	17	0	0	0	0	17	0
		Palo Alto	118-04-03	16	16	0	0	0	-1	15	-1
		Redwood City	118-04-06	21	21	0	0	0	0	21	0
		Almaden	118-04-08	10	10	0	0	0	0	10	0
		Siemon Valley	118-04-09	24	20	1	0	0	0	21	-1
<b>Total:</b>		<b>85</b>	<b>84</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>86</b>	<b>1</b>		
5	Suisun Bay Area	Vallejo	118-06-01	37	36	1	0	0	0	37	1
		Wega	118-06-02	26	25	1	0	0	0	27	1
		N Solano County	118-06-03	23	23	0	-8	0	1	20	-1
		Sonoma County	118-06-05	40	40	1	-1	0	0	40	0
		Duako	118-06-07	38	39	1	-1	-1	0	38	-1
<b>Total:</b>		<b>164</b>	<b>166</b>	<b>6</b>	<b>-4</b>	<b>-1</b>	<b>1</b>	<b>168</b>	<b>2</b>		
6	Gold Coast Area	Monterey	118-06-04	57	56	1	0	-1	0	56	0
		Santa Cruz	118-06-07	38	38	1	-1	0	0	38	0
		Capitola	118-06-10	30	29	1	-5	0	-1	26	-3
		<b>Total:</b>		<b>119</b>	<b>117</b>	<b>3</b>	<b>-6</b>	<b>-1</b>	<b>1</b>	<b>114</b>	<b>-5</b>
		7	Utah Area	Salt Lake City	118-07-06	38	38	1	0	0	0
Wasatch	118-07-03			20	17	1	0	0	0	18	-1
Ogden	118-07-05			26	25	0	0	0	0	25	0
Garden City	118-07-08			18	17	0	0	0	0	17	0
<b>Total:</b>				<b>96</b>	<b>87</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>-7</b>
8	North Coast S Area	Mendocino County	118-08-07	21	17	1	0	0	0	18	1
		New Lake County	118-08-08	27	28	0	0	0	0	28	0
		Crossed City	118-08-11	29	27	2	0	0	0	29	0
		Thirty Niners	118-08-30	36	36	0	0	-1	0	35	-1
		<b>Total:</b>		<b>113</b>	<b>108</b>	<b>4</b>	<b>0</b>	<b>-1</b>	<b>0</b>	<b>110</b>	<b>-3</b>
10	San Joaquin Valley Area	Modesto	118-10-08	17	16	0	0	0	0	16	0
		Stockton	118-10-09	23	21	2	-1	0	0	22	-1
		Fresno	118-10-06	11	10	0	0	0	0	10	0
		Kaweah	118-10-05	17	16	0	-2	0	0	14	-2
		<b>Total:</b>		<b>68</b>	<b>63</b>	<b>2</b>	<b>-3</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>-6</b>
11	Sierra Area	North Lake Tahoe	118-11-01	31	28	3	-4	0	10	36	8
		Reno	118-11-03	31	28	4	0	0	0	34	6
		South Lake Tahoe	118-11-04	23	20	0	-7	0	-13	-20	-9
		<b>Total:</b>		<b>84</b>	<b>76</b>	<b>7</b>	<b>-11</b>	<b>0</b>	<b>-1</b>	<b>70</b>	<b>-6</b>
		12****	East Bay - Neptune Div	East Bay	118-12-01	55	55	7	-8	0	-1
San Ramon Valley	118-12-01			48	48	1	-1	0	1	49	1
<b>Total:</b>				<b>103</b>	<b>103</b>	<b>8</b>	<b>-9</b>	<b>0</b>	<b>0</b>	<b>99</b>	<b>-4</b>
<b>Grand Total:</b>				<b>1,171</b>	<b>1,182</b>	<b>48</b>	<b>-41</b>	<b>0</b>	<b>0</b>	<b>1,154</b>	<b>-17</b>

**NOTES:**  
 \* As of 11 APR 2021  
 \*\* 86 members have transferred to other Flotillas  
 \*\*\* 6 members have Crest the Bar  
 \*\*\*\* Embassadors Crest Flotilla Deleted from ADI

Flotilla 118-11-04 Membership Disposition		
Colt, Bruce	Retired	
Dorton, Brad	Disenrolled	
Hovard, Jean	Retired	
Lynn, Sharon	Disenrolled	
Merrill, Richard	Disenrolled	
Quinn, Guy	To 11-03	
Marko, Chris	To 00-03	
Wells, Ed	To 11-03	
Engelke, Dana	To 11-01	
Friedman, Howard	To 11-01	
Hogan, Dennis	To 11-01	
Lewis, Barbara	To 11-01	
Martin, Bruce	To 11-01	
Starovrh, Sheila	To 11-01	
Steele, Jim	To 11-01	
Lyminga, Harmon	To 11-01	
Konig, Mary	To 11-01	
Green, William	To 11-01	
Hannock, Joe	To 11-01	
Sherry, Joe	To 11-01	

STATISTICS:	
Number of Divisions:	10 D11NR
Number of Members Per Division:	113 10 Divisions
Number of Flotillas:	36
Number of Members Per Flotilla:	32 36 Flotillas
Hills with most number of members:	94 118-12-01
Hills with least number of members:	12 118-10-08